

It's time for 2026 Open Enrollment!

April 27 - May 8, 2026



Open enrollment is being held from April 27 through May 8, 2026.

All Teammates who wish to be covered under the Active Day benefits must make new plan year elections in DayForce. **Failure to complete an election/enrollment during this open enrollment period will result in no insurance coverage.**

Benefit elections made during open enrollment will be effective for the plan year of **06/01/26 - 05/31/27** and are locked in place unless you experience an IRS Section 125 approved qualifying life event (QLE). If you waive coverage at open enrollment and want to join our plan later, the same IRS Section 125 QLE rules apply.

Should you experience a qualifying life event, such as marriage, divorce, birth, adoption, or loss of other coverage, you must notify us within 30 days of this life event.

Enrolling in Benefits

Benefit enrollment is now part of Dayforce self-service! (www.dayforcehcm.com)

Navigate to **Benefits** from the left panel side menu and then select Open Enrollment to begin the process.

Need help?

- **Dayforce:** Your location manager can assist with internet access, your username, or a password reset.
- **Benefit Questions:** Our Member Advocacy Team can be reached by:
 - Phone: **800-563-9929** Monday through Friday, 8:30 am EST to 5:00 pm EST
 - Web: connerstrong.com/memberadvocacy
 - Email: cssteam@connerstrong.com



Benefits Effective June 1, 2026

At Active Day, we believe the benefits we offer are an essential part of your overall rewards as a valued Teammate. As we look ahead to the upcoming plan year, we remain committed to providing a comprehensive benefits package designed to support you and your family. We encourage you to review your options and take full advantage of the resources available to you as part of the Active Day family.

Medical Benefits

Active Day will continue to offer three medical plan options through Independence Blue Cross, allowing you to choose the coverage that best meets your needs and those of your family. We want to be transparent that, due to rising healthcare costs, there will be an increase in Teammate contributions across all medical plan options for the upcoming plan year.

Last year, Active Day absorbed the full cost of the increase on your behalf, ensuring that your contributions remained unchanged despite higher expenses. While we are unable to do so again this year, please know that this decision was made only after careful consideration, and we remain committed to supporting your health and wellness. As part of this commitment, we are pleased to continue providing an Active Day funded Health Savings Account (HSA) for both the Core and Catastrophic plans, offering up to **\$400** per year.

2026 Benefit Reminders

For the 2026 plan year, Active day will continue to offer the following benefits with no changes or increases to payroll contributions:

- **Voluntary Benefits:** Dental Insurance, Voluntary Life Insurance, Voluntary Short-Term Disability, Pet Insurance, Critical Illness/Accident Insurance, and Hospital Indemnity Insurance will continue to be offered for the 2026-2027 plan year.
- **Wellness Benefits:** Active Day will continue to offer both the *Wellness Works Program* through USWellness as well as the *Employee Assistance Program (EAP)* through AllOne Health (formerly known as Carebridge). (Wellness participation = savings of \$650/year!)
- **401(k) Retirement Savings Plan:** Active Day will continue to offer the 401(k) Retirement Savings Plan with an employer match of \$0.50 for every dollar that you contribute, up to a total match of **\$1,000** annually.
- **Dependent Care FSA (DCFSA):** Active Day will continue to offer a DCFSA through Flores. In 2026, you may contribute up to \$7,500 (or \$3,750 if married and filing separately) to your DCFSA.

For more detailed information on each of these benefits and to access the full benefits guide, please refer to the BenePortal at www.activedaybenefits.com

