



# 2025 Annual Enrollment: November 4 – 15, 2024

ENROLLMENT CAN BE AS EASY AS 1-2-3

Your health and well-being are top priorities for the firm. That's why we have designed a comprehensive and sustainable benefits program that provides the resources you need to be healthy in all areas of your life. This newsletter provides you with highlights regarding what's changing and what's new for 2025 benefits.

## Tools and resources to guide you

Take advantage of these easy-to-access resources to ensure you make the best decisions for coverage for the coming year.

- The Annual Enrollment Website [benefitsus.dlapiper.com](https://benefitsus.dlapiper.com) [and QR code]  
Here's what you'll find there:



- **ALEX** is an online decision assistance tool that will ask you a series of questions and, in minutes, give you plan option comparisons and recommendations based on your needs.
- **HSA learning opportunity**  
Learn how a High-Deductible Health Plan like our HSPO and a Health Savings Account (HSA) work. You'll have the opportunity to view modules (each about 10 minutes), to better understand how these work individually and together and why you might want to consider them.
- **Workday Quick Reference Guide**  
Be sure to review the "How to Enroll in Benefits During Annual Enrollment Quick Reference Guide" located on the Annual Enrollment Website [QR code above].

## 2024 elections will carry over EXCEPT for Flexible Spending and Health Savings accounts

- If you are happy with your current elections, you only need to take action if you wish to have an FSA or HSA for 2025.
- Even if you don't want to make changes, it's a good idea to log in and review your elections and coverage level, as well as ensure your home address and beneficiaries are up to date.
- Look for Annual Enrollment-related information via email and on Fusion. Be sure to register for one of the live Annual Enrollment webinars, which will be held on November 7 and 12.
- Questions about benefits or enrollment? Contact **AskHR** via the AskHR portal (accessible through Fusion) or email at [AskHR@us.dlapiper.com](mailto:AskHR@us.dlapiper.com). You will be connected with a member of the HR Services team who will answer questions and point you to helpful tools and resources.
- When you've reviewed the information provided, log into [Workday](#) to enroll.

## 2025 Benefits: What's new?

### New dental plan carrier – Delta Dental

Beginning January 1, 2025, we will change from MetLife to Delta Dental. We'll still have the Traditional and Premier Plan options with the same coverage levels, and your 2024 election will automatically carry over into 2025 unless you make a change. Although not required, dental cards will be mailed home in late December so that you have the updated information readily available to share with your providers. Refer to your 2025 benefits guide for additional programs and discounts through Delta Dental.



### EncircleRX: To support diabetes and weight loss management

Given the new classes and uses of GLP-1 medications (i.e., weight loss and type 2 diabetes drugs), there are programs in place to support you and your dependents in navigating this emerging space. These new programs will work seamlessly with our current prescription drug provider in helping you manage your diabetes, as well as providing additional weight management support in meeting your health goals.



- Verify coverage eligibility and education regarding GLP-1 therapy
- Support and resources during the weight loss journey
- Maintenance-focused lifestyle education and support
- A 1:1 care team and technology tools

### Guidance for specialty medications

We are partnering with RxResults to help save you money on your specialty medications (prescriptions that help treat complex, chronic, or rare health conditions). Rather than going through Accredo, your provider will be required to obtain pre-authorization from RxResults. Prescriptions will still be filled through Express Scripts – only the authorization process is changing. Refer to your 2025 Benefit Guide for more details and what to do if this applies to you.



#### Remember: Preventive care is free

Be sure to make an appointment for you and your covered family members' annual physical and screenings at no cost to you.



### Maven – support for the family building journey and beyond

We are excited to introduce a new program to further support fertility and family-building needs. Maven offers a broad range of support:

- **Starting a family** – trying to conceive, exploring fertility treatments (IUI, IVF and egg-freezing), or choosing a surrogacy or adoption agency
- **Having a child** – creating your birth plan, breastfeeding or bottle feeding support, and navigating infant sleep
- **Navigating parenthood** – pediatric specialists, parent coaching, and developmental support
- **Managing menopause** – understanding symptoms, exploring treatment options, and pelvic floor therapy

Maven is available at no charge to those enrolled in a firm-sponsored medical plan. This program provides a dedicated care advocate, 24/7 access to virtual specialists, and clinician-designed programs and education. To learn more, visit [mavenclinic.com/join/OE-24](https://mavenclinic.com/join/OE-24).

#### Spotlight on RethinkCare Benefits

RethinkCare is offered at no cost to you and provides a robust digital training experience and on-demand clinical consulting support. Through the RethinkCare platform, you and your family have access to hundreds of expert-led training courses to support parental success, professional resilience, and personal wellbeing.

Enroll today at [www.rethinkcare.com/sponsor/dlapiper](https://www.rethinkcare.com/sponsor/dlapiper) and use code DLA. Be sure to also download the RethinkCare mobile app!



### Is an HSA for you?

Are you on the right path to protecting your tomorrow? Learn how a Health Savings Account (HSA) works with our High-Deductible Health Plan (HSPO) and if it's the right option for you. Make time this Annual Enrollment to learn more about the HSPO plan and the pretax savings options available through an HSA. Choose one of three paths (Seeking tax savings now and in the future, HSA 101, or I'm a new hire). Scan this QR code to get started.



### Are your beneficiaries up to date?

Annual Enrollment is a great time to ensure your assets are distributed as you intend by reviewing and changing beneficiaries.



- For Life Insurance, you may update beneficiaries in [Workday](#)
- For the Profit Sharing and 401(k) Savings Plan, you may go to [principal.com](http://principal.com) to review and update beneficiary information
- For the Cash Balance Plan for Partners, you may go to the PwC Portal (<https://dlapiper.pensionview.pwc.com/>) to review and update beneficiary information

### Expanded! Use ALEX Medicare to help you navigate the Medicare maze

A simple-to-use, guided journey to help you make educated decisions based on your personal healthcare needs and Medicare options. Scan the QR code to learn more.



### Log in to enroll or make changes in Workday

**NEW!** Workday is our new HR platform, so you'll go there to enroll or make changes. Scan this QR code for instructions on how to log in and enroll.



- Check your beneficiaries, address, and phone number to ensure they are up to date
- Opt-in to receive your year-end W-2 and 1095-C forms electronically
- Elect, decline, or make changes to Medical, Dental, Vision, Critical Illness, Supplemental Life and Dependent Spouse Life, Child Life, FSAs, and HSA (if you enroll in the HSPO). Increases for Supplemental Life or Spouse Life require Evidence of Insurability (EOI)
- Be sure to select **review and sign**, accept the acknowledgement, and hit **submit** to lock in your elections

### Update your dependents in Teladoc

If you are enrolled in a firm-sponsored medical plan, you have access to Teladoc, 24/7 virtual medical care. Due to the recent transition from PeopleSoft to Workday, you will need to update your eligible dependent information in Teladoc to make sure they are properly enrolled in your account. If your dependent is 18 or older, once they have been added to your account, they will receive a separate email to set up their own account to access care. For instructions on how to enroll eligible dependents, please visit the Teladoc page on Fusion.





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Look inside for  
important 2025  
Annual Enrollment  
information

## ATTENTION!

Take action during the November 4 -15 annual enrollment period.

## Annual Enrollment checklist

- Prepare:
  - Read all the information and use the tools and resources provided
  - Gather SSNs and dates of birth for you and the eligible dependents you wish to cover
- Once you log into Workday:
  - Check your beneficiaries, address, and phone number to ensure they are up to date
  - Opt-in to receive your year-end W-2 and 1095-C forms electronically
  - Elect your choices for Medical, Dental, Vision, Critical Illness, Supplemental Life and Dependent Spouse Life, Child Life, FSAs, and HSA (if you enroll in the HSPO)
  - Be sure to select **review and sign**, accept the acknowledgement, and hit **submit** to lock in your elections.

