

# U.S. Annual Benefits Enrollment CHECKLIST



Follow these steps for 2025 Annual Benefits Enrollment, taking place **Wednesday, October 23 - Thursday, November 7**.

## PRE-ENROLLMENT

- Read the [What's Changing Summary](#) to review what's changing for 2025.
- Think about procedures, medications, care, etc. your family may need in 2025.
- Explore your options:
  - Visit the **Make It Yours** (MIY) site to learn about your plan and coverage level options: [MIY](#) and [MIY Hawaii](#).
  - Evaluate the insurance carriers and their well-being programs under **Your Carrier Connection** on [MIY](#) or [here](#).
  - Consider [supplemental medical benefits](#), like critical illness and hospital indemnity which provides a cash benefit.
  - Use the [Benefits Cost Tool](#) to preview your 2025 paycheck costs for each plan type and carrier. You should also consider how much you want to pay out of pocket for care.



## ENROLLMENT

- Starting October 23, log in to the [My Health Benefits](#) enrollment website to:
  - Use the Help Me Choose Tool to see the best options for your needs- [learn about the tool](#).
  - Make your elections by November 7.
  - Enroll in a [spending account](#)- a Flexible Spending Account (FSA) or Health Savings Account (HSA)- if eligible.



**Note:** If you don't make an election or opt out of your current healthcare elections, they will carry over to 2025, if available, at new contribution rates. Spending account elections will not carry over; you must make a new election each year.

## RESOURCES

Visit the [Loop](#) for more enrollment information and resources, including our [Annual Benefits Enrollment FAQs: Mainland U.S. and Hawaii](#).

Have questions about using our health benefits?

Have general benefits/enrollment inquiries?

Contact your [Advocacy HealthPro](#) at **866-300-6530** or email [ALightHealthPro@alight.com](mailto:ALightHealthPro@alight.com)

Contact the My Health Benefits Center at **833-692-6387**