

# 20 26

# Annual Open Enrollment

Oct. 20–Nov. 7, 2025



Open Enrollment is your chance to update your benefits for the coming year. Choose from three medical plan options — all with preventive care benefits covered at 100%. Compare plans and consider your needs for next year. Evaluate the entire plan and associated costs, like deductibles and coinsurance. Any changes you make to your benefits go into effect Jan. 1, 2026.

## Open Enrollment Got Questions?

Contact the Benefits Department at **800.228.0216** or at [benefits@azuria.com](mailto:benefits@azuria.com).

## What to Expect in 2026

- **Premiums:** While the company will absorb most of the increase, you'll notice an increase in the employee contributions for our medical, dental and vision plans. Look inside for updated rates.
- **Tobacco Surcharge:** The surcharge will increase from \$175 to \$200 per month for employee and from \$350 to \$400 per month for employee and spouse.
- **Telemedicine Services on the Value Plan:** You will now have access to telemedicine before you meet the deductible. This will make this service more affordable for you to access.
- **Dependent Care FSA Limits and Grace Period:** In 2026, you will be able to contribute up to \$7,500 to this account. There will also now be a grace period for incurring expenses and filing claims.
- **Dependent Eligibility Audit:** Azuria has retained the services of BMI Audit Services to collect documentation to review and verify eligibility for dependents in the Company's health plans. This audit will take place in the middle of 2026. Please take time during enrollment to review and update your dependents enrolled for coverage.

## Change Coming in 2027

Effective Jan. 1, 2027, Short-Term Disability (STD) coverage for Office Hourly Employees will transition from employer paid to voluntary (employee-paid) coverage. Take time now to consider if you wish to continue this coverage.

**EMPOWER** →  
← BENEFITS THAT WORK AS HARD AS YOU DO

**azuria**™  
WATER SOLUTIONS

# Easy Enrollment Steps

## 1 CHECK OUT [BENEFITSATAZURIA.COM](https://benefitsatazuria.com)

Find 2026 rates, plan overviews, Teams meeting information, the Benefits Guide and more!

## 2 REVIEW YOUR CURRENT BENEFITS

Determine if you need to make updates by logging into Workday at [workday.azuria.com](https://workday.azuria.com).

## ENROLL IN COVERAGE

- 3
  - **Field/shop employees:** Call the Azuria Benefits Enrollment Center at **800.228.0216**. Allow 15 minutes for this call.
  - You can schedule your appointment at [calendly.com/azuria-ws](https://calendly.com/azuria-ws).
  - **All others:** Log into [benefitsatazuria.com](https://benefitsatazuria.com) or call the Enrollment Center.

## MAKE NECESSARY UPDATES

- 4
  - Add or drop dependents.
  - Update beneficiaries.

## COMPLETE TOBACCO-FREE AFFIDAVITS AND WORKING SPOUSE MEDICAL VERIFICATION

- 5 Go to Workday to complete these steps for both you and your covered spouse/domestic partner. **This is mandatory.**

## TAKE ADVANTAGE OF WELLNESS CREDIT SAVINGS!

- 6 Save \$75/month on your healthcare premiums! Follow a few simple steps on the Open Enrollment page at [benefitsatazuria.com](https://benefitsatazuria.com). Then go to [HealthAdvocate.com/Azuria](https://HealthAdvocate.com/Azuria) to get started with savings AND take charge of your wellbeing. **Complete this step by Nov. 30.**



**Plan to attend an Open Enrollment Teams meeting to learn more.**

**For all sessions: Scan the QR code. Teams meeting information is available on the OE page.**

### Tuesday, Oct. 28: 10 a.m. CT

- Meeting ID: 257 358 258 599 8
- Passcode: NG7VE7dv

### Or call in (audio only)

- **314.798.1835**
- Phone conference ID: 538 898 341#

### Tuesday, Nov. 4: 1 p.m. CT

- Meeting ID: 222 427 349 617 5
- Passcode: xX7Mu7Fd

### Or call in (audio only)

- **314.798.1835**
- Phone conference ID: 375 744 384#

## CAN'T MAKE A LIVE SESSION?

Scan the QR code after Oct. 30 to hear a replay. Look for the Webinar box on the OE section of *Empower*.

# Medical and Prescription Drug Plan Coverage Rates

<b>\$75 Wellness Credit if You Complete Azuria in Action Wellness Program</b>				<b>If You DO NOT Complete Azuria in Action Wellness Program (Biometrics and Personal Health Profile)</b>			
<b>NON-TOBACCO USER (SELF &amp; SPOUSE)</b>							
	Value Plan + HSA	Savings Plan	Core Plan		Value Plan + HSA	Savings Plan	Core Plan
Self Only	\$121.81	\$176.42	\$284.11	Self Only	\$196.81	\$251.42	\$359.11
Self + Spouse	\$238.96	\$340.79	\$537.77	Self + Spouse	\$313.96	\$415.79	\$612.77
Self + Child(ren)	\$230.64	\$324.54	\$504.55	Self + Child(ren)	\$305.64	\$399.54	\$579.55
Self + Family	\$467.28	\$639.35	\$962.25	Self + Family	\$542.28	\$714.35	\$1,037.25
<b>TOBACCO USER &amp; NON-TOBACCO SPOUSE</b>							
	Value Plan + HSA	Savings Plan	Core Plan		Value Plan + HSA	Savings Plan	Core Plan
Self Only	\$321.81	\$376.42	\$484.11	Self Only	\$396.81	\$451.42	\$559.11
Self + Spouse	\$438.96	\$540.79	\$737.77	Self + Spouse	\$513.96	\$615.79	\$812.77
Self + Child(ren)	\$430.64	\$524.54	\$704.55	Self + Child(ren)	\$505.64	\$599.54	\$779.55
Self + Family	\$667.28	\$839.35	\$1,162.25	Self + Family	\$742.28	\$914.35	\$1,237.25
<b>NON-TOBACCO USER &amp; TOBACCO USER SPOUSE</b>							
	Value Plan + HSA	Savings Plan	Core Plan		Value Plan + HSA	Savings Plan	Core Plan
Self Only	\$121.81	\$176.42	\$284.11	Self Only	\$196.81	\$251.42	\$359.11
Self + Spouse	\$438.96	\$540.79	\$737.77	Self + Spouse	\$513.96	\$615.79	\$812.77
Self + Child(ren)	\$230.64	\$324.54	\$504.55	Self + Child(ren)	\$305.64	\$399.54	\$579.55
Self + Family	\$667.28	\$839.35	\$1,162.25	Self + Family	\$742.28	\$914.35	\$1,237.25
<b>TOBACCO USER (SELF &amp; SPOUSE)</b>							
	Value Plan + HSA	Savings Plan	Core Plan		Value Plan + HSA	Savings Plan	Core Plan
Self Only	\$321.81	\$376.42	\$484.11	Self Only	\$396.81	\$451.42	\$559.11
Self + Spouse	\$638.96	\$740.79	\$937.77	Self + Spouse	\$713.96	\$815.79	\$1,012.77
Self + Child(ren)	\$430.64	\$524.54	\$704.55	Self + Child(ren)	\$505.64	\$599.54	\$779.55
Self + Family	\$867.28	\$1,039.35	\$1,362.25	Self + Family	\$942.28	\$1,114.35	\$1,437.25

## More Rate Information

For Kaiser Permanente HMO Plan rates (CA only), Dental, Vision and other voluntary coverage options, visit the Open Enrollment page at [benefitsatazurria.com](http://benefitsatazurria.com).



580 Goddard Avenue  
Chesterfield, MO 63005

# EMPOWER Brings Benefits to You Anytime. Anywhere.



## You've Got Power to Take Care of YOU!

Preventive care is important. That's why Azuria provides full coverage.

- ✓ **Annual preventive care visit.** Covered 100% for those enrolled in an Azuria medical plan.
- ✓ **Preventive maintenance medications.** Covered at 100%, no deductible, with the Value Plan option.
- ✓ **Dental plan routine exams.** Two yearly preventive and diagnostic routine exams (includes cleanings) at 100%, no deductible.

## Wellness Credit Savings Your Reward for Good Health

Complete these steps by Nov. 30, 2025, to get a \$75 monthly credit toward your healthcare premiums.



Personal Health Profile



Biometric Screening