Our benefits, your journey
Benefit enhancements effective January 1, 2026

Our annual Benefits Open Enrollment kicks off on Monday, October 20, and concludes on Friday, October 31. You'll have the chance to explore and choose the benefits that fit your life, goals, and family. This is your opportunity to tailor your benefits, effective January 1, 2026.

SCA and non-SCA enrolled in a medical plan

2026 enhancement	Learn more

Hello Heart Digital Coaching
 	
Replaces LiveHealth Online Healthy Blood Pressure
	• Maximus is empowering our employees and their families enrolled in Anthem medical plans to prioritize their heart health through Hello Heart. This innovative program offers:
	  ○ Convenient at-home blood pressure tracking
	  ○ Personalized insights to inform your health decisions
	  ○ Easy report sharing with your doctor
	  ○ Closing the care gap with content specifically addressing women's heart health issues.
	• By participating, you'll gain valuable health insights and become eligible for Wellbeing Rewards under Anthem medical plans. Join the movement to better heart health and take a proactive approach to your wellbeing.

All eligible employees

2026 enhancement	Learn more
Fertility, Adoption, and Surrogacy Program Increasing lifetime maximum benefit from $10,000 to $20,000	• We're excited to announce that starting January 1, 2026, eligible Maximus families can receive reimbursement for adoption and surrogacy expenses as part of a $20,000 lifetime maximum benefit - a significant $10,000 increase from the previous limit. • Fertility coverage under the Anthem medical plans will increase from $10,000 to $20,000 lifetime maximum benefit. • WINFertility will provide comprehensive support throughout your journey, including education and claim processing. • Adoption and surrogacy reimbursement is available to all benefits-eligible employees, regardless of their enrollment in Anthem medical plans.

MetLife Accident Low Plan
 	
Increased reimbursements for qualified events
	• MetLife Accident Insurance helps protect your finances after an accident, so you can focus on your health and recovery without added stress. There will be no rate increase in 2026.
	• Reimbursements increase for the following events:
	  ○ Hospital admission: $750 (was $500)
	  ○ Hospital confinement: $150 (was $100)

2026 enhancement	Learn more
	○ Emergency room visit: $75 (was $50). ○ Emergency care in a physician's office/urgent care center: $50 (was $25). • Physician follow-up visit: $75 (was $50).
MetLife Accident High Plan Increased reimbursements for qualified events	• Just like the Low Plan, there will be no rate increase in 2026. • Reimbursements increase for the following events: ○ Hospital admission: $1,500 (was $1000) ○ Hospital confinement: $300 (was $200) ○ Emergency room visit: $150 (was $100) ○ Emergency care in a physician's office/urgent care center: $100 (was $50) • Physician follow-up visit: $100 (was $75)
MetLife Critical Illness Unlimited benefit maximum, separation period decrease	• MetLife Critical Illness Insurance can help alleviate the financial burden that an unexpected illness can bring. There will be no rate increase in 2026. • The benefit maximum increases from 500% of your base coverage to unlimited, meaning you can now receive multiple payouts for covered conditions. Each covered condition includes a base coverage amount, which is paid once eligibility requirements are met. The recurrence separation period decreases from 180 days to 30 days. • Treatment-free period for cancers and tumors decreases from 180 days to 30 days.
MetLife Hospital Indemnity Increased hospital stays and reimbursements for qualified events	• If you're admitted to the hospital for a planned or unexpected visit, MetLife's Hospital Indemnity Insurance provides a lump-sum payment to use however you see fit. There will be no rate increase in 2026. • Hospital stay duration period increases from 31 days to 365 days. • ICU supplemental stay duration period increases from 31 days to 365 days. • Newborn nursery reimbursement increases from $25 to $75 for the MetLife Hospital Indemnity Low Plan and from $50 to $150 for the MetLife Hospital Indemnity High Plan.

SCA employees

2026 enhancement	Details
Complimentary Basic Life and Accidental Death & Dismemberment (AD&D) Increasing benefit to 1x salary at no cost to employees	• Maximus provides eligible employees with **complimentary basic term life and AD&D insurance.** • Basic Life and AD&D are increasing from $20,000 to 1x your annual salary. This valuable benefit helps ensure financial security for your family. Benefits end upon termination or retirement.
Voluntary Employee Life Insurance Increasing maximum benefit from 5x salary to 8x salary	• Voluntary life insurance options for yourself increase from $5,000 increments to $10,000 increments, up to 8x your salary (previous limit was up to 5x your salary).
Voluntary Spouse Life Insurance Increasing increments from $5,000 to $10,000 and increasing maximum benefit	• Voluntary coverage for your spouse or domestic partner's life insurance benefits is increasing from $5,000 increments to $10,000 increments, up to the lesser of 100% of your supplemental life benefit or $150,000, increased from $100,000
Voluntary Child Life Insurance Increasing maximum benefit from $10,000 to $20,000	• You can request voluntary coverage for your child(ren) in either a $10,000 or $20,000 policy for each child instead of the previous $10,000 limit.