

2021 Open Enrollment Frequently Asked Questions (FAQs)

1. What is changing for 2021?

The key updates taking effect on 1/1/2021 are listed below:

- The [employee contributions](#) for Medical, Dental and Vision are not changing.
- New supplemental plans are available to round out your benefits package – [Accident, Critical Illness & Hospitalization Insurance](#).
- [Diversity and Inclusion enhancements](#) have been added to the ARAG Legal Plan.
- New 2021 IRS limits for FSA and HSA plans.
- VMware will continue to contribute to Health Savings Account.
- [Workday Mobile](#) is now available to complete your 2021 benefit elections. The desktop version remains an option as well.

We encourage you to visit the [Benefits site](#) for additional information and resources and be sure to [register for events](#) at our Virtual Benefits Fair.

2. What are the employee contributions for 2021?

There are no changes to employee contributions for the medical, dental, or vision plans. You can access the 2021 employee contributions on the Benefits site [here](#). Please note that the employee contributions for the HSA PPO Medical Plan, Dental Plan, and VSP Core Vision Plan will remain \$0 for employee only coverage in 2021.

3. Where do I make my 2021 benefit elections?

Between November 2nd and November 20th, 2020, you will go to [Workday](#) in order to complete your 2021 benefits elections. You will receive an email notification from [Workday](#) on November 2nd with the appropriate link to complete your 2021 benefit elections. For your convenience, the [Workday Mobile app](#) is also available to complete your 2021 benefits elections.

4. What happens if I do not enroll during the Open Enrollment window?

If you do not enroll by November 20th, 2020, your current benefit elections and coverage will carry over to next year **except** your Flexible Spending Account (FSA) and Health Savings Account (HSA) elections. You must make new FSA and HSA elections for 2021. You can update your HSA election at any time during the plan year, but you must experience a [qualified life event](#) in order to change your FSA election mid-year.

5. How can I find out which benefit plans I am currently enrolled in for 2020?

You can verify your current benefit elections by logging into [Workday](#). From the home page, click the Benefits icon under the Applications section. Under Benefits, click Benefit Elections under the View menu to display your current 2020 benefit elections.

6. Will I receive new cards for 2021?

You will not receive new medical or pharmacy ID cards for the 2021 plan year if you did not make any changes to your elections. If you change plans or add/remove dependents, you should receive a new ID card prior to January 1st, 2021.

You will not receive a new HSA and/or FSA card if you were enrolled for the 2020 plan year as your card is valid until the expiration date. If you enrolled in the HSA and/or FSA plan for the first time, you would receive your card(s) prior to January 1st, 2021.

Lastly, Delta Dental and VSP do not issue ID cards. You can print a card if needed at www.deltadentalins.com or www.vsp.com.

7. How does the Open Enrollment period for my spouse or domestic partner impact my 2021 benefit elections?

If your spouse's or domestic partner's Open Enrollment period occurs before VMware's, you should compare plans and enroll in the best combination to meet your needs. Beginning November 2nd, you should still make your 2021 benefit elections during our Open Enrollment period. Open Enrollment counts as a qualifying life event which enables your spouse or domestic partner to change their benefit elections with their employer if necessary.

If your spouse's or domestic partner's Open Enrollment period coincides with VMware's, you should compare plans and enroll in the best combination to meet your needs.

If your spouse's or domestic partner's Open Enrollment period occurs after VMware's, you should still make your 2021 benefit elections during our Open Enrollment period. A spouse or domestic partner going through Open Enrollment counts as a qualifying life event which enables you to change your 2021 benefit elections by declaring a life event in Workday and selecting "Spouse or Domestic Partner Gains or Loses Other Coverage". **Please note that you must report change within 30 days of losing or gaining coverage under your spouse or domestic partner.**

8. I expect to have a life event change after Open Enrollment ends. How will that affect my Open Enrollment elections for 2021?

If you have a qualified life event (i.e. marriage, birth, etc.) after Open Enrollment ends on November 20th, 2020, please access [Workday](#). From the home page, click the Benefits icon under the Applications section, then on the Change option under the Benefits icon.

Once you submit your qualified life event change, you will be required to elect and re-submit your Open Enrollment event again to ensure the change(s) are captured for both 2020 and 2021.

Remember, your life event must be reported within 30 days of the event (60 days for birth or adoption).

Should you experience any enrollment issues, please reach out to [HR Source](#) for personal enrollment assistance.

9. Who do I contact for assistance?

For personal benefits assistance, please contact HR Source via a HelpNow ticket at [ASK HR](#) or via phone at 1-888-VMWARE8, select US Benefits. **Please note, Open Enrollment questions will not be addressed via VMware Social.**