



Steps to Benefit Enrollment Success!

Open Enrollment runs from Monday, November 3 through Friday, November 14, 2025. Don't miss your chance to select your benefits for 2026. **You must take action and enroll no later than November 14, 2025, either online (by 11:59 p.m. Central Time) or by phone (by 6:59 p.m. Central Time).** We encourage you to take the time to research your options and follow the steps below.

1. Get prepared by visiting the Make It Yours website, your benefits information hub.

The **Make It Yours** website at triumphgroup.makeityoursource.com is your one-stop shop for benefit information, tools, and resources. Visit **Make It Yours** today to access your **2026 Benefits Enrollment Guide**, research insurance carriers and the programs they offer, and access helpful FAQs, videos, and more.

Scan this
code to visit
Make It Yours



2. Be aware of key considerations for your 2026 benefit selections, including:

- The benefit offerings for 2026 are generally the same as those for 2025, but please review carriers, deductibles, and copays for changes. Also be sure to check the provider networks and how the carrier(s) will classify any prescription drugs you or your family may take—as these can change.
- Your share of the premium cost may have changed for 2026, so review each plan carefully to determine the best fit for you and your family.
- TRIUMPH will continue to provide wellness credits in 2026 for those employees who completed their health screening. The enrollment system will reflect any credits you and your spouse have earned for 2026.
- TRIUMPH will continue to provide Excess Credits with Bronze and Bronze Plus plan options subject to an annual maximum of \$500 for EE Only coverage and \$1,000 for EE + Dependent coverage. However, not every Bronze or Bronze Plus option comes with Excess Credits. Be sure to check the enrollment website to learn which of your plan options come with Excess Credits.

3. Enroll through the TRIUMPH Group Benefits Center.

Starting November 3, visit the **TRIUMPH Group Benefits Center** website to enroll online. You can also complete your enrollment by phone:

- **Online:** digital.alight.com/triumphgroup
- **Phone:** (833) 885-5653
Monday – Friday, 7:00 a.m. to 7:00 p.m. Central Time

For additional support, you can schedule an appointment with a customer service representative through the **TRIUMPH Group Benefits Center** website at digital.alight.com/triumphgroup.

Scan this code
to access the
TRIUMPH Group
Benefits Center
website



If you don't take action and enroll by the close of Open Enrollment, November 14, you will not have medical, dental, or vision coverage through TRIUMPH next year. Keep in mind, if you don't elect medical coverage, you won't have prescription drug coverage, either. And, to contribute to a tax-advantaged spending or savings account (FSA or HSA), you must make an active election.