

What's changing for your 2027 benefits

Open Enrollment is here, running from **September 29 through October 30**, and now is the time to review your benefit options and make the best choices for yourself and your family. Each year brings important updates to our benefits programs and understanding what's changing can help you make informed enrollment decisions for 2027.

For 2027, several changes are being made to our medical plans, including updates to network tiers and the elimination of the out-of-pocket maximum for out-of-network care. Associates who reside outside of Michigan and Indiana will also have access to a new medical plan design featuring a network that better serves you. In addition, we have enhanced several other benefit offerings, including long-term disability (LTD) for part-time associates, dental, and vision coverage. Before making your elections, be sure to review this highlights document to understand what's changing and how it may impact you and your family.

Summary of changes

Medical Plan Changes

Network Tier Updates

Beginning in 2027, Tier 1 will be divided into two separate tiers to encourage Beacon associates to access care from our own providers and at our own facilities:

TIER 1 – Beacon-employed providers will remain in this top tier with the highest level of in-network benefits.

TIER 2 – All other QCA network providers will now be classified here, which may result in different cost-sharing amounts compared to Tier 1.

Costs applied toward the deductible and out-of-pocket maximum thresholds will continue to be shared across all in-network tiers. Any costs that count toward these thresholds in one tier will also count toward the thresholds in the other tiers.

No Out-of-Pocket Maximum for Out-of-Network care

To help manage healthcare costs in our medical plans, the out-of-pocket maximum for out-of-network services is being removed. If you receive care from an out-of-network provider or facility, you will be responsible for your full share of the costs of those services, with no annual limit on the amount you have to pay. Please carefully consider the potentially significant financial impact before seeking out-of-network care.

CDHP deductible increasing slightly

The deductible amounts in the CDHP are increasing slightly (as mandated by the government).

New plan design for non-resident associates

For associates who reside outside of Michigan or Indiana, a different medical plan network applies. Eligibility for either the resident plan design or non-resident plan design is determined solely by the associate's state of residence, not the residence of any covered dependents. Please see the *Open Enrollment Guide for associates who reside outside of Michigan or Indiana* for the medical plan design that applies to you.

This document provides a summary of the benefit changes for this year's Open Enrollment. If you are covered by a Collective Bargaining Agreement (CBA), certain benefits may differ; in those cases the terms of your CBA will take precedence. If you are a member of a group that has unique benefits, such as physicians and APCs, certain benefit details may differ from those in this document. The details of these plans and policies are contained in the official plan and policy documents. More detailed information can be found in the Summary Plan Descriptions (as required by ERISA) available at mybenefitsatbeacon.com. If there is a conflict between the information in this summary and the formal language of the plan or policy documents, the formal wording in the plan or policy documents will govern. The benefits highlighted and described in this document may be changed at any time and don't represent a contractual obligation—either implied or expressed—on the part of Beacon Health System.

Other important changes

LTD coverage offered to part-time associates

Beacon provides fully paid long-term disability coverage for full-time associates (regularly scheduled for 36 or more hours per week) after completing one year of service. Beginning in 2027, part-time associates who have completed one year of service may elect the same coverage during Open Enrollment. Coverage will be fully paid for by part-time associates.

MEP coverage

The MEP will continue to reimburse 100% of eligible out-of-pocket expenses (up to the plan maximums) in another health plan or Medicare, but only when you choose Beacon providers or facilities. **No reimbursement will be provided for non-Beacon provided services with the exception of pharmacy services.**

Although we communicated that the MEP would only cover Beacon providers and Beacon facilities last year, we delayed implementation of this change to give associates adequate time to prepare. We are moving forward with this requirement for 2027.

The requirement that you seek care from a Beacon provider or Beacon facility does not extend to any expenses you incur for prescription drug coverage. The MEP will reimburse you for 80% of the costs you incur at a non-Beacon pharmacy.

Dental plan enhancements

You asked for it and we heard you! The Premium Dental PPO plan now covers white fillings for all of your teeth!

Also, the Jet Dental Clinic was so successful in 2026, we decided to bring it back in 2027! The dental clinic offers a preventive dental exam, cleanings, and X-Rays in the comfort and convenience of your own workplace. It's free for associates who are covered under any of Beacon's dental plans and available for a fee if you're not.

The Jet Dental Clinic also offers teeth whitening for a fee whether or not you are covered in one of the dental plans. This on-site service makes it easy to get a brighter smile! Be on the lookout for dates and locations. You will want to sign up early as these book up fast.

Vision plan enhancements

Under the current plan design, frames can only be replaced every 24 months and the allowance is \$130. Under the new plan design, frames can be replaced every 12 months and the allowance has increased to \$200.

The allowance for contact lenses is increasing from \$130 to \$200 every 12 months.



Whole Life Insurance no longer offered

Beacon has made the decision to discontinue Whole Life Insurance as a voluntary benefit. Associates will continue to have access to Supplemental Life and AD&D term insurance through Beacon, as described on page 38 of the Enrollment guide.

The Whole Life Insurance benefit was provided by The Standard (formerly Allstate). If you are currently enrolled in a Whole Life policy, you may be able to continue your coverage directly with The Standard. The carrier will contact affected policyholders with information about their available options.

Please note that although Beacon continues to offer Universal Life Insurance through Transamerica as a voluntary benefit, Universal Life and Whole Life insurance are different types of coverage with distinct features and benefits. Before making any changes to your coverage, we encourage you to educate yourself about these differences and consider consulting a financial professional to determine the option that best meets your needs.

Discontinuing Pelago

After careful consideration, our substance use care program will be discontinued effective December 31, 2026. This decision was not made lightly, and we deeply understand the impact this may have on the individuals and families who have relied on its services.

While the program will no longer be offered, both of Beacon's medical plans and the Employee Assistance Program will continue to provide full coverage for substance use care services. Beacon is committed to supporting all participants during this transition. We will provide guidance on alternative resources, referrals to other local programs, and assistance in connecting with continuing care services as needed.

Contact Aetna Resources for Living at 855-283-1917 for assistance.

Other important changes *continued...*

Healthcare premiums being adjusted

Like most employers, Beacon is experiencing rising healthcare costs, which impacts the price of coverage for 2027.

- ✔ **Medical:** The CDHP HSA Funded option and the PPO plan premiums are increasing.
- ✔ **Dental:** Both the DHMO and Premium Dental PPO plan premiums are increasing slightly.
- ✔ **Vision:** There is a slight premium increase.



Associates scheduled for 60+ hours

PPO			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$76.66	\$72.81	\$68.98
Associate + Spouse:	\$184.00	\$174.84	\$165.64
Associate + Child(ren):	\$145.66	\$138.34	\$131.06
Family:	\$252.99	\$240.40	\$227.75

Associates scheduled for 32 – 59 hours

PPO			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$153.32	\$145.66	\$137.99
Associate + Spouse:	\$367.99	\$349.59	\$331.19
Associate + Child(ren):	\$291.32	\$276.76	\$262.19
Family:	\$505.99	\$480.68	\$455.38

CDHP HSA Funded			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$50.60	\$48.05	\$45.52
Associate + Spouse:	\$121.43	\$115.32	\$109.25
Associate + Child(ren):	\$96.14	\$91.37	\$86.56
Family:	\$166.97	\$158.57	\$150.22

CDHP HSA Funded			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$101.19	\$96.14	\$91.08
Associate + Spouse:	\$242.86	\$230.73	\$218.59
Associate + Child(ren):	\$192.28	\$182.66	\$173.05
Family:	\$333.95	\$317.26	\$300.56

CDHP HSA Eligible			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$35.34	\$33.58	\$31.82
Associate + Spouse:	\$89.88	\$85.42	\$80.93
Associate + Child(ren):	\$64.59	\$61.37	\$58.14
Family:	\$134.37	\$127.63	\$120.92

CDHP HSA Eligible			
	Base Premium	With 5% LiGHT Discount	With 10% LiGHT Discount
Associate Only:	\$70.67	\$67.13	\$63.60
Associate + Spouse:	\$179.77	\$170.76	\$161.77
Associate + Child(ren):	\$129.18	\$122.74	\$116.28
Family:	\$268.73	\$255.27	\$241.83

Resources to help you choose wisely

As you plan for Open Enrollment, be sure to take advantage of the following resources and tools. They're here to help you save time, avoid guesswork, and make thoughtful choices.

Visit the dedicated
Open Enrollment
webpage



Looking for answers? Start here. Find the *2027 Open Enrollment Guide* and supporting reference materials. Find dates and times for benefits fairs, information sessions, office hours and more. Access the webpage by visiting beaconhealthsystem.org/your-beacon-benefits.

Attend a
Benefits Fair



Interact with our benefit vendor partners. Join a Benefits Fair to connect directly with HR and our benefit vendor partners. You'll be able to explore your options, ask questions, and walk away with the information you need.

Onsite Fairs: Oct. 5-8 | Check with local HR or visit the Open Enrollment webpage for specific times and locations.

Make an appointment
with an EOI Benefits
Counselor



Scan Me



Sometimes you just need personalized help. Professional benefits counselors with EOI will provide individual enrollment support to help you elect the benefits that best support your needs. Counselors are available onsite and by phone. Bilingual support is also available.

Visit Beacon.MyBenefitsAppointment.com, scan the QR code, or call 877-763-2181 Mon.- Fri. 8 a.m. to 5 p.m. ET, to schedule a confidential appointment.

Attend an Open
Enrollment Information
Session or drop by
during Office Hours



Get the inside scoop on what's changing for 2027 and how those updates may affect you. An Information Session (Webinar) is your chance to get a sense of the big picture, while Office Hours are designed for addressing your personal benefit questions. Find specific times and locations on the Open Enrollment webpage.

Chat with Sofia
(even on weekends)



Chat with Sofia—Your personal benefits assistant.

Sofia is your 24/7 digital benefits assistant. She can quickly answer benefit questions, guide you through medical plan choices by asking you a few questions and then recommend which plan best fits your needs based on a few simple questions.

Access Sofia by clicking the "Chat" button on the homepage of the MyChoice Benefits app or visiting mybenefitsatbeacon.com.

Watch for your Open Enrollment materials posted online to help guide you through your decisions.