

COVID-19

Notice of Employee Benefit Enhancements for Talend US Employees



Purpose

The purpose of this notice is to provide details of the enhancements made to our employee benefit plans as a result of federal legislation passed in March 2020, the Families First Coronavirus Response Act (FFCRA) and the Coronavirus Aid, Relief, and Economic Security Act (CARES). As a result of these laws, we have made important changes to our benefits and retirement plans to assist employees in the wake of the COVID-19 pandemic.

Plan changes such as these are considered “material modifications” to the plans. As such, a formal ERISA Summary of Material Modification is required. The deadline for plans to distribute that notice is 60 days from the change, but we recognize that something more immediately helpful is needed considering these recent urgent developments. Therefore, we have created this Notice of Employee Benefit Enhancements as a courtesy to provide expedited communication on this important information.

This notice provides general information about the coverage and plan enhancements. Please consult the certificate of coverage from your insurance carrier or retirement plan vendor for specific details and complete explanations of coverage enhancements. A formal Summary of Material Modification will also be provided.

Plan Modifications

Health Plans

Free COVID-19 Testing and Treatment

COVID-19 testing is now covered with no cost sharing. That means no co-pays, no co-insurance, and no deductibles. Coverage includes the cost of medically necessary screening and testing as well as associated costs for visits to a hospital, emergency department, urgent care, and provider office visits. In addition, coverage will be available on a no-cost basis for any vaccine (should one be developed and available).

COVID-19 treatment may also be covered with no cost sharing, but this is a permitted option rather than a required mandate. Specific plan provisions should be confirmed, as there may also be a restriction on dates for which treatment is covered at 100%.

UHC has recently announced that they will apply no cost sharing on COVID-19 related treatment for its members. We are waiting for Kaiser’s guidance on treatment coverage at the time of publishing this document.

Expanded Telehealth Services

Telehealth coverage has been expanded to provide greater access to medical providers via video conferencing. These services are provided at no cost.

Pre-Tax Plans

HDHP Plan Qualification

New no-cost-sharing benefits for COVID-19 testing/treatment and telehealth benefits will not disqualify your HDHP (even though normally these services must be subject to the deductible). This means you may continue making contributions to an HSA with the assurance that those contributions will not be disqualified.

Dependent Care Election Changes

You may change your dependent care FSA election if you have experienced a change in the cost of your childcare services. For example, if your childcare provider is closed and you are no longer paying for childcare, you may reduce your election to zero. When your childcare provider re-opens, you will again be able to make a change in your election. These changes are allowed based on the "Change in Cost" regulations. Email our [Talend Benefits Help Desk](#) with your change within 30 days of the change in childcare cost.

Over-the-Counter Drugs

Over the counter (OTC) drugs are now eligible for reimbursement without a written prescription. Previously, OTC drugs (such as Advil, Tylenol, or Robitussin) were only eligible with a written prescription, but the law changes this. This change is retroactive for OTC products purchased as of January 1, 2020. You may submit receipts for reimbursements via the www.myuhc.com website or the MyUHC app. This change also means OTC drugs may now be purchased using your debit card. You can expect debit card systems to be enabled with this capability by mid-May.

Menstrual Products

Menstrual products are now considered eligible expenses for reimbursement under your pre-tax reimbursement plans (FSA or HSA). This includes products such as tampons, pads, liners, cups, sponge, or similar products. This change is retroactive for amounts paid for these products retroactive to January 1, 2020. You may submit receipts for reimbursements via the www.myuhc.com website or the MyUHC app. You can expect debit card systems to be enabled with this capability this by mid-May.

Retirement Plans*

Waive Early Withdrawal Penalty

The early withdrawal penalty for certain distributions from retirement plans has been waived. The new provision allows you to withdraw up to \$100,000 from a qualified retirement account without incurring the 10% penalty for early withdrawals. Criteria for eligibility include being diagnosed with COVID-19, having a spouse or dependent diagnosed with COVID-19, or experiencing adverse financial consequences because of COVID-19 (including quarantine, furlough, lay off, reduction in work hours, being unable to work due to lack of childcare, etc.).

**Increase
Maximum
Loan Amount**

The maximum amount you may borrow from a qualified plan for COVID-19-related reasons increased from \$50,000 to \$100,000. You may borrow up to the present value of their nonforfeitable accrued benefit (rather than merely one-half of that amount, as under current law). Lastly, if you meet the COVID-19 qualification criteria and have an outstanding loan (on or after April 1, 2020), loan repayments due between April 1, 2020 and December 31, 2020 may be delayed for one year.

**No RMD
Requirement**

Required minimum distributions will not be required for calendar year 2020.

* These Retirement Plan enhancements will be made available through Transamerica to Talend employees as more guidance becomes available in our 401(k) plan.