



Date: September 15, 2023
To: Winnebago Employees
From: Mikie Bodnar, Benefits Manager
RE: 2024 Employee Benefits Announcement

The intention of this communication is to share some high-level logistical details regarding the upcoming 2024 benefits open enrollment process.

As we look ahead to 2024, Winnebago Industries will continue our focus on offering competitive, affordable employee benefits while continuously looking for opportunities to enhance and improve our overall benefits package. This helps us retain our talented and innovative employees and attract potential hires, as we grow our business.

We look forward to sharing more with you as we get closer to the enrollment date.

OPEN ENROLLMENT DATES

Open enrollment dates are **October 30-November 10**. Open enrollment is your opportunity to review and make changes to your current benefit elections, with a benefit effective date of January 1, 2024.

Open enrollment information will be emailed to you, and packets will be mailed to your home before open enrollment officially begins. We find that mailed packets are helpful for any other stakeholders at home who may not receive information that we email to employees.

ACTIVE OR PASSIVE OPEN ENROLLMENT?

2024 will mainly be a passive enrollment, with the exception of Health Savings Account (HSA) and the Flexible Spending Accounts (FSA), such as Dependent Care FSA Medical FSA, and Limited Purpose Flexible Spending Accounts (FSA). HSA and FSA enrollments are required each year and your elections will NOT rollover into 2024.

If you do not take action during open enrollment, your current 2023 medical, dental, vision, voluntary life and AD&D, accidental injury, critical illness and company-paid benefit elections will carry over to 2024.

If you would like to add, drop or change plans and/or add, drop or change covered family members, you will need to actively complete the open enrollment process.

You also have the chance to enroll in, or change, your Employee Stock Purchase Plan (ESPP) election during the benefits open enrollment dates. This is a passive election, meaning that you only need to enroll if you want to newly participate in the plan or if you want to change your ESPP election.



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NEXT STEPS

Week of October 23:

Employee benefit guides and Employee Stock Purchase Plan (ESPP) enrollment information will be mailed to employees' home addresses. This will include information on how to enroll in the 2024 plans.

October 30-Nov. 10:

Employees enroll in 2024 benefits and ESPP plan.

