

April 13, 2026

Subject: Important Update: More Choice & Savings with New Medical Benefits

Dear Team,

We're making an important **mid-year** update to our medical benefits—designed to give you more choice, potential cost savings, and greater predictability.

What's changing?

We're transitioning from a traditional group medical plan to an **Individual Coverage Health Reimbursement Arrangement (ICHR)**. Instead of enrolling in one company group plan, you'll be able to select an **individual** medical plan from over 50 options through a company-sponsored marketplace in partnership with benefitbay. Nye will provide a **monthly allowance** as a contribution towards eligible premium expenses. Any team member cost share will continue on a pre-tax deduction as it does today.

- **You choose the plan:** Pick the coverage that fits your doctors, prescriptions, and budget.
- **Nye contributes:** You receive a set monthly allowance from the company.
- **You're supported:** We'll provide tools and guidance to compare plans and complete your enrollment.

When is it changing?

This is a **mid-year** change. Your current medical plan ends **June 30**. Open enrollment runs **June 1–12**, and the new coverage effective date is **July 1, 2026**.

Action is required: you must enroll during the open enrollment window to have coverage starting July 1, 2026.

Why this is good for you

This change is centered on flexibility, affordability, and long-term stability:

- **More choice:** Choose the plan that fits your doctors, prescriptions, and family needs—rather than a one-size-fits-all option.
- **Potential cost savings:** Many team members can lower overall costs by selecting a plan that matches how they use care and what they want to spend.
- **More predictable budgeting:** Moving to a defined monthly allowance helps create more stability and predictability over time for both team members and Nye.

What you need to know right now

- You will **shop for and select** an individual medical plan (we'll provide guided support).
- The company will provide a **monthly allowance** as a contribution towards eligible premium expenses.

- Because this is a **mid-year** change, you must take action during **June 1–12** open enrollment to have coverage effective **July 1, 2026**.

What’s next (Action Required)

We’re hosting information sessions the week of the April 20th to walk through how the new plan options work, what to expect during open enrollment, and how to choose a plan with confidence.

Please attend one session. Spouses and partners are welcome, and we encourage them to join if they help make benefits decisions.

Information session schedule

Note: Anyone can attend any session, at any location. Please choose what works best for your schedule.

Monday, April 20	Tuesday, April 21	Wednesday, April 22	Thursday, April 23
8am - Home Health	10am - Nye Square	8am - Virtual Option for Nye Therapy	7am - Virtual Option
12:30pm - Home Office	12pm - Virtual Option	10am - Nye Pointe	12pm - Gateway Vista
2pm - Nye Legacy	2pm - Nye Summit	2pm - The Meadows	2pm - Gateway Vista
	6:30pm - Virtual Option		

Please let us know which session you plan to attend using the sign-up option below. We want every benefits-eligible team member to have the information and support needed to take action during open enrollment.

Visit: <https://app.gohappyhub.com/p/s?v=cmnx57vb300axnk191cc3sexj>

OR scan the QR code below:



Sincerely,

Kristin Harris
COO

Mollie Cook
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Nye Health Services