2026 OPEN ENROLLMENT HIGHLIGHTS

August 27, 2026 through September 10, 2026!

Passive Open Enrollment

This year's open enrollment will be **PASSIVE***. Passive enrollment means that if you wish to maintain your current benefit elections, you do not need to take any action and your current elections will roll over into the new plan year.*

Elections you make during open enrollment will remain in place through September 30, 2027. You will not be able to make changes until the next open enrollment period, unless you experience a qualified life event (more details in your benefits guide).

FLEXIBLE SPENDING ACCOUNTS (FSA)

A separate open enrollment will be held in November for FSAs. These elections will become effective on January 1, 2027. Stay tuned for more details!

NEXT STEPS

- All employees must log into the Paylocity portal at **https://login.paylocity.com**. Be sure to check your elections, demographic and dependent information, and update your Life/AD&D beneficiaries.
- If you want to make changes, enroll for the first time, add/remove dependents, or review your current elections, you will need to do so via the Paylocity enrollment portal no later than September 10, 2026.
- For more info about your coverage options, visit **www.sigmapharmbenefits.com** or see your benefits guide.

HAVE BENEFIT QUESTIONS?

The Conner Strong & Buckelew Benefits Member Advocacy Center (Benefits MAC) is available to assist you. You can contact the Benefits MAC Monday–Friday, 8:30 am to 5:00 pm at **800.563.9929**. You can also visit **www.connerstrong.com/memberadvocacy**.

SEE THE FOLLOWING PAGE FOR MORE INFO ABOUT YOUR 2026-27 BENEFIT PLANS.

SigmaPharm LABORATORIES

2026-2027 HIGHLIGHTS

MEDICAL/PRESCRIPTION BENEFITS

- **NEW!** Your Medical/Prescription Benefits will continue to be administered by Independence Blue Cross (IBX). There will be changes in the plan design when it comes to certain copays, Out of Network (OON) deductible and OON out of pocket maximum. Employee contributions will also be increasing slightly. Please reference your Benefits Guide for more information on the new plan offering.
- Per Pay Employee Contributions:
  - **Employee Only:** $80.85
  - **Employee + Spouse:** $188.62
  - **Employee + Child(ren):** $160.44
  - **Family:** $258.96
- Value add services are included with your coverage, such as:
  - Teladoc Telemedicine
  - Achieve Well-being
  - Baby BluePrints - Maternity Support geared towards the pregnancy journey.

DENTAL BENEFITS

- Your dental benefits will continue to be administered by Cigna. The plan design will remain the same.
- **NEW!** Employees will now contribute a portion of the dental premium.
- Per pay Employee Contributions:
  - **Employee Only:** $2.82
  - **Employee + Spouse:** $5.86
  - **Employee + Child(ren):** $7.11
  - **Family:** $10.73

VISION BENEFITS

- Your voluntary vision benefits will continue to be administered by EyeMed. There will be no plan design or contribution changes.
- This plan provides you and your covered family members with a great benefit for glasses and contact lenses!

VOLUNTARY LIFE AND AD&D INSURANCE

- Voluntary Life and AD&D will continue to be administered by Reliance.
- **Note:** If you elect the benefit and this Open Enrollment period is not your initial enrollment window, you will be required to submit Evidence of Insurability (EOI) for the coverage amount elected.

SHORT-TERM DISABILITY AND LONG-TERM DISABILITY

The STD and Voluntary LTD programs will continue to be administered by Reliance with no change to the plan designs. Please note that STD is provided free of charge and Voluntary LTD is 100% employee paid.

ACCIDENT, CRITICAL ILLNESS, AND HOSPITAL INDEMNITY

Reliance will continue to be the administrator of the Accident, Critical Illness, and Hospital Indemnity coverage. These programs help employees and their families cope with the financial impacts of unexpected accidents, critical illnesses such as heart attack or stroke, and hospital/ICU admissions.