



2021

EMPLOYEE BENEFITS OVERVIEW

Open Enrollment Oct. 27-Nov. 10, 2020

IT'S OPEN ENROLLMENT SEASON!

We will not be holding benefit meetings this year and to increase our sustainability, we will not be printing Open Enrollment Overview books.

To download a pdf of the Open Enrollment Overview book, visit

<https://www.akusbenefits.com/2021-oe-akba>

You will access your benefits in Workday by clicking on the hyperlink in the task that gets pushed to your Workday inbox on October 27.

New for 2021

- All employees will receive a new ID card from Blue Cross Blue Shield North Carolina (BCBSNC) with new Member ID and Group ID numbers for 2021
 - Current participants keep current ID card through December 31, 2020
 - New ID card will be effective on January 1, 2021 for the 2021 plan year
 - New ID card will be mailed to your home address in December

To Keep Your 2020 Plan Elections

- You do not need to do anything. Your 2020 elections will automatically rollover and take effect on January 1, 2021 (with the exception of FSA and HSA as outlined below)
- To make changes to your 2021 benefits, you will need to log-in to Workday and update your selections

Flexible Medical, Flexible Dependent Care or Health Savings Accounts (FSA & HSA)

- These accounts will not automatically rollover to the 2021 calendar year
 - You will need to log-in to Workday and update your selections
- To continue your flexible medical, flexible dependent care or Health Savings Accounts (HSA), you will need to log-in to Workday and make elections for them by 11:59 pm on November 10