

# YOUR BENEFITS OPEN ENROLLMENT



BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2020

The open enrollment period begins November 15 and ends November 27.

During open enrollment, you can:

- ▶ Enroll in coverage.
- ▶ Change plans.
- ▶ Add/drop eligible dependents.
- ▶ Drop coverage.

To enroll in benefits, visit the ADP open enrollment portal by November 27, 2019.

If you do not visit the ADP open enrollment portal by November 27, you will not have benefits coverage for 2020. Your current benefits elections will not roll over.

All benefit election changes are effective January 1, 2020, to December 31, 2020.

Please take the time to learn about the benefits Viega offers by:

1. Reading this announcement.
2. Reviewing the 2020 Employee Benefits Guide.
3. Attending an enrollment meeting or live webinar from October 30 to November 15.

If you have questions, contact Human Resources at 303-531-9329.

## WHAT'S NEW?

### MEDICAL INSURANCE—NEW PLAN OPTION!

- ▶ Medical insurance will be provided through UMR.
- ▶ This year, Viega will be introducing a high-deductible health plan (HDHP) with a health savings account option.
- ▶ There will be no change to the amount you pay for medical insurance.

### DENTAL INSURANCE

- ▶ Dental insurance will continue to be provided through Delta Dental.
- ▶ There will be no change to the amount you pay for dental insurance.

### VISION INSURANCE

- ▶ Vision insurance will continue to be provided through EyeMed.
- ▶ There will be no change to the amount you pay for vision insurance.

### LIFE AND DISABILITY INSURANCE—NEW CARRIER!

- ▶ You have the option to enroll in voluntary life and accidental death and dismemberment (AD&D) insurance through Carrier Name.

## ENROLLMENT MEETINGS

Come learn about your benefits from October 30 to November 15!

Date	Time	Location

Open enrollment is the one time during the year you can make changes to your benefits unless you experience a qualified life event such as marriage or birth of a child.