

REPUBLIC PLASTICS, Ltd.



2026 Open Enrollment Has Begun!

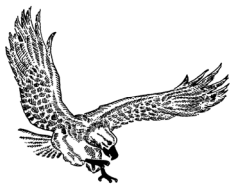
The Republic Plastics and American Film & Printing Open Enrollment period begins on March 13, 2026! Open Enrollment is your opportunity to make changes to your benefits elections. The Open Enrollment period will run from **March 13** through **March 27**. Once the Open Enrollment period has ended your choices will be final until the next enrollment period or until you have a qualifying life event. All changes and elections will take effect on **May 1st**. All associates must go online and complete Open Enrollment through their UKG account before March 27.

Even if you are not making changes to your benefit elections, we need you to go into UKG and: a) verify that your enrollments are correct; and b) add or update your beneficiary information for the \$50,000 company provided life insurance. If you do not change anything, your current elections will carry over to the new plan year.

Most of our benefit offerings have not changed substantively for the 2026-2027 plan year. You can view a detailed summary of the 2026-2027 offerings by clicking here, [2026-2027 RP and AFP Benefit Guide](#). We've also made a short summary available here, [2026-2027 RP and AFP Benefits Short Summary](#). These guides are available by going to the Employee Benefits Resources and FAQs page at www.republicplastics.com under the Employee Portal button. You can also find links to these guides when you do your Open Enrollment in the UKG.

As we did last year, we will have a detailed video presentation that walks you through our benefit offerings and how best to make use of them. The video will be accessible anytime on the Employee Benefits Resources page beginning 3/16. We are also providing a printable pdf version that you can download now and access any time – [2026-2027 How to Make the Most out of Your Benefits Presentation](#). We will also be sending the video out via email through Alchemy. Anyone who completes the video via the Alchemy link by April 15 will receive an extra \$50 on their first paycheck after May 1. Note that to receive the extra \$50, you must complete the video through Alchemy so that we have a record of it.

If you have any questions about the benefit offerings and/or the enrollment process, please reach out to Human Resources at hr@republicplastics.com or call 830-557-5574, extension 1098.



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Summary of Benefits Changes for 2026-2027

Medical

- Because of continued rising costs due to factors such as inflation, we are seeing a slight increase of 5% to both the employee and employer share of medical premiums. Your monthly medical premiums remain below what they were in the 2022-2023 plan year. See Appendix A for the new monthly premiums and the per-check amounts.
- Multiplan has changed its name to Claritev. This is a name change only.
- We are switching our imaging provider to Green Imaging. This benefit will work similarly as it did under US Imaging - diagnostic imaging scans at zero cost to you by using a Green Imaging contracted provider. Switching to Green Imaging will provide 1) better geographic coverage, particularly in Knoxville; and 2) a wider variety of diagnostic services that includes:
 - MRI
 - PET
 - CT
 - Mammogram
 - Bone Density
 - Echocardiogram
 - Arthrogram
 - Myelogram
 - Ultrasound
 - Nuclear Medicine
 - X-ray
 - Interventional Pain Management

Supplemental Medical

- Our supplemental medical coverage provider, Ansel, has changed its name to RenSecure Health. The plan, premiums, and related benefits have not changed at all.

Long-Term Disability

- The rates for the SunLife Long-Term Disability have increased slightly from the 2025-2026 plan year. The plan and related benefits have not changed at all.

Other Benefits

- All other benefits remain unchanged.



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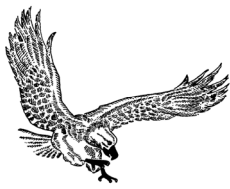


Completing your Open Enrollment in UKG

To complete your Open Enrollment, you will need to log in to your UKG account **through a web browser, not the mobile app**. If you are logging in from a computer, simply go to ukg.republicplastics.com and enter your user name and password (contact HR if you need help with this). If you are accessing from a mobile device, you will not be able to use the UKG app to complete open enrollment. Instead you will need to use the browser on your device and go to ukg.republicplastics.com. That will take you to the browser version of UKG where you will be able to access your information.

The screenshot shows a mobile browser interface with the following elements:

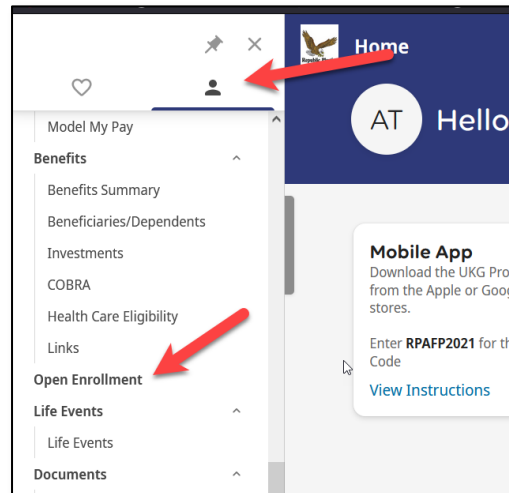
- Time: 1:48
- Address bar: welcome-us.ukg.net/
- Logo: A small eagle logo.
- Text: "Welcome, come on in!"
- Form fields: "Username or email*" and "Password*" (with a toggle for visibility).
- Links: "Forgot your password?" and "Forgot your username?"
- Button: "Sign in" (blue)
- Dropdown: "Preferred Language" with "English" selected.
- Mobile navigation bar: Three vertical bars, a circle, and a left arrow.



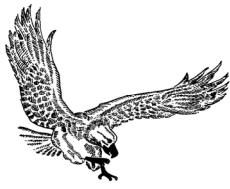
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From your home page in UKG, go to Open Enrollment under Myself on the left-hand side menu (if you don't see the menu, click on the three bars in the upper left corner). That will open up the Open Enrollment screen where you can click on the applicable Open Enrollment session. UKG will then walk you through the steps of making your benefit elections.



Description	Session Open Date	Session Close Date	Status
2026 Open Enrollment Semi-Monthly	03/13/2026	03/27/2026	In Progress



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Employee Open Enrollment

2026 Open Enrollment Semi-Monthly

Robert Chance - 99253

About Open Enrollment

Verify Beneficiary And Dependent Information

Medical

Supplemental Medical Plan

Dental

Vision

Group Term Life Insurance

Basic Life Insurance

Emp Supplemental Life

Employee Voluntary Life & AD&D Insurance

Spousal Supplemental Life

Spouse Voluntary Life & AD&D Insurance

Child Supplemental Life

Child Voluntary Life & AD&D Insurance

Short Term Disability

Long Term Disability

Legal

About Open Enrollment

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You currently have 15 days remaining to submit your elections for this open enrollment session.

Welcome to Open Enrollment for the 2026-2027 plan year. Open Enrollment is your opportunity to make changes to your benefits elections. The Open Enrollment period will run from **March 13** through **March 27**. Once the Open Enrollment period has ended your choices will be final until the next enrollment period or until you have a qualifying life event. All changes and elections will take effect on **May 1st**. **Even if you are not making changes to your benefit elections, we need you to go into UKG and: a) verify that your enrollments are correct; and b) add or update your beneficiary information for the \$50,000 company provided life insurance. If you do not change anything, your current elections will carry over to the new plan year.**

You can view a detailed summary of the 2026-2027 offerings on the [Employee Benefits Resources](#) page of our website. You can also view our more detailed benefits guide by clicking here - [2026-2027 RP and AFP Benefit Guide](#). We've also made a short summary available here - [2026-2027 RP and AFP Benefits Short Summary](#).

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Contact Human Resources at HR@republicplastics.com if you have any questions.



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Appendix A – New Medical Premiums

2026-2027 Premiums

Medical \$5000 Deductible Plan	Monthly Premium Amount	0-3 Years		3-7 Years		7+ Years	
		Employee Monthly Contr.	Company Contr.	Employee Monthly Contr.	Company Contr.	Employee Monthly Contr.	Company Contr.
Employee	\$589.90	\$115.50	\$474.40	\$103.95	\$485.95	\$86.63	\$503.27
Employee + Spouse	\$1,238.09	\$248.33	\$989.77	\$219.45	\$1,018.64	\$184.80	\$1,053.29
Employee + Child(ren)	\$1,120.17	\$225.23	\$894.94	\$196.35	\$923.82	\$167.48	\$952.69
Employee + Family	\$1,797.74	\$358.05	\$1,439.69	\$311.85	\$1,485.89	\$271.43	\$1,526.32

Medical \$2500 Deductible Plan	Monthly Premium Amount	0-3 Years		3-7 Years		7+ Years	
		Employee Monthly Contr.	Company Contr.	Employee Monthly Contr.	Company Contr.	Employee Monthly Contr.	Company Contr.
Employee	\$688.52	\$207.90	\$480.62	\$190.58	\$497.95	\$173.25	\$515.27
Employee + Spouse	\$1,445.10	\$433.13	\$1,011.98	\$398.48	\$1,046.63	\$363.83	\$1,081.28
Employee + Child(ren)	\$1,307.48	\$392.70	\$914.78	\$358.05	\$949.43	\$329.18	\$978.30
Employee + Family	\$2,098.31	\$629.48	\$1,439.69	\$577.50	\$1,520.81	\$525.53	\$1,572.78

2026-2027 Employee Premiums - per check

Medical \$5000 Deductible Plan	0-3 Years		3-7 Years		7+ Years	
	Bi-weekly	Semi- Monthly	Bi-weekly	Semi- Monthly	Bi-weekly	Semi- Monthly
Employee	\$53.31	\$57.75	\$47.98	\$51.98	\$39.98	\$43.31
Employee + Spouse	\$114.61	\$124.16	\$101.28	\$109.73	\$85.29	\$92.40
Employee + Child(ren)	\$103.93	\$112.61	\$90.62	\$98.18	\$77.30	\$83.74
Employee + Family	\$165.25	\$179.03	\$143.93	\$155.93	\$125.27	\$135.71

Medical \$2500 Deductible Plan	0-3 Years		3-7 Years		7+ Years	
	Bi-weekly	Semi- Monthly	Bi-weekly	Semi- Monthly	Bi-weekly	Semi- Monthly
Employee	\$95.95	\$103.95	\$87.96	\$95.29	\$79.96	\$86.63
Employee + Spouse	\$199.90	\$216.56	\$183.91	\$199.24	\$167.92	\$181.91
Employee + Child(ren)	\$181.25	\$196.35	\$165.25	\$179.03	\$151.93	\$164.59
Employee + Family	\$290.53	\$314.74	\$266.54	\$288.75	\$242.55	\$262.76