



BENEFITS
for life your way.

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**Get Ready for
Open Enrollment!**

Enroll November 1-15
to choose benefits for life your way.

0611.0333

ENJOY life your way.

**Open Enrollment Is
November 1-15**



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BENEFITS
for life your way.

Benefits for the Whole You

At ITW, we want you to live well and enjoy life. That's why we offer a variety of benefits that support you physically, mentally and financially.

As we look ahead to 2022, think about what you need to feel healthy, happy and secure, no matter what life brings. See what's new with our benefits and review your choices. Use the tools — including Pilot, our new medical plan selection tool — to make informed decisions. Then, enroll by November 15. We'll make it easy with information and resources to help you choose benefits that support the whole you.

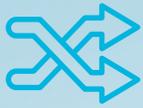
Protect Yourself and Others with the COVID-19 Vaccine

It's safe, effective and free. When you're fully vaccinated, you're doing your part to protect yourself, your family, your coworkers and your community.

Learn more: getvaccineanswers.org

Find vaccines near you: vaccines.gov





Review 2022 Changes

These changes take effect on January 1, 2022.

Medical Cost Increase

Our medical and prescription drug costs continue to rise. As a result, payroll deductions for the medical plans will increase slightly. ITW will still pay most of the cost and offer lower Living Well at ITW rates to help you save.

Specialty Drug Program

Employees and their family members with specialty prescription drugs — generally high-cost medications used to treat complex, chronic or rare conditions — who are enrolled in the PPO1 or PPO2 medical plan will be able to take advantage of the new **PrudentRx Copay Program** and get their specialty prescriptions for \$0. PrudentRx will reach out to you if you are taking a specialty medication. If you don't join the program, you'll pay 30% of the cost for the same medication.

Dental Cost Increase

For the first time since 2015, payroll deductions for dental coverage will increase slightly. The increase will be less than 35 cents per pay period.

Vision Plan Enhancements

The vision plan will cover non-prescription sunglasses and blue light filtering glasses in-network. Retinal screenings will cost less. And payroll deductions for coverage will decrease slightly.

Higher HSA Max

The maximum amount you can contribute to a Health Savings Account (HSA) in 2022 will increase slightly, as determined by the IRS — \$3,650 for individual coverage or \$7,300 if you cover one or more family members.



Use Your Resources

Take advantage of these tools and resources to choose the benefits that help you live life your way.

ITWemployee.com

Everything you need to learn about your benefits is available 24/7 at **ITWemployee.com**. You and your family can visit the **Learn About My Benefits** section (no login or password required) to explore all your ITW benefits and review Summaries of Benefits and Coverage (SBCs) and important legal notices.

Decision Tools

Choosing the medical plan that offers you the best value is easier with these decision-support tools.

- **New! Pilot — a medical plan selection tool.** Answer a few questions, and Pilot will help you navigate your choices. Look for it when you enroll!
- **Benefits Value Advisor.** Contact an advisor at Blue Cross Blue Shield for help understanding your plan benefits, getting estimates on costs for services and finding in-network providers. Call **1.800.325.0320** or go to **bcbsil.com/itw**.
- **CVS Caremark CoPay Calculator.** Check out the cost of your medications and find out if generic alternatives are available. To access the calculator, go to **ITWemployee.com > Learn About My Benefits > Resources > Contacts**.



Focus on Your Financial Health, Too!

Saving less than 10% in the ITW 401(k) Retirement Plan? In January, we'll automatically increase your contributions. We'll bring you to 6% if you aren't there now. If you already contribute at least 6% (but less than 10%), your contributions will increase by 1%. You can always opt out of these increases.



Enroll November 1-15

Take action if you want to change your benefits, enroll in a Health Care or Dependent Care Flexible Spending Account (FSA), contribute to an HSA or change your dependents for 2022.

How to Enroll

1. **Log on to ITWemployee.com.** Use your seven-digit Employee ID (found on your paycheck stub) and password.
2. **Click the Open Enrollment banner** or the Health & Life Elections icon under the Benefit Provider Websites dropdown.
3. **Follow the steps** to review and enroll in 2022 benefits.

Need help? Call **1.866.489.2468**, Option 1, to enroll Monday through Friday, 7 a.m. to 7 p.m. Central time.

Keep in mind: After Open Enrollment, **you can only change your benefits within 31 days of a qualifying life event**, such as marriage, birth/adoption, death, loss of other coverage, legal separation, divorce and change in employment status. If you miss the 31-day deadline, you'll have to **wait until the next qualifying life event or Open Enrollment period.**



First-Time User?

Select **Register** and follow the prompts. You'll need your Employee ID, the first five digits of your Social Security number, your birth month and birth day, and your home ZIP Code.



If You Don't Enroll

Your 2021 benefit selections will continue — except any HSA and/or FSA contributions.

If you want to participate in one of these accounts in 2022, you need to enroll. Once you enroll, you can change your HSA contributions anytime.



Find Legal Notices Online

The following important legal notices can be found at ITWemployee.com > [Learn About My Benefits](#) > [Resources](#) > [Legal Documents](#).

- **Summaries of Benefits and Coverage (SBCs)** summarize the key details of your medical plan options in an easy-to-understand way.
- **HIPAA Special Enrollment Rights** explains your rights to enroll later if you are declining medical coverage because you have other coverage.
- **Women's Health and Cancer Rights Act** summarizes the benefits available under your medical plan if you have had or are going to have a mastectomy.
- **Notice of Privacy Practices** explains how your health care plans protect your personal medical information.
- **Medicare Prescription Drug Notice** explains the prescription drug alternatives when a participant becomes eligible for Medicare.
- **COBRA Rights Notice** explains when you and your family may be able to temporarily continue coverage under the ITW health plans if coverage would otherwise end for you.
- **CHIP Notice** explains how employees who need help paying their health insurance premiums may get that help through state Medicaid or CHIP programs.

FMLA Notice of Calculation Method Change

FMLA provides eligible employees up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons within a 12-month period. Effective January 1, 2022, all ITW U.S. business units will use the same method to calculate an employee's FMLA benefit: a rolling 12-month period, measured backward from the date of an employee's first use of FMLA leave for a given qualifying event. This method will ensure all U.S. employees have access to FMLA benefits in the same manner. This notice to employees is required within 60 days of the change. For the full notice and additional details, visit ITWemployee.com > [Learn About My Benefits](#) > [Resources](#) > [Legal Documents](#).