



2027 OPEN ENROLLMENT | NOVEMBER 9 – NOVEMBER 22, 2026

Dear NationsBenefits Team,

At NationsBenefits, we remain committed to supporting your well-being — not only as employees, but as individuals and families. Each year, we evaluate our benefit programs to ensure they continue to provide meaningful coverage and valuable options that fit your needs.

We're pleased to announce that our **2027 Open Enrollment (OE) period will take place from Monday, November 9 through Sunday, November 22, 2026.**

This is your annual opportunity to review your benefits, make updates to your elections, and explore the enhancements coming in 2027.

What's New for 2027

- **NEW! Employer-Paid Life Insurance** – \$25,000 employer-paid Basic Life and AD&D coverage for eligible employees.
- **Updated Medical Plans** – Enhanced medical plans with updated 2027 contributions.
- **Dental & Vision Coverage** – Continued coverage through Lincoln Financial and VSP.
- **HSA & FSA Contributions** – Updated to the 2027 IRS maximums for greater tax-advantaged savings.
- **Enhanced Enrollment Support** – Phone enrollment assistance available in English, Spanish, and Creole.
- **NEW! AI Benefits Assistant** – An interactive tool to answer benefits questions and assist with enrollment.
- **Expanded Educational Resources** – Benefits materials and virtual sessions to guide your decisions.

Key Dates

- **Open Enrollment:** November 9–22, 2026
- **Benefits Effective:** January 1, 2027

Enrollment can be completed directly through **UKG** or with the assistance of a **benefits counselor by phone**, who can complete the enrollment process for you.

Next Steps

In the coming days, you'll receive additional details, including:

- Benefits meeting schedules and virtual information sessions
- Step-by-step instructions for enrolling in UKG
- The 2027 Benefits Guide, plan options, and employee contribution details
- Information on accessing our new benefits counselors and AI enrollment support resources

At NationsBenefits, our mission is to make healthcare more accessible and affordable — and that begins with taking care of our own people. Thank you for your continued dedication, passion, and commitment to improving the lives of our members and communities every day.