



Your Life. Your Experiences. Your Benefits.

# Take a Closer Look!

2026 Open Enrollment Guide  
Part-Time Associates

**OPEN ENROLLMENT:**  
JANUARY 12 TO JANUARY 26, 2026



Dear Associate,

At Weis Markets, we offer a broad range of affordable benefits for you and your family. Open Enrollment is a great time to take a fresh look at your options. **Our annual Open Enrollment will take place in Workday from January 12 – January 26 for benefit coverage beginning March 13, 2026.** This is your annual opportunity to review all available offerings and make the choices that are right for you. If you don't enroll by the deadline, you will keep your current elections.

For 2026, there are two important things to note:

- Good news: There are no changes to benefits for 2026-2027 plan year however, there is a decrease in Supplemental Medical Elite associate costs.
- If you are approaching age 65 or you're Medicare-eligible, MPC Insurance can help you decide whether a Medicare option is right for you. For more information, call [1-800-662-5370](tel:1-800-662-5370) x53400, select **option 1**, then **option 6**. I encourage you to review the benefit highlights below carefully. Learn more so you can choose coverage that best meets your needs and don't forget certain benefits are available year-round, including the employee assistance program and our 401(k) Retirement Savings Plan.

### **Highlights:**

**Minimum Essential Coverage (MEC) plan:** Covers vaccines and COVID-19 tests, as well as all ACA-required preventive and wellness services at 100%

**Supplemental medical plans:** Coverage for doctor visits, labs, X-rays, prescription drugs, and more

**Dental benefit:** Pays up to \$500 per year after a \$50 deductible

**Vision coverage:** Covers eye exams, glasses and contacts

**Short-term disability:** Pays \$200 per week for up to 26 weeks

**Term life and AD&D insurance:** Provides \$20,000 of life and AD&D coverage for associates

**Hospital indemnity insurance:** Pays a cash benefit for hospital stays

**Critical illness insurance:** Pays up to \$15,000 for a covered illness

**Accident insurance:** Pays a lump-sum benefit if you are accidentally injured, on or off the job



Please carefully review the important details included in this Open Enrollment guide before making your selections. We offer many other valuable benefits for your consideration as well, including short term disability, life insurance, hospital indemnity, accident insurance, critical illness, pet insurance, and more. If you need help understanding your benefit options, please call [1-800-662-5370](tel:1-800-662-5370) x53400, select **option 1** and then **option 3** you will be connected to The American Worker for support.

Sincerely,

*Jim Marcil*

Jim Marcil  
SVP, Human Resources

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You are strongly encouraged to actively enroll in your benefits for 2026. **The enrollment period is January 12 – January 26, 2026.**

Benefits take effect **March 13, 2026**. If you don't enroll, your coverage will continue at the new contribution rates. If you are a critical illness plan member, you need to update your tobacco use status if it has changed.

# Welcome to Open Enrollment

## Eligibility

As a Weis Markets part-time associate, you are eligible for most benefits following 30 days of service, and you must be actively at work to be eligible for coverage. You may enroll your eligible dependents for the medical, dental, vision, life insurance, hospital indemnity, critical illness, and accident insurance.

## Who are my eligible dependents

- Your qualifying **spouse** (ex-spouses do not qualify), and
- Your **children** up to age 26, regardless of their student, marital, or tax dependent status, and your disabled children (regardless of age).

A qualifying spouse means your legal spouse who is either unemployed or employed and is NOT eligible for medical coverage (not even minimum essential medical coverage) through their own employer.

Children include: Your natural-born children, your stepchildren, or your legally adopted children who depend solely on you for support, who regularly and permanently live with you in a parent-child relationship, and for whom you have permanent legal custody.

## What will I need to enroll my eligible dependents

### If it's your first time enrolling your dependents

- For a spouse, your marriage certificate as well as proof of cohabitation such as an electric bill, auto insurance policy, financial statement or joint income tax return (any personal or financial information should be redacted).
- For children under age 26, their birth certificate and, if applicable, legal adoption/custody paperwork.
- For all, Social Security numbers are required by federal regulation and anyone with an invalid number will be removed from your plan(s).

**ATTENTION:** You will be asked to provide supporting documentation before you submit your elections. In the event your documentation is not adequate as defined above, you will receive a Dependent Verification Workday Task in your Inbox and must complete by Friday, February 6 to respond and upload your documentation.

Please monitor your Workday tasks and notifications area. There may also be attempts to reach you by email or phone. You will be notified once your election is complete. You will also be notified if your spouse and/or dependents will be dropped from the coverage originally requested due to incomplete verification for plan year starting March 13, 2026.

**NEW! If your spouse is currently enrolled** in your Minimum Essential Coverage medical plan, you **MUST** submit your elections for Open Enrollment and **attest** that your spouse remains eligible (for medical coverage). If you **do not attest**, your spouse's coverage will end March 12, 2026, and we will remove him/her from your medical plan. No additional action is needed for children that you've previously enrolled.



Coverage for dependents will not take effect until your documentation has been reviewed and approved. Once your dependents have been verified, you will not need to provide documentation again. Weis verifies that your enrolled dependents are eligible for coverage. If they are ineligible, their coverage will be canceled. **Misrepresenting or falsifying information to enroll a nonqualified dependent is considered health care fraud and is a gross violation of company policy which could lead to serious consequences including termination of employment.**

## Turning 65 or already 65+ and need help finding the right Medicare coverage?

If you are approaching age 65 or you're Medicare-eligible, Weis is pleased to offer a no-cost service to advise you on your Medicare health insurance coverage options. This program is provided by MPC Insurance Group (MPC), an insurance agency and advisory service firm with certified, licensed agents.

Agents can:

- Explain the basics of Medicare,
- Review your Medicare options with you,
- Help you enroll in Medicare Parts A and B,
- Continue support after enrollment, and
- Evaluate other retirement needs, such as short-term care, long-term care, income protection, and wealth preservation.

During our Open Enrollment period, **anyone who is Medicare-eligible** can change from Weis medical coverage to a Medicare plan. So, we recommend evaluating which option is best for you. For some associates, a Medicare plan may offer additional benefits at a lower cost. An MPC agent will work with you one-on-one to analyze key areas in your current health care coverage vs. Medicare, analyzing costs, coverage levels, ancillary benefits such as dental, vision, and hearing benefits, provider networks, and medication costs, to name a few. An MPC agent will work with you to simplify the entire process and guide you through each step to ensure proper coverage within the specific time frames.

MPC can also assist you with other areas of interest, such as estate planning, retirement planning, and services related to Long-Term Care insurance, Life Insurance, and 401(K) rollovers.

To speak to a licensed representative, **call 1-800-662-5370 x53400, select option 1, then option 6.** You can also send an email to [info@MPCins.com](mailto:info@MPCins.com) or visit [www.MPCins.com](http://www.MPCins.com).

Note: If you elect coverage through MPC, you'll pay for it by direct billing, not through Weis payroll deductions.



## How to Enroll in Benefits

To get the benefits you want, you must enroll through **Workday**, our self-service portal that allows you to enroll in your benefits any time of day, from any place! Have your required documents and dependent information such as birth certificates, Social Security numbers and verification documents at hand if you're enrolling dependents that are not currently enrolled in coverage.

### Enroll Online

#### Follow these steps:

1. Log in to **Workday** with your six-digit employee number and the password you use for UKG.
2. Click "Announcements" Annual Open Enrollment, Employee Benefits Open Enrollment Selection OR choose your 2026 Annual Open Enrollment event through your **Workday** Task Inbox.
3. Answer the tobacco question. If your tobacco status has changed since last plan year, you must complete 2026 Open Enrollment.
4. Click on each tile and either **Enroll** (for new coverage) or **Manage** (for existing coverage).
5. Chose your plan and click **Confirm and Continue**.
6. In adding dependent, check the box next to each dependent's name or "Add Dependent" if a dependent is not listed.
7. Once you have made your selections and added your dependent(s), upload the dependent documentation in the "Attachments" section, read the Enrollment Certification Statement and then select **Review and Sign** to confirm and finalize your benefit selections.
8. Submit your elections and save a copy of your confirmation statement for your records. If you would like to make changes after you have submitted your elections, you have until the end of the Open Enrollment period. You may access your enrollment through the "**Announcements**" Annual Open Enrollment, Employee Benefits Open Enrollment Selection.



### Questions? Contact your American Worker Benefit Advocate

The American Worker Benefit Advocates can help you understand and use your healthcare benefits and other coverage. Contact your Benefit Advocate for issues such as:

- General Benefit questions
- Eligibility and coverage
- Finding a network provider
- Problems with health care claims or billing

The American Worker is only available to help answer your questions. They can not provide Workday enrollment support. The Workday portal is fully self-service, and you must complete your own benefit elections.

**Phone:** 1-800-662-5370 x53400, select option 1, and then option 3, to connect with The American Worker

**Hours:** 8am-8pm, Monday-Friday

## Important Coverages and Dates for the Plan Year

### Weis Markets Benefits

You can enroll in these benefits only during Open Enrollment:

- Medical
- Dental
- Vision
- Term Life and AD&D Insurance
- Short-Term Disability (STD)
- Hospital Indemnity Insurance
- Critical Illness Insurance
- Accident Insurance

### Changing Your Elections

After the 2026 Open Enrollment period ends, you cannot change your elections unless you have a Qualifying Life Event, such as:

- Your marriage or divorce
- A change in you or your spouse's employment status that affects benefit eligibility
- The birth, adoption/legal custody, or death of a dependent
- A child no longer qualifying as a dependent
- And more!

Any change in benefits you request must relate directly to your Qualifying Life Event. To make your update, log into Workday, click "View Profile" and choose Actions > Benefits > Change Reason. Then select the appropriate Qualifying Life Event and submit your supporting documentation. You must submit any changes within 30 days after the event.

### Coverage Elections Made During Open Enrollment

Coverage is effective on Friday, March 13, 2026. Your weekly payroll deductions begin on Thursday, March 12, 2026.

## 2026 American Worker ID Cards

**NEW!** The My FBG mobile app offers members convenient access to their American Worker coverage including ID cards, plan details and more. If you opt-in to digital fulfillment through The American Worker portal, your ID cards are available as soon as your enrollment is processed. Your cards can be saved to your Apple or Google wallet. If you do not opt-in to digital fulfillment, you will receive a physical ID card in the mail.

You can change your preference anytime in the account setting section of the member portal.





# Medical



The American Worker medical and prescription plans are designed to help you maintain good health. Weis offers three options – the minimum essential coverage (MEC) plan and two supplemental medical plan options – the Advantage and Elite.

## You have two medical coverage types:

**The Minimum Essential Coverage (MEC) plan\*** has in-network coverage only, covers preventive care, but does not cover illnesses or accidents



**The Advantage and Elite supplemental plans** have both in- and out-of-network coverage, and “limited” coverage, including prescription drugs

\* Massachusetts, New Jersey, and Washington, DC residents: This plan does not meet the individual health coverage requirements and does not satisfy the individual mandate in your state.

The MEC Plan provides 100% in-network coverage for all preventive care services required by the Affordable Care Act (ACA). The U.S. Preventive Service Task Force periodically updates the list and sets the requirements such as age, gender, or health condition for services to be covered. For a current list including all requirements for services to be covered, visit [healthcare.gov/coverage/preventive-care-benefits/](https://www.healthcare.gov/coverage/preventive-care-benefits/). Plan limitations and exclusions apply.

## Find a network provider:

First Health Network has over 490,000 provider locations nationwide. To find network providers, visit [FirstHealthLBP.com](https://www.FirstHealthLBP.com) or call 1-800-662-5370 x53400, option 1, then option 3.

## Medical price shopping tool (included in the MEC Plan):

Shop for medical procedures at in-network providers in your area to find the best price and get out-of-pocket cost estimates that could save you hundreds of dollars. Access the medical price shopping tool at [TheAmericanWorker.com](https://www.TheAmericanWorker.com) or call 1-800-662-5370 x53400, option 1, then option 3.

## My FBG Mobile App

The My FBG Mobile App allows members to view benefit information in the app by navigating to the Benefit Details section of each plan. Benefit guides are available for members to download through the member portal when an associate logs in using a mobile or desktop browser. The app also allows members to view and download their digital ID cards and even has network information and provider websites in the ID Card section of each plan.

## Understanding Your Medical, Dental and Vision Coverages

### PREVENTIVE CARE

The Minimum Essential Coverage Plan pays 100% for in-network preventive care; you don't pay anything.

### PREMIUMS

The amount you pay for your health insurance every pay period.

### COPAYS

A fixed amount you pay each time you receive certain covered healthcare services.





# Medical

## Minimum Essential Coverage (MEC) Plan

The MEC Plan provides 100% in-network coverage for all preventive care services required by the Affordable Care Act (ACA). The U.S. Preventive Services Task Force periodically updates the list and sets the requirements such as age, gender, or health condition for services to be covered. For a current list including all requirements for services to be covered, visit [healthcare.gov/coverage/preventive-care-benefits/](http://healthcare.gov/coverage/preventive-care-benefits/). Plan limitations and exclusions apply. The following is an overview of preventive services covered in full by the MEC Plan. For additional details, visit the My FBG Mobile app.

Covered Service	The plan pays 100% for these services when you see a network provider. Visit <a href="#">First Health Network Provider</a>
<b>All Adults</b>	
Screenings	Abdominal aortic aneurysm, alcohol misuse, blood pressure, cholesterol, colorectal cancer, depression, diabetes (type 2), hepatitis B, hepatitis C, HIV, lung cancer, obesity, syphilis, tobacco use
Counseling	Alcohol misuse, diet, obesity, sexually transmitted infection prevention, tobacco use
Immunizations	Diphtheria, hepatitis A and B, herpes zoster, human papillomavirus (HPV), influenza (flu shot), measles, meningococcal, mumps, pertussis, pneumococcal, rubella, tetanus, varicella (chickenpox)
Other	Aspirin use to prevent cardiovascular disease
<b>Women</b>	
Screenings	Anemia, breast cancer mammography, cervical cancer, chlamydia infection, domestic and interpersonal violence, gestational diabetes, gonorrhea, hepatitis B, HIV, human papillomavirus (HPV), osteoporosis, Rh incompatibility, syphilis, tobacco use, urinary tract infection, or other infections
Counseling	Breast cancer genetic testing (BRCA), breast cancer chemoprevention, breastfeeding, contraception, sexually transmitted infection, domestic and interpersonal violence, HIV
Other	Breastfeeding supplies for pregnant and nursing women, FDA-approved contraceptive methods, folic acid supplements, well-woman visits for recommended services
<b>Children</b>	
Screenings	Autism, blood pressure, cervical dysplasia, depression, developmental, dyslipidemia, hearing, hematocrit or hemoglobin, lead, hemoglobinopathies or sickle cell, hepatitis B, HIV, hypothyroidism, obesity, phenylketonuria, sexually transmitted infection, tuberculin, vision
Assessments	Alcohol and drug use, behavioral, oral health risk
Counseling	Obesity, sexually transmitted infection prevention
Immunizations	Diphtheria, tetanus, pertussis, Hemophilus influenzae type B, hepatitis A, hepatitis B, human papillomavirus (HPV), inactivated poliovirus, influenza (flu shot), measles, meningococcal, pneumococcal, rotavirus, varicella (chickenpox)
Other	Fluoride chemoprevention supplements, gonorrhea, preventive medication for the eyes of newborns, height, weight and body mass index (BMI) measurements, iron supplements, medical history
<b>Weekly contribution rates</b>	
Associate only / Associate + 1 / Family	\$8.05 / \$13.21 / \$16.36



# Medical

## Supplemental Medical Plans

The American Worker supplemental medical plans provide affordable coverage with no deductibles or coinsurance. Your acceptance in the plan is guaranteed, and there are no pre-existing condition limitations or medical questions to answer. The supplemental medical plans include benefits such as the First Health Network, Teladoc, and prescription drug benefits. This chart displays the amount the plan pays per covered person per calendar year, unless otherwise indicated.

**NEW!** When you enroll in one of these plans, you also get embedded accident coverage underwritten by Crum & Forster.

Covered Service	What the plan pays: Advantage	What the plan pays: Elite
Doctor's office visits (in person) preventive care is not covered	\$50 per day, 6 days per person	\$75 per day, 6 days per person
Teladoc doctor visits (video/phone/mobile app)	No cost; registration required	No cost; registration required
Outpatient diagnostic labs	\$75 per testing day, 3 days per person	\$100 per testing day, 3 days per person
Outpatient diagnostic x-rays	\$75 per testing day, 3 days per person	\$125 per testing day, 3 days per person
Outpatient advanced studies	\$100 per testing day, 3 days per person	\$100 per testing day, 3 days per person
Accident medical expense includes AD&D	\$5,000 maximum benefit per injury \$15,000 / Associate, \$7,500 / Spouse, \$3,000 / Child	\$5,000 maximum benefit per injury \$15,000 / Associate, \$7,500 / Spouse, \$3,000 / Child
Hospital indemnity	\$200 per day, 500-day lifetime max	\$500 per day, 500-day lifetime max
Intensive care unit	\$400 per day, 30 days per person	\$1,000 per day, 30 days per person
Inpatient substance abuse treatment	\$100 per day, 30 days per person	\$250 per day, 30 days per person
Skilled nursing facility	\$100 per day, 60 days per person per stay	\$250 per day, 60 days per person per stay
Inpatient mental health care	\$100 per day, 30 days per person	\$250 per day, 30 days per person
Inpatient procedure	\$500 per day	\$1,000 per day
Inpatient maximum	1 day per person	1 day per person
Outpatient procedure / Outpatient Maximum	\$250 per day / 1 day per person	\$500 per day / 1 day per person
Outpatient minor procedure / Outpatient Maximum	\$50 per day / 1 day per person	\$100 per day / 1 day per person
Prescription Drug Coverage – what you pay for each 30-day prescription at a network pharmacy		
Preferred generic	Discounts on generic and brand-name drugs through AWP Value Rx (discount plan)	\$10 copay
Preferred brand name		\$30 copay
Non-preferred generic or brand name		Discounts only
Maximum prescription drug benefit	None	\$250 per person per month
First Health Network	Included	Included
Weekly contribution rates		
Associate only / Associate + 1 / Family	\$11.55 / \$26.85 / \$29.84	\$25.40 / \$53.39 / \$61.45

The supplemental medical plans: (a) are not minimum essential health coverage under the Affordable Care Act (ACA) and (b) do not qualify as minimum essential coverage under the ACA. Remember, you may elect a supplemental medical plan only, the MEC Plan only, or both. Coverage is not available to residents of MN, NH, VT or WA.



# Medical

## Supplemental Medical Plans

Your supplemental medical plans include these helpful features:

### Prescription Drug Coverage

The coverage you receive depends on which supplemental medical plan you choose:

- **Advantage Plan.** You receive the AWP Value Rx plan, which provides discounts on certain generic and brand-name prescription drugs. There's no limit on prescription drug benefits. To find drug pricing or locate a network pharmacy, visit [awpvaluerx.com](http://awpvaluerx.com) or call 1-800-662-5370 x53400, select option 1 and then option 3.
- **Elite Plan.** You receive the RxEDO plan, which covers prescription drugs in the RxEDO Preferred Drug List. For non-preferred drugs, the plan offers discounts only. To review the Preferred Drug List, visit [rxedo.com](http://rxedo.com). If you have questions, call 1-800-662-5370 x53400, select option 1 and then option 3.

### Teladoc

You can meet with a doctor anytime by phone, video, or mobile app instead of going to the doctor's office. There's no cost to you. Teladoc is a convenient choice for non-emergency illnesses, such as cold or flu symptoms, allergies, and bronchitis. You must register before using Teladoc. Visit [teladoc.com](http://teladoc.com) for more information.



### How to use the Advantage and Elite plans

The MEC Plan covers only certain preventive and wellness services, so the supplemental medical plans are helpful in providing extra protection if you get sick or are injured. But they don't provide major medical coverage. These plans pay set dollar amounts for specific services, for a set number of days. Check out these examples for a better understanding of how the coverage works.

#### EXAMPLE: SARAH AND THE ELITE PLAN

Sarah has a very sore throat, so she visits her primary care doctor. There, a lab test confirms she has strep throat, and the doctor prescribes a generic antibiotic. The office visit costs \$125, and the lab test costs \$100. The Elite Plan pays \$75 for the visit and \$100 for the lab test so Sarah's cost for the visit and test is \$50. With the RxEDO plan, Sarah pays \$10 for her generic prescription. So, Sarah's total cost is \$60.

#### EXAMPLE: TOM AND THE ADVANTAGE PLAN

Tom thinks he has the flu. He's not up to traveling to his primary care doctor, so he makes a doctor's appointment using Teladoc. The doctor reviews Tom's symptoms, diagnoses the flu and prescribes a medication. A primary care doctor visit would have cost \$100, and the Advantage Plan would have covered \$50. Because of Teladoc, Tom saved \$50 and took care of his medical needs from the convenience of his living room!



## Dental



## Vision



Regular visits to the dentist can be important to your overall health. Weis Markets offers dental coverage through The American Worker, underwritten by Ameritas. You may see any dentist, but you will save money if you see a network provider. To find network providers, call 1-800-659-2223 or visit [ameritas.com](http://ameritas.com) and click “under Health”, the “Find a Health Provider” link. Then select “Find a Network Dental Provider Online,” enter your city/county, state, ZIP and under “select a network,” choose the Classic (PPO) network.

You always pay the deductible. The coinsurance (%) shows what the plan pays after the deductible.

Plan Features	
Deductible (Individual / Family)	You pay \$50 per covered member
Calendar Year Maximum	Plan pays up to \$500 per covered member
Dental Benefits	What the plan pays
Diagnostic & Preventive Services (exams, cleanings, x-rays, etc.)	Covered at 80% MAC* with no deductible
Basic Restorative Services (fillings, extractions, oral surgery, root canal, etc.)	Covered at 80% MAC*
Major Services (crowns, dentures, bridges, etc.)	Covered at 50% MAC*
Orthodontia (children up to age 19)	Covered at 50% MAC*, up to a \$250 lifetime maximum/covered member
Associate Contributions (weekly)	
Associate Only / Associate + 1 / Family	\$5.11 / \$11.23 / \$13.79

\* Benefits are paid according to the maximum allowable charge (MAC). Lower dental coverage rates are achieved in part by limiting what the plan pays per procedure on out-of-network claims to the same amount that network dentists have agreed to charge. If you see an out-of-network provider, you will be responsible for any charges above the MAC amount.

The vision plan is offered through The American Worker, underwritten by Ameritas. Benefits are provided once every 12 months based on date of service. You may use any vision care provider you wish, but you will save money if you visit a provider in the EyeMed Insight Network. To find an EyeMed provider, call 1-866-939-3633 or visit [ameritas.com](http://ameritas.com) and click “under Health”, the “Find a Health Provider” link. Under the “Find a Vision Provider” section, select “EyeMed” and click on the “Find EyeMed Providers” link. Choose the Insight Network.

You always pay the deductible and copayment (\$).

Plan Features	In-network amount you pay	Out of network reimburses up to...
Comprehensive eye exam	\$10 copay	Up to \$35
Lenses deductible	\$10 deductible	N/A
Contact lens fit and follow up	\$0 up to \$40	N/A
Frames	\$0 up to \$120	Up to \$65
Standard Lenses		
Single-vision	\$10 copay	Up to \$25
Bifocal	\$10 copay	Up to \$40
Trifocal	\$10 copay	Up to \$55
Standard progressives	\$75 copay	N/A
Lens Options		
Plastic scratch coating	\$15 copay	N/A
Standard polycarbonate	\$40 copay	N/A
UV treatment or tint	\$15 copay	N/A
Anti-reflective coating	\$45 copay	N/A
Contact lens (disposable)	\$0 up to \$120	Up to \$104
Contact lens (medically necessary)	Paid in full	Up to \$200
Laser vision correction	15% off retail or 5% off promo price	N/A
Associate Contributions (weekly)		
Associate Only / Associate + 1 / Family		\$1.54 / \$2.93 / \$4.31



# Protection



## Life and AD&D Insurance

Protect your family's finances with life and AD&D insurance coverage. If the worst happens, your beneficiary – the person (or people) on record with the life insurance carrier – receives the benefit. Make sure that you name at least one beneficiary for your life insurance benefit, and change your beneficiary as needed if your situation changes.

### Term Life and AD&D Insurance

Weis Markets provides you the opportunity to purchase a package of life and accidental death and dismemberment (AD&D) insurance coverage for you and your family. Please review your beneficiary information during your enrollment.

Coverage is underwritten by Nationwide Life Insurance Company and is not available to residents of MN, NH, VT or WA.

Term Life and AD&D Amounts	
Associate	\$20,000
Spouse	\$2,500
Children (6 months to 26 years old)	\$1,250
Infant (10 days to 6 months old)	\$200

Weekly Contribution Rates	
Associate Only / Associate + 1 / Family	\$2.25 / \$2.53 / \$2.88

### Short-term Disability Insurance

Short-term disability can help provide financial protection for you and your family by paying a cash benefit if you suffer a serious injury or illness and can't work.

Coverage is underwritten by Nationwide Life Insurance Company and is not available to residents of MN, NH, VT or WA.

Short Term Disability Plan Features	
Weekly benefit amount	\$200 lump sum
Maximum benefit period	26 weeks
Waiting period	14 days (accident or illness)

Weekly Contribution Rates	
Associate Only	\$5.25

**Coverage is for associate only and includes disability due to pregnancy and childbirth.**



# Protection

## Supplemental Health Benefits to Offset Medical Costs

 <p><b>Hospital Indemnity Insurance*</b></p>	<p>Hospital Indemnity insurance underwritten by Nationwide can enhance your current medical coverage. The plan pays a lump-sum benefit when you or an enrolled dependent is admitted or confined to the hospital for covered accidents and illnesses. You also may cover your spouse and dependent children.</p> <p><b>*IMPORTANT:</b> Weis Markets offers a fixed indemnity policy; this is NOT health insurance. If you are considering purchasing this policy, please read the notice in our Voluntary Benefits Booklet.</p>	<table border="1"> <thead> <tr> <th>Plan Features</th> <th>What the plan pays you</th> </tr> </thead> <tbody> <tr> <td>Hospital admission</td> <td>\$1,000 per person per confinement</td> </tr> <tr> <td>Hospital indemnity</td> <td>\$100 per day, 500-day lifetime max</td> </tr> <tr> <td>Intensive care unit</td> <td>\$200 per day, 30 days per person</td> </tr> <tr> <td>Mental health</td> <td>\$50 per day, 30 days per person</td> </tr> <tr> <td>Substance use</td> <td>\$50 per day, 30 days per person</td> </tr> <tr> <td>Skilled nursing facility</td> <td>\$50 per day, 60 days per person per stay</td> </tr> </tbody> </table>		Plan Features	What the plan pays you	Hospital admission	\$1,000 per person per confinement	Hospital indemnity	\$100 per day, 500-day lifetime max	Intensive care unit	\$200 per day, 30 days per person	Mental health	\$50 per day, 30 days per person	Substance use	\$50 per day, 30 days per person	Skilled nursing facility	\$50 per day, 60 days per person per stay																						
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 <p><b>Critical Illness Insurance</b></p>	<p>Critical Illness insurance underwritten by MetLife can help fill a financial gap if you experience a serious illness such as cancer, heart attack or stroke. Your initial benefit provides a lump-sum payment upon the first diagnosis of a covered condition. For certain medical conditions, if you receive an initial benefit and the medical condition occurs again, you can receive a recurrence benefit (after a given waiting period). In addition, for a full benefit cancer or partial benefit cancer, MetLife will not pay a recurrence benefit if you experience symptoms or receive treatment during the benefit suspension period. The maximum amount that you can receive through your critical illness insurance plan is called the total benefit and is three times the amount of your initial benefit. This means you can receive multiple initial benefit and recurrence benefit payments until you reach the maximum of \$45,000.</p> <p><b>*IMPORTANT:</b> If you enroll as a tobacco user, the rates will remain the same for the entire life of the policy. This applies to both associate and spouse.</p>	<table border="1"> <thead> <tr> <th>Plan Features</th> <th>What the plan pays – initial benefit</th> <th>What the plan pays – recurrence benefit</th> </tr> </thead> <tbody> <tr> <td>Full benefit cancer</td> <td>\$15,000</td> <td>\$15,000</td> </tr> <tr> <td>Partial benefit cancer</td> <td>\$3,750</td> <td>\$3,750</td> </tr> <tr> <td>Heart attack</td> <td>\$15,000</td> <td>\$15,000</td> </tr> <tr> <td>Stroke</td> <td>\$15,000</td> <td>\$15,000</td> </tr> <tr> <td>Coronary artery bypass</td> <td>\$15,000</td> <td>\$15,000</td> </tr> <tr> <td>Kidney failure</td> <td>\$15,000</td> <td>N/A</td> </tr> <tr> <td>Alzheimer’s disease</td> <td>\$15,000</td> <td>N/A</td> </tr> <tr> <td>Major organ transplant</td> <td>\$15,000</td> <td>N/A</td> </tr> <tr> <td>Occupational HIV</td> <td>\$15,000</td> <td>N/A</td> </tr> <tr> <td>Listed conditions</td> <td>\$3,750</td> <td>N/A</td> </tr> <tr> <td>Health screening</td> <td>\$100</td> <td>N/A</td> </tr> </tbody> </table>		Plan Features	What the plan pays – initial benefit	What the plan pays – recurrence benefit	Full benefit cancer	\$15,000	\$15,000	Partial benefit cancer	\$3,750	\$3,750	Heart attack	\$15,000	\$15,000	Stroke	\$15,000	\$15,000	Coronary artery bypass	\$15,000	\$15,000	Kidney failure	\$15,000	N/A	Alzheimer’s disease	\$15,000	N/A	Major organ transplant	\$15,000	N/A	Occupational HIV	\$15,000	N/A	Listed conditions	\$3,750	N/A	Health screening	\$100	N/A
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 <p><b>Accident Insurance</b></p>	<p>Accident insurance underwritten by MetLife helps you pay for unexpected costs that can add up due to common injuries such as fractures, dislocations, burns, emergency room or urgent care visits, as well as physical therapy. If you or a covered family member has an accident, this plan pays a lump-sum benefit. The amount of money depends on the type and severity of your injury, the treatment you receive, and the type of plan you elected.</p> <p><b>*NOTE:</b> the reimbursements listed in the table are a sample and are not the comprehensive benefits of the policy.</p>	<table border="1"> <thead> <tr> <th>Benefit Type</th> <th>What the plan pays</th> </tr> </thead> <tbody> <tr> <td>Fractures</td> <td>\$100 - \$7,500</td> </tr> <tr> <td>Ambulance</td> <td>\$400-\$1,500</td> </tr> <tr> <td>Hospital admission (accident)</td> <td>Non-ICU: \$1,000 / ICU: \$2,000</td> </tr> <tr> <td>Death</td> <td>Associate: \$50K, Spouse: \$25K, Child: \$10K</td> </tr> <tr> <td>Dismemberment, loss, and paralysis</td> <td>\$750 - \$100,000</td> </tr> <tr> <td>Other benefits – lodging</td> <td>Up to 31 days/year \$150</td> </tr> </tbody> </table>		Benefit Type	What the plan pays	Fractures	\$100 - \$7,500	Ambulance	\$400-\$1,500	Hospital admission (accident)	Non-ICU: \$1,000 / ICU: \$2,000	Death	Associate: \$50K, Spouse: \$25K, Child: \$10K	Dismemberment, loss, and paralysis	\$750 - \$100,000	Other benefits – lodging	Up to 31 days/year \$150																						
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**Note:** Supplemental benefits are not intended to be a substitute for medical coverage. These benefits are limited benefit group insurance policies — their provisions may vary or be unavailable in some states and may contain certain exclusions, limitations, and terms for keeping them in force. Certain states may require you to have medical coverage before enrolling for accident or hospital indemnity coverage.



# Protection

## Using Your Supplemental Health Benefits



Benefit	Hospital Indemnity	Critical Illness	Accident
Example	<p>Susan has chest pains at home, and after contacting her doctor, she is instructed to go to her local hospital. Upon arrival, the doctor examines Susan and advises that she requires immediate admission to the Intensive Care Unit for further evaluation and treatment. After two days in the Intensive Care Unit, Susan moves to a standard room and spends two additional days recovering in the hospital. Susan was released to her primary care physician for follow up treatment and observation. Her primary doctor is now monitoring her overall health.</p> <p>The benefits below show what Susan was reimbursed for by her hospital indemnity plan.</p>	<p>Jack elected \$15,000 (Initial Benefit) of critical illness coverage. Later, he suffered a heart attack and was hospitalized. He received \$15,000 from MetLife to help cover the gap in earning from his hospitalization. Two years later, he had another heart attack and again received \$15,000 from MetLife. Three years after that, he was diagnosed with kidney failure and once again received \$15,000 in payment from MetLife. At this point, he reached his Total Benefit (3x the amount of the Initial Benefit) and his policy was exhausted.</p>	<p>Alex's child plays soccer on the varsity high school team. During a recent game, his child collided with an opposing player, and was knocked unconscious, and was taken to the local emergency room (ER) by ambulance for treatment. The ER doctor diagnoses a concussion. The doctor ordered a Computed tomography scan to check for facial fractures too. Alex's child was released to their primary care physician for two follow-up treatments, and a dentist repaired the broken tooth with a crown.</p> <p>The benefits below show how much money Alex was reimbursed for by his accident plan.</p>

Covered Benefit	Reimbursement Amount	Illness – Covered Condition	Payment	Total Benefit Remaining	Covered Event	Benefit Reimbursement Amount
Regular Hospital Admission (1x)	\$1,000	Heart Attack – first verified diagnosis	Initial Benefit payment of \$15,000 or 100%	\$30,000	Ambulance (ground)	\$400
Regular Hospital stay (3 total days)	\$300	Heart Attack – second verified diagnosis, two years later	Recurrence Benefit payment of \$15,000 or 100%	\$15,000	Emergency Care	\$150
ICU Supplemental Confinement (1 day)	\$200				Physician Follow-Up (\$75 x 2)	\$150
<b>Benefits paid by Nationwide</b>	<b>\$1,500</b>	Kidney Failure – first verified diagnosis, three years later	Initial Benefit payment of \$15,000 or 100%	\$0	Medical Testing	\$200
					Concussion	\$400
					<b>Benefits paid by MetLife</b>	<b>\$1,300</b>

Refer to the MetLife policy for complete benefit details, definitions, limitations, and exclusions

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# Protection

## Your Supplemental Health Benefit Rates



Hospital Indemnity Rates			
	Associate Only	Associate + 1	Family
Weekly rates	\$3.87	\$9.07	\$12.31

Accident Rates			
	Associate Only	Associate + 1	Family
Weekly rates	\$4.79	\$8.61	\$11.41

Critical Illness Rates						
Weekly contribution rates	Associate Only	Associate Only	Associate + 1	Associate + 1	Family	Family
Your age:	Non-tobacco	Tobacco	Non-tobacco	Tobacco	Non-tobacco	Tobacco
Under 25	\$2.36	\$3.24	\$4.44	\$5.87	\$6.19	\$7.95
25-29	\$2.47	\$3.43	\$4.63	\$6.24	\$6.43	\$8.40
30-34	\$3.00	\$4.39	\$5.49	\$7.76	\$7.53	\$10.20
35-39	\$3.33	\$4.95	\$6.05	\$8.73	\$8.17	\$11.40
40-44	\$3.75	\$5.68	\$6.84	\$10.12	\$9.15	\$13.12
45-49	\$5.04	\$8.04	\$9.15	\$14.27	\$11.96	\$18.15
50-54	\$6.88	\$11.45	\$12.47	\$20.36	\$15.97	\$25.57
55-59	\$9.37	\$16.03	\$16.85	\$28.53	\$21.33	\$35.49
60-64	\$12.43	\$21.24	\$22.39	\$37.89	\$28.07	\$46.99
65-69	\$16.80	\$28.89	\$30.33	\$51.93	\$37.85	\$64.20
70 or older	\$24.88	\$43.29	\$44.36	\$76.85	\$54.84	\$94.39

#### Critical illness disclosures:

1. Please review the Outline of Coverage/Disclosure Document for specific information about cancer benefits. Not all types of cancer are covered. Some cancers are covered at less than the initial benefit amount.
2. In certain states, the covered condition is severe stroke.
3. Please review the Outline of Coverage/ Disclosure Document for specific information about Alzheimer's disease.

#### Accident disclosures:

1. Chip fractures are paid at 25% of the fracture benefit and partial dislocations are paid at 25% of the dislocation benefit.
2. The benefit amount will be reduced by the amount of any accidental dismemberment/ functional loss/paralysis benefits and modification benefit paid for injuries sustained by the covered person in the same accident for which the accidental death benefit is being paid.
3. Common carrier refers to airplanes, trains, buses, trolleys, subways, and boats. Certain conditions apply. See your Disclosure Statement or Outline of Coverage/Disclosure Document for specific details.
4. The lodging benefit is not available in all states. It provides a benefit for a companion accompanying a covered insured while hospitalized, provided that lodging is at least 50 miles from the insured's primary residence. Covered services/treatments must be the result of a covered accident as defined in the group policy/certificate. See your Disclosure Statement or Outline of Coverage/Disclosure Document for more details.

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# Protection

## Additional Benefits

Weis Markets offers several additional offerings to help you design the benefits package that's right for you and your family. You pay the entire cost for these plans, but rates may be more affordable than individual coverage. And you get the added convenience of paying through payroll deduction.

Benefit	
Associate Discount Programs	<ul style="list-style-type: none"> <li>• Get special pricing on Apple products with customization and free shipping by calling 1-877-377-6362.</li> <li>• Save on movie, theme parks, hotels, theater, tours, and more by accessing TicketsAtWork at <a href="https://ticketsatwork.com">ticketsatwork.com</a> (company code: weismarkets).</li> <li>• Enjoy a 12% discount on Verizon services at <a href="https://verizonwireless.com/discount">verizonwireless.com/discount</a></li> </ul>
Auto and Home Insurance	Weis Markets has partnered with Travelers to provide you with access to special group rates on auto and home insurance. Applications and quotes are available directly from Travelers, and Travelers will bill you directly. For more information, call Travelers at 1-888-695-4640.
GuidanceResources Employee Assistance Program (EAP)	Get help with a variety of personal issues, such as emotional health, substance use disorder, parenting and childcare/eldercare needs, financial or legal advice. The EAP is completely confidential and free for any member of your immediate household. Associates have unlimited phone access 24/7, and the EAP offers up to 3 in person or video counseling per issue! Call 1-833-812-5182 or visit <a href="https://guidanceresources.com">guidanceresources.com</a> (web ID: WEIS).
Pet Insurance	When your pet gets sick, bills can add up faster than expected. Most pet insurance plans offer coverage for costs associated with both accidents and illnesses—even medications. Nationwide provides coverage for this program and will bill you directly. For more information, call 1-877-738-7874 or visit <a href="https://petinsurance.com/weismarkets">petinsurance.com/weismarkets</a> .
Purchasing Power	Buy a wide variety of brand-name consumer products and services — electronics, appliances, vacation packages, and more — and pay via payroll deduction. Call 1-866-670-3479 or visit <a href="https://weismarkets.purchasingpower.com">weismarkets.purchasingpower.com</a>
Weis LiveWell Programs	The LiveWell with Diabetes Associate Program and the LiveWell with Hypertension Associate Programs are virtual programs to help associates manage their health. Through these programs, associates gain access to support and guidance from a Weis Dietitian and Weis Pharmacist. When you complete either program, you're entered a raffle for one day of vacation time! To enroll, email <a href="mailto:livewell@weismarkets.com">livewell@weismarkets.com</a> .



The right to COBRA continuation coverage was created by a federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available when you or other family members who are covered under the Plan would otherwise lose group health coverage. For additional information about your rights and obligations under the Plan and under federal law, you should review the Plan's Summary Plan Description, which will be mailed to you following your enrollment in the plan.

### **What is COBRA continuation coverage?**

COBRA continuation coverage is a continuation of Plan coverage when coverage would otherwise end because of a life event known as a "qualifying event." Specific qualifying events are listed below. After a qualifying event, COBRA continuation coverage must be offered to each person who is a "qualified beneficiary." You, your spouse, and your dependent children could become qualified beneficiaries if coverage under the Plan is lost because of the qualifying event. Under the Plan, qualified beneficiaries who elect COBRA continuation coverage must pay for COBRA continuation coverage.

If you are an associate, you will become a qualified beneficiary if you lose your coverage under the Plan due to one of the following qualifying events:

- Your hours of employment are reduced
- Your employment ends for any reason other than your gross misconduct

If you are the spouse of an associate, you will become a qualified beneficiary if you lose your coverage under the Plan for any of the following qualifying events:

- The death of your spouse
- Your spouse's hours of employment are reduced
- Your spouse's employment ends for any reason other than his or her gross misconduct
- Your spouse becomes entitled to Medicare benefits (under Part A, Part B, or both)
- You become divorced or legally separated from your spouse

Your dependent children will become qualified beneficiaries if they lose coverage under the plan due to any of the following qualifying events:

- The death of the parent/associate
- The parent/associate's hours of employment are reduced
- The parent/associate's employment ends for any reason other than his or her gross misconduct
- The parent/associate becomes entitled to Medicare benefits (Part A, Part B, or both)
- The parents become divorced or legally separated
- The child stops being eligible for coverage under the plan as a "dependent child"

### **When is COBRA coverage available?**

The Plan will offer COBRA continuation coverage to qualified beneficiaries only after the Plan Administrator has been notified that a qualifying event has occurred. The employer must notify the Plan Recordkeeper if any of the following qualifying events occur: the end of employment, a reduction in hours of employment, death of the associate, commencement of a proceeding in bankruptcy with respect to the employer, or the associate's becoming entitled to Medicare benefits (under Part A, Part B, or both).



# Financial

Weis Markets offers a slate of benefits to help you meet your current and future financial needs.

## Weis Markets, Inc. Retirement Savings Plan (401(k) Plan)

### THE 401(K) PLAN OFFERS:



**Immediate eligibility** for all associates.



Resources from Voya Financial, including **a mobile app** so you can manage your account right from your phone.



**Quality investment options** along with access to special services such as automatic account rebalancing and personal **investment assistance** from a licensed investment counselor.

Our 401(k) Retirement Savings Plan is designed to help you save for retirement. Associates are eligible to join the plan immediately. If you are age 21 or older, work at least 1,000 hours within a 12-month period (one year of service) and 1,000 hours each calendar year thereafter, Weis will match \$0.50 for every \$1.00 you contribute to the plan, up to 6% of your eligible pay. The plan offers tax savings through pre-tax 401(k) and Roth after-tax contributions. If you are at least age 21 or older, you will be auto-enrolled after 60 days of employment at 3% pre-tax contribution unless you contact Voya at 1-833-934-7658 to opt-out.

You can contribute up to 50% of your regular eligible pay and/or up to 100% of their irregular (bonus) pay to help boost your retirement savings. The IRS limit is \$24,500 in 2026. If you're age 50 or older, you can save up to an additional \$8,000 to \$11,250. Associates can adjust contribution amounts throughout the year.

Visit the Voya Financial website at [weisretirement.voya.com](https://weisretirement.voya.com) to create and manage your account, investments and contributions.

## Weis Markets Scholarship Program

This company-wide program awards 30 scholarships annually up to \$3,000 per year:

- Traditional four-year scholarships
- Non-traditional two to four-year scholarships
- Vocational/trade school scholarships, minimum one year program

Associates and children of associates who have been employed at least one year as of March 1, 2026, and are pursuing a full-time degree in the fall of 2026 are eligible.

Applicants must have at least two years of college or one year of trade school remaining beginning with the 2026-2027 school year. Choose "Scholarship Opportunities" on [www.Myweisbenefits.com](https://www.Myweisbenefits.com) to find the application and more information. Email your completed application to [HR@weismarkets.com](mailto:HR@weismarkets.com) by March 31, 2026. Winners will be notified in May.

## Thomas R. and Laura Ridge Scholarship

The Pennsylvania Food Merchants Association (PFMA) offers \$2,500 one-year scholarships. Associates and children or stepchildren of associates are eligible if you have been employed at least one year as of January 1, 2026, and the student will be full-time for the 2026-2027 academic year. Visit [pfma.org/scholarships](https://pfma.org/scholarships) to complete the online application and submit by the deadline of March 2, 2026.



Scan the QR code to apply!



# Contacts

Plan Name	Resource	Phone Number	Web Address (or Email Address)
The American Worker Benefit Advocate	The American Worker Support Center	<b>1-800-662-5370 x53400</b> Option 1, and then option 3	<a href="http://TheAmericanWorker.com">TheAmericanWorker.com</a>
My FBG App Support		<b>1-855-495-1190</b>	
Benefits Department	Leave of Absence	<b>1-800-662-5370 x53678</b>	<a href="mailto:hr@weismarkets.com">hr@weismarkets.com</a>
Medicare MPC Insurance Group	Medicare Support	<b>1-800-662-5370 x53400</b> Option 1, and then option 6	<a href="http://www.mpcins.com">www.mpcins.com</a>
Minimum Essential Coverage Supplemental Medical Dental Vision Short Term Disability Term Life and AD&D Accident Critical Illness Hospital Indemnity	The American Worker	<b>1-800-662-5370 x53400</b> Option 1, and then option 3	<a href="http://TheAmericanWorker.com">TheAmericanWorker.com</a>
LiveWell	Weis Dietitians	N/A	<a href="mailto:weisdietitians@weismarkets.com">weisdietitians@weismarkets.com</a>
Employee Assistance Program (EAP)	GuidanceResources	1-833-812-5182	<a href="http://guidanceresources.com">guidanceresources.com</a> (company web ID: WEIS)
401(k) Retirement Savings Plan	Voya Financial	1-833-934-7658	<a href="http://weisretirement.voya.com">weisretirement.voya.com</a>
Auto and Home	Travelers	1-888-695-4640	<a href="http://travelers.com/weismarkets">travelers.com/weismarkets</a>
Purchasing Power	Purchasing Power	1-866-670-3479	<a href="http://weismarkets.purchasingpower.com">weismarkets.purchasingpower.com</a>

The information in this Open Enrollment guide should in no way be construed as a promise or guarantee of employment or benefit coverage. Pricing, underwriting, plan specifics, and all other product features are solely that of the insurance companies. This guide and referenced material serve as a Summary of Material Modifications, amending the most recent Summary Plan Descriptions. If there is a conflict between this guide and actual plan document or policies, the documents or policies always govern. Obtain complete benefit details by reviewing current plan descriptions, certificates, policies and plan documents from the benefits department, also located on SharePoint at [www.MyWeisBenefits.com](http://www.MyWeisBenefits.com).