

2026 Employee Benefits Quick Guide



Wherever you are in your career, Revalize supports you with benefits to help you thrive today and prepare for tomorrow.

This guide is an overview of Revalize's benefit offerings. See what's available to make the best selections for your situation.

Eligibility & Enrollment

Full-time employees working 30 or more hours per week and their dependents are eligible for Revalize benefits.

Visit Dayforce at <https://sso.dayforcehcm.com/Revalize> to enroll. You will need:

- Dates of birth, Social Security numbers, and addresses for all dependents

If you need help, contact the Revalize Human Resources team at hr@revalizesoftware.com.



Healthcare

Revalize offers medical insurance through Cigna to help keep you in good health. Listed below are our in-network benefits.



Medical Plans

	\$3,400 HDHP Plan	SimplePlan
Monthly employee contribution		
Employee only	\$80.00	\$180.00
Employee + spouse/DP	\$525.00	\$565.00
Employee + children	\$475.00	\$515.00
Employee + family	\$725.00	\$810.00
Network coverage		
Cigna Open Access Plus Network	In- and Out-of-Network coverage	In-Network coverage only
Deductible*		
Individual	\$3,400	\$0
Family	\$6,000	\$0
Out-of-pocket maximum*		
Individual	\$4,000	\$8,000
Family	\$8,000	\$16,000
Revalize annual HSA employer contribution		
Individual	\$600 (participants can contribute their own dollars in addition to what the company provides up to the IRS maximum).	Not Eligible, but members can open a Healthcare Flexible Spending Account (FSA).
Family	\$1,200 (participants can contribute their own dollars in addition to what the company provides up to the IRS maximum).	Not Eligible, but members can open a Healthcare Flexible Spending Account (FSA).
Coinsurance*		
Plan member	0% after deductible	0% after deductible
Cigna insurance	100% after deductible	100% after deductible
Pharmacy *		
Retail Rx (up to 30-day supply)	\$10/\$35/\$70 *after the deductible.	\$40/\$70/\$150/\$250
Mail order (up to 90-day supply)	2.5 times retail copay cost	3 times retail copay cost

*In-network services only. Refer to your summary plan description or contact hr@revalizesoftware.com for additional plan details.

Dental Coverage

Taking care of oral health is not a luxury but a necessity for long-term optimal health. Revalize offers dental coverage through Cigna Insurance.



Dental Plan

Total Cigna DPPO Network

Cigna Dental PPO

Monthly employee contribution	
Employee only	\$15.50
Employee + spouse/DP	\$30.50
Employee + children	\$43.00
Employee + family	\$65.00
Deductible*	
Individual	\$50
Family	\$150
Benefit highlights	
Annual plan maximum	\$1,500 per covered individual
Preventive care	Covered at 100%
Basic services	20% coinsurance after the deductible
Major services	50% coinsurance after the deductible
Orthodontia (for children up to age 19)	50% coinsurance up to a lifetime maximum of \$1,500 per person

**In-network services only. Refer to your summary plan description for more details.*

Vision Coverage

Healthy eyes and clear vision are essential to your overall health and quality of life. Revalize provides vision insurance through Cigna.



Vision Plan

Cigna Vision Serviced by EyeMed

C1 PPO Comprehensive Plan

Monthly employee contribution	
Employee only	\$6.45
Employee + spouse/DP	\$13.55
Employee + children	\$12.27
Employee + family	\$19.36
Benefit highlights	
Exams Retinal screening	\$10 copay Up to \$39
Standard lenses	\$25 copay for single, bifocal, or trifocal lenses. Specialty lenses may be subject to a higher copay cost
frames	\$25 materials copay and an allowance up to \$150 plus 20% discount off balance over allowance
Contacts (in lieu of frames)	Elective up to \$150 allowance Therapeutic covered at 100%
Frequency	Exam every 12 months Lenses: one pair every 12 months Frames; one per 12 months Contacts: on pair or single purchase per 12 months

**In-network services only. Refer to your summary plan description for more details.*

Tax Savings Accounts

Revalize allows you to use a tax savings account through WEX to save pre-tax dollars on eligible medical, dental, vision, and dependent care expenses.



Health Savings Account:

A Health Savings Account (HSA) is a personal savings account you can use to pay for qualified out-of-pocket medical expenses with pretax dollars, now and in the future. Once enrolled in the HSA, you'll receive a debit card to help manage your HSA reimbursements. Your HSA can also be used for your expenses and those of your spouse and tax dependents up to age 26, even if the HDHP medical plan does not cover them.

Your HSA is Always Yours — No Matter What

One of the best features of an HSA is that any money left in your HSA account at the end of the year rolls over, so you can use it next year or sometime in the future. And if you leave the Company or retire, your HSA goes with you so you can continue to pay for or save for future eligible healthcare expenses.

Eligibility

You must be enrolled in the High-Deductible Health Plan.

Revalize Contributes Annually: **\$600 (Employee Only) | \$1,200 (Family)**

**Company contributions are made per pay period and prorated for new hires.*

You Contribute on a pretax basis and can change how much you contribute from each paycheck up to the annual IRS maximum of \$4,400 if you enroll only yourself or \$8,750 if you enroll in family coverage. You can make an additional \$1,000 catch-up contribution if you are 55 or older.

Remember that the annual contribution limit includes your contribution from the company. You may not exceed the IRS annual limit.

Eligible Expenses

You may use your HSA funds to cover medical, dental, vision, and prescription drug expenses that you and your eligible family members incur.

Using Your Account

Use the debit card linked to your HSA to cover eligible expenses or pay for expenses out of your own pocket and save your HSA money for future healthcare expenses.

Tax Savings Accounts Continued



Flexible Spending Accounts

Flexible Spending Accounts (FSAs) allow you to pay for eligible expenses using tax-free dollars. Important: The IRS imposes a "use it or lose it" rule, so if you do not spend your FSA money, it will be forfeited.

Healthcare FSA

Contribute up to \$3,400 per year, pretax, to pay for copays, prescription expenses, lab exams and tests, contact lenses, and eyeglasses. If enrolled in an HSA plan, you can use your FSA for vision and dental expenses only. This is called a Limited Purpose FSA.

Limited Purpose FSA

Those enrolled in the HDHP can contribute up to \$3,400 per year, pretax, to pay for eligible vision and dental expenses.

Dependent Care FSA

Contribute up to \$7,500 per year (\$3,750 if married and filing separate tax returns), pretax, to pay for daycare expenses associated with caring for elder or child dependents that are necessary for you or your spouse to work or attend school full-time. You cannot use your Health Care FSA to pay for Dependent Care expenses.

Use It or Lose It

Note: The IRS imposes a "use it or lose it" rule. If you do not spend all the money in your Healthcare, Limited Purpose, or Dependent Care FSA by March 31 of the following year for expenses incurred from January 1 – December 31, unused dollars may be forfeited per IRS regulations for pretax contributions.

With the healthcare FSA, you must estimate your expenses carefully and use the bulk of your funds by the end of the plan year. You are only eligible to roll over \$680 into 2027. The IRS sets the rollover limit and evaluates it annually. With the dependent care FSA, you cannot roll over any unused funds.

Life, Accident, and Disability

Revalize offers a variety of benefit options designed to support you and your loved ones in the event of unexpected life changes, such as a serious illness, injury, or loss. These benefits help create a financial safety net, offering peace of mind and stability when it's needed most.



Employer Paid Life and AD&D Insurance

Pays a lump sum to your beneficiaries in the event of your passing. Revalize provides this coverage at no cost, and you can purchase additional voluntary life coverage.

The company issues all full-time employees with 1x their annual earnings up to a maximum of \$100,000.

Employer Paid Disability Insurance

Disability insurance replaces part of your income if you cannot work due to an injury, medical condition, or procedure. Revalize provides short-term and long-term disability insurance to full-time employees at no cost! Short-term disability pays 60% of your weekly income up to \$2,000. Long-term disability pays 60% of your monthly income up to \$10,000.

Voluntary Life and AD&D Insurance

As a full-time employee, you can purchase additional Voluntary Life and AD&D insurance for yourself, spouse, or child(ren). For you: Increments of \$10,000 up to the lesser of 5x covered annual earnings or \$500,000.

For your spouse: Increments of \$5,000 up to the lesser of 50% of the employee's amount or \$250,000.

Voluntary Life and AD&D Guaranteed Issue Amounts

- Employee: \$150,000
- Spouse: \$30,000
- Children: \$10,000

The cost of voluntary life coverage is based on your age bracket. When you register for benefits in Dayforce, you will be able to see your premium rate for the level of coverage you desire. Also note that new hires can enroll up to the guaranteed issue amount above without having to complete a health questionnaire.

Evidence of Insurability (EOI)

Each level of life insurance includes a guaranteed coverage amount — meaning you're automatically approved for that amount with no health questions asked. If you choose to enroll in coverage above the guaranteed amount, you'll need to complete a short health questionnaire called Evidence of Insurability (EOI) through Symetra. In some cases, this may include a medical exam.

Supplemental Medical



Supplemental Medical

Supplemental Medical Plans pay a fixed, one-time benefit amount that you can use for any purpose. It can help pay for expenses not covered by your health care plan (such as your deductible or copays), lost income, childcare, travel to and from treatment, home health care costs, or any of your regular household expenses.

What's great about these plans is that they complement your existing healthcare coverage, filling in the gaps and offering financial support where it's needed most. The best part? It's entirely up to you. These 100% voluntary plans allow you to choose the coverage that fits your lifestyle and priorities. Insurance puts you in control, providing peace of mind when life takes unexpected turns.

Symetra Voluntary Accident Insurance

- Pays you benefits for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective date. You will receive a lump sum payment to spend on deductibles, groceries, gas, utilities, or anything you'd like. Covered accidents include, but are not limited to:
 - Broken bones
 - Burns
 - Torn ligaments
 - Concussions
 - Lacerations

Symetra Voluntary Critical Illness

- Pays a lump-sum benefit if you are diagnosed with a covered disease or condition on or after your coverage effective date. You can use this money to help pay for expenses not covered by your medical plan, lost wages, childcare, travel, home health care costs, or anything you wish. Covered conditions include, but are not limited to:
 - Invasive cancer
 - Heart attack
 - Stroke
 - Coma
 - Organ failure

Symetra Voluntary Hospital Indemnity

- Pays a benefit if you have a covered stay in a hospital, critical care unit, or rehabilitation facility on or after your coverage effective date. You can use this money for any expense you'd like - childcare, groceries, help around the house - it's up to you.

Retirement

One of the best ways to ensure a secure retirement is to start saving as early as possible. Our 401(k) savings plan allows you to save for retirement on a pretax basis. You can begin contributing to the plan at any time once you become eligible and make contributions to your account through convenient payroll deductions.



Increase Your Retirement Savings with a 401(k) or Roth

- Revalize will match 50% of your contributions, up to the first 6% of pay.
- Contribute using convenient payroll deductions up to the IRS limit of \$24,500. Up \$1,000 from last year's limit amount.
- Change the amount of your contributions or stop your payroll contributions at any time.
- Decide how to invest your 401(k) or allow the plan to choose for you.
- The 401(k)-contribution limit for employees aged 50 or older is \$32,500 in 2026.
 - *The above reflects the projected increase by the IRS and could be subject to change*
- You can also choose to enroll in a Roth IRA, a post-tax retirement savings plan.
- Our Retirement Savings Plans are administered by Voya, and new hires may enroll directly through Voya as soon as the third day of employment. If no action is taken, employees will be auto enrolled into the program at 3% after 60 days from date of hire.

Enroll Online or by Phone

Online Enrollment: <https://enroll.voya.com/static/evoyaenroll/index.html>

Phone Enrollment: (888)-311-9487

Plan ID: 861151

Verification Number: 86115199

Benefits Resources

[Home](#)[Enrollment](#) ▾[Health & Welfare](#) ▾[Finance](#) ▾[Resources](#) ▾[Documents](#)[Contacts](#)

Welcome to Revalize's Benefits Website

All the information you need to learn about your benefit options



MyBenefits.Life

Visit <https://revalize.mybenefits.life/> to access summary plan documents, benefit contacts, and resources to get help.

Annual Notices

Important legal notices about Revalize's benefit offerings can be found on our benefits microsite under the "Resources" tab, then under "Documents" from the drop-down menu.

<https://revalize.mybenefits.life/documents/>

Need Further Benefits Assistance?

Contact your Alliant Benefit Advocate Team for support with your plans. They can help you understand your benefits, assist you with finding in-network providers, help with claims and billing issues, and more!

Hours of Operation:

Monday-Thursday: 8:00 am - 5:30 pm CST

Friday: 8:00 am - 5:00 pm CST

Email: SCR-Support@alliant.com

Phone: (855) 889-3713