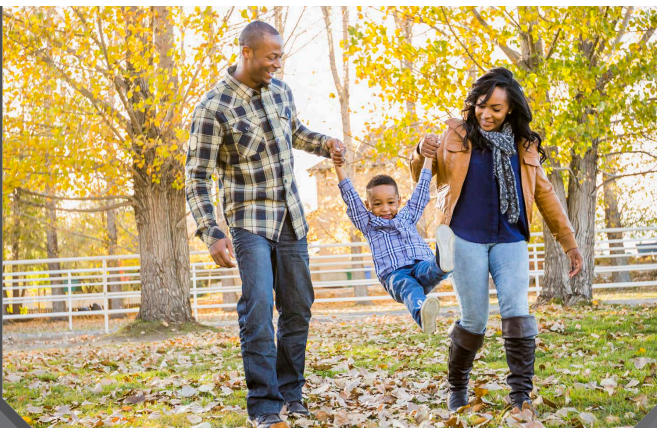
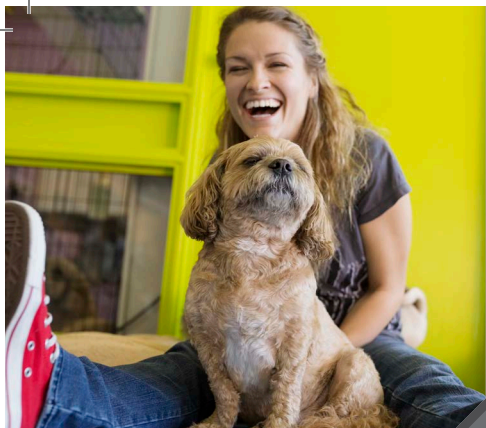




▶ 2027 BENEFITS



2027 OPEN ENROLLMENT

The enrollment period begins November 2 and ends November 13

During open enrollment, you can:

- Newly enroll in coverage.
- Change plans.
- Add or drop dependents.
- Waive coverage.

Your current benefits will not carry over to the upcoming plan year.

If you wish to maintain coverage in 2027, you must enroll during the open enrollment period — even if you want nothing to change from last year.

Take the time to learn more about your benefits options:

- Attend an open enrollment meeting.
- Review the benefits guide.
- Visit the benefits website at mysunlandbenefits.com.



Confirm your elections through benefits.sunlandasphalt.com by Nov. 13, 2026.

Questions?

Contact Human Resources at benefits@sunlandasphalt.com or 602-323-2800.

What's Changing?

New Benefits Website!

- We're excited to launch our new Benefits Website on Oct. 19!
- Your one-stop resource for all things benefits. From benefit guides to help finding care, everything you need will be available in one convenient location.
- The benefits website is available in both English and Spanish!
- Watch your mailbox! Postcards with a QR code that will take you directly to the site will be sent to you, so be sure to keep an eye out for yours.

Medical – Cigna

- Your medical plans will continue to be offered by Cigna!
- There will be no plan design changes!
- Please note, you will not be receiving medical ID cards in 2027. Your ID card will be available at mycigna.com.

Dental and Vision – New Carrier!

- Your dental and vision plans will now be administered through Cigna!
- Your Low plan is being replaced by a Low DHMO plan. This plan offers affordable in-network dental coverage through a designated network of dentists for those who live in certain zip codes. All services are subject to a copay.
 - Please note, if you enroll in this plan, you will receive a dental ID card in the mail.
- Your High DPPO plan will not change for 2027.
 - Please note, you will not be receiving a dental ID card for the High DPPO plan. Your dental ID card will be available on the myCigna portal.

Open enrollment is the one time during the year you can make changes to your benefits without experiencing a qualified life event such as marriage, divorce, or the birth or adoption of a child.

What's Changing?

Flexible Spending Accounts - New Carrier!

- EBC Flex will be your new FSA vendor in 2027!
- If you enroll in the Health Care or Limited Purpose FSA for 2027, you will be receiving a new EBC debit card in the mail.
- Highlight this (not yet confirmed) – In 2027, you can contribute up to \$3,500 for employee only and \$7,500 for all other tiers.

Life and Disability – New Carrier!

- Your life and disability plans will now be offered through Prudential!
- There are some changes to your Voluntary Life/ AD&D plan:
 - The employee maximum has increased to \$500,000
 - The child benefit has increased to a flat \$10,000
- For Voluntary Life/AD&D and Voluntary STD plans, you will be able to enroll with no health questionnaire needed up to any applicable guarantee issue amounts

Employee Assistance Program – New Carrier!

- Your EAP will now be offered through Guidance Resources!
- In 2027, you will continue to receive five free face-to face visits with a licensed counselor.



Open Enrollment Meetings

Date	Time	Location
Wednesday, Oct. 28	9 a.m. English	Corporate Office*
Thursday, Oct. 29	6 a.m. Spanish / 7 a.m. English	Georgia Office
Friday, Oct. 30	6 a.m. English and Spanish / 7 a.m. English and Spanish	Tucson Training Room
Monday, Nov. 2	6 a.m. English / 7 a.m. Spanish / 8 a.m. English	Nevada Conference Room
Tuesday, Nov. 3	5 a.m. English and Spanish	7th St. Cottonwood / Mesquite Rooms*
Wednesday, Nov. 4	5 a.m. English and Spanish / 10 a.m. English	7th St. Cottonwood / Mesquite Rooms*
Thursday, Nov. 5	6 a.m. English / 7 a.m. Spanish	Colorado Gilpin Office
Saturday, Nov. 7	10 a.m. English and Spanish	7th St. Cottonwood Room*
Monday, Nov. 9	7 a.m.	Virtual Teams Meeting

*Microsoft Teams Meeting Option available