

Benefits Enrollment for 2025 Checklist:

Before You Enroll:

- ▶ Review the 2025 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 Businessolver between November 1st -15th to complete your 2025 enrollment.
 1. Two ways to access the BorgWarner Benefits Hub:
 1. Log in to Workday and click on the **BorgWarner Benefits badge**.
 2. Register your account at **www.borgwarnerbenefits.com**:
 - Enter your Social Security number, date of birth, and answer a few security questions.
 - The case-sensitive Company Key is **borgwarner**.
 - Once registered, **log in** using your **User Name** and **Password**.
 - ▶ Items to have ready to enroll:
 1. Email address ready to complete enrollment
 2. Beneficiary information
 3. If adding a dependent for the first time, be sure to submit the required dependent verification documentation by November 30, 2024.
 - This can be a scanned copy or photo of the documents
 4. If you make changes to your life or AD&D insurance, you may be required to complete evidence of insurability—be sure to review all necessary actions at the end of enrollment.

Remember, benefit enrollments **do not carry over from year to year**. All employees must enroll or waive coverage through the BorgWarner Benefits Hub.

Once Enrolled:

- ▶ If you want the lowest medical plan premium, earn points toward the 2026 Premium Incentive program.
 1. Going for a preventive exam? Be sure to bring the following with you:
 - Wellness Screening Form: have your provider fill it out and submit it 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

As a reminder, you must earn at least 5 incentive points from the below table to get the lowest medical plan premium for 2026:

1	2	3	4	5	6	7
Complete the online Cigna Health Risk Questionnaire (HRQ)	Complete one 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 a cholesterol ratio** of: <ul style="list-style-type: none">• Women: Less than 4.4• Men: Less than 5	Achieve a fasting blood sugar of less than 100 mg/dl OR 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 care activities to earn a total of one point: <ul style="list-style-type: none">• Annual physical• Well-woman exam• Colon cancer screening (age 45+)• Mammogram (age 40+)

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