



2022 Annual Enrollment FAQs

What's Annual Enrollment?

Annual Enrollment is a yearly event when all eligible associates can sign up for health insurance and other benefits, make changes to their current plans, and learn about the many other programs that can help us all live better.

When is Annual Enrollment this year?

Annual Enrollment starts Saturday, **Oct. 16, 2021** and ends at midnight (Central Time) on Friday, **Nov. 12, 2021**.

How can I get more information about Annual Enrollment?

Go to your personalized Digital Guide at One.Walmart.com/AE beginning Oct. 16. You can learn what's new for next year, check the benefits you're already enrolled in, and see all the programs available to you.

Where do I go to enroll during this period?

Once you've reviewed your Digital Guide at One.Walmart.com/AE, go to the enrollment tool at One.Walmart.com/Enroll.

Is enrollment required?

Annual Enrollment is optional this year, but we still encourage you to visit your Digital Guide at One.Walmart.com/AE to look at your current benefits, think about any changes you might want to make, and learn about all the ways you can boost your mind, body, and money in 2022.

If I don't do an enrollment session, can I still keep my current plans?

Yes, if you're happy with the benefits you have, you'll automatically keep the same benefits you're enrolled in today. However, please keep in mind that medical plans in a couple of areas are being discontinued. If your plan is one of them, you'll be automatically enrolled in the Premier Plan for 2022. If you'd like a different plan, you will need to complete an enrollment session.

How do I know what I'm eligible for?

Your Digital Guide (One.Walmart.com/AE) will show you all the benefits you're eligible to enroll in. You can also learn more about your eligibility for benefits at One.Walmart.com/Eligibility.

What's changing for 2022?

Most associates won't see any major changes for 2022. Here are some exceptions:

- In a few areas, medical plans or networks are changing.
- In selected areas, we're making it easier to find doctors who have consistently delivered the best value and quality care.
- In 16 states, we're introducing new programs to help connect associates with great care.

To see what's new in your area, check out your personalized Digital Guide at One.Walmart.com/AE.

What's happening with medical plan costs in 2022?

We're holding your cost increases to a minimum; dental and vision will not increase and medical plan costs will increase slightly for both Walmart and associates.

Where can I see medical plan costs?

Starting Oct. 16, you can go to One.Walmart.com/ComparePlans to see costs for 2022. You can check out your current rates and new rates in Online Enrollment.

Will new programs be available in all areas?

Not this year. We often launch new programs in selected areas, so we can learn from the results before introducing them nationwide. To see if any special programs are available in your area, check out One.Walmart.com/AE.

Where are medical plans being discontinued?

Two Local Plans in Texas and Missouri will be discontinued for 2022. If you're currently enrolled in one of the plans listed below, you'll be automatically enrolled in the Premier Plan unless you log in and make another choice through Online Enrollment.

Locations	Current plan	Default plan if no action
Houston, TX	Memorial Hermann Local Plan	Premier Plan
Joplin and Springfield, MO	Mercy Southwest Missouri Local Plan	Premier Plan

How can I find out if my medical plan has changed?

Go to One.Walmart.com/AE to see if anything has changed with your plan or network. It's also a great opportunity to explore other benefits and programs to help you live better.

Why should I update my beneficiaries?

You should update your beneficiaries so your benefits can be paid according to your wishes if something happens to you. To see your beneficiaries and make any needed updates, go to One.Walmart.com/Beneficiary.

