

2027 Benefits Open Enrollment Newsletter

Monday, Oct. 26-Sunday, Nov. 15

2027 Employee Edition



2027 Benefits Open Enrollment

Open Enrollment is an **active enrollment** this year. All benefits-eligible employees must complete Open Enrollment in Workday to select medical, dental, and/or vision coverage for 2027. Take time to review important changes, consider your benefit options, and explore the resources available to help you prepare.

What you need to do

- > **Select or waive medical, dental, and/or vision coverage.** Your current 2026 elections will not automatically continue for 2027. You must make an election in Workday.
- > **Make your FSA or HSA election.** These elections must be made each year in accordance with IRS regulations.
- > **Life, AD&D, disability, and legal services elections** will automatically continue for 2027 unless you make a change. Changes to life insurance may require you to complete and submit a health questionnaire to Prudential, except when increasing coverage from 1x to 2x or from 2x to 3x base salary during Open Enrollment.

Why active enrollment?

This year, RIT is asking employees to actively confirm their medical, dental, and/or vision elections rather than automatically carrying them forward. The goal is to make sure you understand your coverage, what it costs, and whether your current plans are still right for you.

Taking time to compare your options can help you avoid paying for coverage you may not need and choose the level of coverage that best fits your circumstances.

Resources

Find presentations, drop-in sessions, and other opportunities to help you prepare for Open Enrollment.

rit.edu/go/boe27

Benefits and Wellness Fair

Tuesday, Oct. 20 and Wednesday, Oct. 21

9 a.m. – 3 p.m.

Fireside Lounge, Campus Center

Get ready for Open Enrollment and explore resources available at the Benefits and Wellness Fair.

With this year's Open Enrollment requiring employees to actively make benefit elections, the fair is an opportunity to learn more about your options before it's time to enroll.

Connect with benefit vendors and RIT representatives, ask questions, and get information to help you understand your benefits and make informed decisions.

While you're there, enter raffles for a chance to win prizes, including Visa® and Wegmans gift cards.

What's New in 2027

Changes are being made to RIT's medical plan offerings in 2027. Review these highlights before Open Enrollment so you can understand what may affect your coverage and costs.

- > **Medical plan costs will increase in 2027.** Your cost will depend on the plan you choose, who you cover, and your salary level.
- > **To further limit the impact on employees, RIT is adjusting how premium costs are shared based on salary:**
 - > **Employees earning less than \$200,000** will receive additional support toward their medical plan costs.
 - > **A new salary level** is being added for the highest-paid employees.
- > **Medical plan design changes:** The amount you pay when you receive medical care, including copays, deductibles, and the maximums you'll pay out of pocket during a plan year, will change for some plans in 2027.
- > **Increased HSA contribution from RIT:** In 2027, RIT's Health Savings Account (HSA) contributions will increase for employees enrolled in the High-Deductible Health Plan (HDHP). See page 6.
- > **Discontinuation of Wegmans preferred copays**
Wegmans will discontinue their copay reduction in 2027. Employees can still fill prescriptions at Wegmans or use its home delivery service. Prescriptions filled at Wegmans will follow the same pricing as at other participating pharmacies, giving employees the flexibility to choose where they fill their prescriptions.
- > **Changes to GLP-1 coverage:** Beginning in 2027, GLP-1 medications prescribed for weight loss will no longer be covered under RIT's plan. Coverage will continue for GLP-1 medications prescribed for other covered diagnoses. Employees and family members currently using GLP-1 medications for weight loss are encouraged to talk with their health care provider about other options, including programs available directly through manufacturers.
- > **New Medicare assistance:** If you or a family member are approaching age 65 and Medicare eligibility, a new resource is available to help you understand your options. The service will be available at no cost to employees. You can use the service for your own Medicare needs or to help a spouse or aging parent navigate their options. The resource will be available year-round, not only during Open Enrollment.
- > **All Other Benefits Remain the Same:** There will be no changes to your Dental, Vision, Life, Accidental Death and Dismemberment (AD&D), Disability and Legal Services options.

Rising Health Care Costs

National health care costs continue to rise, and the cost of care for those covered by RIT's medical plans has also increased. Factors such as higher costs for medical services, prescription drugs and increased use of health care contribute to the overall cost of providing coverage.

For 2027, RIT will absorb most of the premium increase to help limit the impact on employees.

Tips to Help You Save on Health Care Costs

We understand it's more important than ever to get the most value from your medical plan. Here are a few ways you can save money while staying healthy:

- > **Use in-network providers**
Excellus BlueCross BlueShield providers will give you high-quality care at the most cost-effective rates.
- > **Get your preventive care**
Well visits and routine screenings are covered at 100% under all RIT medical plans. These visits often turn up nothing, giving you peace of mind. Sometimes, however, they detect issues early, which can help you avoid more serious health problems and higher costs down the road.
- > **Ask for generic medications**
Generic medications are safe, effective and approved by the Food and Drug Administration. They typically cost much less than brand-name medications.
- > **Use Excellus BlueCross BlueShield's online resources**
Visit member.excellusbcbs.com for articles about a variety of health topics, discounts on health and fitness products and services, health coaching, healthy recipes and more.



2027 Medical Plan Options

Medical plan options for 2027 include:

- > POS A > HDHP
- > POS B > Blue PPO (out-of-area employees only)
- > POS D

For more information about each option and to access Personal Benefit Guidance with Upwise, visit rit.edu/go/boe27

RIT will continue to offer the same medical plans in 2027, though some of the plan features – copay amounts, deductibles & coinsurance levels, and out-of-pocket maximums – will change. To make the best choice for you and your family members, it is important to understand how the plans work and what costs you might expect based on what services you use.

All preventive services (e.g., well-visits, routine tests and screenings, vaccines) through an in-network provider are covered in full at no cost to you or your covered family members.

At-a-glance comparison of plan features:

In-Network Benefits	POS A	POS B and Blue PPO Out of Area	POS D	HDHP
General Description	- Copays only. - No deductibles for in-network services or deductible and coinsurance that apply in the other POS plans.	- Copays for most services. - Deductible and coinsurance for limited medical services.	- Copays for most services. - Deductible and coinsurance for limited medical services. - Prescription deductible. After this deductible is met per-person, Rx copays apply.	- Pay full cost of non-preventive medical care and prescriptions until deductible is met. - After deductible is met, pay coinsurance until out-of-pocket maximum is reached.
Medical Deductible	N/A	\$1,000 / \$2,000 ⁽¹⁾	\$1,000 / \$2,000 ⁽¹⁾	\$3,000 / \$6,000 (Medical and Rx Combined)
Rx Deductible	N/A	N/A	\$1,250 per person	
Preventive Care	\$0	\$0	\$0	\$0
Telemedicine MD Live	\$10	\$10	\$10	\$0 ⁽⁴⁾
Office Visits (PCP)	\$45	\$45	\$50	20% coinsurance ⁽⁴⁾
Specialist Visits	\$65	\$65	\$70	20% coinsurance ⁽⁴⁾
Urgent Care	\$75	\$75	\$75	20% coinsurance ⁽⁴⁾
Emergency Room	\$200	\$200	\$200	20% coinsurance ⁽⁴⁾
Inpatient	\$300	20% coinsurance ⁽²⁾	20% coinsurance ⁽²⁾	20% coinsurance ⁽⁴⁾
Outpatient	\$200	20% coinsurance ⁽²⁾	20% coinsurance ⁽²⁾	20% coinsurance ⁽⁴⁾
Prescription Drug (Rx)	\$17 / \$40 / \$60	\$17 / \$40 / \$60	\$30 / \$80 / \$150 ⁽³⁾	\$30 / \$80 / \$150 ⁽⁴⁾
Medical Out-of-Pocket Max	\$6,000 / \$12,000	\$7,500 / \$13,000	\$8,000 / \$14,000	\$6,000 / \$12,000 (Medical and Rx Combined)
Rx Out-of-Pocket Max	\$2,550 / \$5,100	\$2,550 / \$5,100	\$2,650 / \$5,300	

⁽¹⁾ Services subject to the limited medical deductible: inpatient, outpatient, advanced imaging (CT, PET scans, MRIs), skilled nursing facility care

⁽²⁾ After limited medical deductible has been met for services listed in #1

⁽³⁾ After limited per-person Rx deductible has been met

⁽⁴⁾ After full deductible has been met for all non-preventive care including medical and Rx

Coverage Beyond RIT Plans

Other Coverage Options to Consider

Depending on your personal situation, you or your family members may be eligible for health coverage through programs or plans outside of RIT. Taking time to explore all available options can help you make informed decisions about your household's health coverage.

The New York State of Health Marketplace offers health insurance plans for individuals and families and serves as the state's official health insurance exchange. You or your family members may be eligible to enroll in coverage through the Marketplace based on your personal circumstances.

Child Health Plus provides health insurance coverage for eligible children under age 19. If your children need health coverage, this program may be an option depending on your family's eligibility.

Medicare is a federal health insurance program for people age 65 and older and certain younger individuals with disabilities or specific medical conditions. RIT's new Medicare support service is designed to help you navigate Medicare and make informed coverage decisions.

Visit rit.edu/go/boe27 for more information about these options.

Consider how to cover you and your dependents

You don't have to cover your entire family under one health plan. If your spouse has coverage through their employer, compare the costs of:

- > You and your spouse having separate individual coverage
- > Your children or other dependents being covered under either plan
- > Your entire family being covered under one plan

Get Your Vaccines!

Wegmans will be on campus to administer free flu vaccines to the RIT community. COVID-19 vaccines may also be available, depending on supply. Walk-ins will be accepted on a first come, first serve basis at the Benefits Fair.



Schedule an appointment by scanning the QR code or visiting rit.edu/betterme/vaccines



High-Deductible Health Plan (HDHP) with Health Savings Account (HSA)

Because the HDHP is RIT's newest medical plan, we've included detailed information in this newsletter to help you understand how it works and whether it may be a good fit for you. More information on each plan can be found by visiting rit.edu/go/boe27.

A high-deductible health plan (HDHP) typically has lower premiums but a higher deductible, meaning you pay more of

your health care costs before the plan begins sharing costs. The plan includes access to a health savings account (HSA), which allows you to set aside pre-tax money to pay for eligible health care expenses now or in the future.

The HDHP provides national in-network coverage, which may be helpful for employees and dependents who live or receive care outside the Rochester area.

Personalized Benefit Guidance with Upwise

We understand that health care isn't one-size-fits all. Upwise can help you make informed benefit selections based on your personal circumstances.

Sign up with your RIT email and enter details about your needs. Upwise will provide guidance to help you understand your benefit options and make informed selections.

Get started with Upwise by visiting rit.edu/go/boe27 and clicking Resources.

Understanding the HSA

The HSA, administered by Fidelity, allows you to set aside tax-free funds¹ to spend on any eligible health care expenses you choose—now or in the future.

Contributing to Your HSA

You make pre-tax contributions from your paycheck to your HSA in any amount you choose, up to the IRS's annual limit. Once you enroll in the HDHP and activate your account with Fidelity, your contributions will be deposited directly into your HSA. You'll receive a debit card to access these funds. When you activate your account, you agree to pay Fidelity's \$20 annual account maintenance fee, billed in \$5 quarterly installments and deducted from your HSA funds. For more information about activating your HSA, visit rit.edu/go/boe27.

RIT's 2027 HSA Contribution

In 2027, RIT will make an HSA contribution of \$330 for regular full-time employees who elect individual coverage and \$660 for regular full-time employees who cover one or more dependents. This contribution will be credited in two installments: half in March and half in September.

¹ HSA contributions and earnings are free of federal taxes, but are considered taxable income in some states.

2027 HSA Contribution Limits

Coverage Level	2027 IRS Limit	RIT's 2027 Contribution	Your Maximum Payroll Election
Individual	\$4,500	\$330	\$4,170
Family	\$9,000	\$660	\$8,340

Note: If you are age 55 or older, you're eligible to contribute an **additional \$1,000** per year.



Exploring the Unique Features of an HSA

- > **You own your HSA:** An HSA is portable, which means the account is yours to keep for as long as you'd like, even if you change medical plans, leave RIT or retire. Unlike a Flexible Spending Account (FSA), your HSA funds do not expire annually; there is no "use it or lose it" rule.
- > **Adjust your contribution amount any time:** While you make your initial HSA contribution election during Open Enrollment, you can change your contribution amount at any time throughout the year.
- > **Triple-tax advantage:** An HSA offers three key tax benefits:



Tax-free¹ when you contribute

Your HSA contributions are made before taxes, which means you'll pay less in taxes on your overall income.



Tax-free as your account grows

You earn tax-free interest on your money over time. The interest you earn even earns interest!



Tax-free when you spend

When you use your HSA funds for qualified health care expenses, you don't pay taxes on those payments.

¹ HSA contributions and earnings are free of federal taxes, but are considered taxable income in some states.

- > **Control your spending and saving:** When you receive care, you decide if you want to pay with your HSA funds or out-of-pocket. Saving your HSA dollars now can help you pay for significant or unexpected health care expenses in the future. If you choose to save, you can invest some or all of your balance in a variety of funds through Fidelity, RIT's chosen HSA partner. This gives your savings the potential to grow over time, like a retirement plan for health care expenses.

HSA Eligibility

You must meet specific eligibility requirements to contribute to an HSA. Before enrolling, please review the requirements below to ensure you are eligible:

- > The IRS requires you to be enrolled in a qualified HDHP to contribute to an HSA. You may not contribute if you are enrolled in a POS plan.
- > If you contribute to an HSA, you may not contribute to a Health Care FSA at the same time, including through your spouse's employer. However, you may contribute to both an HSA and Dependent Care FSA at the same time.
- > If you or your spouse are enrolled in a health care flexible spending account (FSA) for 2026 and enroll in the HDHP for 2027, **you must spend down your FSA balance to \$0 by Dec. 31, 2026**, to be eligible to contribute to the HSA or receive RIT's employer contribution.

Understanding the HSA vs. Health Care FSA

While both an HSA and Health Care FSA allow you to set aside pre-tax dollars to pay for medical, dental and/or vision expenses, there are key differences between the two accounts.

Comparing Your Account Options

Feature	HSA	Health Care FSA
Who owns the account?	You	RIT
Who can contribute?	You and RIT	You only
Can you invest the money?	Yes	No
Can you keep the balance if you leave RIT?	Yes	No
What are the tax benefits?	Pre-tax contributions, tax-free growth, tax-free withdrawals (all in most states)	Pre-tax contributions and tax-free withdrawals
Can funds roll over year to year?	Yes, even into retirement	No, unused funds are forfeited



- > If you are enrolled in any part of Medicare, TRICARE or Social Security Disability Insurance (SSDI), you are not able to participate in an HSA.

Learn More

We know you may have more questions about how the HDHP with HSA works. Find additional information and tools by visiting rit.edu/go/boe27.

Rochester Institute of Technology
Department of Human Resources
8 Lomb Memorial Drive
Rochester, NY 14623-5604

Enrollment Information, Resources, and Contact Information

Visit rit.edu/go/boe27 to explore plan details, tools and resources. The site will be updated continuously with the latest information, so check back regularly.

Questions? Call the RIT Service Center at 585-475-5000 or visit help.rit.edu.

Heath Care

Medical
Excellus BlueCross BlueShield
877-253-4797
excellusbcbs.com/rit

Prescription Drug
OptumRx
855-209-1300
optumrx.com

Vision
VSP
800-877-7195
vsp.com

Dental
Excellus BlueCross BlueShield
800-724-1675
excellusbcbs.com/rit

Health Savings Account
Fidelity
800-544-3716
netbenefits.com/RIT

Brown & Brown Medicare Assistance Services
833.830.2386
bbabsence.com/medicare-employee-advocacy/

Retirement Program

Fidelity
800-343-0860
netbenefits.com/RIT

TIAA
800-842-2776
585-246-4600
877-209-3144 (local)
tiaa.org/RIT

Investment Advice Program
CAPTRUST
800-967-9948
captrustadvice.com

Other Benefits

Employee Assistance Program
Bree Health
800-327-5555
login.breehealth.com (company ID: 10924)

Legal Services Plan
MetLife Legal Plans
800-821-6400
legalplans.com
access code: 570005

This RIT 2027 Benefits Open Enrollment Newsletter is distributed to employees to help explain RIT's employee benefits plans, describe features and provide information on how to better use benefits. Some information contained in this newsletter may not apply to you. This newsletter does not replace the document/contract, unless specifically identified as a change in plan provision. If there is any confusion or conflict regarding plan features, the document/contract will be the final authority. RIT reserves the right to change, modify, discontinue or terminate benefits at any time for any reason.