



# Open Enrollment for 2022 DENSO Benefits

## Most Frequently Asked Questions—For All Associates

- 1. How does DENSO define “fully vaccinated?”**  
DENSO will use the CDC definition of fully vaccinated, which is 2-doses of a Pfizer or Moderna vaccine, or a single-dose of Johnson & Johnson’s Janssen vaccine. Associates who were vaccinated in 2020/2021 are eligible for the 2022 HH Vaccinated premium; boosters are not required.
- 2. How will you verify vaccination status?**  
Similar to our dependent verification audit, DENSO will contract with a third-party company to verify vaccination. More details will be shared about this process in the coming weeks.
- 3. Are children required to be vaccinated to receive the HH vaccinated premium rate? What about adult dependents that are 18 and older?**  
No. To receive the vaccinated discount on Associate +1 or Associate + Family coverage, the associate and their covered spouse or partner must verify their vaccination. Vaccination of adult children (18+) and minor children (17 and under) is not a part of the HH vaccinated requirements.
- 4. Will DENSO offer premium discounts for COVID vaccination every year?**  
This is a one-year decision based on cost projections for 2022. Based on healthcare cost estimates for 2023, we will revisit our Healthy Horizons discount programs at that time.
- 5. If a person has antibodies due to a COVID infection, are they eligible for the HH vaccinated rate?**  
No. At this time, the CDC recommends vaccination for everyone, including those who have had an infection. If you have questions about getting a vaccine after having COVID, please contact your doctor.
- 6. Is this change part of the federal mandate for companies with more than 100 employees to require vaccination or weekly testing?**  
We are currently waiting for the Occupational Safety & Health Administration (OSHA) to release this new rule. This workplace safety requirement will be communicated separately to all associates. The OSHA rule impacts all associates at DENSO. The vaccinated premium is an enhanced wellness discount for associates who are covered by a DENSO health plan.
- 7. Can the November 30 deadline for the HH Original discount be extended? How do I qualify?**  
No, pre-tax benefit deductions are regulated by the IRS. Once a deadline has been communicated, revisions may change the tax status of these deductions. If you were hired on/before September 30, to qualify for the HH Original premium discount, you must complete a biometric screening and Member Health Assessment by November 30, 2021. That process is outlined on DENSOBenefits.com.
- 8. If an associate and their spouse verify vaccination after February 1, 2022, can we qualify for lower premiums later in the year?**  
Yes. Unlike other benefit changes, which require a life event for changes outside of Open Enrollment, associates are able to qualify for vaccination premium rates the month after you verify vaccination.
- 9. How can I get vaccinated?**  
More than 80% of associates work at a site covered by a DENSO Family Health Center, and they offer vaccinations by appointment. Associates who do not have a DFHC site can visit Vaccines.gov to find a COVID-19 vaccination site near you.
- 10. Are there other changes to dental, vision, mental health, or prescription coverage or costs?**  
Besides premium increases, there are no additional changes to healthcare coverage, deductibles, or out-of-pocket maximums and no changes to dental or vision coverage. There will be two additional programs added for cardiovascular and gastrointestinal health. Associates will use one card for healthcare and prescription coverage in 2022. Open Road’s telehealth visits will increase to \$59/visit.