



Delaco Steel and April Steel Non-Union 2026 BENEFITS OPEN ENROLLMENT IS HERE!



Enrollment Dates

Start: December 15, 2025

End: December 19, 2025

Coverage will be effective January 1 – December 31, 2026.

What's New & Important

- ✓ **Medical Plan** – Slight annual deductible increase for 2026 (per federal HSA regulations)
- ✓ **HSA Contributions** – Increased maximum employee contribution; don't miss the free company match
- ✓ **Voluntary Life Insurance** – Increase financial protection for your loved ones; automatic approval for up to 2 increment increases for employee & spouse coverage
- ✓ **Employee Premiums** – No changes for 2026

Act Now

This is your chance to **review and update** your benefits for 2026.

Log in to **Paylocity**, choose **Bswift** from the top left drop down box, and:

- ✓ Confirm your current elections
- ✓ Add or remove coverage for your spouse or children
- ✓ Add or remove medical, dental, vision, or voluntary life insurance
- ✓ Maximize your HSA contributions and employer matching

⚠ Important

If you don't make changes, your 2025 elections – including HSA annual employee contributions – will **automatically roll over** to 2026.