

Open Enrollment Highlights



Open Enrollment for 2027 benefits is **October 16 - November 2, 2026**

Open Enrollment

Open Enrollment is your annual opportunity to review, update, and elect benefits for the 2027 plan year. Please take time to evaluate your current coverage and choose the benefits that best meet your needs. All elections must be submitted in **Workday** by November 2nd, 2026.



Before You Enroll

Please take time to review:

- Your medical plan option
- HSA and FSA opportunities
- Dependent coverage needs
- Voluntary benefit elections
- Beneficiary information

Make sure your 2027 benefit elections reflect your current needs before the enrollment deadline.

How to Enroll in Benefits

Enrollment in benefits is completed through Workday:

1. Log in to Workday
2. Enter your 7-digit associate ID and password
3. Open your Workday inbox
4. Review your benefit options
5. Elect or update coverage
6. Add dependents, if needed
7. Review and submit your elections

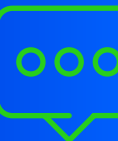
Reminder: Qualifying Life Events (QLE)

The benefits you elect during Open Enrollment will remain in effect for the 2027 plan year, unless you experience a QLE. QLEs include:

- Marriage, divorce, or legal separation
- Birth or adoption of a child
- Change in dependent status
- Death of a spouse, child, or qualified dependent
- Change in employment status or other employer-sponsored coverage

Qualifying Life Event changes must be submitted in Workday within 30 days of the event (with the exception of birth or adoption, which must be submitted within 60 days).

See the following pages to learn more about what's new and what's staying the same for the 2027 plan year!



What's New for 2027

New Vendor! Medical/Prescription

Your Medical and Prescription benefits are changing from Independence Blue Cross (IBX) to Cigna.

PPO 1000 Medical Plan Changes

We have adjusted the deductible, coinsurance and out-of-pocket limits on our PPO plan as follows:

Plan Feature	2027 Benefit
Individual In-Network Deductible	\$1,000
Family In-Network Deductible	\$2,000
In-Network Coinsurance	Plan pays 80% / You pay 20%
Individual In-Network Out-of-Pocket Maximum	\$2,000
Family In-Network Out-of-Pocket Maximum	\$4,000

HDHP Medical Plans

The HDHP + HSA 2000 and HDHP + HSA 3500 plans will remain unchanged for 2027 and will be administered by Cigna.

Health Savings Account (HSA)

HSA Contribution Limits Increased

For 2027, IRS HSA contribution limits increased to:

- \$4,500 for individual coverage
- \$9,000 for family coverage
- \$1,000 catch-up contribution for associates age 55 and older

HSA Funding Timing Change

Towne's HSA subsidy will change from semi-monthly in 2026 to quarterly in 2027.

HSA Employer Contributions

Employer contribution amounts remain the same:

- Up to \$200 annually for HDHP 2000
- Up to \$350 annually for HDHP 3500

To receive Towne's HSA contribution, associates must elect at least \$5 per paycheck.

Flexible Spending Account (FSA) and Commuter Benefit Updates

The Healthcare FSA will continue to be administered through WEX. This benefit will be available to employees enrolled in the PPO plan or employees who waive medical coverage and are not covered elsewhere by an HSA.

- The annual Healthcare FSA maximum will increase to \$3,500 for 2027.
- The monthly Commuter Benefit contribution limit will increase to \$380.

New Voluntary Benefits Carrier

The following voluntary supplemental health benefits are now administered through New York Life: Accident Insurance, Hospital Indemnity, Critical Illness

401(k) Contribution Limit Increased

The annual 401(k) contribution limit will increase to \$25,000 for 2027. The age 50+ catch-up contribution will remain \$8,000. To enroll or make changes, please access Fidelity at www.401k.com.

Disability Benefits

Short-Term Disability (STD)

60% of weekly earning at an increased weekly benefit max of \$1,500.

Long-Term Disability (LTD)

Monthly benefit of 50% of an associate's monthly earnings, up to a maximum benefit of \$5,000 per month.

New! Buy Up Option:

Associates may elect enhanced LTD coverage of **60% of monthly earnings** at an additional employee cost.

What's Staying the Same

Dental Benefits

Dental benefits will continue to be administered by Delta Dental. There will be no changes to the plan design, however contributions will increase for the 2027 plan year.

Vision Benefits

Vision benefits will continue to be administered by VSP. There will be no changes to the vision plan designs or contributions for the 2027 plan year.

No changes to the following plans:

- Life/AD&D Benefits
- EAP (ESI Group)
- MetLife Legal Plan
- Allstate Identity Protection
- BenefitHub
- Husk Wellness
- HealthyLearn

Need Help? Contact:

Benefits Member Advocacy Center:

- 800-563-9929
- cssteam@conerstrong.com
- connerstrong.com/memberadvocacy

Towne HR Support:

- 844-869-6375
- HRSupport@TownePark.com



2027 Contributions At-a-Glance (Semi-Monthly)

MEDICAL/RX PLANS

Tier	PPO 1000	HDHP + HSA 2000	HDHP + HSA 3500
Associate Only	\$149.95	\$123.11	\$94.58
Associate + 1 Dependent	\$359.86	\$275.38	\$158.90
Associate + Family	\$577.97	\$436.68	\$246.19

DENTAL PLANS

Tier	Standard Plan	Enhanced With Orthodontia Plan
Associate Only	\$16.40	\$16.87
Associate + 1 Dependent	\$31.11	\$31.98
Associate + Family	\$57.44	\$58.80

VISION PLANS

Tier	Standard Plan	Enhanced Plan
Associate Only	\$2.04	\$3.52
Associate + 1 Dependent	\$4.07	\$7.03
Associate + Family	\$6.55	\$11.32