



2027 Benefits Guide



For Non-union employees

BENEFITS FOR THE ROAD AHEAD



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Continuing Our Commitment to Your Health and Well-Being

To our employees and families,

At Magna, we know that quality benefits play an important role in supporting your health, wellbeing, and financial security. That's why we remain committed to providing comprehensive benefits that deliver value for you and your family.

As healthcare costs continue to rise, we work hard to manage those increases responsibly while maintaining the quality coverage you expect. Through careful planning, strong vendor partnerships, and regular benchmarking, we strive to keep our benefits competitive and affordable. When considering both the breadth of our coverage and the cost to employees, our benefits program remains highly competitive compared with others in the market.

The result is a benefits program that provides strong coverage while helping keep your contributions as low as possible, so you can focus on what matters most.

Beyond the benefits we provide, we also offer resources and programs that support proactive health management and overall wellbeing. I encourage you to take advantage of these opportunities. By staying engaged in your health and wellbeing, we can work together to help manage future healthcare costs while supporting healthier outcomes for ourselves and our families.

Thank you for everything you do each day. We are proud to support you and your family, and we remain committed to investing in benefits that reflect the value you bring to Magna.



Tom Rucker

Chief People and Business
Transformation Officer

Welcome to
Magna Benefits

You're in the Driver's Seat

This guide is your resource for understanding the benefits available to you through Magna. As you review your options, consider your personal needs, your family's priorities, and your goals for the year ahead. The choices are yours, and we're here to provide the information and support you need to make them with confidence.

**For additional information visit the
US Benefits site at magna.com/benefitsus**

BENEFITS FOR THE ROAD AHEAD





Benefit Updates for 2027

Your needs evolve, and your benefits should too. That's why we've made several enhancements for 2027, giving you more choice, greater flexibility, and additional ways to make the most of your benefits.

Key Dates

- **October / Early November:** Take time to review your Open Enrollment materials
- **November 9:** Open Enrollment begins
- **November 20:** Last day of Open Enrollment
- **Late December:** If you enrolled in healthcare, you will receive a new pharmacy ID card OR if you're new to Magna's plan or made any changes, you will receive new ID cards.
- **January 1:** Your new benefits start!

NEW! Pharmacy Benefits Provider

Starting January 1, 2027, Magna's pharmacy benefits provider will change from Express Scripts (ESI) to RxBenefits - Optum Rx.

You'll still have prescription coverage, home delivery, helpful tools, and customer support.

NEW! Health Advocacy Program

Need help understanding which benefits to enroll in, finding a doctor, or resolving a claim billing issue?

Health Advocate provides personalized advocacy services to help you and your family navigate the healthcare system with confidence. From resolving benefits and healthcare questions to helping you understand coverage and plan options during Open Enrollment, Health Advocate is here to make it easier to get the support you need and make informed decisions about your benefits. See page 6 for details.

NEW! Voluntary Benefits

Take advantage of three new voluntary benefit options from The Hartford including:

- Accident Insurance
- Hospital Indemnity Insurance
- Critical Illness Insurance

These plans can help provide financial support when unexpected health events happen. See page 13 to learn more.

IRS Required Updates:

Advantage High Deductible Health Plan (HDHP) Deductible changing to \$1,750 / \$3,500

HSA contribution limit increasing to \$4,500 / \$9,000

It's almost time to choose your benefits for 2027!

Open Enrollment is your chance to review your benefits and choose the coverage that's right for you and your family.

Don't Forget:

- If you do not make changes during Open Enrollment, most of your current benefits will continue for 2027 (e.g., Medical, Dental, Vision, Optional Life Insurance and Buy-Up Long Term Disability).
- You must enroll again if you want a Health Care Flexible Spending Account (FSA), Dependent Care FSA, Limited Purpose FSA or Health Savings Account (HSA) for 2027.
- If you are currently enrolled in a Medical FSA and elect the Advantage HDHP with an HSA for the new plan year, any eligible Medical FSA rollover funds will automatically

be transferred to a Limited Purpose FSA. This allows you to remain eligible to contribute to a Health Savings Account (HSA).

- If interested, you must elect the new voluntary benefits during Open Enrollment for the first time to be enrolled. You cannot increase coverage for a qualifying life event if you are not enrolled during this time.
- Your elections stay in place all year unless you have a qualifying life event.
- **Need help?** Contact Health Advocate and/or your local HR team.

Benefit questions? Enrollment support?

Contact Health Advocate:

855-556-2060 | healthadvocate.com/magna

Registration code: **MAGNAINT**



Shift into Gear: Prepare for Open Enrollment

Your benefit choices can impact your costs when managing your healthcare needs. No matter what your healthcare needs are – big or small – you're likely to have some expenses to manage during the year. Approach your healthcare choices thoughtfully by following these steps:



STEP 1:

Look Back. Ask yourself:

- Did we go to the doctor a lot last year?
- Did we get a lot of prescriptions filled?
- Did we have big medical bills?
- Did we meet our deductible?

TIP: You can see all your healthcare expenses by logging into the BCBSM app or visiting [bcbsm.com](https://www.bcbsm.com)



STEP 2:

Think Ahead. Think about next year:

- Any surgeries or new health issues expected?
- Are we expecting a baby?
- Will our child need braces?
- Do we need new glasses?



STEP 3:

Review the Options & Choose your Plan.

- **Get in touch with Health Advocate.** New this year - you can call Health Advocate to review your benefit options with a Benefits Expert.
- **Check out the new plans.** See what's different and what each plan offers.
- **Think about your budget.** What kind of deductible and out-of-pocket costs am I okay with?
- **Check the cost per paycheck.** How much will be taken out of my pay for each plan?
- **Try the cost estimate calculator.** Help determine which plan is best for you and your family needs at magna.com/benefitsus
- **Talk with your family.** Decide together what makes the most sense for your health and your wallet.
- **Remember:** Your selections will stay the same all year, unless you experience a Qualifying Life Event.



If you are a full-time employee and work 30 hours or more each week, you can sign up for benefits!

You can also cover:

- Your legally **married spouse**
- Your **children** (until the end of the month they turn 26)
- Your **adult child with a disability** (if the disability started before age 26 and they live with you)

Heads-up: When your child turns 26, they are no longer eligible to be enrolled as your child on Magna's plan. They will get a COBRA notice in the mail if they want to elect to continue coverage OR can elect a plan through [healthcare.gov](https://www.healthcare.gov) OR their own employer's or spouse's plan.

Important Terms

- **Copay** – A small, set amount you pay when you go to the doctor or get care. Example: You might pay \$25 for a doctor visit.
- **Deductible** – The amount you pay first before your health plan starts helping to pay costs. Similar to how the 2025 plans worked, with the Enhanced and Standard PPO plans you still have copays but for any medical expenses that are not subject to copay, you would pay your deductible for all other medical expenses. In the Advantage HDHP, there are no copays so you pay the full cost of every medical expense until you hit your deductible. Example: You might pay \$500 for your deductible for a surgery, before the coinsurance applies.
- **Coinsurance** – After you meet your deductible, you and your plan share the cost. Example: You might pay 20%, and your plan pays 80%.
- **Employee Contributions** – The money taken out of your paycheck to help pay for your benefits.
- **Out-of-Pocket Maximum** – The most you'll have to pay in a year. After that, your plan pays 100% of covered costs.
- **Preventive Care** – Services that help you stay healthy, like check-ups, shots, and screenings. These are often free!
- **Primary Care** – Your main doctor who helps with everyday health needs.
- **Specialist Care** – Care from doctors who treat specific health issues, like heart or bone problems.



Your Health Advocate Benefit



Need Help with Your Benefits or Healthcare?

Health Advocate is here to make healthcare and benefits easier for you and your family. Health Advocates experts can answer your questions, help you understand your options, and do the work to help resolve healthcare and insurance issues. These services are available to you and your family at no additional cost.

Health Advocate can help you:	Who Can Use Health Advocate?	Get Started
• Understand your benefit plan options and get answers to your enrollment questions • Access your benefit information all in one place and understand your coverage • Find in-network doctors and other providers • Better understand a diagnosis, treatment options, and next steps for your care • Resolve medical bill, claim, and other insurance-related issues • Get support with prescription-related questions or issues • Connect with health, wellbeing, and other benefit resources • Get answers to questions about Medicare	Health Advocate is available to you and your family, including your spouse or partner, dependents, parents and parents-in-law.	1. Download the Health Advocate app 2. Visit healthadvocate.com/magna 3. Register using the code MAGNAINT Get help by phone, email, message, or live chat. Contact Health Advocate: Call: 855-556-2060 Email: answers@healthadvocate.com 



Medical



Plan Breakdown

In-Network	Enhanced PPO	Standard PPO	Advantage HDHP
Deductible (Employee/Family)	\$200 / \$400	\$500 / \$1,000	\$1,750 / \$3,500
Coinsurance	20%	20%	20%
Out-of-Pocket Maximum Employee / Family	\$2,000 / \$4,000 (Includes deductibles, coinsurance, and copays)	\$3,500 / \$7,000 (Includes deductibles, coinsurance, and copays)	\$4,000 / \$8,000 (Includes deductibles and coinsurance)
Primary Care Physician (PCP) Office Visit Copay	\$20	\$25	20% after deductible
Specialist Office Visit Copay	\$20	\$45	20% after deductible
Urgent Care Copay	\$20	\$50	20% after deductible
Emergency Room Copay	\$150 then 20% coinsurance after deductible; copay waived if admitted	\$150 then 20% coinsurance after deductible; copay waived if admitted	20% after deductible

Reminder: If your spouse is offered affordable health insurance from their job and you want to add them to your Magna plan, they must also sign up for their job's plan to be eligible for Magna's plan. If you choose the Advantage HDHP plan but your spouse is enrolled in a Non-HDHP plan from their job, that's okay, as long as YOU are not also enrolled in their non-HDHP plan and you and your spouse are not enrolled in a Health Care FSA.



All three of our plans will continue to allow you:

- To go to any doctor or hospital, without a referral, but you will save money when you use ones that are in-network with BCBS.
- FREE preventive care which are your yearly check-up, cancer screenings, and shots (like vaccines) to keep you and your family healthy, when you use an in-network provider.
- Access a Teledoc Visit for FREE where you can talk to a doctor or mental health provider online.
- You don't need a referral to see a specialist—just go!



Find a Doctor in Your Plan

A primary care doctor helps you stay healthy and avoid expensive ER visits. You can find one using the Blue Cross app or at [bcbsm.com](https://www.bcbsm.com).

Use In-Network Doctors

Going to doctors in your plan saves you money. If you go out-of-network, it costs more.

Get Free Checkups

Things like yearly checkups, shots, and screenings are free if you stay in-network. Some medicines are free too!

Go to the ER Only for Emergencies

The ER is for serious problems. If it's not an emergency, go to your doctor, Teledoc or urgent care—it's much cheaper.

Traveling Abroad?

Your Blue Cross plan works in over 200 countries.

Visit [bcbsglobalcore.com](https://www.bcbsglobalcore.com) before you go to learn more.



Pharmacy



Enroll in a Magna medical plan and you'll get prescription drug coverage automatically through RxBenefits – Optum Rx. For more detailed information, go to magna.com/benefitsus.

Who Does What?

- Optum Rx is the pharmacy network that manages your prescription drug coverage.
- RxBenefits is the customer service that helps you find answers and solve pharmacy benefit issues.

Watch your mail for important updates from RxBenefits - Optum Rx. You may receive a welcome kit, Member ID Card(s), and letters about your prescriptions. These letters may explain coverage changes, copay updates, mail order options, or steps needed for specialty medications. Please review all mail carefully to stay informed about your benefits.

Need Help? RxBenefits can answer questions about your coverage and help you find lower-cost medication options. Call RxBenefits at **1-833-289-2022**

	Enhanced PPO	Standard PPO	Advantage HDHP
Deductible	None		Combined with Medical
Retail – 30-day supply			
Generic	20% (\$4 minimum / \$25 maximum)		20% after deductible
Preferred	25% (\$20 minimum / \$60 maximum)		20% after deductible
Non-preferred	50% (\$75 minimum / \$150 maximum)		20% after deductible
Mail Order – 90-day supply			
Generic	15% (\$8 minimum / \$50 maximum)		20% after deductible
Preferred	20% (\$40 minimum / \$120 maximum)		20% after deductible
Non-preferred	50% (\$150 minimum / \$300 maximum)		20% after deductible

Specialty Drugs

- Specialty medications for complex, chronic, or rare conditions must be filled through Optum Rx Specialty Pharmacy.
- These medications require special handling and delivery, so they are not usually available at local pharmacies. Optum Rx Specialty Pharmacy helps ensure they are provided safely and correctly.
- Contact Optum Rx Specialty Pharmacy at **1-855-427-4682** or visit Specialty.OptumRx.com



Easy Ways to Save

Use Home Delivery

- Get up to a **90-day supply** of eligible medicines
- Have prescriptions **shipped to your home**
- Manage refills online or in the Optum Rx app

Choose Generic Drugs

- Generic drugs are just as effective as brand-name drugs
- They **cost less** and have the **same ingredients**

Taking Long-Term Medications?

- Most maintenance medications (the ones you take every day) can be filled through Optum Rx Home Delivery.
- Visit OptumRx.com to learn more

Important: Mail order is a must for maintenance medications.

If you take daily medication for things like blood pressure, diabetes or cholesterol, you can fill your first three prescriptions at a regular pharmacy. After that, you must switch to mail order or you'll have to pay the full cost.

Enrolled in the Advantage HDHP? Some maintenance medications are covered right away and you will only be responsible for the 20% coinsurance before meeting your deductible.



Vision



See the Road Ahead with VSP Vision Coverage

Your eyes are important, and Magna will continue to offer the same two great vision plans to help you take care of them. You can choose the **Standard Plan** or the **Enhanced Plan**, or you can choose not to enroll if you don't need vision coverage.

Why Sign Up?

Both plans help you save money on:

- Eye exams
- Glasses and lenses
- Special member discounts on eyewear and services

	Standard Plan	Enhanced Plan
Glasses or Contact Allowance	Every other calendar year*	Every Calendar Year
WellVision Exam	\$20 Every calendar year	\$10 Every calendar year
Frame Allowance	Up to \$150	Up to \$195
Contact Allowance	\$130	\$150
Extra Savings	Glasses/Sunglasses, Laser Vision Correction, LightCare	

*Children age 26 and under are eligible for glasses annually.

Your Monthly Contribution

	Standard Plan	Enhanced
Employee	\$3.39	\$6.79
Employee + 1	\$6.79	\$13.60
Family	\$10.93	\$21.86

 **Benefit questions? Enrollment support?**
Contact Health Advocate:
855-556-2060 | healthadvocate.com/magna
Registration code: **MAGNAINT**



Take the Next Step

Once you've picked your plan, go to vsp.com and create your account. There, you can:

- Check your coverage
- Find eye doctors in your network
- Discover even more ways to save

LightCare Coverage for Everyday Eye Protection

Your vision benefits include LightCare coverage, giving you more flexibility to support your eye health at work and at home.

Use your frame and lens allowance for:

- Non-prescription sunglasses to help protect your eyes outdoors
- Blue light filtering glasses to help reduce eye strain from digital screens



Dental



Caring for your teeth and keeping your smile healthy can ensure the rest of your body stays healthy as well.

Magna offers two dental plans through Delta Dental providing you and your family with the opportunity to make the best choice for your specific dental needs.

What Do the Plans Cover?

Both plans help you save money on cleanings, checkups, and other dental care. Look at each plan and choose the one that fits your needs.

No Card Needed

You don't need to carry a dental ID card. Your dentist can find your information using your Social Security Number. You can also use your virtual ID card in the Delta Dental app or online in the member portal.



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	Standard Plan	Enhanced Plan
Deductible	\$50 / person	\$50 / person
Max Family Deductible	\$150 / year	\$150 / year
Annual Family Maximum	\$1,000 / person	\$2,000 / person
Oral Exams	2 / year	2/year
Cleanings	2 / year*	4 / year
Diagnostic & Preventive Care Coverage	FREE	FREE
Basic Services	20%	20%
Major Services	50%	50%
Orthodontia	No Coverage	50% up to \$2,000 lifetime maximum. No Age Limit

* Evidence-based dentistry will apply for those who need additional cleanings per year.

Your Monthly Contribution

	Standard Plan	Enhanced Plan
Employee	\$14.10	\$20.59
Employee + 1	\$28.20	\$41.18
Family	\$42.30	\$61.76

Orthodontic Treatment & Coverage

If you or a family member is currently in the Enhanced plan and getting braces or other orthodontic treatment, make sure you remain enrolled in the Enhanced plan until treatment and payment from Delta are completed.



Plan Ahead for the Unexpected



Life and Accidental Death & Dismemberment Insurance

Life and Accidental Death and Dismemberment (AD&D) Insurance from The Hartford can help you protect the financial future of your loved ones. **You're covered—automatically!** If you're a full-time employee, you're automatically enrolled in life insurance for yourself and your family—at **no cost to you**—after your new hire waiting period. It's one less thing to worry about. Want even more protection? You can buy extra coverage for yourself, your spouse, or your children. It's a simple way to give your family even more financial security.

Magna Company Sponsored Life and AD&D Benefits

Who's Covered	What's Included
You	2x your yearly pay (up to \$1,000,000)
Your Spouse	\$5,000
Your Children	Birth to under 6 months: \$1,000 6 months to age 25: \$2,500

Optional Life and AD&D Coverage

Who	What You Can Get (Guarantee Issue Limit. No Health Questions Asked)	Maximum Coverage (Combined between basic and optional, will require Evidence of Insurability)
You	1x, 2x, or 3x your yearly pay To maximum of \$750,000	Up to 5x your pay (max \$1,000,000)
Spouse (under 65)	To maximum of \$50,000	Up to \$250,000 (or 50% of your total coverage)
Children	\$10,000 (6 months to age 26)	\$10,000. Babies under 6 months get \$1,000

**Evidence of Insurability (EOI) is required for newly hired employees electing Optional Life Insurance coverage above the Guaranteed Issue Limit and for any OE changes resulting in an increase. Coverage requiring EOI is subject to insurance carrier approval. You must be actively at work on the effective date of coverage, and covered dependents cannot be disabled or hospital confined on the date coverage takes effect.*



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Age Reductions

Your original benefit amount will be reduced to 65% at ages 65, 70, and 75, and to 75% at ages 80, 85, 90 and 95. See carrier certificate for details.

Your Rates May Change as You Get Older

If you have Optional Life or AD&D Insurance, the amount you pay depends on your age. That means if you move into a new age group between this year and next, your cost may go up automatically. It's a good idea to check your age group and plan when enrolling in Workday to ensure there are no surprises.



Designate your loved one(s) as your life insurance beneficiary(ies) in Workday any time.

Follow these steps:

1. Log in to Workday to view your profile
2. Select Actions
3. Benefits
4. Change/Update Insurance Elections or Beneficiaries
5. Enter the effective date
6. Submit
7. Click "Let's get started"
8. "Manage" the plan
9. Select the plan
10. Add primary Beneficiary(ies)



Short and Long-Term Disability



Be Ready for the Unexpected with Disability Coverage

Sometimes life doesn't go as planned—but Magna is here to help. If you ever get sick or hurt and can't work, our disability insurance can help protect part of your paycheck.

Short-Term Disability – We've Got You Covered

If you're a full-time employee, after your new hire waiting period, you're already signed up—and **it's free!** This plan helps **replace your pay if you can't work** for a short time because of:

- A serious illness
- Pregnancy
- A serious injury when you can't work

Benefits begin on the first day for accidents or the 8th day for sickness. You'll get **66 2/3% of your weekly pay for up to 26 weeks** so you can focus on getting better. You can also supplement your Short-Term Disability pay with your own accrued PTO.

Long-Term Disability – Support That Lasts

If you're out of work for more than 6 months, Long-Term Disability kicks in and is **also free!**

You'll get:

- **60% of your monthly pay**
- **Up to \$5,000** each month
- Extra help like legal, financial, and counseling services

Want More Protection? Choose the Buy-Up LTD Option

You can choose to boost your Long-Term Disability coverage:

- Get **66 2/3% of your pay**
- Raise your **monthly max to \$10,000**

Heads up:

If you did not sign up when you were hired, you will need to answer some health questions, called an Evidence of Insurability (EOI), with Hartford after Open Enrollment. In addition, you must be actively at work on the day your LTD Buy-Up coverage takes effect.



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NOTE: The Voluntary Buy-Up LTD Plan has a 3/12 pre-existing conditions exclusion. A pre-existing condition means an injury or sickness for which you received medical treatment, advice or consultation, care or services, including diagnostic measures, or had drugs or medicines prescribed or taken in the 3 months prior to the day you become insured under the policy. The Hartford will not provide benefits for any disability caused by, attributable to, or resulting from a pre-existing condition which begins in the first 12 months after you are continuously insured under the policy. Please see the Hartford LTD Policy for more details. Your coverage effective date or any increase in coverage may be delayed if you are disabled on the date coverage is scheduled to take effect. Review the carrier booklet for details.



Protect Your Finances with Voluntary Benefits

To help support your financial well-being, Magna offers three optional benefits:
Hospital Indemnity Insurance, Critical Illness Insurance, and Accident Insurance.



THE HARTFORD

These plans provide cash payments that can help if you have an unexpected accident, need to stay in the hospital, or are diagnosed with a serious illness.

The money is paid directly to you, and you can use it however you need it. This may include medical bills, rent or mortgage payments, childcare, transportation, groceries, and other everyday expenses. Coverage is available for you and your eligible family members.

These optional benefits work alongside your medical plan and can provide extra financial support when unexpected health issues happen.

Hospital Indemnity

Hospital stays can be expensive. Hospital Indemnity Insurance provides cash benefits if you or a covered family member is admitted to the hospital due to an illness or injury (either planned or unexpected) like a procedure or birth of child that results in a hospital admission. Benefits are paid directly to you and can be used for any expenses.

Examples of Cash Benefits

- First Day Hospital Admission: \$1,000
- Daily Hospital Confinement: \$200 per day
- Daily ICU Confinement: \$500 per day



Scan the QR code to learn more about the plan, covered services, and benefit details.

**THIS IS A HOSPITAL CONFINEMENT INDEMNITY POLICY. THIS POLICY PROVIDES LIMITED BENEFITS. IT PROVIDES COVERAGE ONLY FOR THE LIMITED BENEFITS OR SERVICES SPECIFIED IN THE POLICY. The limited benefit plan (1) does not constitute major medical coverage, and (2) does not satisfy the individual mandate of the Affordable Care Act (ACA) because the coverage does not meet the requirements of minimum essential coverage.*

IN New York: This policy provides limited benefits health insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services.

Critical Illness

A serious illness can be costly. Critical Illness Insurance provides a cash benefit if you or a covered family member is diagnosed with a covered serious illness.

Examples of Covered Conditions

- Cancer
- Heart Attack
- Stroke
- Major Organ Failure

Employees can elect coverage from \$5,000 to \$40,000 in \$5,000 increments. Coverage is also available for eligible spouses and children up to age 26 at 100% of the employee-elected amount.

The plan also includes a Health Screening Benefit, which pays \$75 each year for every covered person just for getting your annual physical or other preventive screenings.



Scan the QR code to learn more about the plan, covered services, and benefit details.

Don't leave a claim on the table

Through The Hartford's partnership with Pasito, you can receive personalized reminders when your medical spending may qualify for benefits under your Accident, Critical Illness, or Hospital Indemnity plans. Pasito provides claim guidance while maintaining your privacy.



Scan the QR code to learn more about Pasito

Voluntary Accident

Accidents can happen when you least expect them. Accident Insurance can help pay for costs related to covered accidental injuries and recovery. It can provide benefits for common injuries and care, including broken bones, burns, cuts, ambulance rides, emergency room visits, follow-up doctor visits, and therapy services.

Examples of Cash Benefits

- Ground Ambulance: \$1,000
- Diagnostic Exam: \$750
- Hospital Observation/Short Stay: \$1,000
- Health Screening Benefit: \$75 annually per covered person



Scan the QR code to learn more about the plan, covered services, and benefit details.

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Accelerate Your Savings

Magna offers a variety of ways to help you save money now and for your future.



Save Money with Spending Accounts

Magna offers spending accounts that can help you save money on healthcare and childcare expenses. These accounts let you use pre-tax dollars, which means you may pay less in taxes.

WEX is the administrator for Magna's spending accounts. If you enroll in an FSA or HSA, you'll receive a WEX debit card to use for eligible expenses.

Flexible Spending Accounts (FSA)

An FSA lets you set aside money from your paycheck before taxes to pay for eligible expenses.

Important: Use your FSA money carefully. In most cases, money left in your account at the end of the plan year may be forfeited, unless you qualify for the rollover.

You can choose from three types of FSAs:

Health Care FSA

Use this account for eligible healthcare expenses, including:

- Doctor visits
- Prescription medications
- Dental care
- Vision care

Dependent Care FSA

Use this account to help pay for eligible childcare expenses

for children up to the age of 13 while you work or attend school. This account cannot be used for healthcare expenses.

Limited Purpose FSA

Cannot be used for Healthcare expenses. If you or your spouse have an HSA, you can use this account for:

- Dental expenses
- Vision expenses

2027 Annual Contribution Limits*

- **Health Care:** \$3,400
- **Dependent Care:** \$7,500
- **Limited Purpose:** \$3,400

FSA Rollover

You can carry over up to \$680 of unused money from a Health Care FSA or Limited Purpose FSA into the next year.

**As of August 2026, these are the limits for 2027. But just a heads-up—when Open Enrollment starts, the IRS might make a small change to the limit and that limit will be updated accordingly.*

Health Savings Account (HSA)

An HSA helps you save and pay for qualified healthcare expenses now or in the future when you are enrolled in the Advantage HDHP.

- Money goes in tax-free
- Earnings grow tax-free
- Money used for eligible healthcare expenses is tax-free
- Magna contributes money to your HSA too

Who Can Open an HSA?

To enroll, you must:

- Be enrolled in the Advantage HDHP
- Live in the U.S. and have a Social Security Number
- Not be enrolled in Medicare, Medicaid, or TRICARE
- Not be claimed as someone else's tax dependent
- Not have a Health Care FSA

For more information about HSA eligibility, visit magna.com/benefitsus.

2027 HSA Contribution Limits

- **Individual:** \$4,500
- **Family:** \$9,000
- **Age 55 and older catch-up contribution:** \$1,000

You can choose how much you want to contribute from your paycheck and change your contribution throughout the year.

Magna's Annual Contribution

- **Individual:** \$400
- **Family:** \$800

If you enroll in the HSA, Magna will deposit its contribution in four quarterly payments provided you are an active full-time employee at the time.

Example: If you enroll in the Advantage HDHP Family Plan and choose the HSA, Magna will contribute \$200 each quarter, for a total of \$800 for the year.

Don't forget: The annual HSA limit includes both your contributions and Magna's contribution.

For example, if you have family coverage and are under age 55, the 2027 HSA limit is \$9,000. Since Magna contributes \$800, you can contribute up to \$8,200 yourself.



Accelerate Your Savings *Continued...*

Magna offers a variety of ways to help you save money now and for your future.



Save for Your Future with Magna's 401(k) Plan

Magna helps you save for life after work with a 401(k) retirement plan.

Here's how it works:

- You're automatically enrolled at 6% of your pay after 30 days.
- You can change your savings amount anytime—even to 0%.
- You can choose to save pre-tax, Roth after-tax, or voluntary after-tax.
- You can save 1% to 50% of your pay each pay period.

Magna helps you save more:

- After 6 months, Magna gives you 3% of your pay—even if you don't save anything.
- Plus, Magna matches 50% of the first 6% you save. That's free money for your future!

Manage Your Account:

Go to principal.com to make changes or learn more.

Contributions are subject to IRS Annual Limits

Resources For You

- Access Principal on the go - Download the Principal APP
- Schedule a free, virtual one-on-one meeting with a Retirement Educator from Principal
- Need help with a Will, POA or other legal documents?
Principal offers access to ARAG Legal with free DIY Documents – will, Power of Attorney, living wills, estate planning education and more!
- Protect your heirs - Make sure you name a beneficiary
- Learn more about in-plan ROTH transfers and how you can take advantage
- Are you interested in a guaranteed income in retirement? Check out Principal's Pension Builder!
- Would you like personalized financial planning?
Principal partners with MorningStar for Target My Retirement

More information on these and other resources are available – Check the 401(k)-benefit website: magna.com/benefitsus/401k



Value-Added Benefits

Feel Better, Live Better – Magna’s Extra Benefits Just for You!

Life gets busy—but Magna’s got your back with helpful programs and tools to make things easier, healthier, and less stressful.



Virtual Care by Teladoc

Enrolled in one of our medical plans and need a doctor fast and for FREE? No problem!

With **Teladoc Virtual Care**, you can:

- Talk to a doctor 24/7 for minor illnesses or injuries
- Meet with a therapist or psychiatrist for mental health support

All from your phone or computer—no waiting rooms!

Get started: Download the Teladoc App or visit bcbsm.com/virtualcare



Blue Cross Virtual Well-Being

Join live, weekly free webinars to stay motivated and healthy!

Visit: mibluesperspectives.com/virtual-webinars



Omada Health Coaching

Magna has partnered with Omada to help members lose weight through one-on-one personal coaching and the tools needed to make long-lasting health changes. You'll receive the program for free if you or your adult dependents are enrolled in the medical plan and meet certain qualifying factors.*

Omada can help you build healthy routines and give you support where you need it most. For more information visit omadahealth.com/magna.

** Please note, Omada is not available to those already diagnosed with diabetes*



Magna Good For You Program

The "Good for You" Magna Wellness program offers fun, interactive, educational health and wellness resources and initiatives to help you achieve optimal health. Get the knowledge and tools to achieve your health goals.

Visit: magnagoodforyou.com



Value-Added Benefits *Continued...*



Blue365 Member Discounts

Save money on things that help you stay healthy! If you enroll in the medical plan, with Blue365, you can get deals on:

- Gym memberships and fitness gear
- Healthy food and cooking classes
- Eye care, dental, and hearing services
- Travel and more

Start saving:

Visit: blue365deals.com

Or use the **Blue Cross mobile app**



Pet Insurance from Nationwide

Your pets are family too! Magna offers discounted pet insurance to help with vet bills.

Get a quote:

Call: 877-738-7874

Visit: PetsNationwide.com



Travel Assistance With ID Theft Protection

Going 100+ miles from home?

You're covered for up to 90 days with:

- Travel tips
- Help finding doctors
- ID theft protection

Call: 1-800-243-6108

(Code: GLD-09012)

Support During Life's Toughest Moments

Magna offers services to help you and your family when it matters most.

Funeral Concierge Services:

Call: 229-544-2332

Visit: join.empathy.com/hartfordcare

Will Preparation Assistance:

Call: 229-544-2332

Visit: join.empathy.com/hartfordcare

Beneficiary Counseling Services:

Call: 270-681-1364

Visit: join.empathy.com/hartfordcare



TruHearing Discount Program

Need help with hearing? Save up to \$2,400 on hearing aids through **TruHearing**.

Call: 1-877-372-4040

Visit: vsp.com



Perks at Work

Get access to 30,000+ discounts on travel, electronics, fitness, and more!

Visit: perksatwork.com/login

Use your work or personal email and employee ID to sign up.



Your Benefit Resources

Have questions about your benefits? Start with Health Advocate.

They can help answer your questions and point you in the right direction. You can also contact the benefit vendor directly.



Benefit questions? Enrollment support?

Contact Health Advocate:

855-556-2060 | healthadvocate.com/magna

Registration code: **MAGNAINT**

Benefit	Carrier	Phone	Website	App
Medical	Blue Cross Blue Shield of Michigan	888-890-4943	BCBSM.com	 Search BCBSM
Virtual Teladoc Visits	Blue Cross Blue Shield of Michigan	Not Available	bcbsm.com/virtualcare	 Search Teladoc Health - Telehealth
Prescription Drugs	RxBenefits Optum Rx	1-833-289-2022	member.rxbenefits.com optumrx.com	  Search RxBenefits or Optum Rx
Dental	Delta Dental	800-524-0149	deltadentalmi.com	 Search Delta Dental
Vision	VSP	800-877-7195	vsp.com	 Search VSP
Disability & Life Insurance	The Hartford	800-523-2233 888-301-5615 (Disability Claims)	thehartford.com	Not Available
Critical Illness, Accident, Hospital Indemnity and Life Claims		800-523-2233 866-547-4205 (Health Claims)		
	Pasito		app.pasito.ai/magna	Not Available
Flexible Spending Accounts	WEX	844-561-1337 before you enroll 866-451-3399 when enrolled	wexinc.com	 Search Benefits by WEX
Retirement/401(k)	Principal	800-547-7754	principal.com	Search Principal 401k
Health and Wellness	Magna Good For You	Not Available	magnagoodforyou.com	Not Available
Employee Perks	Perks at Work	Not Available	https://perksatwork.com	 Search Perks at Work

