



POWERED BY CHOICE



BENEFITS OPEN ENROLLMENT IS ALMOST HERE!

November 1 - November 12, 2021

Benefits Open Enrollment (OE) is from November 1 to November 12. You must make your 2022 benefits elections during this window, or else you'll have to wait until Benefits Open Enrollment next year (unless you have a qualifying life event).

Gates Open Enrollment Checklist

Review all of your benefit plan options (some things may have changed) – Go to **www.gateshealth.com** and read the 2022 Benefits Guide for more information



Review the cover letter included in this benefits packet, detailing the new COVID Wellness Incentive Program



Review and update your personal contact information in Oracle ESS (Employee Self Service)



Log into ESS during the OE window to verify and make changes to your 2022 benefit elections



Review and update dependents and beneficiary designations



Submit your choices and save your confirmation statement – hold on to this as proof of your elections!





WHAT DO I NEED TO KNOW?

Here is a quick summary of the highlights for 2022, you can see the full details in the 2022 Benefits Guide on www.gateshealth.com.



PASSIVE ENROLLMENT

It's important to note that this year is a **PASSIVE ENROLLMENT**. Action is not required if you do not plan to make any changes to your current benefit elections or make contributions to a Flexible Spending Account (FSA); however, we encourage you to reevaluate your current elections to make sure you're enrolled in the best plans for you and your family.



NEW FOR 2022

- **Hinge Health** – access virtual physical therapy services through an all-in-one app – exercise therapy, education, video 1:1 PT visits & communicating with your care team.
- **Naviguard™** – available at no additional cost to you through your Gates' healthcare benefits, and provides consumer advocacy to help with out-of-network medical bills.
- **2nd.MD** – enrolled participants now have access to 2nd.MD, a virtual expert medical consultation and navigation service – at no cost to you!



HEALTH SAVINGS ACCOUNT FUNDING UPDATE

The HSA will be funded on a prorated, quarterly basis. Remember to review contribution amounts during OE.

WHAT DO I NEED TO DO?

IMPORTANT: This is your only opportunity to make changes to your benefits coverage during the year. Take time to review your elections and make any needed changes before November 12.



REVIEW YOUR OPTIONS

Download our full benefits guide from www.gateshealth.com for more information.



ASK QUESTIONS

Ask your local HR support team, or contact Benefits at benefitssupport@gates.com or **833-2help4u** (833-243-5748)



VISIT WWW.GATESHEALTH.COM

Click on the link to elect your benefits by **November 12, 2021**

To elect or change benefits, visit www.gateshealth.com

OPEN ENROLLMENT:

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