



LIVE WELL. BE WELL.

Review and choose the benefits that are right for you and your family during Lubrizol’s annual benefits enrollment period October 16 – October 27, 2023.

ENHANCED! Adoption Benefits

Growing your family through adoption? Get \$10,000 in lifetime benefits toward the cost of an eligible adoption occurring on or after January 1, 2024.

Life Insurance Coverage

During this annual enrollment, you may elect supplemental life insurance coverage up to the guaranteed issue limit (i.e., the lesser of three times base annual earnings or \$600,000) without evidence of insurability (EOI). You may elect coverage for your spouse or eligible domestic partner up to \$30,000 without EOI. Spousal supplemental life rates will increase slightly. EOI may be required in the future if you elect or increase coverage.

Higher Contributions for the Plus Medical Plan

You and Lubrizol share the cost of your coverage for most benefits, with Lubrizol paying the larger portion. To help all employees receive equal support, Lubrizol is adjusting its share of medical plan contributions to be the same across all plans. As a result, the amount you pay if you elect the Plus medical plan will increase based on coverage level (i.e., individual, two-person or family). There are no changes to Lubrizol’s CDHP deductibles or out-of-pocket maximums.

Higher Dental Plan Contributions

Contributions for both dental plan options – Comprehensive and Network PPO – will increase. Both plans include \$0 oral exams (two per year), cleanings and X-rays with no deductible, so make sure you use your preventive care benefits during the year.

WHAT’S NEW FOR 2024

Your Lubrizol benefits are an important part of the total rewards we offer. Every year, Lubrizol evaluates our benefits and costs, making updates as needed so we can continue to offer you a competitive benefits package. Take a look at what is changing for 2024.

ENHANCED! More Counseling Visits through the EAP

You and your family members can each get up to six in-network counseling visits per event, per calendar year through the Employee Assistance Program (EAP).

YOUR ENROLLMENT CHECKLIST

	Review the enrollment guide and contributions, view medical plan scenarios, estimate your expenses and more at go.lubrizol.com/ae .
	Elect your 2024 benefits by Friday, October 27. Enroll at go.lubrizol.com/BenefitsEnrollment (or Lubrizol.BenefitsNow.com from outside the Lubrizol network) or call 1-844-747-1641 . If you miss the deadline, your current elections will carry over to 2024 except your HSA, Dependent Care Account and Vacation Buy Program elections.
	Confirm your beneficiaries are up to date for your HSA, Profit Sharing and Savings Plan, and life insurance.
	Verify your covered dependents’ Social Security numbers by calling 1-844-747-1641 .
	Once annual enrollment ends, a confirmation statement will be posted to your secure mailbox on the enrollment portal and mailed to your home. Check your statement to make sure your elections are correct. Call 1-844-747-1641 to fix any errors.

ENROLLMENT QUESTIONS? Call the Lubrizol Benefits Center at **1-844-747-1641** or send a benefits request in MyHR.

Any benefits described in this summary are subject to the terms of the plan under which they are provided. In the event of any conflict between this summary and the terms of the plan, the plan terms will govern.

Need Support During Annual Enrollment & Beyond? Ask Included Health.

Included Health is your 24/7, all-in-one hub for your health care needs and benefits questions. Scan the code to see how Included Health can support you during annual enrollment.

