

BORGWARNER

Benefits Enrollment for 2024 Checklist:

Before You Enroll:

- Review the 2024 Highlights Brochure for information about upcoming changes to your 2023 benefits.
- Review the 2024 Medical Plan Comparison to make sure you pick the right plan for you.
 - Watch the Open Enrollment presentation online at: www.Borgwarner.com/Benefits/Ithaca

Enrolling:








- Log in to Workday between November 1st-15th to complete your 2024 enrollment.
 - You can enroll using a computer or through Workday's mobile app! Instructions for both methods can be found in this packet.

Remember, benefit enrollments **do not carry over from year to year**. All employees **must** go into Workday and enroll or waive coverage.

Once Enrolled:

- Make sure you earn points towards the 2025 Premium Incentive program if you want the lowest medical plan premium.
 - Going for a preventive exam? Be sure to bring the following with you:
 - Wellness Screening Form: have your provider fill it out and submit to Cigna at bwellnessforms@cigna.com to earn Biometric points.
 - Preventive Letter: show this to your provider so they understand what is needed to earn your point(s).
**Both forms can be found on the BorgWarner Benefits site at www.borgwarner.com/benefits/Ithaca*
- Avoid the \$100 monthly spousal surcharge for 2025 if your spouse is on your plan. Have them complete their two requirements by September 30th, 2024. Your spouse must complete:
 - The Mycigna.com Health Assessment in their own myCigna.com account.
 - An eligible preventive medical visit.

As a reminder, you must earn at least 5 incentive points from the below table to get the lowest medical plan premium for 2024:

Earning 1 Point Each!						
1	2	3	4	5	6	7
						
Complete the online Cigna Health Assessment (HRQ)	Complete one preventive dental cleaning/exam	Achieve a Body Mass Index (BMI) of less than 30 OR: A weight loss of 5% as compared to the last weight recorded with Cigna*	Achieve total cholesterol Ratio Women—Less than 4.4 Men—Less than 5	Achieve a fasting blood sugar of less than 100 mg/dl OR: Achieve a non-fasting blood sugar of less than 140 mg/dl*	Complete an onsite clinic visit OR register with MDLIVE for telehealth services. **	Complete one or more of the following: Preventive annual physical (with your Primary Care Physician or OB/GYN) Preventive colon cancer screening (age 50+) Preventive mammogram (Age 40+) <i>Note: Onsite visits do not qualify for earning a point in this category.</i>

Have questions? Please contact HR Link at hrlink@borgwarner.com or 844-429-5465.