

COVID-19 coverage changes effective May 11, 2023

Nidec Motor Corporation's health plan coverage returns to pre-pandemic covered benefits levels

The Biden Administration announced that effective May 11, 2023, the public health emergency (PHE) will come to an end. This means certain COVID-19-related expenses that have been covered under the Nidec plan at no cost to you during the PHE will return to pre-pandemic benefit levels after the May 11, 2023, deadline.

Depending on the medical plan you and your family members are enrolled in, what this means for you is:

- COVID-19 treatments (including monoclonal antibody treatments) will be covered according to your medical plan copayment, coinsurance and deductible levels
- COVID-19 diagnostic testing (excluding over-the-counter [OTC] tests) will be processed, for example, the same way a flu test is processed
- OTC COVID-19 testing no longer will be covered; however, since OTC COVID-19 home tests are an eligible medical expense, you can use your FSA or HSA funds to cover these expenses
- COVID-19 telehealth visits with your doctor will be covered according to your medical plan copayment, coinsurance and deductible levels
- Prior authorization requirements will be enforced for all applicable covered services.

Per the CARES Act and ACA Preventive Guidelines, COVID-19 vaccinations and boosters will continue to be covered at 100% with no cost to you.

Finally, if you are enrolled in a BlueCross BlueShield of Alabama PPO plan, virtual visits with a doctor for non-emergency healthcare, anytime and anywhere, using Teladoc will continue to be covered at no cost to you.

For details about what your medical plan covers, refer to the documents posted at [NidecTotalRewards.com](https://www.nidec.com/TotalRewards) ► Your Health ► Medical Plans or the medical plan documents posted at [NidecTotalRewards.com](https://www.nidec.com/TotalRewards) ► Resources ► Document Library.