



OPEN ENROLLMENT IS COMING SOON!

REVIEW AND UPDATE YOUR
BENEFITS FOR 2026

SAVE THE DATES: OCTOBER 28 - NOVEMBER 11, 2025

SALARIED TEAM MEMBERS

IMPORTANT FOR 2026

- You may need to take action to make sure you have the right medical plan for you.
- There will be some changes to our prescription drug coverage.
- You will have a one-time special enrollment opportunity for income protection coverage.

LOOK INSIDE TO FIND OUT MORE!



Taking care of you.

WHAT'S NEW FOR 2026?

 **We are consolidating our medical plans. The Value HRA, Choice HRA and Value HSA medical plans are being discontinued.** If you are enrolled in one of these plans, and do not make a new election, you will automatically be enrolled in one of the three remaining plans as follows:

If Your 2025 Plan Is:	Unless You Elect a Different Plan, in 2026 You Will Automatically Be Enrolled in:
Choice HRA	Value PPO
Value HRA	Value PPO
Value HSA	Choice HSA

If you have a health reimbursement account (HRA), you have until December 31, 2025 to spend any remaining funds or they will be forfeited.

 **Our prescription drug plan will cover some medications differently.** Starting January 1, preventive drug coverage at 100% will be limited to generic medications only. Brand-name preventive drugs will be subject to the plan's deductible, coinsurance, or copay. Insulin and diabetic supplies will remain covered at 100%.

Certain specialty medications will require enrollment in the SaveOnSP copay assistance program, which may reduce your cost to \$0. Payments for specialty drugs made on behalf of copay assistance programs will no longer count toward your deductible and out-of-pocket limits.

You can get more details about prescription drug coverage at **BloominBrandsBenefits.com**
> **Benefits > Health & Wellness**
> **Medical Coverage & Resources**
> **Pharmacy Benefits** or
BloominBrands.com/open-enrollment.





PROTECT YOUR INCOME!

\$ You have a special chance to secure your income protection benefits during Open Enrollment. You can enroll in short-term disability (STD) and/or long-term disability (LTD) buy-up coverage or enroll in or increase supplemental life coverage for yourself and/or your spouse up to the guaranteed issue amount, all without evidence of insurability (EOI) or health questions required. **Coverage is guaranteed, even for those previously denied. This is a one-time special opportunity during this year's Open Enrollment only.**

COMING SOON: VIRTUAL CHECKUPS

📞 We are excited to introduce a new option for preventive care made easy! Starting in early 2026, you and your spouse or adult dependents will have a convenient new way to take charge of your health. This program will offer a simple, private, and flexible way to complete a preventive care checkup right at home on your schedule. Look for more information in 2026!

SAVE MONEY ON MEDICAL PREMIUMS!



Wellness program savings! Earn up to \$34.62 in biweekly premium savings when you and your enrolled spouse complete the required wellness activities (the biweekly premium discount is \$17.31 per Team Member, plus an additional \$17.31 for enrolled spouse).

Visit **BloominBrandsBenefits.com >Benefits > Health & Wellness > Medical Coverage & Resources > Health Rewards** for program details.

STAY INFORMED



Don't miss out on important communications! Make sure your personal information is up to date in Workday. Log in to Workday by visiting **BloominBrandsBenefits.com** and clicking **Enroll/Log In – Workday** in the top menu.



OPEN ENROLLMENT IS OCTOBER 28 TO NOVEMBER 11!



Use the QR code to quickly access

BloominBrandsBenefits.com, where you can find all the details regarding your benefit options for 2026.



- Review updated premiums, plan changes, and enhanced programs.
- Check out your 2026 Benefits Guidebook, available on the benefits website.
Printed copies of the benefits guidebook will not be mailed to homes this year.
- Access Open Enrollment in Workday. To get started, visit **BloominBrandsBenefits.com** and click **Enroll/Log In - Workday** in the top menu. After logging in, follow the Open Enrollment task to review your options and make your benefit choices.

Don't miss the deadline! If you don't take action, most of your current elections will carry over to next year except for the healthcare and dependent care FSAs, which require a new election each year.

After November 11, 2025, your elections will remain in place for all of 2026 unless you have a qualifying life event such as marriage, divorce, or welcoming a new child to your family.



VISIT BLOOMINBRANDBENEFITS.COM/OPEN-ENROLLMENT OR SCAN THE QR CODE TO VISIT THE SITE TODAY.



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LEARN WHAT'S **NEW** FOR **2026!**

Benefits enrollment is October 28
through November 11, 2025



Utilice el código QR
para ver este
resumen de cambios
en español.