



Julia M. Vander Weele Provides Insight on 2027 Open Enrollment Trends in HR.com

Spencer Fane Kansas City OMP [Julia M. Vander Weele](#) was recently featured in an interview in the *HR.com* article [Four Trends Shaping 2027 Open Enrollment](#).

The article explores the key trends shaping the 2027 open enrollment season as employers respond to rising healthcare costs and evolving employee expectations. Industry leaders discuss strategies such as expanding personalized benefits, leveraging AI, focusing on employee engagement and utilization, and using data to improve healthcare purchasing decisions.

“One of the top trends I see shaping the 2027 open enrollment season is employers’ continued emphasis on creative benefits solutions that attract and retain key talent without substantially increasing employer spending,” Julia said. “Holistic wellness programs and AI tools that personalize the enrollment experience have gained popularity as employers seek to streamline and simplify the process for employees.”

Julia is an employee benefits attorney who also serves as Office Managing Partner of the Spencer Fane Kansas City office. In addition to her leadership at the firm, Julia maintains a full-time legal practice that helps employers and other benefit plan sponsors create and maintain competitive benefits packages that attract and retain talent to help their businesses thrive. Her specific experience in the Employee Benefits Practice group includes managing issues related to the tax code and labor laws related to competitive tax-favored benefit packages that shield leadership from personal liability.

Read the full article [here](#).