2027

# BENEFITS OVERVIEW

## OPEN ENROLLMENT: **NOVEMBER 2–13, 2026**

**ACTIVE ENROLLMENT: ACTION REQUIRED!**



Choose benefits that support your health, your family and your future. Open Enrollment is your opportunity to review your options and make elections for the year ahead.




### YOUR BENEFITS, ALL IN ONE PLACE

Visit EPIPowerBenefits.com for easy access to educational videos, plan details, FAQs and helpful tools to support your benefits decisions. Whether you're comparing medical plans, learning how to use your HSA, or exploring your life and disability coverage, you'll find the information you need—all in one convenient place, available 24/7 from your phone, tablet or computer.

### BENEFITS THAT SUPPORT YOU

- **Medical:** Choose from three Wellmark Blue Cross Blue Shield plans—the $1,500 PPO, $3,000 HDHP or $5,000 PPO. All three cover in-network preventive care at 100%.
- **Dental and vision:** Explore coverage through Delta Dental and VSP.
- **Financial protection:** EPI provides basic life and AD&D insurance. Additional life, disability, accident, critical illness and hospital indemnity coverage options are available based on eligibility.
- **Retirement:** EPI matches 50% of the first 8% of pay you contribute to the 401(k)—up to 4% of your pay, subject to the plan's vesting schedule.

### SUPPORT BEYOND YOUR HEALTH PLAN

Access Doctor On Demand virtual visits with a $0 copay through all three medical plans. Eligible medical plan members can also use Sword's virtual programs for pain, pelvic health, heart health and weight support at no cost.

SupportLinc offers free, confidential support for you and your immediate household members. FEDlogic helps you and your family understand and navigate government benefits at no cost.

### SAVE SMART WITH THE HEALTH SAVINGS ACCOUNT (HSA)

If you enroll in the $3,000 HDHP and meet HSA eligibility requirements, you can save for qualified healthcare expenses through a Health Savings Account.

Unused HSA funds roll over each year, and the account stays with you, even if you leave EPI.

### YOU MUST TAKE ACTION BY NOVEMBER 13

Complete your enrollment **November 2–13, 2026**

**Follow these simple steps to enroll:**

1. Review your benefits at EPIPowerBenefits.com.
2. Log in to Okta using your EPI Power credentials and open your task in Workday.
3. Make your elections and review your dependents and beneficiaries.
4. Submit your elections and save or print your confirmation.

**Prefer to enroll by phone?**

Call **866-738-2023** to speak with a Benefit Counselor.

This is an active enrollment. If you don't enroll, your current benefits will NOT carry over and will end December 31, 2026. For those currently participating in the HSA or FSA plans, you MUST make new contribution elections for the 2027 plan year. Coverage begins January 1, 2027.

*This flyer summarizes benefits for EPI Power employees. Refer to the 2027 Benefits Guide and plan documents for eligibility, coverage details and limitations.*

### GOT QUESTIONS?

Contact the Benefits Team at benefits@weitz.com.