

2027 Benefits at a Glance

Annual Enrollment: October 24 – November 15, 2026

Annual Enrollment is **your** opportunity to review your benefit options and choose the coverage that best meets your needs for 2027. Your **2027 Benefits at a Glance** highlights what’s changing, what you need to do, and where to find more information.

What’s New in 2027

Here are the key benefit updates and enhancements for 2027.

New Administrators & Programs

- ☑ **Fidelity** will become the new administrator for HSAs and FSAs beginning in 2027.
- ☑ **GLP-1 Weight Management Program:** Members who receive GLP-1 medications for weight loss through Optum Rx will be required to enroll in Calibrate, a comprehensive program that combines expert coaching, healthy habit development, and medication support to help participants achieve meaningful results and sustain their progress over time.

Expanded Resources & Support

- ☑ **Expanded access to Personify Health** for spouses and domestic partners.
- ☑ **Enhanced family care** resources through Bright Horizons.
- ☑ **Hinge Health launches April 2027**, providing virtual joint and muscle pain support at no cost to eligible participants.

☑ What You Need to Know and Do

SECTION	WHAT YOU NEED TO KNOW	WHAT YOU NEED TO DO
Medical/ Prescription	- No changes to deductibles or out-of-pocket maximums. - Review 2027 Benefits Guide New: GLP-1 Weight Management program – Calibrate.	- Review the 2027 Benefits Guide for plan, contribution, vendor, and program changes at <u>RA Quick Find</u>. - Make an election during Annual Enrollment if you need to change your coverage or your dependents' coverage through Your Benefits. - Be on the lookout for information from Calibrate, the new GLP-1 weight management program.
Spousal Surcharge	There is no change to the spousal surcharge amount for 2027.	Review your election and confirm it reflects your 2027 situation. A surcharge applies if you cover a spouse or domestic partner who is eligible for medical coverage through their employer. During enrollment, you must certify whether the surcharge applies. Select “Yes” if your spouse or domestic partner is eligible for coverage through their employer and pay the applicable surcharge.

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Dental	No changes.	Review the different options to ensure that you have the right plan for you and your dependents.
Vision	No changes.	Consider your vision plan needs and add, cancel or make updates.
Flexible Spending Accounts	NEW IN 2027 Beginning in 2027, Fidelity will administer all Flexible Spending Accounts (FSAs), including Health Care, Limited Purpose, and Dependent Care FSAs.	- If you want to participate in an FSA in 2027, make a new election during Annual Enrollment. - If eligible for an FSA carryover, enroll in a health FSA for 2027 to receive the carryover balance. Please note: any eligible 2026 claims must be submitted to Smart-Choice, our 2026 administrator through Alight, by March 31, 2027.
Health Savings Account	NEW IN 2027 Fidelity will become the administrator for Health Savings Accounts (HSAs) beginning in 2027.	- Review Fidelity transition information, FAQs, and important deadlines on RA Quick Find. - Review additional transition details and required actions related to the move to Fidelity, in Your Benefits. - Monitor communications for important HSA transfer dates and account access information. - Take any required actions by the deadlines provided.
Life Insurance: – Supplemental – Spouse – Child – AD&D	No changes.	- Review your coverage elections and make updates if your needs have changed. - Confirm your beneficiary information is current and accurate. - If you elect to increase your Supplemental or Spouse Life coverage, a Statement of Health (SOH) may be required before the additional coverage is approved.
Long Term Disability (LTD)	No changes.	- Review your coverage to ensure it continues to meet your needs. - If you elect to increase your coverage, complete any required Evidence of Insurability (EOI) questionnaire from Prudential to be considered for the higher coverage amount.
Legal Plan	No changes.	- Review your coverage and make updates if your needs have changed. - Confirm your election remains appropriate for you and your family.

SECTION	WHAT YOU NEED TO KNOW	WHAT YOU NEED TO DO
HOW TO ENROLL	You have three ways to access Your Benefits, the enrollment portal 	- Visit Your Benefits at digital.alight.com/rockwellautomation using your username and password to log in. - Click on the app titled Your Benefits on Epoch for single sign-on. - Call 1.877.OUR.RASC (1.877.687.7272) between 8 a.m. and 4 p.m. Central Time and say, "Annual Enrollment."
DEADLINE	Annual Enrollment ends November 15, 2026.	- Complete any necessary elections by November 15. - Save your confirmation statement for your records.

Key Reminders

Flexible Spending Accounts

- FSA elections are not automatic. Make a new 2027 election if you want to contribute to a Health Care, Limited Purpose, or Dependent Care FSA.
- Use your Dependent Care FSA balance by December 31, 2026. Unused funds are **forfeited**.
- To receive any eligible Health Care FSA or Limited Purpose FSA **carryover**, you **must** enroll in a health FSA for 2027. IRS limits and plan rules apply.
- Submit eligible 2026 claims to Smart-Choice, the current 2026 FSA administrator, by March 31, 2027.

Adding a new dependent? Have the dependent's name, birth date, and Social Security number available. Alight's Dependent Verification Center will provide instructions for supporting documentation after enrollment.

Wellness Incentive – OnTrack

Earn up to \$500 toward 2027 medical contributions through OnTrack by Personify Health. Complete activities by December 31. Incentives earned after December 18 may not appear on the first 2027 paycheck. Employees hire before November 30 are eligible to earn incentives for 2027. Wellness incentives are updated weekly and sent to Alight through the Annual Enrollment period.

ENROLLMENT TIMELINE

TODAY	OCT 24 - NOV 15, 2026	JAN 1, 2027
☐ Read 2027 Benefits at a Glance for key updates, enrollment instructions, required actions, and additional resources.	☐ Review your current benefit elections and make changes for 2027, if needed, through Your Benefits .	☐ 2027 elections become effective.

Call 1.877.OUR.RASC (1.877.687.7272) between 8 a.m. and 4 p.m. Central Time and say, "Annual Enrollment", should you have any questions.