



Benefits Enrollment for 2022 Checklist:

Before You Enroll:

- Review the 2022 Highlights Brochure for information about upcoming changes to your 2022 benefits.
- Review the 2022 Medical Plan Comparison to make sure you pick the right plan for you.
- Attend an Open Enrollment meeting to hear about what's new for 2022 and learn more about the Premium Incentive Points program.
 - o Can't attend a meeting? Check out all the benefits information at: www.Borgwarner.com/Benefits/Ithaca

Enrolling:

- Log in to Workday between November 1st - 15th to complete your 2022 enrollment.
 - o 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 2023 Premium Incentive program if you want the lowest medical plan premium.
 - o 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 bwwellnessforms@cigna.com to earn Biometric points.
 - Preventive Letter: show this to your provider so they have an understanding of 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 2023 if your spouse is on your plan. Have them complete their two requirements by September 30th, 2022. Your spouse must complete:
 - o The Mycigna.com Health Assessment in their own myCigna.com account.
 - o 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 2023:

| Earning 1 Point Each! | | | | | | |
|---|---|---|---|--|--|--|
|  |  |  |  |  |  |  |
| Complete the online Cigna Health Risk Questionnaire (HRQ) | Complete one preventive dental cleaning/exam | Achieve a Body Mass Index of less than 30 OR: A weight loss of 5% as compared to your last weight with Cigna | Achieve Total Cholesterol of less than or equal to 239mg/dl | 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+) Onsite clinic visits are not eligible |
| <p>Alternative to earn points: Enroll and participate in a Cigna telephonic coaching program that is most appropriate for you. There are multiple options available, including Weight Management, Stress Management, Disease Management or Healthy Eating. Call your Cigna Health Advocate at 1-800-237-2904 for the coaching program that's right for you.*</p> | | | | | | |

*If you choose to, you may seek an alternative method through a Cigna Health Advocate at 1-800-237-2904.

** You may only register/earn point one time.

If you have already registered for MDLIVE prior to October 1st, 2020, you can only earn the onsite clinic visit for this category moving forward

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