

# Live Happy. Live Well.

alteryx



## 2026 OPEN ENROLLMENT FAQ

- **What is Open Enrollment?**  
Open Enrollment is your annual opportunity to update or choose the benefit options that best meet your needs for 2026.
- **When will Open Enrollment take place?**  
Open Enrollment will take place October 27 – November 7, 2025.
- **When do the benefits I select during Open Enrollment begin?**  
Your benefits will be effective January 1, 2026.
- **Is Open Enrollment active this year?**  
Yes, you must take action during Open Enrollment in order to have benefits for 2026.
- **Do I need to re-enroll in the FSA and HSA plans?**  
Yes, if you want to contribute to the FSA or HSA in 2026, you must re-enroll during Open Enrollment. These elections do not roll over.
- **Can I add dependents to my coverage during Open Enrollment?**  
Yes, you can add and drop eligible dependents during Open Enrollment. Eligible dependents include:
  - Your legal spouse or registered domestic partner
  - Children up to age 26
- **Can I change my benefits after Open Enrollment?**  
Open Enrollment is your annual opportunity to make changes to your benefits coverage. Changes outside of this period are only permitted following a qualifying life event, such as a marriage or the birth of a child.
- **Can I change my beneficiaries during Open Enrollment?**  
Yes, you can change your beneficiaries within the enrollment workflow and any time of the year via the Benefit Application in Workday.
- **Do I have to enroll in medical, dental, and vision coverage (all or nothing)?**  
You can select the plans you wish to enroll in separately. The plans are not bundled together.
- **Where can I find more information about our benefit plans?**  
Please visit our public benefits site: [myalteryxbenefits.com](https://myalteryxbenefits.com)
- **Is there someone I can talk to about my benefit questions?**  
Yes, submit an [Ask Alteryx ticket](#).
- **What is an HSA?**

A Health Savings Account (HSA) is a personal investment account that you own. You can use it to save money, federal income-tax-free, to pay for qualified medical expenses. You have the flexibility to use the funds for current medical costs, including your deductible, or you can save the money for future needs, even into retirement.

– **Am I eligible for an HSA?**

You are eligible to make and receive contributions to an HSA if you meet all of the following criteria:

- You are enrolled in the Blue Shield HDHP medical plan

You are NOT covered under any form of non-HDHP medical coverage, including:

- Your spouse's employer's plan
- Government medical insurance (e.g., Tricare, Federal employees' plan)
- Coverage purchased through an exchange or individual marketplace
- Medicare Parts A, B, C or D
- Your spouse's general purpose Health Care Flexible Spending Account (FSA).

– **Is the HSA Alteryx contribution a one-time payment?**

Alteryx contributes to your HSA on a per-paycheck basis. If you are enrolled in Employee Only coverage, you will receive **\$38.46** per paycheck (\$1,000 annually). If you enroll in Employee + Dependent(s) coverage, you will receive **\$76.92** per paycheck (\$2,000 annually). **2026 HSA IRS contribution limits:**

- Individual coverage: **\$4,400** (a \$100 increase from 2025).
- Family coverage: **\$8,750** (a \$200 increase from 2025).
- Catch-up contribution: Account holders aged 55 and older can contribute an additional \$1,000.

– **Do I need to make a 401k election during Open Enrollment?**

Although Open Enrollment is your annual chance to change most of your benefits, you can adjust your 401(k) election at any time by logging into the Fidelity [NetBenefits](#) website.

– **Can I make changes to my benefits after Open Enrollment?**

If you experience a qualifying event, you can make mid-year changes to your benefit elections. Changes must be made within 30 days of the event date. Examples include, but are not limited to, the following:

- Marriage, divorce, or legal separation
- Birth or adoption of a child
- Change in eligibility or employment status
- Loss of other health coverage

It is your responsibility to notify the Benefits Team within 30 days of the event to make changes to your coverage. You will need to provide documentation of the event, such as a marriage license, divorce decree, or birth certificate, and benefit changes must be consistent with the qualifying event.

– **Can I change my FSA and HSA elections after Open Enrollment?**

You can change your HSA contribution at any time. You cannot make changes to your FSA accounts (Health Care, Dependent Care and Limited Purpose) unless you have a qualifying event, like a marriage or birth of a child.

– **What is a Health Care FSA?**

The Health Care FSA can be used to pay out-of-pocket medical, dental, vision and prescription drug expenses.

- Annual Contribution Limit: **\$3,400**
- Eligible Expenses: Copays, coinsurance, deductibles, prescription expenses (For a full list, visit [www.irs.gov](http://www.irs.gov) Publication 502)
- Funds Available: Full amount is available at the beginning of the plan year
- Deadline to Submit Claims for Reimbursement: March 31, 2026 for the 2025 calendar year
- Plan Year Carryover: There is no carryover permitted for the Health Care FSA plan. Please estimate your expenses carefully.

– **What is a grace period?**

A grace period extends the amount of time in which participants may incur eligible expenses. The grace period will occur from January 1, 2026 – March 15, 2026. You must use all of your FSA funds by the end of the grace period. This will allow you more time to make the most of your FSA funds. Any remaining funds in your account after the grace period will be forfeited.

– **What is a Dependent Care FSA?**

The Dependent Care FSA can be used to pay eligible day care expenses for your children under age 13 or a dependent adult to allow you or your spouse to work or attend school full-time.

- Annual Contribution Limit: **\$7,500**
- Eligible Expenses: Day care, after-school care (For a full list, visit [www.irs.gov](https://www.irs.gov) Publication 503)
- Funds Available: You may only use up to the amount of funds you have in your account
- Deadline to Submit Claims for Reimbursement: March 31, 2026 for the 2025 calendar year.
- Plan Year Carryover: There is no carryover permitted for the Dependent Care FSA. Please estimate your expenses carefully.

– **What is the Limited Purpose FSA?**

This FSA option is available to those enrolled in the HDHP. If you enroll in the HDHP in 2026, you may enroll in the Limited Purpose FSA. Money contributed to a LPFSA may be used to reimburse eligible out-of-pocket dental and vision expenses. You can contribute up to **\$3,400** to the LPFSA.

– **What is the Commuter Benefit?**

Commuter Benefits allow you to set aside pre-tax dollars to pay for expenses related to commuting to and from work.

- Monthly Contribution Limit: **\$340**
- Eligible Expenses: Transit passes, tokens, fare card, vouchers, parking passes and other mass transit, vanpooling, and work-related parking costs
- Funds Available: You may only use up to the amount of funds you have in your account

– **Can I add my registered domestic partner to my plan?**

Yes, our healthcare plans allow for enrollment of a registered domestic partner and registered domestic partner child(ren). You must complete a [domestic partner declaration](#) to enroll your domestic partner in Alteryx benefits.

– **If I am a new hire during the Open Enrollment period, do I need to enroll twice?**

Yes, you will need to enroll for 2025 benefits and then complete your elections for 2026 benefits.

– **Can I waive health plan coverage?**

Yes, during the enrollment process you can waive coverage for medical, dental or vision coverage.

– **What if I decide to make a change after I've submitted my enrollment?**

You can make changes to your elections in Workday as many times as you want during the Open Enrollment window. All changes must be submitted by November 7, 2025.

– **Will I need to submit Evidence of Insurability after Open Enrollment?**

During Open Enrollment, employees can increase their coverage by up to two levels (\$20K for employees and \$10K for spouses) without needing Evidence of Insurability (EOI). However, if an employee was previously denied coverage, any increases requested during this period will require EOI. Guaranteed Issue will apply to any modifications made during Open Enrollment. If EOI is necessary, you'll receive a task in your Workday inbox and will have 31 days to complete it.

- Employee Guarantee Issue: \$250,000
- Spouse Guarantee Issue: \$80,000

Please note, for account registration, the Company Code is **LF1201ALT** and the Employer Name is **Alteryx**.

– **Are there changes to employee contributions for 2026?**

Yes, there will be contribution changes for the medical, dental, and voluntary plans. You can find the 2026 cost of coverage for each plan listed [here](#).