YOUR TOTAL WELL-BEING IN FOCUS

CHOOSE YOUR BENEFITS.
ACHIEVE YOUR GOALS.









2027 BENEFITS UPDATE

OCTOBER 30 – NOVEMBER 13, 2026

WGU's 2027 benefits offer the same plans as last year, along with enhancements from life insurance to legal to family services.



LEARN MORE AT
wgubenefits.com





OPEN ENROLLMENT

OCTOBER 30 – NOVEMBER 13

Your well-being needs change as life moves forward. Take time to review your 2027 options.

WGU programs available to you at a glance

Health

UnitedHealthcare
HDHP medical coverage + HSA

surest
ICHP medical coverage + LSA

2nd.MD
Expert virtual second opinions

CVS caremark
Prescription drug and pharmacy services

Cigna
Dental: Preventive, basic, major, and orthodontic coverage

eyeMed
Coverage for eye exams, lenses, frames, contacts and other perks

HealthEquity
HSA, FSAs, DCFSA: Set aside pre-tax money for qualified expenses

Source: WGU Benefits Contacts page, **wgubenefits.com/Contacts**. This quick-reference layout is not a plan document or guarantee of benefits.

Well-being

headspace
Mindfulness, sleep, focus, and meditation tools

Bright Horizons
Back-up childcare support

milkstork
Refrigerated shipping for nursing parents traveling on WGU business

sonicboom
Well-being activities, challenges, and rewards

Spring Health
Confidential mental healthcare and coaching

ThrivePass
Lifestyle Spending Account

CARROT
Family planning and other support

omada
Health tools for diabetes prevention, GLP-1 support and more

Financial, Life & Disability

EMPOWER RETIREMENT
403(b): Start saving towards your future retirement plans

NFP
Personal financial education and advice

Cigna
Supplemental: Additional protection for the unexpected

LegalShield
Legal assistance and support

IDShield
Total identity-theft coverage

PerkSpot
Discounts and promotions

RELIANCE STANDARD LIFE INSURANCE COMPANY
Life and AD&D insurance for peace of mind

Lincoln Financial Group
Disability coverage for short- and long-term support

Learn more at **wgubenefits.com**.

CHOOSE BENEFITS THAT KEEP PACE WITH YOU

Life can change a lot in a year, so Open Enrollment is a great time to take another look at your benefits. Maybe your family has grown, your healthcare needs have changed, or you have new financial goals for the year ahead. Take a few minutes to review your 2027 benefit options and make sure your coverage still fits where you are today and where you're headed tomorrow. All benefit changes made during Open Enrollment will take effect January 1, 2027.

Over the past several years, we've been open about the rising cost of healthcare and truly appreciate the feedback you have shared with us. We know that increases in medical plan costs can be challenging, especially when healthcare expenses are already high. Several factors are contributing to these rising costs, including higher prices from hospitals and healthcare providers, new treatments and medical advances, and how healthcare benefits are being used. Because WGU is self-insured, we experience these increases alongside you. In 2027, the total cost of healthcare for WGU and our employees is expected to exceed $172 million. This is a significant investment in our people and our organization. As healthcare costs continue to rise across the country, we are committed to finding ways to help manage these costs while continuing to provide valuable benefits to our employees and their families.

Meet ALEX: Your Benefits Guide

ALEX provides personalized, easy-to-understand guidance to help you make confident benefit decisions based on your needs, preferences, and budget. You can use ALEX to compare your medical, dental and vision options, explore supplemental benefits like Life & AD&D, and decide whether an HSA or FSA may be right for you.

And now, ALEX can also help you navigate Medicare, providing guidance on how Medicare works alongside your WGU benefits. Use ALEX during Open Enrollment –and throughout the year –to better understand your options and make choices that fit your needs.



WHAT'S NEW FOR 2027

Each year, we carefully review the cost of our benefits. As an organization, we work hard to absorb as much of the increase as possible.

Here's a summary of the cost increases:

Your Cost

The per-paycheck cost for both the UnitedHealthcare High-Deductible Health Plan (HDHP) and the Surest Informed Choice Health Plan (ICHP) will increase.

Dental rates are also increasing slightly.

$4,000

The HDHP family deductible in-network amount is increasing to $4,000.

$500

The copay for Emergency Room visits for the ICHP is increasing to $500.

GLP-1s

GLP-1 weight loss medications will continue to be covered (participation in Omada's Milestone Lifestyle program required) but will be limited to a 30-day supply.



As with every Open Enrollment opportunity, it's important to look at the programs available to you that best meet you where you are in life.

Our goal is to minimize health risks to help contain rising medical costs. We are going to keep looking out for ways employees can put some real healthcare dollars back in their pockets, and still provide the best possible value for the money you and WGU spend.

Keep reading for more money-saving recommendations throughout your Open Enrollment update.

WHAT'S NEW FOR 2027

Life Insurance Opportunity

During this Open Enrollment (OE), you may purchase or increase supplemental life insurance coverage amounts, up to the $400,000 Guaranteed Issue (GI) Maximum for employees and $50,000 GI Maximum for spouses, without providing Evidence of Insurability (EOI). All employees and dependents can enroll or increase up to the GI without EOI during this 2027 enrollment period.

LegalShield & IDShield Improvements

LegalShield and IDShield's protection services for employees who elect their plans are getting better next year.

LegalShield is offering 30 hours for each of these services: contested divorce, uncontested divorce, child custody, and support order matters.

IDShield will now monitor all three credit bureaus instead of one.

Carrot Health: Perks & Enhancements

The list of qualified expenses for the Carrot Card continues to grow in 2027. You can continue to use the Carrot Card to pay for eligible prescriptions related to fertility and hormone care. And don't forget to take advantage of Carrot's menopause and low testosterone programs, too. Check with Carrot for the most up-to-date services available to you and your family.

Visit: **app.get-carrot.com/signup**

Lifestyle Spending Account (LSA) Categories Expanding

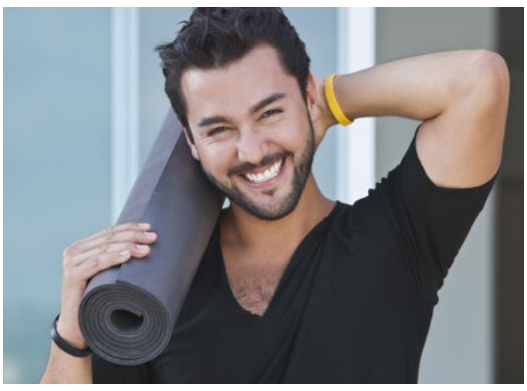
If you choose ICHP medical coverage and have an LSA, 2027 brings you even more. WGU will be expanding the list of qualified reimbursable expenses which will be available January 1, 2027. Contact ThrivePass or sign in to your mobile app for more details.

Visit: **thrivepass.com**

SonicBoom Digital Fitness Classes

SonicBoom now offers new live and on-demand digital fitness classes.

Visit: **wgu.app.sbwell.com**



QUICK TAKE: TWO MEDICAL PLANS, YOUR CHOICE

HDHP

- Lower paycheck costs may help you save money each pay period.
- Health Savings Account (HSA) access lets you set aside money pre-tax for eligible medical, dental, and vision expenses.
- WGU contributes to your HSA, which can help stretch your healthcare dollars further. Plus, you keep the money in your HSA year after year. You can even invest it once you reach the minimum balance.
- Well-being incentives may help you earn extra money by completing preventive activities.
- Access quality care through a strong network of providers in your area.

ALEX: Your Decision Support Tool

Use ALEX during Open Enrollment to explore your WGU benefit options and get personalized recommendations based on your needs, preferences, and budget. ALEX can help you navigate your benefits –from medical, dental and vision to supplemental benefits, HSA/FSA, and now Medicare.

ALEX can even help with your retirement savings plan. ALEX also includes a family plan comparison tool to help compare WGU's plan against your spouse's or partner's plan so you both can make the best informed choice.

Ready to Start?

Visit: **start.myalex.com/wgu**

HDHP At-a-Glance

Choice of Providers: UHC Choice Plus, Options PPO (Utah only), and Behavioral Healthcare Providers

	In-Network	Out-of-Network
Calendar Year Deductible		
Employee Only*	$2,000	$4,000
Family	$4,000	$8,000
Calendar Year Out-of-Pocket Maximum (Includes Deductible)		
Employee Only	$4,000	$8,000
Employee + 1	$8,000	$16,000
Employee + Family	$8,000	$16,000
	You Pay	
Coinsurance		
Preventive Care	$0[2]	40%[1]
Physician Office Visits	20%[1]	40%[1]
WGU Virtual Care	$55/visit until deductible is met; 20% thereafter	
Emergency Room	20%[1]	20%[1]
Inpatient Hospital Care	20%[1]	40%[1]
Outpatient Surgery[3]	20%[1]	40%[1]
Retail Rx (up to a 30-day supply)[2]		
Generic / Preferred / Non-Preferred	$10[1] / 35%[1] / 50%[1]	40%[1] / 40%[1] / 40%[1]
Mail Order Rx (up to a 90-day supply)[2,4]		
Generic / Preferred / Non-Preferred	$20[1] / 35%[1] / 50%[1]	Not covered

* Only applies to Employee Only coverage under HDHP.

[1] After deductible.

[2] Deductible does not apply to in-network preventive services. (Deductible applies for out-of-network preventive services.)

[3] Out-of-network treatment for dialysis is not covered.

[4] Out-of-network pharmacy supplies are not covered for Mail Order.

Cost share applies to any other Telehealth service based on provider type. If you receive services in addition to office visit, additional copays may apply.

HDHP	Cost per Paycheck
Employee Only	$48.53
Employee + 1	$142.45
Employee + Family	$237.71
HDHP enrollees can qualify for the HSA contribution from WGU	
WGU HSA Match	Employee Only: $38.46 per paycheck ($1,000/yr max) Employee + 1 or Family: $76.92 per paycheck ($2,000/yr max)
WGU HSA Well-being Contribution	Up to $750 Annual

ICHP

- No deductible means the plan starts paying from your first visit.
- Predictable costs help you know what you will pay before you get care.
- WGU will automatically provide a Lifestyle Spending Account (LSA), which can be used to reimburse you for personal wellness, lifestyle, and family expenses that traditional insurance does not normally cover.
- WGU will contribute to your LSA if you complete qualified well-being activities so you have funds to spend.
- Easy-to-use app and portal make it simple to compare providers and manage your care.
- Access to the same broad provider network as the HDHP.
- FSA access lets you set aside tax-free money for eligible expenses during the plan year.

ID Cards

You can request an ID card online or through the mobile app if you would like a physical copy. You can also use the digital ID card in the app.

ICHP At-a-Glance

Choice of Providers: UHC Choice Plus, Options PPO (Utah only), and Behavioral Healthcare Providers

	In-Network	Out-of-Network
Calendar Year Deductible		
Employee Only*	$0	$0
Employee + Family	$0	$0
Calendar Year Out-of-Pocket Maximum (Includes Deductible)		
Employee Only	$3,000	$8,000
Employee + Family	$6,000	$16,000
	You Pay	
Coinsurance		
Preventive Care	$0	$100 copay/visit
Physician Office Visits	$10 – $65 copay/visit	$195 copay/visit
WGU Virtual Care	$10 – $65 copay/visit4	
Emergency Room	$500 copay	$500 copay
Inpatient Hospital Care	$150 – $2,500 copay/stay	Up to $7,000 copay/stay
Outpatient Surgery	$15 – $2,500 copay/visit	$15 – $2,500 copay/visit
Retail Rx (up to a 30-day supply)[1]		
Generic / Preferred / Non-Preferred	$10 / $40 / $80	40% / 40% / 40%
Mail Order Rx (up to a 90-day supply)[1,2]		
Generic / Preferred / Non-Preferred	$20 / $80 / $160	Not covered

ICHP	Cost per Paycheck
Employee Only	$64.66
Employee + 1	$196.79
Employee + Family	$295.18
WGU LSA Well-being Contribution	Up to $750 Annual

* Only applies to Employee Only coverage under ICHP.

[1] Deductible does not apply to in-network preventive services. (Deductible applies for out-of-network preventive services.)

[2] Out-of-network pharmacy supplies are not covered for Mail Order.











6 Ways You Can Help Keep Healthcare Costs Down

1

Choose the right place for the care you need

For minor illnesses and injuries, consider telehealth, urgent care, or scheduling an appointment at a clinic instead of going to the emergency room.

2

Stay in-network

Using in-network doctors and facilities lets you take advantage of negotiated rates, saving on costs.

3

Take care of your health with preventive care

Annual checkups, screenings, and vaccines can help catch health issues early, before they become more serious and costly.

4

Ask about lower-cost medicine options

Generic medications and preferred drugs often cost less and may work just as well. Your doctor or pharmacist can help you compare options. You can also ask your pharmacy if they know of any discounts or coupons. You may be surprised by how much your pharmacy team knows about ways to save money.

5

Manage health conditions early

If you have a chronic condition, following your care plan and staying on top of treatment can help you feel better and avoid bigger health costs later. Consider specialized point solutions that may have lower costs, too, like imaging centers, ambulatory surgery centers, and more for procedures you need.

6

Use imaging centers for scans and X-rays

Imaging centers can have lower costs and better insurance deals for X-rays, ultrasounds, MRIs, and more, so you pay less out of pocket. This smart choice helps you manage healthcare costs without sacrificing service.

Life Events and Your Benefits

If you experience a qualifying life event, you have a set period of time to submit changes for your benefits. For a new child, you have 60 days to submit benefits changes. You have 30 days to submit changes if:

- Your marital status changes
- You gain or lose benefit coverage (e.g., your spouse loses their job)
- You or your spouse retires
- A member of your family dies

A serious illness diagnosis is not a qualifying life event, but WGU still has many helpful resources for you and your family.

Visit: **wgubenefits.com/Life-Events**

Dependent Verification Audit

From February 2 through March 5, 2027, WGU will conduct a Dependent Verification Audit with an outside firm called Aptia. This audit helps ensure that everyone covered by a WGU benefit plan is eligible and that our plans remain compliant. You will receive instructions in the mail directly from Aptia on next steps and required documentation to submit.

To cover dependents in your benefits, you are required to submit documents such as a marriage certificate, birth certificate, and tax return as proof of eligibility. Make sure you have these types of documents available for this audit.



HSA or FSA? It Depends on Your Medical Plan

- An HSA is only available when you elect HDHP medical coverage.
- A Limited Purpose FSA is available with either the HDHP or the ICHP.
- A Healthcare FSA is available to all employees who are not enrolled in an HSA.

2027 HSA Limit

In 2027, the total contribution limits are $4,500 if you have employee-only medical plan coverage, and $9,000 if you cover dependents. Federal tax rules set the maximum HSA contribution limit for each year. Keep in mind, the maximum amount you and WGU can contribute to your HSA is determined by annual limits the IRS sets.

2027 FSA Contribution Limits

The Healthcare FSA and Limited Purpose FSA limits for 2026 are $3,400. The 2027 FSA limits haven't yet been announced. If you elect the maximum contribution of $3,400 during Open Enrollment for the Healthcare or Limited Purpose FSA, your election will automatically update in Workday to the 2027 limit when it is announced. If you elect a Dependent Care FSA, you can deposit up to $7,500 into the Dependent Care FSA ($3,750 if you are married and you and your spouse file individual income tax returns).

When making your 2027 elections, calculate your total FSA contribution wisely. Any remaining balance of $680 or less will be carried over to the next year. You will lose any unused funds in excess of $680. You will have until March 31, 2028, to submit healthcare claims for eligible expenses incurred during 2027.

FSA and HSA Debit Cards

Just like your bank cards, your FSA and HSA debit cards remain current until the printed expiration date on each card. When you are enrolled in an FSA or have an HSA, new cards are automatically sent before they expire.

Are you at the LSA Maximum?

If you opened your Lifestyle Spending Account (LSA) when WGU introduced ThrivePass in 2025 and have been completing SonicBoom wellness activities, your LSA balance may be approaching the **$3,000 maximum**.

Once you reach the maximum, WGU cannot add additional funds, so we recommend using your available balance soon.

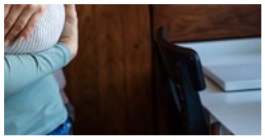
Important: The funds in your LSA are not taxed until you use them for eligible wellness expenses. At that time, they'll be treated as imputed income for tax purposes.

Next step: Please sign in to ThrivePass to use your funds for eligible wellness-related expenses for you and/or your family members.

You can view the full list of eligible categories online: **www.thrivepass.com**.







YOUR OPEN ENROLLMENT RESOURCES

My Benefits Website

What It Can Help With:

The My Benefits website helps you discover what plans WGU has to offer you and your family, choose your benefits based on your unique needs, learn about common healthcare topics with exclusive access to our Video Library, and so much more!

Visit: **wgubenefits.com**

Health Advocate

What It Can Help With:

If you have questions about your benefits, contact Health Advocate for additional support. Our partners at Health Advocate are extremely knowledgeable about all of WGU's benefits and will be able to help you determine which plan may work best for you and your family.

Visit: **healthadvocate.com/wgu**

Call: 866-695-8622

Benefit Plan Decision Support: ALEX

What It Can Help With:

Learn about your benefit options and choose the right medical plans for you with ALEX, your decision support tool. It even includes a family plan comparison tool to help compare WGU's plan against your spouse's or partner's plan. And now get easy-to-understand information and guidance about Medicare and how it works with your WGU benefits.

Visit: **start.myalex.com/wgu**

HDHP

What It Can Help With:

Visit the UHC website to access a range of features including finding network providers, checking benefits, reviewing plan details, and available resources.

Visit: **exploreuhcplans.com/wgu**

ICHP

What It Can Help With:

Schedule a 1:1 consultation to learn more about this plan and answer any questions you have prior to enrolling.

Once a member, the Surest mobile app will show you pricing for provider visits on the screen.

Visit: **surest.care/wgu5**

Pharmacy

What It Can Help With:

Search for available pharmacy locations near you online at CVS Caremark (account login required).

Visit: **caremark.com**

WGU's P&T People Center

What It Can Help With:

Get help with questions about WGU benefits or Open Enrollment.

Visit: **wgu.service-now.com** (requires WGU login)





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This document highlights certain provisions of WGU's employee benefits programs as of January 1, 2027. Complete details can be found on the My Benefits online platform and in the official plan documents. In case of a conflict between the information contained in this brochure and the plan documents, the plan documents always prevail. In addition, WGU reserves the right to amend or end these programs or plans at any time for any reason.

