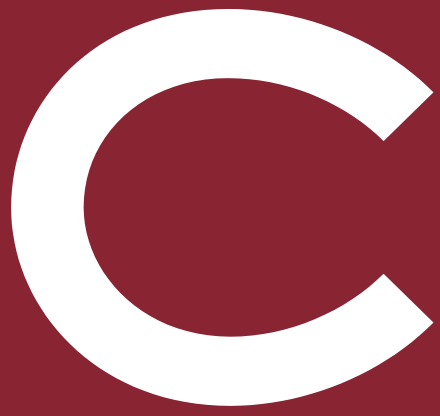


Benefits Open Enrollment

November 2–November 13, 2026

COLGATE UNIVERSITY
Human Resources Department



Open Enrollment will be held November 2– November 13, 2026.

This will be your only opportunity to make health, dental, vision, life, and Aflac plan changes or to enroll in a flexible spending account (FSA) for 2027.

If you do not make any changes during the online Open Enrollment period, your current benefit elections will carry over to 2027. **To have funds in an FSA next year, you must log in and select a new contribution amount during Open Enrollment.**

To review or update your benefits, go to the Colgate portal at portal.colgate.edu and click on **Online Benefit System under Tools and HR & Payroll** to make your elections.

2027 UPDATES — A QUICK LOOK

- Health insurance premiums will increase.
- Health insurance, in-network annual limits will remain $2,500 for individual coverage and $5,000 for family coverage
- Prescription coverage: copays will remain the same.
- Telemedicine: $0 (no copay) telemedicine visits for acute medical and behavioral treatment through MDLive. Be sure to register on ExcellusBCBS.com
- Open Enrollment Information Sessions: Hosted by Alera Group
    - November 4 at 10:00 am
    - November 10 at 2:00 pm
- Dental and Vision premiums and coverage remain unchanged.
- Flexible Spending Account (FSA):
    - Health FSA: Maximum contribution projected to increase to $3,500
    - Dependent Care FSA: Maximum contribution of $3,750 or $7,500, depending on filing status remains unchanged.
- CU Well program completers will receive $300 in a flexible spending account to use for health care expenses ($150 to those hired September 1, 2027, to October 31, 2027)

Online Benefits System

For 2027, any changes to your benefit elections must be made online through the Colgate portal at portal.colgate.edu. Select "Online Benefit System" under Tools and HR & Payroll to begin. You must complete your flexible spending account (FSA) enrollment for 2027 if you wish to participate. Step-by-step instructions are available here.

Online Benefits System

Colgate employees will complete Open Enrollment utilizing the online platform, their Colgate email, and network password. The platform provides easy 24/7 access to benefit information, resources, and tools, including:

Open Enrollment Elections:

- Change your current benefit elections
- Add or remove dependents from your benefits
- Re-enroll in health care and dependent care FSAs (required annually)
- Enroll in or make updates to optional and/or dependent life insurance (spouse, children, and stepchildren).

Resources and Self-Service Tools

- Benefit resources — contact information, websites, and phone numbers for benefit providers
- A Reference Center, with plan summaries and compliance documentation
- Access to current and historical benefit summaries and payroll deductions.
- Manage life and travel insurance beneficiaries
- Submit qualifying life event changes (e.g. marriage, divorce, birth, loss/gain of coverage).

2027 Guardian/VSP Vision Plan

- No premium or coverage changes for 2027

Colgate's voluntary vision plan is provided through Guardian, utilizing the Vision Service Plan (VSP) network. You may elect coverage for yourself and your eligible dependents (up to age 26).

The plan offers affordable, high-quality vision care, including:

- Routine eye examinations
- Glasses or contact lenses, up to the plan limits.

Please note that while eye exams may also be covered under the health insurance plan, there is no additional coverage for glasses or lenses through the medical plan.

You can receive care from:

- In-network VSP providers offering the best value and lowest out-of-pocket costs
- Out-of-network providers are available at a higher cost.

Employees newly enrolled in the plan will receive a Guardian ID card prior to January 1. In-network providers may also verify your coverage by contacting Guardian under the group number 00531647.

2027 Health Plan

As you begin reviewing your options for the coming year, Colgate is sharing updated health plan rates and benefit highlights for 2027.

Rising healthcare costs continue to impact organizations nationwide. Inflation, higher prescription expenses, and several high-cost medical claims initially projected a 9% increase for Colgate's 2027 plan. Following a thorough review of coverage and expenses, the University successfully reduced that increase to 7%.

We recognize that any rate adjustment directly affects employees and their families. Colgate continues to remain committed to offering quality benefits while working to keep coverage as affordable as possible for our campus community. The additional funding Colgate added to the dependent health subsidy in 2026 continues to help offset costs for many employees.

Employee-only rates* continue to be based on salary and are as follows:

Under $50,000 - $54 per month
$50,000 - $99,999 - $76 per month
$100,000 -$150,000 - $120 per month
$150,000 and over - $180 per month

*Local 200 United SEIU employees will pay $96.34/month for single coverage in accordance with the contract.

Employees* enrolling dependents (spouse, domestic partner, and/or children) pay a percentage of the total premium based on their annualized base income, starting at 16.5%. With an increase in the rates, employees are encouraged to use the 2027 Non-Local SEIU Union Health Premium Worksheet, available in the Reference Center of the benefits system and on the Open Enrollment website.

*Local 200 United SEIU employees will pay 17.5% of the total premium for dependent coverage in accordance with the contract. Union members are encouraged to use the 2027 Local SEIU Union Health Premium Worksheet to calculate their contribution.

MEDICAL

- Excellus will continue to administer the plan.
- In-Network, Out-of-Pocket Maximum:
    - Remains $2,500 (single)
    - Remains $5,000 (family)
- Telemedicine (MDLive):
    - $0 copay (no cost) for acute medical treatment.
    - Register and use the service anytime at ExcellusBCBS.com/Telemedicine or call 866-692-5045.
    - Note: Telehealth visits with your local doctor are billed as regular office visits and subject to standard copay or coinsurance.
    - Cost Sharing: For most in-network services, members pay 20% of the medical expense, and the plan covers 80%.
- Maternity Services: physician, lab, and radiology services- covered in full.

- Maternity hospitalizations will be charged 20% to a maximum of $750.

- Preventive services: covered in accordance with the Affordable Care Act.
- Out-of-Network Coverage:
  - Deductible: $750/single; $2,250/family
  - Coinsurance: 30% coinsurance after deductible
- A complete benefit summary is available in the Reference Center of the benefits system.
- Diabetic Medications and Supplies: Covered through OptumRx, based on the formulary. Check the OptumRx formulary for coverage details and preferred alternatives.

Provider Search: To find participating providers within the Excellus network, visit: https://www.excellusbcbs.com/find-a-doctor/provider

Benefit Summary: A full summary of benefits is available in the Reference Center of the benefits system.

PRESCRIPTION DRUGS

- OptumRx remains the prescription drug vendor.
- Copays remain the same for 2027:
- Retail (30-day supply): $10/$40/$60 /$75
- Mail Order (90-day supply): $20/$80/$120 /$150
  - Tier 4: Applies to specialty medications and GLP-1 therapies for weight loss.
- OptumRx ID Card: No change – employees continue to use their current card.
- Specialty medications are not eligible for a 90-day supply

Prescription Formulary Updates: Members affected by annual formulary changes-such as prior authorizations, step therapy, quantity limits, drug exclusions, and specialty pharmacy adjustments- will receive a direct mailing from OptumRx in mid-November. To avoid any disruption in coverage, please review and respond promptly to all communications from OptumRx.

Additional Information and Resources: Formulary details and drug copay information are available in the Reference Center of the **Online Benefits System** (accessible through the Colgate portal). You may also visit https://www.optumrx.com (login required) to manage your prescriptions, or call OptumRx at 855-227-8568 for assistance.

2027 Dental Plan

- Delta Dental will continue to administer the dental plan.
- Coverage: No changes to the coverage
- Premiums: Colgate will continue to pay the full premium for employee-only (single) coverage.
- Reimbursement: Employees may continue to receive reimbursement for services provided by nonparticipating dentists, based on plan allowances.

REMINDER FOR 2026 FSA PARTICIPANTS:

If you do not use all your FSA funds, you have a grace period of 2.5 months (to March 15) following the 2026 plan year to incur expenses.

Be sure to submit all claims by the applicable deadline to avoid forfeiting any remaining balance.

2027 Flexible Spending Account

Lifetime Benefit Solutions (LBS) will continue to administer the plan.

- An annual (re)election is required through the online benefits system to participate in 2027.
- Re-enrolling participants will continue to use their existing LBS debit cards.
- You may use FSA funds for a wide range of eligible expenses, including over-the-counter items such as:
  - Pain relief and cold/flu medications
  - Allergy products
  - Menstrual products

Contribution Limits for 2027:

- Health Care FSA: Contribute up to the IRS projected amount of $3,500 in pre-tax dollars to pay for eligible healthcare expenses. *
- Dependent Care FSA: Contribute up to $3,750 or $7,500, depending on your tax filing status, to pay for qualifying daycare for dependent children under age 13.

**Eligible expenses include medical plan out-of-pocket costs, prescription drug copays, unreimbursed vision and dental care expenses, and over-the-counter items.*

Debit Card and Account Access

- New participants will receive two new health spending debit cards before January 1.
- Once you receive your cards, you can set up your online account and download the LBS mobile app (available on iTunes and Google Play) to easily manage your FSA.
- Use your LBS debit card (where accepted) to pay for eligible expenses directly helping you avoid waiting for reimbursement.
- Most debit card purchases are automatically verified through transaction data; however, in some cases you may be asked to submit a receipt to meet IRS substantiation requirements.
- Because LBS is affiliated with Excellus and Delta Dental, health and dental claims data are shared automatically, helping to reduce the number of transactions requiring receipts.

**Per IRS regulations, unused funds may not be carried over unless otherwise specified in plan materials.*

Lifetime's customer service hours are:

Monday–Thursday: 8 a.m.–5 p.m.
Friday: 9 a.m.–5 p.m.
Toll Free: 800-327-7130
Email: LBS.CustomerService@LifetimeBenefitSolutions.com
Website: LifetimeBenefitSolutions.com

If you wish to continue your contributions to a FLEXIBLE SPENDING ACCOUNT, **you must use the online system to reenroll,** even if you currently participate in 2026.

CU Well Incentive

As part of Colgate's commitment to wellness and preventative health care, the CU Well program offers benefit-eligible employees the opportunity to earn 300 wellness points between December 1 and November 30.

Employees who complete the program will receive $300 contribution to a flexible spending account (FSA) on January 1. Participants will have until March 15, 2028, to use their credit.

Those hired September 1 through October 1 are eligible to receive $150 in flexible spending funds, if they earn 150 points.

To participate, complete the following through the Colgate portal at portal.colgate.edu under Tools, Health and Wellbeing, CU Well.

- Health Check Survey
- Biometric Screen
- MyCare Checklist

Completing these three items earns 150 points. The remaining points can be earned through additional online and wellness activities. All points must be logged into the online system by November 30 to qualify for the incentive. **Information submitted after the deadline cannot be accepted.**

For full program details, visit the CU Well website or review the CUWell flyer in the benefits system.

Aflac Cancer Care® Protection Plan

According to the American Cancer Society, approximately 65% of cancer-related expenses are not covered by regular health insurance, including the primary caregiver's loss of income. You can protect yourself, your family, and your assets from the cost of cancer with a specified disease insurance policy with benefits such as first occurrence, hospital confinement, medical imaging, radiation/chemotherapy, cancer wellness screenings, etc. Payments you receive from this policy can be used toward medical bills, household expenses, etc.; they are in addition to your health plan.

Remember to submit for your wellness screening reimbursement of $75 per year if you are already enrolled. If you are interested or have questions regarding this product, please contact AleraGroup at 800-836-0026, option 2.

Other Benefit Programs

Colgate continues to offer employees additional benefits, including:

- Employee Assistance Program (EAP) with BRiDGES and Higher Ed EAP
- Voluntary retirement plan contributions (these can be adjusted at any time throughout the year with the completion of a Salary Reduction Agreement, found in the Reference Center on the benefits system)
- Education and development benefits

Alera Group

Save time and effort by allowing Alera Group to assist you with medical, prescription, dental, vision, and flexible spending plan questions. **This is a confidential service.**

Alera Group is available:
Monday–Friday: 8 a.m.–4:30 p.m.
Phone: 800-836-0026, option 2
Email: support@personifyhealth.com

Services include:

- Assistance navigating the online benefits system
- Help understanding and navigating your health care plan
- Ordering replacement plan ID cards
- Locating providers and specialists
- Estimating out-of-pocket costs and plan coverage
- Assisting with provider billing and insurance claims
- Facilitating approvals and prior authorizations for services as required
- Support with out-of-area services
- Any other related health care topic

HEALTH CARE REFORM
(AFFORDABLE CARE ACT [ACA])

- 2026 federal tax returns require information related to health insurance.
- Form 1095-C will be posted to the benefits system by March 2, 2027.

Under the Health Care Reform Act, 2026 federal tax returns are required to provide specific information to demonstrate satisfaction of health insurance under the ACA obligation.

Colgate is required to provide the IRS with Social Security numbers of each employee and dependent covered under Colgate's health and prescription plan. While you are reviewing your Open Enrollment information, please verify and/or provide your dependents' Social Security numbers in the secure online benefits system.

By March 2, 2027, in addition to a W-2, covered employees will be able to print the Form 1095-C (Employer-Provided Health Insurance Offer and Coverage) from the benefits system. Information in Part III of this form will be needed to prepare your 2026 tax return.

COMPLIANCE DOCUMENTATION

As a plan participant, you are entitled to a comprehensive description of your rights and obligations under the Welfare Benefits Plan and the Flexible Spending Plan. A posted copy of the following documents can be found in the benefits system. In order to ensure that you fully understand the benefits available to you and your obligations as a plan participant, it is important that you familiarize yourself with the information contained within these documents.

- Welfare Benefits Plan Summary Plan Description & Summary of Material Modifications
- Flexible Benefits Plan Summary Plan Description & Summary of Material Modifications
- HIPAA Notice of Privacy Practices
- Premium Assistance-Medicaid & CHIP
- Annual Notices
- 2027 Health Plan Summary of Benefit Coverage (SBC)

Benefit Contact Information

Alera Group
1-800-836-0026, option 2
support@aleracare.zendesk.com

AFLAC
1-800-992-3522
Aflac.com

BRiDGES
315-697-3947
Employee Assistance Program

Dela Dental
1-800-932-0783
Deltadentalins.com

Emeriti
1-866-363-7484
emeritihealth.org

Excellus BCBS of Utica
1-877-381-8659
excellusbcbs.com

Fidelity Investments
1-800-343-0860
netbenefits.fidelity.com

Guardian/VSP
1-888-600-1600
vsp.com

HigherEd EAP
1-800-252-4555
higheredeap.com

Lifetime Benefit Solutions
1-800-327-7130
lifetimebenefitsolutions.com

Optumx
1-855-227-8568
optumrx.com

Personify Health- CUWell
1-888-671-9395
support@personifyhealt.com

TIAA
1-800-842-2776
Tiaa.com/colgate

Important Dates

November 2, 2026
Open Enrollment begins

November 5, 2026
Virtual Information Session with Alera Group at 10:00 a.m.
https://colgate.zoom.us/j/86948838564

November 10, 2026
Virtual Information Session with Alera Group at 2:00 p.m.
https://colgate.zoom.us/j/85999745267

November 12, 2026
TIAA webinar: How to get the most from your employee retirement plan at 10:00am, register now.
https://event.on24.com/wcc/r/5062234/7C35C839AFC28B032347D3640DAC5CEF?utm_source=on24&utm_medium=webinar&utm_campaign=us_tb2c_tesn_mnfe_wbnr_on24_wbnrproprietary_prtp_gins_referral_ccem&utm_term=proprietary&utm_content=referral_ccem

November 12, 2026
Fidelity Webinar: Understanding ROTH Contributions in Your Workplace Savings Plan at 12:00pm, register now.
https://fmr.zoom.us/webinar/register/WN_vzETaX0dT9q78f2yq9JZ2A#/registration

November 13, 2026
Deadline for submitting Open Enrollment changes

January 1, 2027
New elections begin

Checklist

- ☐ Log on to the Colgate portal to elect your 2027 benefits and flexible spending options.
- ☐ Verify and/or provide your dependents' Social Security numbers in the secure online benefits system.
- ☐ Verify personal information is accurate and notify Human Resources of any changes in your address, telephone number, marital status, etc.
- ☐ Respond to all correspondence from OptumRx immediately to avoid any coverage disruption.

Notify human resources within 30 days of any qualifying events throughout the year, such as birth, marriage, child no longer an eligible dependent, divorce, and/or separation, that will require a change in eligibility and/or coverage. In some cases, dependents could be eligible for continued coverage under COBRA.

Reminder:
Log on to your retirement plan account to confirm or update your beneficiaries.

Submit a new salary reduction agreement form, found on the Colgate Employee Benefits Webpage, under Benefits Forms and Information -> Retirement to change your retirement contribution. Contributions can be changed at any time throughout the year.



COLGATE UNIVERSITY

If you have any questions, please contact:

Human Resources
315-228-7565
benefits@colgate.edu
Monday–Friday: 8 a.m.–4:30 p.m.

AleraGroup
800-836-0026, ext. 7400
support@aleracare.zendesk.com
Monday–Friday: 8 a.m.–4:30 p.m.