# USING YOUR BACK-UP CARE BENEFIT

User Guide and FAQ

Last Updated: March 2020



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# Introduction

Your *Bright Horizons Back-Up Care*<sup>™</sup> benefit is designed to connect you with vetted, high-quality care providers when and where they're needed, to help you get to work, and ensure that your family members are in good hands. This document addresses common questions about back-up care and guides you through the processes of enrolling in and using the program to find care for your child and adult dependents.

# **Common Questions**

### Do I need to register in advance of reserving back-up care?

Yes. Registering helps us create the best experience for your family. Registration is required for *Bright Horizons Back-Up Care* and for Crisis Care reimbursement.

### What information do I need to provide during registration?

You will create your personal account, add care recipients and authorized contacts, and specify the locations where care is needed. All of this information can be easily amended over time, as needed.

### Where do I sign up?

The fastest approaches to enrolling in this benefit are:

- Online (at backup.brighthorizons.com)
- Through the mobile app (search "back-up care" in the <u>Google Play</u> or <u>Apple</u> app store)



# **Registering Online**





You will be logged into the Back-Up Care site. From the home page, click "Care Profile" to complete your registration by adding:	Home Reservations Providers Benefit Care Profile Resources Notifications (4) MESSAGE CENTER EMPLOYEE PROFILE
<ul> <li>Care recipients</li> <li>Care locations</li> <li>Authorized users</li> <li>Helpful Hint: You need to complete your profile before you can make a reservation. Additionally, if you do not finish this step, you may have issues logging back in under your account.</li> </ul>	COVID-19 Update: Customers may not use Bright Horizons Back-Up Care for 14 days following the last potential exposure. If any member of your household* has (or has been in close contact** with anyone who has): (a) a suspected or confirmed case of COVID-19 (for example – close contact at school, work, religious service, social gathering); or (b) recently returned from a Level 3 area, <u>as designated by the Centers for Disease Control</u> If, at the end of this 14-day period, no household member has experienced any symptoms, use of back-up care is allowed. If any household member does experience symptoms during that 14-day period, you will need to confirm that there is no continuing risk of exposure before turning to care. Please note, depending on the circumstances we may require you to obtain medical clearance before use of back-up care will be allowed. AHOUSEHOLD MEMBERS: include individuals who may not live in the household but may be staying there or are otherwise present in the household on a regular basis (e.g. nannies, caregivers, home health workers, contractors, etc.). AACLOSE CONTACT: is defined by the CDC as (1) being within approximately 6 feet (2 meters) of a COMD_19 case for a projonged period of time and can occure while carine for living with, viciting, or charing a
Add Care Recipients by completing all of the required fields, specifying authorized contacts, and clicking the blue "Add Care Recipient" button <b>Helpful Hint:</b> Your care recipients can include any child, adult or elder loved one that you have direct caregiving responsibility for. Your elder loved one does not need to live with you or even in the same state in order to be eligible for care.	New Care Recipient         "Required ""Required to complete a reservation request         BASIC INFORMATION         First Name"         Relationship to Employee"         Select a Relationship         Middle Initial         Last Name"         Suffix         Select a Suffix         Preferred Name         Gender"         Male         Female         Unspecified         Birth Date         (mm/dd/yyyy)"
Add Authorized Contacts by completing the required fields, specifying whether those contacts can request back-up care days on your behalf, and clicking the blue "Add Authorized Contact" button	New Authorized Contact         "Required ""Required to complete a reservation request         PERSONAL INFORMATION         First Name"       Gender       Male       Female       Unspecified         Middle Initial       Primary Phone"       Et       Work       Image: Work         Last Name"       Secondary Phone       Et       Work       Image: Work       Image: Work         Preferred Name       BENEFIT ACCESS       Benefit Access allows an authorized contact to manage all aspects of the employee's benefit. It includes the ability to edit the employee's personal information. add/edit/delete funding account, edit profiles and make reservations for care-recipients. Select Yes below if this authorized contact should be able to manage all aspects of the employee's account. Select North Select No



Add locations, including your home and workplace, and specify whether in-home care can be provided at each address.	
To save each one, click the blue "Add Location" button	New Location     "Required *"Required to complete an in-home reservation request       Location Type     Other     Zip Code *       Location Name*     City*
Helpful Hint: If you plan to use in-home care or Crisis Care reimbursement, you can stop here in the care recipient profile and add	Address Line 1*     County*       Address Line 2     Address Line 3       Address Line 3     Select a Country *       Select a Country *     Select a Country *       Will there be in-home care provided at this location? No     Yes
another care recipient, if needed. If you plan to use center based care, you will need to complete the remaining information (Care forms, medical, dental, etc)	

# **Registering Through the Mobile App**

The mobile app is the fastest, most convenient way to enroll in your back-up care benefit. Find the app by searching "back-up care" in the <u>Google Play</u> or <u>Apple</u> app store, download it, and register using the following steps.

Step 1 Enter your Bright Horizons-supplied company information then click "Verify." Employer Username: <un></un>	Werzen      408 PM     408 PM     T	Step 2 Create your user profile by completing the required fields, such as: • First & last name • Work/primary	<b>Bright Horizons</b> . Register Employer First Name Last Name
Employer Password: <pw></pw>		<ul><li>Monophinary email</li><li>Mailing address</li></ul>	Work/Primary Email Address Unique ID



	w I Verson 👻 3:40 PM 🔍 🛋 Profile 🔹	Step 4	Back-Up Care Sessions
	Employee Profile Jonathan 10 Plimpton Road	You're ready to begin reserving back-up care!	requested Coninneo Completed
Step 3 Complete your profile by	Care Recipients @  Fullyn  Y users 11 months old  Updated: 10/24/19	Reserve through the mobile app for care from Bright Horizons' network.	Request back-up care using
Authorized Contacts, and Locations.	Anna 4 years 3 months old Updated: 03/03/20 Elizabeth	For Crisis Care, find your own care providers and	the button below.
	22 years 9 months old      Updated: 10/24/19  Add Care Recipient  Authorized Contacts	apply for reimbursement using the instructions in the Crisis Care section below.	Request Care
	Care Profile Benefit Contact Us	501011.	Care Profile Benefit Contact Us

# **Reserving In-Home Care**

	WHO NEEDS CARE AND WHY?
The first step is identifying who needs care. Select the dependent for whom you need to request care.	Please select all recipients that require care. If you have multiple recipients who need different types of care or different days and locations, please complete them as separate reservations.         I. Select a Reason For Care         Care Recipient Recovering from illness or surgery ▼         2. Select Who Needs Care         I Julie Smith (3yrs 6mths - 8/26/2016)       HEALTH STATUS: ○ Healthy         I Jacob Smith (86yrs - 1/26/1934)       HEALTH STATUS: ● Healthy
Next, you will select the dates, times, and location where care is needed.	WHEN AND WHERE DO YOU NEED CARE?         I. Select The Date And Time For Care         Tou can select a single date or multiple dates and the start and end time. Dates with different times should be added separately.         CARE RECIPIENT(5)         DATE(5) OF CARE (MM/DD/YYYY)         START TIME         END TIME         Ø 00 AM INTER         ADD ANOTHER DATE         OLSELECT THE Location For Care         Rease tell us where you would like care to take place. You can choose to search at or near a location, or you can search for care along a route between two locations.         SEARCH TYPE         DISTANCE         LOCATION         ADD NEW LOCATION         AD NEW LOCATION         AD New Location         OU Talcott Ave, Watertown, MA 02471



If you have used in- home care in the past, you can request the same caregiver or another person from the same agency. You can also provide more details about the care environment to help ensure a successful day of care.	PROVIDER PREFERENCES         If you have a preferred in-home care agency, indicate to the right. If the in-home care agency is not available we will continue to search with other in-home agencies.         If you have a preferred caregiver, indicate to the right. Otherwise please leave blank.         If there is an in-home care agency you do not wish to use, indicate to the right. Otherwise please leave it blank.         Special Instructions (i.e. speaks Spanish)         TELL US ABOUT THE CARE ENVIRONMENT         Helpful instructions to find this location:         Does anyone smoke in the care location?*         No       Yes         Are there any pets in the care location?*         Is anyone other than the care recipient(s) expected to be at the care location?*
You will be able to enter any special care instructions and review your care details before finalizing the care request.	CARE INSTRUCTIONS & INFORMATION VERIFICATION         Please list any special care instructions and verify that the information is up to date and there haven't been any changes to medical information, allergies, or custody/visitation rights. Any changes that you make will be updated in the profile for future reservations.         JACOB SMITH (Last Updated: 3/17/2020)         Care / Special Instructions         Any changes to profile details like allergies, etc.?         No       Yes
You're all set! Our team will get to work on your request.	RESERVATION: CAS-5689077-ZOVIB4 (In Progress)       Lone // Reservation CAS-5689077-ZOVIB4         Next Steps       Thank you for requesting a back-up care reservation. If at any time you choose to change providers, please contact us at 877-8H-CARES and your Care Consultant will increa arrangements have been confirmed.         Please note that while our call center operates 24/7, some of our providers do not. As such, requests made during non-business hours for next-day care will be researched promptly, but care may not be confirmed until the provider opens for business.         Base note that while our call center operates 24/7, some of our providers do not. As such, requests made during non-business hours for next-day care will be researched promptly, but care may not be confirmed until the provider opens for business.         What you need for care you must have up-to-date limmunization records and other documents needed for care.         Cancel Enttre Reservation       Edit/Cancel Care Sessions



### **Reserving Center-Based Care**





Once you've provided those details, the system will provide any available centers that meet your criteria. Explore the options, then confirm your selection.	<complex-block>  Seche Cheirei    <ul> <li>Berner</li> <li>Berne</li></ul></complex-block>
You will be able to enter any special care instructions and review your care details before finalizing the care request.	CARE INSTRUCTIONS & INFORMATION VERIFICATION Please list any special care instructions and verify that the information is up to date and there haven't been any changes to medical information, allergies, or custody/visitation rights. Any changes that you make will be updated in the profile for future reservations. JULIE SMITH (Last Updated: 3/17/2020) Care / Special Instructions Any changes to profile details like allergies, etc.? No Yes
You're all set! Our team will get to work on your request.	RESERVATION: CAS-5689075-J9P8T2 (Confirmed)         Lone // Basenations // Reservation CAS-5689075-J9P8T2         Cancel Entire Reservation         Edit/Cancel Care Sessions         What You Need For Care         0646 - BRIGHT HORIZONS MONTESSORI AT INTERLOCKEN         Phone:         303 466 4411         Address         575 Eldorado Bivid Broomfield, CO 80021

# **Reserving Crisis Care**

Crisis Care is a component of Bright Horizons Back-Up Care that is activated by Bright Horizons during periods of extreme circumstances, such as hurricanes, wildfires, and during the COVID-19 pandemic. When Crisis Care is activated, employees can find and select their own caregivers and get a \$100 reimbursement for eligible expenses through their back-up care benefit.



The first step is identifying who needs care.	WHO NEEDS CARE AND WHY?         Prease solect all recipients that require care. If you have multiple recipients who need different types of care or different days and locations, please complete them as separate reservations.         I. Select a Reason For Care         Select a Reason For Care         Select Who Needs Care         Image: Press Parater (2yrs 3 mths - 9/9/2016)         HEALTH STATUS: O Healthy         Image: Press Parater (2yrs 3 mths - 5/5/2014)         HEALTH STATUS: O Healthy         AD A CARE RECIPIENT         OVERVIEW FOR CARE POLICY         The porpose of bad-oup care is to provide you with a means to get to work and be productive when there is a bread in dynamic are, or for ongoing care.	REMAINING UTILIZATION* Justin Fisher Back-Up Care Advantage 12.00 Days* Current Program 1/1/2018-12/31/2018 where the second
Next, you will select the dates, times, and location where care is needed. The location could be near your home, your place of work, a relative's home, etc.	WHEN AND WHERE DO YOU NEED CARE?         I. Select The Date And Time For Care         You can select a single date or multiple dates and the start and end time. Dates with different times should be a construction of the con	added separately. TART TIME END TIME 8:00 AM O 4:00 PM O an search for care along a route between two locations. ADD NEW LOCATION
You will see "Crisis Care" displayed as a third care option available during the reservation process. Check the box acknowledging that you are using Crisis Care and select 'Continue' <b>Helpful Hints:</b> After completing this step you will receive a system generated email stating that your request for Crisis Care request has been received. The email will provide next steps.	AVAILABLE CARE OPTIONS         Crisis Care         Center-Based Care       In-Home Care         Strain Care program, you have access to Bright Morizons Up Care program, you have the option to secure back network, such as a neighbor, friend, or babysitre. Or obligations during health emergencies, natural disaster the current activation:         We are activating Crisis Care Assist due to disrup States, from 3720/200 dhrough 4700/200.         For each use of Crisis Care, you can receive a relit the care you arrange beyond Stol are not eligible your standard number of back-up care visits.         I am electing to use Crisis Care         Back	Crisis Care, In addition to your regular Bright Horizons Back- up care for your loved ones from within your own personal sis Care is available to assist you in meeting your work i, labor strikes, or other crisis events. Here are the details of stions caused by COVID-19. CCA is activated for the United mbursement stipend of \$100 per day. Any additional costs for to be reimbursed. Any use of the program will count toward <b>Continue</b>



to a confirmation page	Cancel Entire	Reservation Cancel Care Sessions	
that includes more	Care Sessions		STEP 1: CONFIRMATION AND RELEASE
information about Crisis Care and links to two	Date/Time         Care Recipient(s)           3/30/2020 09:00 am - 05:00 pm         Julie Smith		You are not eligible to use Chais Care until after you submit this completed and signed Confirmation and Release to Bright Horizons.
important forms:	How Crisis Care Works		Commission and Holdadd Form
<ul><li>Release form</li><li>Reimbursement form</li></ul>	Your employer has authorized Bright Horizons® to reimburse y care provided to a child or adult/elder relative by a child care ce identified and selected by you who does not provide services w Crisis Care is available only when activated by Bright Horizons a emergencies, natural disaters, or other crisis events. Bright Horizons will reimburse you \$100/day regardless of the r or reimbursed by Bright Horizons in conection with the use o towards all annual limits established by your employer and Brigh Care.	ou for your use of Crisis Care. Crisis Care is back-up sitter, family member, neighbor, or other caregiver tithin the Bright Horizons Back-Up. Care™ network, at its sole discretion during national or local health number of care recipients. No other costs can be paid 4 Crisis Care. The use of Crisis Care will count ht Horizons for your use of Bright Horizons Back-Up	STEP 2: REQUEST FOR REIMBURSEMENT Within ten days after the last date of Crisis Care used, you must submit to Bright Horzons a fully completed and signed copy of the attached Request for Reimbursement. GO TO REIMBURSEMENT FORM
	Confirmation and Release Form		
Step 1: Complete the Release form prior to	You are NOT eligible to use Crisis Care until you submit thi Employee Name	is completed Confirmation and Release to Bright Horizon City, State, Zip Wotercourt Mo. (1947)	All Fields Required
receiving reimbursement.	Employee Address 200 Talcott Ave	Employer AnyClient	
Read the acknowledgement and enter your name and today's date.	Acknowledgement and Release I acknowledge that I intend to arrange for a child care center I agree that I am solely responsible for determining whether my child(ren) or adult(s). I agree that neither my employer n provided, or any child care center or caregiver providing ba- reimbursement of a portion of the cost of the back-up care officers, directors, employees and agents, from any claim for or caregiver providing back-up care, as part of Crisis Care. I all requirements applicable to the use of Crisis Care. Employee Full Name	If or caregiver identified and selected by me to provide b If the child care center or caregiver identified and selecter or Bright horizons, or their respective employees or age ck-up care, under the Crisis Care program. In considerati provided. I hereby fully release and discharge both my en liability or damage arising out of any use of back-up care. agree that the information and representations provided Date (mm/dd/yyyy	ack-up care to my child(ren) or adult(s) on my behalf. by me is qualified and appropriate for the needs of mits, are responsible for my use of my back-up care on of the administration of Crisis Care and the mployer and Bright Horizons, and their respective or the actions or inactions of any child care center above are accurate, and that I will fully comply with )
Step 2: Complete your			
Request for Reimbursement form	Request For Reimbursement Form		
for all relevant days of Crisis Care. This can	This Request for Reimbursement must be received by Brigh forty days prior to the date of receipt by Bright Horizons of Crisis Care until you submit this completed and signed Requ	It Horizons within ten days of the last date of Crisis Care f this Request for Reimbursement will be eligible for rein uest for Reimbursement to Bright Horizons with these r	All Fields Required e used as identified below. No care used more than nbursement. You are not eligible to be reimbursed for equirements.
the care dates have	Employee Name	Employer	
passed.	John Smith Employee Address	AnyClient Child Care Center/Caregiver	Name
Pare of Mi	200 Talcott Ave		
Please note:	City, State, Zip Watertown, MA 02471	Reservation Number CAS-5689348-Y3Q2CD	
reimbursement requests must be	I confirm that I have used a child care center or caregiver id date(s): Care Provider Type ® Child Care Center: © In-Home	lentified and selected solely by me for back-up care for th Care:	he care recipient(s) identified above on the following
received within 10 days	Date(s) Hours	Minutes	Care Recipient(s)
of the last date of care.	3/30/2020 8 Hours	• 0 Minute	Julie Smith
	NOTE: If you did not end up	using care on any of the dates above, please set the hou	rs to "Care Not Used"
Helpful Hint:	and request Bright Horizons to reimburse me for for the fol Reimbursement Total \$ 100 (Reimbursement Rate o	iiowing payments that I made for this care: yf \$100.00/day/)	
Stopper day		Data	MM/dd/yyyy



#### **How the Reimbursement Process Works**

- 1. Confirm that you have the correct work/primary email address and home mailing address on file in your back-up care profile.
- After submitting your Request for Reimbursement, you'll receive an email from Chase Payments (donotreplyChasePayments@jpmorgan.com) within ten business days. The subject line will read "BRIGHT HORIZONS has sent you a payment." Please check your email spam or junk folder if you have not received it within ten business days.
- 3. Follow the instructions outlined in the email to have your reimbursement transferred directly to your bank account through Zelle. You'll receive your reimbursement on the next business day.
- 4. Should you decline to accept payment through Zelle, a check will be sent to the home address in your back-up care profile.

Each day of Crisis Care counts toward your annual use allocation as any other back-up care usage would.

### **Canceling Reservations**

You must cancel by 5:00 p.m. local time on the business day prior to the day of care. If care is cancelled after 5:00 p.m. local time on the business day prior to the day of care, you will be charged the use against your annual limit and any applicable copayment will be collected per your employer's benefit parameters.

While logged into your	Home	Reservations	Providers	Benefit	Care Profile	Resources	Notific
Reservations	MESSAG	E CENTER					







	CANCEL THE CARE SESSION
Select the reason you are canceling care from the drop-down menu, then select Submit.	You have selected to cancel your reservation for care. Reservations must be cancelled no later than 5:00 p.m. on the business day prior to the reserved day of care to avoid being assessed a co-payment and the reservation being counted toward your utilization limit (if applicable). To proceed with this cancellation, please choose your reason for cancelling and then select "Submit." Sessions: 3/30/2020 09:00 am - 07:00 pm 3/31/2020 09:00 am - 07:00 pm Reason for Canceling Select a Reason

# **Adding a Funding Account**

While logged into your account, click on Care Profile	Home Reservations Providers Benefit Care Profile Resources Notific MESSAGE (ENTER
Next, click on your name under Employee Profile	Home       Reservations       Providers       Benefit       Care Profile       My Account       Holp         CARE PROFILE       Home // Care Profile       Home // Care Profile       Home // Care Profile         Employee Profile       Last Updated: 3/11/2020 By       (Client Employee)       Updated: 3/11/2020
Next, scroll to the bottom of the screen to Payment Method section, and click Add a Payment Method	PAYMENT METHOD         Set up a funding account by adding a credit card or other payment method.       View Payment Policies. This link will open a dialog.         Current Payment Method       (EDIT)         ADD A PAYMENT METHOD       Please Note You may not remove a payment method currently associated with an active reservation. You must change the payment method or add a new payment method on the active reservation(s) before your payment method can be removed.



Select the type of account (Checking, Savings, Credit/Debit Card) and enter funding account name, name on account/card, and address	Account Information   Funding Account/Card*   Name on Account/Card*   Address Line 1*   Address Line 2   City*   State*   New York   Zip Code*   10036
For credit/debit card, enter card number and expiration date	Payment Information         Account Type*         Checking       Savings         Card Number*         Expiration Date*         Month*       Select         Save         Close
For checking/savings account, enter routing number/account number	Payment Information         Account Type*            • Checking             • Checking          Bank Routing Number*         Bank Account Number*         Bank Account Number*
information	Save Close
Each time you place a reservation, you will be prompted to select a Payment Method, which will be saved in a drop-down on Step 5 of the reservation	Payment Information       ADD A FEE         Last Updated: 2/20/2020 7:35:50 PM By       (Client Employee)         Co-payments are payable by credit card, debit card or Electronic Fund Transfer (EFT), Co-payment information is collected on the day care is reserved; co-payments are processed on the day following the utilization. You will need to provide payment information in order to place a reservation request. The applicable charges for services provided will be processed after the services are rendered.         Estimated Summary of Charges *       Payment Method         Co-Pay       \$120.00         * This is an estimate based on current reservation details that offect charges are later changed.       Payment Method         Visa       *         ADD/MANAGE PAYMENT METHOD(s)       Place Note:You may not renove a payment method or add a new payment method or add a new payment method or add a new payment method can be removed.

