

OPEN ENROLLMENT HIGHLIGHTS

2027 Open Enrollment is
NOVEMBER 9TH - 25TH



Hybrid Open Enrollment

Medical/Prescription, Life, Disability, and Voluntary benefits are **PASSIVE** and will rollover to 2027.

Dental, Vision, and Spending Accounts are **ACTIVE**, and will not rollover to 2027.

The benefits you elect during this Open Enrollment period will be effective from **January 1, 2027 to December 31, 2027**.

Open Enrollment Checklist

- Review your benefits guide
- Ensure you have the appropriate information (name, date of birth, Social Security Number, etc.) for your dependents and beneficiaries
- Make your benefit elections **no later than November 25, 2026**
- Attend the Virtual Open Enrollment Meeting on **Monday, November 9th at 12:00 PM** if you haven't attended an in person meeting

What's New in 2027?

- Dental and Vision benefits will be administered by Delta Dental
- Life/AD&D, Disability, and Voluntary benefits will be administered by Lincoln Financial Group
- HSA, FSA, and Commuter Benefits will be administered by Apprize Benefit Services
- HSA, FSA, and Commuter annual contribution limits have increased:
  - **HSA Limits:** $4,500 individual / $9,000 family
  - **Healthcare FSA:** $3,500
  - **Dependent Care FSA:** $7,500 ($3,750 if married and filing separately)
  - **Commuter Benefits:** $350 for transit and parking

Ready to Enroll?

The first step is to review your current benefits. Verify all of your personal information and make any necessary changes. Once all your information is up to date, it's time to make your benefit elections.

It's important to weigh your options carefully. The decisions that you make during Open Enrollment will remain in place until the next Open Enrollment period, unless you experience a Qualifying Life Event (please see your Benefits Guide for additional details).

NOTE: Please be prepared to provide documentation supporting your dependent eligibility status (i.e., marriage certificate, birth certificate, etc.).

How to Enroll

Enrollment must be completed through the ADP Enrollment System.

- Access the Employee Self-Service website at **https://workforcenow.adp.com**
- To start, click **Enroll Now** in the Open Enrollment card. You will be taken to the Enrollment page found within the tab Myself > Benefits > Enrollment page. Click on **Start Enrollment**
- You will be brought to the Welcome Note and Introduction page. Please review all information on this page, as there are often important references for your Open Enrollment options
- Click **Next** to begin your enrollment
- Once you have completed your elections, please be sure to click the **Submit Enrollment** button

Have Questions?

If you have questions about your benefits, please contact the Benefits Member Advocacy Center at **800.563.9929** (Monday - Friday, 8:00 am to 5:00 pm EST) or go to **www.connerstrong.com/memberadvocacy**.

