

Annual Benefits Open Enrollment Period
Monday, November 3, through Friday, November 14

UPDATES FOR 2026

Dependent Care FSA Maximum Increase

Minor Changes to:

- *Deductibles and Out-of-Pocket Maximums*

To elect your benefits for 2026, please review this notice, the enclosed 2026 Benefits Information update, and the 2026 Benefits Guidebook carefully and view or change your enrollments by logging into Workday as follows:

- Medical, Dental, Vision – **If you are making changes to current enrollments, OR if you are not currently enrolled and are interested in enrolling, you need to complete the Workday open enrollment process.**
- Medical Opt Out – **If you opt out of medical insurance, you are required to complete the Workday open enrollment process.**
- FSA (Flexible Spending Accounts) –The One Big Beautiful Act increased the household Dependent Care limit to \$7,500. **If you want to participate for 2026, you are required to complete the Workday open enrollment process.**

Open enrollment meetings are scheduled for Friday, November 7, at 9:30 a.m., 11:00 a.m. and 1:30 p.m. and will be offered by Zoom only. Links to the Zoom meetings will be sent out to the campus via email during the week of November 3rd. A general review of the College's benefit plans will be presented. A pre-recorded presentation will be available on the Human Resources website under "Benefits" and then "Enrollment".

Please keep in mind that after November 14, you may **not** change your insurance and/or FSA elections unless you have a qualifying event. Examples of qualifying events include a change in marital status, dependents, or employment status (for a complete list, see page 4 of the Benefits Guidebook). If one of these events occur, you will need to submit a benefit life event change in Workday within **30 days** of the event, or you will not be able to make the change until the next open enrollment period.

If you have any questions, please contact Samantha Campione (scampion@hamilton.edu), ext. 4042, or Kim Hatzinger (khatzing@hamilton.edu), ext. 4689.

Enrollments must be completed in Workday by November 14.

Enclosures: 2026 Benefits Guidebook
 2026 Benefits Information
 2026 Group Medical Insurance Rates
 2026 Dental/Vision Insurance Rates
 Workday Open Enrollment Job Aid