

Welcome to ARUP Laboratories' 2026 Open Enrollment!

Open enrollment will begin on Monday, October 13, and will continue through Tuesday, October 28, providing you with an opportunity to make changes to your benefit elections for the coming year. Please be sure to review your elections this year and update your flexible spending account (FSA) election if you want to keep your FSA for 2026.

Medical and Dental Plans

We are pleased to announce that our comprehensive medical, dental, and pharmacy plans will remain consistent for the upcoming year, with no changes to coverage or network providers. You will continue to have access to the Allegiance 1500 and 750 Plans, as well as the Spousal Plan, ensuring a variety of options to fit your personal and family health needs.

As a result of the plan changes introduced last year, combined with your ongoing commitment to managing medical expenses, we are able to keep premium increases at a minimum for 2026. This means you can continue to enjoy robust medical and dental benefits without experiencing significant increases to your monthly costs.

We encourage you to carefully review the plan summaries and consider how each option aligns with your current health needs. Take this opportunity during open enrollment to ask questions and make informed decisions about your coverage for the coming year. Our Benefits team is committed to providing the support and information you need to select the plans that offer the best value and protection for you and your family.

Voya Supplemental Benefits

We are excited to share several key enhancements to our Voya supplemental benefits for 2026. The annual wellness benefit for the Accident Plan has been increased to \$60 per enrolled individual and \$50 for the Critical Illness Plan, thereby providing enhanced coverage for you and your family members. Additionally, there is no family maximum for the wellness benefit on the Accident and Critical Illness Plans; each eligible person can receive the wellness benefit amount.

Coverage for accidents has also been expanded, providing more comprehensive protection and financial security in the event of unexpected injuries. In addition, hospital indemnity provisions have been revised to now include coverage for preexisting conditions, delivering important peace of mind for those with ongoing health needs.

More details about additional enhancements and improvements to these benefit options will be shared during open enrollment. Be sure to attend the kick-off meetings and the Benefits Fair or connect with the Benefits team to learn about the new features and support being offered in the coming year.

Flexible Spending Accounts

If you choose to contribute to an FSA to pay for out-of-pocket medical expenses and/or childcare expenses, you will need to enroll and specify how much you want to contribute next year. This must be updated each year during open enrollment.

Open Enrollment Kick-Off Meetings

You can learn more about your benefit options and ask questions during open enrollment kick-off meetings that will be held in the Matsen conference room and on Microsoft Teams on October 13 and 14 at 9 a.m., 2 p.m., and 10 p.m.

Benefits Fair

Attend our annual Benefits Fair to learn more about ARUP's benefit package, meet vendors, ask questions, and win prizes. The fair will be held in the Matsen conference room on October 20 and 21 from 11 a.m. to 4 p.m. and from 10 to 11 p.m.

The Benefits Team Is Available To Help

In addition to the kick-off meetings and the Benefits Fair, the Benefits team will also be available for 15-minute help sessions to assist you in completing the open enrollment process in UKG Pro. These help sessions will be held through Microsoft Teams or by telephone.

To schedule an individual help session, view recorded meetings, or find additional information, visit the Benefits website, aruplab.com/benefits. For general questions, send an email to benefitshelp@aruplab.com.

Sincerely,

The ARUP Executive team