

Annual Benefits Open Enrollment Period

Monday, November 2, through Friday, November 13

HIGHLIGHTS FOR 2027

- *No Plan Changes*
- *No Rate Increase for Dental and Vision Plans*

Open enrollment is your yearly chance to choose or change your benefits for 2027. It runs **Monday, November 2, through Friday, November 13**. Find your situation below to see if you need to act.

ACTION REQUIRED – Log in to Workday and complete enrollment by November 13 if you:

Want to change your medical, dental, or vision plan, or sign up for the first time.

Decline medical coverage and want to keep getting your waiver payment (the payment for opting out). You must complete enrollment again, **or the payment will stop**.

Want a Flexible Spending Account (FSA) in 2027, an account for paying health care costs with pre-tax money. **You must sign up for 2027**.

NO ACTION NEEDED if you:

Have medical, dental, or vision now and want to keep it as is. Your coverage continues. There are no plan changes for 2027, and dental and vision rates will not increase.

HOW TO ENROLL

Log in to Workday and follow the enclosed Job Aid. To compare options and costs, use the 2027 Benefits Guidebook, the Benefits Information update, and the enclosed rate sheets.

AFTER NOVEMBER 13

You **cannot** change your insurance or FSA unless you have a life change, such as a change in marital status, dependents, or employment status (full list on page 4 of the Guidebook). If this happens, report it in Workday within **30 days**, or you must wait until next year.

HELP AND QUESTIONS

Information sessions (Zoom only): Friday, November 6, at 9:30 a.m., 11:00 a.m., or 1:30 p.m. Links will be emailed the week of November 2. A recording will be on the Human Resources website under “Benefits,” then “Enrollment.”

Questions: Samantha Campione, scampion@hamilton.edu, ext. 4042, or Kim Hatzinger, khatzing@hamilton.edu, ext. 4689.

Enclosures:

- 2027 Benefits Guidebook
- 2027 Benefits Information
- 2027 Group Medical Insurance Rates
- 2027 Dental/Vision Insurance Rates
- Guardian Online Account Access Information
- Workday Open Enrollment Job Aid
- Medical and Prescription Drug Summary Plan Description