

BENEFITS NEWSLETTER

Seventh Edition – Q4 2025



Your Benefits. Your Choices. Your Future.

As we approach year-end, it's time to think about the coverage and programs that support your health and financial well-being. In this issue, we're spotlighting a few key resources and updates that can help you maximize your benefits and make confident choices during Annual Enrollment.

Meet MadixBenefits.com

We're excited to introduce your updated go-to resource for all things benefits: [MadixBenefits.com](https://www.madixbenefits.com)

Available 24/7, this site makes it easy to:

- Learn about your benefits and programs
- Explore coverage options
- Access contact information and tools
- Get enrollment support and FAQs

Check it out and take charge of your benefits on your schedule!

Annual Enrollment Is Coming – Are You Ready?

Annual Enrollment runs from October 13 through October 24, 2025, and it's your once-a-year opportunity to review your current benefit elections, make updates, and explore new options for the year ahead. Whether you're enrolling for the first time, making changes to your coverage, or simply double-checking that everything is still right for your needs, this is the time to act.

Stay Healthy and Earn Rewards!

Madix is offering a \$100 incentive to employees and their covered spouses who complete both an annual physical and a biometric screening between January 1, 2026, and September 30, 2026. Employees and spouses can earn the incentive separately, so one can qualify even if the other does not. The incentive will be paid out as a gift card from BCBS.

Need help? Benefits counselors will be available during your department's scheduled meeting time to walk you through the process and answer any questions. Don't miss this opportunity to make confident choices for your health, your finances, and your future.

Get the Most from Your Health Plan with a Benefits Value Advisor

Did you know that one quick phone call could help you save time, money, and even avoid a \$100 copay?

If you're planning to get an MRI, CT scan, joint replacement, or other high-cost procedure, you'll need to engage with a **BCBSTX Benefits Value Advisor (BVA)** or use the Blue Access for Members Provider Finder tool before your appointment. Otherwise, a \$100 copay will apply – even if your procedure is covered.

A Benefits Value Advisor can:

- Help you find in-network, lower-cost providers
- Schedule appointments and handle preauthorization
- Explain your benefits and estimate costs



Call **1-800-521-2227** (on the back of your ID card) Or log into Blue Access for Members at [bcbstx.com](https://www.bcbstx.com)



2026 ANNUAL ENROLLMENT

Dates: October 13-24, 2025

Where: Workday – Online or via App



You can:

- Enroll in or waive benefits
- Add/remove dependents
- Review plan rates and coverage options



Need help?

- Contact your HR representative
- Visit MadixBenefits.com
- Call Avant Benefits at **866-996-0222** to schedule a 1:1 call

Make sure your coverage fits your life — review and confirm your elections before enrollment ends.

Inside: 2026 Benefits Enrollment Information + Your New Benefits Website

Don't miss your chance to update your benefits — October 13-24
Get the most from your plan with a Benefits Value Advisor