

2022 Annual Enrollment is Here!

Enroll in or make changes to your benefits November 1 through November 14, 2021

Annual Enrollment is your once a year opportunity to enroll in or make changes to your benefits for the new plan year. The benefits you elect during Annual Enrollment are in effect for the remainder of the plan year which ends on December 31, 2022 unless you experience a qualified life status event.

New for 2022

The following changes will be effective January 1, 2022:

- **UnitedHealthcare has removed the copays for In-Network Telemedicine**
- **Lincoln Financial Group will be replacing Prudential Life Insurance**
 - Voluntary Life Insurance Guaranteed Issue Amount has been increased to \$350,000 for employees
 - Voluntary Life Insurance Employee Maximum has been increased to \$1,000,000
 - Short Term Disability time has increased to 13 weeks
- **WEX Health, Inc. will be replacing Wageworks for our Flexible Spending Account (FSA)**
 - Health Care FSA 2022 still at \$2,750
 - Dependent Care FSA 2022 still at \$5,000
 - Limited Purpose FSA 2022 still at \$2,750
- **IRS Health Savings Account (HSA) contributions increased to \$3,650 for individual and \$7,300 for family.**

Open Enrollment Webinars and Virtual Health Expo

| Date | Time | URL |
|------------|----------------------|---|
| 11/2/2021 | 10:00AM –12:00PM PST | https://hdvirtualexpos.com/event/Rimini_Street_2022_Annual_Open |
| 11/10/2021 | 10:00AM –12:00PM PST | https://hdvirtualexpos.com/event/Rimini_Street_Virtual_Health_Fair |

Important Action Items During Annual Enrollment

- ✓ Review your benefits information carefully and choose the plans that are best for you (and your family) for the upcoming plan year.
- ✓ Attend one of the Open Enrollment webinars.
- ✓ During Annual Enrollment, you may add, change, or decline coverage for yourself and your dependents.
- ✓ Each year, you must re-enroll in the Health Care and Dependent Care FSA. Select the amount you want to contribute, up to IRS annual limits for each account.
- ✓ If you are waiving coverage, a new waiver must be submitted each year.
- ✓ Now is a great time to review your beneficiaries and keep them updated as life changes.
- ✓ Enroll in or make changes to your benefits before November 14, 2021. Benefits will be effective on January 1, 2022.
- ✓ This is a passive enrollment. If you don't make changes to your benefits, your current elections will automatically roll over to the next plan year, with the exception of the Flexible Spending Account (FSA).



Important Dates

Annual Enrollment Period:
11/1/2021 through 11/14/2021

Benefits Effective:
January 1, 2022

Rimini Street®

Eligibility

You are eligible for benefits if you are a full-time employee working 30 hours per week. Eligible dependents include your spouse or domestic partner and your children up to age 26.

How to Enroll

Enroll in or make changes to your benefits by logging into the ADP Workforce Now site at www.workforcenow.adp.com and following the steps to enroll. New users must register for an account. To make changes to your 401(k) contributions, log into Fidelity at www.netbenefits.fidelity.com.

In the spirit of encouraging a culture of shared responsibility and accountability, and to ensure we can focus our efforts to effectively implement the decisions made by employees who enrolled in a timely manner, there will be no extensions granted for negligent failures to enroll

Your Cost for Health Coverage

The chart below shows your monthly costs for health coverage.

| Employee Monthly Cost for Coverage** | | | | |
|--------------------------------------|---------------|----------------------|-----------------------|-------------------|
| Benefit | Employee Only | Employee + Spouse*** | Employee + Child(ren) | Employee + Family |
| Medical | | | | |
| Kaiser (CA only) | \$0.00 | \$358.81 | \$290.70 | \$632.59 |
| UnitedHealthCare HSA | \$0.00 | \$345.72 | \$178.48 | \$724.25 |
| United HealthCare PPO 250-80/60 | \$0.00 | \$694.81 | \$462.32 | \$1,215.76 |
| UnitedHealthCare PPO 1500-80/50 | \$0.00 | \$505.54 | \$309.02 | \$950.84 |
| Dental | | | | |
| Delta Dental PPO | \$0.00 | \$27.02 | \$34.52 | \$60.15 |
| Vision | | | | |
| VSP Vision | \$0.00 | \$3.68 | \$3.78 | \$9.17 |

*Rimini Street will contribute to your Health Savings Account (HSA) at the beginning of the year, \$1,500 for single and \$2,500 for family.

**Premium contributions are deducted from your paycheck on a pre-tax basis unless otherwise requested by you in writing.

***"Spouse" can also refer to Domestic Partner.

Benefit Help Desk Alight Advocacy Team

Rimini Street's employee support services, provides you and your family with added support with benefits-related questions and issues.

Email: tag@alight.com

Phone: 877-399-8952

Waiving Medical coverage in 2022?

Submit the Medical Health Plan Waiver form and documentation.
(elections do not roll over)

Questions?

For more information about your plan coverage and benefit options, review your benefits guide or visit <https://www.riministreet.com/benefits/>