



2026 Benefits Guide

Whitman County Temporary Employees

This benefit overview is a summary of your benefits as an eligible employee. It is intended to provide a brief description of 2026 coverage and is not a complete explanation of covered services, exclusions, limitations, reductions or the terms under which a program may be continued in force. This summary is not a contract. For full coverage provisions, including a description of waiting periods, limitations and exclusions, please refer to the applicable summary plan documents posted to www.wcif.net. 2026 documents will be posted as they are approved by respective carriers.

Whitman County Temporary Employees

Welcome to the 2026 Benefits Overview!



Life



Value Add Plans



Resources

This is your opportunity as an employee to make thoughtful benefit elections for you and your family for the upcoming year. During this time current members may change plans, add or remove dependents to existing plans, enroll in a new line of coverage, terminate an existing line of coverage. All open enrollment plan changes will be effective January 1, 2026.

Take some time to review this Benefits Guide thoroughly to ensure you select the plan(s) that best meet you and your family's needs.

Remember, this is your opportunity to make changes or enroll in any plans offered, otherwise you will have to wait until the next open enrollment period unless you experience a qualifying event.

Look for this icon throughout the Guide for important information!



Online Enrollment with SIMON



If your employer has granted you access to view your WCIF benefits through the SIMON portal, and you have completed your SIMON registration process, you may process your 2026 open enrollment changes online at <https://wcif.simon365.com>.

Once you log into SIMON you will see the following options located along the left side of the screen:



Click here to see the **Open Enrollment Status** showing how much time you have remaining to select your 2026 benefits.

Click on one of these options to view your personal information, your dependent information (if applicable), and your benefits. If you would like to make any 2026 open enrollment changes, click on **Open Enrollment** in the upper right corner on any of these pages.



Once you click on **Open Enrollment**, you'll be guided through the process to update demographic information then benefits selections for you and/or your dependents as needed. Once you are done, review your changes by clicking **Enrollment Summary**.

If everything looks good, click on **Sign Electronically**. Review the **Electronic Signature Disclosure and Consent** and click on **I Agree and Consent**. You will now be prompted to create your signature. You can either select one of the provided signatures, or draw your own electronic signature. Finally, click on **Sign Electronically and Submit** to submit your changes for review.

IMPORTANT: If you cancel or decline the electronic signing process, any changes you have made will not be saved. If you do not wish to electronically sign your enrollment form, you will not be able to process your open enrollment changes through SIMON.

Need additional assistance?



Click here to download the **SIMON 3.0 Employee User Guide** for detailed instructions on using the SIMON portal.

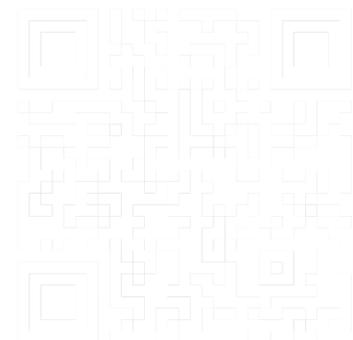
Please contact your employer for 2026 cost and benefit information.

BENEFITS RESOURCE CENTER

Check out our NEW Benefits Resource Center!

We're thrilled to announce our new partnership with BeneBits™ to bring your employees engaging, bite-sized benefits videos that are sure to capture their attention!

In addition, we have a library of Carrier Resources from our medical, dental, vision, life & disability, and ancillary carriers.



Basic Life & AD&D / The Standard



Basic Life & AD&D

Employer-paid life insurance is an important working benefit. It provides your loved ones with a little additional income if you pass away. It helps serve as a financial safety net during the most crucial income earning years. Your employer maintains a Basic Life/AD&D Plan for you that provides a \$24,000 benefit. In addition, your employer also provides a \$1,000 Dependent Life Benefit.

Age Reduction Schedule	At Age: 70.....65% of original amount 75.....45% of original amount 80.....30% of original amount
AD&D Benefit	The AD&D benefit is equal to the amount of your Life Insurance Benefit. Certain Losses are payable at an amount less than 100% of the AD&D insurance benefit. See AD&D Table of Losses in Certificate.
Seat Belt Benefit	The amount of the Seat Belt Benefit is the lesser of (1) \$25,000 or (2) the amount of AD&D Insurance Benefit payable for loss of your life.
Air Bag Benefit	The amount of the Air Bag Benefit is the lesser of (1) \$5,000 or (2) the amount of AD&D Insurance Benefit payable for loss of your life.
Additional Features	Waiver of Premium Portability and Conversion Options Career Adjustment Benefit Higher Education Benefit Occupational Assault Benefit Public Transportation Benefit
Accelerated Benefit	If you become terminally ill, you may be eligible to receive up to 75% of your basic life benefit to an overall maximum of \$500,000 (voluntary life included).
Travel Assistance Benefit	The Travel Assistance Program helps employees cope with emergencies when the employee and/or their dependents travel more than 100 miles from home or internationally for trips up to 180 days. The program can also help with non-emergencies, such as trip planning.
Life Services Toolkit	The Life Services Toolkit includes online tools and services that can help employees create a will, make advance funeral plans and put their finances in order. After a loss, their beneficiary can consult experts by phone or in person and obtain other helpful information online.

Beneficiary Designation

Setting up beneficiaries isn't a one-time thing. **Be sure to [review your beneficiary designations regularly, especially after life events such as marriage, divorce, birth, and death.](#)** Circumstances might have changed for you or your beneficiaries, and you may need to alter your designations to reflect that. This is a great time of year to review and make any necessary changes.



SCAN THIS CODE
FOR MORE INFO!



RESOURCES

Life / The Standard

standard.com | (800) 848-5132 (customer service)

POLICY NUMBERS Basic Life: 645273-G



Travel Assistance

assistamerica.com | 1.800.872.1414 (customer service)

medservices@assistamerica.com (email)

01-AA-STD-5201

(Travel assist reference number)



Things can happen on the road. Passports get stolen or lost. Unforeseen events or circumstances derail travel plans. Medical problems surface at the most inconvenient times. Travel Assistance can help you navigate these issues and more at any time of the day or night.

Contact Travel Assistance

800.872.1414

United States, Canada, Puerto Rico, US
Virgin Islands and Bermuda

Everywhere else:

+1.609.986.1234

Text:

1.609.334.0807

Email:

medservices@assistamerica.com

REFERENCE NUMBER:

01-AA-STD-5201



Visa, weather and currency exchange information, health inoculation recommendations, country-specific details and security and travel advisories



Credit card and passport replacement and missing baggage and emergency cash coordination



Help replacing prescription medication or lost corrective lenses and advancing funds for hospital admission



Connection to medical care providers, interpreter services, local attorneys and assistance in coordinating a bail bond



Assistance with the return of your personal vehicle if your emergency transportation services leave it stranded

Don't forget to download the Assist America mobile app - access your Mobile ID Card, receive travel alerts, access to Assist America's Emergency Operations Center, and more!



RESOURCES

Portability / The Standard



Portability & Conversion

WCIF offers various products that are underwritten by The Standard. Some plans are eligible for Portability/Conversion. Below is a table that outlines the availability by product.

	PORTABLE	CONVERTIBLE
Basic Life	Yes	Yes
Basic AD&D (this is built into Basic Life)	Yes	No

Portability

Portability takes the group plan and rolls it over to a group portability policy. Those leaving employment due to disability or retirement are not eligible for portability, and coverage must have been in place for 12 continuous months. Employees must apply for portability within 31 days of the date of termination. Portability forms are available on WCIF's website: WCIF.net.

Conversion – Life

Conversion takes a group plan and converts it into an individual whole life plan. Those leaving employment due to disability or retirement are only eligible for conversion options. Employees must apply for conversion within 31 days of the date the coverage ends. Conversion forms are available on WCIF's website: WCIF.net.

Please note, Life/AD&D and Disability products are not subject to COBRA. If you are interested in continuing coverage through portability or conversion, please do the following:

- Confirm the coverage you are enrolled in with your HR department
- Call (800) 378-4668, elect option 7, and enter extension 6785
- Your policy number is: 645273
- Portability rates are listed in your Certificate. You can access a copy of your certificate at WCIF.net
- When ready to apply for Portability or Conversion, please work with your employer to complete the employer statement on the forms, which are also available at WCIF.net



or Conversion, please work with your employer to complete the employer statement on the forms, which are also available at WCIF.net

RESOURCES

Life Services Toolkit / The Standard



Resources and Tools to Support you and your Beneficiary

Group Life insurance through your employer gives you assurance that your family will receive some financial assistance in the event of death. The Standard does more than help protect your family from financial hardship after a loss. Standard has partnered with Health AdvocateSM to offer a lineup of additional services that can make a difference now and in the future.

Online tools and services can help you create a will, make advance funeral plans and put your finances in order. After a loss, your beneficiary can consult experts by phone or in person, and obtain other helpful information online.

Services to Help You Now

Visit the Life Services Toolkit website at standard.com/mytoolkit and enter your user name “assurance” for information and tools to help you make important life decisions.

Estate Planning Assistance: Online tools walk you through the steps to prepare a will and create other documents.

Financial Planning: Consult online services to help you manage debt, and take care of other financial matters with confidence.

Health and Wellness: Timely articles about nutrition, stress management and wellness help employees.

Identity Theft Prevention: Check the website for ways to thwart identity thieves and resolve issues if identity theft occurs.

Funeral Arrangements: Use the website for guidance on how to begin, find funeral related services and make decisions in advance.

If you are a recipient of an Accelerated Benefit¹, you may access the services for beneficiaries.

¹An Accelerated Benefit allows a covered individual who becomes terminally ill to receive a portion of their Life insurance proceeds while living, if all other eligibility requirements are met.

The Life Services Toolkit is provided through an arrangement with Health AdvocateSM and is not affiliated with The Standard. Health Advocate is solely responsible for providing and administering the included service. This service is not an insurance product.

Services for Your Beneficiary

Life Insurance beneficiaries² can access services for 12 months after the beneficiary receives the Life claim letter. Recipients of an Accelerated Benefit can access services for 12 months after the date of payment.

Grief Support: Care Managers with advanced training are on call to provide grief sessions by phone in in-person. Beneficiaries are eligible up to six in-person confidential grief sessions.

Legal Services: Your beneficiaries can obtain legal assistance from experienced attorneys with a telephone consultation or in-person meeting for up to 30 minutes with a network attorney.

Financial Assistance: Your beneficiaries can schedule up to 30-minute telephone sessions with financial counselors who can help with issues.

Support Services: During an emotional time, your beneficiaries can receive help planning a funeral or memorial service. Work-life advisors can guide them to resources to manage other issues.

Online Resources: Your beneficiaries can easily access additional services and features on the Life Services Toolkit website for beneficiaries.

The Life Services Toolkit is not available to Life insurance beneficiaries who are minors or to non-individual entities such as trusts, estates, charities.



VALUE ADD PLAN – PET INSURANCE / MetLife

Available to all employees



Plan Highlights



What is Pet Insurance?

Similar to health insurance for you and your family, Pet Insurance is coverage for dogs and cats that can help you be prepared for unexpected vet costs.

Why MetLife Pet Insurance?

With MetLife, pet parents have the power of choice to customize their Pet Insurance to meet their needs.

How much will it cost?

Each pet's premium will be unique based on the age, breed, location, as well as what coverage amount you select. Plus, if you go claim-free in a policy year, we'll automatically decrease your deductible by \$25 or \$50. There are also a variety of discounts available. You can set up automatic payment through the online portal.

Coverage includes:

accidental injuries
illnesses
exam fees
surgeries
medications
ultrasounds
hospital stays
X-rays and diagnostic

hip dysplasia
hereditary conditions
congenital conditions
holistic care
chronic conditions
alternative therapies
and much more!

Can I still use my vet?

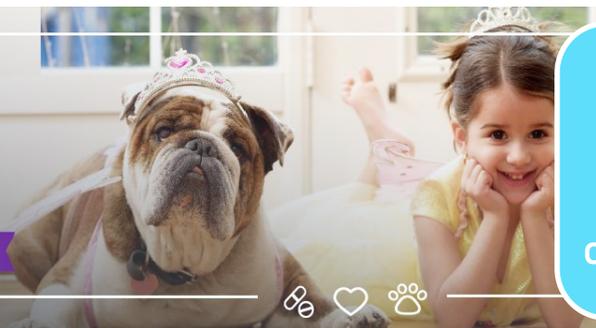
Yes! You can visit any U.S. licensed vet, emergency clinic, or specialist. Your coverage is also portable—you can take your coverage with you if you leave your employer.

SCAN THIS CODE FOR MORE INFO!



If he's always down to play dress up,

he deserves to be insured.



Pet parents spend *nearly \$4,500 a year* on annual care.

Get a quote by visiting:
metlifepetinsurance.com/WCIF
OR Call 1-800-GET-MET8





Available to all employees

Check out BenefitHub for everyday savings!

Tally Up Your Annual Savings to Over \$5,000!

With Worth Discount Marketplace, employees can save over \$5,000 a year! Receive access to exclusive discounts in almost every shopping category.

Ride in style with auto savings. (Includes icons of a red car, a gear, and a receipt showing a 10% discount on a car purchase.)

Travel to new destinations. (Includes icons of an airplane, a beach umbrella, and roller coaster tracks.)

Spruce up your home and treat the fam. (Includes icons of a house, a sofa, and a Wi-Fi signal.)

Look stylish with new apparel. (Includes icons of a red lip, a white sneaker, and shopping bags.)

Experience more with event tickets. (Includes icons of a saxophone and a football.)

See you how much you can save!

Scan the QR code to enroll today!
Use code: **IBWY7X**



RESOURCES

Dependent Eligibility

The following dependents are eligible for coverage after the employee has satisfied their initial waiting period required by the employer. Please note, dependents must be enrolled in the same plan(s) as the employee.

- A lawful spouse or domestic partner (legally separated spouses may not be eligible)
- Child(ren) of employee, spouse or domestic partner to the age of 26 including:
 - biological,
 - step,
 - foster,
 - adopted children from the date of assumption of legal obligation for total or partial support,
 - children required by court order or qualified medical child support order (QMCSO) to be covered by a participant
 - Disabled dependent child(ren) over age 26. See employer for details.

All other dependent children are not eligible without evidence of legal guardianship.

Enrollment Changes for Qualified Life Events

Many benefits are regulated by Section 125 regulations (if applicable) and other plan rules require that elections not be changed except during new hire or annual open enrollment periods. However, certain qualified events allow you to change your elections during the plan year. Below is a chart of the Life Events that allow for a mid-year change. Please reach out to your Human Resources Department with any questions and specific timeframe requirements.

Dependent	Enrollment Deadline
Newborn Child	Within 60 days of birth
Adopted Child	Within 60 days of placement in an employee's home
Foster child	Within 60 days of placement in an employee's home
Child Under Legal Guardianship	Within 60 days of legal guardianship being granted to employee
Spouse	Within 31 days of the date of marriage
Domestic Partner	Within 31 days of Washington State registration <i>or</i> within 31 days of the date of completed Affidavit of Domestic Partnership
Dependent of Spouse / Domestic Partner	<i>If existing dependent</i> , same rules as spouse/domestic partner (31 days – as shown above)
	<i>If acquired after</i> spouse's/domestic partner's effective date (60 days – as shown above)
Event	Enrollment Deadline
Involuntary Loss of Other Coverage	Within 31 days of the date the other coverage ended
State Medical Assistance and Children's Health Insurance Program (CHIP)	Within 60 days from the date of event



RESOURCES

Beneficiary Designation

Setting up beneficiaries is not a one-time thing. **Be sure to review your beneficiary designations regularly, especially after life events such as marriage, divorce, birth, and death.** Circumstances might have changed for you or your beneficiaries, and you may need to alter your designations to reflect that. This is a great time of year to review and make any necessary changes.

REQUIRED ANNUAL NOTIFICATIONS

Health Insurance Marketplace Coverage Options and Your Health Coverage

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away.

The 2026 open enrollment period for health insurance coverage through the Marketplace runs from Nov. 1, 2025, through January 15, 2026. From December 15, 2025 to January 15, 2026, coverage will be effective February 1, 2026. After January 15, 2026, you can get coverage through the Marketplace for 2026 only if you qualify for a special enrollment period or are applying for Medicaid or the Children's Health Insurance Program (CHIP).

If the cost of our medical plan to cover yourself (and not any other members of your family) is more than 9.96 percent of your household income, or our coverage does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit. (An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.) **All WCIF health plans currently meet the "minimum value standard".**

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, you lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution, as well as your employee contribution to employer-offered coverage is often excluded from income for federal and state income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

If you are not eligible for our Plan, you may want to look at the Health Insurance Marketplace as an option. In some cases you may qualify for a subsidy if you meet certain requirements. You will need to consult with an Insurance Navigator at the Health Insurance Marketplace to understand better your plan options as well as any subsidies which may apply to you.

How Can I Get More Information? Please visit [WAHEALTHPLANFINDER.org](https://www.wahealthplanfinder.org) or [HEALTHCARE.gov](https://www.healthcare.gov) for more information.

Medicaid and the Children's Health Insurance Program (CHIP) Offer Free or Low-Cost Health Coverage to Children and Families

If you are eligible for health coverage from your employer, but are unable to afford the premiums, some States have premium assistance programs that can help pay for coverage. These States use funds from their Medicaid or CHIP programs to help people who are eligible for employer sponsored health coverage, but need assistance in paying their health premiums. If you or your children aren't eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit [HEALTHCARE.gov](https://www.healthcare.gov).

If you or your dependents are already enrolled in Medicaid or CHIP you can contact your State Medicaid or CHIP office to find out if premium assistance is available.

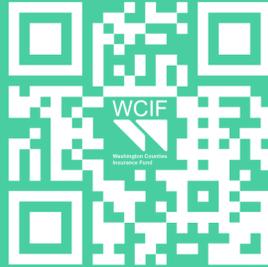
If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, you can contact your State Medicaid or CHIP office or dial **1.877.KIDS NOW (1.877.543.7669)** or [INSUREKIDSNOW.gov](https://www.insurekidsnow.gov) to find out how to apply. If you qualify, you can ask the State if it has a program that might help you pay the premiums for an employer-sponsored plan.

Once it is determined that you or your dependents are eligible for premium assistance under Medicaid or CHIP, your employer's health plan is required to permit you and your dependents to enroll in the plan – as long as you and your dependents are eligible, but not already enrolled in the employer's plan. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance.**

To see if any more States have added a premium assistance program since July 31, 2025, or for more information on special enrollment rights, you can contact either:

U.S. Department of Labor
Employee Benefits Security Administration
[www.DOL.gov/agencies/ebsa](https://www.dol.gov/agencies/ebsa)
1.866.444.EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
[www.CMS.HHS.gov](https://www.cms.hhs.gov)
1.877.267.2323, Menu Option 4, Ext. 61565



QUESTIONS?

Contact your Human Resource Department or visit WCIF.net

800.344.8570 (toll free)

info@wcif.net

2620 RW Johnson Blvd SW Suite 300, Tumwater, WA 98512

Benefits are what we do BEST!