

CHARGING Forward with the New HSA Saver Medical Plan

BorgWarner recently announced an exciting new medical plan for 2024, called the HSA Saver Medical Plan, which is powered by a Health Savings Account (HSA)—funded by BorgWarner and you. This HSA-based medical plan works differently than our current HRA-based medical plans, so we want to provide you with plenty of time to become familiar with the HSA Saver Medical Plan, what it has to offer and how it works. Over the next few months, we will be sharing a series of educational articles that take a closer look at various aspects of the new medical plan—primarily the HSA component. Our goal is that by the time annual enrollment comes around, you will be able to make an informed decision about which medical plan best meets your needs. We invite you to read the first in a series of upcoming articles.



What Is an HSA and Why Is It Worth Considering?

BorgWarner’s new **HSA Saver Medical Plan** consists of two crucial parts:



Your medical coverage

Cigna Consumer-Driven Health Plan (CDHP)



A personal savings account

BorgWarner and Employee-Funded Health Savings Account (HSA)

The **HSA Saver Medical Plan** provides the quality medical coverage and key features you’ve come to rely on from BorgWarner and Cigna:



Opportunity for \$0 employee contribution



Cigna’s network of quality healthcare providers and facilities



100% coverage for certain in-network preventive care services



Comprehensive medical coverage



Employer funds that help offset your out-of-pocket costs



Financial protection with a built-in safety net to protect you in case of a costly expense

While there are some similarities between the new medical plan and the HRA-based medical plan, the primary difference is that the new plan is paired with a **powerful savings and investment vehicle—the HSA.**

An HSA is a unique, tax-advantaged savings account that can be used to pay for **current** or **future** eligible healthcare expenses:



Healthcare deductibles, copays and coinsurance



Medical expenses



Prescription drugs



Dental expenses



Vision expenses



LEARN MORE: For a complete list of HSA-eligible expenses, go to [Cigna.com/expenses](https://www.cigna.com/expenses).



See how much you could save on taxes by using this easy [HSA calculator](#).

The Power of the HSA: Top 10 Reasons to Consider the HSA

1

Greater control and flexibility

You decide when and how to use the funds, or you can opt to leave the money alone and let it grow over time. Plus, you can change your contribution amount at any time.

2

BorgWarner contributes

BorgWarner will contribute an amount at the beginning of the year for you to use or save.

3

You can contribute

Unlike the HRA, you can contribute personal funds to the HSA—through automatic payroll deductions or through additional deposits whenever you want.

4

No “use it or lose it” rule

Unused funds roll over year after year with no limit—offering the potential of a sizable account balance at the time of retirement.

5

Triple tax advantage

- ✔ Money goes in tax-free
- ✔ Grows tax-free
- ✔ Comes out tax-free (if used for qualifying healthcare expenses)

6

Convenient access

There are many convenient methods to pay for healthcare expenses with your HSA, including:

- ✔ **HSA debit card**—use at point of sale, such as at the pharmacy.
- ✔ **Electronic Fund Transfer (EFT)**—pay with personal funds and reimburse yourself with your HSA funds later.
- ✔ **Online bill pay**—pay your healthcare bill via the HSA online portal with payment sent directly to the doctor or facility.

7

Use for the whole family

You can use the HSA to pay for qualified expenses incurred by you, your spouse and your tax dependents—even if they are not covered under your medical plan.

8

Supercharged growth opportunities

Your account grows tax-free with interest AND once you reach a balance of \$1,000, you have the option to open an HSA investment account to gain additional savings for your future. This can build your savings even faster!

9

You own it

If you change employers or retire, you can take your account with you.

10

Valuable retirement savings tool

The tax advantages, interest and investment features mean the HSA can be a key part of your retirement savings strategy.



Watch for additional articles coming soon about the HSA and all it has to offer. All articles will be posted on the U.S Benefit Pulse page and [Borgwarner.com/benefits](https://www.borgwarner.com/benefits) as they become available.