

2026 Benefits Information

Workday Process – For 2026, the College will continue to administer open enrollment through Workday. In addition to using Workday to make annual open enrollment changes, you are also able to login at any time to view your current enrollments, update beneficiaries and view important benefits documentation. See the enclosed job aid for instructions on completing the open enrollment process.

Health Plan

Excellus BlueCross BlueShield and OptumRx will continue to administer the College's medical and prescription drug plans. Premiums for 2026 are reflected on the enclosed rate chart. As a reminder, if you have a pay change during the year that moves you into a new salary band for premiums, your premium will be adjusted accordingly. Deductibles and out of pocket maximums for 2026 are outlined below.

	<u>2025 (current)</u>	<u>2026</u>
In-Network Annual Deductible – Individual/Family	\$300/\$900	\$350/\$1,050
In-Network Annual Out-of-Pocket Max. – Individual/Family	\$1,900/\$5,500	\$2,000/\$6,000

Prescription Plan

Reminder: The prescription drug formulary will update on January 1, 2026, and may change again throughout the year. The College will continue to provide members with the opportunity to bring prescriptions for maintenance medications to any CVS pharmacy to fill a 90-day supply and enjoy the same cost savings as home delivery. Prescription copays for 2026 are outlined below.

	<u>2026</u>
Formulary Generic/Preferred/Non-preferred	\$10/\$35/\$60
Mail Order/Retail CVS 90-day supply	\$10/\$70/\$120

Medical Opt Out Payments

The College is required to seek opt out information annually under the provisions of Health Care Reform. **Important Reminder: If you are currently receiving a medical opt out payment you must log into Workday and complete the open enrollment process to agree to the medical waiver attestation.**

Identification Cards

As a reminder, participants for the College's health insurance plan should utilize the Excellus BlueCross BlueShield identification card for medical services, and the OptumRx identification card for prescriptions. Immunization services at a pharmacy should be processed with OptumRx's card.

Excellus **and** OptumRx will only issue ID cards to new participants. If you are a current participant, you should continue to use your existing Excellus and OptumRx ID cards.

Health Care Reform (Affordable Care Act "ACA")

As part of Healthcare Reform, you will receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage) in late February. If you were covered by Hamilton's health insurance continuously during 2025, you will not need this form to complete your income taxes for filing in the Spring of 2026.

(continued)

Dental and Vision Insurance

Guardian will continue as the vendor for dental and vision coverages. Guardian has implemented digital ID cards for all members. New enrollees will receive their digital ID cards by email prior to the start of the plan year. If a replacement ID card is needed, it can be requested electronically through your Guardian account on the website or mobile app. Additional details about registering your account can be found in the enclosed flyer.

Flexible Spending Accounts (FSA)

The College offers employees the opportunity to participate in Flexible Spending Accounts (FSA) through Inspira Financial, formerly PayFlex. This program allows employees the ability to set aside tax-free dollars from their paycheck for eligible healthcare and dependent care expenses. Health Care FSA accounts for 2026 will have a limit of \$3,400. New for 2026, Dependent Care Flex accounts will have a \$7,500 limit. **Important Reminder: If you want to participate in 2026 you must complete the open enrollment process.**

The College's Flexible Spending Accounts have a grace period provision. Amounts elected for 2026 must be used for eligible expenses incurred in 2026, or in the initial 2½ months of 2027. Participants will have until June 15, 2027 to submit claims for expenses incurred from January 1, 2026 through March 15, 2027 (For 2025 participants, claims must be incurred by March 15, 2026 and submitted by June 15, 2026).

If you are a current health care FSA participant and plan to reenroll for 2026, please use your existing debit card. If your card is expiring, a new card will be mailed to you automatically.

Life Insurance

The College's life insurance plan will continue through The Business Council. **We encourage you to review, add, or edit your beneficiary information in Workday.** As a reminder, the College's supplemental life insurance rates are age banded. If you moved to the next 5-year age band in 2025 (30, 35, 40, 45, etc.), you will see an increase in your premium effective January 1.

Voluntary 403(b) Retirement Plan

You can start or change your voluntary retirement contribution at any time throughout the year by completing a salary reduction agreement in Workday. Currently the mobile app does not have functionality to submit a retirement change via the app, so changes must be made using a desktop device. Your contribution can be a dollar amount or percentage of pay. New participants also need to complete an enrollment online with TIAA. Beneficiary information for your retirement account is maintained directly with TIAA, and can be changed at any time.

The annual voluntary contribution limit is currently \$23,500 (limit may change for 2026). For individuals age 50 and over, an additional \$7,500 catch-up contribution limit applies.