

2027 Benefits Open Enrollment Checklist

Educate

Visit NidecTotalRewards.com ► [Resources](#) ► [Open Enrollment](#) to see what's changing for 2027. You'll also find other resources to help you make decisions about next year's benefits coverage.

State Tax Withholding

Nidec withholds state income tax based on your primary office location or, if you work remotely, the office to which you report, unless payroll has been notified of another approved work location. Keep payroll informed of your work location(s) to ensure accurate state tax withholding.

Questions?

For state tax withholding assistance, contact payroll.

Prepare

Visit NidecTotalRewards.com ► [Your Health](#) and review the available plans to determine what's best for you and your family. Refer to your 2027 At-A-Glance brochure for 2027 premiums.

Save

Review your healthcare spending from 2026 and estimate if it will be more or less in 2027. 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 2027.
- You must be enrolled in the High-Deductible Health Plan (HDHP or CHP) medical plan to participate in the HSA.

Questions

Contact the Nidec Benefits Center

 **833-213-8135**

 **NidecBenefits@Nidec-Motor.com**

Enroll

- Make any changes and/or enroll through Workday by **Nov. 16, 2026**.
- **Enrolling dependents for the first time?** Review the Dependent Verification and Working Spouse Checklist. Then, gather the required documents. Go to NidecTotalRewards.com ► [Resources](#) ► [Eligibility](#) for more information.
- **Important two-step process to add dependent(s):**

Step 1. Add your dependent(s) through the "Add Dependent" task in Workday.

Step 2. Add your dependent(s) to each of the applicable benefits elections through the "Open Enrollment" event in your Workday inbox.

You must complete both steps to properly enroll your dependent(s). If both steps are not completed during the enrollment window, your dependent(s) will not be added to your benefits.