



Open Enrollment is Here

Open enrollment begins August 3, 2026 and ends on August 14, 2026 at 5pm (PST).

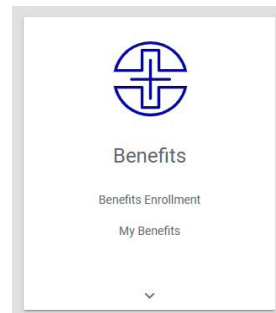
This is an opportunity to make changes to your current coverage as well as update your dependent and beneficiary information. We are continuing our carrier partnerships with Aetna, Guardian, Aflac and the FSA with Health Equity.

As a reminder, we offer a mental health resource called Rula available to all employees. Rula makes it easy to find a licensed therapist that's in network with your insurance. In addition, we also offer a Roth 401(k) feature to the RLM Associates Retirement Plan, so you have another choice on how to save for your retirement.

All changes made will be effective **September 1, 2026** and stay in effect until **August 31, 2027**.

To begin open enrollment process on August 3, please log into your Employee Self Service portal by navigating to www.paycom.com.

Navigate to the Benefits tile (see picture below) and begin Open Enrollment process. Follow the online prompts to complete the enrollment. Please be certain to update dependent and beneficiary information.



If you have any questions or need additional information, please contact our Benefits Advocacy Team at **(844) 852-5769** or waterfrontbenefits@sullicurt.com.

PLEASE NOTE THAT THIS YEAR'S OPEN ENROLLMENT WILL BE A PASSIVE ENROLLMENT. If you select a HMO plan, please select a PCP; all other benefits will carry over. **IF YOU DO NOT SELECT A PCP, YOU WILL HAVE A PCP AUTO ASSIGNED FOR YOU EFFECTIVE SEPTEMBER 1, 2026.**

PLEASE NOTE: Our Health Equity FSA enrollment is **NOT** passive and if you had an FSA previously and would like to continue, you must re-enroll.