

# US HONEYWELL RETIREMENT GUIDE

It's time for a new adventure and you've earned it! Congratulations on your decision to retire and thank you for all your contributions in making Honeywell a success over the years. While we are sad to see you go, we want to make this transition into retirement as easy as possible for you.

This guide is meant to provide a general overview of the US retirement process and provides answers to frequently asked questions.

Individual circumstances may need to be discussed with your Manager, assigned HR Business Partner (HRBP), with our benefit administration vendors, or a financial planning advisor.

If at any point you have any questions about the retirement steps, please follow the below support processes.

## Exploring Your Retirement Options? Check Out The Below Resources:

### • Health Care:

- For information about your current medical coverage, including eligibility and costs:
  - Visit the Health and Insurance Benefit Center at <https://benefitcenter.com/Honeywell>.
  - Call the Benefits Center directly at 877-258-3699, select Pension and Healthcare Benefits option. If Spanish speaking assistance is needed, press 2 for Spanish. For other languages, ask the representative to add a Language Line representative to assist with the call.
  - Search for information at Ask Red <https://go.honeywell.com/chatwithred>.

### • 401(k) Plan:

- For information about your 401(k) Plan, including account balance, vested amount, statements, etc.:
  - Visit the Plan's website with Fidelity at <https://www.netbenefits.com>.
  - Call Fidelity directly at 877-258-3699, select Savings Program option or
  - Search for information at Ask Red <https://go.honeywell.com/chatwithred>.

### • Pension Plan:

- For information about your pension, including eligibility, estimates, or commencement:
  - Visit the Pension Benefit Center at <https://benefitcenter.com/Honeywell>.
  - If this is the first time you are using the Benefits Center, you will need to register. Check out the registration instructions in the Q&A pension section of this guide.
  - Call the Benefits Center directly at 877-258-3699, select Pension and Healthcare Benefits option or
  - Search for information at Ask Red <https://go.honeywell.com/chatwithred>.

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## Ready to Retire? 12 Steps You Need To Take:

Utilize the below checklist to ensure you are ready for retirement.

### ☐ 1. Notify Your Manager:

- ☐ Notify your Manager of your intent to retire as soon as possible. It is recommended to give your Manager at least 3 months advance notice or at a minimum 30 days' notice when you are planning to retire.
- ☐ Submit your Voluntary Resignation in HR Direct [Here](#).
- ☐ Refer to the following [Employee Resignation](#) job aid for support.
- ☐ **Pay special attention to the following items:**

1. Select the **Resignation Notification Date**, enter the date you submit your resignation. This date does not have an impact to pay or benefits, it just tracks when you submitted your resignation.
2. Select the **Resignation Date**. If you have Honeywell Health Care benefits (medical, dental and vision insurance), your coverage will end at 11:59 p.m. on the last day of the month that you **"worked"**. **Note:** For the purposes of Retirement, Resignation Date and Retirement Date are the same date. Some examples:

- If you select your resignation effective date of February 1, 2026 (first day no longer paid by Honeywell), your benefits coverage will end on January 31, 2026, at 11:59 p.m.
- If you select your retirement effective date of February 5<sup>th</sup>, 2026 (first day no longer paid by Honeywell), your benefits coverage will end on February 28<sup>th</sup>, 2026, at 11:59 p.m.
- If your intention is to continue Honeywell benefits coverage through the end of the month, make sure you select a retirement date after the first of the month (Feb 2<sup>nd</sup>, April 2<sup>nd</sup>, etc.)

Resignation Notification Date 3/26/26 	Resignation Date 4/1/26 
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- **\*\*Special Date Attention for Pension\*\*** If you are eligible for a Honeywell Pension Plan, and you have decided to commence your pension (start receiving pension payments or a lump sum payment) both your "Resignation Date" and "Benefit Commencement Date", must be the first day of a month. There are no exceptions here, which means, your Honeywell benefit coverage will end on the day before. An example: If you select your Resignation Date/Benefit Commencement Date effective date of February 1, 2026 (first day no longer paid by Honeywell), your benefits coverage will end on January 31, 2026, at 11:59 p.m.
  - **\*\*Special Date Attention for 401k\*\*** For the 401k match, eligible participants must remain actively employed by Honeywell through and including December 15<sup>th</sup> of the applicable year to be eligible for the 401k Company match. An Example: If you want to retire, are eligible and want to commence your pension, and want to receive your annual 401k match for the 2026 plan year, you must select a retirement effective date of January 1, 2027, or February 1, 2027, etc. (It would satisfy working through the December 15<sup>th</sup> date for the 401k match, and it would satisfy starting your pension commencement on the 1<sup>st</sup> of the month. Honeywell Health Care benefits would then end on December 31, 2026, January 31, 2027, etc.)
3. Select the **Resignation Action** (Voluntary Retirement) and **Resignation Reason** (Vol-Early Retirement or Vol-Retirement, it doesn't matter which one you select, they do not drive anything for benefits or pay) fields.
  4. Select **Last Working Date (last day paid by Honeywell)**, this date should always be 1 day before the resignation effective date of the retirement to avoid any access interruptions or payroll issues. An example: If you selected your retirement date of February 5<sup>th</sup> on the previous screen, you would enter February 4<sup>th</sup> on this screen.
  5. Upload relevant documents (resignation letter) and comments related to your resignation.
  6. Review your seniority dates to ensure their accuracy.
  7. Select Submit to finalize your retirement.
- 8. To avoid delays, confirm with your Manager acceptance of your retirement in the system.**
- **Support:** For additional resignation submission support, contact your Manager or HRBP.

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## Ready to Retire? 12 Steps You Need To Take Continued:

### 2. Decide on Your Health Care & Insurance Coverage:

#### COBRA:

- COBRA stands for Consolidated Omnibus Budget Reconciliation Act. It's a federal law that allows US and Puerto Rico employees to keep their employer-provided health insurance for a limited time after a change in employment status.
- If you and your dependents have active health care coverage through Honeywell at the time of your retirement, you and your dependents have the right to continue with your health care coverage in the Honeywell health plan for up to 18 months. COBRA monthly costs are subject to change annually.
- COBRA coverage for your dependents may be elected independent of your coverage. Unlike active employee coverage, you may elect COBRA coverage only for your eligible dependents without the need to elect coverage for yourself.
- Medicare eligibility can affect COBRA coverage and how long the coverage continues, and which coverage serves as primary or secondary coverage, depending upon the timing of Medicare eligibility and when COBRA coverage begins. We strongly encourage you to review all the information in your COBRA packet and your personal circumstances before making a decision about COBRA coverage and taking any actions necessary (which may include enrolling for Medicare) to avoid a gap in coverage, incurring penalties or other adverse consequences.
- Within 14 days of the retirement effective date, a COBRA continuation coverage notice packet will be mailed to your home address from the Benefits Center.

**You have 60 days to enroll in COBRA coverage**, from the later of retirement date or date of COBRA notice. If you do not enroll in the 60 days, you lose the right to elect COBRA continuation coverage.

Once COBRA enrollment is elected, the initial payment must be received for the health plan(s) to receive the COBRA eligibility. If COBRA is elected, it will be retroactive back to the day after the retirement effective date, and any claims incurred from then forward would be considered under the terms of the plan.

**Support:** You may also enroll prior to the receipt of the mailed COBRA notification packet, via online at <https://benefitcenter.com/Honeywell> or by calling the Benefit Center at 1-877-258-3699, select Pension and Healthcare Benefits option. If you do not receive your COBRA packet within 14 days from your retirement effective date, contact the Benefits Center.

You also have other health coverage alternatives that may be available to you through the Health Insurance Marketplace. You could qualify for lower costs on your monthly premiums and lower out-of-pocket costs. **You have 60 days to enroll from the time you lost your job-based coverage.** You can visit the Marketplace at [www.healthcare.gov](http://www.healthcare.gov) or call 1-800-318-2596 to better understand your options.

#### Decide What to do With Your Health Savings & Flexible Spending Accounts:

If you have a health savings account (HSA), you can take it with you when you leave Honeywell. You may roll it into another account if you're covered by a qualified high-deductible health plan, keep your account with Bank of America to use for qualified expenses or close your account.

You may be eligible to continue your limited purpose flexible spending account (LPFSA) benefits under COBRA through the end of the fiscal year. You can't incur LPFSA expenses after your last day of employment unless you elect to extend this coverage through COBRA. Any funds remaining after March 31 of the subsequent plan year will be forfeited.

Deductions for your dependent care FSA will end with your last Honeywell paycheck. You can only be reimbursed for services received before you leave Honeywell. However, you can request reimbursement for those expenses through the end of the plan year in which you leave. You'll forfeit whatever remains in the account after that time.

• **Support:** Contact Bank of America to learn more about your options, at <https://myhealth.bankofamerica.com> or call 800-318-1190.

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## Ready to Retire? 12 Steps You Need To Take Continued:

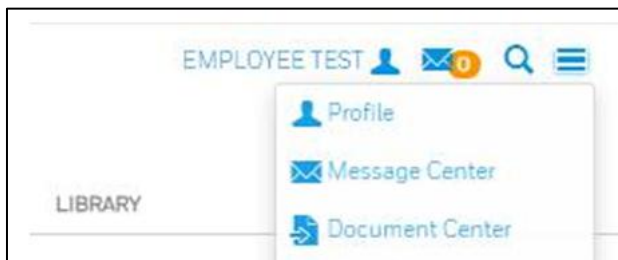
### ❑ 2. Decide on Your Health Care & Insurance Coverage Contined:

#### ❑ Decide What to do With Your Life Insurance:

- ❑ You have 31 days from your last day of employment to convert your Honeywell life insurance coverage and any Group Universal Life (GUL) Insurance to an individual policy or port (take with you) up to the full amount of your current term coverage. You will automatically receive conversion forms from the Benefits Center.
- **Support:** Call to speak to a Benefit Center representative at 877-258-3699, select Pension and Healthcare Benefits option.

#### ❑ Decide If You Will Enroll in Medicare or Start Social Security:

- ❑ To enroll in Medicare, you can download the CMS-L564 form at [www.benefitcenter.com/Honeywell](http://www.benefitcenter.com/Honeywell). This Request for Employment Information is an official Medicare document used to prove you had group health plan coverage through current employment. It is required when enrolling in Medicare Part B during a special enrollment period (after age 65) to avoid late penalties.
- ❑ To reduce Medicare premium deductions (IRMAA stands for Income-Related Monthly Adjustment Amount) due to a change in income, you must submit form SSA-44 to the Social Security Administration (SSA), along with evidence of a life-changing event (retirement) and proof of your reduced income, such as tax returns or employer documentation.
- ❑ The employee fills out the Part 1 section and then the Part B section of CMS-L564 is completed by the employer. Here are the options for getting a verification letter from Honeywell: 1. You can call to speak to a Benefit Center representative and request a letter at 877-258-3699, select Pension and Healthcare Benefits option or 2. You can upload the required CMS-L564 form at [www.benefitcenter.com/Honeywell](http://www.benefitcenter.com/Honeywell), click on the 3 horizontal lines in the top right corner of the site then click 'Document Center'. It will be completed and saved in the same place.



- ❑ For more information about Medicare eligibility and entitlement, please refer to the Medicare & You Handbook on the website at [www.Medicare.gov](http://www.Medicare.gov), or call 1-800-MEDICARE (800-633-4227).
- ❑ If you plan to begin receiving Social Security benefits upon your retirement, you can contact your local Social Security office to obtain relevant Social Security information.
- **Support:** Call to speak to a Benefit Center representative at 877-258-3699, select Pension and Healthcare Benefits option.

### ❑ 3. Decide on Your Met Life Legal Plan:

- ❑ If enrolled, you have 30 days from your last day of employment to convert your legal assistance coverage to an individual policy providing coverage for the 12 months following your retirement.
- **Support:** Contact MetLife Legal for more information at [www.members.legalplans.com](http://www.members.legalplans.com) or by calling 800-821-6400.

### ❑ 4. Decide What to do With Your 401(k) Plan:

- If you are actively participating in the Honeywell 401(k) Plan with Fidelity (Savings Plan or Supplemental Savings Plan) you will automatically receive a distribution packet approximately 1-2 weeks following your retirement date (if your retirement date is entered late into HR Direct it will take 1-2 weeks after the date of entry).

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## Ready to Retire? 12 Steps You Need To Take Continued:

### 4. Decide What to do With Your 401(k) Plan Continued:

- If you have made an active election to participate in the 401(k) plan prior to retirement, that deferral amount will apply to eligible wages paid to you within 45 days after your separation from employment.
- You are always 100 percent vested in your own contributions. If you have worked at Honeywell for at least three years, the Honeywell matching contributions are 100 percent vested. Otherwise, you are not eligible to receive the Honeywell matching contribution.
- You will not be able to process a distribution until after your last day of active employment. You have the following options for your vested money:
  - Leave it in the Honeywell 401(k) account if your balance is at least \$7,000.00 or until you reach your Required Minimum Distribution as defined by the IRS (which is currently age 72.5).
  - Take a partial or full distribution (includes tax consequences and potential penalties). Please consult with your tax advisor regarding how a distribution may affect you.
  - Roll it over to another employer's 401(k) plan or other qualified plan (e.g., Traditional or Roth IRA).
- **Support:** Access your Fidelity account at <https://www.netbenefits.com> or you can call to speak to a Fidelity representative at 877-258-3699, select Savings Program option.

### 5. Decide What to do With Your Pension Plan:

- ***If eligible, your pension benefit will NOT commence automatically when you leave the Company. You must inform the Benefit Center of your desired commencement date and packet request.***
- The commencement date you choose, must be the first day of a month, at least 30 days in advance, and no more than 90 days in advance. Remember, if you have Honeywell Health Care Benefits, they will end at 11:59 p.m. the day before your commencement date, so plan accordingly.
- When you call the Benefit Center to request a benefit commencement packet, the representative will process your request based on the last day worked, spouse date of birth (if applicable) and benefit commencement date provided. The representative will answer general questions about the retirement process and about the pension plan provisions and rules.
- ***Guidance on timing after you call to communicate your commencement:***
- If your pension plan calculation runs with “no warnings”, the benefit commencement packet will be processed without any manual intervention and will mail out in 2-3 business days.
- If your pension plan calculation runs with a “level 2” warning, the benefit commencement package will require manual intervention and review and will typically mail out within 10 business days but can take up to 30 calendar days or more for certain scenarios (data issues, QDRO holds, etc.). You can always call the Benefit Center for updates on your pension calculation and packet timing.
- Your commencement packet will include a description of all available payment options and their amounts. You will also be provided with the direct phone number and name of your Retirement Case Administrator (RCA) assigned to you for any questions you have regarding the packet you received. Your RCA will make a courtesy call to you (typically within 10 business days from the packet mail date) to ensure that you received the Benefit Commencement Packet and to see if you have any questions regarding the package or completion of the election forms.
- You must return all required forms and documents by the due date provided in your packet to avoid a delay in your commencement date.
- If you elect the lump sum option, there is a ***mandatory 70-day waiting period*** that starts on your last day as an employee of Honeywell. Lump sums are only issued on the 1st of the month and will only be issued as a paper check via USPS mail. Be prepared financially to cover the period of time between your last paycheck and receiving your lump sum payment (approximately 70 days).
- **Support:** Access your Benefit Center account at <https://benefitcenter.com/Honeywell> or you can call to speak to a representative at 877-258-3699, select Pension and Healthcare Benefits option.

# US HONEYWELL RETIREMENT GUIDE

## Ready to Retire? 12 Steps You Need To Take Continued:

### 6. Document Your Benefits Vendor Logon Information:

- Make sure before your retirement effective date, that you capture your benefit vendors logon information as once you leave Honeywell, single sign-on (SSO) will no longer work. You will need your logon name and passwords for each site.

### 7. e-Consent for Tax Forms:

- Make sure to electronically consent to receive your W-2 tax form and your 1095-C tax form [Here](#). If you do not provide consent before your last day of active employment, a paper copy will be mailed to your home address by January 31, via standard US Postal Service.
- If you have any future payments (Incentive, Stock, Severance, Vacation, etc.) that cross tax years, you will continue to receive W-2 tax forms from Honeywell via the avenue you selected before retirement (electronically or paper).
- **Support:** You can call to speak to a HR Help representative at 877-258-3699, select All Other HR Queries option.

### 8. Update Your Contact Information:

- Make sure your contact information such as Address, Personal Email, Phone Numbers, etc. are updated in [HR Direct](#) before you leave. This will help ensure any future mailings, tax forms, access to the Alumni Hub, etc. get to you timely and without issue.
- **Support:** You can call to speak to an HR Help representative at 877-258-3699, select All Other HR Queries option.

### 9. Submit Your Final Travel & Expense Reports:

- Make sure all your travel expenses have been submitted and approved in [Concur](#), and any personal expenses on Company cards have been settled prior to your departure from the company.
- **Support:** You can call to speak to a Concur representative at 800-459-4194.

### 10. Arrange for Repayment Obligations:

- If you have any repayment obligations (educational assistance, relocation bonus and/or sign-on bonus, vacation hours used in excess of accrued balance, etc.) make sure to connect with your HRBP prior to leaving to understand options for repayment.
- **Support:** For additional support, contact your HRBP.

### 11. Understand Your Final Payroll Payments:

- **Timing:**
  - Generally, employees will receive their final payment on the next On Cycle paycheck after their retirement date or as per state law requires. In some rare instances, payments may take longer to be processed (sales incentive bonus, etc.).
- **Vacation Payout:**
  - A covered non-exempt employee who separates from the Company, whether as the result of an involuntary termination, resignation, disability termination, death or retirement, will continue to earn vacation through the last day of active employment. Current year earned, unused vacation, as well as any unused vacation appropriately carried over from a previous year, shall be paid in a lump sum in accordance with the Company's regular payroll practices, or otherwise as may be required by Law.
  - Any current year vacation taken in excess of the amount that had been earned may be deducted from an employee's final paycheck to the extent permissible by Law or otherwise treated as a debt owing from the employee to the Company.

# US HONEYWELL RETIREMENT GUIDE

## Ready to Retire? 12 Steps You Need To Take Continued:

### **11. Understand Your Final Payroll Payments Continued:**

- **Vacation Payout Continued:**

- Exempt employees do not accrue vacation time and as such do not receive any payment for accrued vacation upon retirement.

- **Support:** To learn more, you can access the US Non-Exempt Vacation Policy [Here](#) or call to speak to an HR Help representative at 877-258-3699, select All Other HR Queries option.

- **Sick Time Payout:**

- Sick time is not accrued and is not paid out upon termination for exempt or non-exempt employees.

- **Support:** You can call to speak to a HR Help representative at 877-258-3699, select All Other HR Queries option.

### **12. Ensure Your Equity Compensation Contact Information is Accurate:**

- Ensure your contact information and records are updated in the Morgan Stanley site, and Honeywell HR Systems including your home address.

- Login to your Morgan Stanley account to confirm your information at

- <https://atwork.morganstanley.com/solium/servlet/userLogin.do>.

- **Support:** For additional support and questions, contact the Honeywell Executive Compensation Team at [executivepay@honeywell.com](mailto:executivepay@honeywell.com).

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## Already Retired & Need Support? Check Out The Below Resources:

### • Honeywell Alumni Hub:

- The Honeywell Alumni Hub is a self-service portal that provides former employees access to post-employment information, payroll documents, job openings, Honeywell news, and HR support.
- To access the Alumni Hub, ensure that your personal email address is updated in HR Direct **BEFORE** your departure. After your last working day, you will receive an email from [IDAdministrator@Honeywell.com](mailto:IDAdministrator@Honeywell.com), with Subject Line “Honeywell Alumni Hub – Create Your Account”, with instructions on how to access the Alumni Hub.
- The link is only active for 30 days, so you must register as soon as possible to access the Alumni Hub at <https://Honeywell.service-now.com/asc>, using your personal email address as the username and the password you created during registration.
- **Support:** You can call to speak to a HR Help representative at 877-258-3699, select All Other HR Queries option.

### • Benefits Information:

- To access the general Honeywell US Benefits site outside of the Honeywell network, you can go to [www.benefits.Honeywell.com](http://www.benefits.Honeywell.com). This site provides general information. You cannot make changes here or request assistance and you do not need a logon or password to access it. This Benefits website is also available in Spanish, click ‘Español’ at the top of the website or in the hamburger icon on the top left to view in Spanish.
- If you are looking for your specific benefit elections, want to make changes to your coverage, or request support, you will continue to have access to the vendor administration sites such as the Benefit Center, Fidelity, etc. and will need to use your logon name and password to access. See above links and contact information for these sites.

### • Personal Information:

- Post retirement, to update your personal information (Address, Email, Phone Number, Direct Deposit, Tax Information, etc.) contact the Benefits Center via phone, mail or online.
- **Mail:**
  - Mail hard copy paper updates to: Benefits Center, 1434 Crossways Blvd., Chesapeake, VA 23320.
- **Online:**
  - Access the Benefit Center at <https://www.lifeatworkportal.com>.
  - For Address, Email & Phone click on the blue hamburger icon in the top right-hand corner and select Profile and update your information.
  - For updating Payment Information for direct debit for Retiree H&I Contributions, click the ‘Health & Insurance’ tab, More, and update payment information.
  - For updating direct deposit or tax information, click the ‘Pension’ tab, then the Direct Deposit or Tax Withholding tab.
- **Support:** Call to speak to a Benefit Center representative at 877-258-3699, select Pension and Healthcare Benefits option.

### • Honeywell Retiree Discounts:

- The Honeywell Retiree discount site at <https://honeywellretirees.savings.beneplace.com> provides Partner Discounts for Honeywell Retirees on voluntary benefits, discounts, and special services offered by Honeywell's Clients, vendors, and other companies.
- **Support:** Call to speak to a customer representative at 800-683-2886.

# US HONEYWELL RETIREMENT GUIDE

## Already Retired & Need Support? Check Out The Below Resources Cont:

### • Tax Forms:

#### • W-2 & 1095-C:

- If you e-consented to receive your W-2 tax (statement of wages, salaries & taxes withheld by employer via payroll) form and/or your 1095-C (healthcare coverage offered by employer) form electronically before you left Honeywell, you can access the form at [www.mytaxform.com](http://www.mytaxform.com). Enter the 5-digit Employer Code:10221, enter your User ID: (Honeywell Employee ID) and enter your PIN. If you have previously logged in as an active employee, continue to use that PIN. If not, enter your default PIN mmddyyyy of birth.
- If you did not e-consent, a paper copy will be mailed to your home address by January 31, via standard US Postal Service.
- **Support:** Call to speak to a HR Help representative at 877-258-3699, select All Other HR Queries option.

#### • Pension 1099-R:

- If you received a monthly or lump sum pension payment, you will be able to view, download and print the 1099-R (statement of retirement benefits – pension, annuities or other retirement plans) tax form from the Northern Trust Benefit Payment Participant Web (BPPW) Passport site at <https://benefitcenter.com/Honeywell>. From the home page go to the “**How Can We Help?**” tile and then click on “View and Download your 1099R tax documents – **Northern Trust**” link.
- If you actively worked and received a paycheck AND also started receiving pension payments in the same calendar year, you will receive both a W-2 and 1099-R tax form.
- **Support:** Call to speak to a Benefit Center representative at 877-258-3699, select Pension and Healthcare Benefits option.

#### • 401k 1099-R:

- If you had any taxable events in your 401k Fidelity retirement account, such as a distribution (stock in kind, return of excess contributions, Roth in plan conversions, deemed loan defaults, etc.) you will be able to view, download and print the 1099-R tax form from the Fidelity site at <https://www.netbenefits.com>. Select the relevant plan under the “Your Accounts and Benefits” panel. In the menu, click on the link for “Bank/Tax Information” and on the next page, click on “Tax Information”.
- **Support:** Call to speak to a Fidelity representative at 877-258-3699, select Savings Program option.

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## Frequently Asked Questions & Answers:

### **General:**

#### **As an Active Employee, how do I find out who my assigned HRBP is?**

You can determine who your HRBP is by 1 of 3 ways:

1. Ask your Manager OR
2. Ask "Red"

### **Escalation Support:**

#### **Who do I contact for benefits escalation support?**

Follow the below steps for escalation support:

1. Contact the benefits administration vendor (Conduent, Fidelity, etc.) and formally request support with a case being created.
2. If you have not been contacted back by the benefits vendor within 3-5 business days with an update, submit a case to the Honeywell HR Help team and it will be routed to the appropriate benefits team for support.
3. If you have not been contacted back by the Honeywell Benefits team within 2-3 business days with an update, submit an email directly to the Honeywell Benefit Operations Director, Jennifer McClelland at [Jennifer.McClelland@Honeywell.com](mailto:Jennifer.McClelland@Honeywell.com).

### **Health Care & Insurance:**

#### **How do I report a death to stop pension or medical benefits and/or initiate a death claim?**

Contact the Benefits Center at 1-877-258-3699, select Pension and Healthcare Benefits option and provide the participant's SSN, DOB and DOD. Supporting documents are always helpful (Ex: beneficiary designation form, policy information, etc.) and can be forwarded to the Benefits Center.

#### **What is the Health Insurance Marketplace?**

The Marketplace offers "one-stop shopping" to find and compare private health insurance options. In the Marketplace, you could be eligible for a new kind of tax credit that lowers your monthly premiums and cost-sharing reduction (amounts that lower your out-of-pocket costs for deductibles, coinsurance, and copayments) right away, and you can see what your premium, deductibles, and out-of-pocket costs will be before you make a decision to enroll. Through the Marketplace you'll also learn if you qualify for free or low-cost coverage from Medicaid or the Children's Health Insurance Program (CHIP). You can access the Marketplace for your state at [www.healthcare.gov](http://www.healthcare.gov). Coverage through the Health Insurance Marketplace may cost less than COBRA continuation coverage. Being offered COBRA continuation coverage won't limit your eligibility for coverage or for a tax credit through the Marketplace.

### **Pension Plan:**

#### **Why is there a waiting period to receive a lump sum payment?**

The timing and waiting period is a part of the standard lump sum option process as there are processes running between Honeywell and Conduent that must be completed and confirmed. All Payroll earnings must feed downstream to Conduent for them to calculate all final earnings for the pension calculation. There are a lot of items (vacation, bonuses, severance, sales commission, etc.) that get paid to employees post retirement date (sometimes months after) that we must allow to feed to Conduent, ensuring the amount is 100% accurate to avoid an overpayment situation. Given that this is only a 1-time payment to the participant, we must make sure it is 100% accurate. Its different than if a participant selected the monthly payment option as we could adjust future payments if there was a calculation error or an overpayment situation.

# US HONEYWELL RETIREMENT GUIDE

## Frequently Asked Questions & Answers Continued:

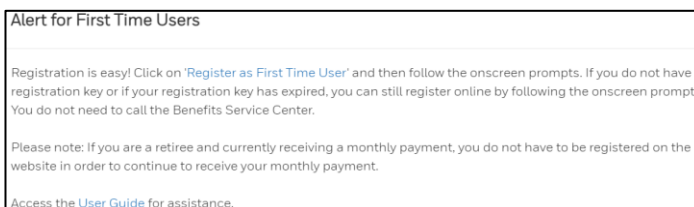
### Pension Plan Continued:

#### Can we make an exception and waive the lump sum waiting period?

Unfortunately, no. Pension Plans, their administration rules and processes are highly regulated, audited, etc. and there are steep fines for violations. To make an exception we would have to amend the Plan and that would put the Company and participant at financial risk. In addition, if we made an exception for one participant we would need to make it for every participant, and then we would be in violation of our Plan rules.

#### I have never used the Benefits Center before, how do I register so I can do a pension estimate or request a retirement packet?

- To ensure the safety and security of your data, new users must complete a one-time registration to create login credentials, account recovery and device authorization.
- Go to the Pension Benefits Center site at <https://benefitcenter.com/Honeywell>. You will get the below “Alert for First Time Users”.
- Click on “register as First Time User” link and then follow the onscreen prompts.
- For the Registration Key, select the “No” option (A Registration Key is a security measure used to confirm your identity during the registration process) and answer the questions.
- To verify, enter your email address or select postal mail. If you select postal mail, it will take 7-10 business days to reach you. The email option is the quickest process. The Registration Key expires 20 days after it is generated.
- Once you have the Registration Key, go back to the Benefit Center site and click “Register as First Time User” again, and then select the “Yes” option, and complete the prompts.
- You can also access the “User Guide” link at the bottom of the page.
- You can call the Benefits Center directly for any support needed at 877-258-3699, select Pension and Healthcare Benefits option.



### 401(k) & Savings Plans:

#### Will I receive the annual match if I retire before December 15?

To be eligible for the annual match for a given year, you must remain actively employed by Honeywell through and including December 15<sup>th</sup> of that year. If you retire before that date, you will not be eligible for that year's annual match.

#### Why doesn't Fidelity have my retirement status showing in their system?

Your retirement effective date in HR Direct must be completed by your manager in a timely manner, no later than your last day of work and preferably at least 30 days before your retirement date to avoid status delays in Fidelity's system. If a delay happens, please allow 5 days after your retirement date has been entered into HR Direct for systems to synchronize.

#### How can I locate my old 401(k) account?

- Fidelity has been the administrator of the Honeywell 401(k) Plan since 2018.
- Any active balances from previous Honeywell administrators have been transferred to Fidelity.
- Access your Fidelity account at <https://www.netbenefits.com> or you can call to speak to a Fidelity representative at 877-258-3699, select Savings Program option.

# US HONEYWELL RETIREMENT GUIDE

## Frequently Asked Questions & Answers Continued:

### **401(k) & Savings Plans Continued:**

#### **I got a letter from the Social Security Administration that I may or may not have an account with a monetary value. Who can help me to review if I have a balance in my account?**

To review if you have an account balance, access your Fidelity account at <https://www.netbenefits.com> or you can call to speak to a Fidelity representative at 877-258-3699, select Savings Program option.

#### **I received a non-qualified savings plan check some time ago, but I never cashed the check, can someone from Fidelity or Honeywell cancel the old check and re-issue a new one?**

- The 1<sup>st</sup> step is to contact Fidelity to inquire about the status of the check.
- Depending upon how old the check is, it may have been sent to your state's Unclaimed Property Department. Fidelity will be able to help you determine the status and next steps.
- You can call to speak to a Fidelity representative at 877-258-3699, select Savings Program option.

#### **I need more information about my Supplemental Savings Plan (SSP) account, where do I find more information?**

- SSP employer contribution balances (i.e. company matching contributions) are distributed in-kind, as shares of Honeywell Common Stock. These stock distributions are made in whole shares, and any partial shares are paid out in cash.
- Your employee contribution balances (i.e. your own contributions to the plan) are distributed in cash. The amount paid is calculated by adding the Employee Contribution balances, Interest earned between the Fidelity distribution date, Honeywell payment date and Cash payable for any partial shares.
- The amount described as "Fair Market Value" on your paycheck represents the fair market value of the shares of Honeywell Common Stock distributed to you as a part of this payment.
- These shares are registered with Equiniti Shareowner Services, which is our Plan's transfer agent for Honeywell Common Stock.
- Shares will typically be available in your Equiniti account 2-3 weeks after the payment date and you will receive an account statement from Equiniti via standard US Postal Service to your address on file.
- The Equiniti statement will include your account number, that should be used to register for online account access at [www.shareowneronline.com](http://www.shareowneronline.com), where you will be able to view and transact on your shares. Click "Register" in the top right corner of the site and on the next page, enter "Honeywell International Inc." in the Company Name field and enter your account number in the Account Number field. Follow the prompts to register your account.
- If you previously received shares from Honeywell registered at Equiniti, and have already registered for your online account access, you may log into your account at [www.shareowneronline.com](http://www.shareowneronline.com) to review your shares at any time.
- Contact Equiniti toll free at 1-800-647-7147 or directly at 651-450-4064 to obtain more information on your shares.

#### **Who do I contact for questions regarding distributions from a Honeywell non-qualified savings plan (Supplemental Savings Plan (SSP), Deferred Incentive Compensation Plan (DICP) or Deferred Salary Plan (DSP)?**

- Fidelity representatives are available to assist with questions on your account or distributions and to help support your planning needs at 1-877-258-3699, select Savings Program option, Monday through Friday from 8:30 a.m. to 8:30 p.m. ET.
- For questions specific to shares of Honeywell Common Stock, contact Equiniti Shareowner Services toll free at 1-800-647-7147 or directly at 651-450-4064.

# US HONEYWELL RETIREMENT GUIDE

## Frequently Asked Questions & Answers Continued:

### Alumni Hub:

#### How do I reset my Alumni password?

Go to <https://myprofile.honeywell.com/> using the registered email id <personal email address> and click on FORGOT PASSWORD.

#### What can I do if I did not leave a personal email address or didn't receive the Alumni Hub invitation to register?

You can send an email with your information to: [HRDigitalSolutions@Honeywell.com](mailto:HRDigitalSolutions@Honeywell.com) with the Subject Line: "Alumni Hub Account Creation" and include your: Full Name, EID or HID, Last Day Worked, Last Honeywell Manager Name, and your Personal Email Address (this will be your username).

# US HONEYWELL RETIREMENT GUIDE

## Frequently Asked Questions & Answers Continued:

### Vendor Contact Information:

#### Where can I find additional vendor contact information?

- You can logon to the Honeywell Benefit Center site at <https://www.benefitcenter.com/Honeywell>.
- Also sharing a list of the most common Honeywell Benefit Contacts below.

### Honeywell Benefit Contacts

Health & Well-Being Portal for Your Benefit Programs	Castlight	<a href="http://www.mycastlight.com/honeywell">http://www.mycastlight.com/honeywell</a>
Employee Assistance Program	Health Resource	<a href="http://healthresourceprogram.com/">http://healthresourceprogram.com/</a>
Medical	Cigna	<a href="http://www.cigna.com/">http://www.cigna.com/</a>
	Horizon	<a href="http://www.horizonblue.com/honeywell">http://www.horizonblue.com/honeywell</a>
	Kaiser (CA/GA/WA)	<a href="https://my.kp.org/honeywell/">https://my.kp.org/honeywell/</a>
	CVS	<a href="https://www.caremark.com/">https://www.caremark.com/</a>
Telemedicine & Virtual Care	Teladoc	<a href="https://teladoc.com/">https://teladoc.com/</a>
Health Savings Account	Bank of America	<a href="https://myhealth.bankofamerica.com/">https://myhealth.bankofamerica.com/</a>
Dental	Cigna	<a href="https://www.cigna.com/">https://www.cigna.com/</a>
	MetLife	<a href="http://www.metlife.com/dental">http://www.metlife.com/dental</a>
Medical Support for Cancer, Surgery, Mental Health, Substance Abuse, Claims Advocacy, Second Medical Opinions & More	My Medical Ally	<a href="https://mymedicalally.alight.com/s/login/">https://mymedicalally.alight.com/s/login/</a>
Group Universal Life Insurance	Securian	<a href="http://www.lifebenefits.com/">http://www.lifebenefits.com/</a>
Short-Term Disability & Long-Term Disability	New York Life	<a href="https://www.mynylgbs.com/auth">https://www.mynylgbs.com/auth</a>
Paid Parental Leave		
Family Back-Up Care for Child, Elder, Pet & College Admission Coaching	Bright Horizons	<a href="https://clients.brighthorizons.com/Honeywell">https://clients.brighthorizons.com/Honeywell</a>
Breast Milk Shipping	Milk Stork	<a href="https://portal.milkstork.com/Honeywell">https://portal.milkstork.com/Honeywell</a>
Pet Insurance	MetLife	<a href="http://www.metlife.com/getpetquote">http://www.metlife.com/getpetquote</a>
Tutoring Services	Tutor.com	<a href="http://www.tutor.com/">http://www.tutor.com/</a>
Education Assistance	Edcor	<a href="https://honeywelledassistance.tap.edcor.com/">https://honeywelledassistance.tap.edcor.com/</a> or 833-287-0237
Legal Support	MetLife	<a href="http://www.legalplans.com/">http://www.legalplans.com/</a>
Retirement Savings 401(k)	Fidelity	<a href="https://www.netbenefits.com">https://www.netbenefits.com</a>
Employee Discounts	Beneplace	<a href="https://honeywell.savings.beneplace.com/">https://honeywell.savings.beneplace.com/</a>

Any information covered in this document may vary for Union members. Please speak with your union representative to see if the information above applies to you or if there are exceptions.

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