Open Enrollment
August 10–21, 2026
Coverage: October 1–December 31, 2026

F5 Benefits Team + Alliant Insurance Services

Our team

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F5 Benefits Transition

Transforming the Employee Experience

From	To
Fiscal year + calendar year benefit plans	All calendar year plans (Effective Jan 1 – Dec 31)
Two annual enrollments depending on benefit	One annual enrollment for ALL benefits
Tax exempt benefits that don't align with the tax year	Tax exempt benefits that align with the tax year
Open Enrollment not aligned with the market (August)	Open Enrollment aligned with the market (November)
Difficult to access benefits information; get answers	Easy to find information and get support when you need it

Agenda

- Open Enrollment overview
- What’s changing
- Medical plan options + Dental & Vision
- What resets and when
- HSA and FSA impacts
- NEW! Benefits resources
- Enrollment process

Open Enrollment (OE) Overview

OE is your opportunity to review your benefits and make any changes for the short plan year Oct 1 through Dec 31

ACTIONS

REVIEW OPTIONS

CHANGE COVERAGE

ADD/DROP DEPENDENTS

ENROLL IN FSA

KEY DATES

OPEN ENROLLMENT: AUG 10–21

PASSIVE ENROLLMENT <u>EXCEPT FSAS</u>

DEADLINE: AUGUST 21, NOON PT

What’s Changing

Key things you need to know about the short plan year transition to the calendar year

Transition

Short plan year

Runs from **Oct 1–Dec 31, 2026**

Bridges F5 Benefits to a January–December **calendar-year** benefits cycle effective **Jan 1 – Dec 31, 2027**

Medical

Resets & carryover

Medical **deductibles and out-of-pocket maximums** will reset on October 1, 2026 *and* January 1, 2027.

PPO and HDHP participants experience the transition differently.

Resources

New! Decision support

My Benefits (website)

Carly (F5’s new AI powered benefits assistant)

Medical Plan Options

Premera remains our medical carrier and you'll continue to have access to the same two plans

PPO

- Lower deductibles and predictable flat copays for common services.
- Immediate access to Garner reimbursement funds when you visit a Garner Top Provider.

HDHP + HSA

- Lower monthly premiums and Health Savings Account (HSA) eligibility.
- Contributing to an HSA offers a "triple tax advantage," which makes it one of the most tax-efficient ways to save for healthcare costs.
- For the short plan year, F5's employer contributions to your HSA are:
- **Individual Coverage**: $187.50
- **Family Coverage**: $375.00

Garner works alongside the PPO and HDHP plans. HDHP participants must satisfy deductible first before Garner reimbursements can apply, per IRS rules.

Garner reimbursement increasing for qualifying out-of-pocket medical costs:

$1,250 per individual

$2,500 per family

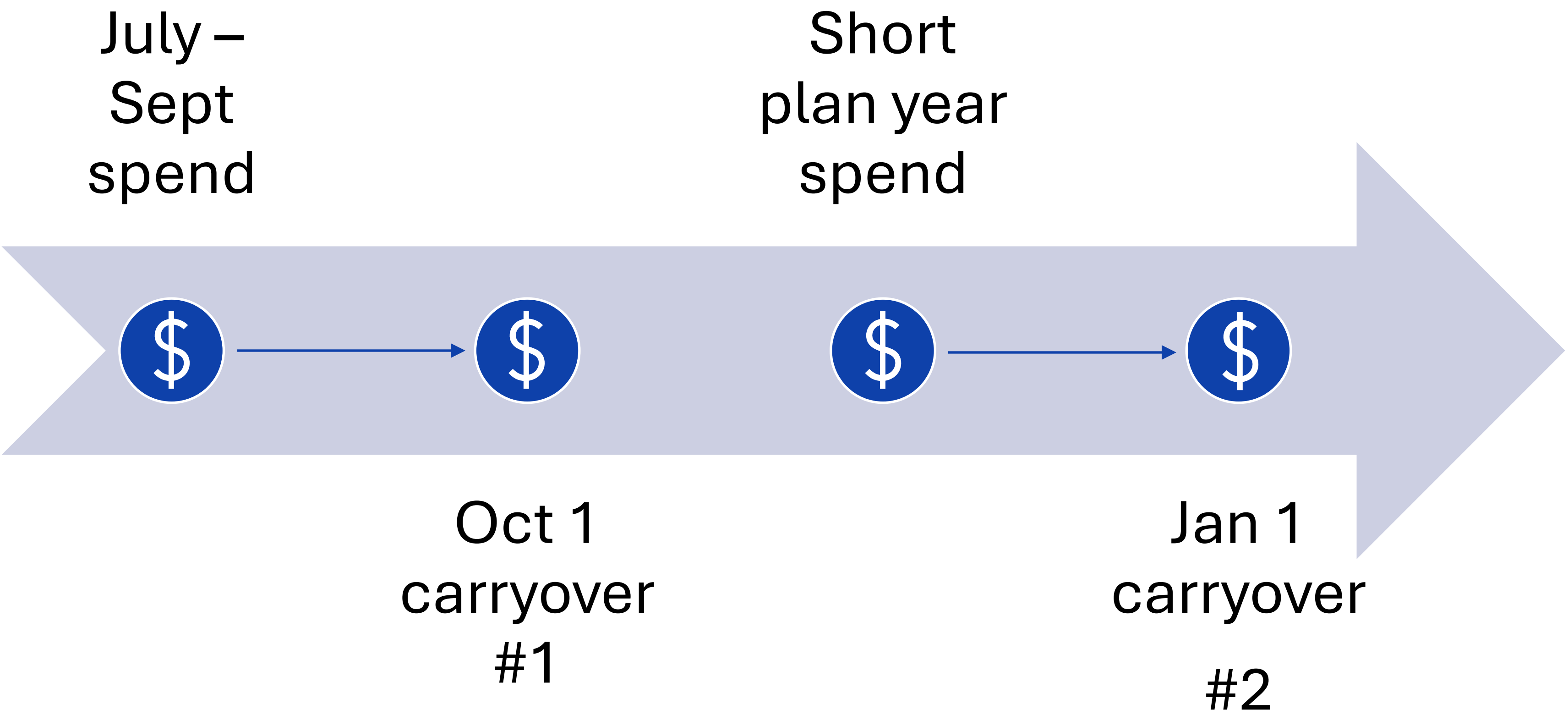
Medical Plan Comparison – Short Plan Year

Except for accumulator resets and F5 HSA contribution proration, plan design remains unchanged

Feature	Premera Blue Cross HDHP	Premera Blue Cross PPO
Monthly Premiums	• Single: $0 • Employee + Spouse: $58.38 • Employee + Children: $45.58 • Family: $109.16	• Single: $109.12 • Employee + Spouse: $400.76 • Employee + Children: $336.80 • Family: $654.40
Annual Deductible	• Single: $1,700 • Family: $3,400 (Aggregate)	• Single: $850 • Family: $1,700 (Embedded)
Out-of-Pocket Max	• Single: $3,000 • Family: $6,000 (Aggregate)	• Single: $2,250 • Family: $4,500 (Embedded)
Primary & Specialist Care	10% coinsurance after deductible	$15 copay (no deductible)
Urgent Care	10% coinsurance after deductible	$15 copay (no deductible)
Emergency Room	10% coinsurance after deductible	$100 copay, then 10% coinsurance after deductible
Prescription Drugs	• Tier 1: 10% after deductible • Tier 2: 10% after deductible • Tier 3: 10% after deductible	• Tier 1: $10 copay (no deductible) • Tier 2: $20 copay (no deductible) • Tier 3: $40 copay (no deductible)
HSA Eligibility	F5 contributes $187.50 (single) or $375 (family)	Not Eligible

PPO Deductible Carryover

Also known as the "fourth quarter carryover" – let's you apply expenses paid late in the year to next year's deductible



⚠️ Deductible carryover does **not** apply to HDHP

Choose the Plan That Matches Your Situation

There is no one-size-fits-all plan. Start with what matters most to you.

“I want lower paycheck deductions and an HSA.”

Consider HDHP + HSA

Lower premiums

Health Savings Account (HSA) eligibility + F5 HSA contribution

“I want predictable costs.”

Consider PPO

Lower deductibles and out-of-pocket maximums

Expenses incurred Oct-Dec 2026 count toward your January 2027 deductible

“I expect significant healthcare expenses.”

Consider PPO

Lower deductibles and out-of-pocket maximums

Expenses incurred Oct-Dec 2026 count toward your January 2027 deductible

Dental & Vision

One enrollment, one reset, and coverage through the end of 2027

1. **Enroll in August**
2. **Coverage begins Oct**
3. **Coverage continues through 2027**
4. **Coverage resets Jan 1, 2028**

What Resets and When

The most important thing to remember is that medical plan accumulators reset **twice** during this transition—once on October 1 and again on January 1

- Both PPO and HDHP participants should plan for the deductible resets when considering healthcare expenses during this period.
- PPO participants may benefit from deductible carryover.
- PPO and HDHP participants can use their FSA or HSA to pay for out-of-pocket medical expenses that go toward meeting their health insurance deductible.

Plan	Oct 1, 2026	Jan 1, 2027
HDHP deductible $1700/$3400	Reset	Reset
HDHP OOP max $3000/$6000 INN	Reset	Reset
PPO deductible $850/$1700 INN	Reset	Reset
PPO OOP max $2250/$4500 INN	Reset	Reset
Dental & Vision Deductible + Max benefit $50/$150 + $2000 p/p	Reset	No reset

Source: Information example

FSA & HSA Proration for the Short Plan Year

HSA and FSA limits are being adjusted because of the three-month short plan year – you'll have another election opportunity when the new calendar-year benefits cycle begins Jan 1, 2027

Health Care FSA

The maximum election amount for the short plan year is **$850**.

Dependent Care FSA

The maximum election amount for the short plan year is **$3,750**.

⚠️ FSAs require active enrollment – you must re-elect them every plan year

Health Savings Account

F5 will contribute:

$187.50 for individual coverage; **$375** for family coverage for the short plan year.

Optional Benefits

Add-ons that let you choose extra coverage based on your needs and pay the cost through automatic payroll deductions

Voluntary Life & AD&D	Long Term Care	Unum	Pre-paid Legal
Enroll in August or November, for Oct 1 or Jan 1 effective date and subject to medical underwriting. Review coverage and beneficiary information.	Enroll in November for Jan 1 effective date.	Enroll in Nov for Jan 1 effective date. E.g., Accident, Critical Illness and Hospital Indemnity.	Enroll in August or November, for Oct 1 or Jan 1 effective date.

New Benefits Resources

To help you navigate your benefits

MyBenefits Website

Replaces US Benefits Sharepoint

Easy to navigate

Available 24/7

Outside the firewall

URL: https://f5.mybenefits.life/

Meet Carly

AI-powered benefits assistant

Natural language model (NLM)

Ask Carly questions about your benefits plan, eligibility rules, coverage and more

Find Carly (Avante AI) in **MyApps** or start a conversation in Teams

Completing Open Enrollment in Workday

Complete means submitted. Elections are not final until you check “I Agree” and click submit

Review Current Elections 1

Workday > Personal > Benefits > View Benefit Details

Open the OE Task 2

Go to My Tasks inbox in Workday or use the email link

Make Your Elections 3

Review coverage, dependents, accounts, and optional benefits

Submit Your Elections 4

Check “I Accept” and click Submit before the deadline

Save your proof 5

Save proof of enrollment

Need Help?

We've got your covered. Use the resource that best fits your question, from self-service tools to personalized support

MyBenefits

Central hub for benefits info, plan details, enrollment resources, and important contacts.

URL:

https://f5.mybenefits.life/

Carly

Ask Carly questions about eligibility, coverage, enrollment rules, and other benefits topics.

Available through **MyApps** or in Teams

Health Advocate

Help finding doctors, understanding coverage, claims, Medicare, etc.

Call **866.695.8622** or visit http://healthadvocate.com/members

(code: F5, Inc.).

Benefits Team

Questions that require personalized assistance or need support that isn't addressed through other resources.

Email: Benefits@F5.com

You’re Ready for Open Enrollment

Remember these four things

- Review your options
- Use MyBenefits & Carly
- Submit elections by Aug 21 (Noon PT)
- Mark you calendar for OE #2 (11/4/26)

Open Enrollment Checklist

✅ Review your current coverage and costs

✅ Explore plan options and resources

✅ Use MyBenefits and Carly for questions

✅ Submit your elections by **August 21 (Noon PST)**

✅ Save a copy of your confirmation statement

