



## Open Letter to Mozilla Employees

Dear Employee,

For most of the year I sit quietly back. I can't compete, you see, with bonuses or merit increases, with kale chips or hoodies with bright orange strings, with the important work of changing the world. I'm like Spanx, I think – flesh-colored, practical, there to hold you altogether asking little in return.

But now I must.

There are a few days each year when BENEFITS gets to outshine them all – we call it “OPEN ENROLLMENT” and it's on like Donkey Kong from September 19<sup>th</sup> – September 21<sup>st</sup>.

To celebrate, we're hosting an OPEN ENROLLMENT PARTY (not really, but it sounded better than “meeting”). Everyone's invited although it probably makes the most sense for those eligible for Mozilla benefits.

A few folks will be there from places like Kaiser, Anthem, and our Employee Assistant Program (they'll be presenting). These folks will be around to talk shop and give away pens.

Party Details (aka Open Enrollment Meetings):  
September 17<sup>th</sup> and September 19<sup>th</sup>  
SF + MV - 11:30am – 12:30pm PDT

We'll provide food. I know you like that.

IF YOU ARE REMOTE, I'm afraid no soup for you! Actually, if you're remote you can make soup in your *own* kitchen, which is probably better than my soup anyway. We'll make Vidyo available during the meetings and all will be recorded and posted on the wiki.

The detail you need - deadlines, how to's, what if's, and the fine print is all in the attached document. In case you don't get that far know this:

You can only make changes to your benefits during Open Enrollment unless you have a qualified event during the year (birth, death, marriage, etc.) If you make no changes during Open Enrollment, your current benefit choices will remain in effect excluding Flexible Spending Account (FSA) contributions, which will stop on December 31st, 2012.

Humbly, your Benefits