



Benefit Changes & Open Enrollment

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What's Changing?

Increase to Premiums (HRA and HSA Medical Plans)

- Necessary as healthcare costs rise nationwide; factors include: more people utilizing healthcare services, new specialty drugs, OBBA legislation, cost of wages and supplies, general inflation, etc.

Managing Costs (Health System/ABC)

- Continual evaluation of company benefits for competitiveness and best value
- Bracing for shrinking of federal spending on healthcare

Managing Costs (Everyone)

- Prioritizing preventive care, choosing in-network providers, avoiding the ER for non-emergencies, using generic medications when appropriate, wellness programs, etc.

What's Changing?

Lantern (formerly SurgeryPlus) will end on Sep 30

- Some duplication w/ existing services
- Employees may access MyQHealth Care Coordinators for surgery planning assistance

Capital Rx – New Pharmacy Program

- Provides more choice for employees when filling prescriptions w/ larger network of pharmacies

Enhanced Vision Benefits (still through Superior Vision)

- Glasses *and* contacts, every year, for everyone on the plan

EdAssist – New Tuition Assistance Platform

- Streamlined process; access to tuition discounts; ability to provide direct-pay in the future

2026 Open Enrollment & Benefits Fairs

Open Enrollment runs Aug 4-22, 2025

- Passive enrollment; current elections rollover automatically except for the following:
 - Flexible Spending Account (FSA) and Health Savings Account (HSA)
 - PTO Sellback

Benefits Fairs & Open Enrollment Support

- Fort Worth Fair – Aug 7th from 11am – 4pm, Atrium
- Prosper Fair – Aug 8th from 11am – 2pm
- Benefit guide will be available online as well as print copy mailed to the home
- The Benefits team will host in-person and virtual sessions throughout the month
- Schedule published on CookNet with reminders via email, flyers, elevator signage, etc.

Be reminded of all the great things we offer ...

To name a few ...

- Amazing culture!
- Forbes *Best Employers* (and many other badges)
- Paid parental leave, bereavement leave
- *Employer-paid* STD and LTD
- Vesting period on retirement (*three* years vs five)
- Onsite childcare, backup care, elder care
- Onsite fitness center (FW); onsite Pharmacy
- Free parking!
- T-shirts allowed (company branded)
- Employee appreciation picnics
- Engagement survey, listening sessions
- Annual merit increases
- Remote work and flexible schedules

To name a few more ...

- Peak Performers recognition program
- President's Scholarship program
- Chick-fil-a, Starbucks, and a salon! (right onsite)
- CareATC (FW), EAP and lifestyle benefits
- Six Sigma (*industry-recognized* training)
- Toastmasters program
- Hotel Cook (when you need it)
- Bulletin board and favor board
- Employee-giving
- Employee discounts (Autobahn, entertainment, etc.)
- Maternity program, concierge services, Healthy Me
- Advanced degree bonuses
- Crisis fund (if experienced tragedy/crisis)

Etc., etc.

Communication Plan for Leaders & Employees

Communication to Leaders

- Executive Summary PowerPoint (Execs)
- Leader Update Announcement (stand-alone) on 7/23/25 (Directors and Above)
 - Video recording and bulleted summary of what's changing
 - Leaders may submit questions at the bottom of the announcement
- Live Zoom Session for Leaders on 7/30/25 (Directors and Above)
 - PowerPoint presentation with Q&A at the end; Slides and talking points shared afterwards

Communication to All Employees

- System Newsletter on 7/31/25
- Virtual Town Hall with Q&A on 8/4/25
- Ongoing reminders via email, CookNet scroll; flyers, elevator signage

Thank you!