



2027 Open Enrollment

PIH Health Downey Hospital, PIH Health Physicians, PIH Health Whittier Hospital

October 15 – October 30, 2026

PIH Health Good Samaritan Hospital

October 26 – November 6, 2026



Nurture Your Benefits, Watch Them Grow

It's Open Enrollment time. Cultivate a healthier tomorrow.

Our current benefit program will incorporate a few changes in 2027, including a new voluntary plan offering, removal of a medical plan, and a carrier change. Take a moment to review this memo and your benefits guide to understand your coverage options in case you've experienced significant life changes that could impact your benefit needs.

Open Enrollment will be ACTIVE, meaning you are required to make an active election. Your current 2026 benefits will not automatically roll over to the 2027 plan year. If you do not make an active election for medical, and you are currently enrolled in a medical plan, you will automatically be enrolled in the corresponding medical plan for 2027:

PIH Health Plan → PIH Health Plan

EPO Plan → Consumer Driven Health Plan (*EPO Plan no longer offered effective January 1, 2027*)

Consumer Driven Health Plan → Consumer Driven Health Plan

What is Open Enrollment?

Open Enrollment is your once-a-year opportunity to review your benefits choices, change plans, add or drop dependents, and enroll or re-enroll in the Flexible Spending Accounts. During Open Enrollment, you are choosing benefits for January 1 – December 31, 2027. After the Open Enrollment period ends, you cannot change your benefits elections until the next Open Enrollment, unless you experience an eligible life event (qualifying event), such as a change in your marital status, a new baby or child in the family, or the loss of other healthcare coverage.

During Open Enrollment, you must also log into Oracle and review your beneficiary designations. Please make sure you have at least one beneficiary listed and that all information is current to help ensure your eligible benefits are distributed according to your wishes.

If you are electing CashBack for yourself, you must enroll online at PIHHealth.org/MyHRConnect and select the CashBack option. **You are not eligible for the CashBack option if you are covered with Medi-Cal, Medicare, or**

any other government-sponsored plan, or if you are covered under the insurance of another PIH Health employee.

If you are electing CashBack for yourself or your spouse, you must complete the CashBack form which can be found in your Human Resources department. **All forms must be submitted to Human Resources by Friday, December 11, 2026. No exceptions.**

Summary of Changes

- **Removal of the EPO Plan:** PIH Health will no longer be offering the Medical EPO Plan. Employees will now have the option to enroll in either the Consumer Driven Health Plan (CDHP) or the PIH Health Plan. Please review your Open Enrollment materials carefully to select the plan that best fits your needs. You will receive a separate communication detailing this change. Be on the lookout!
- **Consumer Driven Health Plan (CDHP) Updates:** Changes have been made to your Consumer Driven Health Plan, including a decrease to your deductible at the Tier 2 level, for individual coverage. In addition, most services under the CDHP will no longer be covered out-of-network, except for office visits and emergency room.
- **GLP-1 Medication Update:** Beginning January 1, 2027, PIH Health will no longer cover GLP-1 medications when prescribed for weight loss. If you are currently on a GLP-1 medication for weight loss, please consult your provider and your Pharmacy Benefits Manager (PBM), MedImpact, to discuss alternative options.
- **COMING SOON – New Voluntary Program:** PIH Health will be rolling out Purchasing Power, a voluntary program that allows employees to purchase eligible products and services and pay over time, through convenient payroll deductions. This benefit can provide a flexible way to obtain essential items while spreading payments across multiple paychecks. Be on the lookout for additional information on when this will be available.
- **NEW HSA Vendor:** Effective January 1, 2027, PIH Health will be transitioning its Health Savings Account (HSA) from WEX to Fidelity. As part of this change, employees will receive a new Fidelity HSA card, if you enroll in the Consumer Driven Health Plan and elect the Health Savings Account (HSA). Be on the lookout for additional information.

Please refer to your 2027 benefits guide for more detailed information on these changes.

Adding New Dependents to Benefits Coverage

If you are adding new dependents, proof of family status (e.g., official marriage certificate for a spouse, certificate of domestic partnership issues through the California Secretary of State for a domestic partner, long-form birth certificate for children, court orders for legal guardianship, etc.) is required prior to coverage becoming effective.

PTO Cash-Out/PTO Foundation Donation

PIH Health is offering the ability to cash out paid time off (PTO) hours or donate PTO to the PIH Health Foundation. This opportunity will be available in December 2026 for PIH Health Good Samaritan Hospital employees, and in January 2027 for employees of PIH Health Downey Hospital, PIH Health Physicians, and PIH Health Whittier Hospital. Sign-ups will begin on October 15, 2026, through November 6, 2026. Stay tuned for updates.

How to Enroll with Oracle

Employees will utilize Oracle (MyHRConnect) to enroll in benefits. You will be able to enroll in your benefits from work or home. You can access your benefit portal from any computer or device that has internet access. Follow the directions below to proceed to benefit enrollment:

1. Enter your User ID (Employee Number).
2. Enter your self-created password. Your password was self-created. To reset your password, call the HelpDesk at **562.698.0811 Ext. 14160**

3. Click **“Me.”**
4. Click **“Benefits.”** You will be directed to the Benefits page.
5. Click **“Update Enrollment.”**
6. Click **“Continue.”**
7. Review **My Contacts**. To add a new contact/dependent, click the **“+”** icon.
8. Enter the required information for the new contact/dependent: Last Name, First Name, Relationship, Start Date, Gender, DOB, and National Identifier – Social Security Number. Once all required information has been entered, click **“Submit.”**
9. Scroll down and click **“Continue.”**
10. Under **PIH US Active Benefits Program**, click **“Edit.”**
11. Review and accept the **Benefit Acknowledgment**, then click **“Continue”** to begin your enrollment.
12. To make a plan change, unenroll from your current plan and enroll in your new plan selection.
13. Click **“Continue”** to proceed through each benefit plan and review or make your elections.
14. Once you have reviewed all of your benefit elections, click **“Submit”** at the end of the enrollment process.

How to Enroll with EnrollVB – Group Whole Life ONLY

1. Go to [EnrollVB.com/PIHHealth](https://enrollvb.com/PIHHealth).
2. Enter the last four of your Social Security Number and Date of Birth.
3. Click “Continue” and then “Accept” or “Decline” on the Group Whole Life plan.
4. Once you hit “Complete” at the end of the enrollment, you will receive an email confirmation statement with the elections submitted.

Enrollment Resources

Benefits Communications Bookshelf

Through the Bookshelf, you can access all your main Open Enrollment communications, including your 2027 Benefits Guide, plan documents, and much more! Visit your bookshelf at <https://eb.alliant.com/pihhealthcomms/full-view.html>

Enrollment System Oracle

Enrollment will take place in Oracle. Visit the site at www.PIHHealth.org/MyHRConnect.

Enrollment Counselor Schedule

PIH Health will be having counselors onsite to help with enrollment. To schedule an appointment, click [HERE](#). Please note that appointments for PIH Health Physicians (PHP) are **walk-in only**.

Office	Date	Time	Location
PIH Health Whittier Hospital			
Thursday	10/15/2026	7:30 am – 3 pm	Benefits Fair Auditorium/Room F
Monday	10/19/2026	7 am – 4 pm	Training Room B
Tuesday	10/20/2026	7 am – 4 pm	Room C
Wednesday	10/21/2026	7 am – 1 pm	Room C
Thursday	10/22/2026	7 am – 4 pm	Room C
Friday	10/23/2026	7 am – 1 pm	Room F
Monday	10/26/2026	7 am – 4 pm	Training Room B

Tuesday	10/27/2026	7 am – 4 pm	Training Room B
Wednesday	10/28/2026	7 am – 4 pm	Training Room B
Thursday	10/29/2026	7 am – 4 pm	Room B
Friday	10/30/2026	7 am – 4 pm	Room F

PIH Health Downey Hospital

Friday	10/16/2026	7:30 am – 3 pm	Benefits Fair Auditorium
Monday	10/19/2026	7 am – 4 pm	Human Resources Conference Room
Tuesday	10/20/2026	7 am – 4 pm	Human Resources Conference Room
Wednesday	10/21/2026	7 am – 4 pm	Human Resources Conference Room
Thursday	10/22/2026	7 am – 4 pm	Human Resources Conference Room
Friday	10/23/2026	7 am – 1 pm	Human Resources Conference Room
Monday	10/26/2026	7 am – 4 pm	Human Resources Conference Room
Tuesday	10/27/2026	7 am – 4 pm	Human Resources Conference Room
Wednesday	10/28/2026	7 am – 4 pm	Human Resources Conference Room
Thursday	10/29/2026	7 am – 4 pm	Human Resources Conference Room
Friday	10/30/2026	7 am – 4 pm	Human Resources Conference Room

PIH Health Good Samaritan Hospital

Monday	10/26/2026	7:30 am – 3 pm	Benefits Fair/Cafeteria – Basement
Tuesday	10/27/2026	7 am – 4 pm	Cafeteria – Basement
Wednesday	10/28/2026	7 am – 4 pm	Cafeteria – Basement
Thursday	10/29/2026	7 am – 4 pm	Cafeteria – Basement
Friday	10/30/2026	7 am – 1 pm	Cafeteria – Basement
Monday	11/02/2026	7 am – 4 pm	Cafeteria – Basement
Tuesday	11/03/2026	7 am – 4 pm	Cafeteria – Basement
Wednesday	11/04/2026	7 am – 4 pm	Cafeteria – Basement
Thursday	11/05/2026	7 am – 4 pm	Cafeteria – Basement
Friday	11/06/2026	7 am – 4 pm	Cafeteria – Basement

PIH Health Physicians

Wednesday	10/21/2026	9 am – 3 pm	PHP Downey Promenade – Large Break Room
Thursday	10/22/2026	9 am – 3 pm	La Mirada MOB – 2 nd Floor Conference Room, Suite 210
Friday	10/23/2026	8 am – 12 pm	PHP – South Gate
Tuesday	10/27/2026	9 am – 3 pm	La Habra Ortho – Conference Room
Wednesday	10/28/2026	9 am – 3 pm	Bloomfield MOB – 3 rd Floor Conference Room
Thursday	10/29/2026	9 am – 3 pm	Whittwood MOB – Lower Level Conference Room 1
Monday	11/02/2026	9 am – 3 pm	IDS Call Center Conference Room
Wednesday	11/04/2026	9 am – 3 pm	PHP – Greenleaf Building – Lower Level Conference Room 3

Home Health La Mirada

Tuesday	11/03/2026	9 am – 12 pm	Conference Room
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Questions? Contact Your Alliant Benefit Advocates

You can call or email your Benefit Advocate with questions about enrollment, eligibility, claims, ID cards, and more!

833.714.0229 or PIHHealthBenefits@Alliant.com | 5 am – 5 pm (Pacific Time) Monday – Friday