



GET READY TO MAKE YOUR 2027 BENEFITS CHOICES!

2027 Annual Benefits Enrollment is October 26 – November 16, 2026

You must enroll by November 16 to have benefits coverage in 2027. If you don't enroll, you will not be able to make changes until the next Annual Enrollment period, unless you have a qualifying life event. Complete your elections in Workday to ensure your 2027 benefits are selected.

<<First>> <<Last>>
<<Address 1>> <<Address 2>>
<<City>>, <<State>> <<Zip>>

WHAT'S NEW FOR 2027

Your Benefits. One Click Away!

We know you're always on the go and need to have your benefits information at your fingertips. That's why we're introducing the Shake Shack Benefits Website, which will be the one place you can go to learn about your Shake Shack benefits. Visit the website at shakeshackbenefits.com or scan the QR code.



New Supplemental Health Plans

We're introducing supplemental health plans to help fill any gaps you may have in medical coverage if you have a critical illness, accidental injury or hospital stay. These optional coverages provide additional financial protection by paying cash benefits directly to you when you have a covered health event. These benefits can help you manage out-of-pocket expenses and provide added peace of mind when you need it most. Note that you do not have to enroll in a Shake Shack medical plan to enroll in a supplemental health plan. Learn more at shakeshackbenefits.com.

Get Live Enrollment Support

We're introducing Prepare Benefits, which provides you live enrollment support that can help you better understand the options available to you during enrollment, so you can choose the best plan for you and your family. Get started by calling **202-753-9444** to talk to a benefits counselor Monday through Friday between 9am and 8pm EST, available starting on October 26.

YOU MUST MAKE ELECTIONS TO ENSURE COVERAGE IN 2027

2027 Benefit Plans	
Benefit	Plan Highlights
Medical (UnitedHealthcare)	High Deductible Health Plan (HDHP) with Health Savings Account (HSA), Basic Plan, Plus Plan, and Premier Plan Preventive care covered 100%
Dental (Cigna)	DPPO, DHMO 2 free dental cleanings per year
Vision (EyeMed)	Vision Plan Low exam cost and frame allowance per year

Spending Accounts through WEX		
Account	Eligible Team Members	Eligible Expenses
Health Savings Account (HSA)	Anyone enrolled in the HDHP Medical Plan	Eligible Medical, Dental, and Vision expenses
Healthcare FSA	Anyone not contributing to an HSA	Eligible Medical, Dental, and Vision expenses
Limited Purpose FSA	Anyone contributing to an HSA	Eligible Dental and Vision expenses
Dependent Care FSA	Anyone	Eligible costs of care for child dependents or elder care

Voluntary Life Insurance
You can choose to keep your current Voluntary Life Insurance coverage for yourself, your spouse, or your child, or you can decrease, increase, or enroll in coverage for the first time. Note that if you enroll in coverage for the first time or increase coverage, you may have to provide Evidence of Insurability.