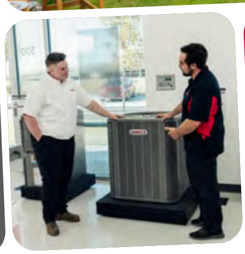
NON-UNION

It’s time to choose

LENNOX BENEFITS

2026 Open Enrollment: November 3 – 17, 2025



LENNOX | LIIVE WELL
CHOOSE WELL \ LIVE WELL

WELCOME TO LENNOX'S 2026 OPEN ENROLLMENT

November 3 – 17, 2025

Plan Your Benefits For 2026

Lennox's **Green** and **Blue** medical plans will continue to include these **FREE $0 benefits:**

- Personalized Health Care Navigation
- Virtual Care Options
- Second Medical Opinions
- Non-Emergent Surgery and Post-Surgical Care
- Chronic Disease Prevention
- Diabetes and Hypertension Management Services
- Multi-Cancer Early Detection and Diagnosis Support
- Healthy Lifestyle and Well-Being Tools
- And more!

Take Action by November 17!

These benefits can **only be elected** during Open Enrollment (unless you experience a mid-year qualifying life event).

- Medical, Dental, and/or Vision
- Health Care FSA and/or Dependent Care FSA
- Financial Protection – Long-Term Disability (LTD) and/or Supplemental Insurances (Life, Accident, Critical Illness)

Who Are Your Beneficiaries?

Confirm you've **designated the right individuals as the beneficiaries** for your Basic and Supplemental Life Insurances and 401(k) Plan.

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
- And more!

Scan this QR code with your smartphone to visit LIIBenefits.com

What's Changing in 2026

Each year, we evaluate our benefits program to ensure it remains competitive with similar companies in our market. In 2026, medical plan rates will increase slightly, and VIVIO will be replaced by Optum Rx for specialty medication services, but all other Lennox benefit offerings and costs will remain the same.

PLAN YOUR 2026 BENEFITS

ACTION REQUIRED

This is your **annual opportunity to enroll** in the specific benefits you need in 2026, add or drop dependents, and confirm coverage for the next plan year.

- You **MUST** certify Working Spouse and Tobacco Use to avoid surcharges in 2026.
- If needed, you **MUST** re-elect the FSA for 2026 (current elections will not carry over).

If you waive coverage or fail to enroll, most of your current elections will carry over to 2026. Surcharges will still apply accordingly.

You will **continue to receive** Company-paid Basic Life Insurance, Short-Term Disability (STD), and EAP benefits with access to LIIveWell and Calm Health.

WHEN DO YOU ENROLL?

Key Dates

- **Open Enrollment Begins:** November 3
- **Open Enrollment Ends:** November 17 at 11:59pm CST
- **Plan Year 2026 Coverage Begins:** January 1, 2026

November 2025

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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

Adding a Dependent?

Dependent verification documents must be uploaded in BenefitSource within 60 days of enrollment (e.g. **marriage certificate, birth certificates, adoption papers**).

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

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 2026 if you enroll your spouse in a Lennox medical plan while they are eligible for another employer's medical plan.*

HOW CAN YOU ENROLL?

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

The enrollment period (November 3 - 17, 2025) is for coverage **effective January 1, 2026**.

Confirm Your Coverage For 2026!

- **Review** your current elections in BenefitSource.
- **Enroll** in the specific benefits you need for 2026.
- **Add or drop dependents.** 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 2026.
- If needed, you **MUST** re-elect your Health Care FSA and/or Dependent Care FSA contributions for 2026 (current elections will not carry over).
- **If you waive coverage or fail to enroll,** most of your current elections will carry over to 2026. Surcharges will still apply accordingly.
- It is **still necessary** to complete the enrollment process if you are currently taking an approved leave of absence.
- You will **continue to receive** Company-paid Insurance, Short-Term Disability (STD), and EAP benefits with access to LIlveWell and Calm Health.
- **NOTE:** 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.

November 2025

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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 this QR code with your smartphone to visit BenefitSource

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 Urgent Care Hospital Services	20%	40%	20%	40%
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.*

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** for routine and specialty medications through Optum Rx.
- **Several 100% Lennox-paid health and wellness programs** — turn over to see more!

2026 Medical Coverage Tiers and Costs

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

The following plan year 2026 costs do not include any surcharges you and/or your covered spouse may incur (e.g. Working Spouse and/or Tobacco Use).

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	$18.00	$32.77	$52.50	$92.00
Employee + Spouse	$51.92	$81.92	$140.00	$220.50
Employee + Child(ren)	$48.46	$75.46	$129.00	$205.50
Employee + Family	$76.15	$125.08	$200.50	$315.50

NAVIGATE YOUR HEALTH CARE BENEFITS WITH QUANTUM HEALTH

Quantum HEALTH

Choosing either the **Green** or **Blue** medical plan provides you and your covered dependents access to personalized health care guidance **at no extra cost!**

- **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 2026 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** or call **(877) 220-2279** (M – F, 7:30am - 9pm CST) to ask a **Quantum Care Coordinator** any questions you have.

- Where can I find my plan's ID cards?
- Is my doctor in-network?
- Do I have access to virtual care?
- How much will my health care visits, scans, and tests cost?
- 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?

SUPPORT YOUR WELL-BEING WITH OUR FREE $0 BENEFITS

Choosing either the **Green** or **Blue** medical plan allows you and your covered eligible dependents to take advantage of these **EXTRA benefits at no cost.**

See a licensed medical professional with **Doctor on Demand** virtual medical, mental health, and primary care services. Need to get common non-emergent cold/flu symptoms diagnosed and treated? Want convenient access year-round to a PCP? Feeling overwhelmed or have an ongoing behavioral concern? Schedule **unlimited $0 virtual appointments** at any time.

Lantern will cover 100% of your eligible non-emergent surgery costs (deductibles and coinsurance included). You'll have direct access to top surgeons and high-quality surgical services when your eligible procedure is approved. Pre-surgery phone consults with Lantern are required for joint and spine procedures (regardless of whether a Lantern or non-Lantern surgeon is chosen).

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 will be provided to eligible participants at no cost.

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 you 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 **– no referral required.** The **Omada For Prevention** program enables you to maintain a healthy weight and prevent chronic conditions year-round with 1-on-1 coaching.

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.

The above additional FREE benefits are available only to Lennox medical plan members.

CHOOSE YOUR DENTAL PLAN

DELTA DENTAL®

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 *(includes implants)*	50% after deductible
Orthodontia *(dependent children only)*	50% after a $50 lifetime deductible
Orthodontia Lifetime Maximum	$1,500 per person

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

2026 Dental Coverage Tiers and Costs

Lennox's dental plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES Per Pay Period Premium *(Weekly)*	SALARIED EMPLOYEES Per Pay Period Premium *(Semi-Monthly)*
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 *Once per calendar year*	$5 copay $0 copay *(PLUS Provider)*
Eyeglass Lenses *(single vision)* *Once per calendar year*	$0
Eyeglass Frames *Every other calendar year*	Amount over $155 + 20% off Amount over $205 + 20% off *(PLUS Provider)*
Contact Lenses *(instead of glasses)* *Once per calendar year*	Amount over $150 *(disposable)* Amount over $150 + 15% off *(conventional)*

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

2026 Vision Coverage Tiers and Costs

Lennox's vision plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES Per Pay Period Premium *(Weekly)*	SALARIED EMPLOYEES Per Pay Period Premium *(Semi-Monthly)*
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. With Lennox's Flexible Spending Accounts (FSAs) you can **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.

Already Participating? Want to Enroll?

You **MUST** re-elect your FSA contributions every year in BenefitSource to keep your account active.

FSA elections do not carry over.

You can elect either option or both:

Health Care FSA

$3,400 Annual Max Contribution in 2026

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

$7,500 Annual Max Contribution in 2026
($3,750 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).

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.
- You can roll over up to $680 in unused Health Care FSA funds into 2027.
- Dependent Care FSA funds have a strict "use it or lose it" rule and cannot be rolled over into 2027.
- FSA contributions cannot be stopped or changed during the plan year unless you have a qualifying life event.
- Visit **LIIBenefits.com** to learn about FSA-eligible expenses.

FEEL YOUR BEST ALL DAY, EVERYDAY

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

LIIveWell

Our partnership with WebMD offers you access to the **LIIveWell** online wellness program, so you can stay on track towards achieving your health goals. This is a **FREE** benefit for all employees.

- Complete an Annual Health Screening starting January 1 each year **– at no cost!**
- Set and track daily goals focused on fitness, nutrition, sleep, healthy eating habits, etc.
- Take on solo SideQuest challenges at your own pace to stay motivated.
- Join fun group wellness challenges throughout the year.
- WebMD's **FREE 1-on-1 Health Coaching Services** can guide you in making healthy lifestyle changes or manage a chronic condition at no extra cost.

Tobacco Cessation Support

A $150 per person per month Tobacco Use surcharge will apply in 2026 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.

Employee Assistance Program (EAP)

The Lennox EAP offers all employees and their families **FREE** solution-focused resources.

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

Calm Health Mental Fitness Tools

Using Calm Health, you can combat mental health stress through daily meditation, mindfulness, and better sleep.

- All employees and up to 5 of your dependents can register for a **FREE** Calm Health 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).

BENEFIT	COVERAGE
Paid by Lennox	
Basic Employee Life and AD&D Insurance *through Voya Financial*	**Salaried and Hourly –** Up to 1x your basic annual earnings. *** You **MUST** designate a beneficiary in BenefitSource.
Short-Term Disability (STD) *through Sedgwick*	**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

These financial protection benefits **can only be elected** during Open Enrollment.

BENEFIT	COVERAGE
Paid by Employee	
Long-Term Disability (LTD)* *through New York Life* (This benefit also includes NYL's LTD EAP.)	**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* *through Voya Financial*	**Salaried and Hourly –** Between 1x – 5x your basic earnings (maximum $3,500,000). *** You **MUST** designate a beneficiary in BenefitSource.
Supplemental Spouse and/or Child Life Insurance *through Voya Financial*	**High Plan Maximum:** Spouse – $20,000 | Per Child – $10,000 **Low Plan Maximum:** Spouse – $10,000 | Per Child – $5,000
Accident Insurance *through Voya Financial* (This benefit also includes Travel Accident Insurance.)	A benefit payment is directly paid if you, your spouse, and/or your dependents suffer an injury or event caused by a covered accident.
Critical Illness Insurance *through Voya Financial*	If you are diagnosed with a critical illness such as cancer, heart attack, or 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 *through LegalShield*	Access experienced legal professionals for everyday legal needs, including document preparation, wills, trusts, estate, 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 costs for coverage, visit **LIIBenefits.com**.

LEAVES OF ABSENCE BENEFITS

Taking time off is easier when you have peace of mind.

sedgwick

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.

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).

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 401(k) beneficiary in Fidelity NetBenefits.

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 **FREE** 1-on-1 consultations whenever you need it.

THRIVE WITH EXTRA PERKS

Our employee discount programs are available all year long — **take advantage at any time!**

Lennox Employee Equipment Rebate Program

Full-time employees are eligible for rebates on certain Lennox HVAC products purchased from and installed by qualified dealers. Brands include Lennox Advanced Distributor Products, Allied Air, Armstrong Air, AirEase, Ducane, and Concord.

Interested in learning about other perks? Visit LIIBenefits.com.

ASPCA Pet Insurance

Lennox offers discounted pet insurance policies for your furry friends to help cover vet bills for wellness visits, illnesses, serious injuries, prescriptions, hereditary conditions, and more. Enroll multiple pets at one time or add pets later. Each pet will have their own policy with a separate premium.

Everyday Discounts

Enjoy exclusive discounts on a variety of everyday products and services that you might already purchase, use, and love (e.g., hotels, travel offers, movie ticket discounts, amusement parks, sporting events, and more).

Farmers Auto and Home Insurance

Lennox employees can purchase discounted personal auto and home insurance policies (e.g. homeowners, renters, condos, mobile homes, auto, motorcycle, and boat) through our partnership with Farmers.

Bank of America Preferred Rewards

Lennox employees have special access to enroll in the Bank of America Preferred Rewards program and receive Gold tier benefits without needing a combined qualifying balance of $20,000.

Samsung Product Discounts

Lennox employees can get exclusive discounts and member-only deals on the latest Samsung products, including TVs, home entertainment, refrigerators, washer and dryer machines, and more.

Active&Fit Direct Gym Membership

The Active&Fit Direct program offers memberships to gyms and fitness studios nationwide without long-term contracts or cancellation fees. You also get free access to 1-on-1 Well-Being Coaching to maintain a healthy lifestyle.

YOUR 2026 ENROLLMENT CHECKLIST

ACTION REQUIRED

- ☐ Review your **2026 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.
- ☐ Submit your 2026 coverage choices in **BenefitSource** by **11:59pm CST on November 17**.
  - **Review** your current elections.
  - **Enroll** in the specific benefits you need for 2026.
  - **Add or drop dependents.** Upload required dependent verification documents within 60 days.
  - You **MUST** answer "No" or "Yes" to certify Working Spouse and Tobacco Use status to avoid surcharges in 2026.
  - If needed, you **MUST** re-elect your Health Care FSA and/or Dependent Care FSA contributions for 2026.
  - **Confirm** listed beneficiaries for your Basic and Supplemental Life Insurances and your 401(k) Plan.
  - **Confirm** your home address, phone numbers, and emergency contacts.
  - **Ready to submit your 2026 elections?** Click "Complete Enrollment" to submit your choices and save your 2026 elections confirmation.
  - **If you waive coverage or fail to enroll**, most of your current elections will carry over to 2026. Surcharges will still apply accordingly.
  - It is **still necessary** to complete the enrollment process if you are currently taking an approved leave of absence.
  - You will **continue to receive** Company-paid Insurance, Short-Term Disability (STD), and EAP benefits with access to LIIveWell and Calm Health.

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
P.O. Box 799900
Dallas, TX 75379-9900

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

November 2025

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ACTION REQUIRED

2026 Open Enrollment: November 3 - 17, 2025

Ready to Enroll? Need Help?

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