



2026-2027 Open Enrollment At - A - Glance



As we continue to grow the New Story family of companies, we remain diligent in our efforts to offer the right combination of benefits supporting the current and future needs of our diverse workforce. The enclosed information is intended to provide a high-level overview of the upcoming Open Enrollment period. You should refer to the Total Rewards guide and carrier documents for full details.

What You Need to Know

- ✓ Your current Benefit plans with Plan Bee will end as of midnight, July 31, 2026. Open Enrollment to enroll in the New Story plans will begin on **July 8, 2026**, and will end on **July 17, 2026**.
- ✓ Full time team members **scheduled 30 or more hours per week** are eligible on the first of the month following 30 days. Therefore, anyone hired on or prior to July 2nd are eligible to participate in this open enrollment event.
- ✓ The elections you make during this open enrollment will become effective August 1, 2026, and the plan year will end June 30, 2027. The New Story benefit plan year is, July 1 – June 30.
- ✓ New payroll contributions will start in your August 21, 2026, payroll. All rates are outlined in the Total Reward guide, p.15.
- ✓ Open Enrollment is the only time you can make changes to your benefit plans without experiencing a life event.

What's Changing

Medical Plan Updates

Your medical carrier will change to UMR or HealthScope (United Healthcare companies) based on your plan selection.

We offer a choice of plans including:

- ✓ A **Value Driven Health Plan (VDHP)** providing co-pays for certain services prior to satisfying the deductible. The VDHP plan option is **Open Access**. This means you can visit with any provider or facility however you will receive better benefit by visiting with physicians that participate in the [PHCS network](#). If electing this plan, you are eligible to save in a healthcare Flexible Spending Account (FSA).
- ✓ Three (3) **High-Deductible Health Plans (HDHP)** providing in and out of network coverage. You will receive a better benefit by treating with a physician or facility in the [United Healthcare Choice Plus network](#) and must satisfy the deductible prior to the Plan providing coverage. If electing one of these plans, you are eligible to save in a Health Savings Account (HSA).
- ✓ An **Exclusive Provider (EPO)** plan offering co-pays for certain services prior to satisfying the deductible. You must visit with a physician or facility in the [United Healthcare Choice Plus network](#). No out-of-network coverage. If electing this plan, you are eligible to save in a healthcare Flexible Spending Account (FSA).

Deductible/Out of Pocket (OOP) Credit: The deductible and OOP resets every January 1. If you incurred any expenses towards your medical plan deductible and Out of Pocket (OOP) maximum from 1/1/26 – 7/31/2026 with Sentara, a credit will be applied towards the deductible/OOP on your new plan.

It is important that you register for an online account with Sentara, so you have access to your claims data after 7/31. You will need to supply a statement from your Sentara account reflecting the deductible and out of pocket maximum incurred. We will communicate more on this process as we get closer to August.

Medical Plan Premium Rebate

You can receive a **portion of your medical premium back** by completing two (2) Wellness Steps. See pg. 16 of the Total Rewards guide for full details.

NEW! A tax-free way to save for out-of-pocket medical expenses for you and your dependents with HSA or FSA.

Health Savings Account (HSA) w/ Company Funding

If you participate in a **HDHP** medical plan **AND** elect to save in an HSA, the Company will also contribute to your HSA account. The company contribution will be funded each pay period. If elected, contributions are loaded onto a Health Equity debit card for easy use towards eligible healthcare expenses for you and family.

Flexible Spending Account (FSA)

If you participate in the **EPO or VDHP** medical plan, you can save in a FSA. The Company will pre-fund a debit card allowing you to use funds immediately and pay back through payroll contribution. Funds are available for use towards eligible healthcare expenses for you and family.

In addition to Healthcare FSA, we offer Limited Purpose FSA reserved for dental and vision expenses as well as Dependent Care and Commuter FSA.

Dental and Vision

Dental benefits are available through Delta Dental and Vision with VSP. If elected, you will receive a Delta Dental ID card. VSP does not issue ID cards however you will have access to print ID cards in your online account.

Enroll via UKG Self-Service Between 7/8 – 7/17/26

- Go to Open Enrollment in the left-hand toolbar.
- Have dependent and beneficiary data, such as SSN and date of birth ready.
- **SUBMIT** your enrollment and **PRINT** a copy of the confirmation for your records.

UKG ENROLLMENT

Voluntary Benefits

Payroll deductions for benefit plans through Aflac will no longer be available. You will have the option to purchase these policies directly through Aflac. Aflac will notify participants directly related to continuing these benefits on an individual basis.

Voluntary Accident and Hospital Indemnity benefits are available and offered through Voya Financial.

NEW! Disability Coverage

The Company will cover the cost of Short-Term Disability (STD) coverage for all full-time employees. You will have the option to purchase Long Term Disability (LTD) through payroll deduction. Disability benefits are provided by Voya Financial.

NEW! Life Insurance Coverage

The Company will cover the cost of Group basic life insurance equal to one times your salary to a max of \$50,000. Voluntary employee, spouse and child life coverage is also available through Voya Financial.

Benefits Support

As part of our Total Rewards package, all team members have access to the **a2 Employee Benefit Advocate team!** Advocates are ready and available to assist you with navigating your benefit plans.

[Enter here](#) to schedule an individual session with an advocate 7/8 - 7/10/26.

Otherwise, advocates are available Monday through Friday, 8 a.m. to 5 p.m. ET.

All calls are confidential



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