



Benefits Overview–2026

Benefits Open Enrollment



Agenda

What's Changing

Benefits Overview

- ▶ Health plans
- ▶ Tax Savings opportunities
- ▶ Dental and Vision
- ▶ Additional Benefits
- ▶ Retirement

Resources and Enrollment



What's Changing?



What's Changing

Benefit plans

- ▶ No changes to vendors
- ▶ Reduced Teladoc copay of \$10
- ▶ **Deductibles** on the Silver and Gold health plans increase to reflect the minimum annual deductible required by the IRS in 2026 to maintain HSA-qualifying status

Deductible		Current	New
Silver	Individual	\$3,300	\$3,400
	Family	\$6,600	\$6,800
Gold	Individual	\$1,650	\$1,700
	Family	\$3,300	\$3,400

- ▶ Increased contribution limits to Flexible Spending Accounts and Health Savings Account
- ▶ Increase to health premiums



What's Changing

Health plan premiums

Monthly increases range from \$1 to \$32

- ▶ Bronze: \$1 to \$4
- ▶ Silver: \$3 to \$12
- ▶ Gold: \$4 to \$16
- ▶ Platinum: \$8 to \$32

Principia's cost-sharing (the % Principia pays for your plan) remains consistent and competitive, with Principia paying up to 94% for employee only and up to 89% for family coverage.

Get more detailed premium information in our FAQs on the [Benefits Hub](#).

Health Plans





4 Health Plans – How They're Similar

- ▶ Christian Science care included, subject to a deductible that is integrated with your medical deductible
 - ▶ Practitioner, nurses and nursing facilities
 - ▶ Submit claims easily to UMR
- ▶ Comprehensive medical coverage included on all plans
 - ▶ Preventive care covered at 100%
 - ▶ Virtual health care
 - ▶ Mental health
 - ▶ Prescription coverage
 - ▶ Urgent care, ER, hospital stays, surgeries
- ▶ Expansive UnitedHealthcare Choice Plus Network
 - ▶ No referrals required



Key Terms to Know



Copay

A fixed dollar amount that you may pay for certain covered services.

Typically, your copay is due up front at the time of service.



Deductible

The amount that you must pay each calendar year for certain covered health services before the insurance plan begins to pay.



Coinsurance

After you meet your deductible, you may pay coinsurance, which is your share of the costs of a covered service.



Out-of-Pocket Maximum

This includes copays, deductibles, and coinsurance. Once you meet this amount, the plan pays 100% of covered services the rest of the year.



4 Health Plans – Side by Side Comparison

In-Network Benefits	Bronze	Silver (HSA)	Gold (HSA)	Platinum
Annual Limits				
Calendar Year Medical Deductible Individual / Family	\$9,100 / \$18,200	\$3,400 / \$6,800	\$1,700 / \$3,400	\$1,000 / \$2,000
Coinsurance Your cost, after deductible	0%-medical 20%-CS	20%	20%	20%
Maximum out-of-pocket Individual / Family	\$9,100 / \$18,200	\$6,000 / \$12,000	\$3,500 / \$7,000	\$3,000 / \$6,000
Christian Science Care Ind/Fam Deductible Ind/Fam Max Out-of-Pocket	\$300 / \$900 \$5,000 / \$10,000	Same as medical	Same as medical	\$300 / \$900 \$1,500 / \$3,000
Principia HSA Contribution Individual / Family	None	\$200 / \$400	\$400 / \$800	None
Coverage				
Preventive Care	No cost	No cost	No cost	No cost
Virtual care thru Teladoc	\$10 copay	\$10 copay	\$10 copay	\$10 copay
Healthcare Primary and Mental Health doctor Specialist Urgent Care Emergency Room	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	\$25 copay \$50 copay \$100 copay \$350 copay
Hospital Stay	Deductible, then coinsurance			
Maternity Care	Deductible, then coinsurance	Deductible, then coinsurance (plus \$1,500 HSA Contribution)		Deductible, then coinsurance
Monthly Premiums				
Employee	\$33	\$67	\$100	\$168
Employee + Child(ren)	\$66	\$134	\$200	\$336
Employee + Spouse	\$99	\$201	\$300	\$504
Family	\$132	\$268	\$400	\$672



How Does the Deductible Work?

Let's assume a \$5,000 Emergency Room claim for an individual on an **employee only** plan

Bronze Plan

100% costs until you meet \$9,100 deductible and out-of-pocket maximum = \$5,000



Bronze Spend:
\$5,000

Silver Plan

100% costs until you meet \$3,400 deductible = \$3,400



20% coinsurance, up to \$6,000 out-of-pocket max = \$320



Silver Spend:
\$3,720

Gold Plan

100% costs until you meet \$1,700 deductible = \$1,700



20% coinsurance, up to \$3,500 out-of-pocket max = \$660



Gold Spend:
\$2,360

Platinum Plan

Emergency Room Copay only



Platinum Spend:
\$350



How Does the Deductible Work on a Family Plan?

Let's assume a \$10,000 surgery for an individual on a **family** plan

Bronze Plan (Individual deductible)

100% costs until you meet **individual** \$9,100 deductible and out-of-pocket maximum = \$9,100



Bronze Spend:
\$9,100

Silver Plan (Individual deductible)

100% costs until you meet \$3,400 **individual** deductible = \$3,400



20% coinsurance, up to \$6,000 **individual** out-of-pocket max = \$1,320



Silver Spend:
\$4,720

Gold Plan (Family deductible)

100% costs until you meet \$3,400 **family** deductible = \$3,400



20% coinsurance, up to \$7,000 **family** out-of-pocket max = \$1,320



Gold Spend:
\$4,720

Platinum Plan (Individual deductible)

100% costs until you meet \$1,000 **individual** deductible = \$1,000



20% coinsurance, up to \$3,000 **individual** out-of-pocket max = \$1,800



Platinum Spend:
\$2,800



How Does the Christian Science Deductible Work?

Let's assume \$1,000 of annual practitioner services for an individual on an **employee only** plan

Bronze Plan

100% costs until
you meet \$300
deductible = \$300

+

20% coinsurance,
up to \$5,000 out-of-
pocket max = \$140

Bronze Spend:
\$440

Silver Plan

100% costs until
you meet \$3,400
deductible = \$1,000

-

Principia \$200 HSA
Contribution

Silver Spend:
\$800

Gold Plan

100% costs until
you meet \$1,700
deductible = \$1,000

-

Principia \$400 HSA
Contribution

Gold Spend:
\$600

Platinum Plan

100% costs until
you meet \$300
deductible = \$300

+

20% coinsurance,
up to \$1,500 out-of-
pocket max = \$140

Platinum Spend:
\$440



Choosing the Best Plan for You

Benefits	Bronze	Silver (HSA)	Gold (HSA)	Platinum
Quick synopsis	Lowest premium Very high deductible Low CS deductible	Lower premium with higher deductible; individual deductible protection on family plan Tax-savings HSA	Lower deductible with higher premium; combined family deductible Tax-savings HSA	Highest premium; predictable copays for specialist visits and Rx Low CS deductible
Why choose it?	Ideal if you want better CS benefits, expect little to no medical use, and you're comfortable with high deductible	Ideal for a family with less expected use, or one primary user of medical care	Ideal if multiple family members will use care (shared family deductible)	Ideal if you want a rich medical plan with predictable costs and excellent CS benefits
How are CS costs covered?	Low Christian Science deductible (\$300 / \$900)	Principia HSA contribution \$200 / \$400	Principia HSA contribution \$400 / \$800	Rich Christian Science benefit, with lower out-of-pocket max than Bronze
Tax savings opportunities?	Not eligible / not planning to contribute to an HSA Healthcare FSA only	Contribute pre-tax to an HSA	Contribute pre-tax to an HSA	Not eligible / not planning to contribute to an HSA Healthcare FSA only



4 Health Plans—Save on Costs

Teladoc

- \$10 copay for all plans: Now, every Principia health plan offers Teladoc virtual visits for just \$10—down from \$54 (general) or \$85 (dermatology).
- Available 24/7 via phone, video, or mobile app
- Available to treat many conditions including cold and flu symptoms, pink eye, infections, sinus and skin problems and more
- Doctor sends prescriptions to the pharmacy of your choice
- Cost-effective alternative to urgent care (\$150–\$300) or ER visits (\$2,000+)





4 Health Plans–Save on Costs



Virtual Visits

- ◆ Available 24/7 – Average wait is less than 10 minutes
- ◆ Get non-emergency care without leaving your house. An appointment with a physician is available from your phone or computer. Doctors are able to provide diagnosis, refer you to other providers and issue prescriptions.
- ◆ Register on www.teladoc.com or call at 1-800-TELADOC to make an appointment.

\$



Christian Science Practitioner

- ◆ Available 24/7 – No wait
- ◆ Christian Science practitioners can be reached over phone or email to prayerfully support your healing through an understanding of God.
- ◆ Find a practitioner: <https://journal.christianscience.com/directory>

\$



Doctor's Office

- ◆ Open weekdays, sometimes limited weekend hours – Average wait time is 24 minutes
- ◆ Generally the best place to go for non-emergency care
- ◆ Doctor can provide follow-up care and refer you to a specialist, if needed.

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Retail Health Clinic

- ◆ Usually lower out-of-pocket cost than urgent care
- ◆ Access to care for minor medical issues
- ◆ Often located in stores and pharmacies to provide convenient and low-cost treatment

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Urgent Care Provider

- ◆ Typically open evenings, weekends, and holidays - Average wait time is 11–20 minutes
- ◆ Often used when your doctor's office is closed and there is no true emergency
- ◆ In-network urgent care centers are faster and cost much less

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Hospital ER

- ◆ Open 24/7 - Average wait time is 4 hours
- ◆ Multiple bills for services such as doctor(s) and facility
- ◆ In the case of a true medical emergency, go to the ER. At the ER, true emergencies are treated first, and other cases must wait—sometimes for hours.

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Freestanding ER

- ◆ Open 24/7
- ◆ Could be transferred to a hospital ER based on the medical situation
- ◆ Many are not considered in-network. All locations charge a facility fee which urgent care centers do not; you may receive a bill for each doctor you see

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4 Health Plans – Staying In-Network

UMR works with certain providers in the United Healthcare Choice Plus network that commit to only charging you discounted rates that UMR has negotiated – these providers are considered “in-network.”

Christian Science practitioners, nurses, and facilities listed in *The Christian Science Journal* are in-network.

Find in-network medical providers [here](#) and in-network CS providers [here](#)

Save significantly by using a provider in the UHC Choice Plus (and *Journal*) network.

- Lower coinsurance (cost-sharing), deductibles, and out-of-pocket maximum (about 50% less)
- For medical claims, you get the UMR-negotiated discounted rates, instead of whatever that provider wants to charge

Out-of-Network Benefits	Bronze	Silver (HSA)	Gold (HSA)	Platinum
Annual Limits				
Calendar Year Deductible				
Individual / Family	\$18,200 / \$36,400	\$6,000 / \$12,000	\$3,000 / \$6,000	\$2,000 / \$4,000
Maximum out-of-pocket				
Individual / Family	\$20,000 / \$40,000	\$12,000 / \$24,000	\$7,000 / \$14,000	\$6,000 / \$12,000
Christian Science Care				
Ind/Fam Deductible	\$300 / \$900	Same as medical	Same as medical	\$300 / \$900
Ind/Fam Max Out-of-Pocket	\$20,000 / \$40,000			\$6,000 / \$12,000
Out-of-Network Coinsurance	50%	50%	50%	50%



A UnitedHealthcare Company



Health Plans – Pharmacy

When you sign up for a Principia health plan, you're automatically enrolled in prescription coverage through OptumRx.

- Most major and neighborhood pharmacies included in network
- Provide UMR ID Card to fill prescription
- **Generic, brand, non-preferred and specialty** (Tier 1-4) drug coverage included

Cost is subject to the deductible; after deductible, then a copay.
On Platinum plan, just pay copay.

In-Network Benefits	Bronze	Silver (HSA)	Gold (HSA)	Platinum
Prescriptions				
Tier 1 (Generic)				\$10
Tier 2 (Brand)	Deductible applies, once deductible is met, then copay applies	Deductible applies, once deductible is met, then copay applies	Deductible applies, once deductible is met, then copay applies	\$35
Tier 3 (Non-preferred)				\$60
Tier 4 (Specialty)				\$75

Mail order requirement

- Required for maintenance prescriptions (those you fill more than three times)
- Get three months for the cost of two months (after deductible)





Tax Savings Opportunities



Health Savings Account

Eligibility

- ▶ Enrolled in the Silver or Gold health plan
- ▶ Not enrolled in another health plan (Traditional Healthcare FSA, Medicare (even Part A), Tricare or another health plan)

Why Participate?

- ▶ Employee owned
 - Your contributions (and Principia's) belong to you – no use it or lose it rule
 - Stays with you when you leave the health plan or Principia
- ▶ Flexible use of funds
 - Christian Science care (practitioners, nurses, care facilities)
 - Medical, dental and vision expenses including deductibles
 - Orthodontics, LASIK, hearing aids, orthotics
 - Even more... feminine hygiene, birth control, band-aids, sunscreen, postnatal supplies (nursing supplies, milk storage)
- ▶ **Triple tax advantage!**



Triple Tax Advantage

1. Tax-free Contributions

Save an estimated 20% on state and federal taxes when you contribute to your HSA, up to annual limits set by IRS.

2026 Limits:

- Individual: \$4,400 Family: \$8,750
- Age 55+: additional \$1,000

2. Tax-free Earnings

- Invest your funds once your balance reaches \$1,000
- Don't pay taxes on growth or interest in the account

3. Tax-free Withdrawals

- Funds used on **eligible expenses** are never taxed
- Use it on ineligible expenses:
 - Pay a 20% penalty and taxes
 - When you're 65 or older, just pay taxes



Accessing Your HSA Funds

Mobile App

Download the app to manage your account

Debit Card

Automatically mailed to your home after initial enrollment (verification of your identity to open a bank account may be required first)

Direct Payment to Provider

Issue a payment directly to your provider from your HSA

Bank Transfer

You can reimburse yourself on the Inspira site. Ask for a check or add in your bank account for a direct deposit

Always Keep Your Receipts!

You may need to demonstrate to the IRS that HSA distributions were for qualified health expenses. Failure to provide your receipts could result in having to pay a penalty.



Flexible Spending Accounts–Healthcare

1. Traditional

- Save on taxes on eligible **healthcare expenses**, including Christian Science care, medical, dental and vision expenses (for those not on an HSA)

OR

2. Limited-Purpose (HSA-Compatible)

- Save on taxes on eligible **dental and vision expenses**, to supplement your HSA

Election

- Elect between \$100 - \$3,400 annually, contribute with every paycheck on a pre-tax basis
- Full election amount is available right away

Important Rules

- Use it or lose it: **Spend by March 15** and submit expense by March 31 the following year

How to Use It

- Manage your account online or with the Inspira Financial app
- Receive a debit card to use on eligible expenses





Limited-Purpose FSA

Limited-Purpose (HSA-Compatible)

- Save on taxes on eligible **dental and vision expenses**, to supplement your HSA

Why Would I Contribute to an FSA and an HSA?

- Additional tax savings
- FSA is available on January 1 (so pay for any expenses immediately)
- Save your HSA funds for future expenses or retirement
- Limited-purpose FSA can be switched to “Traditional” after you meet your deductible



Flexible Spending Accounts–Dependent Care

Save on taxes on eligible **dependent care expenses**, including preschool tuition, day camps, childcare, and after-school care for kids under age 13, and elder care

Election

- Elect between \$250 – \$7,500 annually

Important Rules

- Use it or lose it: **Spend by March 15** and submit expense by March 31 the following year
- Eligibility: Both spouses (if married) need to be employed or looking for employment

How to Use It

- Manage your account and submit claims **online** or with the Inspira Financial app
- After you submit claims, you'll be reimbursed from your account as you contribute



Dental and Vision



Dental Benefits



Dental Plan Highlights

Plan Year Deductible

Individual / Family

Preventive Care (Tier 1)

2 exams/cleanings per calendar year

Basic restorative care (Tier 2)

Fillings, minor extractions

Major restorative care (Tier 3)

Root canals, major extractions

Plan Year Maximum Benefit

Orthodontia

Adult and Child

Out-of-Network Benefits

Deductible

Tier 1/2/3

Monthly Premiums

Employee

Employee + Child(ren)

Employee + Spouse

Family

Dental Low Plan

\$50 / \$150

100%

80%

50%

\$1,000

None

\$100 / \$300

80%/70%/50%

Dental Low Plan

\$25.92

\$65.68

\$52.63

\$98.32

Dental High Plan

\$50 / \$150

100%

90%

60%

\$1,500

Covered at 50%, up to
lifetime maximum of
\$1,000

\$50 / \$150

100%/80%/50%

Dental High Plan

\$48.98

\$104.32

\$88.84

\$149.52



Vision Benefits



Vision Plan Highlights

Eye Exam

Once every 12 months

Contact Exam

Fitting and Evaluation

Lenses (Once every 12 months)

Single

Bifocal

Trifocal

Lasik

Adult and Child

In-Network

\$10 copay

\$60 copay

\$10 copay

Discount only: 15% off
retail price or 5% off
promo price

Out-of-Network

Up to \$45 copay

Not covered

\$30 copay

\$50 copay

\$60 copay

None

Choose between frames/lenses OR contacts allowance

Frames

Once every 24 months

\$150
(and 20% off balance)

Covered up to \$70

Contact Lenses

Once every 12 months

\$150

Covered up to \$105

Monthly Premiums

Employee

\$5.82

Employee + Child(ren)

\$12.80

Employee + Spouse

\$11.64

Family

\$18.62





Additional Benefits



Voluntary Benefits

Optional benefits that pay a tax-free cash benefit with certain situations

Hospital Indemnity

- Cash benefit (\$1,000) when you stay overnight (for more than 20 hours) in a hospital
- Daily benefit (\$150) for each day you're there
- Maternity included, for hospital stays over 20 hours

Critical Illness

- Cash benefit (\$10k, \$20k or \$30k) when you're diagnosed with a serious health condition (as defined by the policy)
- \$50 wellness benefit for a preventive visit for each covered member

Accident

- Cash benefit paid in the event of an accident
- Benefit amount varies depending on accident type (broken bone, burn, lacerations) and severity
- \$50 wellness benefit for a preventive visit for each covered member





Life and AD&D Insurance

Basic Life Insurance (Required)

Employee

- 2x your salary in life insurance
- 2x your salary in Accidental Death insurance
- Reduces to 65% of benefit at age 75
- You and Principia share in the cost, and coverage is required, so you're automatically enrolled.

Spouse and Child Benefit

- \$2,000 in spouse and child(ren) (up to age 26) life insurance
- Paid for by Principia

Update Your Beneficiary Online

- Option as you go through enrollment





Voluntary Life Insurance

Want More Optional Coverage?

Employee

- Guaranteed Issue (no medical questions asked): increase of \$10,000 (not to exceed \$200k in guaranteed issue)
- Elect up to 5x your salary or \$500k (whichever is less)

Spouse

- Guaranteed Issue: increase of \$5,000 (not to exceed \$40k in guaranteed issue)
- Elect up to 50% employee coverage, max of \$250k

Child

- \$5,000 benefit

Current Voluntary Life elections will roll over to 2026.

Evidence of Insurability (EOI) Form is available [online](#).



Retirement – 403(b)



Retirement – 403(b)



Your Contributions

Elect between 1% and 75% in:

- Traditional (pre-tax) – saves taxes now, pay taxes when you retire
- Roth (after-tax) – pay taxes now, tax-free earnings and withdrawals when you retire

Annual maximum employee contribution (anticipated changes – not yet confirmed by IRS)

- \$24,500 (up from \$23,500 in 2025)

403(b) catch-up contribution

- \$8,000 for those 50 and older (up from \$500 in 2025)
- \$11,500 for those attaining ages 60-63 before December 31, 2025 (up from \$250 in 2025)

Principia's Contributions

100% match on the first 6% you contribute, up to a maximum annual match of \$4,500



StraightLine

StraightLine is an independent Registered Investment Adviser selected by Principia to assist interested faculty, staff, and retirees with investment decisions in Principia's retirement plans.

Choose From Two Options, at No Cost to You

- Pro(B) – StraightLine manages your plan for you
- ProAdvice – StraightLine sends you recommendations, and you decide to implement

StraightLine Can Help Answer the Following Retirement Plan Questions

- The stock market is so volatile right now - Should I get out for now and let things settle down?
- What is the best way to add to my savings?
- Am I on track for retirement? If not, what can I do to get there?
- Do I have the proper level of risk in my portfolio?

<https://principia.eebenefits.site/retirement-403b/>

<https://www.straightline.com/principia>





Resources and Enrollment



Resources

- ▶ **Benefits Hub**
 - ▶ A website devoted to all things Benefits, including plan summaries
- ▶ **Benefits Guide**
 - ▶ A comprehensive overview of all our benefits in an easy-to-access online format (you can print or save to PDF)
- ▶ **FAQ**
 - ▶ We will update as we get questions from you
- ▶ **Benefits Resource Center**
 - ▶ A team of benefit specialists provided by our broker
 - ▶ Coverage questions, claims issues, help understanding benefits
 - ▶ BRCMidwest@usi.com
 - ▶ 855.874.0829 Monday-Friday, 8 a.m.-5 p.m. CT



Resources

ALEX is here to help! He'll ask you questions about your personal situation, and make recommendations and give you advice on:

- Choosing the right health and dental plan
- What can you use your HSA for?
- HSA vs. FSA, what's the difference?
- Saving for retirement

Key features:

- Alex GO gives you the option to use voice prompts or text
- Spousal comparison tool
- Designated [link](#) to learn about Medicare

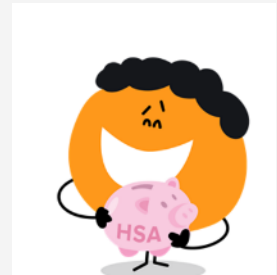
Check out ALEX here: www.myalex.com/principia



Get help choosing your benefits.

Get help with your enrollment decisions, maximize your tax savings, and then bask in a sense of accomplishment.

[Choose your benefits](#)





Benefits Enrollment

Enroll at www.workforcenow.adp.com or on the ADP Mobile App

October 28-November 17 at 10:59 p.m. CT

- Enrollment is not required – unless you want to enroll in a Health or Dependent Care FSA
- If you don't enroll, current benefits roll over to 2026 (except FSAs)
- Access plan details as you go through enrollment

Platinum-Health, Benefit Eligible Employees
(1 individual selected) [Additional details](#)

Provider
UMR

[Select plan](#)

- Need to waive the HSA (if you're not eligible) but still want the Silver or Gold plan? There are step-by-step instructions in the FAQ.

Retirement – 403(b)

- Retirement changes can be made throughout the year and are not connected to Open Enrollment.
- Make changes on <https://www.transamerica.com/portal/>

Questions?





Disclaimer

This Benefits Overview is intended to provide you with easy-to-understand explanations of certain key features of your benefits. It does not include the complete details of the benefits plan. These are contained in the official plan documents, which legally govern the administration of the plan.

Every effort has been made to ensure the accuracy of the information contained in this Overview. However, if there is ever a conflict or difference between what is written here and what appears in the plan documents, the plan documents will always rule.

Principia expects to continue the benefits plan but reserves the right to amend, change, modify, or terminate the plan at any time and for any reason.