



Dear Immanuel team,

Happy New Year! We wanted to send some beginning of the year reminders. It is a longer communication, but we wanted all the information in one place.

Reminder of plan changes we announced during annual benefit open enrollment:

- ***SimplePay Health Insurance:***
 - All employees who elected SimplePay will receive a new insurance card. New insurance cards are in the mail if you have not received yours yet. If you need a digital version of the card you can access in the [SimplePay app](#) or access all your Immanuel insurance cards in the [HealthJoy app](#).
 - Beginning January 1, 2026, two features of SimplePay have changed:
 - The ability to pay copays at the end of the month and to receive one centralized bill, will no longer be available.
 - As a result, starting in 2026, members will pay their copays at the time of service, like a traditional copay plan. All other aspects of SimplePay will remain the same.
 - [Here](#) are some additional FAQs on this
- ***Vendor change for HSA and FSA to Omnify:***
 - *Flex Spending Accounts (FSA):* You should have received a card in the mail from Omnify (Union Bank). Instructions are inside on how to activate. Likewise, you should have received an email from support@omnifybenefits.com on accessing your online account.
 - If you elected a Medical FSA in open enrollment and have SimplePay you are eligible for \$250 FSA match. FSA dollars are available upfront, so on your 01/02 paycheck should show the \$250 that Omnify has in your account.
 - *Health Savings Account (HSA):*
 - If you selected an HSA there is an email you need to complete if you have not done so already from support@omnifybenefits.com. This email requires you to provide demographics and signing off on the disclosures. In most situations this is all that is needed and completing will issue you an active account/HSA card. However, employees may be asked to provide additional documentation to Omnify if when entering their demographic information something, they enter fails CIP (Customer Identification Program). If applicable you would have received a 2nd email on this.
 - If you are wanting to rollover funds from Optum to Omnify we will be sending an email to that group, so stay tuned!



Other Reminders:

- *01/02 Paycheck*-This payroll is the first check with 2026 benefit deduction rates. Please review and reach out with any questions.
- *Volunteer Time Off (VTO) and Floating Holidays*-Your 2026 balance will be visible to see in UKG after the 01/16 paycheck has processed.
- *Wellness reward*-If you completed your wellness requirements and elected:
 - *Mental Health PTO*: Due to the overlapping calendar years you should see this balance by 01/30 paycheck date in UKG. You will see this as a separate PTO bucket in UKG. If you need to use this earlier, please reach out to MyHR@immanuel.com.
 - *FitBucks*: These are deposited at the end of each quarter. If you elected, keep an eye out for an email by the end of March that will give you instructions on how to redeem FitBucks in Wellworks.
 - Additionally, the new wellness cycle has started. The wellness team has the new [Employee Wellness Information](#) up, so start working towards your 2027 wellness reward!
- *Mid-year Changes*- To make a change outside of open enrollment/mid-plan year, you need to have a qualifying life event (marital change, birth/adoption of child, loss/gained coverage, etc.). Documentation and enrollment are due in UKG within 30 days of the life event happening. If that occurs in 2026 you can find resources to help with this on the homepage of the [benefit's website](#).
- *HealthJoy*– In addition to accessing insurance cards and benefit information, HealthJoy offers free telemedicine to all employees and their dependents. [Activate your account today](#) if you have not.

Thanks, and Happy New Year!