

2026

# Benefits Overview

U.S. FULL-TIME EMPLOYEES





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# Building a Future with Cox: Your 2026 Benefits Overview

There are few things in life more important than making sure that the healthcare needs of you and your loved ones are covered. Thankfully, Cox offers flexible and affordable options to keep your mind, body and even your wallet in great shape.

## **NEW HIRE**

If you are newly hired, you have 31 days to make your initial benefits elections. Otherwise, you cannot update your benefits elections until the next Open Enrollment period. If you do not make any benefits elections, you will be automatically enrolled in the Core PPO medical plan with employee-only coverage, basic life insurance and 60% long-term disability coverage.

## **DEPENDENT VERIFICATION**

Any new dependents added to coverage will be required to be verified within 45 days. If you are not able to verify your dependents, they will be removed from coverage.



## Cox Wellness Programs

Scan the QR code or visit **CoxEnterprises.com/Wellness** to see a full listing of our Cox Wellness programs.



# Medical Plans & Premiums

We offer four medical plans that give you meaningful choices to help manage the total cost of your care. Three plans are administered by Aetna, while one plan is offered through Kaiser (California only). Medical plan premiums are shown per pay period (biweekly). Preventive care is covered at 100% when you use an in-network provider.

Learn more about these plans at [CoxEnterprises.com/Benefits](https://CoxEnterprises.com/Benefits). No login required.

	EMPLOYEE ONLY	EMPLOYEE + SPOUSE/DP <sup>1</sup>	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY <sup>1</sup>
<b>CORE PPO</b> (highest deductible, lowest premium)	\$5.89	\$70.70	\$12.79	\$77.60
<b>HDHP PLUS</b> (high deductible with Health Savings Account)	\$9.34	\$106.23	\$20.35	\$117.25
<b>PREMIUM PPO</b> (low deductible, higher premium)	\$58.04	\$217.68	\$120.07	\$279.71
<b>KAISER<sup>2</sup></b> (no deductible, highest premium)	\$92.20	\$345.80	\$233.41	\$444.34



<sup>1</sup> Coverage for domestic partners is offered post-tax. Cox's contribution is also considered taxable earnings by the IRS.

<sup>2</sup> This plan is available in California only. The Kaiser medical plan does not cover oral surgery.

		CORE PPO <sup>1</sup>	HDHP PLUS <sup>2</sup>	PREMIUM PPO <sup>1</sup>	KAISER <sup>4</sup>
<b>Total Annual Deductible</b>	Employee (EE) Only	\$6,000	\$2,000	\$800	\$0
	EE + Spouse/DP	\$9,000	\$3,400	\$1,600	\$0
	EE + Child	\$9,000	\$3,400	\$1,600	\$0
	EE + Children	\$12,000	\$4,000	\$2,400	\$0
	Family	\$12,000	\$4,000	\$2,400	\$0
<b>Out-of-Pocket Maximum In-Network</b>	EE Only	\$7,900	\$4,000	\$3,250	\$1,500
	EE + Spouse/DP	\$11,850	\$6,800	\$6,500	\$3,000
	EE + Child	\$11,850	\$6,800	\$6,500	\$3,000
	EE + Children	\$15,800	\$8,000	\$9,750	\$3,000
	Family	\$15,800	\$8,000	\$9,750	\$3,000
		CORE PPO <sup>1</sup>	HDHP PLUS <sup>2</sup>	PREMIUM PPO <sup>1</sup>	KAISER <sup>4</sup>
<b>Office Visits &amp; Emergency Room In-Network</b>	Primary Care	\$40 copay	20% coinsurance, after deductible	\$30 copay	\$20 copay
	Specialist	\$60 copay	20% coinsurance, after deductible	\$50 copay	\$20 copay
	ER	30% coinsurance, after deductible	20% coinsurance, after deductible	\$150 copay, then 20% coinsurance after deductible	\$150 copay
	Outpatient Surgery & Procedures	30% coinsurance, after deductible	20% coinsurance, after deductible	20% coinsurance, after deductible	\$250 copay
	Urgent Care	\$60 copay	20% coinsurance, after deductible	\$50 copay	\$20 copay
	Hospitalization	30% coinsurance, after deductible	20% coinsurance, after deductible	20% coinsurance, after deductible	\$500 copay
	Ambulance	30% coinsurance, after deductible	20% coinsurance, after deductible	20% coinsurance, after deductible	\$100 copay
<b>Out-of-Network Services<sup>3</sup></b>	50% coinsurance, after deductible	40% coinsurance, after deductible	40% coinsurance, after deductible	Not covered	

<sup>1</sup> This plan has an individual deductible and out-of-pocket maximum. You only need to meet your individual deductible before the plan pays based on your coinsurance (even if your family maximum hasn't been met). You only need to meet your individual out-of-pocket maximum before the plan pays your covered network expenses at 100% (even if your family maximum hasn't been met).

<sup>2</sup> These are true family deductibles and out-of-pocket maximums. You must meet the deductible listed as a group before the plan pays coinsurance for anyone in your family. For example, if you cover both you and your spouse, you must meet the \$3,400 deductible before the plan starts paying coinsurance for either you or your spouse. You must meet the out-of-pocket maximum listed before the plan pays 100% of covered network services for anyone in your family. For example, if you cover both you and your spouse, you must meet the \$6,800 maximum before the plan pays 100% of covered network services for either you or your spouse. NOTE: These maximums only apply to covered in-network services. Out-of-network maximums are double the in-network.

<sup>3</sup> Out-of-network spend will not be applied toward the in-network maximum. See the Summary Plan Description (SPD) for more information.

<sup>4</sup> These amounts only apply to covered in-network services. Out-of-network services and oral surgery are not covered.

# Pharmacy Benefits

Regardless of which medical plan you select, you have access to comprehensive prescription drug coverage with convenient retail and mail order supply options.

CVS Caremark administers our Aetna pharmacy plan with 60,000+ pharmacy locations nationwide. Visit [Caremark.com](https://www.caremark.com) for a full listing of covered prescriptions and pharmacy locations near you.

CVS partners with GoodRx to automatically match the lowest price for your nonspecialty generic prescription drugs. CVS also partners with PrudentRx to offer specialty medications at no cost for the Core and Premium PPO plans. **Note:** PrudentRx is not available for the HDHP Plus or Kaiser plans. If you have a specialty medication, you will continue to pay 20% coinsurance after deductible.

CVS partners with Scripta, a free prescription savings app that helps find lower-cost equivalent medications — empowering you to make informed choices with your doctor and save money.

Kaiser administers its own pharmacy plan.

		CORE PPO	HDHP PLUS	PREMIUM PPO	KAISER
<b>Retail</b> (up to a 30-day supply)	Generic	\$15 copay	10% coinsurance, after deductible	\$10 copay	\$10 copay
	Preferred Brand	\$50 copay	20% coinsurance, after deductible	20% coinsurance, after deductible	\$35 copay
	Nonpreferred Brand	\$100 copay	30% coinsurance, after deductible	30% coinsurance, after deductible	\$35 copay
	Specialty	\$0 copay once enrolled in PrudentRx (otherwise 40% coinsurance, after deductible)	20% coinsurance, after deductible	\$0 copay once enrolled in PrudentRx (otherwise 30% coinsurance, after deductible)	20% coinsurance (up to \$150 per Rx)
<b>Mail Order</b> (up to a 90-day supply)	Generic	\$30 copay	10% coinsurance, after deductible	\$25 copay	\$20 copay
	Preferred Brand	\$100 copay	20% coinsurance, after deductible	\$90 copay	\$70 copay
	Nonpreferred Brand	\$200 copay	30% coinsurance, after deductible	\$125 copay	\$70 copay



## Know All Your Numbers: Physical Health

When you enroll in an Aetna medical plan, you unlock access to innovative programs to support you and your family. Remember, preventive care with an in-network provider is always covered. The Know All Your Numbers program expands beyond preventive care to include overall physical, mental and financial health.

### Know All Your Numbers for your overall physical, financial and mental health.

- **Hinge Health** offers at-home physical therapy with high-end wearables and app-based exercises guided by your personal care team. This service is free under all three Aetna plans. Visit [HingeHealth.com/for/Cox](https://HingeHealth.com/for/Cox) for more information.
- **Oshi Health** is a virtual digestive health clinic offering unlimited access to gastroenterologists, registered dietitians, behavioral health specialists, educational materials and more. Oshi Health helps to diagnose and treat digestive conditions, and works with patients to achieve symptom control. This service is free under all three Aetna plans. Visit [OshiHealth.com/Cox](https://OshiHealth.com/Cox) to get started.
- **Gennev** virtual menopause clinic provides treatment for menopause discomfort, including prescription, nutrition and lifestyle solutions. Deductible and copays apply. To get started, visit [Gennev.com](https://Gennev.com).
- **Teladoc** lets you schedule a phone or video visit with a board-certified doctor 24/7 for non-emergency conditions (such as sinus infections and the flu), dermatology and mental health visits. This service is free under all three Aetna plans. Visit [Teladoc.com/Aetna](https://Teladoc.com/Aetna) or download the Teladoc app to get started.
- **Teladoc Health** helps you manage chronic illnesses, including diabetes, prediabetes, weight and cardiovascular health. This service is free under all three Aetna plans. Visit [TeladocHealth.com](https://TeladocHealth.com) for more information.
- **Milk Stork** is a free breast milk shipping service for moms traveling for work. Available to employees and spouses/partners on a Cox Medical Plan through Aetna who are traveling for work. Visit [MilkStork.com/Cox](https://MilkStork.com/Cox) for more information.
- **Progyny** (fertility) helps employees regardless of gender or marital status grow their family when enrolled in a Cox Medical Plan through Aetna. Call **833-281-0087** to talk to a Progyny patient care advocate. Deductible and copays apply.

### These benefits are available to all Cox employees, including those not enrolled in a Cox medical plan.

- **Fitness On Demand** offers all Cox employees a free subscription to its virtual fitness platform. Choose from hundreds of digital fitness workouts. The wide range of options include high-intensity interval training (HIIT), spin, core strengthening, Tabata, cycling, Pilates, yoga, dance and more. Visit [Cox Impact Groups](https://CoxImpactGroups.com) for instructions on how to sign up.
- **Cox Fitness Centers** offer a variety of services, including live and recorded virtual fitness classes, workshops and seminars, team fitness challenges and one-on-one health coaching sessions. Visit the [Cox Fitness Centers blog post on Cox Impact Groups](https://CoxFitnessCenters.com) to learn more.

# Dental Plans & Premiums

To help keep your pearly whites healthy, Cox offers two Aetna PPO/PDN dental network options. Visit [CoxEnterprises.com/Benefits](https://CoxEnterprises.com/Benefits) for more information on your dental benefits. No login required.

The **SCHEDULE (BASIC)** plan pays the cost of eligible expenses based on the set fee schedule found in the Healthcare Summary Plan Description (SPD). If your dentist charges more than the plan schedule allows, you pay the difference. The plan is designed to cover your basic dental needs and does not include orthodontia.

The **COMPREHENSIVE** plan pays a percentage of most recognized charges after you meet your deductible. Additionally, the Comprehensive Plan includes orthodontia coverage for children and adults.

The SCHEDULE (BASIC) plan and the COMPREHENSIVE plan premiums are shown per pay period (biweekly).

PLAN FEATURE	SCHEDULE (BASIC)	COMPREHENSIVE
Annual Deductible (same for both plans)	\$50 per person \$150 per family	\$50 per person \$150 per family
PLAN MAXIMUM	THE PLAN PAYS	THE PLAN PAYS
Annual maximum benefit	\$1,000 per person	\$2,000 per person
Orthodontia lifetime maximum	Not covered	\$2,000 per person
COVERED SERVICES	THE PLAN PAYS	THE PLAN PAYS
Annual maximum benefit	Fixed fee, no deductible	100% of R&C, <sup>1</sup> no deductible
Orthodontia lifetime maximum	Fixed fee, after deductible	80% of R&C, <sup>1</sup> after deductible
Prosthetic care	Fixed fee, after deductible	60% of R&C, <sup>1</sup> after deductible
Orthodontic services	Not covered	50% of R&C, <sup>1</sup> no deductible

	SCHEDULE (BASIC)	COMPREHENSIVE
EE Only	\$3.44	\$16.30
EE + Spouse/DP <sup>2</sup>	\$6.87	\$22.08
EE + Child(ren)	\$7.90	\$22.08
EE + Family <sup>2</sup>	\$11.68	\$28.00

**Please note:** If you are enrolled in the Kaiser Medical Plan, it does not cover oral surgery. In most cases, oral surgery (e.g., removal of impacted wisdom teeth) is considered a form of medical surgery and is covered under the Cox Medical Plan through Aetna, not the dental plan.

<sup>1</sup> Based on R&C (Reasonable & Customary) charges. R&C charges are prevailing rates that similar providers in the area charge for that service.

<sup>2</sup> Coverage for domestic partners is offered post-tax. Cox's contribution is also considered taxable earnings by the IRS.

# Pretax Accounts

Pretax accounts help you save money on taxes and pay for qualifying health, dependent day care and commuting expenses. See which option is right for you; visit [CoxEnterprises.com/Benefits](https://CoxEnterprises.com/Benefits) to learn more.

## HEALTHCARE FLEXIBLE SPENDING ACCOUNT (FSA)

Contribute up to \$3,300 annually to pay for eligible healthcare expenses, like office visit copays. Up to \$680 of your unused funds will automatically roll over from 2026 to 2027. You don't have to be enrolled in a Cox Medical Plan to participate. However, you can't enroll in a Healthcare FSA if you enroll in the HDHP Plus plan. You would instead use a Health Savings Account (HSA).

## DEPENDENT CARE FSA

Contribute up to \$7,500\* annually to pay for eligible child day care expenses or adult day care for an elderly parent. Please note that if you do not use all the funds by the end of the year, or if you leave the company, these funds will be forfeited.

## COMMUTER ACCOUNTS

Cox employees may contribute up to \$3,900 pretax annually into parking and/or transit accounts to pay expenses incurred while traveling to/from work. Eligible expenses include buses, trains, subways, ferries and vanpools, as well as parking at your place of employment or a location from which you commute to/from work.

# HDHP Plus Plan? Don't Forget Your Tax-Saving Companion, the Health Savings Account (HSA)

If you plan to enroll in the HDHP Plus plan, don't forget to select the HSA. An HSA lets you put aside pretax dollars to pay for qualifying medical expenses. Cox will contribute up to \$1,000<sup>1</sup> annually into your account. If you're 55 years or older, you can contribute an additional \$1,000. The balance automatically rolls over each year. Remember, you must enroll in the HSA each year to get the Cox employer contribution. Your funds can be invested or saved for retirement. Learn more at [My.Optum.com/Cox](https://My.Optum.com/Cox).

	IRS MAXIMUM ALLOWED CONTRIBUTION	LESS COX ANNUAL CONTRIBUTION <sup>1</sup>	YOUR MAXIMUM CONTRIBUTION
EE Only or EE + DP <sup>2</sup>	\$4,400	\$500	\$3,900
EE + Spouse	\$8,750	\$850	\$7,900
EE + Child(ren)	\$8,750	\$850	\$7,900
EE + Family <sup>2</sup>	\$8,750	\$1,000	\$7,750

\* The IRS requires Cox to tax Dependent Care FSA contributions above a certain amount for highly compensated employees. In 2025, a highly compensated employee is defined as anyone earning more than \$160,000 annually. The taxable amount varies each year (in 2025, the threshold for highly compensated employees was \$2,069.14 in contributions) and was set by the IRS based on an analysis of our employee population and account contributions. You will be notified in 2026 if you are impacted.

<sup>1</sup> To receive the Cox contribution, you must make a minimum election of \$0. The Cox contribution is prorated per paycheck.

<sup>2</sup> Per IRS guidelines, HSA funds cannot be used for domestic partner expenses.

# Vision Plan & Premiums

Enroll in our vision plan through VSP and visit **VSP.com** to find a VSP Advantage network provider.

EVERY CALENDAR YEAR		VISION BIWEEKLY PREMIUMS	
<b>EYE EXAM</b>	<ul style="list-style-type: none"> <li>No charge when using a Premier provider in the VSP Advantage network</li> <li>\$10 copay when using any other in-network provider</li> </ul>	<b>EMPLOYEE ONLY</b>	\$3.75
<b>GLASSES</b>	<ul style="list-style-type: none"> <li>\$20 copay for lenses and frames; up to \$200 allowance for frames</li> <li>Frame allowance can be used for nonprescription sunglasses and blue-light-filtering glasses or contacts</li> </ul>	<b>EMPLOYEE + SPOUSE/DP<sup>1</sup></b>	\$5.00
<b>CONTACTS</b>	<ul style="list-style-type: none"> <li>Up to \$150 allowance for contact lens exams and contacts</li> </ul>	<b>EMPLOYEE + CHILD(REN)</b>	\$6.00
		<b>EMPLOYEE + FAMILY<sup>1</sup></b>	\$9.25

## Home, Pet, Auto & Identity Theft Insurance

You can enroll anytime in discounted insurance coverage to protect your home, cars, pets — even your identity. The Allstate Identity Protection Pro plan also includes discounted rates for Bark, a family digital safety app that helps you protect your children's online lives, as well as ad-blocking through Anonymo Labs, robocall blocking through Nomorobo and access to an Elder Fraud Center.

Learn more and enroll at **CoxAddedBenefits.com**.



<sup>1</sup> Coverage for domestic partners is offered post-tax.

# Life & Long-Term Disability

We offer you a basic level of life and long-term disability insurance at no cost through MetLife. You can choose to purchase additional insurance for you and your dependents to supplement this coverage.

When you elect employee and/or dependent life insurance, an equal amount of accidental death and dismemberment coverage is automatically included. This coverage provides additional benefits for injuries or death due to an accident.

## Supplemental Insurance

Visit [CoxEnterprises.com/Benefits](https://CoxEnterprises.com/Benefits) to review your supplemental insurance options to help offset the cost of accidental injury, serious illness or a hospital stay. These benefits are paid directly to you to help you cover expenses.

## Know All Your Numbers: Mental Health

Take control of your mental well-being with comprehensive programs to support you and your loved ones.

- **Resources for Living** offers eight free counseling sessions per topic, per year — available face-to-face, via chat, email or video — for you, your household members and dependents up to age 26. Free in-the-moment, single-session phone consultations are also available and do not count toward the eight sessions. You can also access work-life resources and professional services for legal and financial advice. Learn more at [ResourcesForLiving.com](https://ResourcesForLiving.com) (username: Cox; access code: RFL) or call 888-265-1782.
- **Calm** offers guided meditation, calming sounds, ambient music, sleep stories, Calm for kids and more. Claim a free membership for you and up to five friends or family members over the age of 16. Learn more at [InsideCox.com/MentalHealth](https://InsideCox.com/MentalHealth).
- **Wellness forums** are virtual group discussions guided by a licensed professional and designed to help you manage a wide range of emotions. Check out the schedule on the Wellness group on **Cox Impact Groups**.
- **Teladoc** is available at no cost to members of the three Aetna medical plans to talk to a mental health professional via web, phone or mobile app. Visit [Teladoc.com/Aetna](https://Teladoc.com/Aetna) or download the Teladoc app to get started.

Visit [CoxImpact.com](https://CoxImpact.com) to explore and register for wellness events happening throughout the year.



## Cox Employee Relief Fund

Twenty years after CERF was founded to help victims of Hurricane Katrina, the program remains a lifeline for employees and their families when unexpected expenses arise from:

- Illness or injury
- Loss of a family member
- Natural disaster
- Unemployment of a spouse or domestic partner
- Sale or foreclosure of a home being rented as a primary residence

### YOUR DOLLAR MAKES A DIFFERENCE.

Donating as little as \$1 per pay period will contribute to the greater good of the Cox community. It's easy to do while you're in Workday. Click **Menu > Benefits and Pay > Pay > Voluntary Deductions**. Add a deduction for the Cox Employee Relief Fund. The deduction will take effect on the next payroll.



### SUPPORT THE FUTURE OF CERF BY DONATING NOW.

You can also make a one-time credit card payment, or designate your Spark, Amplifi or PROPS reward points. Scan the QR code to donate your way at [CoxRelief.com/Donate](https://CoxRelief.com/Donate).

## Know All Your Numbers: Financial Health

Cox offers free resources to help you reach your financial goals. Gauge your retirement readiness at **Vanguard.com**; take advantage of money management tools through My Money 101 by Truist Momentum; or get counseling on saving, budgeting or getting out of debt at no cost through Resources for Living.

You can also create a custom student debt reduction plan and save for the future using Candidly through Vanguard, or take advantage of discounted home, pet, auto and identity theft insurance at **CoxAddedBenefits.com**.

Learn more on **InsideCox.com > My HR > Time and Money > Financial education and counseling**.

Workforce Edge, Cox's tuition assistance program, offers an expanded network of schools and an enhanced experience for browsing programs, checking eligibility, enrolling and getting reimbursed for completed courses. Learn more at **InsideCox.com/Tuition**.



# Retirement Benefits

## COX 401(K) PLAN

To help you save for retirement, we offer the Cox 401(k) Plan with a company matching contribution and investment options through Vanguard. The matching provisions described below apply to employees hired after March 31, 2017. If you were hired on or before March 31, 2017, please visit Inside Cox to view your retirement benefits.

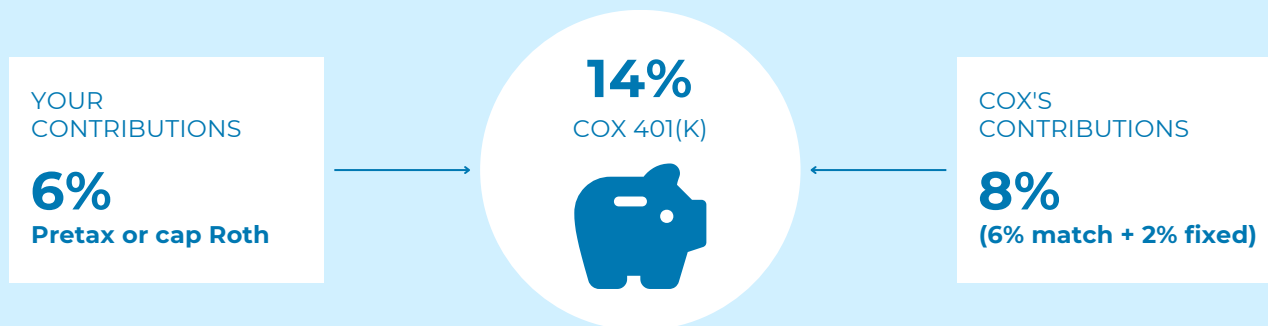
## ELIGIBILITY

Full-time or part-time employees are eligible after 90 days of employment.

## CONTRIBUTIONS

- **You can contribute.** You may choose to contribute from 1% to 75%<sup>1</sup> of your eligible pay to the plan, up to the current IRS annual 401(k) plan limits (\$24,500 in 2026). If you are age 50 or older, your contribution limit is higher to account for catch-up contributions. You also are eligible to make catch-up contributions.<sup>2</sup> You may contribute on a pretax basis, a Roth basis (post-tax) or a combination of the two. The IRS limits apply to your combined pretax and Roth contributions but do not include any company match.
- **The company matches your contributions.** For every dollar you contribute to the Cox 401(k) Plan, up to 6% of your eligible pay, Cox will contribute a dollar. Your Cox matching dollars will be invested in the same Vanguard funds you choose for your contributions. You are vested in, or own, Cox's matching dollars immediately.
- **Cox contributes an additional 2% of your eligible pay into your account,** regardless of whether you choose to contribute to the plan or not. You are vested in this contribution after working at least 1,000 hours in three calendar years.

### EXAMPLE



## AUTOMATIC ENROLLMENT

If you take no action to elect or opt out of the Cox 401(K) Plan, Cox automatically will enroll you at a 6% pretax contribution rate with 1% annual increases. At any time, you may actively elect a different amount or decide not to contribute at all.

## INVESTMENT ADVICE

Vanguard offers two ways to get retirement investment advice. The free Personal Online Advisor tool helps you set goals and get investment recommendations. The Managed Account Program provides ongoing professional management of your investments in the Cox 401(k) cap Plan (fees apply). These tools are available at [Vanguard.com/RetirementPlans](https://Vanguard.com/RetirementPlans).

<sup>1</sup> Some employees may be restricted to a 6% contribution. You will be notified if this provision applies to you.

<sup>2</sup> The IRS changes the maximum annual catch-up contribution amount each year.

# Helpful Resources

<b>COXENTERPRISES.COM</b>	Learn more about your health and wellness benefits	CoxEnterprises.com/Benefits
<b>INSIDE COX</b>	Learn how to use your health and wellness programs and log in to Workday to enroll in your 2026 benefits	InsideCox.com
<b>COX IMPACT</b>	Find opportunities for engagement, such as wellness events, volunteer activities and employee resource groups	CoxImpact.com
<b>AETNA (MEDICAL, DENTAL AND SUPPLEMENTAL BENEFITS)</b>	<ul style="list-style-type: none"> <li>Aetna Health Concierge — get personal help with questions and claim issues</li> <li>Informed Health Line — 24/7 nurse line</li> <li>Aetna Behavioral Health — personal support for more serious health concerns</li> <li>Supplemental benefits (Critical Illness, Accident Insurance and Hospital Indemnity)</li> </ul>	Aetna.com 888-553-3449
	<ul style="list-style-type: none"> <li>Locate an in-network provider and print ID cards</li> <li>Review and download claims information</li> <li>View available Aetna member discounts</li> </ul>	Aetna.com
<b>CALM</b>	App for meditation, ambient music and sleep stories	Calm.com
<b>CVS CAREMARK (PRESCRIPTION DRUGS)</b>	<ul style="list-style-type: none"> <li>Locate in-network pharmacies</li> <li>Prescription drug information</li> <li>Drug cost comparison tool</li> </ul>	Caremark.com 844-254-6829 Caremark app
	<ul style="list-style-type: none"> <li>Scripta</li> <li>Specialty pharmacy information</li> <li>PrudentRx</li> </ul>	Members.ScriptaInsights.com 866-572-7478  CVSSpecialty.com 800-237-2767  PrudentRx.com 800-578-4403
<b>GENNEV</b>	Virtual menopause clinic	Gennev.com 206-895-4292
<b>HINGE HEALTH</b>	At-home physical therapy solution	HingeHealth.com/for/Cox
<b>KAISER</b>	<ul style="list-style-type: none"> <li>Comprehensive information about the Kaiser plan</li> <li>Mail-order prescription drugs</li> </ul>	KP.org 800-464-4000
<b>MERCER (ADDED BENEFITS)</b>	Support and questions for pet insurance, identity theft protection, and home and auto insurance	CoxAddedBenefits.com 855-601-1782
<b>METLIFE (LIFE AND LONG-TERM DISABILITY INSURANCE)</b>	<ul style="list-style-type: none"> <li>Life insurance</li> <li>Long-term disability insurance</li> </ul>	844-MET-4-COX (844-638-4269)
<b>MILK STORK</b>	Breast milk shipping service	MilkStork.com/Cox
<b>OPTUM FINANCIAL (FSA, HSA, COMMUTER)</b>	<ul style="list-style-type: none"> <li>Flexible Spending Account (FSA) questions and claims</li> <li>Health Savings Account (HSA) questions and claims</li> <li>Commuter parking and transit accounts questions and claims</li> </ul>	My.Optum.com/Cox 844-881-4589
<b>OSHI HEALTH</b>	Virtual digestive health clinic	OshiHealth.com/Cox 646-876-8455
<b>PROGYNY</b>	Connect with a patient care advocate to learn more about fertility benefits	833-281-0087
<b>RESOURCES FOR LIVING</b>	<ul style="list-style-type: none"> <li>Professional counseling via phone, text, video or face-to-face</li> <li>Referrals for child day care and adult day care</li> <li>Legal and financial resources</li> </ul>	ResourcesForLiving.com Username: Cox Access code: RFL 888-265-1782
<b>TELADOC HEALTH</b>	Telemedicine appointments for non-emergency care, mental health visits and dermatology	Teladoc.com/Aetna 855-TELADOC (855-835-2362)
	Manage chronic conditions including weight management, diabetes, prediabetes and hypertension	TeladocHealth.com/benefits/cox-ccm 800-945-4355
<b>VSP (VISION)</b>	Find vision care providers in the VSP Advantage network	VSP.com 800-877-7195
<b>VANGUARD</b>	Access your 401(k) and Candidly	Vanguard.com InsideCox.com/Candidly
<b>COX WELLNESS PROGRAMS</b>	See a full listing of all our wellness programs and their eligibility requirements	InsideCox.com/Wellness
<b>WORKFORCE EDGE</b>	<ul style="list-style-type: none"> <li>Tuition assistance</li> <li>Available after six months of employment.</li> </ul>	Cox.WorkforceEdge.com 833-353-0560



**FOR QUESTIONS OR MORE INFORMATION:**

**Cox Enterprises** [Cox.Service-Now.com/ESC](https://Cox.Service-Now.com/ESC)  
**Cox Communications** [Cox.Service-Now.com/ESC](https://Cox.Service-Now.com/ESC)  
or 877-290-MyHR (6947)  
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