

YOUR 2027 BENEFITS GUIDE

**Open Enrollment:
November 2 – 16, 2026**



2027 BENEFITS ENROLLMENT: November 2 – 16, 2026

WHAT'S NEW FOR 2027 *(Effective January 1, 2027)*

NEW Programs

- In 2027, Lennox will offer voluntary **Hospital Indemnity Insurance** through **New York Life (NYL)**, which includes an annual \$50 Wellness Benefit. *(Page 12)*
- In 2027, **OneImaging** will be the primary provider of reduced cost **medical imaging (radiology) services** for Lennox medical plan members. *(Page 7)*
- In 2027, eligible Lennox medical plan members will have access to **substance use disorders support** through **Carrum Health**. *(Page 7)*

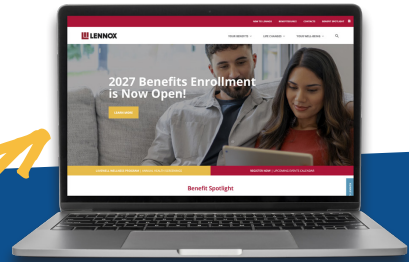
NEW Partners, Same Benefits

- **Teladoc** will provide Lennox medical plan members with **unlimited \$0 virtual visits** for non-emergent medical care, primary physician care (PCP), and behavioral care. *(Page 7)*
- **Flexible Spending Accounts (FSAs)** will be managed through **HSA Bank**. Remember, FSAs require new elections each year. *(Page 10)*
- **New York Life (NYL)** will serve as our new partner for these existing benefits:
 - Critical Illness Insurance *(Page 12)*
 - Accident Insurance *(Page 12)*
 - Life and AD&D Insurance* *(Page 12)*
 - Leave of Absence programs *(Page 13)*

* *Evidence of Insurability (EOI) is not required in 2027. You will automatically be approved for coverage.*

Changes To Your Health Care Costs

Each year, we evaluate our benefits program to ensure it remains competitive with similar companies in our market. In 2027, medical plan rates will increase slightly, but deductibles and out-of-pocket maximums will remain the same.



Visit LennoxBenefits.com

Same website, same benefits,
new URL.

- Review your benefits options & costs
- Save extra money on your health care
- Explore 24/7 virtual care options
- Get help managing chronic conditions
- Access financial wellness tools
- Discover employee perks & discounts
- And more!



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

PLAN YOUR 2027 BENEFITS

This is your **annual opportunity** to enroll, add or drop dependents, and confirm coverage for the next plan year.

✓ **Enroll in the specific benefits you need for 2027.**

- Medical, Dental, and/or Vision
- Health Care and/or Dependent Care FSA — requires **NEW** elections
- Long-Term Disability Insurance (LTD)
- Supplemental Life Insurance — Employee, Spouse, Child
- Voluntary Insurance — Accident, Critical Illness, **NEW** Hospital Indemnity

✓ **Certify Working Spouse and Tobacco Use status** to avoid 2027 surcharges.

✓ **Confirm your personal information** — home address, phone numbers, emergency contacts, and beneficiaries.

If you waive coverage or do not take action, most of your current 2026 elections will carry over to 2027.

- Medical members who fail to answer the required 2027 Working Spouse and Tobacco Use questions will receive the surcharge(s) in 2027.

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

Submit your coverage choices by 11:59pm CST on November 16, 2026.

November 2026

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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

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.

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.

** The monthly \$100 Working Spouse surcharge will apply in 2027 if you enroll your spouse in a Lennox medical plan when they are eligible for another employer's medical plan.*

WHEN & HOW TO ENROLL

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

2027 Open Enrollment: November 2 – 16, 2026
New Plan Year Starts: January 1, 2027

Log in to BenefitSource and...

- **Review** your current elections.
- **Enroll** in the specific benefits you need for 2027.
- **Add or drop dependents.** Upload required dependent verification documents within 60 days.
- **Answer** the required 2027 Working Spouse and Tobacco Use questions to avoid 2027 surcharges.
- If needed, **re-elect** your Health Care FSA and/or Dependent Care FSA contributions for 2027 (current elections will not carry over).
- **Click** “Complete Enrollment” to submit your choices.

Keep in Mind

- **If you waive coverage or do not take action**, most of your current elections will carry over to 2027.
 - Medical members who fail to answer the required 2027 Working Spouse and Tobacco Use questions will receive the surcharge(s) in 2027.
- 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 Basic Life and AD&D Insurance, Short-Term Disability (STD), and EAP benefits with free access to 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 with supporting documentation.

November 2026

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It's Easy to Enroll!

PHONE

- Call BenefitSource at **(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 to BenefitSource, 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	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 LennoxBenefits.com.

What's Included In Both Plans?

- **\$0 preventive care** (Annual Health Screening, routine checkups, vaccines).
- **Unlimited \$0 virtual visits** for non-emergent medical and mental health care.
- **Pharmacy coverage** for routine and specialty medications through Optum Rx.
- **Access to EXTRA health and wellness benefits** — **turn over to see more!**



2027 Medical Coverage Tiers and Costs

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

The following plan year 2027 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	\$18.90	\$34.41	\$55.13	\$96.60
Employee + Spouse	\$54.52	\$86.02	\$147.00	\$231.53
Employee + Child(ren)	\$50.88	\$79.23	\$135.45	\$215.78
Employee + Family	\$79.96	\$131.33	\$210.53	\$331.28

NAVIGATE YOUR HEALTH CARE BENEFITS WITH QUANTUM HEALTH

Lennox's **Green** and **Blue** medical plans include **FREE** personalized health care guidance.



- **Quantum Health Care Coordinators** can help you maximize the value of your medical plan and lower out-of-pocket costs.
- Quantum Health's **Chronic Condition Support Program** includes 24/7 nurse support to help you manage symptoms, follow treatment plans, and fill medications for these specific health conditions: asthma, diabetes, coronary artery disease (CAD), congestive heart failure (CHF), and chronic obstructive pulmonary disease (COPD).
- If you are diagnosed with **one of the chronic conditions listed above**, you may qualify for Quantum Health's **\$0 Copay Prescription Program**. This benefit provides full cost coverage for certain approved medications (no copay required). You **MUST** complete 100% of the required care path activities each year to remain eligible.
- **Ready to quit smoking?** Quantum Health offers Tobacco Cessation programs to employees (and their spouses) enrolled in the medical plan. Each participant is eligible for five (5) quit counseling sessions and **FREE** nicotine replacement aids.*

** The monthly \$150 Tobacco Use surcharge will apply in 2027 if you (and/or your spouse) use tobacco and enroll in a Lennox medical plan.*

No request is too big or small.

Quantum Health can answer any health care related questions you have.

- Where can I find my plan's ID cards?
- Is my doctor in-network?
- How much will my doctor visits cost?
- Where can I get a free annual health screening?
- Where can I get lab work completed?
- How can I get pre-authorization for a procedure or prescription?
- Are my medications eligible for free delivery?
- How can I get help quitting smoking?

Visit LIQuantum.com or call (877) 220-2279 (M – F, 8am – 9pm CST).



GET THE CARE YOU NEED

Lennox **Green** or **Blue** medical plan members have access to these **EXTRA** benefits.

Call **Quantum Health** at **(877) 220-2279** if you have questions or need help.



New for 2027! Need to get common cold or flu symptoms treated? Want year-round access to a Primary Care Physician (PCP)? Concerned about your mental health? With **Teladoc**, you can schedule **unlimited \$0 virtual care appointments** at home or the-the-go!



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).



New for 2027! OneImaging will be the primary provider for reduced cost **medical imaging (radiology) services** for Lennox medical plan (e.g., MRI, CT scan, X-ray, ultrasound, and mammograms).



Back, joint, and muscle pain can be relieved with the **Hinge Health \$0 virtual physical therapy benefit** — no referral required. Participants receive guided exercise plans, coaching, and wearable sensors at no cost.



Virta Health's evidence-based strategies can help eligible participants **manage and reverse Type 2 diabetes at no cost**, without medications or surgery — no referral required. Free smart devices are provided.



Oshi Health \$0 virtual digestive care offers online consults for everyday common gastrointestinal (GI) symptoms. Your specialist care team can also oversee a GI diagnosis such as inflammatory bowel disease (IBD), Crohn's, gastroesophageal reflux disease (GERD), and more — no referral required.



Omada Health's \$0 digital lifestyle support program helps you better manage diabetes and high blood pressure symptoms — no referral required. The **Omada For Prevention \$0 lifestyle coaching program** can help you maintain healthy habits and prevent chronic conditions.



Combined with recommended health screenings, you can detect 50+ cancer types before symptoms appear. To be eligible for the **GRAIL Galleri \$0 multi-cancer detection blood test**, participants must be age 50+ or between ages 40-49 and considered high-risk by a doctor — no referral required.



Carrum Health can provide a **specialized review of a cancer diagnosis at no cost**. You will also have 24/7 access to oncology-certified nurses throughout your treatment journey.

New for 2027! Carrum Health will offer long-term recovery support to help you **overcome substance use disorders at no cost**. This benefit includes virtual counseling and in-person treatment at a local recovery center (if eligible).

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

CHOOSE YOUR DENTAL PLAN



Through **Delta Dental**, Lennox offers a DPO/PPO dental plan to ensure you and your covered dependents can maintain a healthy smile.

- Members are eligible for **two \$0 routine cleanings** each year.
- **Nationwide network** of dentists and dental specialists.
- Receive advice from a licensed dentist in minutes with **Delta Dental Virtual Consult**.
- 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 [LennoxBenefits.com](https://lennoxbenefits.com).

2027 Dental Coverage Tiers and 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	\$6.87	\$14.89
Employee + Spouse	\$14.04	\$30.43
Employee + Child(ren)	\$14.40	\$31.20
Employee + Family	\$23.28	\$50.45

CHOOSE YOUR VISION PLAN

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



- Members are eligible for **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 LennoxBenefits.com.

2027 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)

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!

Medical plan enrollment is not required.

You can elect either option or both during Open Enrollment:

Health Care FSA

\$3,400 Annual Max Contribution in 2027*

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 2027*

(\$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).

* FSA contribution(s) are deducted from your paycheck before taxes.



Already Participating?

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

FSA elections do not carry over.

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 [LennoxBenefits.com](https://lennoxbenefits.com) for tips on using your FSA savings.



FEEL YOUR BEST ALL DAY, EVERYDAY



It's okay to ask for help when you need it.

Lennox's **Employee Assistance Program (EAP)**, through **SupportLinc**, provides assistance for everyday challenges and difficult situations.

This **FREE** benefit is available 24/7 to all employees and their household family members.

- **Work-Life Balance Resources** – EAP specialists can provide referrals to resources such as child or elder care, adoption, pet care, home repair, education, and housing needs.
- **In-the-Moment Support** – EAP specialists can offer assistance with work-related pressures, depression, stress, anxiety, grief, relationships, substance abuse, or other concerns. Self-guided tools are available online!
- **Short-Term Counseling** – Each person may receive up to five (5) counseling sessions per issue each year (including teen counseling).
- **Legal Consultation** – Receive a free, 30-minute consultation with a local attorney by phone or in-person.
- **Financial Expertise** – Receive a free, 30-minute consultation with a certified financial professional by phone or in-person.



Find a Moment of Calm

Lennox offers **Calm Health** subscriptions to all employees and up to 5 dependents (age 16+) **at no cost**.

Access an unlimited suite of personalized mental fitness tools such as:

- 10-minute "Daily Calm" meditations delivered every day.
- Guided meditations to help with focus, anxiety, stress, and more (English, French, Spanish).
- Sleep Stories with new stories added weekly.
- Calming ambient music.
- Mindfulness tools tailored for kids (ages 3-17).



Ready to quit smoking?

Quantum Health offers **Tobacco Cessation** programs to employees (and their spouses) enrolled in the medical plan **at no cost**.*

Each participant is eligible for five (5) quit counseling sessions and nicotine replacement aids.

** The monthly \$150 Tobacco Use surcharge will apply in 2027 if you (and/or your spouse) use tobacco and enroll in a Lennox medical plan.*



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 New York Life (NYL)	Salaried and Hourly – Up to 1x your basic annual earnings. *** You MUST designate a beneficiary in BenefitSource.
Short-Term Disability (STD) through New York Life (NYL)	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. Visit LennoxBenefits.com to review eligibility, costs, and coverage details.

BENEFIT	COVERAGE
Paid by Employee	
Long-Term Disability (LTD)* through New York Life (NYL)	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 New York Life (NYL)	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 New York Life (NYL)	High Plan Maximum: Spouse – \$20,000 Per Child – \$10,000 Low Plan Maximum: Spouse – \$10,000 Per Child – \$5,000
Accident Insurance through New York Life (NYL)	A cash benefit is paid if you suffer an injury caused by an accident covered by your policy.
Critical Illness Insurance through New York Life (NYL)	A cash benefit is paid if you are diagnosed with a critical illness such as cancer, heart attack, or stroke. Each covered person qualifies for an annual \$100 Wellness Benefit .
New for 2027! Hospital Indemnity Insurance through New York Life (NYL)	A cash benefit payment is paid if you have a covered stay in a in a hospital (e.g. accident, surgery, pregnancy). Each covered person qualifies for an annual \$50 Wellness Benefit .
Prepaid Legal Benefit through LegalShield	Access experienced legal professionals for everyday legal needs plus wills, trusts, and real estate matters . The benefit includes identity theft protection and personal data monitoring services.

* Evidence of Insurability (EOI) is not required in 2027. You will automatically be approved for coverage.

LEAVES OF ABSENCE BENEFITS

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



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 — **your money is yours!**
- You **MUST** designate a 401(k) beneficiary in Fidelity NetBenefits.

Looking for 1-on-1 Financial Guidance?

Licensed 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 needed.



THRIVE WITH EXTRA PERKS

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

LENNOX

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 LennoxBenefits.com.

PET HEALTH INSURANCE

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).

BANK OF AMERICA

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

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. This benefit includes 1-on-1 Well-Being Coaching.

YOUR ENROLLMENT CHECKLIST

- ☐ Review your **2027 Open Enrollment** materials.
- ☐ Explore your benefit options on LennoxBenefits.com.
- ☐ Call **Quantum Health** at **(877) 220-2279** (M – F, 8am – 9pm CST) for medical plan advice.
- ☐ Submit your 2027 coverage choices in **BenefitSource** by **11:59pm CST on November 16, 2026**.
 - **Review** your current elections.
 - **Enroll** in the specific benefits you need for 2027.
 - **Add or drop dependents.** Upload required dependent verification documents within 60 days.
 - **Answer** the required 2027 Working Spouse and Tobacco Use questions to avoid 2027 surcharges.
 - If needed, **re-elect** your Health Care FSA and/or Dependent Care FSA contributions for 2027.
 - **Confirm** listed beneficiaries for your Basic 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 2027 elections confirmation.

✓ **ACTION
REQUIRED**

Keep in Mind

- **If you waive coverage or do not take action**, most of your current elections will carry over to 2027.
 - Medical members who fail to answer the required 2027 Working Spouse and Tobacco Use questions will receive the surcharge(s) in 2027.
- 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 Basic Life and AD&D Insurance, Short-Term Disability (STD), and EAP benefits with free access to 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

Need Help? 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
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Permit # 391

November 2026

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 **ACTION
REQUIRED**

2027 Open Enrollment: November 2 - 16, 2026

Ready to Enroll? Need Help?

- Visit [Lennox.bswift.com](https://www.lennoxbswift.com)
- Call (800) 284-4549