

# Take the Wheel: BorgWarner Supporting Families



Michelle DuFour  
Director Global Benefits  
World Headquarters



# Paid Parental Leave



## Paid Parental Leave

- Designed to support parents by taking time needed to bond with a child a birth, adoption, or permanent guardianship
- Eligible after 6 months of employment
- Pay equal to Short Term/Salary Continuation benefit without a cap
- Up to 20 days (used in whole work week increments) within 12 months following event
- Benefits (and deductions) continue during leave
- Leave runs concurrent with medical and FMLA
- See HR for FAQ or to discuss your personal situation

**\*The benefit event must occur on or after 01/01/19**

# Paid Parental Leave: Common Leave Scenarios

Birth mother has baby and chooses to extend pay after STD expires and in FML 12 week window

| BIRTH Weeks<br>1                           | 2 | 3 | 4 | 5 | 6 | 7                              | 8 | 9 | 10 | 11                       | 12 | 13             |
|--|---|---|---|---|---|--------------------------------|---|---|----|--------------------------|----|----------------|
| \$ Short Term Disability Paid to Birth Mom |   |   |   |   |   | \$ Parental Leave to Birth Mom |   |   |    | Parental Leave exhausted |    | Return To Work |
| FMLA – Mom’s Serious Health Condition      |   |   |   |   |   | FMLA – Newborn Care            |   |   |    |                          |    |                |

Father wants to spend first weeks following birth bonding at home then stays home unpaid for additional 8 weeks of FML job protected time.

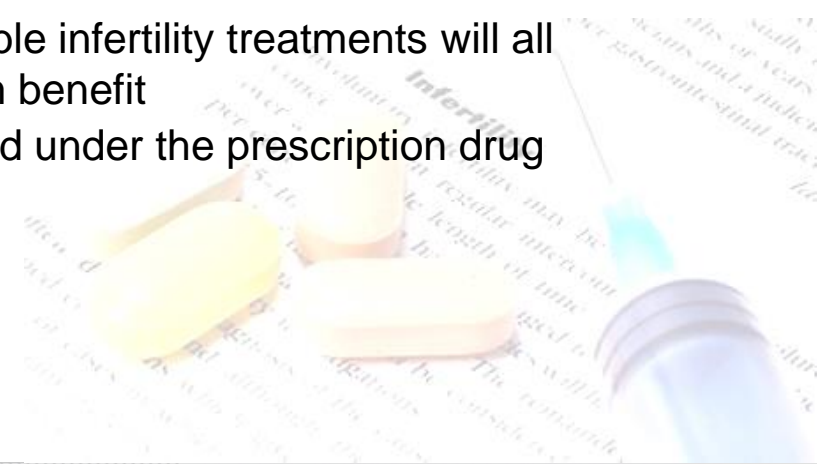
| BIRTH Weeks1        | 2 | 3 | 4 | 5                                 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13             |
|---------------------|---|---|---|-----------------------------------|---|---|---|---|----|----|----|----------------|
| \$ Parental Leave   |   |   |   | Parental Leave Exhausted – No pay |   |   |   |   |    |    |    | Return To Work |
| FMLA – Newborn Care |   |   |   |                                   |   |   |   |   |    |    |    |                |

\*Effective for benefit events 1/1/2019+

# Infertility Treatment

## Improved Infertility Benefit Coverage

- Adding:
  - IVF (In Vitro Fertilization)
  - GIFT (Gamete Intrafallopian Transfer)
  - ZIFT (Zygote Intrafallopian Transfer)
  - AI (Artificial Insemination)
- **\$5,000 lifetime maximum**
  - Note:
    - The treatments listed above, and injectable infertility treatments will all accumulate toward the lifetime maximum benefit
    - Oral fertility medications are also included under the prescription drug coverage with no lifetime maximum





# Adoption Assistance



## Adoption Assistance

- Partial reimbursement toward costs of assuming parental responsibility for a child.
- Employed at least 6 months prior to the time adoption finalized
- Up to \$5,000 per finalized adoption, lifetime \$10,000
- Submission deadline 90 days after date of adoption
- Expenses consistent with federal income tax guidelines qualify

**\*The benefit event must occur on or after 01/01/19**

# Enhanced Bereavement Benefits



## Enhanced Bereavement Benefits

- Time off following the death of a close relative or family member
- Paid days are at 100% of base salary and may be taken consecutively or intermittently within 12 months following the death

**\*Effective date is on or after 01/01/19**

**Immediate  
Family:  
Up to  
14 Days**

Spouse  
Children (Step or Foster)

**Extended  
Family:  
Up to  
4 Days**

Parents  
In-Laws (Mother/Father), Brother/Sister  
In-Laws(Brother/Sister/Daughter  
/Son)  
Grandparent  
Grandchild  
(including Step)