

# 2023 Benefit Changes for a Qualifying Life Event

Birth, Adoption, or Legal Guardianship of a Child  
[Temporary Employees / Interns]



Congrats on the exciting news! "Birth/Adoption/Legal Guardianship of a Child" is considered a qualifying life event that will allow you to make mid-year changes. You will only have **30-calendar days** from the event date to make these changes. Questions? Contact [benefits@spacex.com](mailto:benefits@spacex.com).

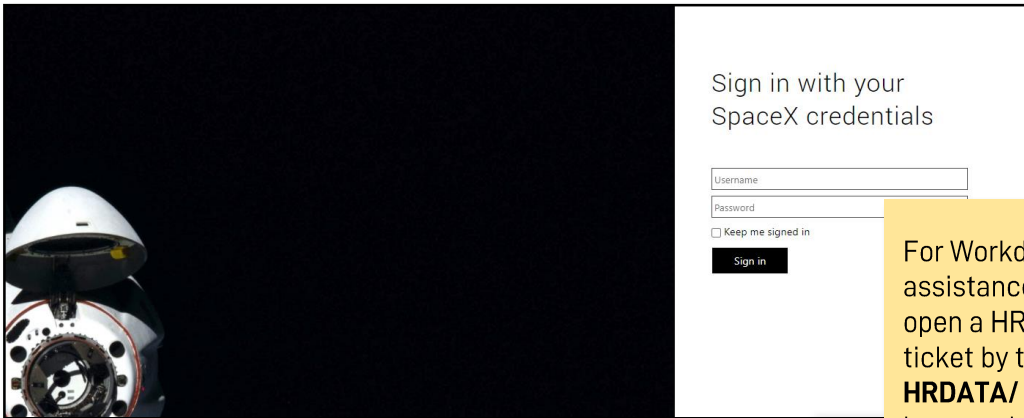
## 1. Login



Log into Workday to complete your new hire benefit elections.

Website: <https://www.myworkday.com/spacex>

Login Credentials: Your SpaceX username and password



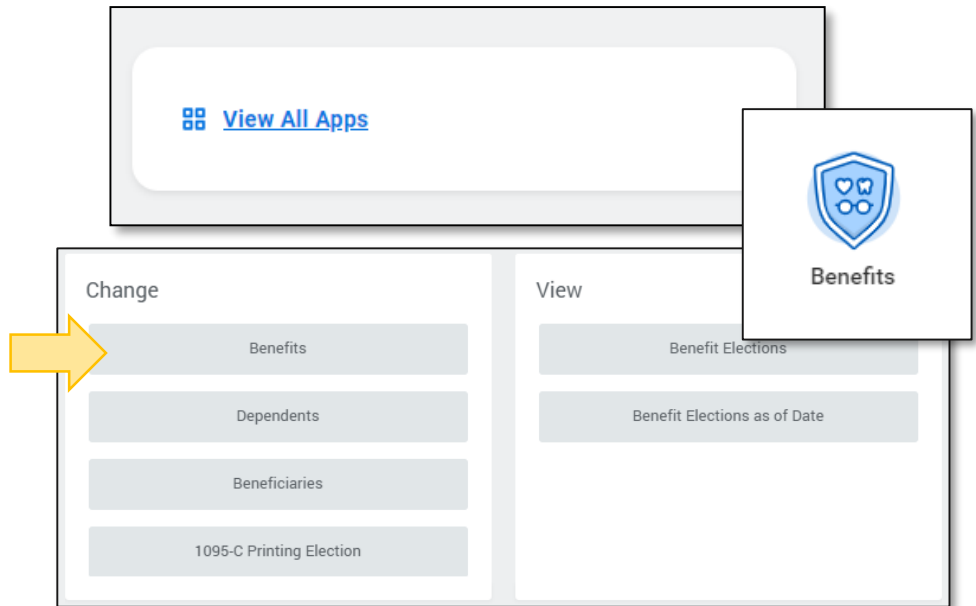
For Workday login assistance, please open a HR JIRA service ticket by typing **HRDATA/** in any browser bar while on the SpaceX network.

For YubiKey assistance, please call the IT Help Desk at (310) 363-6999.

## 2. Triggering a Qualifying Life Event



Click on the “View All Apps” and select “Benefits” icon on your Workday homepage. Under “Change”, select “Benefits”.



Change Reason \*

- Birth / Adoption / Legal Guardianship of a Child
- Gained other health benefits elsewhere
- HSA Contribution Change
- Legal Marital Status Change – Divorce
- Legal Marital Status Change – Marriage
- Life Insurance Beneficiary Change
- Loss of other health benefits/coverage elsewhere

**For the “Benefit Event Type”, select “Birth/Adoption/Legal Guardianship of a Child”**

**Enter the “Benefit Event Date”, which is the date that your baby was born, or when the court approved the adoption or legal guardianship of a child.**

Benefit Event Date \* 03/02/2023

Submit Elections By 04/01/2023

You must submit your elections within 30-calendar days from the date of event. Your benefit election changes due to the qualifying benefit event will be retroactively effective to the date of event (date of birth/adoption/legal guardianship). For instance, if your baby was born on March 2, 2023 then you have until April 1, 2023 to submit your changes to add your newborn to your benefits. Coverage will be retroactively effective to March 2, 2023.



## 2. Triggering a Qualifying Life Event (cont.)



Attach your supporting documentation (i.e. hospital birth record, birth certificate, court documents) and then click on “Submit” at the bottom of the page.

Attachments

Drop files here

or


Select files

Click “Open” to begin your Benefit Changes.

**You have submitted**

Up Next: Benny Fits Change Benefit Elections

[View Details](#)


 **Open**

Click on “Let’s Get Started” to begin your benefits enrollment.

**Change Benefit Elections**

Initiated On

Submit Elections By

 **Let's Get Started**

### 3. Health Care & Accounts – Medical



#### Select your tobacco status.

**Health Information**

**Tobacco Use**

**Question** Has any person to be insured (employee and spouse) used tobacco in the last 12 months?

**Answer** \*  Yes  
 No

Make sure your tobacco status is up to date, as the tobacco status will determine your Allstate Critical Illness rates, which is also impacted by your age band and elected amount.

#### Select “Manage” to elect the desired Medical Plan.

SpaceX offers five medical plans:

- Medical EPO
- Medical PPO
- Medical Guide PPO
- Medical High-Deductible Health Plan (HDHP)
- Kaiser HMO (CA only)
- And option to waive

Please note, you must be enrolled into the Medical EPO, PPO, Guide PPO or HDHP plan if you would like to utilize the following benefits:

- Lyra Therapy (with access to medication management)
- SpaceX Health Center (Hawthorne, CA)
- 2nd.MD
- Hinge Health
- Kindbody
- One Medical (CA, WA, & D.C.)
- One Medical Now (all other locations)

**Medical**  
 Collective Health \_EPO (Blue Shield of California)

Cost per paycheck Included

Coverage Employee Only

[Manage](#)

Medical			
Projected Total Cost Per Paycheck \$46.95			
Plans Available			
You must select a plan. The displayed cost of waived plans assumes coverage for Employee Only.			
6 items			
*Selection	Benefit Plan Details	You Pay (Bi-weekly)	Company Contribution (Bi-weekly)
<input type="radio"/> Select <input checked="" type="radio"/> Waive	Collective Health _EPO (Blue Shield of California)	Included	\$213.39
<input type="radio"/> Select <input checked="" type="radio"/> Waive	Collective Health _PPO (Blue Shield of California)	\$38.17	\$203.55
<input checked="" type="radio"/> Select <input type="radio"/> Waive	Collective Health Guide PPO (Blue Shield of California)	\$24.72	\$202.34
<input type="radio"/> Select <input checked="" type="radio"/> Waive	Collective Health HDHP High-Deductible Health Plan	\$25.46	\$174.36
<input type="radio"/> Select <input checked="" type="radio"/> Waive	Kaiser Permanente (SCA) HMO	\$109.24	\$188.06
<input type="radio"/> Select <input checked="" type="radio"/> Waive	Waiver Opt-Out Credit	Included	\$0.00

### 3. Health Care & Accounts – Medical



#### Enroll your dependents, if applicable.

If you already have a dependent listed in Workday, then click on “Existing Dependents.”  
Do not create duplicate dependent profiles.

#### Dependents

Add a new dependent or select an existing dependent from the list below.

Coverage \* Employee + Child(ren)

Plan cost per paycheck \$74.95

Add New Dependent

1 item

Select	Dependent
<input checked="" type="checkbox"/>	Yackie Fits

If there are duplicate dependent names, please email [benefits@spacex.com](mailto:benefits@spacex.com).

If you do not already have a dependent listed in Workday and you'd like to add a dependent, then click on “Add New Dependent” and follow the pages to add your dependent to your benefits.

1

#### Dependents

Add a new dependent or select an existing dependent from the list below.

Coverage \* Employee Only

Plan cost per paycheck

Add New Dependent

If you have dependents listed as your emergency contact, please click “use an Existing Beneficiary or Emergency Contact”

Use an Existing Beneficiary or Emergency Contact

2

#### Add My Dependent From Enrollment

11 day(s) ago - Effective 01/01/20...

Use as Beneficiary

If you'd like this dependent to be a beneficiary for your Life and Accidental Death & Dismemberment (AD&D) insurance, check this box. Otherwise, you can click “OK”.

### 3. Health Care & Accounts – Medical



**Input your dependent's information, if adding the dependent for the first time.**

**Add Dependent** 010  
101

Relationship \*

Use as Dependent

Use as Beneficiary

Inactive Date (empty)

Date of Birth \*

Age (empty)

Gender \*

Citizenship Status

Tobacco Use  Uses Tobacco

\*  Not Applicable  
 Yes  
 No

Eligible Dependents

- Your spouse (including same-sex spouse)
- Your child(ren) up to age 26, which may include natural, adopted, stepchildren and children obtained through court-appointed legal guardianship
- Your unmarried child(ren) of any age who are incapable of supporting themselves due to a mental or physical disability and who are totally dependent on you.

Legal Name    Contact Information    National IDs    Additional Government IDs    Other IDs

Country \*

Prefix

First Name \*

Middle Name

Last Name \*

Suffix

**Scroll down to input Legal Name, Contact Information (Phone Number & Address).**

If available, you may add your newborn's SSN in the national ID section. If you don't have their SSN at this time, please select "Reason SSN is Not Available", and type "N/A", and you may input their SSN at a later time.

Dependent	*Social Security Number
Yackie Fits	<input type="radio"/> Social Security Number (SSN) <input type="text" value="--"/> <input checked="" type="radio"/> Reason SSN is Not Available <input type="text" value="N/A"/>

**To decline Medical coverage, select "Waiver Opt-Out Credit".**

Select

Waive

**Waiver Opt-Out Credit**

If you decline medical coverage, you will receive a \$20 opt-out credit per paycheck.



### 3. Health Care & Accounts – Health Savings Account (HSA)

**Enroll into the Health Savings Account (HSA) if you've elected the HDHP. If you did not elect the HDHP, then you are ineligible for a HSA and you can skip this step.**

Taking SpaceX's contributions into account, you can contribute up to \$3,850 if you elected the employee only coverage for your HDHP and up to \$7,750 if you elected HDHP coverage for you and one or more family member(s) (e.g., EE + Spouse, EE + Child(ren), EE + Family).

Coverage Level	2023 IRS HSA Contribution Limit	SpaceX Automatically Contributes...	For 2023 You Can Contribute Up to...
Employee Only	\$3,850	\$500	\$3,350
Employee + Spouse	\$7,750	\$1,000	\$6,750
Employee + Child(ren)	\$7,750	\$1,000	\$6,750
Employee + Family	\$7,750	\$1,000	\$6,750

**Select "Enroll" to enter your annual goal or bi-weekly contribution amount for your HSA**

**Health Savings Account (HSA)**  
Waived

Enroll

*Selection	Benefit Plan
<input checked="" type="radio"/> Select <input type="radio"/> Waive	HealthEquity

**Contribute**

Per Paycheck       Annual

Total Paychecks    26

Maximum Annual Amount: \$3,850.00

If you are age 55 or older (or will turn age 55 in 2023), you can contribute an additional \$1,000.

Please note, SpaceX automatically contributes to your HSA, irrespective of whether you choose to contribute to your HSA.

### 3. Health Care & Accounts – Health Savings Account (HSA)



If you are age 55 or older (or will turn age 55 in 2023), you can contribute an additional \$1,000.

The screenshot shows a notification box with a bar chart icon on the left. The text reads "Health Savings Account Catch-up (HSA) Waived". A yellow arrow points from the notification to a blue "Enroll" button.


### 3. Health Care & Accounts - Employee Assistance Program



Lyra Coaching is a six-session mental health coaching program, designed by Lyra clinicians and grounded in principles of evidence-based treatments, that will empower you to better manage stress, make difficult decisions, and improve relationships, both at work and at home. Lyra Coaching will be available for FREE to all SpaceX employees (regular, temporary, and interns), who are normally scheduled to work at least 20 hours per week, and their eligible dependents (ages 18+).

**You are automatically enrolled in Lyra Coaching, so no additional action is required on your end.**

The screenshot shows a card for the "Employee Assistance Program" (Lyra Health Coaching). It lists "Cost per paycheck" as "Included" and "Coverage" as "Employee Only". A "Manage" button is at the bottom.

 <b>Employee Assistance Program</b> Lyra Health Coaching	
Cost per paycheck	Included
Coverage	Employee Only
<a href="#">Manage</a>	



## 4. Review and Confirmation of Benefit Elections



Once you are ready to submit your benefit elections, click on “Review and Sign” button on the bottom left corner of the screen.

Please verify your elections carefully before submitting. When you are satisfied with your elections, please check off your Electronic Signature and hit “Submit” at the bottom of the page.

Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Dependents
Medical	03/02/2023	03/02/2023	Employee + Child(ren)	Yacki Fits
Collective Health _EPO (Blue Shield of California)				
Employee Assistance Program	03/02/2023	03/02/2023	Employee Only	

### Electronic Signature

I attest by checking the “I agree” box below that I have reviewed the information that I provided and that it is true and accurate to the best of my knowledge. I understand that outside of Annual Benefits Open Enrollment, I cannot make benefit changes during the year unless I experience a qualifying life event, such as a marriage, divorce, birth/adoption of a child, and loss/gain coverage elsewhere. I also understand that if I experience a qualifying life event, then I only have 30 days from the qualifying life event date to request any benefit changes by making my desired benefit elections and submitting the necessary supporting documentation in Workday or by emailing [Benefits@spacex.com](mailto:Benefits@spacex.com). If I miss the 30-day qualifying life event window, then understand I will have to wait until the next Annual Benefits Open Enrollment period to make my desired benefit changes, or upon experiencing another qualifying life event.

If applicable, I authorize SpaceX to deduct the employee contribution amounts required for the benefit plan coverage(s) for which I elected and have been approved.

I Accept



Submit

Save for Later

Cancel

If you need to make any edits you can do so by clicking “**Cancel**” on the bottom of the page to return to the enrollment page.

## 5. Making Changes



You will not be able to edit your elections after you click Submit. If you need to make changes, then please contact the Benefits team at [benefits@spacex.com](mailto:benefits@spacex.com) no later than 30-calendar days from your Birth of a Child / Adoption / Legal Guardianship date.