

2022 Annual Enrollment

For Benefits-Eligible Employees Only



Enroll Now!

Whether you're making changes to your benefit elections or confirming there are no changes to your current benefit choices, **you must complete Annual Enrollment by November 5, 2021.**

Without an IRS qualifying event, Annual Enrollment is your only chance to make updates to your elections (except for Identity Theft, Pet Insurance, Auto/Home Coverage and the Health Savings Account). Also, if you want to make contributions to a Health or Dependent Care FSA in 2022, you must re-enroll and select your contribution levels. For more info, visit the [Mattel Benefits Service Center](#) or call the Mattel Benefits Service Center at 1-877-841-8395.

What's Changing?

- **Our PPO, EPO, and HDHP plans are moving from Anthem to Quantum Health, powered by the Blue Shield of CA network, effective January 1, 2022.**

Check out this [video](#) and [Quantum Welcome letter](#) to learn more. Conduct a [Provider Search](#) to look for providers in the Blue Shield of CA network. MyQHealth Care Coordinators will support you through benefits advocacy, provider curation, clinical navigation and health concierge services starting on December 1, 2021. If you choose Quantum Health/Blue Shield of CA, you have access to many programs including:

- [Teledoc Health](#) provides virtual services for General Medical, Dermatology, and Behavioral Health for a low co-pay.
 - [Early Steps Maternity](#) coaching provides maternity support and guidance during a member's pregnancy for both low and high-risk pregnancies.
 - [Health Coaching](#) provides support and education to help members reach a broad range of health and wellness goals.
 - [Personal Precision Oncology Management](#) provides a review from an Oncologist and expert advice for complex cancer cases.
 - [Applied Behavioral Analysis \(ABA\) Therapy](#) for autism-spectrum disorders is now covered under the PPO, EPO and HDHP.
 - [Care Finder](#) provides tools you need to make the right healthcare decisions by delivering provider information based on quality, cost and network.
- [Norton Life Lock](#) is replacing Allstate for Identity Theft Protection. If you are currently enrolled in Allstate Identity Theft Protection and take no action, you will be automatically enrolled in Norton Life Lock. Learn more about the enhanced program [here](#).
 - [Spousal/Domestic Partner Life Insurance](#) available coverage amounts have been expanded. We are now offering Spouse/Domestic Partner Coverage in \$10,000 increments up to \$250,000 or 50% of the employee's total coverage amount.
 - [Child Life Insurance coverage](#) has changed to \$25,000 coverage. We no longer offer \$5,000 Dependent Life Insurance coverage. If you previously elected Dependent Life Insurance coverage for your child/children, you will be automatically enrolled in the \$25,000 coverage.
 - [Critical Illness coverage](#) now has added covered conditions, removal of lifetime maximums and shortened suspension periods.

Spotlight

- **High Deductible Health Plan (HDHP) with Health Savings Account (HSA)**

We encourage you to explore whether the HDHP is the right plan for you and your family. In many cases, the HDHP is the most cost-efficient plan when you consider your paycheck contributions and the cost of using the plan. Use the medical cost estimator on the Mattel Benefits site and [attend the Understanding HSAs webinar](#) on October 21st to understand how you can maximize your healthcare dollars. View these informative videos to learn more: [Considering an HSA](#), [7 Things About HSAs](#).

- **[Long-Term Disability \(LTD\) Coverage](#)**

Consider how much income you would need if you were to become disabled for a period of 180 days or longer. Mattel currently provides employees with Long Term Disability coverage at 50% of pay. You have the option to purchase Supplemental Long-Term Disability Insurance by adding an additional 5%, 10% or 15% of salary to your coverage level.

- **Additional Programs**

The emotional wellbeing of our employees is a top priority for 2022. In addition to benefits packages, we offer supplemental programs throughout the year to provide support and the environment you need to thrive. Take this time to explore the many resources offered by our partners at [Optum](#), [Headspace](#), and our Medical Plan providers for you and your family members to get the care you need.

The Summary of Benefits & Coverage and other compliance notices are available on the Mattel Benefits Site. A paper copy is also available, free of charge, by calling the Mattel Benefits Service Center at 1-877-841-8395.