2026 HSHS Benefits Enrollment

This will be an **ACTIVE** benefit enrollment year, meaning you must log in to Workday and make your elections if you wish to have medical, FSA or HSA coverage in the 2026 plan year. **Your current 2025 medical, FSA/HSA and PTO Cash elections will NOT carry over into 2026.**

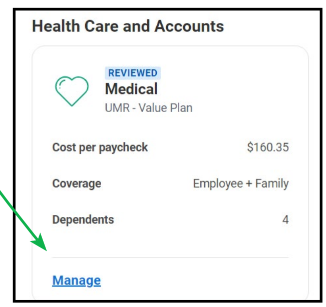
Take this opportunity to consider your needs and review your HSHS benefit options. Ensure you select the coverage that best suits you for 2026. Additionally, if you wish to "cash in" PTO in 2026, you must make this election during the annual benefits open enrollment period. Remember, your selections will be effective for the entire 2026 calendar year, and you cannot make changes or choose new options during the year unless you experience a qualifying life event or status change that affects premiums or eligibility.

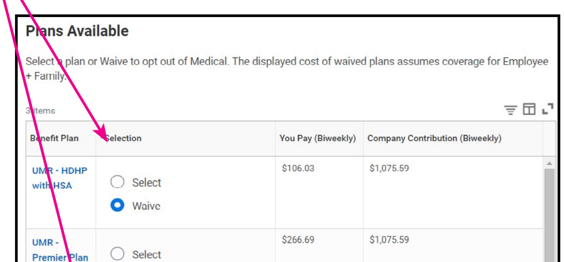
Ready to Enroll?

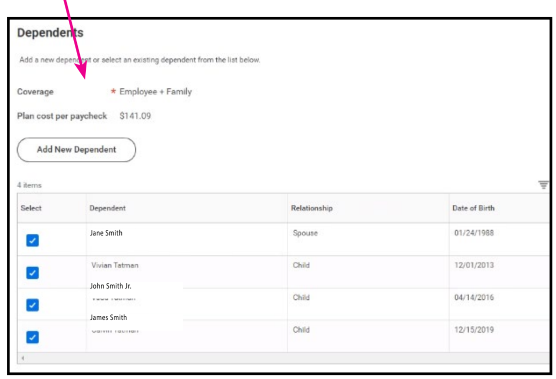
An educational Workday Journey will be launched within Workday on October 27. An open enrollment change task also will be created on November 3.

Watch for your benefit enrollment task in Workday.

1. Log in to Workday and click on the **Workday Journey** task within the **Awaiting Your Actions** section of the homepage. Review the benefit information. Starting on November 3, use the **Open Enrollment Change** task to complete your enrollment for 2026. When the detailed information displays, click **Let's Get Started** to make your benefit elections.
2. Answer the **Tobacco Use** question and click **Continue** *twice* to proceed to your elections.
3. The different benefit option tiles with your current elections will be displayed. Click **Manage** or **Enroll** on each tile to review your election or make changes.
4. Read and follow the on-screen instructions. Within each tile, the first screen is where you elect the desired plan. Click **Confirm** and **Continue** to enroll dependents or choose coverage level on the second screen.
   a. Ensure you have designated a beneficiary for **Basic Life and AD&D** coverage if applicable. On that tile, click **Manage** then click **Confirm** and **Continue** to designate or confirm your beneficiaries. Read and follow the on-screen instructions to complete this step.
   b. First-time enrollment in supplemental life insurance and/or increases to supplemental life elections for you and/or your spouse may require the completion of evidence of insurability and approval by Securian prior to the increase going into effect. Securian will send you information with instructions for completing the evidence of insurability online.
5. After you have reviewed each benefit tile and completed your elections, click **Review** and **Sign**.
6. Review your selected and waived benefits. Read the legal notice in the electronic signature section and then click **I Accept** box to record your electronic signature. Click **Submit** when you are finished.
7. Click on **View 2026 Benefits Statement** to print your 2026 benefit elections for your records. If you make a mistake or wish to change your benefit elections during the annual enrollment period, access the benefits app from the menu on the Workday homepage and select **Change Open Enrollment.**







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