# TOP TIPS

**Open enrollment can be stressful — but it doesn't have to be!** We asked 7 HR experts across our business for their secret enrollment tips, tricks, and hacks.

## Aisha Ahmed
BENEFITS ANALYST

**"Review your current benefits and your family's needs for next year.** Just because a plan worked for you this year, doesn't mean it makes sense for 2025!"

## Emma Smith
CHIEF HUMAN RESOURCES OFFICER

**"Don't miss the deadline!** If you do, you won't have another chance to make benefits changes next year unless you have a qualified status change like getting married or having a baby."

## Rajesh Patel
HR BUSINESS PARTNER

**"Accounts for the win!** If you expect to have eligible healthcare or dependent care expenses next year, an FSA is a no-brainer. Just be sure to choose the right one and estimate your expenses carefully!"

## Malik Robinson
HR BUSINESS PARTNER

**"Don't forget about supplemental benefits, like life, disability and accident insurance.** They're available at discounted group rates and can protect your family if the unexpected happens."

## Jessica Wilson
COMPENSATION ANALYST

**"Enrollment is the perfect time to review your 401(k) contributions.** You don't have to do anything during enrollment with your 401(k), but why not use this time of year as an annual reminder to check in on — and maybe increase — your contributions."

## Joshua Jacobs
HUMAN RESOURCES OFFICER

**"If you're a new employee, remember to enroll in your benefits twice** — once for this year's coverage and then for next year's coverage. Your current year's elections don't automatically carry over."

## Sylvia Martinez
WELLBEING MANAGER

**"If you haven't already, get your annual preventive care, like an annual physical or eye exam, before the year ends.** They're free with in-network providers!