

Welcome to the Lennox Team

# 2026 NEW HIRE BENEFITS GUIDE



# IT'S TIME TO CHOOSE LENNOX BENEFITS

Integrity, Respect, and Excellence are at the core of everything we do at Lennox — starting with delivering a competitive benefits package to our talented team.

With a wide range of plans, coverage options, and wellness resources, we're committed to supporting your overall health and well-being, so you can feel your best year-round.

Please review this New Hire Benefits Guide and take advantage of all the benefits we have to offer in 2026. **Welcome to our team!**

## Plan For 2026

These benefits can **only be elected** during New Hire 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)

## Feel Your Best with Flexible Options

Lennox's **Green** and **Blue** medical plans 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!



## 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](https://LIIBenefits.com)



# YOUR BENEFITS, YOUR CHOICE

If you wish to have coverage in 2026, you must elect the specific benefits you need, such as medical, dental, vision, Flexible Spending Accounts (FSAs), voluntary insurances, and the legal plan benefit, during your eligibility period.

If you waive coverage or do not complete enrollment, you will still receive these Company-paid benefits: Basic Employee Life Insurance, Short-Term Disability (STD), Employee Assistance Program (EAP), LIIveWell, and Calm Health.

 **ACTION REQUIRED**

## WHEN DO YOU ENROLL?

### Key Dates

As a new hire, you must enroll **within 31 days** of your benefits eligibility date.

Your elected coverage will begin on the 1st of the following month after your eligibility date.\*

*\* If you are a new hire on a probationary status, your elected benefits coverage will start on day 91 after your hire date. If you are transferred to a different status prior to day 91, your benefit coverage may start earlier. Contact your local HR Team for more information.*

## 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 New Hire Enrollment and beyond.

### Confirm Your Coverage for 2026

- You **MUST** complete enrollment in BenefitSource within 31 days of your benefits eligibility date.
- You **MUST** elect the specific benefits you need, such as medical, dental, vision, Flexible Spending Accounts (FSAs), voluntary insurances, and the legal plan benefit.
- You **MUST** answer "No" or "Yes" to certify Working Spouse and Tobacco Use status. (Pg. 3 & 6)
- Adding a dependent? You **MUST** upload required dependent verification documents within 60 days.
- **If you waive coverage or do not complete enrollment**, you will still receive these Company-paid benefits: Basic Employee Life Insurance, Short-Term Disability (STD), Employee Assistance Program (EAP), LIIveWell, and Calm Health.
- **NOTE:** No changes can be made outside of New Hire 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.

### 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** and **Blue Plan** are the same, but differ in per pay period cost, annual deductible, and out-of-pocket maximum.

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

The choice is yours, depending on your health care needs, lifestyle, and budget.

PLAN FEATURES*	GREEN PLAN*		BLUE PLAN*	
	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Annual Deductible</b>				
Individual	\$1,500	\$3,000	\$850	\$1,700
Family	\$4,500	\$9,000	\$2,550	\$5,100
<b>Annual Out-of-Pocket Maximum</b>				
Individual	\$8,375	\$16,750	\$7,825	\$15,650
Family	\$16,750	\$33,500	\$15,650	\$31,300
<b>What You Pay After the Annual Deductible Is Met</b>				
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://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 OptumRx.
- **Several 100% Lennox-paid health and wellness programs** — **turn over to see more!**



## 2026 Medical Coverage Tiers and Costs

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)	Per Pay Period Premium (Semi-Monthly)	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

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](https://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



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](https://LIIBenefits.com).

## 2026 Dental Coverage Tiers and Costs

Lennox's dental plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES	SALARIED EMPLOYEES
	Per Pay Period Premium (Weekly)	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 <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://LIIBenefits.com).

## 2026 Vision Coverage Tiers and Costs

Lennox's vision plan offers four coverage tiers.

COVERAGE TIERS	HOURLY EMPLOYEES	SALARIED EMPLOYEES
	Per Pay Period Premium (Weekly)	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)

With Lennox's Flexible Spending Accounts (FSAs) you can set aside pre-tax money to pay for certain health and dependent care 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.



### Keep in Mind

Your elected FSA contributions cannot be stopped or changed during the plan year unless you have a **qualifying life event**. (Pg. 4)

**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 your benefits effective date, 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.
- Visit [LIIBenefits.com](https://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 and also includes WebMD's 1-on-1 Health Coaching Services.



### 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**.



### Required Action! Complete an Annual Health Screening

Employees (and covered spouses) who enroll in the Lennox **Green** or **Blue** medical plan are required to complete a **FREE** LIIveWell health screening each year to avoid paying the \$75 per person per month Wellness surcharge(s) in the next plan year.

### New Hire Health Screening Steps

New hires (and covered spouses) **MUST** complete a free health screening by September 30, 2026 to establish a baseline for your health in 2026 — which will allow you to avoid the Wellness surcharge(s) in 2027.



### 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 Employee Life and Accidental Death & Dismemberment (AD&D) insurance along with Short-Term Disability (STD).

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

## Supplemental Coverage

BENEFIT	COVERAGE
<b>Paid by Employee</b>	
Long-Term Disability (LTD)* through New York Life  (This benefit also includes NYL's LTD EAP.)	<b>Salaried</b> – Monthly benefit of 60% of your pay to a maximum \$10,000  <b>Hourly</b> – Monthly benefit of 50% of your pay to a maximum \$10,000
Supplemental Employee Life and AD&D Insurance* through Voya Financial	<b>Salaried and Hourly</b> – Between 1x – 5x your basic earnings (maximum \$3,500,000). *** You <b>MUST</b> designate a beneficiary in BenefitSource.
Supplemental Spouse and/or Child Life Insurance through Voya Financial	<b>High Plan Maximum:</b> Spouse – \$20,000   Per Child – \$10,000 <b>Low Plan Maximum:</b> 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 <b>\$100 Wellness Benefit</b> 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.

\* New hires who enroll within their eligibility period will be guaranteed acceptance (up to certain coverage limits) without needing to provide Evidence of Insurability (EOI).

For more details and to review costs for coverage, visit [LIIBenefits.com](http://LIIBenefits.com).

## LEAVES OF ABSENCE BENEFITS

Taking time off is 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 and Employee Stock Purchase Plan (ESPP) are both administered by **Fidelity**.

- Start saving **pre-tax and/or after-tax** money in your 401(k) sooner than later. Change your per pay period contributions at any time.
- Lennox will match a portion of your 401(k) contributions — **that's FREE money!**
- If eligible, you can also enroll in the Employee Stock Purchase Plan (ESPP) which allows you to easily buy Lennox shares at a **15% discount (with a 6-month lookback feature)** through scheduled after-tax payroll deductions.

### 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](http://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 NEW HIRE CHECKLIST

- Review your **2026 New Hire** materials.
- Explore your benefit options on [LIIBenefits.com](http://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 into **BenefitSource** within your 31 day eligibility period.
  - **Enroll** in the specific benefits you need for 2026.
  - You **MUST** answer “No” or “Yes” to certify Working Spouse and Tobacco Use status. (Pg. 3 & 6)
  - **Adding dependents?** Upload required dependent verification documents within 60 days.
  - **Designate** beneficiaries for your Basic Employee and Supplemental Life Insurances and your 401(k) Plan.
  - **Confirm** your home address, phone numbers, and emergency contacts.
  - **Click “Complete Enrollment”** to submit your choices and save your 2026 elections confirmation.
  - **If you waive coverage or do not complete enrollment,** you will still receive these Company-paid benefits: Basic Employee Life Insurance, Short-Term Disability (STD), Employee Assistance Program (EAP), LIIveWell, and Calm Health.

 **ACTION REQUIRED**

### Ready to Enroll?

Visit **BenefitSource** at [Lennox.bswift.com](http://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).



## **ACTION REQUIRED**

### Visit [LIIBenefits.com](http://LIIBenefits.com)

- Explore your options and compare plans.

### Call Quantum Health

- Get help with choosing the right medical plan.
- Call **(877) 220-2279**

### Enroll in BenefitSource

- Visit [Lennox.bswift.com](http://Lennox.bswift.com)
- Call **(800) 284-4549**