



## 2026 Benefit Open Enrollment

The Langdale Company is pleased to announce that **Houze & Associates, Inc.** will conduct the Company's 2026 Open Enrollment. Barnesville enrollments will be November 12-13, 2025 and Valdosta region enrollments in the will be November 17-21, 2025. Online enrollment is available at [www.houze.org/Langdale](http://www.houze.org/Langdale).

While we encourage you to meet with an enroller, the call center and on-line enrollment are available beginning November 12 through November 25 for employees who are unable to meet with an enroller. Note, you **must** meet with an enroller to purchase supplemental AFLAC or UNUM products as they are not available online or through the call center.

The Langdale Company offers a comprehensive package of benefits designed to meet the personal needs of employees. You will find that the benefits balance two important considerations: 1) The need for a modern, comprehensive program that meets the essential needs of employees; and 2) the desire to satisfy special concerns and priorities of employees. Please refer below for Health, Dental, and Vision Plan changes.

### Open Enrollment

- The **2026 Open Enrollment** is a time where you may enroll, drop or change coverage and benefit elections. All enrollments and coverage changes will be effective January 1, 2026.
- **Dependent Verification** – New dependents and employees added at Open Enrollment **must** complete a verification process. Verification documentation **must** be given to an enroller during Open Enrollment week, or the individual will not be enrolled for 2026. **No exceptions will be made.**

### Pharmacy Benefit Manager (PBM)

- **ProCare Rx** is the pharmacy benefit manager.
- **Non-Preferred Pharmacy Providers** include CVS, Walgreens, Rite-Aid, Wal-Mart, Target and SAM's. You will pay a higher copayment at these facilities.
- **Chancy Drugs** is the Health Plan's preferred pharmacy.
  - a) You may fill a 90-day prescription at any Chancy Drugs location (Lake Park, Valdosta, Hahira, Adel, and Moultrie)
  - b) Chancy Drugs is the Plan's only approved Compounding Pharmacy
- Participation in the **Diabetic Management Program** is required for all diabetics covered by the health plan. All diabetic medication must be filled through FiveStar Telehealth Clinic. There is no medication cost for program participants. Participants who opt out of the program will be assessed an additional premium of **\$40.00 per month**. Please contact TLC Benefit Solutions at 229-249-0940 for additional information.
- **Specialty Drugs & the International Drug Program**  
Your Plan has an International Drug Formulary for certain medications and a Specialty Drugs service administered by Veracity Rx. Drugs obtained through these programs are at no cost to you. Covered Persons are required to provide certain documentation to access and qualify for these services.

### Dental Insurance

- Orthodontia benefit has a limit of up to **\$2,000** per lifetime.
- The annual maximum for dental benefits (excluding orthodontia) is **\$1,500**.

### Vision Insurance

- There is no change to the vision program with EyeMed.

## FIVESTAR Telehealth Mobile Clinic

- The **Telehealth Clinic** is available to all employees and their dependents over 12 years of age covered under the health plan. A monthly schedule of clinic times and locations is posted at each facility. The clinic is a partnership between The Langdale Company, Miller County Hospital and Chancy Drugs. Benefits include, but are not limited to:
  - Zero \$0.00 cost for the following services:
    - Telehealth visits with a Miller County provider
    - Prescriptions filled by Chancy Drugs, Hines and Miller Pharmacies
    - Labs drawn onsite
    - A1c testing and Flu vaccines
  - Convenient health care services onsite during work hours
  - Improved access to care and employee health and wellbeing

## Health Insurance

- **Out of Pocket Expense** will remain the same at **\$7,100 (Single); \$14,200 (Family)** which breaks down to (\$1,325 – single and \$2,650 – family) for pharmacy expense and (\$5,775 – single and \$11,550 – family) for medical expense.
- **Centers of Excellence** – The following facilities are reimbursed at 90% coinsurance and qualify for hotel reimbursement of not more than \$100.00 per night in connection with surgery at these centers.
  - Jack Hughston Memorial Hospital, Phoenix City AL
  - Hughston Surgical Center, Columbus GA
  - St. Vincent's Medical Center Riverside and Southside, Jacksonville FL
  - Mayo Clinic\*, Jacksonville FL *\*Mayo Clinic in Jacksonville FL falls under 80% coinsurance*
- **Wellness Programs** – The Langdale Company Wellness Program has the following components: (1) diabetes management program, and (2) (chronic) disease management program. Lower medication copays, educational opportunities and care management are a few of the benefits offered.
- **Preferred Laboratory – Labcorp and Quest Diagnostics** are preferred Network providers for lab services.
- **Bariatric Surgery, Limited to Gastric Sleeve** – Effective January 1, 2026, Bariatric Surgery is no longer a covered benefit under the Plan.
- **Sleep Apnea Program** – Provides home sleep testing, treatment, supplies, and care management support at no cost to you. Annual participation fees are \$200 for the initial year, and \$100 a year, thereafter. Contact **1<sup>st</sup> America Home Medical Equipment** in Valdosta for a free evaluation. SleepCharge members must average 70% annual compliance to qualify for annual renewal. If your compliance is below 70% within 90 days of your renewal date, you are required to meet with a technician prior to renewal.

## SAM by UCM Digital Health – 24/7 Telehealth Solution

- SAM, a 24/7 telehealth service is available via phone, desktop, or mobile App to all employees (including spouses and children) at no charge, regardless of participation in the Health Plan. SAM provides urgent and emergent care as well as mental health consultations. SAM providers **will not** provide a work excuse for being out of work. Download “Sam by UCM” in your App Store.



## Health Plan Premiums

- Single premiums will increase 5%, and Family premiums will increase 15%. See Summary of Benefits Information in this booklet for premium amounts.

## 2026 Plan Materials

- **Summary of Material Modifications** is included in this booklet. Electronic copies of Health and Dental Summary Plan Descriptions (SPDs) are available on the TLC Benefit Solutions' website: <http://tlcbenefitsolutions.net/forms.html>.
- If you have a change in coverage and/or dependents, your new Health Insurance Cards will be mailed in December.

## QUESTIONS & ANSWERS

**What is Open Enrollment?** Open Enrollment is an annual event that gives employees the opportunity to review and make changes to their current benefits. Supplemental insurance products (i.e., life insurance, short term disability, etc.) and Flexible Spending Accounts for unreimbursed medical and/or dependent care benefits are available for enrollment during Open Enrollment.

Employees will receive a Benefits Package at their home the 1st week of November which will contain detailed information regarding 2026 Health Plan changes. Please review this information carefully so that you are prepared to enroll in your benefits.

Houze and Associates will conduct the open enrollment and will meet with each employee at their location during the enrollment period. Each employee must meet with a Benefit Counselor to enroll for benefits in 2026.

**When is Open Enrollment?** The 2026 Annual Open Enrollment for employee benefits is scheduled to begin on November 12, 2025, and end November 25, 2025 for Barnesville and will begin November 17, 2025 and end November 25, 2025 for the Valdosta region. See the enrollment schedule in this booklet for the day and time that enrollers will visit your location. A schedule is posted at each location.

**What if I am not able to meet with the Benefit Counselor at my location?** If you cannot meet with a Benefit Counselor at your company, you **MUST** contact the Call Center or enroll online to complete your open enrollment. You may go to any other facility on the enrollment schedule to enroll. The Call Center number is 1-800-523-7135 and is open each day from November 12 - November 25, 2025, 8:00 a.m. - 5:00 p.m. Please note you will not be able to elect unreimbursed medical or enroll in any AFLAC or UNUM life products through the Call Center or website.

**Can I enroll in the health and dental plans during Open Enrollment?** Yes, the Affordable Care Act requires that Plans allow an enrollment in health benefits each year and the Company has included enrollment in the dental plan. The premiums for both health and dental are pre-taxed premiums, so once you elect coverage you may not drop the coverage for the next 12 months without a HIPAA qualifying event.

**Can my Spouse be covered in the Health Plan?** If your spouse's employer offers ACA-approved group coverage, then your spouse must be covered under their employer's coverage. You may enroll your spouse and/or dependents in the Plan at Open Enrollment. Verification documentation must be provided to the enroller at that time. No documentation will be accepted after November 21, 2025, which will result in the spouse/dependent not being eligible for coverage in The Langdale Company Employee Health Benefit Plan. There will be no exceptions.

**Can I enroll in the vision plan during Open Enrollment?** Yes. The vision plan is offered to employees at Open Enrollment. It is a "pre-tax" benefit. Employees are eligible to enroll on an annual basis.

**I am already enrolled in the Flexible Spending benefit; do I have to enroll again?** Yes. The Flexible Spending benefit does not carry over from year to year. If you want to participate in 2026 you must meet with an enroller to enroll in this benefit. IRS guidelines require annual enrollment. Employees may rollover up to \$660 from one year to the next without reenrolling into this benefit.

**I do not want to make any changes in my benefits; do I have to meet with a Benefit Counselor?** Yes. Even if you have no changes to make in your present benefits, you **MUST** participate in Open Enrollment by meeting with a Benefit Counselor, enrolling online or contacting the Call Center. Open Enrollment is also an opportunity to verify your beneficiaries.

**For more information about The Langdale Employee Benefit Plan go to: [www.houze.org/langdale](http://www.houze.org/langdale) or [www.tlcbenefitsolutions.net](http://www.tlcbenefitsolutions.net). You may also call TLC Benefit Solutions 229-249-0940 or 877-949-0940.**