SILVI MATERIALS

2027 EMPLOYEE BENEFITS OPEN ENROLLMENT

USI Insurance Services

Plan Year: 1/1/2027 – 12/31/2027



Agenda

- Open Enrollment
  - Eligibility
- Medical/Rx Benefits
- Dental Benefits
- Tax-Advantaged Benefits (HSA/FSA)
- Vision Benefits
- Life/Disability Benefits
  - Employee Assistance Program
- Final Reminders/How to Enroll

Open Enrollment Timeline
November 16 – December 11

- Effective date of new coverage: **1/1/2027**
- Your current plan year benefits remain active and effective through 12/31/2026
- This is a **Passive** enrollment – meaning your medical, dental, and vision plan benefit elections will roll over for the 2027 plan year. **EXCEPT FSA Benefits**– you are required to make an election for the 2027 plan year, per IRS rules.
- **Please note:** Should you choose not to participate in Open Enrollment, your existing coverages will carry over, and you will not have an opportunity to make any changes until the next annual Open Enrollment unless there is a Qualifying Life Event.

Qualified Life Events (QLE)



- Marriage or divorce
- Death
- Birth or Adoption of a dependent
- Change in Employment
- Dependent Eligibility change
- Loss of or significant change to current coverage
- Judgement, decree, or court order

You must notify the benefits team within 31 days of a qualifying event.

Benefits Eligibility

EMPLOYEES

All regular employees who work more than 30 hours per week are eligible for benefits.

NEW HIRES

Newly hired employees will be eligible for coverage the 1st of the month followng date of hire.

DEPENDENTS

Employees may add their eligible dependents (spouses, children – see below), with the same effective date.

CHILDREN

Dependent children may be added to benefits plans until the age of 26, regardless of marital, dependent, or student status.

DISABLED CHILDREN

Dependent children that are mentally or physically disabled may be on the benefit plans after age 26, as long as the disability occurred prior to age 26.

What's New & Changing in 2027

Medical

- **NEW Plan Option – High-Deductible with HSA!**
- Minor increase to PPO plan contribution
- No plan changes on PPO plan
- Teladoc replacing JeffConnect

FSA & HSA

- Increased FSA Healthcare Maximum -$3,500
- Increased FSA Dependent Care Maximum -$7,500
- **Health Savings Account offered with a Silvi contribution!**

Life & Disability

- No changes

Voluntary Benefits

- No Changes

Prescription

- No changes to PPO plan
- New High-Deductible plan includes Rx

Dental

- **NEW dental option available!**
- UCC $1,500 and UCC $2,500 plans
- Separate contribution from medical/vision

Vision

- Still bundled with medical

Other Benefits / Changes

- Medical/Vision contribution unbundled from Dental! You can now elect or waive dental separately.
- Teladoc Cardiometabolic replacing Livongo.

Medical & Prescription Drug Benefits



Independence Blue Cross

PPO vs HDHP: Two Ways to Balance Premium and Cost of Care

Preferred Provider Organization (PPO)



- Premium: Higher premium, so more comes out of each paycheck
- Deductible: No deductible
- Copays: Set copays for many visits and prescriptions
- Out-of-pocket limit: Your plan caps what you pay each year
- Savings account: Not HSA-eligible. You could contribute to an FSA instead

High-Deductible Health Plan (HDHP) with HSA



- Premium: Lower premium, so less comes out of each paycheck
- Deductible: You pay the full cost of most care until you meet it.
- Out-of-pocket limit: After you meet your deductible, copays apply until you hit your out-of-pocket maximum.
- HSA: Tax-advantaged savings you own and keep!

Medical Plans— In-Network Benefits

	PPO Plan	HDHP Plan (NEW!)
Preventative Care	$0	$0 (No Deductible)
Deductible *(single/family)*	$0 / $0	$2,500 / $5,000 (includes Rx)
Deductible Type *(embedded vs. collective)*	N/A	Collective
Silvi HSA Contribution	N/A	**$500** – Employee Only **$1,000** – Employee & Spouse **or** Employee & Child(ren) **$1,500** - Family
Coinsurance	10%	0%
Annual out of pocket maximum *(single/family)*	$5,000 / $10,000	$7,000/$14,000
Primary Care office visit	$25	Deductible then $30
Specialist	$45	Deductible then $60
Telemedicine sick visit (Teladoc)	$20	$20
Lab / X-ray	$30	Deductible then $60
Advanced Imagery (MRI, CT Scan)	$60	Deductible then $200
Outpatient Services (PT, OT, ST)	$45	Deductible then $60
Urgent care	$100	Deductible then $100
Emergency room	$150	Deductible then $300
Inpatient Hospital *(Plan Pays / You Pay)*	90% / 10%	Deductible then $500 per day
Outpatient Surgery *(Plan Pays / You Pay)*	90% / 10%	Deductible then $500

Please refer to your carrier benefit summaries or SPD for a detailed listing of covered benefits & out-of-network benefits

Prescription Coverage

	PPO Plan			HDHP Plan		
	Retail *(30-day supply)*	Mail Order *(90-day supply)*	Retail *(90-day supply)*	Retail *(30-day supply)*	Mail Order *(90-day supply)*	Retail *(90-day supply)*
	$100/$250 (Rx Only Deductible)			N/A (Combined with Medical)		
***Tier 1** – Low-Cost Generic Drugs*	$5	$10	$15	$3	$7.50	$9
***Tier 1** – Generic Drugs*	$5	$10	$15	$20	$50	$60
***Tier 2** – Preferred Drugs*	$30	$60	$90	$40	$80	$120
***Tier 3** – Non-Preferred Drugs*	$50	$100	$150	$70	$140	$210
***Tier 4** – Specialty Drugs*	$100	N/A	N/A	50% up to $500	N/A	N/A

OptumRx Home Delivery Pharmacy
Call (800) 356-3477

1. Your Name & medical ID Number
2. Names & Dosages of your prescription(s)
3. Your doctor's contact information
4. Your payment information

Reminder:

Under both plan, prescriptions are subject to the plan deductible meaning you'll pay the full negotiated price of your medication until your deductible is met & then copays will apply.

OptumRx mail order will not be required for maintenance medications. You may obtain your 90-day supply at your local pharmacy!

Prescription Drug Programs

HelpScript Service

HelpScript is a copay assistance program designed to capture available dollars for members taking **high-cost medical specialty medications (i.e. infusions/injections)**.

How it works:

1. HelpScript contacts the member (if eligible) and asks if they want to opt in. Full value to copay assistance will be disclosed.
2. Member opts in →HelpScript and IA work together to determine the maximum value of the available dollars.
3. Member receives select specialty copay medications for $0!

NEW! PillarRx

PillarRx is a new high-cost specialty drug discount optimization program for medications filled through a **specialty pharmacy (i.e. Autoimmune/Inflammatory, Oncology)**

How it works:

1. If you are taking an eligible medication, you will be contacted by an IBX Care Team Coordinator about this copay assistance program.
2. Member opts in → When filling your prescription, a manufacturers coupon will automatically be applied at checkout.
3. Depending on medication, member can receive prescription for as little as $0!



P360 Telehealth Visits

- Consult with a Doctor over secure Phone or Video for minor health needs, such as:
  - ✓ Sore throat
  - ✓ Headache
  - ✓ Stomachache
  - ✓ Fever
  - ✓ Cold & Flu
  - ✓ Allergies
  - ✓ Rash
  - ✓ Acne
  - ✓ UTIs and more
- **Independence Blue Cross** partners with **Teladoc** for telemedicine visits
- Physicians can call any required prescriptions into your local pharmacy
- To get started: visit TeladocHealth.com or call 800-835-2362

Cost per *Telemedicine* visit on HDHP and PPO plans:

- Annual Physical: $0
- Sick Visit: $20
- Behavioral Health: $45
- Dermatology: $45

Teladoc – Cardiometabolic Health *(Replacing Livongo)*

- Teladoc's Cardiometabolic Health Program is replacing Livongo. This program is designed to help members manage chronic conditions like heart disease, hypertension and diabetes. **No cost to any participating members!**
  - Access to registered dieticians
  - Proactive outreach from expert health coaches
  - At home testing for key measures like A1c and blood lipids
  - Integrated with Teladoc's 24/7 Care and primary care providers

Chronic condition	Support
Type 1 or Type 2 diabetes	Personalized tools and support to track blood sugar, develop healthy lifestyle habits, and improve glycemic control, as well as access to supplies like a scale, strips, lancets, and blood pressure cuff
Hypertension	Engaging and clinically powerful program using motivation and daily tracking to support improving blood pressure
Prediabetes	Evidence-based curriculum, activity tracking, coaching and support
Obesity	Structured engagement to improve nutrition, exercise, and weight loss[3]

Know Where to Go:

Choosing the right service for your circumstance will help you save time and money. The following are examples and not intended to provide medical advice.

Telehealth



- Flu/Cold Symptoms
- Headaches
- Skin Conditions
- Pink Eye
- Stomachaches
- Allergies
- UTIs
- Behavioral Health services

$

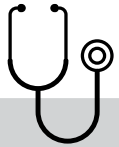
Convenience Care



- Flu/Cold Symptoms
- Rashes or Skin Conditions
- Asthma
- Earaches
- Sinus Pain
- Minor cuts or burns
- Vaccines

$

Doctor's Office



- General Health Issues
- Preventive Care
- Routine Check-ups
- Immunizations
- Screenings

$

Urgent Care



- Fever & Flu symptoms
- Minor cuts, sprains, burns or rashes
- Headaches
- Lower back pain
- Joint pain
- Minor respiratory symptoms
- UTIs

$$

Emergency Room

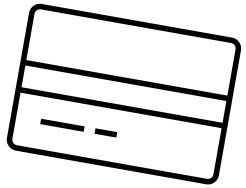


- Poisoning
- Seizures or loss of consciousness
- Severe chest pain or difficulty breathing
- Signs of a heart attack or stroke
- Uncontrollable breathing
- Severe broken bones
- Severe burns

$$$

- **Have a plan!** Find in-network facilities & providers ahead of time here: IBX Find a Provider
- **Still unsure where to go?** Contact the 24-hour Nurse Line at **1-800-ASK-BLUE** for advice on where to go!

Independence Blue Cross ID Cards & Resources



- Independence Blue Cross will only send out new ID cards to those enrolling in the HDHP plan. If you are staying on the PPO plan, you will not receive a new card.

- You can also access your ID card on or after 1/1/2027 by logging into **www.ibx.com** or downloading the **IBX Mobile App**

- For plan information & support throughout the year, reach out to:



www.IBX.com



1-800-275-2583



IBX Mobile App

Employee Medical/Rx/Vision Contributions— *Bi-Weekly*

Coverage Tier	PPO Plan*	HDHP Plan
Employee Only	$120.21	$80.41
Employee + Spouse	$272.52	$184.17
Employee + Child(ren)	$223.26	$148.98
Employee + Family	$359.57	$239.58

*Anyone hired prior to 1/1/2026 may have different rates on the PPO plan and will see a 3.5% increase for 2027.

The rates shown include Medical, Prescription Drug, and Vision benefits!

Dental contributions separate for 2027!

Dental Benefits

United Concordia

Dental Benefits

	United Concordia $1,500 Dental Plan	United Concordia $2,500 Dental Plan
Network	Elite Plus	Elite Plus
Elect a Primary Care Dentist?	No	No
Calendar Year Deductible (Single/Family)	$50/$150 Applies to Class II, III	$50/$150 Applies to Class II, III
Annual Benefit Maximum	$1,500 per member	$2,500 per member
Class I: Preventive Care	100% covered, No Deductible	100% covered, No Deductible
Class II: Basic restorative	90% after Deductible	100% after Deductible
Class III: Major restorative (Includes Implants)	80% after Deductible	80% after Deductible
Class IV: Orthodontia Orthodontia Lifetime Max	50% up to $1,500 per member lifetime (Children Only)	50% up to $2,500 per member lifetime (Adults & Children)

The above includes in-network benefits only, see plan summaries for out-of-network benefits.

Employee Dental Contributions— *Bi-Weekly*

Coverage Tier	United Concordia $1,500 Dental Plan	United Concordia $2,500 Dental Plan
Employee Only	$4.38	$10.08
Employee + Spouse	$10.03	$22.01
Employee + Child(ren)	$9.25	$24.30
Employee + Family	$14.24	$35.66

To calculate your annual premium, multiply the above numbers by 26!

Wellness Plan



HealthCheck 360

HealthCheck 360 Wellness Plan

- **NEW! Annual physical requirement**
  - **Silvi employees that do not receive a physical in 2027 will be charged a 15% surcharge on their medical contribution in 2028.**
- Employees enrolled in the Silvi medical plan as of 1/1/2027 can participate in the Silvi Strong wellness program
  - **$150** gift card for completing the biometric screenings and health survey
  - **$75** gift card for eligible spouses that complete their biometric screening and health survey
  - If you do not participate in the wellness program, you will incur a **$40** per month surcharge
  - **There will be nicotine surcharge of $20 per month**
- Look for further communications from Human Resources for the 2027 biometric screening events!

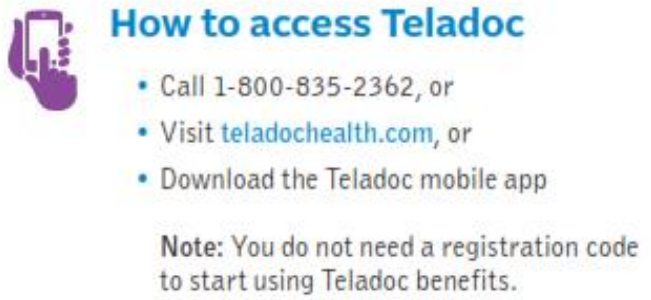
Tobacco Cessation – Independence Administrators

- Tobacco Cessation Reimbursement
  - Silvi members can receive reimbursement of up to $150 for enrollment and completion of a smoking cessation program.
- SmartQuit Program
  - A smoking cessation quit plan, tips and tools offered through the Achieve Well-being program
- Tobacco Cessation Medications
  - Covered at 100% under Silvi's prescription drug program

Ways to Obtain a Physical

Wherever you go, receiving a routine physical is always no cost to you!

- Primary Care Physician
- Urgent Care
- CVS Minute Clinics
- NEW - Teladoc Virtual P360
  - Annual checkups by phone or video
  - Dedicated time with your virtual PCP to talk through medical history, challenges, needs.
  - Referrals, prescriptions and lab orders as needed.



Tax-Advantaged Accounts

Health Savings Accounts (HSA)
Flexible Spending Accounts (FSA)



Harrison Group

Health Savings Accounts (HSA) Overview

HSA BASICS

A Health Savings Account is an employee-owned, tax-advantaged bank account paired with a qualified high deductible health plan to use for current or future healthcare expenses. (medical, dental, vision, prescription)

- You must be enrolled in **Silvi's HDHP** Plan to elect
- **Silvi** partners with **Harrison Group** to administer your HSA.
- HSA funds roll over every year and it is yours if you ever leave Silvi! **You will receive an HSA card in the mail.**

TRIPLE TAX ADVANTAGE

- Contribute on a pre-tax basis*
- Grow your account tax-free through investments & interest**
- Pay for qualified healthcare expenses tax-free using HSA funds

*CA & NJ tax contributions & earnings at the state level
***CA, NH, NJ & TN tax investments/interest at the state level

ELIGIIBILITY

- You must be enrolled in a qualified HDHP
- You cannot be covered by any other non-HDHP coverage, including Medicare (all parts), Tricare, Tricare for Life or a Healthcare FSA
- You cannot be claimed as a dependent on someone else's tax return

INVESTMENTS

- $2,000 minimum balance in HSA to invest in select Mutual Funds
- No taxes on investment earnings

*CA, NH, NJ & TN tax investments at the state level

2027 HSA Contributions & Limits

- **Silvi** will make a contribution to your HSA!

2027 HSA Employer Contribution	
Individual Coverage	$500
Employee & Spouse **or** Employee & Child(ren)	$1,000
Family Coverage	$1,500

- You can also contribute to your HSA up to the annual maximum established by the IRS each year. The 2027 IRS limits are as follows:
  - Individual Coverage: $4,500 ***–includes Silvi's contributions***
  - Family Coverage: $9,000 ***–includes Silvi's contributions***
  - Age 55 or older: You can contribute an additional $1,000 "catch up" contribution
  - **Note:** The IRS limits include *BOTH* **Silvi** & employee contributions

Flexible Spending Account (FSA) Overview

HEALTHCARE FSA

- Set aside pre-tax dollars for qualified Medical, Dental, Vision & Rx expenses
  - Copays, Doctor's bills
  - Dental procedures (crowns, orthodontia)
  - Glasses, contacts, Rx Sunglasses, LASIK
  - OTC medications
  - Sunscreen, Band-Aids, heating pads
- The 2027 IRS maximum is **$3,500**
- Your FSA election is front-loaded, so you have access to your election Day 1 of the plan year

DEPENDENT CARE FSA

- Set aside pre-tax dollars for qualified childcare & eldercare expenses
  - ✓ Examples include Daycare, Day Camp, Before & After School Care, Senior Daycare, etc.
- Both you & your spouse must be working or attending school full-time to qualify
- The 2027 IRS maximum is **$7,500**
  - ✓ This is a per household calendar year maximum
  - ✓ If you are married but filing separate tax returns, the max is $3,750 per spouse
- Your Dependent Care FSA election is not front-loaded, so you will accrue dollars with each payroll cycle throughout the year

Silvi will reimburse the unused balance in your FSA accounts in April of the following year. Since contributions to the FSA are not taxable, the reimbursement is considered taxable income.

HSA vs. Healthcare FSA

Description	Health Savings Accounts (HSA)	Healthcare Flexible Spending Account (FSA)
Types of Covered Expenses	Medical, Dental, Vision, Rx	Medical, Dental, Vision, Rx
Medical Plan Enrollment Requirement	High-Deductible Health Plan (HDHP)	PPO or waiving coverage
Employer Contribution	$500 – Employee Only $1,000 – Employee & Spouse **or** Employee & Child(ren) $1,500 - Family	N/A
IRS Annual Contribution Limit	$4,500 single / $9,000 family	$3,500
Last Date to submit prior year claims	N/A	March 31, 2028 (90 days after the end of the plan year)
Can funds rollover?	100% of funds rollover year to year	Yes, but Silvi will reimburse leftover funds
Is interest earned?	Yes	No
Can funds be invested?	Yes (once $2,000 minimum is met)	No

Note: You cannot enroll in both the HSA and FSA.

Vision Benefits

Independence Blue Cross

(Davis Vision)

Vision Benefits

Benefit	In Network	Frequency
Network	Davis Vision	
Eye Exam	$30 copay	Once every other year
Materials Copay	$0	Once every other year (**Lenses & Frames**)
Materials Allowance *Single Lenses* *Bifocal Lenses* *Trifocal Lenses* *Lenticular* *Contact Lenses (Elective/Therapeutic)* *Frames*	**Lenses**: Covered after copay **OR Contact Lenses**: $100 allowance (copay does not apply) **Frames**: 100% covered from any retailer within Davis Vision's Collection (OR $65 allowance from any other retailer)	Once every other year (**Lenses/Contact Lenses/Frames**)

The above includes in-network benefits only, see plan summary for out-of-network benefits.

Life & Disability Benefits



Sun Life

Life and AD&D Insurance

Basic Life Insurance

Basic Life	Sun Life Coverage
Benefit	$50,000

- Premiums paid by Silvi at no cost to you!
- Benefit reductions at age 65

Voluntary Life/AD&D

Benefit	Sun Life Coverage	Guaranteed Issue
Employee	Units of $25,000 Max: lesser of 5x salary OR $500,000	$100,000
Spouse	Units of $5,000 Max: Lesser of 50% of employee election or $250,000	$30,000
Child(ren) *Up to age 19 or 26 if full-time student*	Units of $2,500 Max: $10,000	100%

- Premiums paid by Employee
- Rates vary by age, coverage amount & who's covered
- Guaranteed Issue amounts only apply to new hires

Disability Insurance

Short-Term Disability (PA & OH)

Sun Life STD Coverage	
Benefit	60% of *weekly* salary; You may purchase additional 30% of your pre-disability earnings.
Waiting Period	14 days
Duration	Up to 24 weeks

PA & OH Short-Term Disability benefits paid by Silvi

Short-Term Disability (NJ)

NJ STD Coverage	
Benefit	85% of *weekly* salary to a maximum of $1,158 per week; You may purchase additional 5% of your pre-disability earnings through Silvi.
Waiting Period	7 days
Duration	Up to 24 weeks

NJ Short-Term Disability benefits paid by state of NJ; funded by employee and employer taxes.

Disability Insurance

Long-Term Disability (VOLUNTARY – 100% employee paid)

Sun Life LTD Coverage	
Benefit	60% of *monthly* salary to a maximum of $10,000 per month
Waiting Period	180 days
Duration	Up to age 65

Employee Assistance Program (EAP)

- Family & Personal Relationships
- Substance Abuse Counseling
- Grief - Depression Stress
- Parenting / School Issues
- College Planning and Counseling
- Child Care Referrals
- Legal Advice and Resources
- Elder Care Referrals and Resources
- Will Preparation & Power of Attorney
- Financial Advice and Resources
- Career and Training Resources

100% confidential with a 24/7 toll-free hotline

In-person help for short-term issues with up to **3** sessions with a counselor per person per issue, per year

GuidanceResources EAP

877-595-5281

guidanceresources.com

Company Identifier: EAPBusiness



Final Reminders & How to Enroll

November 16 – December 11

Open Enrollment Reminders

- All enrollments must be entered no later than **December 11th**
- Enroll via UKG Ready
  - Update family dependents and beneficiary information
  - View current benefits
  - Make your Open Enrollment elections
- Visit www.silviconcretebenefits.com for more information!

Review all benefit options to evaluate and ensure they meet the needs of you and your family.

All benefit elections and changes will be effective January 1, 2027

This is always a good time to review and update your beneficiaries!

Any new payroll deductions will be reflected in your 1st paycheck in January.

Questions?

Thank you for your time!

