



## **2023 Annual Enrollment is coming soon!**

**Enroll November 7 – November 21**

**Benefit elections are effective January 1, 2023**

### **When is the 2023 annual enrollment?**

Annual enrollment starts **Monday, November 7** and ends **Monday, November 21, 2022**.

Please review your benefit elections and eligible dependents (spouse and children) for your Aptiv Health Care coverage (medical, dental and vision, if applicable) and Life insurance, and your beneficiaries.

To review your current health and life coverages, enrolled dependents and beneficiaries, login at Fidelity's site – [www.netbenefits.com](http://www.netbenefits.com).

### **What's new?**

Basic Plan & NMVP Coverage Enhancements

**Hearing Aid Coverage:** Effective January 1, 2023, your BCBS medical plan will include coverage for binaural hearing aids; 1 hearing aid per ear is covered every 36 months in network. The hearing aid must be an approved model and obtained from a participating provider.

**Diabetic Supply Coverage through Express Scripts Prescription Drug Coverage:** You have additional flexibility and convenience in obtaining all your diabetic supplies and pumps using your prescription drug coverage through Express Scripts. You can now use your Express Scripts ID card to obtain certain diabetic testing supplies and insulin delivery supplies, such as:

- Blood Glucose Monitors
- Continuous Glucose Meters
- Insulin Pumps and Insulin Pump Supplies
- Lancets
- Test Strips

Please note that One Touch and Freestyle diabetic supply products are preferred products on the Express Scripts drug formulary.

If you have any questions about the available diabetic supplies and products under your prescription drug coverage or need to locate a network provider, please contact Express Scripts at [www.Express-Scripts.com](http://www.Express-Scripts.com) or 1-800-711-3459.

This change does not impact your existing medical coverage for diabetic supplies and pumps. Your Aptiv medical coverage through BCBS, continues to provide coverage for these items as Durable Medical Equipment (DME), other than insulin and needles, which continue to be covered under your Express Scripts prescription drug coverage.

**Generic Weight Loss Drugs through Express Scripts Prescription Drug Coverage:** Effective January 1, 2023, generic medications for weight loss will be added to complement physician-directed weight management treatment.

**Dental and Vision Eligibility and Waiting Periods:** Effective January 1, 2023, the dental and vision waiting periods have been reduced to the 91<sup>st</sup> day of employment (same as medical).

Eligible Regular hourly employees who satisfy the 90-day waiting period, will be auto-enrolled in the Delta Dental Traditional Dental Plan (Warren Hourly) and the EyeMed Vision Plan for Employee only coverage effective their 91<sup>st</sup> day of employment.

If you satisfy the revised dental and vision 90-day waiting periods as of January 1, 2023, your dental and vision coverage will be reflected during the annual enrollment with a January 1, 2023 effective date; however, you will need to add any eligible dependents to your coverage.

**Traditional Dental Plan Annual Maximum Benefit:** Effective January 1, 2023, the dental annual maximum will be increased to \$2,000 per covered person per calendar year (currently, the annual max is \$1,700).

Please refer to NetBenefits.com under Health & Insurance, "See Plan Documents" for the dental and vision plan benefit summaries.

### **How do I enroll?**

- Step 1: Login to NetBenefits.com (New users click **Register as a new user**)
- Step 2: Go to **Compare and Choose Benefits**
- Step 3: Select **Start Enrollment**
- Step 4: When you are done making your enrollment elections, click **Save and Submit**

A confirmation screen will appear and will direct you to any follow-up actions needed to complete your enrollment.

### **No internet?**

Call the **Fidelity Benefits Center at 1-877-389-2374** to enroll, or if you have a smartphone or tablet, download the Fidelity NetBenefits mobile app.

### **New Dependents?**

- If you add new dependents to your health care coverage during annual enrollment, at a later date, you will receive an email to your preferred email address on file in Fidelity NetBenefits (or a letter) from Health Management Solutions / VerifyOS instructing you how to provide your dependent documentation for verification.
- Failure to respond or providing insufficient documentation will result in the cancellation of your dependent's coverage.
- Required dependent documentation includes:

#### **FOR SPOUSE:**

A copy of your marriage certificate.

**And one of the following:**

- A copy of the front page of your 2021 federal tax return.
- A document dated within the last 60 days showing current relationship status such as a recurring monthly household bill or statement of account. The document must list your spouse's name, the date and your mailing address.

**FOR CHILDREN UP TO AGE 26:**

A copy of the child's birth certificate/hospital birth record or adoption certificate naming you or your spouse/partner as the child's parent. Please note the document must list the first and last names of the child and parent(s).

*Note for a stepchild: If you are covering a stepchild you must also provide documentation of your current relationship to your spouse as requested above.*

**Life Insurance Election or Increase?**

- If you enroll in life insurance coverage that requires Evidence of insurability (EOI), you will be prompted to submit an EOI after you complete your enrollment on Fidelity NetBenefits.

**New preferred email address?**

- If Fidelity has your email address on file, you will receive an email notifying you that you've successfully completed your enrollment.
- To update your email address: go to your "Profile" (at the top) on NetBenefits, click *Personal & Contact Information* to provide or update your email address.

**What if I don't enroll?**

Your current benefit coverages and eligible enrolled dependents will carry over into 2023.

- You will continue to be enrolled in the same health care coverage (medical, dental and vision, if eligible) at the same coverage tier (You only, You + Spouse, You + Child(ren), You + Family) for 2023.
- You will continue to be enrolled in the same life insurance and personal accident insurance coverages in 2023 with the same beneficiaries.

**Where can I get information about my benefits and important notices?**

The following legally-required notices are available on NetBenefits.com under **Health & Insurance >> See Plan Documents:**

- Summary of Benefits and Coverage for your medical plan (located under "Health Care")
- Benefit Plan Summary for dental and vision plans (located under "Health Care")
- Summary Plan Description (located under "Summary Plan Description")
- Required Notices (located under "Required Notices"), including:
  - Marketplace Notice
  - HIPAA Notice of Privacy Practices
  - HIPAA Special Enrollment Rights
  - Children's Health Insurance Program Notice
  - Women's Health and Cancer Rights Act Notice

## REMINDERS

### Medical Coverage – BCBSM Online Visits

If you are enrolled in Aptiv's medical plans, you have access to online medical and mental health visits provided by doctors, nurse practitioners, therapists or psychiatrists through the Blue Cross Online Visits<sup>SM</sup>. Blue Cross Online Visits are subject to your office visit copayment/coinsurance.

Virtual visits are available for minor illnesses such as colds, sore throats, urinary tract infections and pink eye, and for mental health services such as for stress, grief, anxiety or depression.

To start or sign up for online visits:

- Mobile: Download the Blue Cross Online Visits<sup>SM</sup> app to your phone, tablet
- Web: Visit [bcbsmonlinevisits.com](http://bcbsmonlinevisits.com)
- Phone: Call 1-844-606-1608

**Prescription Drug Coverage – Preventive Vaccines at Retail Pharmacies:** If you are enrolled in Aptiv's medical plans, you can receive preventive vaccines, including a flu shot, at no cost at an Express Scripts network retail pharmacy. Show your Express Scripts ID card to the network retail pharmacy to take advantage of this benefit.

### Important Health Care Contacts:

#### **Fidelity Benefits Center**

Benefits Administration, Enrollment, Payroll Deductions

[www.netbenefits.com](http://www.netbenefits.com)

1-877-389-2374

#### **Blue Cross Blue Shield**

Medical Coverage

[www.bcbsm.com](http://www.bcbsm.com)

1-800-854-5901

#### **Express Scripts**

Prescription Drug Coverage

[www.express-scripts.com](http://www.express-scripts.com)

1-800-711-3459

#### **Delta Dental**

Dental Coverage

[www.deltadentalmi.com](http://www.deltadentalmi.com)

1-800-524-0149

#### **EyeMed**

Vision Coverage

[www.eyemed.com](http://www.eyemed.com)

1-866-800-5457

If you have any questions about this letter, please contact Aptiv Employee Benefits at [aptiv.corporate.benefits@aptiv.com](mailto:aptiv.corporate.benefits@aptiv.com). If you have any questions about enrolling, call the Fidelity Benefits Center at 1-877-389-2374.

**Aptiv Corporation**

**Enroll November 7 – 21, 2022**

Login at [www.netbenefits.com](http://www.netbenefits.com)

Call the Fidelity Benefits Center at 1-877-389-2374

Monday - Friday, 8:30 AM - 8:30 PM ET