

OPENING

Welcome, Team NEXCOM! It's that time of year again — Open Enrollment. From November 1 through November 30, it's your chance to review your medical, dental, and tax advantaged accounts, make changes, and be sure you're set for the year ahead.

This year is also Biennial Enrollment for Long Term Disability (LTD) and life insurance plans — so take note, because we'll walk you through what's new, what's changing, and what actions you need to take.

BENEFITS YOU CAN ENROLL IN

You can make changes and elections for:

- ☐ Medical, Dental, and Tax-Advantaged Accounts
- ☐ Basic Group Life Insurance — for regular full-time associates
- ☐ Optional Group Life Insurance — for regular full-time associates already enrolled in Basic Life, plus regular part-time associates eligible to enroll and,
- ☐ Dependent Life Insurance — for eligible regular full-time associates. You may also enroll in long term disability.

You might be asking yourself, "What benefits am I currently enrolled in?" Good question! Your local Human Resources representative has created your custom Associate Benefits Summary so you can review your current coverage before making decisions.

TAX ADVANTAGED ACCOUNTS

Enrollment in a Healthcare Flexible Spending Account (HFSA) is an annual election. So, if you want to participate in the HFSA next year, you will need to complete an enrollment form. As an FYI, you can enroll even if you're not enrolled in a NEXCOM medical plan. The only limitation is that you can't be enrolled in a High Deductible Health Plan. NEXCOM also offers a Dependent Care Flexible Spending Account to pay for eligible childcare or dependent care expenses.

If you enroll in the NEXCOM High Deductible Health Plan (HDHP), you can enroll in a Health Savings Account (HSA). NEXCOM will fund \$500 for those enrolled in single coverage and \$1,000 for those enrolled in family coverage. To contribute to an HSA, you cannot be covered by any other non-HDHP medical plan, be enrolled in Medicare, or be claimed as a dependent on someone else's tax return. In addition, you can't have a HFSA for the same plan year, or receive TRICARE or VA healthcare benefits in the three months prior to the start of your HDHP.

If you live OCONUS and are enrolled in a High Deductible Health Plan, NEXCOM will fund a non-contributory Health Reimbursement Account (HRA) with \$500 for single coverage and \$1,000 for those enrolled in family coverage. You are also eligible to enroll in a Health Care Flexible Spending Account (HFSA).

Some benefits aren't tied to Open Enrollment dates. You can enroll in the Pension Plan, 401(k), or Pet Insurance at any time during the year.

WHAT'S CHANGING FOR 2026

Before we dive into the plan updates, let's talk about *why* changes are happening.

Like most employers, we face the challenge of rising health care costs driven by national market conditions — things like higher costs for hospital services, new specialty medications, and increased demand for care.

We work hard to negotiate the best rates possible while keeping your benefits competitive and affordable. That means sometimes we need to make adjustments — like increasing deductibles or copays — so we can continue offering a strong benefits package to all associates. We know increases are never welcome. That's why we continue to negotiate aggressively with carriers and provide tools to help you manage your health care dollars.

Think of it as part of being a smart health care consumer: choosing in-network providers, comparing costs before treatment, and using preventive care to avoid bigger bills later. The better we all manage our health care dollars, the more sustainable our plans will be.

AETNA MEDICAL & DENTAL PLAN CHANGES

For those in or enrolling in the High Deductible Health Plan:

- ☐ Deductibles are going up — for single coverage, in-network, the deductible is increasing to \$2,000. For family, in-network, the deductible is increasing to \$6,000. And for single coverage out of network deductible is increasing to \$6,000. For family, out of network, the deductible is increasing to \$12,000.
- ☐ The out of pocket maximums for in-network single coverage are increasing to \$7,000 and for family coverage the Out Of Pocket maximums are increasing to \$14,000. For out of network, the Out Of Pocket maximums are increasing to \$14,000 for single coverage and to \$18,500 for family coverage.
- ☐ Coinsurance will change from 75% to 70%, meaning you'll cover a slightly larger share after meeting your deductible."

For those in the POS II non-HDHP or Traditional Care indemnity plan:

- ☐ Employee deductibles are increasing to \$700 for single coverage and \$2,100 for family in-network. And for out of network, deductibles for POS II increase to \$2,100 for single coverage and \$6,300 for family coverage.
- ☐ Out-of-Pocket maximums are increasing to \$6,000 for single coverage in-network and \$12,000 for family in-network.
- ☐ For out of network maximums are increasing to \$12,000 for single coverage and \$24,000 for family coverage.
- ☐ PCP office visits and Urgent Care Center copays will increase from \$40 to \$45.
- ☐ Specialist visits will go from \$60 to \$70.

Let's talk about Dental Coverage. You have two options, and which one you're eligible for depends on your medical enrollment:

The Passive Dental Plan is for associates who are enrolled — or enrolling — in a NEXCOM medical plan, whether it's an Aetna plan or an HMO. This plan is a shared cost between you and NEXCOM. For 2026, Passive Dental rates will increase by 6.5%.

The Stand Alone Dental Plan is designed for associates who are not enrolled in a NEXCOM medical plan. This plan is 100% paid by the associate, and for 2026, Stand Alone Dental rates will increase by 3%.

NEXT STEPS

Here's what you need to do between November 1 and November 30:

1. Review your Associate Benefits Summary from your District HR.
2. Visit the Virtual Benefits Fair — you'll find videos, flyers, and enrollment forms all in one place.
3. You can also view 2026 medical and dental plan premiums as well as life insurance and LTD premiums at the Virtual Benefits Fair.
4. If you want to enroll or make changes, submit your completed forms and supporting documentation such as a marriage certificate and birth certificate(s) before the deadline.
5. Be sure to remove dependents who are no longer eligible — this helps keep your coverage accurate and can help you avoid unexpected issues. Remember: FSA enrollment is annual. You must re-enroll each year if you want to participate.
6. And finally, review and update your beneficiaries on life insurance, unpaid compensation, 401(k) and pension.

RESOURCES

You can access the Virtual Benefits Fair at the URL shown here. And if you'd like to compare your medical plan options, visit NAFHealthplans.com — it's a great way to see details for your location and be a more informed benefits shopper.

CLOSING

Remember benefits are a big part of *your* Total Rewards — and Open & Biennial Enrollment is your opportunity to make sure they work for you. Take the time, review your options carefully and make the choices that fit your health, your family, and your financial needs for 2026.

Thanks for watching, and happy enrolling!