

BENEFITS

Open Enrollment October 31st through November 18th

Open Enrollment is your yearly opportunity to change your benefit plans without a Qualified Life Event, such as the birth of a child.

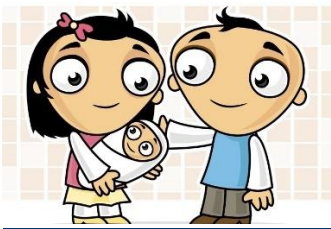
- If you do not make changes your current benefit selections will carry over to 2023.
- **The one exception is Flexible Spending Accounts (FSA)** - you must make an election during Open Enrollment to participate in an FSA for 2023.



You can learn about the NAU medical plans by reviewing the [2023 NAU Medical Plan Changes](#). We will notify you about any changes to other benefits closer to Open Enrollment.

Benefit Improvements

The big news is that we are making several improvements to your benefits.



Paid Parental Leave – New Benefit

Effective January 1, 2023, NAU will add a Paid Parental Leave benefit for birth and bonding. You can find more information including FAQs on the [Parental Leave web page](#).

Wellness Program – New Benefit

Effective January 1, 2023, NAU employees will be eligible to participate in the State of Arizona Health Impact Program (HIP) through Virgin Pulse, a leader in the wellness industry.



- Employees will continue to have the opportunity to earn up to \$300 annual cash incentive.
- All employees, spouses and dependents are eligible to participate in the HIP program, but only employees are eligible for an incentive.

Look for more communication from Employee Assistance and Wellness (EAW).

If you have questions about Open Enrollment or the changes to your benefits, contact Human Resources at nauhrbenefits@nau.edu or call 928.523.2223.