The Aaon Group

2027 OPEN ENROLLMENT

October 30, 2026 – November 13, 2026

Enroll in your **2027 benefits through Workday** starting on **October 30, 2026 – November 13, 2026.**

Important: Open Enrollment closes on **November 13, 2026**. No exceptions will be made for employees who do not complete their elections by the deadline.

What's New for 2027?

Medical Network Update

Beginning **January 1, 2027**, employees in **Oklahoma and Texas** will move to the **Cigna network** and will no longer access services through the Healthcare Highways network.

This change means all The Aaon Group locations will utilize the same network, creating a more consistent healthcare experience across the organization.

90 Degree Benefits will continue to be your primary point of contact for:

- Provider network (Cigna) support
- Claims assistance
- Coverage questions
- Benefit-related inquiries

Health Savings Account (HSA)

2027 IRS Limit Increase

Coverage Level	Annual IRS Limit
Employee Only	$4,500
Family	$9,000
Age 55+ Catch-Up	Additional $1,000

If you are age 55+ or will turn 55 at any time during 2027, you may elect an additional $1,000 HSA catch-up contribution. Workday will recognize your age and make the catch-up amount available during Open Enrollment.

The Aaon Group will continue to provide a 175% company match to your HSA contributions.

You may elect any amount up to the maximum listed. Total employee and employer contributions cannot exceed IRS annual limits. To help you stay within IRS limits, the maximum employee contribution amounts are shown below:

Coverage Level	Annual Contribution	Maximum Per Paycheck	Employer Match Per Paycheck
Employee Only (Under 55)	$4,500	$68.18	$119.32
Employee Only (55+)	$5,500	$83.33	$145.83
Family (Under 55)	$9,000	$136.36	$238.63
Family (55+)	$10,000	$151.52	$265.15

High-Deductible Health Plan (HDHP) Changes

Deductible Increases

The IRS has increased the minimum deductible requirements for High-Deductible Health Plans (HDHPs).

2027 HDHP Deductibles

Coverage Type	Deductible
Individual	$1,750
Family	$3,500

2027 In-Network Out-of-Pocket Maximum

The Out-of-Pocket Maximums remain unchanged from 2026.

Coverage Type	Out-of-Pocket Maximum
Individual	$6,500
Family	$12,000
Embedded Family Member Maximum	$7,500

2027 Medical & Dental Costs

HDHP Medical Plan (with Vision Benefit) Cost

Coverage Tier	Per Paycheck Cost	Monthly Cost
Employee Only	$60.00	$120.00
Employee + Child(ren)	$120.00	$240.00
Employee + Spouse	$195.50	$391.00
Family	$278.00	$556.00

2027 Dental Costs

Coverage Tier	Per Paycheck Cost	Monthly Cost
Employee Only	$4.00	$8.00
Employee + Child(ren)	$12.50	$25.00
Employee + Spouse	$11.00	$22.00
Family	$22.50	$45.00

Important HSA Reminder

If you are enrolled in the HDHP, you are eligible to contribute to a Health Savings Account (HSA) and receive The Aaon Group's 175% company match.

HSA Elections Do NOT Carry Forward

Your current HSA contribution election will not automatically continue into 2027.

To contribute to an HSA in 2027, you must make a new HSA election during Open Enrollment.

If you do not elect HSA contributions for 2027:

- Your current HSA contributions will end on **December 31, 2026**
- You will not be able to start or change HSA contributions during 2027 unless you experience a qualifying life event
- No exceptions will be made

Questions?

Please contact the Benefits Team by submitting a Workday Help Case.

How to Submit a Workday Help Case

1. Open the Workday app
2. Select Apps
3. Select Help
4. Click Create Case
5. Choose the appropriate case type
6. Submit your request

Before You Submit a Case

Review the Benefits job aids available in the Workday Help Center first.

Many common questions can be answered through the step-by-step job aids, which may eliminate the need to submit a case.

2027 OPEN ENROLLMENT (နှစ်ပတ်လည် ခံစားခွင့်များ ရွေးချယ်စာရင်းသွင်းခြင်း)

2026 ခုနှစ်၊ အောက်တိုဘာ 30 ရက် – 2026 ခုနှစ်၊ နိုဝင်ဘာ 13 ရက်

Workday မှတစ်ဆင့် သင်၏ 2027 ခုနှစ် ခံစားခွင့်များကို 2026 ခုနှစ်၊ အောက်တိုဘာ 30 ရက်မှ 2026 ခုနှစ်၊ နိုဝင်ဘာ 13 ရက်အတွင်း စတင်ရွေးချယ်စာရင်းသွင်းပါ။

အရေးကြီးအချက် - Open Enrollment (ခံစားခွင့်များ ရွေးချယ်စာရင်းသွင်းခြင်း) ကို **2026 ခုနှစ်၊ နိုဝင်ဘာ 13 ရက်**တွင် ပိတ်ပါမည်။ သတ်မှတ်ရက်မတိုင်မီ မိမိတို့၏ ရွေးချယ်မှုများကို ပြီးစီးအောင် မဆောင်ရွက်သည့် ဝန်ထမ်းများအတွက် မည်သည့်ခြွင်းချက်ကိုမျှ ပြုလုပ်ပေးမည် မဟုတ်ပါ။

2027 ခုနှစ်အတွက် အသစ်ပြောင်းလဲလာမည့် အချက်များကား အဘယ်နည်း။

ဆေးကုသမှုဝန်ဆောင်မှုကွန်ရက် အဆင့်မြှင့်တင်ခြင်း

2027 ခုနှစ်၊ ဇန်နဝါရီ 1 ရက် မှစတင်၍ **အိုကလာဟိုးမား (Oklahoma) နှင့် တက္ကဆက် (Texas)** ရှိ ဝန်ထမ်းများသည် **Cigna ကွန်ရက်**သို့ ပြောင်းရွှေ့မည်ဖြစ်ပြီး၊ Healthcare Highways ကွန်ရက်မှတစ်ဆင့် ဝန်ဆောင်မှုများကို ဆက်လက်ရယူနိုင်တော့မည် မဟုတ်ပါ။

ဤပြောင်းလဲမှုအရ The Aaon Group ၏ လုပ်ငန်းခွင်တည်နေရာအားလုံးသည် ကွန်ရက်တစ်ခုတည်းကိုသာ အတူတကွ အသုံးပြုကြမည်ဖြစ်သဖြင့် တစ်ဖွဲ့လုံးအတိုင်းအတာဖြင့် ပိုမိုညီညွတ်ကောင်းမွန်သော ကျန်းမာရေးစောင့်ရှောက်မှု အတွေ့အကြုံကို ရရှိစေမည် ဖြစ်ပါသည်။

90 Degree Benefits သည် အောက်ပါကိစ္စရပ်များအတွက် သင်၏ အဓိကဆက်သွယ်ရန်နေရာအဖြစ် ဆက်လက်တည်ရှိနေမည် ဖြစ်ပါသည် -

- ဆေးကုသမှုဝန်ဆောင်မှုထောက်ပံ့သူ ကွန်ရက် (Cigna) ဆိုင်ရာ အကူအညီ
- အာမခံလျော်ကြေးတောင်းခံမှုဆိုင်ရာ အကူအညီ
- အာမခံအကျုံးဝင်မှုဆိုင်ရာ မေးခွန်းများ
- ခံစားခွင့်ဆိုင်ရာ စုံစမ်းမေးမြန်းမှုများ

ကျန်းမာရေးစုဆောင်းငွေစာရင်း (Health Savings Account (HSA))

2027 ခုနှစ် IRS သတ်မှတ်ကန့်သတ်ချက် တိုးမြှင့်ခြင်း

အကျုံးဝင်မှုအဆင့်	**နှစ်စဉ် IRS သတ်မှတ်ကန့်သတ်ချက်**
ဝန်ထမ်းတစ်ဦးတည်းအတွက်	$4,500
မိသားစု	$9,000
အသက် 55 နှစ်နှင့်အထက် အပိုဆောင်းဖြည့်တင်းငွေ	နောက်ထပ် $1,000

အကယ်၍ သင်သည် အသက် 55 နှစ်နှင့်အထက်ဖြစ်ပါက သို့မဟုတ် 2027 ခုနှစ်အတွင်း မည်သည့်အချိန်တွင်မဆို အသက် 55 နှစ်ပြည့်မည်ဆိုပါက သင်သည် HSA အတွက် နောက်ထပ် $1,000 အထိအား အပိုဆောင်းဖြည့်တင်းထည့်ဝင်ငွေ အဖြစ် ရွေးချယ်နိုင်ပါသည်။ Workday သည် သင်၏ အသက်အရွယ်ကို အလိုအလျောက် မှတ်သားသိရှိမည်ဖြစ်ပြီး၊ Open Enrollment ကာလအတွင်း အဆိုပါ အပိုဆောင်းထည့်ဝင်ငွေ ပမာဏကို ရွေးချယ်နိုင်ရန် စီစဉ်ပေးထားမည် ဖြစ်ပါသည်။

The Aaon Group သည် သင်၏ HSA ထည့်ဝင်ငွေအပေါ် 175% ကုမ္ပဏီမှ အချိုးကျထည့်ဝင်ပေးငွေကို ဆက်လက်ထောက်ပံ့ပေးသွားမည် ဖြစ်ပါသည်။

ဖော်ပြထားသော အမြင့်ဆုံးပမာဏအထိ မည်သည့်ပမာဏကိုမဆို သင် ရွေးချယ်ထည့်ဝင်နိုင်ပါသည်။ ဝန်ထမ်းနှင့် အလုပ်ရှင် နှစ်ဦးစလုံး၏ စုစုပေါင်းထည့်ဝင်ငွေသည် IRS ၏ နှစ်စဉ်သတ်မှတ်ကန့်သတ်ချက်ထက် မကျော်လွန်စေရပါ။ IRS သတ်မှတ်ချက်များအတွင်း ရှိနေစေရန် အထောက်အကူပြုနိုင်ရေးအတွက် ဝန်ထမ်းတစ်ဦးချင်းစီ၏ အများဆုံးထည့်ဝင်နိုင်သည့် ပမာဏများကို အောက်တွင် ဖော်ပြထားပါသည်-

အကျုံးဝင်မှုအဆင့်	**နှစ်စဉ် ထည့်ဝင်ငွေ**	**လစာထုတ်ရက်တစ်ကြိမ်လျှင် အများဆုံးထည့်ဝင်ငွေ**	**လစာထုတ်ရက်တစ်ကြိမ်လျှင် အလုပ်ရှင်မှ ထည့်ဝင်ပေးငွေ**

ဝန်ထမ်းတစ်ဦးတည်းအတွက် (အသက် 55 နှစ်အောက်)	$4,500	$68.18	$119.32
ဝန်ထမ်းတစ်ဦးတည်းအတွက် (အသက် 55 နှစ်နှင့်အထက်)	$5,500	$83.33	$145.83
မိသားစု (အသက် 55 နှစ်အောက်)	$9,000	$136.36	$238.63
မိသားစု (အသက် 55 နှစ်နှင့်အထက်)	$10,000	$151.52	$265.15

နုတ်ယူငွေပမာဏမြင့်မားသော ကျန်းမာရေးအာမခံအစီအစဉ် (High-Deductible Health Plan (HDHP)) အပြောင်းအလဲများ

နုတ်ယူငွေပမာဏ တိုးမြှင့်ခြင်းများ

IRS သည် နုတ်ယူငွေပမာဏမြင့်မားသော ကျန်းမာရေးအာမခံအစီအစဉ်များ (HDHP များ) အတွက် အနိမ့်ဆုံးသတ်မှတ်ထားသော နုတ်ယူဖြတ်တောက်ငွေဆိုင်ရာ သတ်မှတ်ချက်များကို တိုးမြှင့်သတ်မှတ်လိုက်ပါသည်။

2027 ခုနှစ် HDHP နုတ်ယူငွေပမာဏ

အကျုံးဝင်မှုအမျိုးအစား	နုတ်ယူငွေပမာဏ
တစ်ဦးချင်း	$1,750
မိသားစု	$3,500

2027 ခုနှစ် ကွန်ရက်အတွင်း အများဆုံးကျခံရမည့် ကိုယ်ပိုင်အိတ်ကပ်စိုက်ထုတ်ငွေ

အများဆုံးကျခံရမည့် ကိုယ်ပိုင်အိတ်ကပ်စိုက်ထုတ်ငွေ (Out-of-Pocket Maximum) များသည် 2026 ခုနှစ်အတိုင်း မပြောင်းလဲဘဲ ဆက်လက်တည်ရှိပါသည်။

အကျုံးဝင်မှုအမျိုးအစား	အများဆုံးကျခံရမည့် ကိုယ်ပိုင်အိတ်ကပ်စိုက်ထုတ်ငွေ
တစ်ဦးချင်း	$6,500
မိသားစု	$12,000
ပူးတွဲပေါင်းထည့်သော မိသားစုဝင်တစ်ဦးချင်းအတွက် သတ်မှတ်ထားသော အမြင့်ဆုံးကျခံငွေ	$7,500

2027 ခုနှစ် ဆေးကုသမှုနှင့် သွားနှင့်ခံတွင်း ကျသင့်စရိတ်များ

HDHP ဆေးကုသမှုအစီအစဉ် (မျက်စိအမြင်အာရုံခံစားခွင့် ပါဝင်သည်)၏ ကျသင့်စရိတ်

အာမခံအဆင့်	လစာထုတ်ရက်တစ်ကြိမ်လျှင် ကျသင့်ငွေ	တစ်လလျှင် ကျသင့်ငွေ
ဝန်ထမ်းတစ်ဦးတည်းအတွက်	$60.00	$120.00
ဝန်ထမ်း + သားသမီး(များ)	$120.00	$240.00
ဝန်ထမ်း + ဇနီး/ခင်ပွန်း	$195.50	$391.00
မိသားစု	$278.00	$556.00

2027 ခုနှစ် သွားနှင့်ခံတွင်း ကျသင့်စရိတ်များ

အာမခံအဆင့်	လစာထုတ်ရက်တစ်ကြိမ်လျှင် ကျသင့်ငွေ	တစ်လလျှင် ကျသင့်ငွေ
ဝန်ထမ်းတစ်ဦးတည်းအတွက်	$4.00	$8.00

ဝန်ထမ်း + သားသမီး(များ)	$12.50	$25.00
ဝန်ထမ်း + ဇနီး/ခင်ပွန်း	$11.00	$22.00
မိသားစု	$22.50	$45.00

အရေးကြီးသော HSA အသိပေးချက်

သင်သည် HDHP တွင် ပါဝင်စာရင်းသွင်းထားပါက ကျန်းမာရေးစုဆောင်းငွေစာရင်း (HSA) သို့ ထည့်ဝင်ငွေ ပေးသွင်းခွင့်နှင့် The Aaon Group ၏ 175% ကုမ္ပဏီမှ အချိုးကျထည့်ဝင်ပေးငွေ (Company Match) ကို ရရှိရန် သတ်မှတ်ချက် ပြည့်မီပါသည်။

HSA ရွေးချယ်မှုများသည် နောက်နှစ်သို့ အလိုအလျောက် ဆက်လက်ပါရှိမည် မဟုတ်ပါ

သင်၏ လက်ရှိ HSA ထည့်ဝင်ငွေ ရွေးချယ်ထားမှုသည် 2027 ခုနှစ်အတွင်းသို့ အလိုအလျောက် ဆက်လက်ပါရှိလာမည် မဟုတ်ပါ။

2027 ခုနှစ်တွင် HSA သို့ ထည့်ဝင်ငွေ ပေးသွင်းလိုပါက Open Enrollment ကာလအတွင်း HSA ရွေးချယ်မှုကို အသစ်ထပ်မံ ပြုလုပ်ရပါမည်။

အကယ်၍ သင်သည် 2027 ခုနှစ်အတွက် HSA ထည့်ဝင်ငွေများကို ရွေးချယ်ခြင်း မပြုလုပ်ပါက -

- သင်၏ လက်ရှိ HSA ထည့်ဝင်ငွေများသည် **2026 ခုနှစ် ဒီဇင်ဘာ 31 ရက်**တွင် ရပ်စဲသွားမည် ဖြစ်သည်
- သတ်မှတ်ချက်ပြည့်မီသော ဘဝအပြောင်းအလဲဖြစ်ရပ် (Qualifying Life Event) ကြုံတွေ့ရခြင်း မရှိပါက သင်သည် 2027 ခုနှစ်အတွင်း HSA ထည့်ဝင်ငွေများကို စတင်ခြင်း သို့မဟုတ် ပြောင်းလဲခြင်း ပြုလုပ်နိုင်တော့မည် မဟုတ်ပါ
- မည်သည့်ခြွင်းချက်ကိုမျှ ပြုလုပ်ပေးမည် မဟုတ်ပါ

မေးခွန်းများ ရှိပါသလား။

Workday အကူအညီတောင်းခံလွှာ တစ်ခု တင်သွင်းခြင်းဖြင့် Benefits အဖွဲ့ထံ ဆက်သွယ်စုံစမ်းမေးမြန်းပါ။

Workday Help Case အကူအညီတောင်းခံလွှာ တင်သွင်းနည်း အဆင့်ဆင့်

1. Workday အက်ပ်ကို ဖွင့်ပါ
2. Apps ကို ရွေးချယ်ပါ
3. Help ကို ရွေးချယ်ပါ
4. Create Case ကို နှိပ်ပါ
5. သင့်လျော်သော အမှုအမျိုးအစားကို ရွေးချယ်ပါ
6. မိမိ တောင်းဆိုချက်ကို ပေးပို့တင်သွင်းပါ

Case မတင်သွင်းမီ သိရှိရန်

Workday Help Center တွင် ရရှိနိုင်သော Benefits လုပ်ငန်းခွင်အထောက်အကူပြု လမ်းညွှန်လက်စွဲများ (Job Aids) ကို ဦးစွာ ကြည့်ရှုစစ်ဆေးပါ။

မကြာခဏ မေးလေ့ရှိသော မေးခွန်းအများစုကို အဆင့်ဆင့်ရှင်းပြထားသည့် လမ်းညွှန်လက်စွဲများမှတစ်ဆင့် ဖြေကြားပေးထားပြီးဖြစ်သဖြင့် အမှုတင်သွင်းရန် လိုအပ်မှုကို သက်သာစေနိုင်ပါသည်။

ثبت‌نام عمومی برای سال 2027

30 اکتوبر 2026 – 13 نوامبر 2026

برای امتیازات سال **2027** خود از طریق سیستم **ورک‌دی (Workday)** از تاریخ **30 اکتوبر 2026 الی 13 نوامبر 2026** ثبت‌نام نمایید.

مهم: ثبت‌نام عمومی به تاریخ **13 نوامبر 2026** پایان می‌یابد. برای کارمندانی که تا مهلت تعیین‌شده انتخاب‌های خود را تکمیل نکنند، هیچ استثنایی قایل نخواهد شد.

موارد جدید برای سال 2027 چیست؟

تازه‌سازی شبکه خدمات صحی

از تاریخ **1 جنوری 2027**، کارمندان در **اوکلاهما و تگزاس** به **شبکه سیگنا (Cigna)** منتقل خواهند شد و دیگر از طریق شبکه هلت‌کیر های‌ویز به خدمات دسترسی نخواهند داشت.

این تغییر بدین معناست که تمام شعبات The Aaon Group از عین شبکه استفاده خواهند نمود، که باعث ایجاد تجربه مراقبت صحی یکنواخت و هماهنگ در سطح تمام سازمان می‌گردد.

نهاد **Degree Benefits 90** همچنان مرجع اصلی تماس شما در موارد ذیل خواهد بود:

- پشتیبانی شبکه ارائه‌دهندگان خدمات
- رسیدگی به مطالبات و ادعاها
- سوالات مربوط به پوشش بیمه
- پرسش‌های مربوط به مزایا

حساب پس‌انداز صحی (HSA)

افزایش سقف اداره خدمات عواید داخلی (IRS) در سال 2027

سطح پوشش	سقف سالانه اداره عواید داخلی (IRS)
فقط کارمند	$4,500
فامیل	$9,000
سهمیه جبرانی برای سنین 55+	$1,000 اضافی

اگر 55 سال یا بالاتر سن دارید یا در هر مقطعی از سال 2027 به سن 55 سالگی می‌رسید، می‌توانید مبلغ $1,000 اضافی را به حیث سهمیه جبرانی در حساب پس‌انداز صحی (HSA) انتخاب نمایید. سیستم Workday سن شما را به‌گونه خودکار تشخیص داده و این مبلغ جبرانی را در جریان ثبت‌نام عمومی در دسترس قرار خواهد داد.

شرکت The Aaon Group همچنان به پرداخت 175% سهم تشویقی کارفرما به پرداخت‌های شما در حساب HSA ادامه خواهد داد.

شما می‌توانید هر مبلغی را تا حداکثر سقف مجاز ذکرشده انتخاب نمایید. مجموع سهم پرداختی کارمند و کارفرما نمی‌تواند از سقف‌های سالانه اداره خدمات عواید داخلی (IRS) تجاوز کند. جهت کمک به شما برای رعایت سقف‌های اداره خدمات عواید داخلی (IRS)، حداکثر مبالغ پرداختی کارمند در ذیل نشان داده شده است:

سطح پوشش	سهمیه پرداختی سالانه	حداکثر سهم کارمند در هر معاش	سهم معادل کارفرما در هر معاش
فقط کارمند (زیر 55 سال)	$4,500	$68.18	$119.32
فقط کارمند (55+ سال)	$5,500	$83.33	$145.83
فامیل (زیر 55 سال)	$9,000	$136.36	$238.63
فامیل (55+ سال)	$10,000	$151.52	$265.15

تغییرات پلان صحی با فرانشیز بالا (HDHP)

افزایش میزان فرانشیز

اداره خدمات عواید داخلی (IRS) حداقل فرانشیز الزامی را برای پلانهای صحی با فرانشیز بالا (HDHP) افزایش داده است.

فرانشیزهای طرح HDHP در سال 2027

نوع پوشش	فرانشیز
انفرادی	$1,750
فامیل	$3,500

حداکثر پرداخت از جیب درون‌شبکه برای سال **2027**

سقف‌های حداکثر پرداخت از جیب نسبت به سال 2026 بدون تغییر باقی مانده است.

نوع پوشش	حداکثر پرداخت از جیب
انفرادی	$6,500

فامیل	$12,000
حداکثر سقف تعبیه‌شده برای هر عضو فامیل	$7,500

هزینه‌های خدمات صحی و دندان در سال 2027

هزینه پلان صحی HDHP (شامل مزایای چشم‌پزشکی)

ردیف پوشش	هزینه در هر معاش	هزینه ماهانه
فقط کارمند	$60.00	$120.00
کارمند + فرزند(ان)	$120.00	$240.00
کارمند + همسر	$195.50	$391.00
فامیل	$278.00	$556.00

هزینه‌های خدمات دندان در سال 2027

ردیف پوشش	هزینه در هر معاش	هزینه ماهانه
فقط کارمند	$4.00	$8.00
کارمند + فرزند(ان)	$12.50	$25.00
کارمند + همسر	$11.00	$22.00
فامیل	$22.50	$45.00

یادآوری مهم درباره حساب پس‌انداز صحی (HSA)

در صورتی که در پلان صحی با فرانشیز بالا (HDHP) ثبت‌نام نموده باشید، واجد شرایط پس‌انداز در حساب پس‌انداز صحی (HSA) و دریافت سهم معادل 175% از طرف شرکت The Aaon Group خواهید بود.

انتخاب‌های حساب HSA به سال بعد منتقل نمی‌شوند

مبلغ انتخابی فعلی شما برای حساب پس‌انداز صحی (HSA) به‌طور خودکار در سال 2027 تمدید نخواهد شد.

جهت واریز یا پس‌انداز در حساب HSA در سال 2027، باید در جریان دوره ثبت‌نام عمومی یک انتخاب جدید انجام دهید.

اگر برای سال 2027 پرداخت‌های حساب HSA را انتخاب نکنید:

- پرداخت‌های فعلی حساب HSA شما در تاریخ **31 دسمبر 2026** متوقف خواهد شد
- شما قادر به آغاز یا تغییر پرداخت‌های حساب HSA در جریان سال 2027 نخواهید بود، مگر اینکه یک رویداد واجد شرایط زندگی برای شما رخ دهد
- هیچ استثنایی قایل نخواهد شد

سوالات؟

لطفاً از طریق ثبت یک درخواست کمکی در سیستم ورک‌دی با تیم امتیازات تماس حاصل فرمایید.

طریقه ثبت درخواست کمکی در سیستم ورک‌دی

1. اپلیکیشن (App) سیستم Workday را باز کنید
2. گزینه برنامه‌ها (Apps) را انتخاب نمایید
3. گزینه کمک (Help) را انتخاب نمایید
4. بالای ایجاد درخواست کلیک نمایید
5. نوع مناسب فورم/درخواست را انتخاب کنید
6. درخواست خود را ارسال نمایید

قبل از ارسال درخواست

ابتدا رهنمودهای کاری مربوط به مزایا را که در مرکز کمک سیستم Workday موجود است مرور فرمایید.

پاسخ بسیاری از سوالات معمول از طریق این رهنمودهای کاری مرحله‌به‌مرحله قابل دریافت است، که می‌تواند نیاز به ثبت و ارسال درخواست را برطرف سازد.

The Aaon Group

2027 OPEN ENROLLMENT

October 30, 2026 – November 13, 2026

Enroll in your **2027 benefits through Workday** starting on **October 30, 2026 – November 13, 2026.**

Important: Open Enrollment closes on **November 13, 2026**. No exceptions will be made for employees who do not complete their elections by the deadline.

What's New for 2027?

Medical Network Update

Beginning **January 1, 2027**, employees in **Oklahoma and Texas** will move to the **Cigna network** and will no longer access services through the Healthcare Highways network.

This change means all The Aaon Group locations will utilize the same network, creating a more consistent healthcare experience across the organization.

90 Degree Benefits will continue to be your primary point of contact for:

- Provider network (Cigna) support
- Claims assistance
- Coverage questions
- Benefit-related inquiries

Health Savings Account (HSA)

2027 IRS Limit Increase

Coverage Level	Annual IRS Limit
Employee Only	$4,500
Family	$9,000
Age 55+ Catch-Up	Additional $1,000

If you are age 55+ or will turn 55 at any time during 2027, you may elect an additional $1,000 HSA catch-up contribution. Workday will recognize your age and make the catch-up amount available during Open Enrollment.

The Aaon Group will continue to provide a 175% company match to your HSA contributions.

You may elect any amount up to the maximum listed. Total employee and employer contributions cannot exceed IRS annual limits. To help you stay within IRS limits, the maximum employee contribution amounts are shown below:

Coverage Level	Annual Contribution	Maximum Per Paycheck	Employer Match Per Paycheck
Employee Only (Under 55)	$4,500	$68.18	$119.32
Employee Only (55+)	$5,500	$83.33	$145.83
Family (Under 55)	$9,000	$136.36	$238.63
Family (55+)	$10,000	$151.52	$265.15

High-Deductible Health Plan (HDHP) Changes

Deductible Increases

The IRS has increased the minimum deductible requirements for High-Deductible Health Plans (HDHPs).

2027 HDHP Deductibles

Coverage Type	Deductible
Individual	$1,750
Family	$3,500

2027 In-Network Out-of-Pocket Maximum

The Out-of-Pocket Maximums remain unchanged from 2026.

Coverage Type	Out-of-Pocket Maximum
Individual	$6,500
Family	$12,000
Embedded Family Member Maximum	$7,500

2027 Medical & Dental Costs

HDHP Medical Plan (with Vision Benefit) Cost

Coverage Tier	Per Paycheck Cost	Monthly Cost
Employee Only	$60.00	$120.00
Employee + Child(ren)	$120.00	$240.00
Employee + Spouse	$195.50	$391.00
Family	$278.00	$556.00

2027 Dental Costs

Coverage Tier	Per Paycheck Cost	Monthly Cost
Employee Only	$4.00	$8.00
Employee + Child(ren)	$12.50	$25.00
Employee + Spouse	$11.00	$22.00
Family	$22.50	$45.00

Important HSA Reminder

If you are enrolled in the HDHP, you are eligible to contribute to a Health Savings Account (HSA) and receive The Aaon Group's 175% company match.

HSA Elections Do NOT Carry Forward

Your current HSA contribution election will not automatically continue into 2027.

To contribute to an HSA in 2027, you must make a new HSA election during Open Enrollment.

If you do not elect HSA contributions for 2027:

- Your current HSA contributions will end on **December 31, 2026**
- You will not be able to start or change HSA contributions during 2027 unless you experience a qualifying life event
- No exceptions will be made

Questions?

Please contact the Benefits Team by submitting a Workday Help Case.

How to Submit a Workday Help Case

1. Open the Workday app
2. Select Apps
3. Select Help
4. Click Create Case
5. Choose the appropriate case type
6. Submit your request

Before You Submit a Case

Review the Benefits job aids available in the Workday Help Center first.

Many common questions can be answered through the step-by-step job aids, which may eliminate the need to submit a case.

د 2027 کال د نوم‌لیکنې پرانیستې موده

30 اکتوبر 2026 – 13 نومبر 2026

د 2027 کال د خپلو امتیازاتو لپاره د Workday له لارې **د 2026 کال د اکتوبر له 30 څخه تر 13 نومبر 2026** پورې نوم لیکنه وکړئ.

مهم: د نوم‌لیکنې پرانیستې مودې بهیر **د 2026 کال د نومبر په 13مه** پای ته رسیږي. د هغو کارکوونکو لپاره به هېڅ استثنا نه وي چې تر ټاکلې نېټې پورې خپل انتخابونه بشپړه نه کړي.

د 2027 کال لپاره څه نوي دي؟

د طبي شبکې په اړه تازه معلومات

د 2027 کال د جنوري له 1 څخه پیل کېږي، په **اوکلاهوما او ټیکساس** کې کارکوونکي به **د Cigna شبکې** ته ولېږدول شي او نور به د Healthcare Highways شبکې له لارې خدماتو ته لاسرسی ونه لري.

د دې بدلون معنی دا ده چې د The Aaon Group ټول موقعیتونه به له یوې ګډې شبکې څخه کار اخلي، چې د ټول سازمان په کچه د روغتیا پاملرنې یوه لا زیاته همغږې تجربه رامنځته کوي.

90 Degree Benefits به د لاندې مواردو لپاره ستاسو د اړیکې لومړنۍ مرجع پاتې شي:

- د ارایه ورکوونکې شبکې (Cigna) ملاتړ
- د ادعاوو په برخه کې مرسته
- د پوښښ اړوند پوښتنې
- د امتیازاتو اړوند پوښتنې

د روغتیايي سپما حساب (HSA)

د 2027 کال لپاره د IRS په حدودو کې زیاتوالی

د پوښښ کچه	د IRS کلنی حد
یوازې کارکوونکی	$4,500
کورنۍ	$9,000
د 55+ کلنو لپاره جبراني وندې	اضافي $1,000

که ستاسو عمر 55 یا تر هغه پورته وي او یا هم د 2027 کال په اوږدو کې 55 کلنۍ ته رسېږئ، تاسو کولای شئ د HSA په برخه کې اضافي 1,000$ جبراني ونډه وتاکئ. د Workday سیسټم به ستاسو عمر تشخیص کړي او د نومليکنې پرانیستې مودې پر مهال به د جبراني ونډې کچه ستاسو لپاره د لاسرسي وړ وګرځوي.

د The Aaon Group شرکت به ستاسو د HSA ونډو په وړاندې د 175% معادلې ونډې ورکړې ته دوام ورکړي.

تاسو کولای شئ تر یاد شوي اعظمي حد پورې هره کچه وتاکئ. د کارکوونکي او کارګمارونکي د ونډو مجموعي کچه نه شي کولی د IRS له کلنیو حدودو څخه زیاته شي. د دې لپاره چې له تاسو سره د IRS په حدودو کې پاتې کېدو برخه کې مرسته وشي، د کارکوونکي د ونډې اعظمي کچې په لاندې ډول ښودل شوي دي:

د پوښښ کچه	کلنۍ ونډه	په هر معاش کې اعظمي کچه	په هر معاش کې د کارګمارونکي معادل ونډه
یوازې کارکوونکی (له 55 څخه کم)	$4,500	$68.18	$119.32
یوازې کارکوونکی (55+)	$5,500	$83.33	$145.83
کورنۍ (له 55 څخه کم)	$9,000	$136.36	$238.63
کورنۍ (55+)	$10,000	$151.52	$265.15

د لوړ کسر وړ روغتیايي پلان (HDHP) کې بدلونونه

د کسر وړ کچو زیاتوالی

د IRS اداري د HDHP پلانونو لپاره د کسر وړ کچې لږترلږه اړتیاوې زیاتې کړې دي.

د 2027 کال لپاره د HDHP د کسر وړ کچې

د پوښښ ډول	د کسر وړ کچه
انفرادي	$1,750
کورنۍ	$3,500

د 2027 کال لپاره د شبکې دننه له جیبه د تادیې اعظمي حد

له جیبه د تادیې اعظمي حدود د 2026 کال په پرتله بې بدلون پاتې دي.

د پوښښ ډول	له جیبه د تادیې اعظمي حد
انفرادي	$6,500

کورنۍ	$12,000
د کورنۍ د غړي لپاره مدغم شوی اعظمي حد	$7,500

د 2027 کال طبي او د غاښونو د پاملرنې لګښتونه

د HDHP طبي پلان (د سترګو د لید له امتیاز سره) لګښت

د پوښښ کټګوري	په هر معاش کې لګښت	میاشتنی لګښت
یوازې کارکوونکی	$60.00	$120.00
کارکوونکی + ماشوم(ان)	$120.00	$240.00
کارکوونکی + ښځه/خاوند	$195.50	$391.00
کورنۍ	$278.00	$556.00

د 2027 کال د غاښونو د پاملرنې لګښتونه

د پوښښ کټګوري	په هر معاش کې لګښت	میاشتنی لګښت
یوازې کارکوونکی	$4.00	$8.00
کارکوونکی + ماشوم(ان)	$12.50	$25.00
کارکوونکی + ښځه/خاوند	$11.00	$22.00
کورنۍ	$22.50	$45.00

د **HSA** اړوند مهم یادښت

که تاسو په HDHP کې نوم لیکنه کړې وي، تاسو په روغتیايي سپما حساب (HSA) کې د ونډې اخیستو او د The Aaon Group د 175% معادلې ونډې ترلاسه کولو وړ یاست.

د **HSA** انتخابونه بل کال ته نه لېږدول کیږي

ستاسو د HSA د ونډې اوسنی انتخاب به په اتوماتیک ډول د 2027 کال لپاره دوام ونه کړي.

په 2027 کال کې په HSA کې د ونډې اخیستو لپاره، تاسو باید د نوم‌لیکنې پرانیستې مودې پر مهال د HSA نوی انتخاب ترسره کړئ.

که تاسو د 2027 کال لپاره د HSA وندې ونه ټاکئ:

- ستاسو د HSA اوسنۍ وندې به **د 2026 کال د ډسمبر په 31مه** پای ته ورسیږي
- تاسو به د 2027 کال په اوږدو کې د HSA د وندو د پیلولو یا بدلولو توان ونه لرئ، مګر دا چې تاسو د ژوند له کومې داسې پېښې سره مخ شئ چې شرایط یې پوره کوي
- په دې برخه کې به هېڅ استثنا نه وي

پوښتنې لرئ؟

مهرباني وکړئ د Workday Help Case په ثبتولو سره د امتیازاتو ټیم سره اړیکه ونیسئ.

د Workday Help Case به څنګه وسپارئ

1. د Workday اپلیکېشن پرانیزئ
2. Apps انتخاب کړئ
3. Help انتخاب کړئ
4. په Create Case کلیک وکړئ
5. د قضیې مناسب ډول وټاکئ
6. خپله غوښتنه وسپارئ

د قضیې له سپارلو دمخه

لومړی د Workday Help Center کې د شته امتیازاتو کاري لارښودونو ته بیاکتنه وکړئ.

د ډیرې عامو پوښتنو ځوابونه د ګام په ګام کاري لارښودونو له لارې موندل کېدای شي، کوم چې ښایي د یوې قضیې ثبتولو اړتیا له منځه یوسي.

INSCRIPCIÓN ABIERTA PARA 2027

30 de octubre de 2026 - 13 de noviembre de 2026

Inscríbase en sus **beneficios para 2027 a través de Workday** desde el **30 de octubre de 2026 hasta el 13 de noviembre de 2026.**

Importante: La Inscripción Abierta cierra el **13 de noviembre de 2026**. No habrá excepciones para los empleados que no completen sus elecciones antes de la fecha límite.

Novedades para 2027:

Actualización de la red de servicios médicos

A partir del **1 de enero de 2027**, los empleados en **Oklahoma y Texas** pasarán a la **red de Cigna** y ya no accederán a los servicios a través de la red de Healthcare Highways.

Este cambio significa que todas las ubicaciones de The Aaon Group utilizarán la misma red, lo que crea una experiencia de atención médica más consistente en toda la organización.

90 Degree Benefits seguirá siendo su punto de contacto principal para:

- Apoyo de la red de proveedores (Cigna)
- Asistencia con reclamos
- Preguntas sobre la cobertura
- Consultas relacionadas con los beneficios

Cuenta de ahorros para gastos médicos (HSA)

Aumento del límite del IRS para 2027

Nivel de cobertura	Límite anual del IRS
Solo el empleado	$4,500
Familia	$9,000
Contribución complementaria para mayores de 55 años	$1,000 adicionales

Si tiene 55 años o más, o cumplirá 55 años durante 2027, puede elegir una contribución complementaria de $1,000 para la HSA. Workday reconocerá su edad y pondrá a su disposición el monto de la contribución complementaria durante la Inscripción Abierta.

The Aaon Group seguirá proporcionando una contribución equivalente del 175 % a sus contribuciones a la HSA.

Puede elegir cualquier monto hasta el máximo establecido. Las contribuciones totales del empleado y el empleador no pueden exceder los límites anuales del IRS. Para ayudarle a mantenerse dentro de los límites del IRS, a continuación se muestran los montos máximos de contribución del empleado:

Nivel de cobertura	Contribución anual	Máximo por cheque de nómina	Contribución del empleador por cheque de nómina
Solo el empleado (menor de 55 años)	$4,500	$68.18	$119.32
Solo el empleado (mayor de 55 años)	$5,500	$83.33	$145.83
Familia (menor de 55 años)	$9,000	$136.36	$238.63
Familia (mayor de 55 años)	$10,000	$151.52	$265.15

Cambios en el Plan de Salud con Deducible Alto (HDHP)

Aumentos de deducibles

El IRS ha aumentado los requisitos de deducible mínimo para los Planes de Salud con Deducible Alto (High-Deductible Health Plans, HDHP).

Deducibles de HDHP para 2027

Tipo de cobertura	Deducible
Individual	$1,750
Familia	$3,500

Máximo de desembolso personal dentro de la red para 2027

Los máximos de desembolso personal permanecen sin cambios desde 2026.

Tipo de cobertura	Desembolso personal máximo
Individual	$6,500
Familia	$12,000
Máximo de familiar integrado	$7,500

Costos médicos y dentales de 2027

Costo del plan médico HDHP (con beneficio de cuidado de la vista)

Nivel de cobertura	Costo por cheque de nómina	Costo mensual
Solo el empleado	$60.00	$120.00
Empleado + hijo(s)	$120.00	$240.00
Empleado + cónyuge	$195.50	$391.00
Familia	$278.00	$556.00

Costos del plan dental para 2027

Nivel de cobertura	Costo por cheque de nómina	Costo mensual
Solo el empleado	$4.00	$8.00
Empleado + hijo(s)	$12.50	$25.00
Empleado + cónyuge	$11.00	$22.00
Familia	$22.50	$45.00

Recordatorio importante sobre la HSA

Si está inscrito en el HDHP, es elegible para contribuir a una Cuenta de Ahorros para la Salud (Health Savings Account, HSA) y recibir una contribución equivalente del 175 % de The Aaon Group.

Las elecciones de HSA NO se transfieren

Su elección actual de contribución a la HSA no se mantendrá automáticamente en 2027.

Para contribuir a una HSA en 2027, debe realizar una nueva elección de HSA durante la Inscripción Abierta.

Si no elige contribuciones a la HSA para 2027:

- Sus contribuciones actuales a la HSA finalizarán el **31 de diciembre de 2026.**
- No podrá iniciar ni cambiar las contribuciones a la HSA durante 2027, a menos que experimente un evento de vida calificado.
- No se harán excepciones.

¿Tiene Preguntas?

Comuníquese con el equipo de beneficios enviando un caso de ayuda de Workday.

Cómo enviar un caso de ayuda de Workday

1. Abra la aplicación Workday
2. Seleccione “Apps” (Aplicaciones)
3. Seleccione “Help” (Ayuda)
4. Haga clic en “Create Case” (Crear caso)
5. Elija el tipo de caso adecuado
6. Envíe su solicitud

Antes de enviar un caso

Primero, revise las guías prácticas de Beneficios disponibles en el Centro de Ayuda de Workday.

Muchas preguntas frecuentes pueden responderse mediante las guías prácticas paso a paso, lo que puede evitar tener que enviar un caso.

The Aaon Group

ĐĂNG KÝ MỞ NĂM 2027

Ngày 30 tháng 10 năm 2026 – ngày 13 tháng 11 năm 2026

Đăng ký **các quyền lợi của bạn cho năm 2027 qua Workday** bắt đầu từ **ngày 30 tháng 10 năm 2026 – ngày 13 tháng 11 năm 2026.**

Quan trọng: Đăng ký mở sẽ kết thúc vào ngày **13 tháng 11 năm 2026**. Sẽ không có ngoại lệ đối với nhân viên không hoàn tất việc lựa chọn trước thời hạn này.

Có gì mới cho năm 2027?

Cập nhật về Mạng lưới y tế

Bắt đầu từ **ngày 1 tháng 1 năm 2027**, nhân viên ở **Oklahoma và Texas** sẽ chuyển sang **mạng lưới Cigna** và sẽ không còn truy cập các dịch vụ thông qua mạng lưới Healthcare Highways.

Thay đổi này đồng nghĩa với việc tất cả các cơ sở thuộc AAON Group sẽ sử dụng cùng một mạng lưới, từ đó mang lại trải nghiệm chăm sóc sức khỏe đồng nhất hơn trên toàn hệ thống.

90 Degree Benefits vẫn sẽ là đầu mối liên hệ chính của bạn đối với các vấn đề:

- Hỗ trợ về mạng lưới nhà cung cấp (Cigna)
- Hỗ trợ về yêu cầu giải quyết quyền lợi bảo hiểm
- Các câu hỏi liên quan đến phạm vi bảo hiểm
- Các thắc mắc liên quan đến quyền lợi

Tài khoản Tiết kiệm Y tế (HSA)

Tăng hạn mức của IRS năm 2027

Mức bảo hiểm	Giới hạn hằng năm của IRS
Chỉ dành cho người lao động	$4.500
Gia đình	$9.000
Đóng góp bổ sung cho người từ 55 tuổi trở lên	Thêm $1.000

Nếu từ 55 tuổi trở lên hoặc sẽ tròn 55 tuổi vào bất kỳ thời điểm nào trong năm 2027, bạn có thể chọn đóng góp bổ sung $1.000 vào tài khoản HSA. Workday sẽ nhận diện tuổi của bạn và hiển thị khoản đóng góp bổ sung trong thời gian Đăng ký Mở.

AAON Group sẽ tiếp tục hỗ trợ 175% cho các khoản đóng góp vào tài khoản HSA của bạn.

Bạn có thể chọn bất kỳ số tiền nào lên đến mức tối đa được liệt kê. Tổng số tiền đóng góp của người lao động và người sử dụng lao động không được vượt quá giới hạn hằng năm của IRS. Để giúp bạn tuân thủ các giới hạn của IRS, mức đóng góp tối đa của người lao động được hiển thị bên dưới:

Mức bảo hiểm	Đóng góp hằng năm	Số tiền tối đa mỗi kỳ lương	Mức đóng góp tương ứng của công ty trên mỗi kỳ lương
Chỉ dành cho người lao động (dưới 55 tuổi)	$4.500	$68,18	$119,32
Chỉ dành cho người lao động (trên 55 tuổi)	$5.500	$83,33	$145,83
Người thân (dưới 55 tuổi)	$9.000	$136,36	$238,63
Người thân (trên 55 tuổi)	$10.000	$151,52	$265,15

Các thay đổi đối với chương trình bảo hiểm y tế có mức miễn thường cao (HDHP)

Tăng mức miễn thường

IRS đã nâng các yêu cầu về mức miễn thường tối thiểu đối với các chương trình bảo hiểm y tế có Mức miễn thường cao (HDHPs).

Mức miễn thường HDHP năm 2027

Loại hình bảo hiểm	Miễn thường
Cá nhân	$1.750
Gia đình	$3.500

Số tiền tự chi trả tối đa trong mạng lưới năm 2027

Số tiền tự chi trả tối đa vẫn không thay đổi so với năm 2026.

Loại hình bảo hiểm	Số tiền tự chi trả tối đa
Cá nhân	$6.500
Gia đình	$12.000
Mức tối đa cho mỗi thành viên gia đình	$7.500

Chi phí y tế và nha khoa năm 2027

Chi phí chương trình bảo hiểm y tế (kèm quyền lợi khám mắt)

Cấp độ bảo hiểm	Chi phí khấu trừ mỗi kỳ lương	Chi phí hằng tháng
Chỉ dành cho người lao động	$60,00	$120,00
Nhân viên + Con	$120,00	$240,00
Nhân viên + Người hôn phối	$195,50	$391,00
Gia đình	$278,00	$556,00

Chi phí nha khoa năm 2027

Cấp độ bảo hiểm	Chi phí khấu trừ mỗi kỳ lương	Chi phí hằng tháng
Chỉ dành cho người lao động	$4,00	$8,00
Nhân viên + Con	$12,50	$25,00
Nhân viên + Người hôn phối	$11,00	$22,00
Gia đình	$22,50	$45,00

Lưu ý quan trọng về HSA

Nếu đăng ký HDHP, bạn đủ điều kiện đóng góp vào Tài khoản Tiết kiệm Y tế (HSA) và nhận được khoản đóng góp tương ứng 175% từ AAON Group.

Lựa chọn HSA KHÔNG tự động chuyển sang kỳ tiếp theo

Lựa chọn đóng góp HSA hiện tại của bạn sẽ không tự động tiếp tục vào năm 2027.

Để đóng góp vào tài khoản HSA năm 2027, bạn phải thực hiện lựa chọn HSA mới trong thời gian Đăng ký mở.

Nếu bạn không chọn đóng góp HSA cho năm 2027:

- Các khoản đóng góp HSA hiện tại của bạn sẽ kết thúc vào **ngày 31 tháng 12 năm 2026**
- Bạn sẽ không thể bắt đầu hoặc thay đổi mức đóng góp HSA trong năm 2027 trừ phi bạn trải qua một sự kiện thay đổi điều kiện sống
- Sẽ không có ngoại lệ nào được áp dụng

Bạn có câu hỏi?

Vui lòng liên hệ với Đội ngũ Quyền lợi bằng cách gửi một Yêu cầu hỗ trợ trên Workday.

Cách gửi yêu cầu hỗ trợ trên Workday

1. Mở ứng dụng Workday
2. Chọn Ứng dụng
3. Chọn Trợ giúp
4. Nhấp vào Tạo yêu cầu hỗ trợ
5. Chọn loại yêu cầu hỗ trợ phù hợp
6. Gửi yêu cầu

Trước khi bạn gửi yêu cầu

Trước tiên, hãy xem các hướng dẫn về Quyền lợi có sẵn trong Trung tâm Trợ giúp Workday.

Nhiều câu hỏi thường gặp có thể được giải đáp thông qua các hướng dẫn từng bước, giúp giảm bớt nhu cầu phải gửi yêu cầu hỗ trợ.

2027 HUH NGETNA MINPIAK HUN

Phal kha (October) 30, 2026 – No kha (November) 13, 2026

October 30, 2026 – November 13, 2026 kikal sung **Workday pan 2027 kum huhnate** siau in.

A thupi: Minpiak hun pen **November 13, 2026** ni kikhak ding hi. Ciangtan hun lapin teelna a bawl lote ading pen a tuamin ngaihsutsakna cihte om lo ding hi.

2027 ading a thak bang om hiam?

Cidamna Lam Kizopna Thuthak

January 1, 2027 ni pan kipan, **Oklahoma leh Texas** a om nasemte **Cigna Network** ah kituah ding uh a, Healthcare Highways network pan service-te ngah thei nawn lo ding uh hi.

Hih kikhelna hangin The Aaon Group omna munte in network khat bek zang ding uh a, tua in kipawlna bup sungah a kibang kim zaw cidam kikepna ngahsak ding hi.

90 Degree Benefits pen hih a nuai-a te adingin na kizopna bulpi hi paisuak ding hi:

- Cidam kepna piate kizopna (Cigna) tawh kisai panpihna
- Sum ngetna tawh kisai panpihna
- Aamahkhan huamkhakte tawh kisai dotnate
- Huhna tawh kisai dotnate

Cidamna Ading Sumkholna Account (HSA)

2027 IRS Ciangtanzah Kibehlap

Huamkhak Tan	**Kum Khatin IRS Ciangtanzah**
Nasemte Bek	$4,500
Innkuan	$9,000
Kum 55 tungsiah piakbeh sum	Piakbeh $1,000

Nang pen kum 55 val ahihkeileh 2027 sungin kum 55 a pha ding na hih leh, a valin $1,000 HSA pan piakbeh khat na teel thei ding hi. Workday in na kum na thei ding a, huhna siauh theih hun sungin piakbeh theih zah hong gelsak ding hi.

The AAON Group in HSA ah na sumpiakte tungah company pan behlapna 175% pen pia zomsuak ding hi.

Sazian sunga kihel a tam pen dong na ut zahzah na teel thei hi. Nasemte leh nasep neite sumkholte pen IRS pan kum khatin ciangtanzah val thei lo ding hi. IRS pan ciangtan zah sungah na om theihna dingin, nasemte in a tam pen a piak theih zah ding uh a nuai-ah kilak hi:

Huamkhak Tan	Kum Khatin Piak Zah Ding	Piak Khatin A Tam Pen Piak Zah Ding	Khasum San Simin Nasepna Pan Piakbeh
Nasemte Bek (Kum 55 nuai)	$4,500	$68.18	$119.32
Nasemte Bek (Kum 55 tungsiah)	$5,500	$83.33	$145.83
Innkuan (Kum 55 nuai)	$9,000	$136.36	$238.63
Innkuan (Kum 55 tungsiah)	$10,000	$151.52	$265.15

Ipsawk Piak Cidamna Plan (HDHP) Kikhelte

Ipsawk Piak Kibehlapte

IRS pan High-Deductible Health Plans (HDHPs) ading a niam pen ciangtannate kibehlap hi.

2027 HDHP Khiap Zahte

Aamahkhan Nam	Ipsawk Piak
Mimal	$1,750
Innkuan	$3,500

2027 ah Kum Khatin Ip Sungpan Piak Ding A Tam Pen

Ip sungpan a tam pen piak zah dingte 2026 pan kihel lo-in om suak hi.

Aamahkhan Nam	Ip Sungpan Piak Ding A Tam Pen
Mimal	$6,500

Innkuan	$12,000
Innkuan Mimal Khat Ciangin A Tam Pen	$7,500

2027 Cidamna & Ha Tawh Kisai Sumbeite

HDHP Medical Plan (with Vision Benefit) Sumbei

Aamahkhan Nam	Khatvei-in Sumpiakzah	Khasim Sumpiakzah
Nasemte Bek	$60.00	$120.00
Nasem + Naupang(te)	$120.00	$240.00
Nasem & Zi/Pasal	$195.50	$391.00
Innkuan	$278.00	$556.00

2027 Ha Tawh Kisai Sumpiakzah

Aamahkhan Nam	Khatvei-in Sumpiakzah	Khasim Sumpiakzah
Nasemte Bek	$4.00	$8.00
Nasem + Naupang(te)	$12.50	$25.00
Nasem & Zi/Pasal	$11.00	$22.00
Innkuan	$22.50	$45.00

A Thupi HSA Phawksakna

HDHP ah na lut leh, Cidamna Ading Sumkholna Account (HSA) ah na pia thei ding a, The Aaon Group ii company pan piakbeh 175% zong na ngah ding hi.

HSA Teelnate Ama Thu-in Kizom Paisuak LO Ding Hi

Tulaitak na HSA huhna teel pen 2027 ah ama thu-in kizom paisuak lo ding hi.

2027 sungin HSA ah sum na khak nop leh, Huhna Siah Theih Hun sungin HSA thak na teel hamtang kul hi.

2027 ading HSA ah piak dingte na teel kei leh:

- Tulaitak HSA ah na piakte **December 31, 2026 ni bei ding hi**
- Ciangtanna tawh kituak nuntakzia na phutkhak kei leh, 2027 sungin HSA ah piak dingte na kipan thei kei ding hi ahihkeileh na laih thei kei ding hi.
- A tuamin ngaihsutsakna cihte om lo ding hi

Dotnop om hiam?

Workday Huh Piakna (Workday Help Case) puakin panpihna pia pawl (Benefits team) tawh kizom in.

Workday Huh Piakna (Workday Help Case) Puak Dan Ding

1. Workday app hong in
2. Apps teel in
3. Huhna teel in
4. Case Bawl Ding mek in
5. A kilawm a kituak pen teel in
6. Na ngetna khak in

Lai Na Puak Ma-in

Workday Help Center ah a kingah thei Benefits nasep huhnate encian masa in.

A kidong mun dotnate pen Huh Piakna Mun (Help Center) nuai-a om nasep tawh kisai a banbanin lamlahnate tawh kidawngkik thei a, tua in case puak ding kulsak lo thei hi.