

Benefits Eligibility 2026 vs 2027



MILENDER WHITE EMPLOYEES

Current Plans	Employee Group Covered
Medical	
HDHP	All Employees
PPO	

Savings Plans	
FSA - Health Care	All Employees
FSA - Dependent Care	

HSA	Not offered
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Dental	
PPO	All Employees
HMO	

Vision	
VSP	All Employees

Disability and Life Insurance	
Short-Term Disability	All Employees
Long-Term Disability	Salaried Employees
Long-Term Disability	Hourly Employees - not offered
Basic Life and AD&D Insurance	Salaried Employees
Basic Life and AD&D Insurance	Hourly Employees - not offered

2027 Plans	Employee Group Covered
Medical	
HDHP 4K	All Employees
HDHP 2K	
PPO	
HMO	California State Employees

Savings Plans	
FSA - Health Care-PPO	All Employees
FSA - Dependent Care	
FSA - Limited Purpose-HDHP	
HSA - 2k (HDHP 4k)	
HSA - (HDHP 2k)	

Dental	
PPO	All Employees
HMO	

Vision	
VSP	All Employees
EyeMed	

Disability and Life Insurance	
Voluntary Short-Term Disability	All Employees
Long-Term Disability	Salaried Employees
Voluntary Long-Term Disability	Hourly Employees
Basic Life and AD&D Insurance	Salaried Employees
Flat Basic Life and AD&D Insurance	Hourly Employees

Voluntary Benefits	
Supplemental Life and AD&D Insurance	Not offered
Accident	
Critical Illness	
Pet Insurance	
Hospital Indemnity	
Identity Theft	
Legal Coverage	
Commuter Benefits	Not offered

Voluntary Benefits	
Supplemental Life and AD&D Insurance	All Employees
Accident	
Critical Illness	
Pet Insurance	
Hospital Indemnity	
Identity Theft	
Legal Coverage	
Commuter Benefits	All Employees

Disclaimer : This information is intended for informational purposes only and does not include all plan details. Official plan documents will be available on January 1, 2027. In the event of any discrepancy, the official plan documents will govern.