Open Enrollment

2027 Health Benefits

Your Health, Our Commitment

LAKESIDE INDUSTRIES

Welcome!

- Open enrollment is here
- Good news – no major changes for 2027
- We deeply value our employees – not just for the work you do, but for who you are
- Empower you to make informed choices
- Reinforce our commitment to your health and well-being
- We’re here to listen and answer questions



LAKESIDE INDUSTRIES

Presented by: Leadership

Agenda

- Open Enrollment & 2027 Updates
- Health Plan Overview
- Resources & Wellness Program
- What Do I Need To Do?
- Q&A

Leadership

- Mike Lee, Chair & CEO
- Jaime Lee, President
- Dax Woolston, CIO
- Arnaud Chabenat, CFO
- Kari Lamberson, CHRO

HR

- Rhianna Argudo, Benefits & Compensation Specialist

Consultant

- Annik Johnson, Client Service Consultant – Gallagher

Health care marketplace updates

- **Higher medical costs** – Provider prices continue to rise, and the cost of care can vary significantly depending on where services are received
- **More healthcare utilization** – Increased use of services and growing prevalence of chronic conditions continue to drive claims
- **High-cost claims are increasing** – Cancer, complex conditions and advanced treatments can have a significant impact on overall plan costs
- **Prescription drug costs continue to climb** – Specialty medications remain a major driver of pharmacy spending
- **GLP-1 utilization continues to grow** – Expanded use for obesity and other conditions is adding significant pharmacy cost pressure
- **Employers continue to face substantial increases** – U.S. employer healthcare costs are projected to increase approximately 9.5% in 2027 before plan changes

Our Commitment

- Despite industry pressures, our goal remains the same – providing robust, accessible care without passing costs on to you
- Lakeside continues to make a significant investment in providing comprehensive, affordable benefits for employees and their families.
  - No increase to deductibles and out-of-pocket maximums since 2017
  - No employee contributions for medical, dental, and vision coverage for all family members



Open Enrollment

What is open enrollment?

- Open enrollment period: November 2 – 13
- Annual opportunity to make changes to your benefit elections, or enroll for the first time
- Enrollment changes are effective January 1, 2027
- If you sign up for benefits, you may not drop or change them during the year, unless you experience a life change event, such as:
  - Birth or adoption of a new child
  - Marriage, divorce, or legal separation
  - Loss of child eligibility because of age
  - Loss of other health care coverage



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Presented by: Annik

Who is eligible for benefits?

Employees

- Non-union
- Salaried or hourly
- Regularly scheduled to work at least 20 hours per week (30 hours for life and disability insurance)

Dependents

- Your legal spouse
- Your registered domestic partner
  - An individual you have entered a valid state-registered domestic partnership with under applicable state law
- Children
  - Up to age 26
  - Age 26 and up if unmarried, totally disabled, incapable or self-sustaining employment by reason of mental and physical handicap, and primarily dependent upon you for support and maintenance

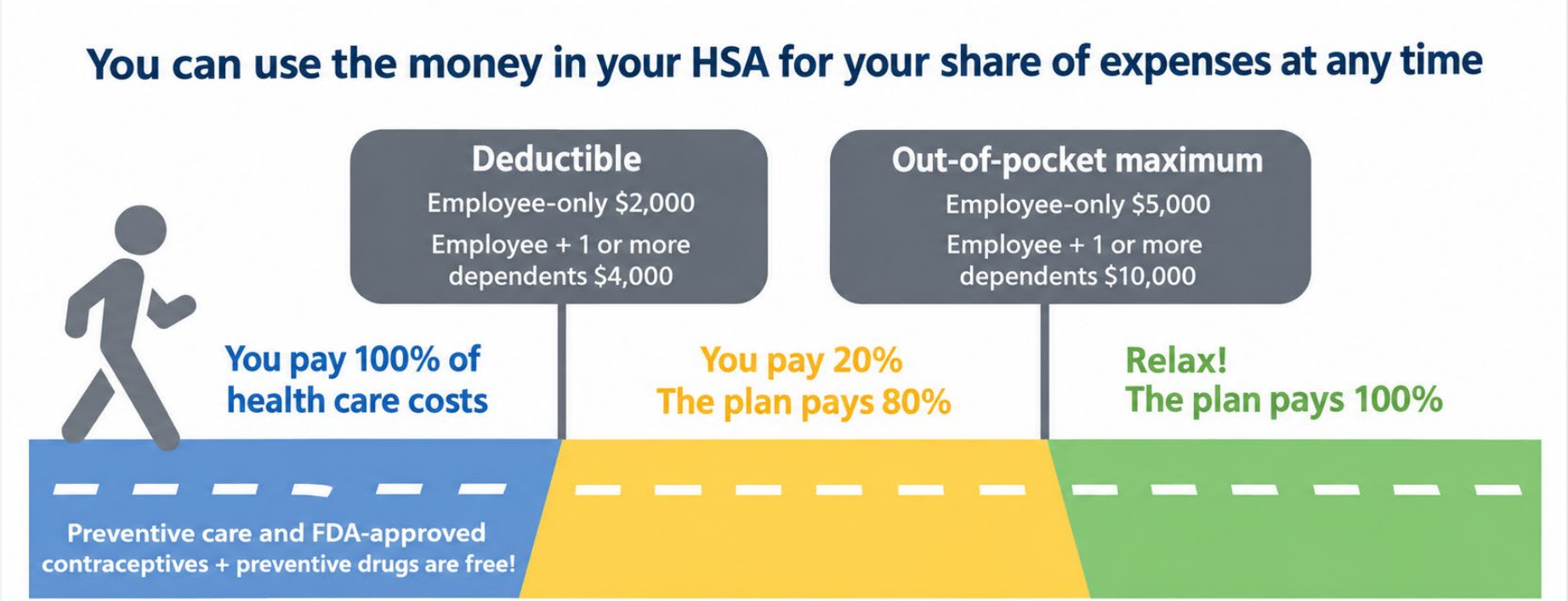
Health Plan Overview

Medical plan overview

- Lakeside offers a high-deductible health plan (HDHP) and a company contribution to a health savings account (HSA)
  - HMA – medical plan administrator
  - MedImpact – pharmacy plan administrator
  - HSA Bank – HSA custodian
- The HSA works in conjunction with the health plan to help you fund your deductible, coinsurance, and other qualified health expenses

Highlights	In-network
Annual deductible	$2,000 individual / $4,000 family
Annual out-of-pocket maximum	$5,000 individual / $10,000 family
Preventive care	Deductible waived, the plan pays 100%
Preventive prescription drugs	
MDLive virtual care	Deductible waived, the plan pays 80% and you pay 20%
Primary & specialist care	Deductible applies, then the plan pays 80% and you pay 20%
Urgent care & ER	
Physical therapy (45 visits/year)	
Mental health services	
Outpatient surgery	
Inpatient hospital	
Prescription drugs	

How the plan works (in-network)



Lakeside's contributions to the HSA help offset your deductible

- $1,000/year for employee-only coverage
- $1,500/year for employee + one or more dependents coverage

What is an HSA?

- A tax-advantaged savings account to pay for qualified health care expenses for you, your spouse or dependents
- Must be paired with an HSA-qualified high deductible health plan
- It is your personal bank account. You own it.
- Any money deposited into your HSA is yours to keep – no “use it or lose it” rule!
- Use the money in your HSA, free from federal income tax, to pay for qualified health expenses



How much can I contribute to my HSA?

- Maximum HSA contribution limits set by the IRS will increase in 2027
- Lakeside's contribution to your HSA counts towards these limits

	2026		2027
Annual HSA maximum contribution*	$4,400 for self-only coverage $8,750 for employee + one or more dependents coverage	→	**$4,500** for self-only coverage **$9,000** for employee + one or more dependents coverage

* Individuals age 55 and older who are not enrolled in Medicare may contribute an additional $1,000 per year.

Lakeside's HSA contribution:

Based on your medical plan election, when you were hired, and your participation in the wellness program

Employee only coverage:$1,000
(contributed $38.47 / pay period)

Employee + 1 or more dependents: $1,500
(contributed $57.70 / pay period)

Can I contribute to an HSA?

You must be HSA eligible to make and receive HSA contributions

- To be eligible, you must have no other disqualifying health coverage, and you cannot be claimed as a dependent on another person's tax return.
- Examples of disqualifying coverage include:

Other non-High Deductible Health Plan coverage

(e.g. traditional PPO with copays, HMO, etc.)



Spouse's or parent's general purpose health FSA or HRA



Medicare

(including Part A)



TRICARE or Veteran's Administration (VA) health benefits received in the last 3 months

(except preventive care)



What expenses are HSA eligible?

- HSA distributions are tax-free (and not subject to additional penalties) if used to pay for qualified health expenses that were incurred after the date you became HSA-eligible
- Examples:
  - Deductibles and coinsurance
  - Dental treatments (x-rays, braces, dentures, filings, oral surgery)
  - Vision care (eyeglasses, contact lenses, Lasik surgery)
  - Prescriptions
  - COBRA premiums
  - Medicare premiums, if 65+ (except for Medicare supplemental coverage)
- For a complete list refer to **IRS Publication 502**



How do I use my HDHP and HSA?

At the doctor's office:

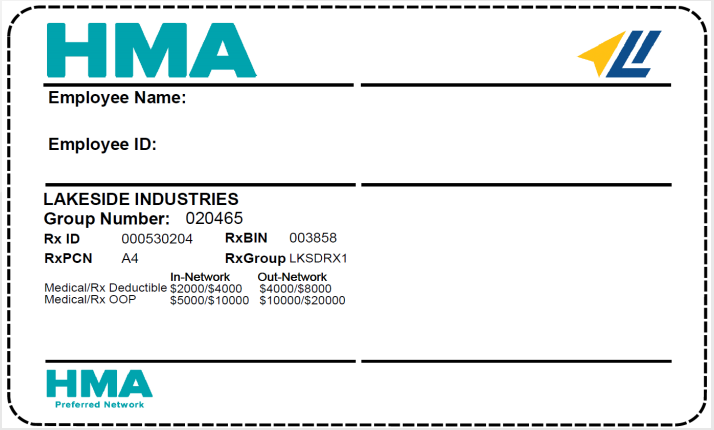
- Show your HMA/MedImpact ID card
- Most providers will send you a bill after your visit/service
- Make sure it matches your EOB before you pay it

At the pharmacy:

- Show your HMA/MedImpact ID card
- You will be asked to pay upfront for the cost of your prescriptions, until you meet the out-of-pocket maximum

Note:

- You don't have to use the money in your HSA. But if you want to, use your HSA debit card to pay bills (swipe as a credit card at the pharmacy).
- You don't need to submit receipts to substantiate HSA distributions; however, you should retain documentation for tax purposes





Dental & Vision Plan Overview

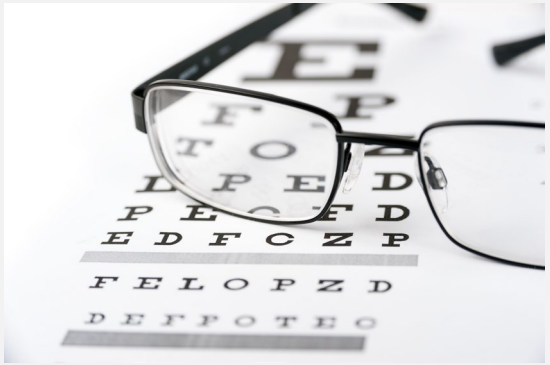
DELTA DENTAL®

Delta Dental of Washington

Dental Highlights	PPO Premier Plus Dentist
Annual maximum	$2,000 / person Can increase by $100 each year, up to $2,500, by getting one Class 1 service/visit each year
Annual deductible	$50 / person $150 / family
Class 1 services Cleanings, exams, x-rays, sealants, fluoride	Deductible waived, plan pays 100% (does not count towards annual maximum)
Class 2 services Fillings, root canal, periodontics, oral surgery	Deductible applies, then plan pays 80% and you pay 20%
Class 3 services Crowns, bridges, dentures, implants	Deductible applies, then plan pays 50% and you pay 50%

Out of network dentists are covered, but you may be balance billed.

Vision Highlights	Any Licensed Provider
Annual maximum	$200 / person
Frequency	Once every calendar year, resets on January 1
Eligible expenses	Annual eye exam, prescription glasses, and/or prescription contacts
Claim submission deadline	Pay the provider directly and submit to HR for reimbursement within 90 days of the date of service



Reminder!
Submit your 2026 reimbursements by Dec 31st!

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Presented by: Annik

2027 Flexible Spending Account (FSA) increases

- Maximum FSA contribution limits set by the IRS typically increase each year – pending IRS approval:

		2026		2027
Health care FSA	General purpose: medical/Rx, dental, vision Limited purpose: dental & vision only	$3,400 maximum contribution $680 maximum carryover	→	**$3,500** maximum contribution **$700** maximum carryover
Dependent care FSA For children under age 13	Daycare, preschool, before- and after-school care programs, nannies, summer camps	$7,500 maximum contribution No carryover allowed	→	No change

Resources

Health Advocate

- Your 24/7, one-stop access point for all benefit questions, regardless of the plan or vendor
- Call Health Advocate – you don't need to remember any other benefit contact information!
- Health Advocate can:
  - Help you understand your benefits
  - Explain your share of the costs
  - Confirm your doctor's network status
  - Clarify health conditions
  - Coordinate care and services
  - Arrange second opinions
  - Resolve claim and billing issues

Health Advocate℠

The Health Advocate team makes accessing care and navigating insurance more convenient.

HMA Member Portal / Mobile App

accesshma.com

- **Create and manage your account:** Register with your HMA member ID and personal details to access your benefits.
- **View plan benefits and eligibility:** Check what services are covered and confirm your eligibility status.
- **Access claims and spending details:** Track your claims history, deductibles, and out-of-pocket spending for yourself and your dependents.
- **Download ID card:** Retrieve digital copies of your insurance ID card for easy access.
- **Find in-network providers:** Search for doctors, hospitals, and specialists within your plan's network.
- **Compare procedure costs:** Shop and compare prices for medical procedures to make informed decisions.

Download the HMA app now using this QR Code!

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Preventive Care

Getting regular preventive care reduces the risk for diseases and disabilities – it can help you stay healthier. Our health plans cover preventive care at 100% when you see an in-network provider.

- **Annual checkup –** preventive care is covered at 100%, deductible waived – including a preventive colonoscopy, mammogram, and gynecological exam.
- **Immunizations and flu shots –** Immunizations for children, teens, and adults are covered at 100%, deductible waived.
- **Dental cleaning –** exams, cleanings, x-rays, fluoride, and sealants are covered at 100% twice a year.
- **Preventive prescription drugs –** our pharmacy/prescription drug plan covers many preventive medications at 100%, deductible waived – including medications for conditions like asthma, diabetes, high cholesterol, high blood pressure, and more.

Lakeside member participation in preventive care – 2026 YTD:

- Preventive care visit: 28%
- Breast cancer screening: 27%
- Cervical cancer screening: 13%
- Colorectal cancer screening: 12%
- Diabetes screening: 12%
- Lipid disorder screening: 20%
- Osteoporosis screening: 17%

Telehealth / Virtual Care

- MDLive is integrated with our medical plan through HMA for easy access to care – anytime, anywhere.
- MDLive provides virtual services for:
  - Urgent care
  - Primary care
  - Mental health and psychiatry
  - Dermatology
- Virtual care through MDLive is covered with the deductible waived – you only pay 20% coinsurance for eligible services.
- Activate your MDLive account and start using your virtual care benefits now! **accesshma.com**

MDLIVE®

We're making care more convenient and comprehensive

- More services
- Better benefit

Mental Health Support

- **Employee Assistance Program (EAP) - Health Advocate**
  - For all Lakeside employees and family members
  - 5 in-person sessions with a counselor, per issue, per year – at no cost
  - Includes confidential video counseling with a mental health counselor with Tava Health (HealthAdvocate partnership)
  - Digital Cognitive Behavioral Therapy (dCBT)
    - dCBT is a self-paced online program you can access anytime, at no cost
    - Anger management, depression, phobias, sleep management, social anxiety, stress, etc.

- **Virtual mental health support, anywhere – Health Advocate + Tava**
  - Log on to Health Advocate member portal/mobile app
  - Complete virtual assessment
  - Review and choose a provider based in your specific needs from a national therapy network
  - Schedule your appointment

Health Advocate℠

tava®

Wellness Program

PAVING THE WAY TO A HEALTHIER YOU

Employees hired by 2/28/2027, and their spouses/domestic partners, must complete **two** activities to receive Lakeside's 2028 HSA contribution:

1. **Biometric screening**
   - Health Screening Event - sign up coming soon
     January 26 – Issaquah
     January 28 – Longview
   - Visit your physician
   - LabCorp
   - At Home Test Kit (order directly from Health Advocate)
2. **Preventive Care Exam** (1 exam of your choosing) – self reported online through your Health Advocate account

Walking Program

By tracking & recording the miles you walk, you can earn:

- Amazon gift cards
- An extra day of PTO

Reimbursement Program

- $600/year for fitness related activities such as gym memberships, personal training, yoga classes, etc.
- $100 of this amount can be used towards reimbursement of fitness equipment.

Life Insurance

Supplemental Life Insurance

Current

Paid by Lakeside

Basic Life/AD&D	The Standard
Benefit amount	2 times your base annual earnings rounded to nearest $1,000
Maximum benefit amount	$750,000
Guarantee issue amount	$750,000

Potential Supplemental option

Paid by employees

Supplemental Life/AD&D	The Standard
Benefit amount	**Employee:** Increments of $10,000 up to a maximum of $500,000 **Spouse:** Increments of $5,000 up to maximum of $250,000 **Children:** Increments of $2,000 up to a maximum benefit of $10,000
Guarantee issue amount	**Employee:** $200,000 **Spouse:** $25,000 **Children:** $10,000
Rates (example)	Vary by age and benefit amount selected
Participation requirement	At least 35 employees

*Benefits reduce to 65% at age 70, 50% at age 75, and 25% at age 80

Quick Survey - Supplemental Life Rates

Age	Monthly rate per $1,000 of coverage
Under age 25	$0.11
25 – 29	$0.12
30 – 34	$0.14
35 – 39	$0.15
40 – 44	$0.16
45 – 49	$0.21
50 – 54	$0.29
55 – 59	$0.49
60 – 64	$0.72
65 – 69	$1.33
70 +	$2.12
Spouse	Same rate as employee
Children	$0.20 per $1,000

For a 32-year-old employee
$200k benefit: $14/month
$500k benefit: $70/month

For a 40-year-old employee
$200k benefit: $32/month
$500k benefit: $80/month

For a 57-year-old employee
$200k benefit: $98/month
$500k benefit: $245/month

For children
$10k benefit: $2/month

*Benefits reduce to 65% at age 70, 50% at age 75, and 25% at age 80

What you need to do

What you need to do

Open enrollment: November 2 – 13, 2026

Complete open enrollment online in UKG:

- Required for all admin employees
- Even if you don't want to enroll or make changes
- Due Friday, November 13

Changes take effect: January 1, 2027



UKG Enrollment Reminders

Dependents:

- If you enroll any dependent(s), you will need their DOB and SSN. ❗
  - Includes any beneficiaries you choose for Life Insurance.
- Don’t forget to add each dependent to your medical, dental, vision enrollments ❗

HSA Elections:

- Make sure you are entering an **ANNUAL** amount, not per paycheck.
- Include any Lakeside contribution in your annual total.
- If you plan to use your bonus check to fund some or all of your HSA, do not include this amount in your open enrollment. You will do this at a later time.

ID and HSA / FSA cards

HMA / MedImpact	Delta Dental	HSA Bank
If you enroll in the medical/Rx plan for the first time in 2027, you will get a new ID card. Otherwise, you can keep using your current ID card.	Delta Dental provides digital-only ID cards, which you can access on your MySmile portal.	If you open an HSA or Health Care FSA for the first time you will receive a debit card from HSA Bank. If you currently have an HSA Bank debit card you can continue to use it until it expires.

- New HMA ID cards will be mailed to your home address in late December
- Please start using your new card(s) on Jan. 1, 2027 – show it to your doctor, hospital, pharmacy, dentist, etc. and let them know you have new insurance
- You can view + print a medical and dental ID card at anytime by going to your HMA and Delta Dental member portal or mobile app

Q&A Discussion

More Information

Contact Rhianna in HR

(425) 313-2625

Rhianna.Argudo@LakesideIndustries.com

Contact Health Advocate at 1-866-799-2691

A Personal Health Advocate will be able to assist you with any healthcare and insurance-related issues or will route you directly to the appropriate vendor.

Go to our benefit website: LakesideBenefits.com

- 2027 open enrollment announcements & Benefit Guide
- Benefit summaries on all plans (medical, dental, vision, life insurance, etc.)
- Informational flyers
- Forms for vision reimbursement, walking & wellness reimbursements
- Links to vendor sites and provider search



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