

BORGWARNER

2024 Open Enrollment
ITHACA UNION HIGHLIGHTS BROCHURE

**Benefits for the
Road Ahead**





Welcome to 2024 Open Enrollment Nov. 1-15, 2023

This is your annual opportunity to evaluate your benefits coverage and ensure it will provide the protection and peace of mind you need for the upcoming year. Don't miss out — enroll online through Workday® between Nov. 1 and Nov. 15.

Summary Of Your 2024 Benefits

As a member of BorgWarner's benefits program, you may receive certain benefits automatically (no enrollment required) and have the opportunity to elect coverage for other benefits, as follows:

Benefits You Automatically Receive

(BorgWarner pays the full cost, based on eligibility)

- ✓ Short-Term Disability
- ✓ Basic Long-Term Disability
- ✓ Basic Life Insurance
- ✓ SOS Business Travel Accident and Medical Insurance
- ✓ Employee Assistance Program
- ✓ Wellness Resources
- ✓ Company Retirement Account

Benefits You May Elect or Change During Open Enrollment

(Enroll through Workday®)

- Medical/Prescription Drug (Rx)
- Dental
- Vision
- Health Reimbursement Account (HRA)
- Flexible Spending Accounts (FSAs) (Health Care FSA and Dependent Care FSA)
- Enhanced Long-Term Disability (Optional LTD70)
- Voluntary Critical Illness Insurance

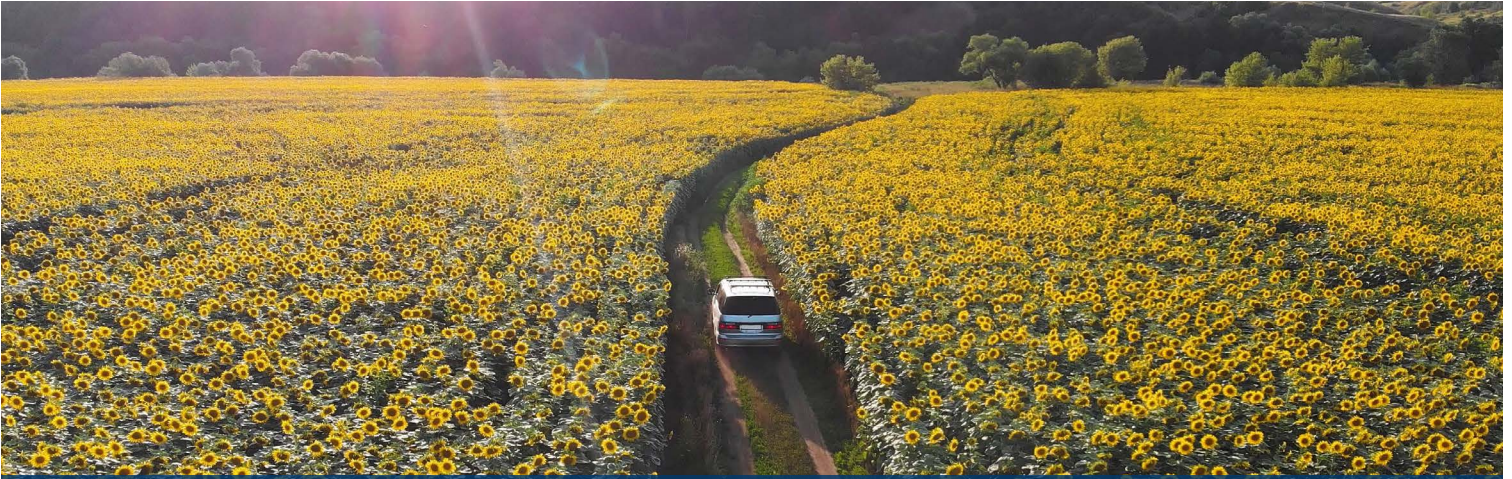
- Optional Life and AD&D
(For you, your spouse and/or your child(ren))

New Process! You must now make these elections during open enrollment (or as a result of a qualifying life event).

Benefits You May Elect or Change at Any Time During the Year

- Retirement Savings Plan (RSP)





DON'T MISS OUT: You MUST Actively Enroll to Have Coverage for 2024

To have benefits coverage for 2024, you **MUST** go through the enrollment process. Your current 2023 coverage **will not** automatically carry forward unless you complete the Open Enrollment event in Workday®.

IMPORTANT: BorgWarner is required by law to automatically enroll you in **default levels of coverage** if you **DO NOT** log into Workday® and complete one or more of the following:



Confirm your current
pre-populated elections.

OR



Make changes to
your elections.

OR



Elect to
waive coverage.

Default coverage provides you with only **minimal coverage**, and your spouse and dependents **WILL NOT** have any coverage.

Your next opportunity to elect coverage is during Open Enrollment in November 2024, with an effective date of Jan. 1, 2025. The exception is if you experience a *qualifying family status change* — such as marriage, birth of a child, divorce, etc. — which allows you to change your benefits outside of Open Enrollment. (See *the 2024 Benefits Reference Guide at borgwarner.com/benefits/ithaca for a specific description of default coverage, and a list of qualifying life events.*)

Mark Your Calendar! Key Dates



Nov. 1-15

Participate in an
enrollment meeting.

Nov. 1-15

Participate in
2024 online
enrollment period.

Jan. 1, 2024

2024 benefit elections are
effective. *You can always
check your coverage by visiting
your Workday® profile and our
vendor partner websites.*

What's New for 2024

(effective Jan. 1, 2024)

Changing Vendors

There are a few changes to our vendor partners:

- **Flexible Spending Accounts (FSAs):** **HealthEquity** will administer the FSAs.
- **Voluntary Critical Illness Insurance:** Changing from Allstate to **MetLife**.
- **Disability and Leaves:** The ReedGroup is now known as **alight**. Same team, same service and same contact information, just a new name.



2024 Employee Monthly Contribution Rates

Medical Coverage

For 2024, you become eligible for the \$0 contribution plan (Choice Health Fund) if you earned five or more wellness points through the Shift Into Better Health Premium Incentive Program between Oct. 1, 2022 and Sept. 30, 2023.

CIGNA CHOICE HEALTH FUND	Your Monthly Contribution	
	Employee	Family
Points earned by Sept. 30, 2023		
0	\$91.92	\$303.30
1-2	\$68.94	\$227.47
3-4	\$45.96	\$151.65
5+	\$0.00	\$0.00

CIGNA CHOICE HEALTH FUND PLUS	Your Monthly Contribution	
	Employee	Family
Points earned by Sept. 30, 2023		
0	\$164.27	\$399.77
1-2	\$141.29	\$323.95
3-4	\$118.31	\$248.13
5+	\$72.35	\$96.48

Same as 2023 Dental and Vision Coverage

Your Monthly Contribution Levels	Employee =	\$19
	Employee + 1 =	\$32
	Family =	\$32

Monthly Spousal Surcharge

When enrolling a spouse in your health plan, there is a \$100 monthly surcharge. To avoid this surcharge, spouses may complete two voluntary actions each year before September 30:

- 1 **Complete the online Cigna HRQ once annually**
 - If new to a BorgWarner medical plan in 2023, deadline is Feb. 28, 2024, to avoid the surcharge for 2024.
- 2 **Complete one or more eligible preventive medical visit annually:**
 - Preventive annual physical (with Primary Care Physician or OB/GYN)
 - Preventive colon cancer screening (age 50+)
 - Preventive mammogram (age 40+)

Deadlines And Ground Rules:

- ✓ Both actions will need to be completed by Sept. 30, 2024 to avoid spousal surcharge for 2025.
- ✓ Rule applies to spouses only, not dependent children.
- ✓ Rule does not apply to dental or vision plans.
- ✓ Spouses with BorgWarner secondary medical coverage should submit a Explanation of Benefits (EOB) directly to Cigna via fax: 855.205.5787 or email to BWWellnessforms@cigna.com.

Note: Spouse surcharge actions do not count towards points towards the premium incentive discounts for 2024.

Comparing Your Medical Plan Options

Plan Features At-a-Glance



To see plan features and coverage for other benefits, refer to the Benefits Reference Guide on borgwarner.com/benefits/ithaca.

Feature	Cigna Choice Health Fund		Cigna Choice Health Fund Plus	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Plan Deductible Employee Only / Family	\$1,500/\$3,000	\$3,000/\$6,000	\$1,500/\$3,000	\$3,000/\$6,000
BorgWarner-paid HRA Fund* Employee Only / Family	\$750/\$1,500		\$1,500/\$2,500	
Member Deductible Gap Employee Only / Family (Deductible minus HRA)	\$750/\$1,500	\$2,250/\$4,500	\$0/\$500	\$1500/\$3,500
Coinsurance	Company pays 80% You pay 20%	Company pays 60% You pay 40%	Company pays 80% You pay 20%	Company pays 60% You pay 40%
HRA Medical Out-of-Pocket Maximum Employee Only / Family (HRA money applies to OOPM when used for covered medical claims)	\$3,000/\$6,000	\$6,000/\$12,000	\$3,000/\$6,000	\$6,000/\$12,000
Lifetime Maximum Benefit	Unlimited	Unlimited	Unlimited	Unlimited
HRA Rollover Cap Employee Only / Family	No Limit/Max	No Limit/Max	No Limit/Max	No Limit/Max
Preventive Care	100% after deductible	60% after deductible	100% after deductible	60% after deductible
Office Visit	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Inpatient X-rays, lab tests, home healthcare, hospice	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Independent X-rays and labs	80% after deductible	60% after deductible	80% after deductible	60% after deductible
MRI/PET/CAT scans	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Hospitalization ** (Inpatient, outpatient, X-rays, lab tests, skilled nursing)	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Outpatient Hospice	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Chiropractic	80% after deductible (max. of 12 visits/year)	60% after deductible (max. of 12 visits/year)	80% after deductible (max. of 12 visits/year)	60% after deductible (max. of 12 visits/year)
Emergency Room	80% after deductible	80% after deductible	80% after deductible	80% after deductible
Ambulance	80% after deductible	80% after deductible	80% after deductible	80% after deductible
Urgent Care	80% after deductible	80% after deductible	80% after deductible	80% after deductible
Mental Health/Substance Abuse	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Telehealth Services	80% after deductible	60% after deductible	80% after deductible	60% after deductible

* The out-of-pocket maximum amounts shown reflect "NET" amounts—after the HRA has been applied. If one member of the Family tier exceeds \$3,500 in medical costs, the Plan pays 100% of all eligible medical expenses for the remainder of the plan year for that member.




** Utilization review required

A Closer Look at Voluntary Critical Illness Benefits

You can't predict the future, but you can plan for it. As part of Open Enrollment, you have the option to purchase Critical Illness Insurance, which offers financial support if you are diagnosed with a qualifying critical illness, such as:

-  heart attack
-  stroke
-  cancer
-  kidney failure
-  organ transplant

Coverage options are available for you, your spouse and dependents as follows:

-  **Employee:**
\$10,000, \$20,000 or \$30,000
-  **Covered Spouse:**
\$10,000 or \$20,000 or \$30,000
-  **Each covered dependent:**
\$5,000, \$10,000, \$15,000 or \$20,000

In addition to the core coverage, this benefit will now automatically include coverage for additional protection at no additional cost. The additional coverage includes:

- Cancer Critical Illness Option
- Critical Illness Reoccurrence Option
- Cancer Critical Illness Reoccurrence Option
- Supplemental Critical Illness Rider
- Skin Cancer Rider



GET STARTED!
To learn more, call a MetLife representative at **1.800.438.6388**




Take Charge of Your Financial Future: Financial Wellness Resource

Open enrollment is the perfect time to think beyond your personal health and consider your financial wellbeing.

And remember, your financial health is about more than just dollars and cents — it's about the peace of mind that comes with knowing you can live and retire on your terms. If you're ready to take charge of your finances, Vanguard's new financial wellness resource can guide you in the right direction.

Why It's Worth Looking Into

Vanguard's financial wellness resource can help you:

-  Take control of your finances.
-  Prepare for the unexpected.
-  Make progress toward your goals.



Whenever you invest, there's a chance you could lose the money.
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DON'T WORRY

Your information is between only you and Vanguard. It won't be shared with anyone — including BorgWarner.

TAKE CHARGE TODAY!

Make your financial health a priority. See how Vanguard can help.

Go to vanguard.com/financialwellness and tell Vanguard about your financial goals. With simple, supportive and personalized tools and information, you'll get a step-by-step guide to help you improve your financial situation.

Not registered with an online account yet? Take a few minutes right now to set up your account at vanguard.com/register.



Get on the Road to Better Mental Health


Life can be stressful — whether it’s coping with one’s own daily demands or feeling the weight of current economic, financial and political realities. If you and your family members are feeling stress or experiencing any type of mental health concerns, BorgWarner is ready to support you.

As a reminder, to meet the rising demand for mental health care, BorgWarner has added several virtual care options to your medical plan to make it easier to get help. All these services offer quality care at an affordable cost.

GET STARTED! Visit myCigna.com or the myCigna® App, or call Cigna at 1-800-237-2904.

When it comes to life’s challenges, you’re not alone.

Learn more about all the emotional wellbeing resources available to you by scanning this QR code with your smartphone.

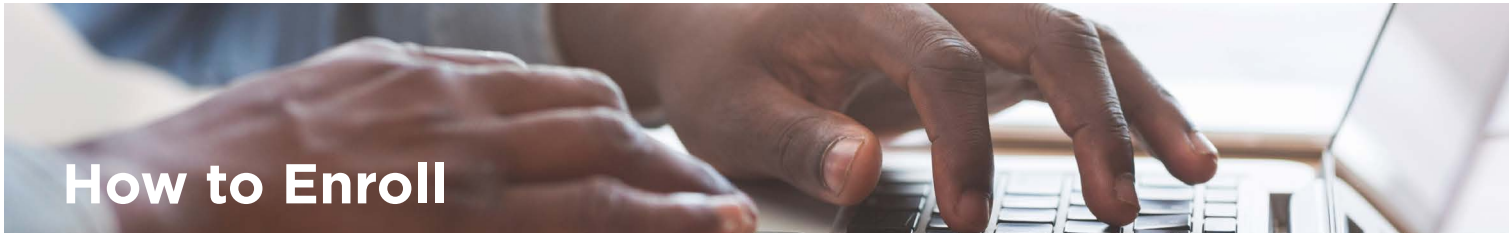


SCAN ME

Find the support you need.

This chart can help you compare all your options and find the resource that will best meet your needs.

ISSUE/CONCERN	EAP	VIRTUAL CARE	GINGER	TALKSPACE	MAP	NOCD	MDLIVE
Stress/Anxiety/Depression	x	x	x	x			x
Obsessive-compulsive disorder	x	x	x	x		x	x
Substance use	x	x			x		x
Family and relationships	x	x	x	x			x
Other mental health issues	x	x	x	x			x
TYPE OF CARE	EAP	VIRTUAL CARE	GINGER	TALKSPACE	MAP	NOCD	MDLIVE
Counseling	x	x	x	x		x	x
Prescription medications	x	x	x				x
Health Coaching			x				x
Peer Support					x		
24/7 availability	x		x		x		



How to Enroll

1 LOG IN TO THE ENROLLMENT SITE

- Visit borgwarner.com/benefits/ithaca.
- Under the **U.S. Benefits page**, scroll down and click the Workday® link.
- If you have a BorgWarner email address, you can access the enrollment site through the Single Sign-On option, otherwise, log in using your Workday® password. (If you forgot your password, please click the *Forgot Password* link to reset it.)

2 CHOOSE YOUR 2024 ELECTIONS

- Click on “Inbox” at the top right or middle of the Workday® landing page.
- To begin the 2024 enrollment process, select “Open Enrollment Change”.
- Follow the prompts on screen to guide you through the enrollment process.

3 CONFIRM YOUR BENEFIT AND DEPENDENT ELECTIONS

- Carefully review your benefit elections and dependent coverage before electronically signing.
- Be sure each dependent is added to each appropriate benefit plan to ensure they have the intended plan coverage.
- Check your confirmation statement to be sure it matches your expected elections.

Need Mobile Enrollment Instructions?

Scan the QR code below with your smartphone, or visit borgwarner.com/benefits/ithaca, scroll down to the Benefit Enrollment Materials section and click the Workday® OE Instructions link.



REMINDER!

Annual elections cannot be changed after midnight on Nov. 15.

Enrollment Reminders



Your 2023 election will not be populated in Workday® for you **if your premium points have changed between 2023 and 2024.**



Make sure to **designate or update your beneficiaries** for Life Insurances and the Retirement Savings Plans through each vendor’s website.



If adding a dependent for the first time, be sure to **submit the required dependent verification documentation** by Dec. 31, 2023, to HR Link at the contact information shown on the next page.

About this Brochure: This 2024 Benefits Open Enrollment Highlights Brochure serves as a Summary of Materials Modification (SMM) for the BorgWarner Flexible Benefits Plan. Changes are effective Jan. 1, 2024. Details of these plans and programs can be found in the 2024 Benefits Reference Guide and the Summary Plan Descriptions, available online at: borgwarner.com/benefits. This document is a summary of your benefits and does not create a contract of employment between BorgWarner and any employee.

Benefits Information Is Just a Click Away borgwarner.com/benefits/ithaca

Whether you are at work or home, check out our employee benefits website to:

- Access enrollment materials, wellness forms and various notices.
- Learn about your benefits and how they work.
- Find out how the Cigna Personal Health Team can support you and your family.
- Access Workday® to enroll and manage your benefits.
- And more...

Have questions or need printed copies of materials?

Please contact HR Link.



1-844-429-5465



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