OPEN ENROLLMENT HIGHLIGHTS

Open Enrollment Dates: November 16 - December 4, 2026

Benefits Effective: January 1 - December 31, 2027

PASSIVE OPEN ENROLLMENT

This is a **PASSIVE** Open Enrollment. This means that if you are currently enrolled in the medical/prescription drug, dental, and/or vision plans and you wish to remain enrolled under the same coverage level, then you do not need to re-enroll in coverage. Your current elections for medical/prescription drug, dental, and vision coverage will remain in place.

Please refer to the RLS Logistics Employee Benefits Guide for additional details.

2027 PLAN HIGHLIGHTS

- Employee contributions for the medical plan will increase slightly due to rising healthcare costs. All medical plan designs will remain unchanged.
  - Tobacco rates have been removed for 2027
- Dental contributions will increase slightly for 2027. Vision contributions will remain the same.
- All eligible employees will continue to be enrolled in Prudential Basic Life and AD&D coverage, **fully paid for by RLS**. The plan offers a benefit of $25,000.

IMPORTANT!

Meritain requires its members to complete coordination of Benefits (COB) annually. Please be sure to complete the COB process in one of the following ways:

- **Call: 800.925.2272**
- **In Writing:** Meritain Health, PO BOX 853921, Richardson, TX 75085-3921
- **Via the online portal**
- **Email** completed forms to: **Forms.Direct@meritain.com**

Failure to update COB may result in **delay of claims processing or claim denial.**

DON'T FORGET!

The following benefits are available to support your health and wellness:

- **Livongo** is a diabetes management platform offered through Meritain to any diagnosed diabetics under the medical plan. Receive a free glucometer, access to unlimited testing strips, and a personalized health coach to make sure you are managing your diabetes most effectively.
- **CancerCARE** is an advanced cancer management program designed to provide ongoing support to the member from the time of diagnosis and through their journey to wellness.
- **SmartConnect** powered by SmartMatch, is a platform designed to help working or retiring plan participants better understand their Medicare options. Participants are matched with an experienced advisor who will make sure you have all the necessary information to make the best decision for your needs. SmartConnect is available to employees and dependents enrolled in the medical plan at NO cost!

QUESTIONS?

If you have questions about your benefits, please contact the Benefits Member Advocacy Center:

- **Phone: 800.563.9929**
- **Web: connerstrong.com/memberadvocacy**
- **Email: cssteam@connerstrong.com**

Scan the QR Code or go to rlsbenefits.com to visit BenePortal!