



# 2026 OPEN ENROLLMENT IS COMING SOON!

## OCTOBER 8 - 31, 2025

**ACTION REQUIRED: REVIEW YOUR BENEFITS – MAJOR CHANGES EFFECTIVE JANUARY 1, 2026**

**SIGNIFICANT PLAN DESIGN UPDATES WILL TAKE EFFECT ON JANUARY 1, 2026. PLEASE REVIEW YOUR BENEFITS DURING OPEN ENROLLMENT TO ENSURE YOUR SELECTIONS MEET YOUR NEEDS FOR THE UPCOMING YEAR.**

| NO FURTHER ACTION REQUIRED   | ACTION REQUIRED  |
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| <p>If you are not making changes to your Medical, Dental, or Vision coverage, no action is needed in BusinessPLUS. You're all set! These benefits will automatically carry over into the new plan year.</p> <p>Please note:</p> <p>If you have a spouse on your Medical Insurance, a new Spousal Affidavit must be submitted by <b>October 31, 2025.</b></p> | <p>You want to participate in the Flexible Spending Account (FSA) for 2026 – re-enrollment is required annually.</p> <p>You wish to make changes to your medical, dental, or vision coverage for yourself or your family.</p> <p>If you are adding dependents to any policy, documentation must be submitted by <b>October 31, 2025.</b></p> |