



MOBILEWORKFORCE

Your Health, Your Way: Elevate Your
Mobile Workforce Experience



2026 Benefits Program

As you may recall, a **Health Care Benefits Plan** tailored for our **Mobile Workforce** employees was introduced in 2024. This program was designed to offer coverage and flexibility to help meet the healthcare needs of you and your family. We are pleased to confirm that this the program will continue in 2026 and we wanted to remind everyone of the program details.

Benefits Program

Eligible employees will receive an annual \$2,500 Health Care Spending Account (HCSA). The HCSA is a tax free allowance that can be used to reimburse a variety of eligible medical expenses, as outlined in the Income Tax Act, for you and your eligible dependents. It gives you the flexibility over your healthcare decisions, spanning from prescription medications to dental and vision care. Additionally, you have the option to use these funds to supplement the cost associated with enrolling in a personal health benefits plan from providers such as Blue Cross.

Eligibility

To be eligible for the HCSA effective April 1, 2026 to March 31, 2027, you are required to have worked a minimum of 1,040 hours with CEDA's Mobile Workforce between January 1 and December 31, 2025 and accept your upcoming shutdown deployment for 2026. If you qualified in 2025 and are coming back early in 2026, you will not tap into your 2026 balance until April 1, 2026.

How to Sign-Up

If you are being deployed for spring turnarounds and you meet the eligibility requirements, your offer letter will include the benefits eligibility effective April 1. Once you start, an enrollment package from CEDA Benefits will follow.



Have Questions? Our dedicated HR team is here to help!

If you have questions regarding plan eligibility, contact Melissa Dort at melissa.dort@cedagroup.com and for questions regarding HCSA coverage, contact benefits@cedagroup.com.



Platinum
member