

Ulta Beauty Benefits



What's New for 2026-2027

Key Plan Changes

- **Dependent verification** required for all enrolled dependents. Submit documentation in bswift to confirm eligibility.
- **Spousal surcharge:** \$100/month if covering a spouse who has access to employer-sponsored coverage elsewhere.
- **GLP-1 and weight loss drug coverage update:** GLP-1 and other weight loss medications are **only covered under the PPO Plus Plan.**
Note: GLP-1 medications for diabetes will continue to be covered on ALL plans.
- **Alternative option:** Associates who do not enroll in the PPO Plus Plan can still access GLP-1 and other weight loss medications through First Stop Health's direct-to-consumer program. FSH primary care visits are no cost, and prescriptions can be filled directly at the associate's expense.
- **Enhanced weight management support:** First Stop Health (FSH) primary care offers no-cost virtual visits for weight loss and medication management. You can connect with wellness specialists, including health coaches and dietitians.

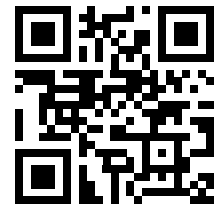
Ways to Save

- **Healthcare FSA rollover:** Unused healthcare flexible spending funds will carry over to the next plan year for eligible health care expenses (first rollover on 9/1/2027), up to the IRS max as long as you continue enrollment in an FSA.
- **Dependent Care FSA increase:** Contribution maximum increasing to **\$6,000**, allowing for greater tax savings.

Your Enrollment Experience

- **Personalized Recommendations:** Get tailored health and wellness suggestions by completing your bswift profile.
- **24/7 support with Emma™ Chat:** Get answers or connect with a live representative anytime.

For more information about all the benefits available to you, visit the Ulta Beauty benefits website at learn.bswift.com/ulta.



Your Benefits. Your Choices.

How to Enroll

Go to ultabenefits.bswift.com or log in on the bswift mobile app:

- **Username:** Associate ID#
- **Password:** Last 4 digits of your Social Security number

Need help?

- Schedule an appointment at go.oncehub.com/ulta
- Visit **Emma Chat** in the bswift enrollment portal
- Submit a benefits question through the **Ulta Beauty People Success Portal** or email AssociateCareandSupport@ulta.com

