

What's Changing | 2022 Benefits Open Enrollment

Item	What's Changing	Why?
No Employee Premium Increases	There will be no changes to healthcare premiums, including medical, dental and vision, for employees for the upcoming 2022 plan year.	Although our health insurance premiums did go up, Hyland is covering this increase for our employees.
Basic Life Insurance	The \$50,000 Basic Life Insurance will now be 100% employer paid. All employees will be automatically enrolled with no evidence of insurability or health questionnaire during enrollment.	Life insurance provides financial protection for you and your family in case something happens to you. Hyland believes that every employee is entitled to this benefit.
HSA Contribution Limit Increase	The IRS has increased the pre-tax annual HSA contribution limits for 2022. <ul style="list-style-type: none"> • Single Coverage: \$3,650 • All Other Coverage Levels: \$7,300 	The IRS sets the HSA contribution limits each year.
Dental Plan Enhancements	The annual benefit maximum per person will increase from \$1,500 to \$2,000. Adult orthodontia coverage has also been added and will provide a \$1,500 lifetime benefit maximum.	We heard your feedback on the dental plan and acted. Having a benefit that meets the needs of you and your family is important to us.
Evidence of Insurability (EOI)	Long term disability, accident and critical illness plans will not be subject to Evidence of Insurability (EOI) during the 2022 Open Enrollment window. Basic Life, Voluntary Life, Spouse Life will allow for a one increment increase without EOI, and anything above a one increment increase will require EOI.	There are certain times when life and disability plans require Evidence of Insurability (EOI) as an additional step to obtain coverage. We try to make these windows flexible as often as possible for your convenience.

Thank you for reviewing information regarding benefit changes for 2022. As a reminder, visit the [HR Portal](#) for resources and additional Benefits information to help you prepare for Open Enrollment **November 1 – November 12**. **Additional questions?** Fill out an [HR – Assistance Request](#) in HSIDB.



RACETRACK SCRAMBLE! YOU'RE ON YOUR FIRST LAP!
UNSCRAMBLE THIS WORD: INW, AND FILL OUT THIS SURVEY WHEN YOU HAVE FINISHED FIVE LAPS!
Note: You must also complete open enrollment during the first week to be considered for any prizes.