

# 2026 Open Enrollment Checklist



## Educate

Visit [NidecTotalRewards.com](https://www.nidectotalrewards.com) ► [Resources](#) ► [Open Enrollment](#) to see what's changing for 2026. You'll also find other resources (including a short webinar) to help you determine what's best for you and your family for next year's benefits coverage.

- We will partner with Delta Dental in 2026 to provide dental coverage.
- Effective Jan. 1, 2026, Life and Disability coverage will be through The Hartford.
- Nidec will withhold state income tax for the state in which your primary office is located, or the office you report to if you're remote, unless we are advised of alternative work locations. If you work from home through an approved hybrid arrangement, work remotely or work from multiple locations, please keep payroll advised of your work location(s). Please contact payroll to arrange for proper state tax withholdings. Examples of reportable work locations include:
  - Working remotely from one state, including hybrid days, while reporting to an office in another state.
  - Changing the state of your residence or work location while working from home or remote.
  - Splitting your work time between multiple locations, including working at a Nidec facility other than your primary location.

## Prepare

Visit [NidecTotalRewards.com](https://www.nidectotalrewards.com) ► [Your Health](#) and review the available plans to determine what's best for you and your family.

## Save

Review your healthcare spending from 2025 and estimate if it will be more or less in 2026. This will help you determine how much to contribute to your Flexible Spending Accounts (FSAs) or Health Savings Account (HSA).

- You must reenroll in the HSA or Health Care FSA and Dependent Care FSA to have these accounts in 2026.
- You must be enrolled in the High-Deductible Health Plan (HDHP or CHP) medical plan to participate in the HSA.

## Questions

If you have benefits or enrollment-related questions, contact the Nidec Benefits Center by phone [833.213.8135](tel:833.213.8135) or email [NidecBenefits@Nidec-Motor.com](mailto:NidecBenefits@Nidec-Motor.com).

## Enroll

- Make any changes and/or enroll through Workday by **Nov. 17, 2025**.
- **Enrolling dependents for the first time?** Review the Dependent Verification and Working Spouse Checklist. Then, gather the required documents. Go to [NidecTotalRewards.com](https://www.nidectotalrewards.com) ► [Resources](#) ► [Eligibility](#) for more information.