2026 Employee Benefits Open Enrollment

October 27 – November 7, 2025

University of Richmond Human Resources

Thank you to the 2024-2025 University Benefits Committee!

- Frank Allen, *Staff - Alumni & Career Services*
- Sam Cabo, *Faculty - Law*
- Angela Leeper, *Faculty - A&S*
- Tracy Nicholson, *Faculty - SPCS*
- David North, *Faculty - Business*
- Jess Oliver, *USAC Representative – Police Department*
- Terry Price, *Faculty - Jepson*
- Susie Reid, *Retiree*
- Allison Steele, *Staff - Facilities*
- John Studer, *Staff - Athletics*
- Andrea Waddle, *Faculty Senate Representative - Business*

Agenda

- Open Enrollment in Workday & Employee Resources
- Benefits Renewal
- Anthem Services & Plans – new medical provider
- Health Savings Accounts (HSA)
- Medical Plan Structure Examples
- Voluntary Benefits

Open Enrollment in Workday & Employee Resources

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New Enrollment System: Workday

Enrollment – Oct 27th – Nov 7th

- This year, all employee benefit enrollments will take place in the **Workday** system.
- **Action Required**: All employees must log in to Workday to review and submit their 2026 benefit elections — even if no changes are being made.
- **Important:** After submitting elections, Workday may prompt the employee to complete additional steps based on thier selections, these may be:
  - Verifying a dependent(s)
  - Completing the annual spousal attestation
  - Completing the annual Health Savings Account (HSA) attestation
  - Completing the annual waiver attestation
- **All steps must be completed by the deadline: Friday, November 7, 2025.** If the employee does not complete all required tasks in Workday, they may not receive the coverage they intended to elect.
- **Helpful hint:** If adding an unverified dependent during Open Enrollment – recommend verifying them in Workday prior to October 27th

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Be on the lookout for important email notifications from Workday.

Open Enrollment – Employee Resources
Information Sessions, Benefits Fairs & Enrollment Labs

Open Enrollment Sessions

- Thursday, **October 16:** 9 – 10:30 a.m. - Weinstein Hall, Brown Alley Room
- Friday, **October 17:** 9:30 - 11:00 a.m., Zoom

Benefit Fairs

- Tuesday, **October 28**: 9 a.m. - 4 p.m. - THC, Alice Haynes
- Wednesday, **November 5**: 9 a.m. - 4 p.m. - Heilman Dining Center, Richmond Room
- Friday, **November 7**: 9 a.m. - 4 p.m. - Well-being Center
    - Meet with benefits vendors to discuss your plan options
        - Anthem Medical & Voluntary Vision
            - Get help finding a primary care physician
            - Check out new RX formulary
            - Learn about new Anthem benefits – Family Advocate
        - Delta Dental, Legal Resources, TIAA and more
        - Walgreens Flu Shots (please bring your insurance card)
        - Meet with HR representatives regarding workday questions

Enrollment Labs

- Wednesday, **October 29**: 2:30 p.m. – 3:30 p.m. Richmond Room
- Thursday, **November 6**: 12:00 p.m. – 2:00 p.m. Weinstein Hall room 221
- Thursday, **November 6**: 2:30 p.m. – 3:30 p.m. Richmond Room

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Make informed choices about your care

Educate yourself on your options and the role you can play in keeping your health care affordable.

- PLANselect: Personalized and confidential benefits guidance, which you can access on any computer, tablet, or smartphone. Before you make your enrollment decisions, let PLANselect help you find the plans that make the most sense for you.
- Call the Anthem Pre-Enrollment Line: 844-614-3102
- Review your Benefits Open Enrollment Guide & Workday Job Aids

2026 Benefits Renewal

Our Challenge

RFP process took place against the backdrop of rising costs and a difficult healthcare landscape

- Escalating cost for both employees and the University
- Large number of high-cost claims (above 100K) this year
    - 26 claimants as compared to 14 last year
    - 23.5% above budget as of August
    - Ongoing/not one-time claims (i.e., car accident/premature birth)
- Specialty drug pricing and utilization contributing to escalating costs

2026 Renewal Strategy

Conducted a Request for Proposal (RFP) for medical plans to ensure competitive pricing and sustainable coverage options. After careful review and input from the University Benefits Committee, we have selected **Anthem** as our new medical plan provider for 2026.

Key elements of our strategy include:

- **Vendor Change:** Moving to Anthem HealthKeepers for medical and pharmacy coverage, effective January 1, 2026
- **Plan Design Stability:** No changes to current medical plan designs despite the vendor switch
- **Premium Management:** Continued effort to keep employer premiums aligned across the three medical plan options to provide equitable choices
- **Rationale for Change:** The switch helped avoid significantly higher premium increases while maintaining plan value with minimal provider disruption, and Anthem provides a new service model; a dedicated Family Advocate for each member.

This transition reflects our ongoing commitment to providing high-quality benefits while managing costs for both employees and the university.

Anthem Services

Healthkeepers Network

Key features

- Flexibility to go to any doctor or hospital
- Lower costs when you see a doctor in the plan’s network
- For care in Virginia, members will use Anthem’s HealthKeepers network which includes 100% of acute-care hospitals and 94% of physicians statewide
- For care outside of Virginia, all members have access to Anthem’s nationwide BlueCard PPO network on elective basis. No referrals are required.
- For International Care: members have access to the Blue Cross Blue Shield Global Core network

Employees will receive an Anthem ID card for 2026

CarelonRX

<u>Your plan covers</u>:

- Medicines on the National Direct Preferred 3-tier drug list, including brand-name and generic drugs.
- Certain preventive drugs at little or no cost to you.

<u>How to get prescriptions and save money</u>

- Retail pharmacies: Your costs may be lower with pharmacies in your plan's network.
- Home delivery: If you take medicine regularly, save time and money with home delivery and a 90-day supply through CarelonRx Pharmacy.
- Specialty pharmacy: If you require specialty medicine, you must place your order through CarelonRx BioPlus Specialty Pharmacy.
- Benefit from Anthem's automatic enrollment in a Prescription Discount Program, which offers savings off retail prices for noncovered prescription medications.

Sydney Health mobile app

Sydney Health helps you keep track of your health and benefits all in one place. You can use the app to:

- Find care and compare costs
- Learn what's covered and check claims
- View and use your digital ID cards
- Check your plan usage
- Fill prescriptions
- Chat with Member Services if you have questions or need information
- Access Virtual Care to talk with a doctor via chat or a video session
- Use the Symptom Checker to assess your symptoms
- Use My Health Dashboard to find wellness tips and personalized action plans
- Connect with Community Resources to find no-cost and reduced-cost programs
- Simplify your family's health data with My Health Record to access and share health information in one place

Anthem Family Advocate

Anthem Family Advocates are dedicated professionals who are available to assist you in navigating the healthcare system. With their expertise, they aim to simplify your healthcare experience and provide valuable support.

Here's how Anthem Family Advocates can help:

- Answer your care and health questions
- Advocate for your health
- Work closely with health care professionals
- Help you get the most out of your plan
- Close gaps in care
- Reduce costs

To get started with your Anthem Family Advocate, simply call the number on your Anthem ID Card. They will be ready to assist you and provide the support you need throughout your healthcare journey.

Anthem Smart Rewards

Your well-being incentive program from Anthem & URWELL Employee

Earn $200 worth of gift cards after completing the Anthem Health Risk Assessment (HRA) and participating in:

- Campus-wide Dimensions of Wellness programs
- Preventive visits with physicians and specialists
- Dental visits
- Wellbeing Coach (digital)
- Annual flu & COVID vaccine

Additional Anthem Benefits

- Anthem EAP
- 24 Hour Nurse Line
- Building Healthy Families:
  - Fertility Benefits
  - Maternity Programs

And much more! Get started at Anthem.com or download Anthem's Sydney mobile app

Anthem Medical Insurance – 2026 Plan Design

	Base High Deductible (HD)	Value High Deductible (HD)	Choice Open Access
In-Network Benefits			
Accumulators	Calendar Year	Calendar Year	Calendar Year
Embedded or Non-Embedded	Embedded	Non-Embedded	Embedded
Deductible (Ind./Fam.)	$4,000/$8,000	$2,500/$4,500	$1,000/$2,000
Out-of-Pocket Max (Ind./Fam.)	$6,000/$12,000	$5,000/$10,000	$4,000/$8,000
Coinsurance (Plan Pays/You Pay)	(80%/20%)	(80%/20%)	(70%/30%)
Office Visits	Employee Pays	Employee Pays	Employee Pays
Office Visit — (PCP/Specialist)	20%, after deductible	20%, after deductible	$30 Copay/$60 Copay
Urgent Care	20%, after deductible	20%, after deductible	$60 Copay
ER/Inpatient/Outpatient/Diagnostics	Employee Pays	Employee Pays	Employee Pays
Emergency Room	20%, after deductible	20%, after deductible	30%, after deductible
Inpatient Hospital	20%, after deductible	20%, after deductible	30%, after deductible
Outpatient Surgery	20%, after deductible	20%, after deductible	30%, after deductible
Advanced Diagnostic Imaging	20%, after deductible	20%, after deductible	30%, after deductible
Prescription Drug Benefits		National Preferred Formulary	
Deductible (Ind./Fam.)	Combined with Medical	Combined with Medical	$200/$400 (Excluding Generic Drugs)
Out-of-Pocket Max (Ind./Fam.)	Combined with Medical	Combined with Medical	$3,100/$6,200
Retail (Tier 1/2/3) (Generic/Preferred/Non-Formulary)	$15/$50/20% ($80 min–$400 max)	$15/$50/20% ($80 min–$400 max)	$15/$50/20% ($80 min–$400 max)
90-Day Mail Order (Tier 1/2/3) (Generic/Preferred/Non-Formulary)	$30/$100/$20% ($160 min–$800 max)	$30/$100/$20% ($160 min–$800 max)	$30/$100/$20% ($160 min–$800 max)
Out-of-Network Benefits			
Deductible (Ind./Fam.)	$5,000/$10,000	$4,000/$8,000	$2,000/$4,000
Out-of-Pocket Max (Ind./Fam.)	$10,000/$20,000	$8,000/$16,000	$6,500//$13,000
Coinsurance (Plan Pays/You Pay)	60%/40%	60%/40%	50%/50%

*Embedded Deductible – In an embedded deductible plan, after each eligible family member meets his or her individual deductible, covered expenses for that family member will be paid based on the coinsurance level specified by the plan.

**Non-Embedded Deductible – In a non-embedded deductible plan, all family members contribute towards the family plan deductible. Once the family deductible has been met in full, the plan will pay each eligible family member's covered expenses based on the coinsurance level specified by the plan.

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Medical Insurance
2026 Employee Monthly Cost

Coverage Tier	Base High Deductible $4000	Value High Deductible $2500	Choice Open Access
Employee	$45.07	$114.74	$123.02
Employee/Child	$153.15	$215.32	$269.82
Employee/Spouse	$224.14	$330.78	$445.73
Employee/Spouse w/ surcharge	$324.14	$430.78	$545.73
Employee/Children	$227.85	$362.91	$466.95
Employee/Family	$395.45	$608.20	$702.04
Employee/Family w/ surcharge	$495.45	$708.20	$802.04

Medical Insurance
2026 Employee Bi-weekly Cost

Coverage Tier	Base High Deductible $4000	Value High Deductible $2500	Choice Open Access
Employee	$20.80	$52.96	$56.78
Employee/Child	$70.68	$99.38	$124.54
Employee/Spouse	$103.45	$152.67	$205.72
Employee/Spouse w/ surcharge	$149.60	$198.82	$251.88
Employee/Children	$105.16	$167.50	$215.52
Employee/Family	$182.52	$280.71	$324.02
Employee/Family w/ surcharge	$228.67	$326.86	$370.17

There will be 27 pay periods in 2026 instead of the usual 26. All annual premiums will be evenly divided across the 26 paychecks. There will be no benefit premiums deducted from the last bi-weekly paycheck on 12/31/2026.

Health Saving Account (HSA)

Human Resources

Health Savings Account (HSA)

A savings account used in conjunction with a high deductible health plan (HDHP) that allows users to save money tax-free to pay for eligible out-of-pocket medical, vision, and dental expenses for yourself and your eligible dependents

- You decide how much to set aside for health care costs each year - **Employees must re-enroll and complete an attestation annually during Open Enrollment**
- You control how to spend the money
- You receive tax benefits, including maximizing your tax savings and carrying over your money tax-free each year
- Any unused money stays in your account
- The account balance rolls over from year to year
- You own the account and the money is yours even if you change jobs
- You can grow your money by saving

University HSA Contributions

On your first January 2026 paycheck

University of Richmond Contributions to Employee HSAs				
	Base High Deductible - $4000			
Base Salary	**Employee Only**	**Employee + Child(ren)**	**Employee + Spouse**	**Employee + Family**
> $50,000	$1,000	$1,500	$1,500	$2,000
≤$50,000*	$1,500	$2,500	$2,500	$3,000
	Value High Deductible - $2500			
Base Salary	Employee Only	Employee + Child(ren)	Employee + Spouse	Employee + Family
> $50,000	$500	$750	$750	$1,000
≤$50,000	$500	$750	$750	$1,000

***Employees enrolled in the Base HDHP are now eligible for the additional University contribution if their salary is $50,000 or less (previously $40,000).**

Who is eligible for an HSA?

Are you eligible for an HSA?

- You cannot be covered under a non-HDHP plan (yours or your spouse's)
- You cannot be enrolled in Medicare Part A and/or Part B
- You do not receive health benefits under TRICARE
- You cannot be claimed as a dependent on another person's tax return
- You are not covered by a general-purpose health care flexible spending account (FSA)

Maximum HSA Contribution

	2025	2026
Single	$4,300	$4,400
Family	$8,550	$8,750
Catch up (age 55+)*	Additional $1,000	Additional $1,000

**Catch-up provision for those age 55 and older by December 31 of the tax year*

Medical Plan Structure Examples

Example 1: Mary – Employee only

In 2026, Mary has 1 preventive visit, 2 primary care physician (PCP) visits, and 1 specialist visits.

Assumptions	Base HD $4000 Plan*	Value HD $2500 Plan*	Choice Open Access
Plan Deductible	$4,000 individual $8,000 family	$2,500 individual $4,500 family	$1,000 individual $2,000 family
Employee Cost	$0 preventive $200 PCP + $200 specialist $400	$0 preventive $200 PCP + $200 specialist $400	$0 preventive $60 PCP + $60 specialist $120
2026 Annual Payroll Deduction (Premium)	$541	$1377	$1,476
Employer HSA Contribution Available	$1,000	$500	$0
Employee Net Cost	- $59	+ $1,277	+ $1,596

Example 2: William – Family coverage

William and spouse, each have preventive care visits. Their child has a hospital stay at the negotiated rate of $250,000.

Assumptions	Base HD $4000 Plan*	Value HD $2500 Plan*	Choice Open Access
Plan Deductible	$4,000 individual $8,000 family 20% co-insurance	$2,500 individual $4,500 family 20% co-insurance	$1,000 individual $2,000 family 30% co-insurance
Out-of-Pocket Maximum	$6,000 individual 12,000 family	$5,000 individual $10,000 family	$4,000 individual $8,000 family
Employee Cost	$0 preventive + $6,000 hospital stay $6,000	$0 preventive + $10,000 hospital stay $10,000	$0 preventive + $4,000 hospital stay $4,000
2026 Annual Payroll Deduction (Premium)	$4,745	$7,298	$8,424
Employer HSA Contribution Available	$2,000	$1,000	$0
Employee Net Cost	$8,745	$16,298	$12,424*

**Charges may be higher. The Choice Open Access Plan has a separate Rx OOP Max.*
Charges listed for the HDs are estimates only.

Voluntary Benefits

Human
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Delta Dental -Voluntary Dental Insurance

Benefits	Delta Dental Base Plan Employee Costs	Delta Dental Enhanced Plan Employee Costs
Annual Deductible • Individual • Family	 $75 $225	 $50 $150
Deductible Waived for Preventive	Yes	Yes
Preventive Services	Covered at 100% Full mouth X-rays: 1x per 5 years	Covered at 100% Full mouth X-rays: 1x per 5 years
Basic Services	20% after deductible	20% after deductible
Major Services	Not Covered	50% after deductible Crowns/Dentures: 1x per 7 years
Annual Maximum	$1,000	$2,000
Orthodontia	Not Covered	50% after deductible
Orthodontia Lifetime Maximum Adults and Children	Not Covered	$2,000

Plan changes in red

Delta Dental - Voluntary Dental Insurance

	Base Plan monthly	Base Plan bi-weekly (26 pays)	Enhanced monthly	Enhanced bi-weekly (26 pays)
Employee Only	$25.92	$11.96	$38.30	$17.68
Employee/Spouse	$46.96	$21.67	$69.39	$32.03
Employee/Child	$46.96	$21.67	$69.39	$32.03
Employee & Children	$80.40	$37.11	$118.80	$54.83
Family	$80.40	$37.11	$118.80	$54.83

Anthem Voluntary Vision Insurance

- No plan design or premium changes for 2026
- One annual eye exam is covered with a co-pay of $15
- Allowances towards eyeglass frames and lenses, as well as contact lenses, are provided.

	Monthly Premiums	Bi-Weekly Premiums
Employee Only	$4.83	$2.23
Employee/Spouse or Employee/Child	$8.45	$3.90
Employee & Children	$9.66	$4.46
Family	$14.06	$6.49

Cigna Voluntary Accident Insurance

Benefit	Coverage
ER/Physician/Diagnostic	$200/$100/$50
Ground/Water Ambulance	$400
Hospital Admit – 1 per accident Per Day Benefit (limit of 365 days)	$1,000 $200/day
ICU	$400/day
Fractures	Benefits range from $100 to $8,000 based on the location and type
Dislocations	Benefits range from $100 to $6,000 based on the location and type
Wellness Benefit	$50

Monthly Rates	
Employee	$10.29
Employee/Spouse	$16.32
Employee Child(ren)	$20.28
Family	$26.31

Cigna Voluntary Hospital Insurance

Benefit	Coverage
Hospital Admission	$1,000 per day/limited to 1 per 90 days
Hospital Stay (limit 30 days)	$100/day/limit 30 days
Hospital ICU (limit 30 days)	$200/day/limit 30 days
Hospital plan includes a wellness benefit – get a health screening and receive $50. Available to all members on the plan	

Monthly Rates	
Employee	$18.91
Employee/Spouse	$38.52
Employee Child(ren)	$30.96
Family	$50.57

Voluntary Life Insurance

- **NEW for Open Enrollment**: If you haven't enrolled previously in voluntary life insurance or you want to increase your coverage, you can enroll up to the Guaranteed Issue amount for 2026 without Evidence of Insurability (EOI) or a medical questionnaire.
  - **Employee – up to $200,000**
  - **Spouse – up to $30,000**

- **Coverage: Increments of $10,000 for employee & spouse**
  - **Employee**: Maximum of 5X salary or $500,000, whichever is the lesser
  - **Spouse**: Maximum of $50,000
  - **Child**: Increments of $2,000 to $10,000 maximum

- If applying for more than the Guaranteed Issue amount new deductions will not be effective until New York Life approves your application.

Flexible Spending Accounts

- **Administered by Health Equity**
- **Employees must re-enroll and complete an attestation annually during Open Enrollment**

Healthcare FSA – 2026 Max $3,400

- Reimburse eligible medical, dental and vision expenses
- Cannot participate in this account if enrolled in the High-Deductible Health Plan
- Changes may only be made with status change
- You may roll over up to:
  - $660 from 2025 to 2026
  - $680 from 2026 to 2027

Dependent Care FSA - NEW for 2026 - Max $7,500

- Eligibility is not based on medical plan
- Reimburse expenses related to care of eligible dependents while you and your spouse work
  - Eligible dependents = Dependent children **under the age of 13** by a babysitter, day care or before/after-school care; disabled spouse, parent or child (if individual lives with the covered employee)
- Funds are only available after they have been deducted from your paycheck.
- No annual rollover amount

2026 Benefit Updates

Medical	• Conducted a Request for Proposal (RFP) for medical and pharmacy plans to ensure competitive pricing and sustainable coverageoptions. • After careful review and input from the University Benefits Committee, we have selected Anthem's Healthkeepers network as ournew medical and pharmacy plan provider for 2026. • While there will be an increase in medical premiums, this change helped us significantly reduce the increase we would have faced had we stayed with Cigna. • We will continue to offer three medical plan options, and there are no changes to the plan designs for 2026.
Dental	Dental coverage will remain with our current carrier Delta Dental; however: •**Premiums will increase** in 2026. •There will be **a few plan design changes.**
Dependent Care Flexible Spending Accounts (FSA)	Annual maximum will increase from $5,000 to $7,500 for 2026.
Health Savings Account (HSA)	Employees enrolled in the Base HDHP are now eligible for the additional University contribution if their salary is $50,000 or less (previously $40,000).
Voluntary Life Insurance	**New for Open Enrollment**: If you haven't enrolled previously in voluntary life insurance or want to increase your coverage, you can enroll up to the Guaranteed Issue amount for 2026 without Evidence of Insurability (EOI) or a medical questionnaire.
Medical FSA	If an employee switches to a Health Savings Account (HSA) plan for 2026, the University will **not carry over any unused Medical FSA funds from 2025**. IRS rules do not allow individuals enrolled in an HSA plan to also participate in a Medical FSA.
Workday Enrollment for 2026	Starting this year, all benefit elections will be submitted through Workday. **Action Required**: All employees must log in to Workday to review and submit their 2026 benefit elections — even if no changes are being made. **Important:** After submitting your elections, Workday may prompt you to complete additional steps based on your selections, these may be: • Verifying a dependent(s) • Completing the annual spousal attestation • Completing the annual Health Savings Account (HSA) attestation • Completing the annual waiver attestation All steps must be completed by the deadline: Friday, November 7, 2025. If you do not complete all required tasks in Workday, you may not receive the coverage you intended to elect.
Bi-weekly employees	There will be 27 pay periods in 2026 instead of the usual 26. All annual premiums will be evenly divided across the 26 paychecks. There will be no benefit premiums deducted from the last bi-weekly paycheck on 12/31/2026.

Questions?