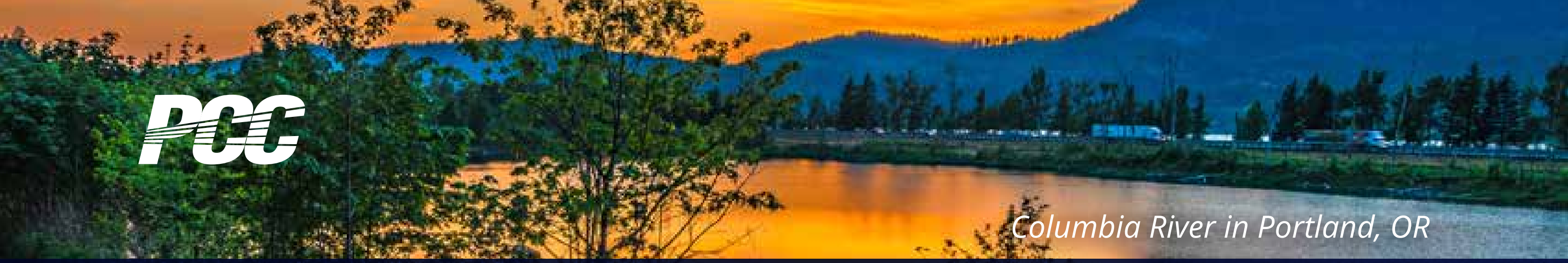

Columbia River in Portland, OR

2026 BENEFITS OPEN ENROLLMENT
OCTOBER 27 - NOVEMBER 7, 2025

Open Enrollment is your annual opportunity to enroll in PCC benefits or make changes to your existing coverage for the upcoming year. The elections you make during Open Enrollment are effective January 1 through December 31, 2026.

WHAT'S NEW FOR 2026

BENEFITS ENROLLMENT IN WORKDAY

Workday is replacing the Aptia365 website as your online enrollment tool.

Starting this year, you will log in to workday to enroll in benefits.

NEW SAVINGS/SPENDING ACCOUNT ADMINISTRATOR

WEX is replacing Aptia365 as the administrator for our Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) in 2026.

If you currently have an HSA with Aptia365 and continue your HSA enrollment in 2026, you will need to authorize consent for your existing balance to be moved to the new account through WEX in early 2026. More details on this process will be communicated in January. You can continue to use the funds in your HSA with Aptia365 through the end of the year with no interruptions.

APTIA365 HUB UPDATE

Health concierge services through the Aptia365 HUB will no longer be offered in 2026.

If you are currently enrolled in the Aptia365 HUB, your coverage will end on December 31, 2025.

ENROLLING IN WORKDAY

- Go to **wd5.myworkday.com/wday/authgwy/pcc/login.htmld**.
- Enter your username and password. (Note: If you're using a PCC computer, you will log in via Single Sign On (SSO) — your username and password is not required.)
- From your inbox, select the **Open Enrollment Change** task to open the "Change Benefits for Open Enrollment" window.
- Click **Let's Get Started**.
- Answer the "Health Information" question and click **Continue**.
- In the "Health Care and Accounts" section, click **Manage** under "Medical" and elect or waive each option. (Note: You must select **Spousal Surcharge** if you enroll in medical coverage — this cannot be waived.)
- Click **Confirm and Continue**, then click **Save**.
- Click **Enroll** under the remaining headings to elect additional benefits.
- Once you have made all your selections, click **Review and Sign**, accept the terms and click **Submit**.
- Click **View 2026 Benefit Statement**, then print or save a copy for your records.

Need help? If you have questions about the enrollment process or need help completing your elections in Workday, contact Human Resources or the benefits call center at **855-874-3489** for assistance.

GET READY TO ENROLL

LEARN

Looking for vendor links? Or how to sign up for the Wellness Program?

Simply visit **myPCCbenefits.com** or scan the QR code below.

While you're there, be sure to review **Your Guide to 2026 Benefits Enrollment** for full details on PCC's benefits.

DECIDE

Consider your benefit needs for the upcoming year and select the plans that will provide the right coverage for you and your family.

ENROLL

WORKDAY: Scan the QR code below or go to **wd5.myworkday.com/wday/authgwy/pcc/login.htmld**

PHONE: Call **855-874-3489**
Mon – Fri: 4 a.m. – 6 p.m. PT
Sat: 7 – 11 a.m. PT
(October 18 – November 22)

IMPORTANT REMINDERS

- You must take action by 8:59 p.m. PT on **November 7, 2025**, if you want to:
  - Enroll in benefits or make changes to your current benefits
  - Participate in a Health Savings Account (HSA) or Flexible Spending Account (FSA)
  - Add or remove dependent coverage
- If you don't take action, your current benefits will automatically roll over, **except HSA and FSA contributions, which require new elections each year**. (Note: You can change your HSA contribution in **Workday** at any time throughout the year.)
- Be sure to review your beneficiary information and make any necessary changes in **Workday** (for life/AD&D insurance) and at **401k.com** (for retirement).
- Our commitment to supporting your health continues in 2026 through the PCC Wellness Program. Use the Personify Health app to manage your points — earn up to $500 for getting an annual physical, completing the online health assessment and participating in wellness-related activities throughout the year.

MEDICAL OPT OUT CREDIT

If you choose to opt out of PCC medical coverage, you could receive a credit of $1,500 per year — payments will be split evenly between each regular paycheck and pro-rated based on date of eligibility.

You must complete two important steps by **November 7, 2025**, to receive the opt out credit for 2026:

- **STEP 1: Elect to opt out of PCC medical coverage.**
  - **In Workday:** Select **Medical Opt-out Election Plan** when completing your elections.
  - **By Phone:** Tell the benefits counselor that you wish to opt out of medical coverage.
- **STEP 2: Accept the terms and attestation.**
  - **In Workday:** Follow the prompts to accept the terms and attestation before submitting your elections.
  - **By Phone:** You will need to verbally agree to the attestation.

Note: The opt out attestation is an annual requirement. Hard copy opt out forms are no longer required.