

# spark Wellness

## U.S. Time Off Programs



### The Flash

#### overview

BorgWarner encourages its employees to take a break from work, refuel and spend time pursuing interests and family. Go to the Supporting Families section of [BorgWarner.com/benefits](http://BorgWarner.com/benefits) under Social Wellness for program details:

- Vacation
- Casual (Sick) Absence
- Personal Leave
- Vacation Purchase
- Leaves of Absence
- & more...

### Ignite

#### what this means for you

You will find that the combination of BorgWarner's vacation, holiday, casual absence, and leave of absence programs exceed the total paid time available under legacy Delphi programs.

Vacation allotment will increase each January 1 under the following schedule:

Years of Completed Service During the Calendar Year	Total Vacation Days per year
1 year thru 4 years	10
5 years thru 9 years	15
10 years thru 24 years	20
25 years or more	25

On January 1, if your vacation allotment is above the schedule above, it will be maintained. If your vacation allotment is below, it will increase to the schedule above. Unused time cannot be carried over to the next year.

### The Shine

#### a look into the future

The Vacation, DTO, and leave of absence programs at Delphi end on December 31, 2020. Effective January 1, 2021 all BorgWarner time off programs replace the programs previously sponsored by Delphi Technologies.

### Blaze

#### your plan to action

- Review the programs available to you on the website

[BorgWarner.com/Benefits/Social-Wellness](http://BorgWarner.com/Benefits/Social-Wellness)

- Discuss your time off questions with local HR team
- Request time off through your manager for approval

**BURNING QUESTIONS?**

**JUST ASK,**

Your Local HR Team Member