

It's time to choose

LENNOX BENEFITS

2025 Open Enrollment: 11/1/24 – 11/15/24



Welcome To Lennox's 2025 Annual Open Enrollment

November 1 - 15, 2024

Changes For The Better

Each year, we strive to expand and enhance our benefit programs to help you and your family live well.

What's New For 2025

- **Unlimited \$0 virtual care** will be available to all medical plan members through Doctor on Demand, as per-visit employee costs will be eliminated. *(Page 7)*
- Eligible medical plan members will have free access to the **GRAIL Galleri** multi-cancer early detection blood test which can identify 50+ types of cancer signals before symptoms appear. *(Page 7)*
- With **Carrum Health**, eligible medical plan members diagnosed with cancer will have free access to 24/7 nurse care and top oncologists for accurate diagnosis and treatment. *(Page 7)*
- **SurgeryPlus will be known as Lantern.** Eligible medical plan members will receive the same trusted surgical care and \$0 approved procedures. In 2025, pre-surgery consultations with Lantern will be required for joint and spine procedures (regardless of whether a Lantern or non-Lantern surgeon is chosen). *(Page 7)*
- Omada Health will launch **Omada For Prevention**, a new year-round digital lifestyle program that can help medical plan members achieve healthy weight and prevent chronic conditions. *(Page 7)*
- All employees and their families will have **free 24/7 access to SupportLinc, Lennox's new EAP**, for confidential guidance, referrals, and counseling. Magellan and BetterHelp EAP benefits will end on December 31, 2024. *(Page 11)*

Changes To Your Health Care Costs

In 2025, your medical and dental plan rates will rise slightly, but we have worked diligently to keep them as minimal as possible. Aside from an increase in the Emergency Room copay, all other benefit plan costs will remain the same in 2025.

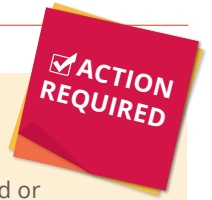


LIIBenefits.com is Your Go-To Benefits Resource!

- Compare plan options
- Review your costs
- Connect with providers
- Explore 24/7 virtual care options
- Get help managing chronic conditions
- Keep track of your total well-being
- Access free financial wellness tools
- Discover employee perks and discounts
- Follow onsite and virtual Lennox events
- And more!

Scan the QR code for a shortcut to LIIBenefits.com.





Plan Your 2025 Benefits

This is your **annual opportunity** to review your current elections, add or drop dependents, and make changes according to your family's needs in 2025. You **MUST** certify Working Spouse and Tobacco Use to avoid 2025 surcharges and if needed, you **MUST** re-elect the FSAs as elections will not carry over to 2025.

If you waive coverage or fail to enroll, most of your current elections will carry over to 2025, excluding the surcharges and FSAs.

You will be **automatically enrolled** in Company-paid Life Insurance, Short-Term Disability (STD), and EAP benefits and have access to the Calm and LIiveWell programs.

When Do You Enroll?

Open Enrollment is your annual opportunity to elect benefits for the next plan year.

Key Dates

- **Open Enrollment Begins:** November 1
- **Open Enrollment Ends:** November 15 at 11:59pm CST
- **Plan Year 2025 Coverage Begins:** January 1, 2025



Who's Eligible To Enroll?

Eligible Employees

Lennox benefits are available to those who are:

- **Salaried:** Scheduled to work at least 20 hours per week
- **Hourly:** Scheduled to work at least 30 hours per week

Eligible Dependents

In addition to yourself, the following family members can also be enrolled in Lennox benefits if they qualify:

- Your legal spouse*
- Your children (up to age 26)
 - Biological children,
 - Stepchildren,
 - Legally adopted children, or
 - Children covered under a medical support court order.
- Your adult child (age 26+) incapable of self-support due to a mental or physical disability.

* The monthly \$100 Working Spouse surcharge will apply in 2025 if you enroll your spouse in a Lennox medical plan while they are eligible for another employer's medical plan.

Adding a Dependent?

You will be required to submit dependent verification documents (marriage certificate, birth certificates, and/or adoption papers) **within 60 days** of enrolling eligible family members.

Dependent benefits **will not** be effective until their eligibility is approved.



How Can You Enroll?

Take the right steps to manage your benefits.

BenefitSource is part of your HR Team during Open Enrollment and beyond.

BenefitSource Makes Enrollment Easy.

PHONE

- Call **(800) 284-4549** to speak with a Lennox benefits representative (M – F, 7am - 7pm CST)

ONLINE

- At Work: **The LIINK > PeopleSource > BenefitSource**
 - At Home: **Lennox.bswift.com**
1. Login information:
 - **Username:** Your Employee ID (found on your paycheck)
 - **Password:** The last four digits of your Social Security number
 2. After logging in, follow the instructions to choose your benefit elections.
 3. When you've made your choices, click "Complete Enrollment" and save your confirmation.



Scan the QR code for a shortcut to **BenefitSource**.

Check Your Coverage For 2025!

- The enrollment period for coverage to begin on January 1, 2025 is November 1 - 15, 2024.
- Review your current elections in BenefitSource.
- Enroll in or make changes to your benefits based on your needs in 2025.
- Add or drop dependents. Be sure to upload required dependent verification documents in BenefitSource within 60 days.
- You **MUST** answer "No" or "Yes" to certify Working Spouse and Tobacco Use status. Surcharges will apply accordingly in 2025.
- You **MUST** re-elect the Health Care FSA and/or Dependent Care FSA if you wish to continue participating in 2025.
- If you waive coverage or fail to enroll, most of your current elections will carry over to 2025, excluding the surcharges and FSAs.
- You will be automatically enrolled in Company-paid Life Insurance, Short-Term Disability (STD), and EAP benefits and have access to the Calm and LliveWell programs.
- No changes can be made outside of Open Enrollment unless you experience a **Qualifying Life Event**.



What is a Qualifying Life Event?

If a mid-year qualifying life event occurs (e.g. **marriage, divorce, legal separation, birth, adoption, loss of coverage, or the death of a covered dependent**), you may be able to change your coverage before the next Open Enrollment period.

BenefitSource will allow you to request a change in coverage within 31 days of the event. Supporting documentation will be required.

Choose Your Medical Plan

Lennox offers two medical plans through **UMR**, in partnership with **Quantum Health**, under the **UHC Choice Plus** provider network.

Which Plan is Right For You?

The **Green Plan** is best suited for those who expect lower health care usage and want to save on monthly premiums.

The **Blue Plan** is best suited for those who anticipate higher health care usage and prefer upfront payments to reduce out-of-pocket costs.

Call **Quantum Health** at **(877) 220-2279** for help with choosing the right medical plan.

PLAN FEATURES*	GREEN PLAN*		BLUE PLAN*	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible				
Individual	\$1,500	\$3,000	\$850	\$1,700
Family	\$4,500	\$9,000	\$2,550	\$5,100
Annual Out-of-Pocket Maximum				
Individual	\$8,375	\$16,750	\$7,825	\$15,650
Family	\$16,750	\$33,500	\$15,650	\$31,300
What You Pay After the Annual Deductible is Met				
Physician Office Visit	20%	40%	20%	40%
Urgent Care				
Hospital Services				
ER Services	\$300 + 20% (copay waived if admitted within 24 hours)		\$300 + 20% (copay waived if admitted within 24 hours)	

* For a complete summary of benefits, visit [LIIBenefits.com](https://www.LIIBenefits.com).

What's Included In Both Plans?

- **\$0 preventive care** (routine checkups, screenings, vaccinations)
- **Unlimited \$0 virtual visits** for non-emergent medical and mental health care.
- **Pharmacy coverage** through Optum Rx and VIVIO Specialty.
- **Several 100% Lennox-paid health and wellness programs - turn over to see more!**

2025 Medical Coverage Tiers & Costs

Both the **Green Plan** and **Blue Plan** offer four tiers of coverage.

The following plan year 2025 costs do not include any surcharges you and/or your covered spouse may incur.

COVERAGE TIERS	HOURLY EMPLOYEES		SALARIED EMPLOYEES	
	GREEN PLAN	BLUE PLAN	GREEN PLAN	BLUE PLAN
	Per Pay Period Premium (Weekly)		Per Pay Period Premium (Semi-Monthly)	
Employee Only	\$17.08	\$31.15	\$50.00	\$87.50
Employee + Spouse	\$49.38	\$78.00	\$133.50	\$210.00
Employee + Child(ren)	\$46.15	\$71.77	\$123.00	\$195.50
Employee + Family	\$72.46	\$119.08	\$191.00	\$300.50



Additional FREE Benefits with Lennox Medical Plans

Choosing either the **Green** or **Blue** medical plan allows **you and your covered eligible dependents** to participate in these programs at no additional cost.

Navigate your health care benefits with Quantum Health.



- **Quantum Health Care Coordinators** will make sure you get the most value from your Lennox medical plan and minimize your out-of-pocket costs.
- **One-on-One Support Program:** Registered nurses are available 24/7 to help you manage chronic conditions such as asthma, diabetes, coronary artery disease (CAD), congestive heart failure (CHF), and chronic obstructive pulmonary disease (COPD).
- If you suffer from one of the chronic conditions listed above, you may be eligible for the **\$0 Copay Prescription Program**. You must complete 100% of the required condition-specific health management activities in order to qualify.
- **Ready to quit smoking?** Access FREE personalized tobacco cessation services which include nicotine replacement aids and 5 personal quit counseling sessions.*

** The monthly \$150 Tobacco Use surcharge will apply in 2025 if you (and/or your spouse) use tobacco and enroll in a Lennox medical plan.*



No request is too big or small.

Visit [LIIQuantum.com](https://www.LIIQuantum.com) or call **(877) 220-2279** (M – F, 7:30am - 9pm CST) to ask a Care Coordinator any questions you have.

- Which medical plan is right for me?
- Is my doctor in-network?
- How much will I pay for my health care services?
- Where can I get lab work completed at a low cost?
- How can I get pre-authorization for a procedure or prescription?
- Do my medications qualify for free home delivery?
- How can I get help quitting smoking?
- Do I have access to virtual care?



NEW FOR 2025!

\$0 Virtual Care - No Traveling, No Waiting.

Starting January 2025, **Doctor on Demand by Included Health** will offer you and your dependents **unlimited \$0 virtual visits** for urgent care, primary care, and mental health care.

Physicians can diagnose common conditions, treat symptoms, and prescribe medications 24/7/365, saving you time and money!



SurgeryPlus will change its name to **Lantern** in 2025. Eligible participants will still receive the same trusted surgical care and \$0 approved procedures. **New For 2025:** Pre-surgery phone consults with Lantern will be required for joint and spine procedures (regardless of whether a Lantern or non-Lantern surgeon is chosen). Without prior consultation with Lantern, joint and spine surgery performed by a non-Lantern surgeon will not be covered.



A board-certified specialist at **Expert Second Medical Opinions by Included Health** can provide a **free medical assessment** on a new diagnosis or ongoing treatment plan.



Back, joint, and muscle pain can be relieved with the **Hinge Health Virtual Physical Therapy** program – **no referral required**. A personal coach, guided exercise plans, and wearable sensors are all included at no cost to eligible participants.



Virta Health's proven technology and evidence-based strategies can help eligible participants **manage and reverse Type 2 diabetes** without medications or surgery. Free smart devices and supplies are provided.



Oshi Health Virtual Digestive Care

offers personalized online consults for constipation, diarrhea, acid reflux, and other common gastrointestinal (GI) symptoms. A specialist care team can also help eligible participants manage GI disorders such as inflammatory bowel disease (IBD), Crohn's, gastroesophageal reflux disease (GERD), and more – **no referral required**.



With **Omada Health's** 1-on-1 digital lifestyle change programs, eligible participants can better manage their diabetes and high blood pressure symptoms. **New For 2025:** The **Omada For Prevention** program will enable you to maintain a healthy weight and prevent chronic conditions year-round.



Combined with recommended health screenings, **GRAIL** can help you **detect 50+ cancer types before symptoms appear**. To be eligible for the free GRAIL Galleri multi-cancer early detection blood test benefit, participants must be age 50+ or between ages 40-49 and considered high-risk by a physician.



In case of a cancer diagnosis, **Carrum Health** will provide eligible participants with **1-on-1 expert cancer guidance** including specialized oncologist reviews and 24/7 access to oncology-certified nurses throughout your cancer treatment journey.

Choose Your Dental Plan

Through **Delta Dental**, Lennox offers a DPO/PPO dental plan to ensure you and your eligible dependents can maintain routine dental care and avoid oral health problems.

- Members get **two \$0 routine cleanings** each year.
- **Nationwide network** of dentists and dental specialists.
- **Delta Dental Virtual Consult** lets you get advice from a licensed dentist in minutes.
- Coverage for **children’s braces/orthodontia**.

Extra plan perks include unlimited discounts on Oral-B and Sonicare oral health products, up to 50% off LASIK laser eye surgery, and up to 60% off hearing aids.

PLAN FEATURES*	IN-NETWORK
Annual Deductible	\$50 per person (\$150 family)
Annual Maximum Benefit	\$1,500 per person
Preventive Services	Covered at 100%, no deductible
Basic Services	20% after deductible
Major Services <i>(includes implants)</i>	50% after deductible
Orthodontia <i>(dependent children only)</i>	50% after a \$50 lifetime deductible
Orthodontia Lifetime Maximum	\$1,500 per person

* For a complete summary of benefits, visit LIIBenefits.com.

2025 Dental Coverage Tiers & Costs

Lennox’s dental plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES	SALARIED EMPLOYEES
	Per Pay Period Premium <i>(Weekly)</i>	Per Pay Period Premium <i>(Semi-Monthly)</i>
Employee Only	\$6.74	\$14.60
Employee + Spouse	\$13.77	\$29.84
Employee + Child(ren)	\$14.12	\$30.59
Employee + Family	\$22.83	\$49.46

Choose Your Vision Plan

Lennox offers vision coverage through **EyeMed** to help you and your eligible dependents protect their eyes and overall health.

- Members get **one \$5 routine eye exam** each year.
- **Nationwide network** of opticians and optical specialists.
- **Get extra discounts** on the latest frames, prescription lenses, and contact lenses at LensCrafters, Pearle Vision, Target, Walmart, and other retailers.
- **\$0 Diabetic Eye Care benefits** for eligible members with Type 1 or Type 2 diabetes.

Save even more! When you choose an **EyeMed PLUS** provider, you receive a \$0 annual routine eye exam, plus an extra \$50 towards a pair of eyeglasses.

PLAN FEATURES*	IN-NETWORK
	What You Pay
Routine Eye Exam <i>Once per calendar year</i>	\$5 copay \$0 copay (<i>PLUS Provider</i>)
Eyeglass Lenses (<i>single vision</i>) <i>Once per calendar year</i>	\$0
Eyeglass Frames <i>Every other calendar year</i>	Amount over \$155 + 20% off Amount over \$205 + 20% off (<i>PLUS Provider</i>)
Contact Lenses (<i>instead of glasses</i>) <i>Once per calendar year</i>	Amount over \$150 (<i>disposable</i>) Amount over \$150 + 15% off (<i>conventional</i>)

* For a complete summary of benefits, visit [LIIBenefits.com](https://www.LIIBenefits.com).

2025 Vision Coverage Tiers & Costs

Lennox's vision plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES	SALARIED EMPLOYEES
	Per Pay Period Premium <i>(Weekly)</i>	Per Pay Period Premium <i>(Semi-Monthly)</i>
Employee Only	\$1.95	\$4.23
Employee + Spouse	\$2.83	\$6.14
Employee + Child(ren)	\$3.42	\$7.42
Employee + Family	\$5.15	\$11.16

Flexible Spending Accounts (FSAs)

Health and dependent care costs can add up quickly. Lennox's Flexible Spending Accounts (FSAs) let you **set aside pre-tax money to pay for certain expenses** not covered by insurance, which may lower your taxable income.

The pre-tax FSA contribution(s) you elect will be deducted from your paycheck each pay period.



You can elect either option or both.

Health Care FSA

\$3,200 Annual Max Contribution in 2025

Helps pay for IRS-approved medical, prescription, dental, and vision care expenses (e.g. copays, co-insurance, annual deductibles, over-the-counter products).

Dependent Care FSA

\$5,000 Annual Max Contribution in 2025

(\$2,500 if married but filing taxes separately)

Helps pay for IRS-approved expenses to support a dependent child (up to age 13) or an elder adult who lives with you (e.g. preschool, childcare, before/after school care, day camps, eldercare).

ARE YOU CURRENTLY PARTICIPATING?

You must re-enroll in the FSA every year in BenefitSource to keep your account active.

Considering an FSA?

Here's what you need to know...

- Health Care FSA funds will be available in full on January 1, so you can use them right away to cover copays and deductibles.
- Health Care FSA participants can rollover up to \$640 of unused dollars into 2026.
- Dependent Care FSA funds have a strict "use it or lose it" rule and cannot be rolled over into 2026.
- FSA contributions cannot be stopped or changed during the plan year unless you have a qualifying life event.
- Detailed information about eligible FSA expenses is available on TaxSaver Plan's website at taxsaverplan.com.



Feel Your Best All Day, Everyday

You and your family can access a variety of self-care resources year-round to maintain a healthy lifestyle and ensure your well-being.

LIIveWell

Our partnership with WebMD offers all employees access to LIIveWell, a **FREE** online wellness program that helps you feel your best every day.



- Set and track daily goals focused on fitness, nutrition, sleep, etc.
- Take on solo SideQuest challenges at your own pace to stay motivated.
- Join fun group wellness challenges throughout the year.
- Find easy healthy recipes you can make in no time.
- Access webinars and articles on topics you care about.
- Make healthy lifestyle changes or manage a chronic condition with WebMD's 1-on-1 Health Coaching services at **no extra cost**.



NEW FOR 2025!

Employee Assistance Program (EAP)

The Lennox EAP offers all employees and their families **FREE** solution-focused resources through our partnership with SupportLinc.

- 24/7/365 confidential access.
- Access tools and coaching services to help you manage stress, relationship issues, work-life balance, parenting, substance abuse, and legal and financial concerns.
- Every family member has access to 5 counseling sessions per issue each year, including teen counseling at **no extra cost**.



Tobacco Cessation Support

A \$150 per person per month Tobacco Use surcharge will apply in 2025 if you (and/or your spouse) use tobacco and enroll in a Lennox medical plan.

- Lennox medical plan members can access Quantum Health's **FREE** personalized tobacco cessation services which include nicotine replacement aids and 5 personal quit counseling sessions.



Calm Mental Fitness App

Calm's mobile app teaches you how to combat mental health stresses through meditation, mindfulness, and better sleep.

- You and up to 5 of your dependents can register for a **FREE** Calm Premium subscription.

Protect Your Family

Lennox provides eligible employees **100% Company-paid** Basic Life and Accidental Death & Dismemberment (AD&D) insurance along with Short-Term Disability (STD).

You **MUST** designate your beneficiaries during Open Enrollment in BenefitSource.

PLAN	COVERAGE
Paid by Lennox	
Basic Employee Life and AD&D Insurance <i>through Voya Financial</i>	Salaried & Hourly – Up to 1x your basic annual earnings (maximum \$3,000,000)
Short-Term Disability (STD) <i>through Sedgwick</i>	Salaried – Weekly benefit amount is based on your length of service up to 26 weeks Hourly – Weekly benefit of 60% of your pay to a maximum of \$450 per week for up to 26 weeks.

Supplemental Coverage

During the annual Open Enrollment period, you can also purchase Long-Term Disability (LTD), supplemental insurances, and/or the prepaid legal benefit.

PLAN	COVERAGE
Paid by Employee	
Long-Term Disability (LTD)* <i>through New York Life</i>	Salaried – Monthly benefit of 60% of your pay to a maximum \$10,000 Hourly – Monthly benefit of 50% of your pay to a maximum \$10,000
Supplemental Employee Life and AD&D Insurance*	Salaried & Hourly – Between 1x – 5x your basic earnings (maximum \$3,500,000)
Supplemental Spouse and/or Dependent Life Insurance	High Plan Maximum: Spouse – \$20,000 Per Child – \$10,000 Low Plan Maximum: Spouse – \$10,000 Per Child – \$5,000
Accident Insurance <i>through Voya Financial</i>	A benefit payment is directly paid if you, your spouse, and/or your dependents suffer an injury or event caused by a covered accident. This policy also includes Travel Accident Insurance.
Critical Illness Insurance <i>through Voya Financial</i>	If you are diagnosed with a critical illness such as cancer, a heart attack, or a stroke, you will receive a lump-sum benefit payment to help cover expenses. Each covered person also qualifies for a \$100 Wellness Benefit each year.
Prepaid Legal Benefit <i>through LegalShield</i>	Access experienced legal professionals for everyday legal and financial needs, including document preparation, wills, trusts, estate planning, and real estate matters. The benefit also includes identity theft protection and personal data monitoring services.

* You may be asked to provide Evidence of Insurability (EOI).

For more details and to review monthly costs for coverage, visit LIIBenefits.com.

Leaves of Absence Benefits

Taking time off can be easier when you have peace of mind.



Family Medical Leave (FMLA)

Lennox complies with all requirements of FMLA and provides up to 12 work weeks of unpaid leave time for specified medical reasons for either the employee or a family member, or for the birth or adoption of a child. FMLA leave runs concurrently with all other types of leave periods, including Short-Term Disability (STD).

Maternity Leave

Birthing mothers who work at least 20 hours per week are eligible to take 8 consecutive weeks of paid leave after giving birth. Maternity/birthing leave runs concurrently with STD and FMLA.

Bonding Leave

New parents can take up to 2 weeks of paid leave to bond with your new child. Regardless of your gender or marital status, you have 12 months to use this benefit after birth or adoption. Bonding leave can be used in addition to maternity leave.

Military Leave

Employees who are members of the U.S. Armed Forces Reserve, National Guard, or performing other protected-uniformed service are granted an unpaid leave of absence when called for active or inactive duty training.

Easy Retirement Planning

The Lennox 401(k) Retirement Plan is administered by **Fidelity** and lets you contribute both pre-tax and after-tax money.

- It is never too late to open and start saving in your 401(k) - **enroll anytime!**
- **Flexible options** for setting up or changing your per pay period contributions.
- Lennox matches a portion of your contributions – **that's free money!**
- Your personal contributions are always **100% vested**.
- You must **designate a beneficiary** for your 401k through Fidelity, if participating.

Looking for 1-on-1 Financial Guidance?

Fidelity Advisors are available year-round to assist Lennox employees with short- and long-term financial goals, debt management, retirement planning, and more.

Call Fidelity at **(877) 902-0007** to schedule a free 1-on-1 consultation whenever you need it.



Thrive with Extra Perks

Our employee discount programs are available all year long!

LENNOX

Lennox Employee Equipment Rebate Program

Full-time employees can receive rebates on certain Lennox HVAC products purchased from and installed by qualified dealers. Eligible brands and products include Lennox Advanced Distributor Products, Allied Air, Armstrong Air, AirEase, Ducane, and Concord.

ASPCA PET HEALTH INSURANCE

ASPCA Pet Insurance

Through ASPCA, Lennox offers employee discounts for pet insurance policies. You can create a custom plan that covers vet bills for wellness visits, illnesses, hereditary conditions, prescriptions, emergency boarding, serious injuries, and more. Enroll multiple pets at one time or add pets later. Each pet will have their own policy with a separate premium.



Interested in learning about other perks? Visit [LIIBenefits.com](https://www.LIIBenefits.com).

FARMERS INSURANCE

Farmers Auto & Home Insurance

All Lennox employees can take advantage of exclusive discounts through Farmers on personal auto and home insurance policies, including homeowners, renters, condos, mobile homes, auto, motorcycle, and boat.

National & Local Employee Discounts

Enjoy free exclusive discounts on a robust variety of everyday products and services that you might already purchase, use, and love.

- Hotel discounts
- Exclusive travel offers
- Movie ticket discounts
- Amusement and theme parks
- Sporting events
- Banking and home loan discounts
- And more!

Active & Fit DIRECT

Active & Fit Direct Gym Membership

The Active&Fit Direct program gives you access to gyms and fitness studios nationwide without long-term contracts or cancellation fees. Register at anytime!

- Choose from 12,700+ standard gyms for just \$28/month.
- Join 8,700+ premium exercise studios with 20-70% discounts.
- Access thousands of guided workout videos from top fitness brands.
- Free 1-on-1 Well-Being Coaching.

Your Open Enrollment Checklist



- Review your 2025 Open Enrollment materials.
- Explore your benefit options on LIIBenefits.com.
- Call Quantum Health at **(877) 220-2279** (M – F, 7:30am - 9pm CST) for help with choosing the right medical plan.
- Call or log in to **BenefitSource** by 11:59pm CST on November 15, 2024.
 - Review your current elections.
 - Enroll in or make changes to your benefits for 2025.
 - Add or drop dependents. Remember to upload required dependent verification documents within 60 days.
 - **Answer “No” or “Yes” to certify Working Spouse and Tobacco Use status.** Surcharges will apply accordingly in 2025.
 - **Re-elect the FSA for 2025** if you wish to continue participating.
 - **Review** your designated beneficiaries.
 - **Confirm** your home address, phone numbers, and emergency contacts.
 - **Click “Complete Enrollment”** to submit your choices.
 - **Save your 2025 elections confirmation.**
 - **If you waive coverage or fail to enroll**, most of your current elections will carry over to 2025, excluding the surcharges and FSAs.
 - You will be **automatically enrolled** in Company-paid Life Insurance, Short-Term Disability (STD), and EAP benefits and have access to the Calm and LIiveWell programs.

Ready to Enroll?

Visit **BenefitSource** at Lennox.bswift.com or scan the QR code.

- **Username:** Your Employee ID (found on your paycheck)
- **Password:** The last four digits of your Social Security number

For 1-on-1 enrollment assistance, call BenefitSource at **(800) 284-4549** (M – F, 7am - 7pm CST).





Lennox
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2025 Open Enrollment: 11/1/24 – 11/15/24

Enroll in BenefitSource

- Visit Lennox.bswift.com
- Call (800) 284-4549