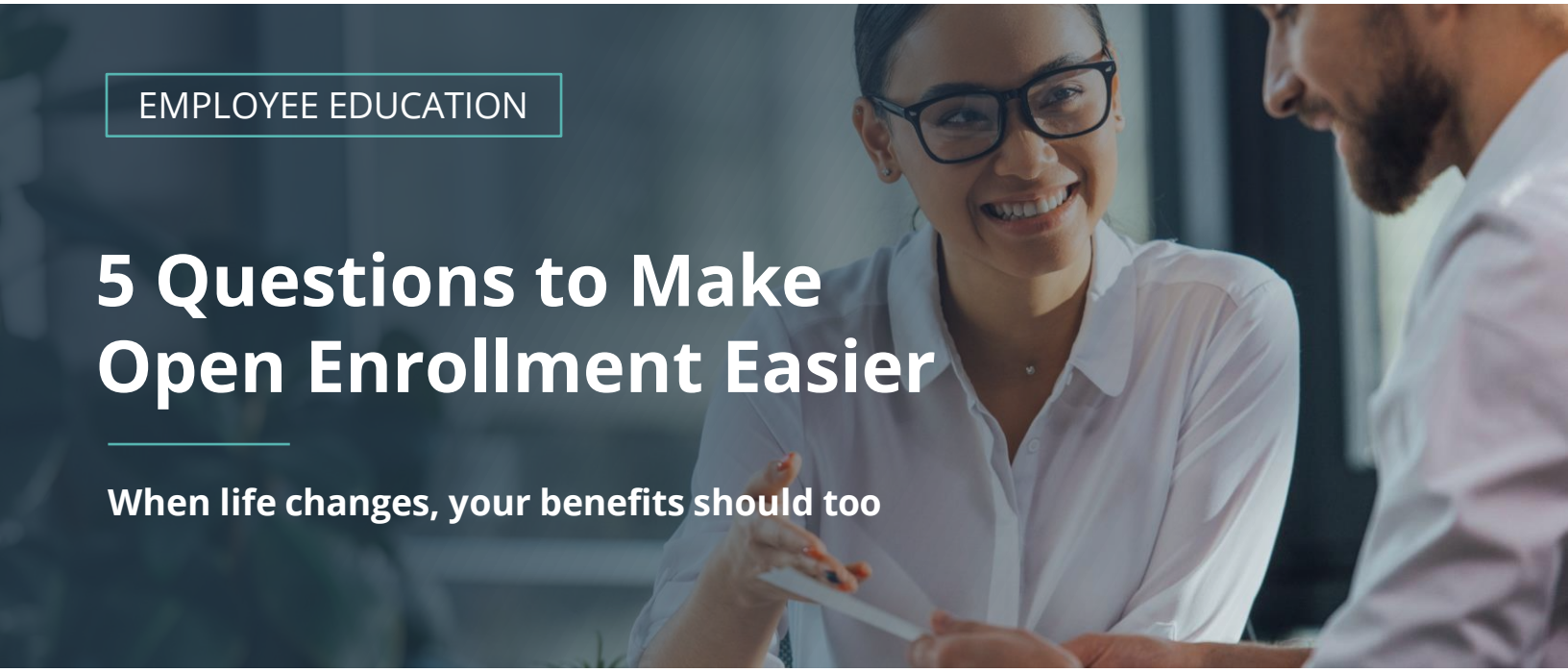
ESL Investment Services℠



EMPLOYEE EDUCATION

5 Questions to Make Open Enrollment Easier

When life changes, your benefits should too

Open enrollment happens during one of the busiest times of the year. The good news is, you can streamline the process by asking yourself a simple question: what has changed since last year?

1. Have your retirement goals changed?

Check your retirement contribution level. At 5%, you're saving $5 for every $100 you earn. If you can, aim for 10%–15%. By saving just a few more dollars each month, it may significantly enhance the way you live during retirement.

2. Have your healthcare needs changed?

Consider the regular services you use (including vision and dental). If you don't use many healthcare services and your plan has options, consider selecting a higher deductible and saving the difference into a short-term emergency fund, which may lead to reduced monthly premiums.

3. Has your situation changed?

Marriage, divorce, birth, death, and other life changes affect how much insurance you may need. These factors also affect the amount of savings you want to set aside for emergencies.

4. Have your beneficiaries changed?

The beneficiaries on your retirement plan and insurance policies are the people who will inherit those assets. Make sure the right people are named. This is often overlooked but can be one of the best uses of 15 minutes to confirm the correct beneficiaries.

5. Has your personal information changed?

Update your address and contact information. In 2025, almost 32 million 401(k) plan accounts worth about $2.1 trillion were left behind by workers.[1] Make sure your plan provider can reach you about your account.

A lot can change in a year, and your benefits should reflect those changes.

[1] Capitalize. "The True Cost of Forgotten 401(k) Accounts." Capitalize. Sept. 30, 2025.



Feeling uncertain about benefits?
You're not alone.

86%

OF EMPLOYEES FIND EMPLOYEE BENEFITS CONFUSING[2]

If you're one of them, a conversation with a financial professional can help you answer important questions and choose benefits that fit your financial situation.

- Am I saving enough for retirement?
- Do I need life and disability insurance?
- What are the differences between types of health plans?
- How do I lower my costs?
- How much should I have in emergency savings?

Set financial goals for the year ahead

Since you're already thinking about your money and the future, open enrollment is a good time to set financial goals. Your goals don't have to be big. Do you want to spend less? Reduce debt? Save more for the future? Fund an emergency savings account? Or do something else? Once you decide, take action to make it happen.

Before open enrollment ends, take a few minutes to review the available benefits and make choices that fit your financial goals. If you need help, please get in touch.

ESL Investment Services℠

Employer-Sponsored Retirement Plans Team

ESL Investment Services
225 Chestnut St.
Rochester, NY 14604

585.339.4343
retirementplans@is.esl.org
www.esl.org/wealth/investment-services

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[1] Businessolver. "New Data: Benefits Costs are 'Unsustainable,' But Some Employers Are Saving $3 Million Annually with AI and Decision Support." Businessolver. March 11, 2025.

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