



Every benefit thoughtfully measured



myRewards | Benefits

It's nearly time to choose your benefits for 2026.

At Rich's, we treat our associates like family. Your health and wellbeing—at work and at home—matter to us. That's why we offer a variety of benefits that you can tailor to fit your family's needs, giving you the flexibility to live life on your terms.



What's new for 2026

We've been listening—and making meaningful changes based on your feedback. Here's a look at what you can expect to see this year:

-  **New medical plans.** With Highmark Blue Cross Blue Shield (BCBS), you'll get access to the largest network in the country. In California, Kaiser remains an option.
-  **Straightforward choices.** We've consolidated dental, vision, and voluntary benefits under one provider—MetLife.
-  **Balanced plan options.** Each option is designed to balance coverage, cost, and support to meet a range of needs.
-  **Streamlined pharmacy.** Your prescription drug plan through ExpressScripts by Evernorth (ESI) ensures access to a broad network of pharmacies nationwide and offers savings through mail order if you prefer to have your medication shipped to your front door.
-  **More mental health resources.** Expanded Confidential Assistance Program (CAP) support through Spring Health provides convenient, confidential therapy, coaching, and more.

Don't miss out

Start exploring your options today so you're ready to make confident choices between **Monday, October 27 and Friday, November 7.**

Important:

There's no automatic rollover—if you don't enroll this year, you won't have Rich's coverage in 2026.

Key resources

Explore your options. Visit **MyRichsBenefits.com** (our new benefits microsite) before Open Enrollment opens to learn more about your options, compare plans and get the information you need to make confident choices.

Get answers fast. Visit the FAQ section of the Help Center for clear, regularly updated information on deadlines, coverage, and more.

Check in-network medical providers. Use the Highmark **Find a Doctor** tool and select, “Don’t know your alpha prefix? Browse a list of plans.” Then search for the medical network “PPOBlue” to find in-network providers.

Starting **Monday October 20**, you’ll also have 24/7 access to Collective Health, a team of experts ready to answer your medical and pharmacy questions. You can contact Collective Health by calling: **1-855-242-5559**.



Scan to visit
MyRichsBenefits.com



Scan for Highmark
Find a Doctor Tool

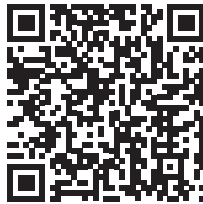
Associates covered by a collective bargaining agreement (CBA) should refer to their agreement for details specific to their plan.

Get ready

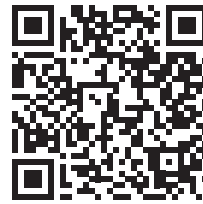
Open Enrollment starts Monday, October 27 and ends on Friday, November 7.

Enroll online

Starting on October 27, you can enroll using a computer or mobile device via the Alight portal. Scan these QR codes for quick access:



Scan to visit
Alight portal



Download Alight
portal app in
Apple App Store



Download Alight
portal app in
Google Play

Enroll over the phone

During Open Enrollment, you can speak to an Alight Customer Care Representative. They can help with translation, enroll you into benefits over the phone, and answer any other questions you have.

Book an appointment at a time that works best for you

Call: **1-800-455-2587**, option 1,
Monday to Friday, 8 am - 9 pm ET.

