

# 2026 Benefits Open Enrollment is Coming

AWP IS PROUD TO PROVIDE TEAM MEMBERS WITH A COMPREHENSIVE SUITE OF BENEFITS AND RESOURCES TO HELP YOU NAVIGATE YOUR BENEFITS.

## Open Enrollment is November 3rd-17th



### Exciting Benefit Updates for 2026!

AWP is continuing our partnership with **UnitedHealthcare (UHC) and Surest**—with new enhancements designed for you and your family.

#### What's New in 2026:

- ▶ **Rx Formulary Update**
  - ▷ Moving to the Advantage Formulary
  - ▷ If your prescription is impacted, you'll receive a letter from UHC with next steps
- ▶ **Virta: Weight Loss and Diabetes Reversal**
  - ▷ 100% covered by AWP
  - ▷ Guided nutrition program—no meds, calorie counting, or extra gym visits
  - ▷ Includes:
    - ▶ Smart scale + blood meter synced to your phone
    - ▶ 1:1 health coach support
    - ▶ Medical provider oversight to reduce medications safely
- ▶ **Kaia Health: Virtual Therapy**
  - ▷ Support for back, neck, shoulder, knee, hip pain, and more
  - ▷ Personalized digital therapy
  - ▷ Dedicated health coach
  - ▷ Unlimited access for you and dependents—at no cost
- ▶ **Plan and Account Updates**
  - ▷ HDHP \$3,400 plan deductible increasing to \$3,400 (individual)/\$6,800 (family) per IRS guidelines
  - ▷ Forma will replace Optum Bank (HSA), Surency (FSA and COBRA)
  - ▷ Reminder: FSA and HSA elections do not roll over—you must re-elect for 2026
- ▶ **No Changes? No Worries!**
  - ▷ If you're not making changes for 2026, your current elections roll over automatically
- ▶ **Visit the AWP Benefits Website**  
<https://awpbenefits.com> > Click "2026 Open Enrollment" for details

Dental program is remaining with **Delta Dental**. You will continue to have access to a Base and Buy-Up plan. You will not receive new ID cards.



Life and Disability provided through **Lincoln Financial**. Benefit includes company provided Life/AD&D benefit of \$50,000.



Vision program is remaining with **UnitedHealthcare**. You will not receive a new ID card.



Benefit questions? Contact a benefit advocate via email or phone to assist:



- ▶ [AWPbenefits@lockton.com](mailto:AWPbenefits@lockton.com)
- ▶ **800.590.9857**

### Reminder!

AWP has partnered with Lockton On-Call, (LOC), to serve as our Benefits Helpline. Benefit Specialists are available to assist you with questions around our comprehensive benefits package.

Benefits Helpline  
Monday-Friday, 8:30 a.m. to 5 p.m. CST  
[AWPbenefits@lockton.com](mailto:AWPbenefits@lockton.com)  
**800.590.9857**

Visit <https://awpbenefits.com> to view all benefits-related information.



**FOR MORE INFORMATION,  
REFER TO YOUR 2026 BENEFITS GUIDE.**