



Benefits Blast: October – 2027 Open Enrollment

2027 Open Enrollment

Open Enrollment is your annual opportunity to review your benefits and make updates for the year ahead. Enrollment will be open **Monday, November 2 through Monday, November 16, 2026**. After the deadline, most benefit changes require an IRS-qualifying life event.

➤ What's New for 2027

Vision Plan frame allowances will increase to \$130 for the Standard plan and \$200 for the Premier plan. The Premier plan will also add a \$200 LightCare allowance for ready-made non-prescription sunglasses or non-prescription blue light filtering glasses.

➤ Prescription Drug Coverage Update

Effective January 1, 2027, coverage for GLP-1 medications prescribed solely for weight loss or weight management will be discontinued. Coverage will continue for approved Type 2 diabetes and eligible MASH indications.

➤ Review Your Dependents

Confirm that your dependents and beneficiaries are accurate, eligible, and up to date. Remove any dependents who no longer meet eligibility requirements and gather documentation needed to add an eligible dependent. A dependent eligibility audit is planned for December 2026.

➤ Annual Elections Required

HSA, Health Care FSA, Limited Purpose FSA, Dependent Care FSA, and Qualified Transportation Expense elections do not automatically carry over. You must make a new election during Open Enrollment to participate in 2027. You may also enroll eligible dependents in firm-paid Dependent Life Insurance.

Prepare for Open Enrollment

- Attend the 2027 Open Enrollment webinar on **Thursday, October 22, 2026, at 1:30 p.m. CT | 2:30 p.m. ET**, or watch the recording afterward on the [Benefits Resource Center](#).
- Review 2027 plan information, compare coverage and costs, and complete your elections in [Workday](#) by November 16. Visit the [Benefits Resource Center](#) for enrollment guides and additional support.