

2026 BENEFITS What You Need to Know

Key Enrollment Dates:

OCTOBER 1 – OCTOBER 17

All employees must participate in this year's **active enrollment**. You will need to log in to Workday to **decline coverage or make your benefit elections**—even if you want the same coverage.



BIGGEST CHANGE FOR 2026

New Medical Provider

Medical coverage will move from Anthem to Blue Cross Blue Shield starting January 1, 2026, expanding network coverage and reducing plan complexity.

Medical Plan Changes

If you're enrolled in the Standard HSA Medical Plan, you'll need to choose a new plan this year. All 2026 medical plan deductibles, coinsurance, and per-paycheck contributions for coverage will increase for 2026. Be sure to review the Benefits Guide for details.

Flexible Spending Accounts (FSA)

FSA elections do not carry over. You must re-elect an FSA if you want coverage in 2026.

Health Care Support

Varsity Brands will implement new health care support programs, like adding a digital weight loss program, enhanced cancer care, expanded surgical care, and lower cost for dialysis care.

ADDITIONAL CHANGES

Prescription Drug Coverage

Prime Therapeutics is included with your medical plan. Explore the 2026 formulary at [Enroll.varsitybrands.com/2026](https://enroll.varsitybrands.com/2026).



HSA/FSA/Commuter

Meet your new HSA partner: HSA Bank. Moving your dollars is simple with our step-by-step resources.



Employee Assistance Program (EAP)

Introducing ComPsych, now through BCBS — free support for you and your family, no medical enrollment required.



Lantern

Lantern's growing support now includes surgical care for spinal procedures and joint replacements.



All other benefit plans will remain the current carrier in 2026.

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HOW TO ENROLL STARTING OCTOBER 1

Scan the QR Code to log into Workday and complete your enrollment.

- If you need help with your Workday login, call (877) 711-2920.



CHOOSE THE BEST MEDICAL PLAN

Use PLANselect to help choose the best medical plan for you and your family.

- Answer a few quick questions to see which plan saves you the most money!
- Scan the QR Code to access PLANselect and get started.
- See your 2026 Benefits Guide, available at Enroll.VarsityBrands.com/2026 for full details.



ACTION REQUIRED

Active enrollment is required for 2026. You must actively make elections this year if you want to:

- Enroll for the first time
- Change your current coverage and/or add dependents
- Contribute to a Flexible Spending Account (FSA) for 2026.
- Currently enrolled in the Standard HSA medical plan.

IF YOU DO NOT ACT DURING ANNUAL ENROLLMENT

If you do not take action in Workday before the deadline, you may not have the coverage you and your family need for 2026.

Your FSA contributions must be renewed each year. Unless you experience a qualifying life event, your next opportunity to make changes to your benefits will be next year's enrollment period, for 2027 benefits.

NEED HELP?

- The **Enrollment Support Center** will be available in English and Spanish to walk you through your options and enrollment. Call 866-984-6116 or scan the QR code to schedule an appointment.
- For questions about your site's event, contact your HR Business Partner (HRBP) or site leadership.

