



2026 Annual Enrollment: November 3–14, 2025

ENROLLMENT CAN BE AS EASY AS 1-2-3

Your health and well-being are important, and the firm is committed to offering a comprehensive, sustainable benefits program designed to support your overall wellness. In this newsletter, you'll find key updates and highlights about our 2026 benefits offerings.

Tools and resources to guide you

Take advantage of these easy-to-access resources to ensure you make informed decisions regarding coverage for the coming year.

- Access the Annual Enrollment website at benefitsus.dlapiper.com or scan the QR code. Resources include:



- **ALEX**

This online decision assistance tool asks a series of questions and quickly provides plan comparisons and recommendations based upon your needs.

- **HSA learning opportunity**

Discover how a High-Deductible Health Plan, such as our HSPO and a Health Savings Account (HSA) can benefit you. Explore a series of concise modules – each approximately 10 minutes long – to gain a clear understanding of how the HSPO plan and HSA function, both independently and in tandem. You'll learn why they may be a smart choice for your health and financial needs.

- **Workday Quick Reference Guide**

Review the “How to Enroll in Benefits During Annual Enrollment Quick Reference Guide” located on the Annual Enrollment website.

2025 elections will carry over EXCEPT for Flexible Spending and Health Savings accounts

- If you are satisfied with your current elections, no action is required unless you wish to enroll in an FSA or HSA for 2026.
- Even if you are not planning to make changes, we recommend you log in to Workday and review your elections and coverage levels. Also, take the opportunity to review your beneficiaries, emergency contacts, and home address to ensure they are all up to date.
- Look for Annual Enrollment-related information via email and on Fusion. Be sure to register for one of the live Annual Enrollment webinars, which will be held on November 6 and 12.
- Questions about benefits or enrollment? Contact **AskHR** via the DLA Piper Support Center (accessible through Fusion) or email at AskHR@us.dlapiper.com. You will be connected with a member of the HR Services team who will answer questions and point you to helpful tools and resources.
- When you've reviewed the information provided, log in to [Workday](#) to enroll via the Annual Enrollment website.

As we prepare for the upcoming plan year, it's important to be aware of broader market trends impacting healthcare costs. Industry forecasts indicate:

Rising cost of medical services –

Medical inflation is expected to rise by 7 to 9 percent, driven by utilization and increased medical costs.



Higher prescription drug costs – Pharmacy inflation is projected at 10 to 12 percent, largely due to specialty drug pricing and expanded treatment options.

Advances in medical technology – While cutting-edge diagnostics, treatments, and procedures can improve health outcomes, they often come with higher price tags. For medical plans to include these advances, the cost of providing comprehensive healthcare coverage must grow.

These trends influence plan rates and out-of-pocket costs. We remain committed to offering competitive benefits while managing affordability and value.

Spotlight on Hinge Health

Hinge Health is available at no cost to you and your enrolled dependents age 18 and over if enrolled in a firm-sponsored medical plan. It provides access to convenient, virtual physical therapy (and much more):

- **Custom exercise therapy** – Guided exercise routines tailored to your condition and progress, delivered through the Hinge Health app
- **1-on-1 health coaching** – Certified health coaches who provide motivation and personalized advice
- **TrueMotion technology** – Live feedback via the app, which provides personalized guidance to help ensure exercises are performed correctly and safely
- **Pain education** – Educational resources to help you understand the root causes of pain and discover strategies for long-term management

Join Hinge Health today at [DLA Piper](#) and Hinge Health.

2026 Benefits: What's new?

Telehealth coverage and the HSPO plan

If you are enrolled in the firm's Health Savings Plan Option with HSA, you can now access telehealth services without having to meet the deductible first. This means easier, more affordable virtual care when you need it.



Dependent Care FSA maximum

The IRS has increased the annual Dependent Care FSA contribution limit to \$7,500. However, please note that federal nondiscrimination rules apply, which may limit contributions for certain highly compensated employees (HCEs). An HCE is defined by the IRS as someone who earned more than \$160,000 in 2025. Please plan your contribution accordingly.



An HSA – a tax-free savings vehicle

Health Savings Accounts (HSAs) allow you to take control of both healthcare needs and financial planning. Available to those enrolled in the firm-sponsored HSPO medical plan, an HSA offers a triple tax advantage – pre-tax contributions, tax-free growth, and tax-free withdrawals. HSAs are owned by the individual and are portable, with funds rolling over year-to-year without any “use it or lose it” provision. HSAs can be a powerful tool for long-term savings and retirement planning. 2026 HSA limits allow you to set aside **\$4,400/individual, \$8,750/family**, plus an additional \$1,000 if age 55 or over.

Explore how an HSA can support your financial goals now and in the future. Scan the QR code to get started.



Use ALEX Medicare

ALEX Medicare is a simple-to-use, guided journey to help you make educated decisions based on your personal healthcare needs and Medicare options. Scan the QR code to learn more.



Your enhanced EAP platform – Revive & Thrive

The firm has enhanced the Employee Assistance Program (EAP) offerings available to you. The program now includes access to Revive & Thrive, a new mental health digital platform where you can:

- **Access helpful resources** such as live group support sessions, coaching courses, and self-assessments to boost your mental well-being and resilience
- **Schedule a consultation** with a Care Concierge
- **Complete a service request** form for non-urgent needs
- **Chat with Luna**, your AI companion, who can assist with questions you have about well-being and mental health

As a reminder, you can still access support 24/7/365 by calling **888-784-5665** for immediate assistance.

Experience Maven – comprehensive support for every stage of life

If you are enrolled in a firm-sponsored medical plan, Maven is offered to you and your family at no cost. This virtual care platform is designed to support you and your family across every milestone by providing:

- **On-demand access** to board-certified doctors, mental health professionals, pediatricians, doulas, lactation consultants, career coaches, and more
- **Personalized care navigation** through your Maven Care Advocate to help you design a customized care plan
- **Pregnancy and postpartum** virtual consultations with OB-GYNs, midwives, nutritionists, lactation consultants, and support groups for new parents
- **Pediatric care** to answer your questions about your child's health, development, nutrition, and behavior
- **Menopause and midlife guidance** including symptom management, treatment options, helpful exercises, and nutrition coaching

[Join Maven today](#)

Remember: Preventive care is free

If on a firm-sponsored health plan, be sure to make an appointment for you and your covered family members' annual physical and screenings at no cost to you.



Log in to enroll or make changes in Workday

To enroll or make changes in Workday, please log in to [Workday](#).



- Check your beneficiaries, address, and phone number to ensure they are up to date
- Opt-in to receive your year-end W-2 and 1095-C forms electronically
- Elect, decline, or make changes to Medical, Dental, Vision, Critical Illness, Supplemental Life, Dependent Spouse Life, Child Life, FSAs, and HSA (if you enroll in the HSPO plan). Increases for Supplemental Life or Spouse Life require Evidence of Insurability (EOI)
- Be sure to select **review and sign**, accept the acknowledgement, and hit **submit** to lock in your elections

Are your beneficiaries up to date?

Annual Enrollment is an excellent opportunity to ensure your assets are distributed as intended by reviewing and updating your beneficiaries.



- For Life Insurance, you may update beneficiaries in [Workday](#)
- For the Profit Sharing and 401(k) Savings Plan, go to [principal.com](#) to review and update beneficiary information
- For the Cash Balance Plan for Partners, go to the PwC Portal (<https://dlapiper.pensionview.pwc.com/>) to review and update beneficiary information



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Look inside for
important 2026
Annual Enrollment
information

ATTENTION!

Take action during the November 3 –14 annual enrollment period.

Annual Enrollment checklist

Prepare:

- Read all the information and use the tools and resources provided
- Gather SSNs and dates of birth for you and the eligible dependents you wish to cover

Once you log into Workday:

- Check your beneficiaries, address, and phone number to ensure they are up to date
- Opt-in to receive your year-end W-2 and 1095-C forms electronically
- Elect your choices for Medical, Dental, Vision, Critical Illness, Supplemental Life, Dependent Spouse Life, Child Life, FSAs, and HSA (if you enroll in the HSPO plan)
- Be sure to select **review and sign**, accept the acknowledgement, and hit **submit** to lock in your elections.

