



TO: All Benefits-Eligible Employees

FROM: Erica Howard, Hendrick Health Benefits Director

DATE: October 3, 2025

RE: 2026 Annual Enrollment

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Human Resources is pleased to announce the following information for the 2026 benefits plan year in anticipation of Annual Enrollment. Annual Enrollment is a once-a-year opportunity to review your current elections, learn about new or updated benefits and make changes. We are committed to providing the resources and information you need to make the best choices for yourself and your family. Please take a moment to review this letter and note any actions you need to take. And, visit the Benefits website to access the 2026 Benefits Guide.

## **ANNUAL ENROLLMENT**

### **TUESDAY, OCTOBER 28 THROUGH FRIDAY, NOVEMBER 7**

All benefits-eligible employees must complete Annual Enrollment, even if you are waiving coverage. Failure to enroll during Annual Enrollment could result in no benefits coverage for 2026.

<b><u>Enrollment Options</u></b>	<b><u>How to Access</u></b>	<b><u>When</u></b>
Online Enrollment*	electbenefits.com/HendrickHealth	October 28 - November 7 (Available 24/7)
Call Center*	877-540-6761	October 28 - November 7 Monday - Friday (8 a.m. - 5 p.m.)

*\* Employees electing to cancel or decrease Trustmark Universal Life must complete an After-Tax Benefit Change Form. Employees electing a CTO Cash-Out must use Online Enrollment, Call Center elections are not accepted.*

## **HOW TO LEARN MORE ABOUT 2026 BENEFITS**

### **BENEFITS WEBSITE**

Visit [Hendrick.Health/employeebenefits](https://Hendrick.Health/employeebenefits) or use your smartphone to scan the QR code on page 7 to access the Benefits website. Here you can view insurance, retirement and ProCare plan information.

### **BENEFITS EDUCATION SESSIONS**

HR Benefits will host virtual Benefits Education Sessions. During these sessions, we will provide greater insight on benefits changes, and our team will be available for Q&A. *Please note: this is not a time to make benefits elections.*

A recorded session will be available on the Benefits website mid-October.

Benefits Education Sessions			
Campus	Location	Date	Time
All	Teams – Virtual Space	October 7	11 a.m. – 12 p.m. and 3 – 4 p.m.
All	Teams – Virtual Space	October 9	9 – 10 a.m. and 4 – 5 p.m.

To access the virtual log-in information, visit <https://b.link/9yfvws> or scan the QR code.



## **THE BENEFITS POP-UP**

We know Benefits can feel complex and everyone's needs are different. That's why our HR Benefits team is coming to each campus to answer your questions in person. No appointment needed – just walk in! *Please note: this is not a time to make benefits elections.*

The Benefits Pop-Up			
Campus	Location	Date	Time
HMCB	Conference Room	October 13	9:30 a.m. – 3:30 p.m.
HSC	HR	October 15	8 a.m. – 3:30 p.m.
HMCN	Board Room	October 16	8 a.m. – 2:30 p.m.
HMCS	5 <sup>th</sup> Floor Conference Room	October 17	8 a.m. – 3:30 p.m.

## **2026 BENEFITS CHANGES**

**Unless stated otherwise, these benefits are effective January 1, 2026**

### **UMR Medical Insurance**

Plan deductibles and out-of-pocket maximums have changed as indicated below. Emergency services will have increased costs when accessing non-Hendrick emergency departments – some exceptions apply for true emergencies. The Hendrick Health Preferred network will include Brownwood Hendrick Pharmacy. A Chronic Condition Management Program through Teladoc Health and an Employee Assistance Program through Headspace EAP will be added to both plans.

### **Medical Plan Design Changes**

		HSA-Compatible Plan			
		Hendrick Health "Preferred"		UnitedHealthcare "Allowed"	
PLAN YEAR		2025	2026	2025	2026
DEDUCTIBLE					
	INDIVIDUAL	\$3,300	<b>\$3,400 (IRS minimum)</b>	\$3,800	<b>\$3,900</b>
	FAMILY	\$6,600	<b>\$6,800 (IRS minimum)</b>	\$7,600	<b>\$7,800</b>
OUT-OF-POCKET MAXIMUM (INCLUDES DEDUCTIBLE)					
	INDIVIDUAL	\$5,000	<b>No change</b>	\$8,300	<b>\$8,500</b>
	FAMILY	\$10,000	<b>No change</b>	\$16,600	<b>\$17,000</b>
EMERGENCY SERVICES					
	EMERGENCY ROOM	10% coinsurance after deductible	<b>No change</b>	10% coinsurance after deductible	<b>30% coinsurance after deductible</b>
BARIATRIC SURGERY					
	BARIATRIC SURGERY OUT-OF-POCKET MAXIMUM	\$3,300	<b>\$3,400</b>	Not covered	<b>No change</b>

		Copay Plan			
		Hendrick Health "Preferred"		UnitedHealthcare "Allowed"	
PLAN YEAR		2025	2026	2025	2026
DEDUCTIBLE					
	INDIVIDUAL	\$1,500	No change	\$2,000	No change
	FAMILY	\$3,000	No change	\$4,000	No change
OUT-OF-POCKET MAXIMUM (INCLUDES DEDUCTIBLE)					
	INDIVIDUAL	\$6,200	No change	\$9,200	\$10,000
	FAMILY	\$12,400	No change	\$18,400	\$20,000
EMERGENCY SERVICES					
	EMERGENCY ROOM	\$250 copay after deductible	No change	\$250 copay after deductible	40% coinsurance after deductible
BARIATRIC SURGERY					
	BARIATRIC SURGERY OUT-OF-POCKET MAXIMUM	\$3,300	\$3,400	Not covered	No change

## Pharmacy Plan Design Changes

		HSA-Compatible Plan			
		Hendrick Health "Preferred"		UnitedHealthcare "Allowed"	
PLAN YEAR		2025	2026	2025	2026
DEDUCTIBLE					
	INDIVIDUAL	\$3,300	\$3,400 (IRS minimum)	\$3,800	\$3,900
	FAMILY	\$6,600	\$6,800 (IRS minimum)	\$7,600	\$7,800
OUT-OF-POCKET MAXIMUM (INCLUDES DEDUCTIBLE)					
	INDIVIDUAL	\$5,000	No change	\$8,050	\$8,500
	FAMILY	\$10,00	No change	\$16,000	\$17,000
RETAIL RX (30-DAY SUPPLY)					
	SELECT GENERICS				
	GENERAL GENERICS AND SOME SELECT BRANDS	10%*	No Change	30%*	No Change
	PREFERRED BRAND AND NON-PREFERRED GENERICS				
	NON-PREFERRED BRAND AND NON-PREFERRED BRAND GENERICS				
	SPECIALTY DRUGS	10%*; \$3,300 out-of-pocket maximum	10%*; \$3,400 out-of-pocket maximum (IRS minimum)	10%*; \$3,200 out-of-pocket maximum	30%*; \$3,900 out-of-pocket maximum

\*After Deductible

		Copay Plan			
		Hendrick Health "Preferred"		UnitedHealthcare "Allowed"	
PLAN YEAR		2025	2026	2025	2026
DEDUCTIBLE					
	INDIVIDUAL	\$50	No Change	\$50	No Change
	FAMILY				
OUT-OF-POCKET MAXIMUM (INCLUDES DEDUCTIBLE)					
	INDIVIDUAL	\$6,200	No Change	\$9,200	\$10,000
	FAMILY	\$12,400	No Change	\$18,400	\$20,000
RETAIL RX (30-DAY SUPPLY)					
	SELECT GENERICS	\$0	No Change	\$0	No Change
	GENERAL GENERICS AND SOME SELECT BRANDS	\$10*		\$20*	
	PREFERRED BRAND AND NON-PREFERRED GENERICS	\$23*		\$40*	
	NON-PREFERRED BRAND AND NON-PREFERRED BRAND GENERICS	\$40*		\$65*	
	SPECIALTY DRUGS	15%* - \$3,000 out-of-pocket maximum	No Change	15%* - \$3,000 out-of-pocket maximum	

\*After Deductible

## Pharmacy Network Change

All UMR plan members, including Brownwood, will be required to use the Hendrick Pharmacy to access Hendrick Health Preferred rates; otherwise, UnitedHealthcare Allowed rates will apply. \*Rates will not be impacted for out-of-area plan members who have been approved an exception.

## UMR Premium Changes

Premiums shown reflect rates with no wellness discounts and with all eligible wellness discounts (employee and spouse discounts, if applicable). The premium chart does not include tobacco surcharges.

HSA-Compatible Plan Bi-Weekly Premiums					
		2025	2026	2025	2026
SALARY RANGE	CATEGORY	W/O WELLNESS DISCOUNTS	W/O WELLNESS DISCOUNTS	W/ FULL WELLNESS DISCOUNTS	W/ FULL WELLNESS DISCOUNTS
up to \$20.00/hr	Employee Only	\$45	\$46	\$25	\$26
	Employee + Spouse	\$209	\$212	\$169	\$172
	Employee + Child(ren)	\$151	\$153	\$131	\$133
	Employee + Family	\$258	\$261	\$218	\$221
\$20.01 to \$40/hr	Employee Only	\$47	\$48	\$27	\$28
	Employee + Spouse	\$222	\$225	\$182	\$185
	Employee + Child(ren)	\$164	\$166	\$144	\$146
	Employee + Family	\$279	\$282	\$239	\$242
\$40.01/hr and up	Employee Only	\$51	\$52	\$31	\$32
	Employee + Spouse	\$256	\$259	\$216	\$219
	Employee + Child(ren)	\$189	\$191	\$169	\$171
	Employee + Family	\$318	\$322	\$278	\$282

Coplay Plan Bi-Weekly Premiums					
SALARY RANGE	CATEGORY	2025	2026	2025	2026
		W/O WELLNESS DISCOUNTS	W/O WELLNESS DISCOUNTS	W/ FULL WELLNESS DISCOUNTS	W/ FULL WELLNESS DISCOUNTS
up to \$20.00/hr	Employee Only	\$87	<b>\$88</b>	\$47	<b>\$48</b>
	Employee + Spouse	\$301	<b>\$305</b>	\$221	<b>\$225</b>
	Employee + Child(ren)	\$209	<b>\$212</b>	\$169	<b>\$172</b>
	Employee + Family	\$362	<b>\$366</b>	\$282	<b>\$286</b>
\$20.01 to \$40/hr	Employee Only	\$89	<b>\$91</b>	\$49	<b>\$51</b>
	Employee + Spouse	\$319	<b>\$322</b>	\$239	<b>\$242</b>
	Employee + Child(ren)	\$225	<b>\$228</b>	\$185	<b>\$188</b>
	Employee + Family	\$388	<b>\$392</b>	\$308	<b>\$312</b>
\$40.01/hr and up	Employee Only	\$93	<b>\$95</b>	\$53	<b>\$55</b>
	Employee + Spouse	\$363	<b>\$367</b>	\$283	<b>\$287</b>
	Employee + Child(ren)	\$258	<b>\$261</b>	\$218	<b>\$221</b>
	Employee + Family	\$438	<b>\$443</b>	\$358	<b>\$363</b>

**Premiums for UMR plans will be based on three factors:**

1. **Salary-Based Premiums**
  - Your hourly rate of pay, as of 10/5/2025, will determine your premium salary range for the 2026 benefits plan year.
2. **Wellness Factors**
  - HSA-Compatible Plan Wellness Discount = \$20 Employee/\$20 Spouse
  - Copay Plan Wellness Discount = \$40 Employee/\$40 Spouse
3. **Tobacco Use**
  - HSA-Compatible Plan and Copay Plan Tobacco Surcharge = \$30 Employee/\$30 Spouse

### **\*NEW\* Teladoc Health – Chronic Condition Management Program\***

We are excited to announce the addition of Teladoc Health's Chronic Condition Management Program, integrated with our UMR Health Plan. Eligible members will get personalized support from certified diabetes care and education specialists, a smart blood glucose meter that connects to your Teladoc Health account and unlimited strips and lancets automatically sent to your door FREE of charge. Hendrick is covering the cost so there will be no copays or out-of-pocket fees. \*Employees and dependents enrolled in a Hendrick UMR health plan are eligible.

### **\*NEW\* Headspace EAP – Employee Assistance Program\***

We are excited to announce the addition of Headspace EAP, a mental well-being program. All Hendrick employees and dependents will have 24/7, on-demand access to unlimited health coaching and mindfulness, meditations and sleep, focus and movement content and timely access to therapy and psychiatry. Headspace is available FREE of charge to all eligible members (up to plan limits for therapy). Hendrick will cover the first six therapy sessions per person per issue per year.

\*Employees and dependents must be enrolled in a Hendrick UMR Health Plan if counseling beyond six sessions is needed. If additional sessions needed, copays and coinsurance apply as described in the Plan Document.

### **\*NEW\* Delta Dental**

Delta Dental will be our new dental plan carrier, keeping both the High Plan and Low Plan with their existing benefit plan designs with a few plan enhancements. Plans will continue to be PPO plans; however, employees are encouraged to use in-

network providers. To view a list of available in-network providers, please visit [www.deltadentalins.com](http://www.deltadentalins.com) and search Delta Dental Premier network. There will be no premium changes.

## Plan Enhancements

- SmileWay Benefit – Provides expanded coverage, such as an extra cleaning for members diagnosed with diabetes, heart disease, HIV/AIDS, rheumatoid arthritis and stroke. Once actively enrolled, employees and covered dependents will need to opt-in if interested.
- Pregnancy Benefit – Provides expanded coverage, such as an extra cleaning for pregnant women.
- Increased Out-of-Network (OON) Reimbursement – Non-Delta Dental dentist reimbursements are based on the 95<sup>th</sup> percentile of UCR (usual, customary, and reasonable).

## **Hendrick Contribution to Health Savings Account (HSA) – WEX**

The annual maximum contribution or “funding limit” will be increased. There will be no change to the Hendrick contribution for eligible employees’ who enroll in the HSA-Compatible Health Plan for employee-only coverage; however, the contribution for family coverage will increase. Hendrick contribution amounts will be divided by 26 pay periods and added to employee accounts on a bi-weekly basis. See below for contribution limits.

HSA				
Category	2025 Funding Limit	2026 Funding Limit*	2025 Hendrick Contribution	2026 Hendrick Contribution
Employee Only	\$4,300	<b>\$4,400</b>	\$500	<b>\$500</b>
Employee + Family	\$8,550	<b>\$8,750</b>		<b>\$1,000</b>

*\*Employees age 55-plus will be offered the opportunity to make a catch-up contribution of an additional \$1,000.*

## **Dependent Care Flexible Spending Account (DCFSA) – WEX**

The annual maximum contribution or “funding limit” will be increased.

DCFSA		
Category	2025 Funding Limit	2026 Funding Limit
Married Individuals Filing Separately	\$2,500	<b>\$3,750</b>
Single Individuals or Married Couples Filing Jointly	\$5,000	<b>\$7,500</b>

## **Cash Time Off (CTO) Cash Out**

Employees interested in a CTO Cash Out must make their election using Online Enrollment during Annual Enrollment; Call Center elections are not accepted. Please refer to PolicyStat - policy *Cash Time Off (CTO)* - for more information.

*CTO Cash Outs are not available to employees who have DTO.*

## **CTO Policy**

Effective December 29, 2024, Hendrick began a three-year transition period, increasing per pay period CTO accrual rates and maximum accrual balances. Effective December 28, 2025, we will enter the second year of the phased accrual increase. New accrual rates will be displayed on the January 16, 2026, check date.

Please refer to PolicyStat - policy *Cash Time Off (CTO)* - for more information.

## **Holiday Pay Policy**

**Observed Holidays:** New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

Eligible employees are paid holiday differential for any hours worked between 12:00 a.m. of the actual holiday through 11:59 p.m. of the actual holiday. Beginning the 2023-2024 fiscal year (FY) that started September 1, Hendrick began transitioning from paying this differential to paying time-and-a-half. Two holidays per fiscal year will transition to time-and-a-half, while the remaining will pay differential until the transition is complete. New Year's Day, Good Friday, Thanksgiving and Christmas are being paid at time-and-a-half. Next in line for the 2025-2026 FY are Memorial Day and Independence Day. Please refer to PolicyStat - policy Holidays - for more information.

### **THERE WILL BE NO PREMIUM OR PLAN CHANGES TO THE FOLLOWING BENEFITS:**

Benefit Type	Insurance Carrier
Vision	Superior
Flexible Spending Account	WEX
Limited-Use Flexible Spending Account	
Basic Life and Accidental Death and Dismemberment	Lincoln Financial Group
Optional Term Life Insurance	
Short-Term Disability	
Long-Term Disability	
Hospital Indemnity	
Critical Illness	
Accident	
Universal Life Insurance	Trustmark
Legal	ARAG
Identity Theft	Norton LifeLock

## **BenefitHub Discount Marketplace**

Don't forget to register in BenefitHub, an all-in-one portal for discounts and special offers. This is just one of many ways to show you how much we appreciate you for choosing to work at Hendrick!

Refer to the Benefits website to learn more!



Scan the QR code to visit the Benefits website.

**We know benefits are an important part of your overall compensation and well-being, and we encourage you to take full advantage of the resources available. If you have any questions or need assistance understanding the changes, our HR Benefits team is here to help. Thank you for taking time to review these updates and for being an important part of our team.**

**[Benefits@hendrickhealth.org](mailto:Benefits@hendrickhealth.org) | 325-670-3163**

*(In your email or phone message, please share your name and employee number.)*