2027 Benefits Update

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Team	People Ops
Effective	Jan 1, 2027
Enrollment window	Oct 21 to Nov 15, 2026

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Here is what is changing in your coverage this year. Most of it is good news: expanded coverage, more providers in-network, and a new mental health benefit.

- Expanded dental coverage, now includes orthodontics for dependents
- 15 new providers added to the in-network list
- New: $1,000/year mental health and therapy benefit

What is changing, side by side

Benefit	2026	2027
Dental, orthodontics	~~Employee only~~	**Employee and dependents**
In-network providers	~~Base network~~	**+15 new providers**
Mental health benefit	~~Not offered~~	**$1,000/year, therapy and counseling**
Premiums	No change	No change

📌 Enrollment closes November 15. Questions? Book time with People Ops.

Frequently asked

Do I need to do anything if I want to keep my current plan?

No, if you take no action your current plan carries over automatically with the updated coverage above. You only need to act if you want to switch plans or add a dependent.

How do I use the new mental health benefit?

It works like any other covered service, book with an in-network therapist and the $1,000 annual allowance applies automatically. No pre-approval needed.

Where can I see the full list of new providers?

The complete in-network directory is linked from the Benefits Hub page, filter by "Added 2027" to see just the new additions.

CE Last edited by Chenoa Etsitty, 6 days ago