

# It's Time for Open Enrollment!

Elections are effective July 1, 2025

**ENROLL AND MAKE CHANGES FROM  
MAY 12—MAY 23, 2025**

## Enrolling in Benefits

To enroll or waive any of the Legacy Treatment Services benefits, you must complete enrollment online through Paycom Employee Self Service. You must complete online enrollment by **May 23, 2025** if:

- You want to change your plan election
- You wish to add/terminate dependents from your medical/prescription drug, dental and/or vision coverage
- You are enrolling in medical/prescription drug, dental and/or vision coverage
- You are currently enrolled and you choose to waive medical/prescription drug, dental and/or vision benefits

## Next Steps:

- Review the “What’s New” information on the following page of this highlights sheet.
- If you have questions about your benefits or the Open Enrollment period, please contact Human Resources.
- Additional telephonic support during this year’s open enrollment. Benefit Specialists can be reached at **866.604.9950** (Monday through Friday, 9:00 am to 6:00 pm EST during open enrollment).
- For general benefits questions, you may also contact the Conner Strong & Buckelew Benefits Member Advocacy Center at **800.563.9929** (Monday through Friday, 8:30 am to 5pm ET) or go to **[www.connerstrong.com/memberadvocacy](http://www.connerstrong.com/memberadvocacy)**.
- Visit **[www.itsbenefits.com](http://www.itsbenefits.com)** anytime for more information on our benefit program, or refer to your Employee Benefits guide.



**LEGACY**  
TREATMENT SERVICES  
An Affiliate of Woods



**Woods System of Care**



## What's New for July 1, 2025?

### MEDICAL PLANS

Homestead will continue to administer your medical coverage with no plan design or contribution changes.

### PRESCRIPTION BENEFITS

US-Rx Care will continue to provide coverage for your non-specialty medications. The plan design will remain the same. US-Rx Care and Script Sourcing will continue providing coverage for certain high-cost specialty medications.

### FLEXIBLE SPENDING ACCOUNTS

You will continue to have the option to contribute to a Healthcare FSA and a Dependent Care FSA through The Difference Card.

### DENTAL PLANS

Dental coverage will continue to be offered through Delta Dental with no plan or per pay contribution changes.

### VISION PLAN

Your coverage will continue to be offered through National Vision Administrators (NVA). There are no changes to plan design or per pay contributions.

### IDENTITY THEFT PROTECTION

Legacy Treatment Services partners with Allstate to give employees the opportunity to purchase Identity Theft Protection.

### EMPLOYEE ASSISTANCE PROGRAM

You and your family have access to the GuidanceResources Employee Assistance Program (EAP). This service is available for help with personal crisis situations, such as depression and anxiety. GuidanceResources also offers resources for a healthy work-life balance.

### SURGICAL BENEFIT

Legacy Treatment Services partnership with Goldfinch Health's team of experts provides protection to you and your family from the pitfalls of surgery. Your personal Goldfinch Navigator can help you and your family make the best decisions when it comes to surgery and the recovery that follows.

### LIFE & DISABILITY

Your Life and Disability benefits will continue to be offered through Symetra with no plan design or cost changes.

*More details on your benefit offerings can be found in your Benefits Guide or at [www.itsbenefits.com](http://www.itsbenefits.com)*