

2026 MEDICAL PLAN COMPARISON

PLAN 1: PPO

Lower deductibles & out-of-pocket maximums

Higher monthly premiums

Each family member must meet their own deductible

Separate out-of-pocket maximum
for the prescription plan

Health Reimbursement Arrangement (HRA) included:

Only Grande contributes to this account

Associates have the option to enroll in a

Health Flexible Spending Account (FSA)

- Associates can set pre-tax money aside from their paycheck for medical, dental, and vision.

PLAN 2: HDHP

Higher deductibles & out-of-pocket maximums

Lower monthly premiums

Deductible can be met by one family member,
or a combination of multiple

Prescription costs are integrated with
medical costs, including deductible

Option to enroll in: Health Savings Account (HSA)

- Grande Contributes to this account
- Associates can set pre-tax money aside from their paycheck to be used for medical, dental, and vision expenses.
- The account rolls over each year and will stay with the Associate even if they drop the HDHP or leave Grande.

Limited Purpose Flexible Spending Account (FSA)

- Associates can set pre-tax money aside from their paycheck for medical, dental, and vision.



STILL NOT SURE WHICH PLAN TO CHOOSE?

Utilize the PLANSelect decision making tool to match a medical plan to your lifestyle. Associates can fill out a brief survey to estimate premiums and medical expenses for each plan. Scan the QR code to get started!