

It's time to choose **BENEFITS TO LIVE WELL.**

2022 OPEN ENROLLMENT: 11/1/21 – 11/15/21

Visit LIIBenefits.com, **YOUR NEW BENEFITS RESOURCE!**

LIIBenefits.com is your one-stop for all the benefit information, resources and tools available to help you live well and save money. Review your benefit options before you enroll to make the best decisions for you and your family. **Scan the QR code to get started.**

READY TO ENROLL?

Call

BenefitSource at (800) 284-4549,
Monday – Friday, 7 a.m. – 7 p.m. CST

Go online

At Work: [THE LIINK](#) > [PeopleSource](#) > [BenefitSource](#)

At Home: Go to lennox.bswift.com.

Enter your:

- **Username:** Your Employee ID Number found on your paycheck minus the leading zeros
- **Temporary password:** The last four digits of your Social Security number



Visit LIIBenefits.com to:

- Learn about your benefits
- Explore resources and tools
- Connect to provider apps
- Review your contribution rates
- Find contact information

Take Action for 2022!

This is your annual opportunity to make changes to your benefits, add or remove dependents, and choose the coverage you and your family need for 2022.

Be sure to:

- Answer the Tobacco Use and Working Spouse questions to avoid paying surcharges in 2022.
- Re-enroll in the Flexible Spending Accounts (FSAs) to participate in 2022. Your current elections won't carry over.
- Complete Enrollment and view your Confirmation Statement.

DISCOVER

What's New in 2022

LII is pleased to offer you the same great benefits in 2022. We are adding new programs to help you get and stay healthy. Review your 2022 options on [LIIBenefits.com](https://www.LIIBenefits.com) so you can choose the benefits that will keep your family living well.

NEW and Enhanced Medical Programs

When you enroll in an LII medical plan, you can take advantage of these new and enhanced programs:

- Virta Health's proven strategies can help reverse your Type 2 diabetes.
- Your Doctor on Demand benefit will include Virtual Primary Care services.
- SurgeryPlus provides access to the nation's top surgeons at a lower cost.
- Airrosti provides a highly effective alternative to surgery, pain management, and long-term chiropractic or physical therapy treatment programs.

Increase to Medical Contributions

With the cost of health care rising across the nation, we have seen our costs increase as well. While we haven't increased your contributions over the last few years, in 2022, you will see a small increase to your medical contributions.



Explore your benefits, find contact information, and review 2022 rates at [LIIBenefits.com](https://www.LIIBenefits.com).

Cover the RIGHT PEOPLE

You and your dependents are eligible for coverage.
Eligible dependents include:

- Legal spouse*
- Children up to age 26, including natural born, adopted, stepchildren, or a child for whom you or your spouse has received a court order requiring you to provide benefits
- Children age 26 or older if they are medically certified as disabled (prior to age 26) and dependent on you for support

** If your spouse is eligible to participate under another employer's medical plan and you elect to enroll them in the LII medical plan, you will pay an additional \$100 per month for their coverage.*



Did You Know?

You can only change your benefits and covered dependents after enrollment if you have a qualified life event, such as a birth, adoption, or marriage. Changes must be made within 31 days of the event.

Adding a New Dependent?

Remember to submit dependent eligibility verification documentation, such as a marriage license or birth certificate, directly to BenefitSource within 60 days of electing benefits. Your dependent's benefits will not be effective until documentation is received.

Look for Ways to Save

- **Confirm Tobacco Use:** If you or your spouse use tobacco or you don't confirm your tobacco status, you will pay an extra \$150 per person per month.
- **Certify Working Spouse Status:** If you cover your spouse who is eligible for coverage under another employer's plan or don't complete Open Enrollment, you will pay an additional \$100 per month.

Choose Your HEALTH PLANS

LII's comprehensive medical, prescription drug, dental, and vision plans are designed to help you and your family stay healthy throughout the year. To view more information, tools, benefit summaries, and contribution rates, visit LIIBenefits.com.

Medical

LII offers two medical plan options, the **Green Plan** and the **Blue Plan**, administered by UMR. You can use any provider you want, but you will receive the highest level of benefits and **free preventive care** when you use a UnitedHealthcare Choice Plus network provider.

Save Money!

Quantum Care Coordinators can help you:

- Choose the right plan
- Find in-network providers
- Access one-on-one support for certain chronic conditions, including free prescriptions

Call (877) 220-2279

Monday – Friday,
7:30 a.m. – 9:00 p.m. CST

Visit LIIQuantum.com

PLAN FEATURES	GREEN PLAN*		BLUE PLAN*	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (The amount you must pay before the plan will pay for non-preventive care.)				
Individual	\$1,500	\$3,000	\$850	\$1,700
Family	\$4,500	\$9,000	\$2,550	\$5,100
Out-of-Pocket Maximum (The maximum amount you'll pay out of pocket for the plan year.)				
Individual	\$8,150	\$16,300	\$7,600	\$15,200
Family	\$16,300	\$32,600	\$15,200	\$30,400
What You Pay After the Deductible				
Physician Office Visit	20%	40%	20%	40%
Urgent Care				
Hospital Services				
Emergency Services	\$250 + 20% (copay waived if admitted within 24 hours)		\$250 + 20% (copay waived if admitted within 24 hours)	

* This is a summary of your benefits. Visit LIIBenefits.com for more information.

Prescription Drugs

LII medical plan enrollment comes with prescription drug coverage through OptumRx. You can fill your prescriptions at retail pharmacies or through the home delivery program. Using generic drugs (when available) and home delivery can help you save money.

Explore your benefits, find contact information, and review 2022 rates at LIIBenefits.com.

SUPPORT for Your Health

Your LII medical plans include programs that help you achieve optimal health:

- **Virta Health** brings together technology, proven strategies, and a physician-led care team to make reversing Type 2 Diabetes easier — at no cost to you.
- **Doctor on Demand** delivers video access to board-certified physicians anytime, anywhere — right from your mobile device — for only \$30 per visit. In 2022, take advantage of **Virtual Primary Care** services that include in-network referrals, care coordination, and integrated behavioral health care.
- **SurgeryPlus** provides great surgeons and lower prices. Your 20% coinsurance is waived, leaving just the deductible for you to cover.
- **Airrosti** helps you find the root of your pain to provide quick and lasting relief through a combination of conservative manual therapy and personalized at-home rehab exercises. Your care with Airrosti is not subject to the deductible.
- **Grand Rounds** is there when you need an expert medical opinion about a diagnosis or treatment plan. Formerly provided by Teladoc, your second opinion benefit connects you to world-renowned doctors — at no cost to you.
- **Livongo** offers diabetes and hypertension support to help you manage your chronic condition. Receive personalized coaching and supplies when you enroll — at no cost to you.



Choose Well-being with LIIveWell

Your wellness journey matters to LII. That's why we offer a wealth of free health and wellness resources to help you get (or stay!) healthy. The [LIIveWell.com](https://www.liveWell.com) platform includes a health assessment, a Daily Habits program, a Wellness Media Library, lifestyle and condition management programs, and more.

For more information, visit [LIIveWell.com](https://www.liveWell.com), or call (844) 800-2454.

Explore your benefits, find contact information, and review 2022 rates at [LIIBenefits.com](https://www.LIIBenefits.com).

VISION and DENTAL

When you enroll in LII's vision and dental plans, you can visit any provider, but you get savings and convenience when you use an in-network provider.

- Your **vision plan** is provided through EyeMed and includes benefits for a routine eye exam, eyeglasses, and contacts.
- Your **dental plan**, provided through Delta Dental, covers preventive care at no cost to you, to keep your teeth and gums healthy. You also have coverage for basic and major services as well as orthodontia for dependent children.

FLEXIBLE SPENDING Accounts (FSAs)

FSAs can help you save on eligible health care and dependent day care expenses with tax-free dollars.

Health Care FSA

\$2,750 IRS annual maximum

Medical, prescription drug, dental, and vision expenses for yourself and eligible dependents.

Dependent Day Care FSA

\$5,000 IRS annual maximum
(\$2,500 if married but filing taxes separately)

Care for your children under age 13 and elder care expenses for a dependent adult.

Plan Carefully

You can roll over up to \$550 of your Health Care FSA balance to 2023. Unused Dependent Day Care FSA funds will be forfeited after the deadline.

You have until December 31, 2022 to incur expenses, and you must submit expenses for reimbursement by March 31, 2023.

Learn more about the FSAs at [LIIBenefits.com](https://www.LIIBenefits.com).



Explore your benefits, find contact information, and review 2022 rates at [LIIBenefits.com](https://www.LIIBenefits.com).

PROTECT Your Family

LII provides you with Basic Life and AD&D. There are additional benefits you can elect during Open Enrollment to help protect you and your family.

Supplemental Life and AD&D Insurance

You can purchase Supplemental Life* and AD&D Insurance for yourself and Dependent Life for your family.

Disability

Disability benefits replace a portion of your pay if you become sick or injured and can't work for an extended period of time. LII provides Short-Term Disability (STD) coverage through Sedgwick at no cost to you. You can elect to purchase Long-Term Disability* (LTD) coverage through New York Life.

Accident Insurance

Accident Insurance, through **Voya Financial**, pays a cash benefit directly to you if you are injured in a covered accident. You can cover yourself, your spouse, and your dependent children.

** You will need to submit a statement of health form before coverage begins.*



Critical Illness

Critical Illness Insurance, through **Voya Financial**, pays a lump-sum benefit directly to you if you're diagnosed with a covered critical illness such as cancer, a heart attack, or a stroke.

Legal Services Plan

Receive discounted legal services such as document preparation, will and estate planning, family law help, financial and real estate matters, and much more at a low monthly cost.

Get Help When You Need It

LII provides resources that offer support and guidance when you need it most – all at no cost to you.

- **Employee Assistance Program (EAP)** offers confidential support for everyday challenges and more serious problems, and information on current topics. You can receive five free counseling sessions.
- Or try **BetterHelp** virtual therapy, which takes place via text messaging, chat, phone, and video.
- **Calm** is the mental fitness app known for creating content to help you ease anxiety, sleep better, improve focus, and live a happier and healthier life by developing resilience and mental fitness through better sleep, mindfulness, and meditation.

Explore your benefits, find contact information, and review 2022 rates at [LIIBenefits.com](https://www.LIIBenefits.com).



Lennox International Inc.
 2140 Lake Park Blvd
 Richardson, TX 75080

PRSRT FIRST CLASS
 U.S. POSTAGE
 PAID
 Carrollton, TX.
 Permit # 391

**2022 Open Enrollment:
 11/1/21 – 11/15/21**



TWO WAYS TO ENROLL

Call **BenefitSource** at **(800) 284-4549**

Online: At Work: **THE LINK** > PeopleSource > BenefitSource
 At Home: **lennox.bswift.com**