



Guidance for New Merger Hires

Benefits Enrollment

If I'm not enrolled in my current company's medical plan, will that election roll over with the acquisition to Synopsys?

- No, your prior elections do not automatically roll over. Whether you choose to waive or elect coverage, you'll need to go to the Synopsys Benefit Enrollment site and make the appropriate elections to ensure that you're receiving the coverage you desire. If you don't take action within 31 days, Synopsys will apply default enrollments.

When can I enroll in benefits?

- An invitation to enroll will be emailed to you within a week after the acquisition officially closes.

Is there a deadline to enroll in benefits?

- Yes, you have 31 days from your date of hire.

What happens if I don't enroll and choose coverage?

- You'll automatically be enrolled in the default HS Basic medical, dental and vision plans for employee-only coverage, and you won't be able to change this after your 31-day hire window has expired. If you miss this deadline, your opportunity to make changes to your elections will be either during Open Enrollment or if you have a qualifying life event.

Can I choose to opt out of Synopsys health insurance?

- Yes, you can opt out of the Synopsys health plans. Synopsys does not offer an opt-out credit.

Health Savings Account (HSA)

How do I roll over my current HSA balance from my previous account to my new account?

- Because these are private accounts, you'll need to call Fidelity directly at (800) 544-3716 to roll over your balance.

Will I receive a debit card for my HSA?

- You'll need to log in to the [Fidelity NetBenefits® website](#) as a new user to activate your HSA. Once you've activated your HSA, you'll be mailed a debit card that you can use for eligible health care expenses.

How soon can I use my HSA debit card for my medical expenses?

- You won't be able to use your HSA until contributions have been made to the account. You can check your account balance at the [Fidelity NetBenefits website](#). Generally, it takes 1–2 pay periods after you open your account before you begin to see contributions.

Flexible Spending Account (FSA)

How do I participate in the Synopsys FSA?

- You must enroll in the FSA during your new hire enrollment period. Please visit the [WageWorks site](#) to learn more.

Will I receive a debit card for FSA purchases?

- Yes, you'll receive a debit card from WageWorks. It will be mailed to the address that's on file for you in the enrollment system.

How do I file FSA claims?

- You can submit claims online through the FSA portal. For information on how to complete the FSA claim form, go to the [WageWorks site](#) and click Resources at the top of the page.

How will I get reimbursed for FSA claims?

- You can set up direct deposit with WageWorks to receive your reimbursements. Otherwise, WageWorks will issue and mail you a reimbursement check.

Medical, Dental and Vision Coverage

How long will it take for me to receive my medical ID cards?

- Your ID cards will be mailed to the address we have on file for you within three weeks after you enroll in benefits. Within 7–10 days after you enroll, you can register as a user at the [UnitedHealthcare site](#) and print a copy of your ID card. To register, you'll need your Social Security number and our group ID number (701403).
- If you are enrolled in Kaiser, you can find more information by contacting member services at (800) 464-4000

How can I pay for visits to my doctor and prescriptions before I receive my medical ID card?

- **UnitedHealthcare:** You may need to pay for services yourself and submit a claim form to UnitedHealthcare to get reimbursed. Or you can download a claim form from the [Synopsis Benefits Center](#) or the [UnitedHealthcare site](#). Be sure to include our UnitedHealthcare plan group ID number: 701403. The claim form may provide your doctor or pharmacy with enough information to process a claim for you.
- **Kaiser (CA and OR):** Kaiser issues unique member ID numbers. You may also be identified in the Kaiser system by providing your name, Social Security number and date of birth if you had previous coverage through Kaiser.

What if my medical ID card doesn't work?

- Please contact your medical benefits provider:
 - UnitedHealthcare: (866) 351-6804
 - Kaiser California: (800) 464-4000
 - Kaiser Oregon: (503) 820-2000
 - Synopsis Employee Service Center: (650) 584-7411 or [email](#)

If an out-of-network physician is treating me or a family member for a serious health condition, do I have to choose a new doctor?

- If you (or a family member) are being treated for a serious condition or in the second trimester of pregnancy, you can request a UnitedHealthcare Transition of Care form from the [Synopsis Employee Center](#). If UnitedHealthcare approves your request, you'll be allowed to remain with your current physician for the

course of your treatment. You must complete the form within the first 31 days after the close date.

Who is my dental provider and how do I handle dental claims?

- Find out more about Delta Dental services at the [Synopsis Benefits Center](#). You can provide your dentist with our Synopsis group number (5479) and your member number, which is your Social Security number. You may wish to print a dental claim at the [Delta Dental site](#) and take it with you.
- Find a dentist at the [Delta Dental site](#) or call (800) 765-6003.

Will I get an ID card from Delta Dental?

- You'll receive an ID card within three weeks after you enroll in benefits. You can visit the [Delta Dental site](#) and print out an ID card about two weeks after you enroll.

Who is our vision care provider?

- Our vision coverage is with VSP (Vision Service Plan). You can find more information at the [Synopsis Benefits Center](#).
- VSP does not issue ID cards. You do not need an ID card for an eye care appointment. You may simply give your doctor your Social Security number and they can verify coverage in VSP's database.
- If you prefer a card, you can print one online from the [VSP site](#) approximately two weeks after you enroll.

401(k) Plan

Is there a deadline to enroll in the Synopsis 401(k) Plan?

- You have 60 days to enroll in the Synopsis 401(k) Plan. If you do nothing with 401(k) enrollment, after 60 days you'll be auto-enrolled into the plan at a 10% savings rate and invested in an age-appropriate target date fund.

What if I already have a Fidelity account through my last company?

- The Wednesday after you receive your first paycheck, you should be able to go to the [Fidelity NetBenefits website](#) and register as a new user and see Synopsis as the company option. You'll need to register as a new user from the Synopsis link so Fidelity can merge your previous and current accounts.

Designed for Wellness Program

When can I register for the Synopsis Designed for Wellness program?

- You'll receive a registration email two weeks after your hire date. You can register at [Synopsis Designed for Wellness](#).
- You can find more information on the Designed for Wellness program at the [Synopsis Benefits Center](#).

Important Deadlines to Remember

- You have 31 days from your date of hire (if you're unclear on this date, [email](#) Synopsis) to enroll in benefits. If you don't make your elections during this time, you'll be auto-enrolled in the default health plans.
- You have 60 days from your date of hire to enroll in the Synopsis 401(k) Plan. If you don't enroll during this time, you'll be auto-enrolled into a target date fund at the default 10% salary contribution.

Helpful tip: Add these dates to your Outlook calendar so you don't forget!

Resources

- [A list of health care providers and contacts](#)
- [A list of the medical plans we offer along with per-pay-period costs](#)
- [Other links/helpful resources for new Synopsys employees](#)