



Start The Year Off Right

As we move into 2021, January is a great time to make sure you are prepared for the year ahead. Use this handy checklist to confirm you've taken action and are ready for 2021. Want more information? Revisit our email from January 15th titled "**Important Information on 2021 Benefits.**"

- Did you review your January 15th pay stub to ensure accurate deductions are being taken for the following benefits, based on your 2021 elections?
 - Health Care Flexible Spending
 - Dependent Care Flexible Spending
 - Health Savings Account
 - Commuter deductions
 - Medical
 - Dental
 - Vision
 - Voluntary benefits
 - You can confirm your deduction amounts by accessing your information on the [BenefitsNow](#) website. Cigna voluntary benefit deductions amounts can be viewed by logging into <https://genesys.cignatrustrustedadvisor.com/>. You may also view your pay stub on the [ADP Payroll](#) website.
- Have you designated a beneficiary in the Fidelity system?
 - Visit www.401k.com to enter your updated beneficiary information under Profile>Beneficiaries>Edit.
 - Don't forget! You can make adjustments to your participation, contribution amount and investment changes at any time throughout the year.
- Do you have your FSA receipts from 2020 in a convenient spot? If not, start compiling them! You have until March 31, 2021 to submit your 2020 Health Care and Dependent Care FSA expenses for reimbursement. Any funds not claimed for a 2020 reimbursement will roll over; however, they will only be available for use on 2021 claims after this deadline.
 - Download the HealthEquity mobile app at <https://www.wageworks.com/employees/employee-benefits-account->

[management/wageworks-ez-receipts-mobile-app/](#) to upload receipts, submit claims and reimburse yourself for 2020 out-of-pocket expenses.

Changes to Flexible Spending Accounts

Genesys will be extending your opportunity to make certain midyear changes to your Health Care or Dependent Care FSA without experiencing a qualifying life event. This means that you may now update your contributions at any time through 12/31/2021. It is our hope this change allows you and your family the flexibility to determine how to spend your Health Care or Dependent Care FSA dollars during this time.

Other FSA changes:

- Carryover of unused funds from a Health Care or Dependent Care FSA from plan year 2020 into plan year 2021, and from plan year 2021 to plan year 2022.
 - Any funds not claimed for a 2020 reimbursement will roll over; however, they will only be available for use on 2021 claims after this deadline.
- An increase to the maximum age for reimbursable Dependent Care FSA expenses from age 12 to 13 when the dependent aged out during the pandemic.
- Modifications to Health Care or Dependent Care FSA election amounts prospectively.

Did you know? Genesys makes it easy for you to visit with a provider from the comfort of your home!

During this time, you may have the option to visit with your established and treating physician via a virtual appointment for ongoing follow-up care. Genesys has implemented this as a permanent solution, making it easy for you to visit with your participating providers at your convenience and from the comfort of your home. When you need care and prefer to visit your provider virtually, contact your provider's office directly to see if they are able to provide this service.

It's Walk Your Pet Month!

Seasonal weight gain for pets is serious business. Most of us are familiar with the holiday tendency to add a few extra pounds, but while people have the option to go to the gym, pets do not. Here are tips to help your pet lose holiday pounds.

- Check in with your veterinarian for advice and to make sure your pet is healthy before starting out. Ask your veterinarian for recommendations on the best foods for your pet.
- Instead of treats for praise, try play. Some pets are just as motivated by toys or praise as they are by food.
- Limit the number of treats you are giving your pet, both pet treats and bits of "people food." While it's OK to share baby carrots, mini rice cakes, green beans and other healthy foods in small amounts, pet parents tend to lose count of how much they're giving their pets.
- Step up the exercise. Longer walks or play times will be good exercise for both of you. If you live in a cold climate, there might be an indoor facility that will let you walk your dog.
- Set a reasonable goal with your pet's veterinarian. Your veterinarian will be happy to help, with regular weigh-ins and other advice to keep you on track, motivated and focused.

For more information on your pet insurance plan, get started at <https://benefits.petinsurance.com/genesys>.

BrightPlan – Improve your financial well-being and enter to win a \$100 Amazon gift card

At Genesys, the well-being of our employees is a top priority. Thank you to those employees who participated in the pilot of BrightPlan and provided feedback. Due to an overwhelmingly positive pilot, we are excited to announce we will continue to offer **BrightPlan**, our financial wellness benefit to all US employees at **no cost** to employees in 2021!

BrightPlan helps you master your money with:

- A sophisticated financial planning application to bring all your finances together
- Advice on existing investments [401(k), etc.]
- Unlimited meetings with a Financial Advisor
- An automated Smart Budget and Spending Analysis
- Financial education tailored to your Genesys benefits

Enroll Now

Get started by visiting www.brightplan.com/onegenesys or download the BrightPlan app and use activation code: onegenesys

Already enrolled?

Sign in to view the completely redesigned My Life Dashboard and a complete navigation overhaul. The redesigned Dashboard features data-driven insights to make it even easier to stay on top of your savings, expenses, and budget. You can also enter to win a \$100 Amazon gift card. **BrightPlan** is giving away a \$100 Amazon gift card to one Genesys employee who sets a new financial goal.

To enter this giveaway:

1. Download the BrightPlan app and use the activation code: onegenesys to enroll
2. Create one new goal in BrightPlan
3. It's that easy!

* Giveaway terms and conditions: The BrightPlan giveaway is open to all active US employees at Genesys. Entrants must create one new or additional goal by February 9, 2021 in order to qualify. Giveaway entry period: The giveaway begins on January 21, 2021 at 12:00 am ET and ends on February 9, 2021 at 11:59 pm ET ("Entry Period"). To be eligible for the giveaway, the entrant ("You") must have created one additional goal in BrightPlan within the specified Entry Period. Gifts may be subject to taxation. Please consult your tax advisor.

Register Today for Upcoming Finance Friday Webinars

- **January 28: Successfully Managing Company Stock**

WELLNESS CORNER: Make Exercise an Unbreakable Habit

Regular physical activity is one of the most important things you can do for your health. Read on to learn how you can create a long-term fitness routine in five easy steps.

- **Step 1.** Set a time and schedule. Studies suggest that the best way to build a long-lasting habit is repetition. Plan your activity for the same time, same day and repeat.
- **Step 2.** Start small. Schedule your activity for 5-10 minutes at a time to begin. Make your daily exercise habit manageable and attainable. Otherwise, the habit won't stick.

- **Step 3.** Do something you enjoy. If you don't find jogging or burpees fun, don't pressure yourself to do them. You're more likely to stick with an activity that makes you feel happy and confident.
- **Step 4.** Think outside the box. If you need inspiration, download a free fitness app such as Nike Training Club, Yoga for Beginners, Strava or MyFitnessPal. There are also hundreds of free workouts available on YouTube.
- **Step 5.** Don't think all or nothing. Focus on the routine rather than the results.

For guidance on how to be physically active while social distancing, visit

<https://www.cdc.gov/physicalactivity/how-to-be-physically-active-while-social-distancing.html>.