



# 2026

## Open Enrollment November 3-17

This year's enrollment is **PASSIVE**, which means your current benefits will roll over into 2026 **unless you make changes**.

**Remember: Healthcare FSA, Dependent Care FSA, and HSA require re-election each year**—these will not carry forward automatically.



### WHAT'S NEW FOR 2026

- ▶ **Fertility Benefit**—Eligible employees now have access to up to **\$15,000** in financial support through Blue Cross Blue Shield (BCBS) for fertility-related services, such as:
  - ▷ Fertility assessments and consultations
  - ▷ In vitro fertilization (IVF)
  - ▷ Egg and sperm freezing
  - ▷ Genetic testing
- ▶ **Dependent Care FSA**—Annual contribution limit increases from **\$5,000** → **\$7,500**
- ▶ **HSA Vendor Change**
  - ▷ Health Savings Account administration will move from **Flores to Fidelity**
    - ▶ More information on transfer details and blackout dates will be shared soon
  - ▷ Contribution limits increasing to **\$4,400 (individual)** and **\$8,750 (family)**
  - ▷ Employer contributions will be deposited **twice a year**



### MEDICAL, DENTAL, AND VISION

- ▶ **Medical**—Coverage remains with **Blue Cross Blue Shield (BCBS)**
- ▶ **Dental**—No changes
- ▶ **Vision**—No changes
- ▶ **HDHP Deductible Update**—In line with IRS guidelines
  - ▷ Individual: **\$1,700**
  - ▷ Family: **\$3,400**
  - ▷ If you enroll in the HDHP, you may contribute to an HSA (must have \$0 FSA or be enrolled in a Limited Purpose FSA to participate in an HSA.)



### FLEXIBLE SPENDING ACCOUNTS (FSA)

- ▶ **Healthcare and Limited Purpose FSA**
  - ▷ Increased annual contribution from \$3,300 to **\$3,400**
  - ▷ Increased rollover of unused funds from \$660 to **\$680**
- ▶ **Dependent Care FSA**
  - ▷ Increased annual contribution maximum from \$5,000 to **\$7,500**



## LIFE, DISABILITY, AND VOLUNTARY BENEFITS (GUARDIAN)

- ▶ Employer-provided **Life/AD&D** coverage
- ▶ Employer-provided **Long-Term Disability** (option to buy-up)
- ▶ Employer-provided **Short-Term Disability** (salary continuation)
- ▶ **Additional Optional Employee Life Insurance**—Employees with existing coverage may increase by up to **\$50,000** without Evidence of Insurability (EOI), as long as total coverage does not exceed the Guaranteed Issue (GI) limit
- ▶ **Hospital Indemnity Plan**—Optional coverage available
- ▶ **Accident Plan**—Optional coverage available
- ▶ **Critical Illness Plan**—Optional coverage available

### Reminder!

Watson-Marlow has partnered with Lockton On-Call, (LOC), to serve as our Benefits Helpline. Benefit Specialists are available to assist you with questions around our comprehensive benefits package.

### DON'T KNOW WHAT TO ASK? HERE ARE A FEW EXAMPLES!

- ▶ Understand benefit offerings
- ▶ Assist with your benefits enrollment in BenManage
- ▶ New hire open enrollment, QLE event questions
- ▶ Explain service charges
- ▶ Navigate benefit updates and changes if experiencing a QLE
- ▶ Transfer and/or provide contact information for internal resources or carrier partners

### BENEFITS HELPLINE

Monday-Friday, 7 a.m. to 6 p.m. CST

[ETSBenefits@Lockton.com](mailto:ETSBenefits@Lockton.com) | 888.875.1868

## DISCOVER YOUR NEW BENEFITS INTRANET!

Watson-Marlow is excited to introduce your new intranet—your go-to for all things benefits and more! From the latest updates and upcoming events to important reminders and deadlines, you'll find everything you need at **WMFTS Americas** to stay informed. Think of it as your year-round resource to help you get the most out of what's available to you.

### Benefits Open Enrollment Resources

- ▶ Online website—View plan details, contact information, and important forms and notices  
[www.spiraxsarcobenefits.com/ETS](http://www.spiraxsarcobenefits.com/ETS)