



Open Enrollment runs from **November 1 – November 15, 2021!**
Mark your calendars to take advantage of this once-a-year opportunity to change your 2022 benefit plans.

Talend continues to offer highly competitive benefits that support you and your family's well-being, including medical, dental, and vision plans at a low cost to the employee.

- Our benefits are available to you, your family, and/or domestic partner.

Action Items! - Open enrollment is **passive** this year, meaning elections will roll over to 2022, except for your Flexible Spending Accounts (FSAs). Review your elections: Enroll through the new look enrollment in [Workday](#).

	Do I Have to Submit an Election in Workday?
I want to make a change to my medical, dental, or vision coverage	Yes
I want to add or remove dependents from coverage	Yes
I want a 2022 Flexible Spending Account (FSA) election	Yes
I <u>do not</u> want to make any changes to my coverage and <u>do not</u> want a 2022 FSA election Note: All employees enrolled in UHC medical plans for 2021 will be automatically enrolled in the corresponding Anthem plan for 2022 (details below)	No

Things to Know for 2022

2022 No Medical/Vision Increase

Talend is excited to announce that we have held the medical and vision rates flat!

- Note that deductions will move to the 26 pay periods, so you will see a slight decrease per paycheck; however, it is the same monthly rate. There is a slight change to dental rates.

Changes to Medical

Talend is changing the nationwide medical carrier from UHC to Anthem Blue Cross. This change provides:

- The new Anthem PPO and HDHP will have the same coverage levels, including deductible and out of pocket maximums as the current UHC plans.
- Leading technology that improves access to telehealth, mental health, and prescription refills.
- Wider network of providers in most areas.

Questions: Contact the Vita Team at (650) 968-8811, talend@vitamail.com, or via Slack.

Visit our Talend US Benefits website: <https://usbenefits.talend.com>



Medical Plan Change is Automatic for those currently enrolled in UHC plans.

Here are things to consider if electing one of the newly offered Anthem plans:

- While most doctors and facilities will be in-network, [click here](#) to view the special Talend / Anthem site and review all network and pharmacy concerns.
 - Both Anthem plans **share the same doctor, facility and pharmacy networks**
- While most prescriptions will be covered, confirm your prescription coverage (Does your prescription need step therapy or prior authorization?).
- Refill your prescription one additional time in December (if possible).
- Re-authorize procedures with Anthem (if you have an upcoming procedure in 2022).
- Provide your doctor and pharmacy with new ID cards, once received.

Enrollment Steps

Passive Enrollment – Your current 2021 enrollment will roll over to 2022 if no action is taken (except Dependent Care and Medical FSA!)

- That means you will have the **same benefit plans** and cover the same dependents (if any).
 - Medical plans will be mapped from UHC to Anthem.
 - If you are enrolled in UHC PPO, you will be enrolled in Anthem PPO.
 - If you are enrolled in UHC HDHP, you will be enrolled in Anthem HDHP.
- **Dependent FSA and Health FSA** – You will need to make new elections for **2022 participation**.
- **Visit Workday (via Okta) November 1 to 15** – Confirm you are enrolled on the correct plans, update dependents, and see new pay period costs ([click here](#))

Other Benefits

- **Critical Illness, Hospital Indemnity, Voluntary Accident, Voluntary Employee life, and Voluntary Spouse/Child life** – Coverage can be renewed or new changes can be made – including beneficiaries.

Resources

- Visit **US Benefit portal for information on plans offered**: <https://usbenefits.talend.com>
- **Attend an Open Enrollment webinar presentation** – Dates and invites to follow

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2022 BENEFITS OVERVIEW

CA MEDICAL PLANS	NATIONAL MEDICAL PLANS	VISION	DENTAL
Kaiser HDHP* Kaiser HMO	Anthem HDHP* Anthem PPO	VSP	Delta PPO

*HDHP = High Deductible Health Plan with a Health Savings Account

HEALTH SAVINGS ACCOUNT	FLEXIBLE SPENDING ACCOUNTS	VOLUNTARY EMPLOYEE BENEFITS TO PURCHASE	100% EMPLOYER PAID
<p>Talend Contributes: Employee Only Election - Up to \$1,400/year, Family Election - \$2,800/year</p> <p>IRS max contribution 2022 including Talend contributions:</p> <p>Employee Only - \$3,650/year Family - \$7,300/year</p> <p>Age 55+ additional \$1,000/year at each level</p>	<p>Healthcare FSA -Full or Limited Purpose (LP): Medical, dental and vision expenses for yourself and dependents. LP FSA is for use with HSA (dental/vision only) Healthcare FSA Max - \$2,750</p> <p>Dependent Care: Pays for childcare expenses Household Max - \$5,000</p> <p>You MUST re-enroll if you would like to participate for 2022</p>	<ul style="list-style-type: none"> Voluntary Life & Accidental Death and Dismemberment (AD&D) Voluntary Hospital Indemnity Voluntary Accident Voluntary Critical Illness Pre-Tax Commuter Spending Account* <p>*Do not need to re-elect during Open Enrollment</p>	<p>Company Provided:</p> <ul style="list-style-type: none"> Employee Assistance Program (EAP) Short Term Disability (STD) Long-Term Disability (LTD) Basic Life and Accidental Death and Dismemberment (AD&D) Headspace

EMPLOYEE HEALTH: Per Pay Period Deductions 2022*

PLAN TYPE	Kaiser or Anthem HDHP	Anthem PPO	Kaiser HMO	DENTAL	VISION
Employee (Emp) Only	\$17.54	\$86.31	\$53.08	\$6.00	\$0.46
Emp + Spouse	\$97.38	\$230.77	\$148.15	\$18.92	\$2.31
Emp + Child(ren)	\$71.08	\$182.77	\$116.31	\$14.31	\$2.31
Emp + Family	\$157.38	\$339.69	\$219.69	\$35.54	\$4.62

*Per Pay Period – Changed to 26. **No changes to medical and vision deductions!**

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EMPLOYEE HEALTH:
Plan Details 2022

MEDICAL COVERAGE				
PLAN TYPE	Anthem HDHP	Anthem PPO	KAISER HDHP	KAISER HMO
NETWORK	In-Network	In-Network	California Only In-Network	California Only In-Network
HSA Funding (12 Months)	\$1,400 ind. / \$2,800/fam.	N/A	\$1,400 ind. / \$2,800/fam.	N/A
Deductible: Individual	\$2,800	\$250	\$2,000	None
Deductible: Family	\$5,600	\$500	\$4,000	None
Out-of-Pocket Max: Individual	\$5,000	\$2,250	\$3,000	\$1,500
Out-of-Pocket Max: Family	\$10,000	\$4,500	\$6,000	\$3,000
Preventive Care	No Charge	No Charge	No Charge	No Charge
Office Visit	0%	\$20	\$30	\$15
Hospitalization	0%	20%	\$250	No Charge
Outpatient Surgery	0%	20%	\$150	\$15
Rx (Retail)	\$15/\$40/\$60/\$60	\$15/\$35/\$50/\$50	\$10/\$30/20%	\$15/\$30/30%

DENTAL COVERAGE	
PLAN TYPE	DELTA DENTAL PPO
Network	In-Network Out-of-Network*
Calendar Year Max	\$2,500 per covered member
Annual Deductible	\$25/\$75 \$25/\$75
Preventive Care	0% 0%
Basic Procedures	10% 20%
Major Procedures	40% 50%
Orthodontia	ALL: 50% to \$2,000 (Adult & Child)
Note:	Implants covered under the dental plan under Major Procedures

VISION COVERAGE	
PLAN TYPE	VSP
NETWORK	In-Network Out-of-Network
Exam	\$10 \$45 Allowance – 1 Per Calendar Year
Lenses	\$25 \$30 - \$100 Allowance – 1 Per Calendar Year
Frames	\$150 Allowance + 20% off balance \$70 Allowance – 1 Per Calendar Year
Elective Contact Lenses	\$105 Allowance – In Lieu of Lenses

*Out-of-network reimbursement based on Delta Dental’s contracted fees

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CONTACT INFO

The following is a listing of the current contact information for each insurance company/vendor. Many of the websites listed below contain useful information on general health topics as well as information on how the plans operate.

CARRIER / VENDOR	CONTACT INFORMATION
Anthem Blue Cross Medical Plan <i>Group #L03829</i>	Customer Service: (866)207-9878 www.anthem.com/ca https://enrollmentanthem.com/?id=talend
Kaiser Medical Plan <i>Group #230642 and #604441</i>	Customer Service: (800) 464-4000 24 Hour Nurse Line: (888) 576-6225 www.kp.org
Delta Dental Plan <i>Group #19185</i>	Customer Service: (800) 765-6003 www.deltadentalins.com
VSP Vision Plan <i>Group #30095332</i>	(800) 877-7195 www.vsp.com
UNUM <i>Life/Disability (LTD/STD): Group #652067</i> <i>Voluntary Life Group: #652068</i> <i>Accident/Critical Illness/Hospital Indemnity: Group #652070</i>	Customer Service: (866) 679-3054 www.unum.com
Optum Bank HSA <i>Group #HB870A</i>	Customer Service: (844) 326-7967 www.optumbank.com
Flexible Spending Accounts and Optum Commute <i>Group #0919573</i>	Customer Service: (800) 243-5543 FSAs: www.myuhc.com Commute: www.optumbank.com
Fidelity 401(k)	Customer Service: (800) 835-5097 www.401K.com
Optum Employee Assistance Program	Customer Service (U.S.): (866) 374-6061 Customer Service (International): See wallet card www.liveandworkwell.com U.S. Access code: talend All resources: Click Here
Vita Team <i>Talend's Benefits Advisors</i> <i>For questions regarding your ongoing or open enrollment healthcare benefits, FSA, voluntary plans or commuter benefits</i>	https://usbenefits.talend.com/ (650) 966-1492 talend@vitamail.com Slack #ext-us-benefits

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