

Benefit	Website	Phone
Benefits Office: (eligibility, COBRA, etc.): Zenith American Solutions	edge.zenith-american.com	602-248-8434 or 800-553-2801
Medical: Blue Cross Blue Shield of Arizona	azblue.com	800-232-2345
Telehealth: BlueCare Anywhere	bluecareanywhereaz.com	844-606-1612
Prescription drugs: MedImpact	medimpact.com	833-229-3589
Dental: Delta Dental of Arizona	deltadentalaz.com	800-352-6132, option 1
Vision: VSP	vsp.com	800-877-7195
Employee Assistance Program (EAP): CompPsych	guidanceresources.com	866-365-0801
Life and AD&D: Zenith American Solutions	zenith-american.com	800-553-2801
Short-term disability: Zenith American Solutions	zenith-american.com	800-553-2801
Pension	zenith-american.com	800-553-2801
Defined Contribution [401(k)]	principal.com or zenith-american.com	800-547-7754 800-553-2801

For more information and tips on how to best use your health benefits, read the Benefits Guide. Contact Zenith American Solutions at 602-248-8434 or 800-553-2801 for further assistance, or visit poweringarizonabenefits.com.



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BENEFITS BASICS WINTER 2026

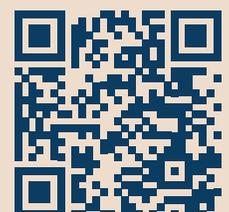
This newsletter is provided for informational purposes only and is not a substitute for professional medical advice. Do not rely on this content as health or personal advice. Always consult your doctor or a qualified health professional with any health-related questions or concerns. Never disregard professional medical advice or delay seeking it because of the information in this newsletter. If you experience a medical emergency, contact your doctor, go to the nearest emergency department, or call 911 immediately. For details about your benefits, please refer to the IBEW Local No. 640 and Arizona Chapter NECA Health and Welfare Trust Fund Plan Booklet, the Defined Benefit Contribution Retirement Plan Rules Booklet, or the Pension Trust Fund Rules Booklet. In cases where the information in this newsletter conflicts with the Health and Welfare Plan Booklet, the Defined Benefit Contribution Plan Booklet, or the Pension Trust Fund Booklet, the terms of the relevant Plan Booklet shall control.

STAY ON TRACK IN 2026

Don't let your retirement goals veer off course. Stay informed about your financial health status by visiting principal.com to review your account's performance and ensure that your future remains secure. Routinely checking in on your 401(k) account is a proactive way to evaluate your investments, consider your retirement goals, and make any adjustments, if necessary, so you can stay on track toward your ideal retirement.

For any questions regarding your 401(k), feel free to contact the Administrative Office at 602-248-8434, or visit zenith-american.com.

You can also visit the dedicated benefits site to learn more about the Defined Contribution plan and to find additional financial tools designed to help prepare you for retirement. Go to poweringarizonabenefits.com, or scan the QR code to get started.



Care Tailored to You

Start the year off with a bang by booking your yearly preventive care appointment! If you haven't already, schedule a visit with your primary care physician (PCP) as soon as possible. Don't have a PCP? No need to fret—you can visit [azblue.com](https://www.azblue.com) and log in to your member account or select **Find a Doctor, Provider, or Facility** under the **For Members** tab to find an in-network provider near you.

The perks of a PCP-patient relationship

A PCP plays a vital role in overseeing your health needs and helping to maintain your overall well-being. They are actively involved in your care and serve as your main health care contact for routine concerns, including annual checkups and preventive screenings. Even if you only see your doctor once a year for a physical, having a PCP is highly beneficial for your health.

Added advantages of having a PCP who knows you well:

- More likely to notice subtle changes in your health
- Can identify symptoms of depression or other mental health issues better than a doctor who sees you only once and isn't familiar with your usual behavior
- Manages all aspects of your care and acts like a coach to coordinate among different health professionals, reducing duplicate tests, minimizing appointments, and improving health outcomes
- Monitors your medications, checks for potential drug interactions, and ensures that you follow up on critical appointments

Having a PCP offers significant advantages, so if you **don't** have one yet, it's worth considering adding one to your health care lineup!



New! Safety Vision Benefit

Effective January 1, 2026, as an active employee, you'll now have access to VSP's ProTec Safety Plan that allows you to put your safety first without breaking your budget. This newly added benefit provides coverage for prescription lenses and frames that are certified safe for work environments by meeting necessary requirements specified by the American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA). Discounts on comprehensive eye exams and lens enhancements are also available. For more information, visit poweringarizonabenefits.com.

Did You Know?



As a Blue Cross Blue Shield of Arizona (BCBSAZ) member, you have access to discounts on a range of products and services through the Blue365 program. Work on enhancing your lifestyle and staying healthier for less by saving on the following:

- Wearable devices
- Apparel and footwear
- Nationwide gym memberships
- Virtual workout classes
- Exercise equipment and vitamins
- Healthy meal deliveries
- And much more!

Ready to join the Blue365 program? Visit blue365deals.com to register and get started on saving with your favorite vendors by choosing your deal preferences. Once you're signed up, you'll be able to browse and redeem discounts directly through the Blue365 website. And don't forget—future deals, discounts, and healthy living tips will be sent to your email every week, so be on the lookout!

Questions? Email support@blue365deals.com to contact Blue365 directly, or call **855-511-BLUE (2583)** for any additional inquiries or concerns.

New ID Cards Are Coming!



Keep an eye on your mailbox for the arrival of your new Blue Cross Blue Shield of Arizona (BCBSAZ) medical ID card. This updated card features new plan details, including the new group prefix (**S8C**) that health care providers will need to verify your benefits. Physical ID cards with the new group prefix are currently in production. However, if you need your new card sooner, you can access it digitally through your AZ Blue member portal starting January 1.

Once you receive your new ID card, feel free to dispose of your old one and begin using the updated card at your next medical appointment.

Didn't receive a card? Contact the Administrative Office at **602-248-8434** or **800-553-2801** for further assistance.