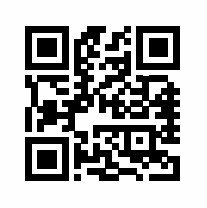


Benefits for you, driven by you

We appreciate your contributions to our business, which is why we are proud to support you and your health journey with benefits and programs designed to enhance your overall well-being.



Explore all of your benefits at schaefflerbenefits.com



SCHAEFFLER

Benefits at a Glance




Your Health

Great news about your healthcare coverage!
There are no medical premium increases for the fourth year in a row.

A side-by-side comparison of the in-network benefits for the two medical/Rx plans:

	Plan 1	CDHP with HSA
Health plan provider	BlueCross® BlueShield® of SC/CVS Caremark	
Preventive care	Covered at 100%	
Paying for care	Pay a flat copay for services such as doctor and specialist visits, and prescriptions	Pay 100% of medical and prescription expenses up to the annual deductible* then you pay 20% until you meet your out-of-pocket maximum
Annual deductible	Individual: \$1,000 Family: \$2,000	Individual**: \$2,000 Family: \$4,000
Annual out-of-pocket maximum	Individual: \$4,000 Family: \$8,000	Individual: \$4,000 Family: \$8,000
Savings accounts	Health Care Flexible Spending Account (FSA) eligible	Health Savings Account (HSA) with a per pay period contribution from Schaeffler

Tobacco/nicotine users and their covered spouses (if tobacco/nicotine users) will each be assessed a \$23.08 biweekly (\$11.54 weekly) tobacco surcharge.
*Excludes preventive generic and brand-name drugs, for which the deductible is waived and you pay 20%.
**The individual limit is not embedded in any Employee + Dependent(s) tier of coverage.

-  With 24/7 healthcare from Blue CareOnDemand, powered by MDLive, you have access to preventive care, urgent care, primary care and dermatology.
-  All employees will receive Long-Term Disability coverage beginning January 1, 2025 – fully paid by Schaeffler.
-  You can use funds in your FSA or HSA to pay for qualified medical, prescription, dental and vision expenses.

To download location specific rate cards, go to schaefflerbenefits.com

Your Money



Disability Insurance

- We provide Short-Term Disability coverage at no cost to you.
- Extend your income replacement by purchasing Long-Term Disability coverage at discounted rates – **this is now a 50% benefit, fully paid by Schaeffler. This means, all employees have coverage in 2025.**
- You have the option to purchase an additional 10% Long-Term Disability coverage on top of the 50% employer paid.



401(k) Savings Retirement Plan

- Save pre-tax dollars for your retirement.
- We help you to save by matching 100% of the first 6% of your eligible compensation each payroll period.

Your Life



Life & AD&D Insurance

- We provide Basic Life and AD&D insurance at no cost to you.
- Increase your own coverage and/or buy coverage for your spouse and child(ren) up to age 26.



Fertility & Adoption Reimbursement

- Receive high-quality care, personalized emotional support and guidance for your path to parenthood with our fertility and family building benefits through Progyny.
- We offer adoption reimbursement of \$5,000 per child (up to \$15,000).



Lyra Mental Health Benefit

- Lyra provides care for your emotional and mental health how, when, and where you need it. Whether you're feeling stressed, anxious, or depressed, support from Lyra's top coaches and therapists can get you back on your feet.

Don't forget!

Ensure your Life, 401(k) and HSA (if applicable) beneficiaries are up to date.

Voluntary Benefits

Our voluntary benefits are designed to help you protect your budget from life's unexpected twists and turns. Coverage can be elected for the whole family.



Accident Insurance

Accident insurance can help reduce the financial impact of an injury by helping you pay for your deductible, copays, and even day-to-day expenses such as mortgage or car payments while you recover.

This benefit will pay out a set amount depending on the injury and what services you need. That money is paid directly to you and can be used however you wish.



Critical Illness Insurance

Critical illness insurance helps protect you from the financial impact that comes along with an unexpected critical illness. If you are diagnosed with a covered illness (including heart attack, stroke, and cancer), you will receive a cash benefit of the amount you select when you enroll.

The benefit is paid directly to you and can be used however you wish.



Hospital Indemnity Insurance

Hospital indemnity insurance provides financial support to help you cover expenses related to hospital stays. You can use the cash benefits from this coverage to replace lost income, help meet copays, pay for recovery expenses or in any way that suits your needs.



Ready to enroll for your benefits?

Log in at myADP.com. For enrollment support or to request an ADP password reset, contact the Schaeffler Benefit Service Center at **1-844-842-1405**.

For any other questions, reach out to your local HR Business Partner or email Benefits-USA@Schaeffler.com.