



BENEFIT NEWS

January 2026

QUALIFYING EVENTS

Just a reminder, insurance elections cannot be changed until open enrollment, however; if you or your dependent(s) lose health coverage due to a qualified life event, you may be eligible to enroll in benefits.

The enrollment window is generally 30 days but can be 60 in select cases. It is your responsibility to notify the Benefits Department within the applicable timeframe and provide required documents. Enrollments will be made effective retroactive to the date of the event.

AMERICAN WORKER MOBILE APP

Members can now access ID cards via the mobile app for American Worker coverages (medical, dental, vision, critical illness, life disability). If you have a valid email on file, American Worker will be sending an email the first week of January announcing the launch. If you do not have an email on file, feel free to reach out to the Benefits for more information.



VITALITY WELLNESS PROGRAM

Congratulations to everyone that achieved Silver, Gold or Platinum Status by December 31, 2025.

Effective January 1, 2026, you will no longer use the Vitality Today app. The new enhanced Power of Vitality app with a pink logo can be downloaded from the App Store, or you can login in at PowerofVitality.com.

- Participants will carry over 10% of the points earned from last year. You will also be able to keep your valuable Vitality bucks.
- Vitality-eligible spouses will earn points and status separately. Instead of contributing to a shared status, Vitality-eligible spouses will earn points and status through separate accounts. Employees and spouses will earn their 10% kickstart bonus based on their individual points totals from the previous year.
- The health assessment, formerly the Vitality Health Review has also been updated.

Details of the new program will be available soon.

OLD



NEW



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