2026 New Hire Benefits & 2027 Open Enrollment

Two Benefit Enrollments to Complete

IMPORTANT: Completing your 2026 new hire benefits enrollment does **not** automatically complete your 2027 Open Enrollment elections. You must complete **both enrollment tasks separately**, beginning with your 2026 new hire benefit enrollment.

Why am I receiving this information?

If you are hired during Open Enrollment **or through December 31, 2026**, you must complete two separate benefit enrollments: one for your 2026 new hire coverage and another for coverage beginning January 1, 2027. Each enrollment is completed through a separate Workday task.

STEP 1	STEP 2
Complete your 2026 New Hire Benefits Enrollment For your current-year coverage • Review your benefit options • Make your elections • Submit the task within 15 calendar days of your hire date	Complete your 2027 Open Enrollment For coverage beginning January 1, 2027 • Once your New Hire Benefits Enrollment is submitted, a separate Open Enrollment task will appear in Workday. • Review your 2027 benefit options • Submit the task by the applicable deadline

Enrollment deadlines

If you are hired	2026 New Hire enrollment deadline	2027 Open Enrollment deadline
Hired on or before October 22, 2026	15 calendar days from your hire date	**November 6, 2026**
Hired October 23 – December 31, 2026	15 calendar days from your hire date	**15 calendar days after submitting your New Hire election**

Important considerations

If you don't make an election or waive benefits	You will have coverage in the following core benefits: Basic Life, Basic Accidental Death & Dismemberment, Short-Term Disability, Core Long-Term Disability, Business Travel Accident, Employee Assistance Program (EAP).
FSA	Flexible Spending Account elections **do not** automatically carry forward. You must actively enroll each year if you want to participate.
HSA	Health Savings Account elections **do not** automatically carry forward. You must actively enroll each year if you want to participate.
QLE	If you complete a Qualified Life Event (QLE) transaction after submitting your Open Enrollment elections, return to Workday and complete your Open Enrollment elections again. The QLE transaction may override elections previously submitted for 2027 Open Enrollment elections, requiring you to submit them again.

New Hire and Open Enrollment Resources	Review the 2026 New Hire Benefits Guide, 2027 Open Enrollment Guide and Summary Plan Description

COMPLETE BOTH ENROLLMENT TASKS

Before you finish

✓	Review your Benefit Elections Summary for both plan years.
✓	Confirm your covered dependents and coverage levels.
✓	Make sure you completed every enrollment task shown in Workday.
✓	Save or print each confirmation for your records.

Need help?

Workday / MyHR Complete and review your enrollment tasks in Workday.	**myassurantbenefits.com** Find benefits information, rates, legal notices, vendor contacts, and educational resources.	**People Experience Center** Ask ERIN for enrollment support.

Remember: Two plan years may require two separate elections.

Review every enrollment task in Workday and submit each election by the applicable deadline.