

YOUR BENEFITS GAME PLAN

BENEFITS ENROLLMENT APRIL 27-MAY 29, 2026



Choose Your Players & Get in the Game!

Benefits Enrollment is your opportunity to draft your players for the coming benefits year.

- **STUDY THE FIELD.** Consider **all** of your options, not just your current roster. **NEW:** Effective July 1, 2026, we are introducing a new Employee Assistance & Wellness Support Program and increasing the Basic Life Insurance benefit from \$15,000 to **\$17,500**.
- **MAKE YOUR PLAN.** Use **Your Benefits Playbook** to select the combination of players for your winning team. You can learn more on the [Employee Benefits Portal](#) and on the carrier websites (register when needed to maximize the resources available).
- **DON'T FORFEIT!** All benefit changes must be made by May 29. If you miss the **May 29th deadline**, your current benefits will roll over starting July 1. After July 1, you may change your elections during the plan year (July 1, 2026-June 30, 2027) only for certain life events, such as marriage or a new child.

ACT NOW!

Make your
GAME PLAN
NOW for our
Benefits Enrollment
April 27-May 29,
2026



Coaches' Corner. If you have **questions about the benefits program**, please contact your Benefit Coordinator or call the Human Resources staff at the Archdiocese Pastoral Center at **1-215-587-3910**.

POSSIBLE PLAYS


The benefit options you elect are not changing, but your share of the cost may be increasing. Review your options and update your roster (options may vary by location). During this period, you could:

- Change your current options or covered dependents and update your Life/AD&D or 403(b) beneficiaries if needed;
- Consider the Personal Choice HDHP medical option or increase your HSA contribution if you are currently enrolled;
- Change your Short-Term Disability (STD) option or enroll for the first time; or
- Enroll or change your Cancer or Critical Illness insurance or Voluntary Life/AD&D coverage.



MEDICAL COVERAGE *Updates*

Health care costs are projected to increase significantly for 2026 and beyond. Despite these challenges, the Archdiocese of Philadelphia strives to minimize the impact on our employees. However, your share of the cost for the Independence Blue Cross (IBX) medical options (Personal Choice PPO and HDHP and Keystone Health Plan East HMO) may be increasing as of July 1. You will receive more information about your contributions before you enroll.



Time for a New Player? Take time to learn about the medical coverage available. Consider any medical issues and recent costs and then choose the plan that's best for you.

PLAY YOUR OWN GAME

When it comes to your health, you are the Head Coach. Here are two actions you can take now to take charge of your health:

- **Get Preventive Care**—The medical options pay 100% for eligible preventive care services—with no deductible. Schedule your preventive-care exam. When you “know your numbers,” you can take advantage of the most appropriate health enhancement programs and tools.
- **Team Up With IBX**—Registered Nurse Health Coaches are available 24/7 to help you actively manage your health. For example, an IBX Health Coach could help you:
 - Understand a diagnosis or address everyday health concerns,
 - Make lifestyle choices to reduce health risks,
 - Learn how to follow your treatment plan, or
 - Weigh the pros and cons of important decisions using evidence-based information.



IBX 24/7 Health Information Line

IBX members can call
1-800-ASK-BLUE
(1-800-275-2583)
any time to speak with
a Health Coach.

Did You Know: IBX has a “microsite” for employees of the Archdiocese of Philadelphia at ibx.com/archdiocese. Register for ibxpress.com for secure access.

NEW EMPLOYEE ASSISTANCE & WELLNESS SUPPORT—24/7

If you work at least 20 hours per week, you and your dependents will have 24/7 access to a new **Employee Assistance and Wellness Support Program**. The resources offered at no cost to you include:

- **Employee Assistance**—You and your dependents have access to various counseling services including legal, financial, and work-life balance assistance. The program provides up to three sessions, per issue, per year.
- **Guidance**—When you need information to handle life's challenges, you can visit guidanceresources.com for resources and tools on a wide range of topics. You also have access to podcasts, videos, on-demand training, and more.
- **Well-being Coaching**—To help you achieve your goals, a certified coach may work with you, one-on-one, to address issues such as burnout, weight loss, time management, and coping with stress. The program provides up to five sessions (by telephone) per year.
- **Family Source**[®]—Family care service specialists can provide customized research, educational materials, and pre-screened referrals for child and elder care, adoption, education, and pet care.

This program is offered through New York Life Group Benefit Solutions in partnership with ComPsych. See **Your Benefits Playbook** for more information.

How to Contact ComPsych: Phone: 1-800-344-9752 • Website: guidanceresources.com
First time visitor? Click “Register” and enter “archd” as the Organization Web ID.



TRAINING FOR YOUR *“Next Season”*



Building a **financially secure retirement** requires staying in the game, enduring tough times, and pushing forward, even when the path is steep, just like a long-distance cyclist.

Keep in mind that you're not alone on your journey. While you're working for the Archdiocese of Philadelphia, you are building income for your future through the 403(b) Retirement Plan (the 403(b) Plan). The annual enrollment period is a good time to consider your future financial security and update your contribution.

NEW! CONSULT YOUR “COACHING STAFF”

Vanguard administers the 403(b) Plan. You have a range of investment options, secure 24/7 to your account, planning tools, and service from experienced professionals. The value of your investment will fluctuate and you may gain or lose money.

Now you (and your spouse) can schedule a one-on-one meeting with a Retirement Planning Counselor.

You can get answers to some important financial questions, including:

- How does the 403(b) retirement plan benefit me?
- Am I on track for a comfortable retirement?
- Will I be able to retire when I want?
- How can I save more?
- How do I choose the right mix of stocks and bonds?



RESERVE YOUR SPOT!

Appointments available morning, afternoon, and evening. **Sign up today.**

403(b) PLAN REFRESHER

Here are key facts to know about how the 403(b) Plan works:

- **Eligibility/Auto Enrollment**—If you are a full-time or part-time employee, you are eligible to participate in the plan on your hire date. When you become eligible, you may enroll and choose your contribution amount at vanguard.com/enroll (plan number 094572). **Or, you will be enrolled automatically for a 3% per-pay deduction (pre-tax) after you become eligible** (you will be notified in advance and you may opt-out within 30 days).
- **Employer Contribution**—The Archdiocese of Philadelphia may make a discretionary contribution of 4.5%, depending upon your eligibility. You are eligible to receive the Archdiocesan discretionary contribution after completing 1,000 hours of service during a 12-month calendar period. You become vested in (own) this contribution after one year of service.
- **Your Contributions**—You may contribute from 1% to 80% of your pay on a pre-tax basis, Roth after-tax basis, or a combination of the two. The IRS limits contributions. For 2026, the maximum contribution is \$24,500 (catch-up contributions available if age 50 or older).

EXECUTE YOUR WINNING *Strategy*

Your benefit plans and the resources they offer are available to you and your family every day. As the Coach, you decide how to maximize these resources. In addition to the health plans, you also have access to wellness/health improvement programs and the American Heritage Credit Union. See **Your Benefits Roster** on the next page.



YOUR BENEFITS *Roster*

PROGRAM/DISCOUNT FEATURES

HOW TO CONTACT

PHYSICAL AND EMOTIONAL WELLBEING

Medical/Prescription Drug	<ul style="list-style-type: none"> Independence Blue Cross IBX Medical Plans (Personal Choice[®] HDHP, PPO, Keystone POS, and Keystone Health Plan East HMO) Available options may vary by location 	1-800-ASK-BLUE (275-2583) ibx.com/archdiocese • ibxpress.com (requires you to register) Registered Nurse Health Coaches available 24/7 to answer questions
Davis Vision	<ul style="list-style-type: none"> Coverage included with PPO, POS, and HMO; stand-alone coverage available 	1-800-999-5431 davisvision.com
Dental	<ul style="list-style-type: none"> Options available from Aetna or United Concordia (UCCI) 	Aetna • aetna.com 1-877-238-6200 (DPO or DMO) <hr/> United Concordia • Ucci.com 1-800-332-0366 for PPO 1-866-357-3304 for DHMO
NEW Employee Assistance & Wellness Support Program (ComPsych)	<ul style="list-style-type: none"> If you work at least 20 hours per week, you and your family members have access to free, confidential health and wellness support resources 	1-800-344-9752 guidanceresources.com Click "Register" and enter "archd" as the Organization Web ID.
Health Improvement HUSK Wellness (fitness, nutrition, wellness)	<ul style="list-style-type: none"> Provides access to discounts for comprehensive fitness, nutrition, and other wellness resources 	1-800-294-1500 https://marketplace.huskwellness.com/archphila to login or activate benefit

FINANCIAL WELLBEING (403(b) Plan, Vanguard Financial Wellness Resources, and the Credit Union)

403(b) Retirement Plan (administered by Vanguard) Plan number: 094572	<ul style="list-style-type: none"> Each year, your employer may contribute up to 4.5% of your eligible pay. New hires are automatically enrolled for a 3% contribution but may opt out. Financial wellness resources available online, by phone, or in person. 	1-800-523-1188 Vanguard.com/enroll Benefits enrollment is a good time to review and update your 403(b) contribution, investment, and beneficiary decisions.
American Heritage Credit Union available to all Archdiocese of Philadelphia employees	<ul style="list-style-type: none"> Credit Union membership, savings and checking accounts, credit cards, loans and full service realty agencies Free money management and financial education services 	americanheritageCU.org/archdiocese For questions or to become a member, contact Joseph Littman at 1-215-370-7088 or jlittman@amhfcu.org . Say you are an employee of the Archdiocese of Philadelphia.

ENTERTAINMENT/WIRELESS SERVICE

Orlando Employee Discounts	<ul style="list-style-type: none"> Discounts on hotels and vacation homes, Red Lion Resort, and certain Disney World and Universal Orlando tickets 	1-888-632-1103 8 am-5 pm Monday-Friday OrlandoEmployeeDiscounts.com Member Login: archdiophila
Plum Benefits	<ul style="list-style-type: none"> Discounted tickets to Broadway shows, hotels, movies, theme parks, vacations 	plumbenefits.com/ Company Code: ARCHPHILA215
Wireless Service	<ul style="list-style-type: none"> Discounted rates for AT&T or Verizon 	Show employee ID or pay stub at store

TUITION DISCOUNTS

Villanova University	<ul style="list-style-type: none"> 50% tuition discount for Master of Science in Church Management (2-year online program) 	1-610-519-6015 churchmanagement.villanova.edu
Widener University Collegiate Partnership	<ul style="list-style-type: none"> 20% tuition discount for MBA, MSW, or RN-BSN degrees through online program 	1-844-386-7321 widener.edu

