2027 Benefits at a Glance

Open Enrollment: November 2–13, 2026

Review your coverage in ADP. Most current elections carry forward, but Flexible Spending Account elections do not. Coverage elected during Open Enrollment takes effect January 1, 2027.

What's New for 2027

- Lower deductibles, out-of-pocket maximums, and coinsurance on eligible High Performance Network (HPN) medical plans.
- Transcarent replaces Health Advocate for care navigation beginning January 2027.
- ImpaxRx adds support for eligible high-cost specialty medications.
- The 12-month dental waiting period for major services is removed.
- A new voluntary ARAG Legal plan is available for $9.16 biweekly.

Medical Plan Costs – Biweekly

Coverage	Standard Network			High-Performance Network (HPN)		
	Buy-Up	Core	HSA	Buy-Up	Core	HSA
Team Member	$102.58	$60.65	$35.89	$92.06	$54.42	$32.21
TM + Spouse	$195.41	$132.51	$78.03	$175.37	$118.92	$70.03
TM + Child(ren)	$167.72	$113.79	$74.53	$150.51	$102.12	$66.89
Family	$314.48	$232.09	$120.88	$282.23	$208.29	$108.48

HPN eligibility is based on your home zip code, and HPN plans appear in ADP only for eligible team members. HPN plans cover non-emergency care only when both the provider and facility participate in the HPN. Emergency care is covered inside or outside the network.

Dental and Vision – Biweekly

Coverage	Dental PPO	Dental Premier	VSP Vision
Team Member	$9.69	$10.95	$2.68
TM + Spouse	$19.39	$21.91	$4.28
TM + Child(ren)	$23.59	$30.17	$4.37
Family	$36.77	$46.29	$7.05

Taking a name-brand or specialty medication? Check RxManage.

Holley team members and dependents on the health plan pay **$0** for high-cost brand medications, insulins, and specialty medications through RxManage, delivered right to your door. Specialty medications require prior authorization for the initial fill.

Examples on the formulary: Ozempic • Mounjaro • Jardiance • Skyrizi • Trelegy Ellipta • Rinvoq • Vraylar • Tafinlar • Mekinist • Scemblix

Not a complete list. Check the RxManage formulary at HolleyBenefits.com or call 800-883-8841 to see if your medication qualifies.

Important Accounts, Programs, and Actions

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Your Required Actions

- Log in to ADP to review your 2027 plan choices and update dependents or beneficiaries.
- Make a new Health Care or Dependent Care FSA election if you want to participate in 2027.

Before You Enroll

- Before choosing an HPN plan, confirm that your doctors, hospitals, and facilities participate at engage.ameriben.com.
- Submit qualifying life event changes and documentation in ADP within 30 days of the event.

HSA and FSA Limits

Account	2027 Limit	Holley Funding	Notes
HSA – self-only	$4,500	$500	$4,000
HSA – family tiers	$9,000	$1,000	$8,000
Health Care FSA	$3,500	–	$680 carryover from 2026
Dependent Care FSA	$7,500	–	$3,750 if married filing separately

Key Benefits

Medical and pharmacy

AmeriBen medical administration and Anthem provider networks. Optum Rx administers pharmacy benefits, with SlateRx clinical support.

Dental and vision

Two Delta Dental options and VSP vision coverage. Dental major services no longer have a 12-month waiting period.

Income protection

Holley-paid life, AD&D, and short-term disability. Voluntary life and long-term disability options are available.

Voluntary protection

Accident, critical illness, hospital indemnity, identity protection, and ARAG Legal coverage.

Support and navigation

Transcarent care navigation begins January 2027. Tria Health supports medications, chronic conditions, and weight-management goals.

401(k)

Eligibility after 60 days, 3% automatic enrollment unless changed, and a maximum Holley match of 3.5%.

Where to Go

Need	Contact
Plan details, forms, and resources	HolleyBenefits.com
Medical claims and HPN provider help	AmeriBen: 855-655-6265 | engage.ameriben.com
Plan details, questions, and in-network provider assistance	Health Advocate: 866-695-8622
Enrollment help	My Life Advisors: 855-547-8505
General benefits questions	Benefits@holley.com

This summary highlights selected benefits. Official plan documents control if information differs.