



UNS Energy Corporation  
A Fortis Company

## Summary of Material Modifications to the Tucson Electric Power Company Benefits By Design Health Plans Summary Plan Description

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**TO:** Participants and Beneficiaries in the Benefits By Design Health Plans  
**FROM:** Human Resources Department, on behalf of the Plan Administrator  
**DATE:** February 13, 2026  
**RE:** Changes to Dental and Vision Eligibility and Wellness Program HDHP Premium Discount

Note: In the event of any discrepancy between this Summary of Material Modifications and the Summary Plan Description, the provisions of this Summary of Material Modifications will govern.

### **Modifications**

Effective January 1, 2026, important changes to the Benefits by Design Health Plans will go into effect as follows:

1. For Local Union 1116 Gas, the age limit for dependent children covered under the dental plan will increase to 26 years, regardless of student status.
2. For Local Union 1116 Gas, the age limit for dependent children covered under the vision plan will increase to 26 years, regardless of student status.
3. For Local Union 1116 Gas, HDHP plan participants who submit the Physical Exam Verification Form to the Wellness Council of Arizona will receive a \$500 premium discount (increased from \$200) for the 12-month period. Discounts are calculated and issued per pay period at  $\$500 / 26 \text{ pay periods} = \$19.23$  per paycheck.

If you have questions about these changes in benefits, please contact your Plan Administrator at [BenefitServices@tep.com](mailto:BenefitServices@tep.com).

**Please keep this  
Summary of Material Modifications  
with your copy of the  
Summary Plan Description**