



< **The Essential Guide to**

# **YOUR 2023 BENEFITS**

**BENEFITS FOR A BETTER YOU!**

***Lubrizol***



# BENEFITS FOR A BETTER YOU!

Part of our mission at Lubrizol is to help people live better. That includes helping you and your family live your best life.

Respecting and caring for our employees means offering benefits designed to help support your physical and mental health, financial wellbeing and life balance. *The Essential Guide to Your 2023 Benefits* provides an overview of many of these benefits, as well as information about how to use them wisely.

We encourage you to review this guide carefully so you understand your benefit options and choose benefits that are right for you and your family – benefits for a better you.



## Included Health: Great Health Care Starts Here

We know health care can be confusing. To help you and your family members navigate the health care system and get the most from your Lubrizol benefits, we provide access to Included Health. Included Health can make health care easier for you by providing:

- **Top-rated doctors** – Get matched to carefully vetted care in your network.
- **24/7 urgent care** – See a doctor in minutes on your phone from anywhere.
- **Insurance specialists** – Find out what's covered by your plan.
- **Billing experts** – Get bills checked for errors before you pay.
- **Specialty care** – Get a second opinion from allergists to urologists.

Included Health is available 24/7 at **1-855-431-5532** or [includedhealth.com/Lubrizol](https://includedhealth.com/Lubrizol). Activate your account online at [includedhealth.com/Lubrizol](https://includedhealth.com/Lubrizol) and download Included Health's mobile app for health care support on the go. The app is free and available on the App Store and Google Play.

To better direct you to resources, Included Health will ask you questions related to your preferences. You can opt out of these questions. Included Health does not share your preferences with Lubrizol.



# What's Inside

4	Enrolling for Benefits
6	Paying for Your Benefits
7	Resources to Help You Live Better
8	Right Care, Right Place, Right Time
9	Your 2023 Benefit Choices

## HEALTH

10	Medical and Prescription Drug Coverage
11	How a Consumer-Driven Health Plan (CDHP) Works
12	How to Save with a Health Savings Account (HSA)
15	Dental Coverage
16	Vision Coverage

## FINANCIAL WELLBEING

17	Dependent Care Account (DCA)
18	Retirement Savings – Lubrizol's 401(k) Plan and Age-Weighted Defined Contribution (AWDC)
19	Life Insurance
19	Other Financial Benefits

## BALANCE

20	Vacation Buy Program
20	Parental Leave
20	Support for Your Mental Health

## RESOURCES

21	Important Benefits Contact Information
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# Enrolling for Benefits



## WHEN TO ENROLL

### When You Are First Eligible

**You have 30 days from your hire date to elect your Lubrizol benefits.** Your elections are effective from your hire date through the end of the plan year, unless you have a qualified family status change or other qualifying event.

**If you do not enroll for benefits within 30 days of your hire date, you will not have medical, dental or vision coverage during the current plan year;** you will receive Long Term Disability coverage equal to 60% of eligible base pay; and you will receive basic life insurance coverage of two times your eligible pay.

Special enrollment rules apply under the Affordable Care Act for part-time employees who are expected to work fewer than 20 hours per week, but actually work an average of at least 30 hours per week over a measurement period. Refer to the *Employee Benefits Resource Guide* for more details.

If you decline coverage, you may enroll during the next annual enrollment period for 2024 benefits or during the year for 2023 benefits if you have a qualified family status change or other qualifying event.

### If Your Family Status Changes

You can make changes to your benefit elections during the year if you have a qualified family status change. The IRS considers the following events qualified family status changes:

- Your marital or domestic partnership status changes.
- You or your spouse/domestic partner gives birth to or legally adopts a child.
- You become the legal guardian of a child.
- Your spouse/domestic partner or child dies.
- Your spouse/domestic partner or child loses or gains coverage from another source (for example, your spouse/domestic partner stops working and loses coverage under his/her employer-sponsored medical plan).
- Your child is no longer eligible for coverage (for example, your child turns age 26).
- You lose other coverage involuntarily.

Family status changes must be made within 30 days of the qualifying event. The birth or adoption of a child allows 60 days to make the family status change. Any change you make in coverage must be consistent with your status change. For example, if you and your spouse/domestic partner have a baby, you can add the newborn to the medical plan, but you cannot take your spouse/domestic partner off the plan. See a full list of qualified family status changes in the *Employee Benefits Resource Guide*.

### Other Qualifying Events

You can make changes to your benefit elections during the year under other limited circumstances, including:

- You experience a significant premium cost change upon changing employment status from full-time to part-time or from part-time to full-time.
- You gain coverage under another group health plan.
- You transfer to another location where the coverage you previously elected is not offered.

You have 60 days after the loss or gain of Medicaid/CHIP to make changes to your benefit elections. Contact the Lubrizol Benefits Center at **1-844-747-1641** if you have questions or to make changes to your benefits.



## BENEFIT COVERAGE ELIGIBILITY

### Employees

All regular, full-time U.S. salaried and non-union hourly employees are eligible to enroll in benefits. Regular part-time employees working at least 20 hours per week and those employees participating in a phased-in retirement program are also eligible.

U.S. wage employees whose collective bargaining agreement establishes eligibility for this program may participate.

### Eligible Family Members

You may enroll your eligible family members, including:

- Your spouse
- Your domestic partner<sup>1</sup>
- Your children to age 26
- Your domestic partner's children to age 26
- Dependent children over the age of 26 who are incapable of earning a living because of a disability that was in existence at the time they would have no longer been eligible for coverage under the plan

### Eligible children include:

- Natural children
- Adopted children
- Stepchildren
- Foster children
- Children for whom you are responsible for providing health care coverage by court order
- Children for whom you are legal guardian
- Domestic partner's children

<sup>1</sup> Domestic partner eligibility is subject to certification and must be completed within 60 days of domestic partner eligibility date in order for your eligible domestic partner and his/her eligible children to receive coverage. For more information about certification and eligibility requirements, visit [benefits.lubrizol.com](https://benefits.lubrizol.com). Annual recertification may be required.

## HOW TO ENROLL



Enroll online at [go.lubrizol.com/BenefitsEnrollment](https://go.lubrizol.com/BenefitsEnrollment) (or [Lubrizol.BenefitsNow.com](https://Lubrizol.BenefitsNow.com) from outside the Lubrizol network) or call the Lubrizol Benefits Center at **1-844-747-1641**.



### Enrolling a spouse or other dependents for medical, dental or vision coverage?

If verification is required, instructions and a unique ID will be mailed to your home by Alight, our benefits administration vendor.





# Paying for Your Benefits

You and Lubrizol share in the cost of your coverage for most benefit options.

**Lubrizol is self-insured, which means Lubrizol — not an insurance company — pays for our employees' and their covered family members' medical and dental claims. When you elect health care coverage through Lubrizol, you and Lubrizol share the cost of that coverage, with Lubrizol paying the majority of the cost.**

Your contributions toward the cost of your coverage are deducted each biweekly pay period. Most contributions are deducted from your pay on a pre-tax basis, which means you save on taxes because your federal, state and local income taxes (in most cases) and Social Security taxes are calculated after your contributions have been deducted from your pay.

Contributions for certain benefits (for example, Supplemental and Dependent Life Insurance) are made on a post-tax basis.



Visit the Benefits website at [benefits.lubrizol.com](https://benefits.lubrizol.com) for contribution amounts.



## FEDERAL AND STATE TAX IMPLICATIONS

COST OF COVERAGE FOR ...	Your contributions are generally deducted from your pay ...	Lubrizol's contribution to the cost of coverage is generally ...
You and your legal dependents	Pre-tax for both state and federal taxes	Not taxed
Your domestic partner and your domestic partner's children	Post-tax for federal taxes; state taxes vary by state	Taxed as imputed income; please consult with a financial advisor about the impact of imputed income

### Medical Surcharge for Working Spouses/Domestic Partners

It is Lubrizol's goal to provide affordable health care for our employees and their eligible family members. The surcharge helps keep the cost of coverage lower for everyone in the plan, while also providing coverage for spouses/domestic partners who don't work or don't have access to another employer's health insurance plan.

If your spouse or eligible domestic partner is eligible for coverage through another employer but you choose to enroll him/her only in Lubrizol coverage, you will pay a medical surcharge of \$45 biweekly. This amount will be deducted from your pay on a pre-tax basis.

The medical surcharge does not apply if:

- Your spouse/domestic partner enrolls in both his/her other available coverage and Lubrizol coverage, or
- Your spouse/domestic partner doesn't have access to other employer coverage.

You might be required to show proof of your spouse's/domestic partner's other coverage or lack of access to coverage.

### Tobacco Surcharge

If you enroll in a Lubrizol medical plan and you or a covered family member (18 or older) uses tobacco, you will pay a \$35 tobacco surcharge every biweekly pay period. The surcharge is meant to help offset the significant health care costs associated with tobacco use and to encourage employees and their family members to be tobacco free.

You can avoid the surcharge by completing a smoking cessation program. See [benefits.lubrizol.com](https://benefits.lubrizol.com) for more details. If your doctor says HealthyLife® QuitWell™ isn't right for you, contact Corporate Benefits at **440-347-5358** or [benefits@lubrizol.com](mailto:benefits@lubrizol.com). We will work with you (and your doctor) to come up with an alternative for avoiding the tobacco surcharge that is right for your circumstances.





# Resources to Help You Live Better



## Included Health

Need help navigating your health care? You have Included Health to help! Turn to a team of Care Coordinators for help finding a top doctor, getting a second opinion and understanding your health benefits.

Included Health can help with finding high-quality, in-network doctors; scheduling appointments; getting a remote second opinion; understanding your health care benefits and medical bills; and more! Visit [includedhealth.com/lubrizonol](https://includedhealth.com/lubrizonol) or call **1-855-431-5532** for 24/7 help with all your health care needs.

## Included Health Virtual Everyday & Urgent Care

Included Health's multidisciplinary team of licensed clinicians provides on-demand care for a wide range of common medical conditions. Some common conditions include:

- Allergies
- Asthma
- Cold or flu symptoms
- Ear infection
- Sore throat

Connect with a board-certified provider at any time of day or night. To take advantage, download the Included Health app and click "Get Care."

## Essentials Balance (Employee Assistance Program (EAP))

The *Essentials* Balance Program administered by Optum offers resources to help you live well, be well and work well. Resources are free, confidential and available 24 hours a day, seven days a week. Visit [liveandworkwell.com](https://liveandworkwell.com) or call **1-866-248-4094** to learn more. Access code: Lubrizol.

## Talkspace

Reach out to a licensed, in-network EAP provider 24/7 (no appointment necessary) or choose real-time video visits by appointment. Call **1-866-248-4094** for an authorization code before registering, and then download the Talkspace app.

## Self Care

Access a variety of tools to help reduce symptoms of stress and depression. Download the app at [liveandworkwell.com](https://liveandworkwell.com) (access code: Lubrizol).

## HealthyLife® QuitWell™

You and your family members can quit tobacco for good with support from the HealthyLife® coaching program. Enroll at [corehealthylife.com/healthcoaching](https://corehealthylife.com/healthcoaching).

## Real Appeal

Real Appeal is an online weight-loss program available at no cost to you and your dependents enrolled in a Lubrizol medical plan. You get a coach for support and guidance; online tools to help you track your food, activity and progress; and a Success Kit that includes additional weight-loss tools. Learn more and join at [lubrizol.realappeal.com](https://lubrizol.realappeal.com).

## The Berkshire Hathaway Pension Service Center

Supported by WTW, the Pension Service Center is your contact for benefit estimates and estimate modeling, retirement packet requests, and answers to pension benefit questions. Call **1-877-459-2403**, Monday through Friday, 9 a.m. to 6 p.m. ET (excluding major holidays).

## Empower Retirement

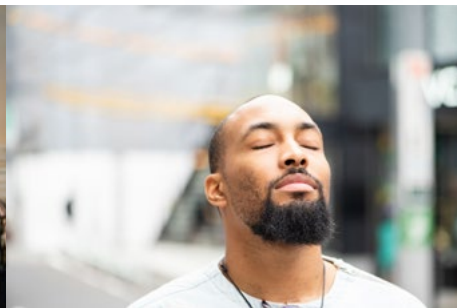
Access and manage your Lubrizol 401(k) and AWDC accounts, make transactions, get professional investment advice and more at [mylubrizolretirement.com](https://mylubrizolretirement.com). To talk with a customer service associate, call **1-833-698-0797**, Monday through Friday, 8 a.m. to 10 p.m. ET and Saturday, 9 a.m. to 5:30 p.m. ET.



# Right Care, Right Place, Right Time

You have choices when you need medical care. Knowing where to go for the care you need when you need it can save you time and money. Here are your most common options:

WHERE TO GO FOR CARE		
TYPE OF PROVIDER	Reasons to Go	How to Contact
<b>Primary Care Physician (PCP)</b>	Routine care, preventive care and help managing chronic conditions.	Contact Included Health at <b>1-855-431-5532</b> or <a href="https://includedhealth.com/lubrizol">includedhealth.com/lubrizol</a> to find a PCP in your plan's network.
<b>Included Health Everyday &amp; Urgent Care Virtual Visits</b>	Diagnosis and treatment of non-emergency conditions 24/7.	See a doctor using your mobile device by downloading the Included Health app and clicking "Get Care."
<b>Convenient Care Clinic</b>	Treatment for minor illnesses, as well as preventive or routine care such as health screenings, immunizations and physical exams.	Walk-in clinics are located in retail stores, supermarkets and pharmacies. Examples include CVS Pharmacy®, Walgreens® and Target®. Contact Included Health at <b>1-855-431-5532</b> or <a href="https://includedhealth.com/lubrizol">includedhealth.com/lubrizol</a> to find a network location near you.
<b>Urgent Care</b>	Care for an illness, injury or condition serious enough to seek care right away but not so severe it requires ER care.	Walk-in appointments are available during business hours. Contact Included Health at <b>1-855-431-5532</b> or <a href="https://includedhealth.com/lubrizol">includedhealth.com/lubrizol</a> to find a network location near you.
<b>Emergency Room (ER)</b>	True medical emergencies that are life threatening. No appointment required, but wait times may vary depending on the severity of your emergency.	Dial 911 from any phone in an emergency.







# Your 2023 Benefit Choices

Respecting and caring for our employees means offering benefits designed to help support your physical and mental health, financial wellbeing and life balance.

Lubrizol offers competitive benefits that rank above the average of what our chemical industry peers offer and well above what Fortune 500 companies offer.

The chart below lists your benefit options for 2023. Certain employees (for example, those covered by a collective bargaining agreement) may have different options.

Benefit Program		Benefit Options
HEALTH	<b>Medical and Prescription Drug</b>	<ul style="list-style-type: none"> <li>• Core</li> <li>• Standard</li> <li>• Plus</li> <li>• Lubrizol OOA</li> <li>• No coverage</li> </ul> <p><b>All plans use the UnitedHealthcare Choice Plus Network</b></p>
	<b>Dental</b>	<ul style="list-style-type: none"> <li>• Comprehensive</li> <li>• Network PPO</li> <li>• No coverage</li> </ul> <p><b>All plans use MetLife's PDP Network</b></p>
	<b>Vision</b>	<ul style="list-style-type: none"> <li>• Comprehensive</li> <li>• No coverage</li> </ul> <p><b>The vision plan uses EyeMed's Access Network</b></p>
FINANCIAL	<b>Dependent Care Account (DCA)</b>	<ul style="list-style-type: none"> <li>• Contribute to the DCA</li> <li>• No participation</li> </ul>
	<b>Basic Life Insurance</b>	Lubrizol provides coverage equal to \$50,000 or two times your eligible pay (whichever is greater), up to \$1 million
	<b>Supplemental Life Insurance<sup>1</sup></b>	Term Life Insurance – The Hartford <ul style="list-style-type: none"> <li>• Supplemental coverage for you from one to eight times your eligible pay, up to \$2 million</li> <li>• Coverage for your spouse/domestic partner in \$10,000 increments, up to \$250,000</li> <li>• Coverage for your child(ren) of \$5,000 or \$10,000 per eligible child</li> <li>• No coverage</li> </ul>
	<b>Income Protection (or Disability)</b>	<ul style="list-style-type: none"> <li>• Lubrizol provides Short Term Disability coverage</li> <li>• Lubrizol provides Long Term Disability coverage equal to 60% of your eligible base pay</li> <li>• You can increase your coverage to 70% of your eligible base pay</li> </ul>
BALANCE	<b>Vacation Buy Program – Where Applicable</b>	<ul style="list-style-type: none"> <li>• Buy up to five days (1 day = 8 hours)</li> <li>• No participation</li> </ul>

<sup>1</sup> Certain criteria must be met for children to be considered eligible dependents for supplemental life insurance. Please refer to criteria posted at [benefits.lubrizol.com](https://benefits.lubrizol.com).



# Medical and Prescription Drug Coverage

You have access to three Consumer-Driven Health Plans (CDHPs) designed to give you flexibility in managing your health care and your costs.

A CDHP qualifies you for a health savings account (HSA), which you can use to save and pay for eligible health care expenses tax-free.

The CDHPs use the UnitedHealthcare Choice Plus network. If you live in an area where network coverage is limited, you also have an out-of-area option – the Lubrizol OOA. If you are eligible for this option, it will be displayed when you enroll online at [go.lubrizol.com/BenefitsEnrollment](https://go.lubrizol.com/BenefitsEnrollment).

CDHPs use the UHC Choice Plus network. UMR, a subsidiary of UnitedHealthcare, is the claims administrator. To locate a provider, contact Included Health at [includedhealth.com/lubrizol](https://includedhealth.com/lubrizol) or **1-855-431-5532**.

## PRESCRIPTION DRUG COVERAGE DETAILS

Your medical election includes prescription drug coverage through CVS/caremark. Prescription drug costs apply toward your annual deductible, and designated generic preventive drugs are included at no cost to you.



## How to Fill Your Prescriptions

You have three ways to fill your prescription:

1	<b>Retail Pharmacy</b>	Fill your prescription at any pharmacy participating in CVS/caremark's retail network. This is your best option for short-term prescriptions that you need right away (for example, a 10-day supply of antibiotics for an ear infection). You may purchase prescriptions for 30 days or less (with one refill).
2	<b>Mail Order Program</b>	The mail order option allows you to purchase up to a 90-day supply of your maintenance medication (with up to three refills per year).
3	<b>Maintenance Choice Program</b>	You can purchase a 90-day maintenance prescription at a CVS retail pharmacy for the same cost as mail order. Call CVS/caremark at <b>1-844-742-5087</b> to see if your prescription is on the maintenance list.

## How to Save on Your Prescription Drugs

<b>Generics</b>	<b>Save big with generics.</b> Generic medications are just as safe and effective as their brand-name counterparts. If you choose a brand name drug when a generic is available, you pay the generic coinsurance plus the difference between the cost of the brand name and generic drug.
<b>Mail Order or Maintenance Choice Program</b>	<b>Use mail order or the Maintenance Choice Program for your maintenance medications.</b> These programs are mandatory for maintenance medications after the first two fills at a retail network pharmacy.
<b>CVS/caremark App</b>	<b>Download and use the CVS/caremark app</b> to check drug costs, search for lower-cost alternatives, and more.



# How a Consumer-Driven Health Plan (CDHP) Works

A CDHP provides complete health care coverage and important protection against significant health care expenses. You also get a health savings account (HSA) that lets you save and pay for eligible health care expenses tax-free.

## Look At All Your Options

If you have access to other medical coverage (through a spouse's plan, for example), you might want to compare your options to see which plan provides the coverage you need at the lowest cost.

### HOW A CDHP WORKS

1		<p><b>COMPREHENSIVE COVERAGE</b></p> <p>A CDHP provides comprehensive health care coverage, including 100% coverage for preventive care and specified preventive maintenance medications, as well as coverage for behavioral health and substance abuse treatment.</p>
2		<p><b>BIWEEKLY CONTRIBUTIONS</b></p> <p>Depending on the coverage you elect, you pay a contribution toward the cost of your coverage each biweekly pay period.</p>
3		<p><b>ANNUAL DEDUCTIBLE</b></p> <p>Your in-network preventive care and specified preventive maintenance medications are 100% covered — even before you meet the deductible. For all other covered services, you must meet the deductible before Lubrizol begins to pay a share of the costs. What you pay toward your annual deductible counts toward your annual out-of-pocket maximum.</p>
4		<p><b>COINSURANCE</b></p> <p>Once you meet your deductible, you pay coinsurance (a percentage of the cost) for covered services and Lubrizol pays the rest.</p>
5		<p><b>ANNUAL OUT-OF-POCKET MAXIMUM</b></p> <p>The annual out-of-pocket maximum is the most you pay for covered services before Lubrizol begins paying 100% of your covered expenses for the rest of the plan year.</p>



# Save with a Health Savings Account (HSA)

An HSA is a smart way to save and pay for your health care.

You are generally eligible for an HSA if you enroll in a CDHP or other high-deductible health plan coverage, and you do not have disqualifying medical coverage such as Medicare. You can fund your HSA with pre-tax contributions and – depending on which CDHP you choose – with financial contributions from Lubrizol. Optum Bank administers your account.



## HOW AN HSA WORKS

1



### ENROLL

If you elect the Core plan, you must choose to open your HSA during enrollment.

If you elect the Standard or Plus plan, your HSA will be automatically opened for you. You will be asked to confirm that you do not have disqualifying coverage such as Medicare.



2



### CONTRIBUTE TAX-FREE

You can elect to make tax-free contributions to your HSA, up to IRS limits, and you can change your contribution at any time. You may contribute via pre-tax biweekly payroll deductions and/or a post-tax lump sum contribution to Optum Bank at any time. You can claim the post-tax amount as a tax deduction when you file your income taxes.

If you enroll in the Standard or Plus plan, Lubrizol will make a tax-free contribution to your HSA. Keep in mind that Lubrizol's contribution counts toward the IRS limit.

## HSA CONTRIBUTION AMOUNTS

COVERAGE	Lubrizol Contributes <sup>1</sup>	You Can Contribute	IRS Annual Limits <sup>2</sup>	Catch-Up Contribution
	Individual • 2-person • Family	Individual • 2-person • Family	Individual • 2-person • Family	
<b>Core</b>	\$0 • \$0 • \$0	\$3,850 • \$7,750 • \$7,750	\$3,850 • \$7,750 • \$7,750	Contribute an additional \$1,000 if you are age 55 or older in 2023
<b>Standard/OOA</b>	\$500 • \$750 • \$1,000	\$3,350 • \$7,000 • \$6,750	\$3,850 • \$7,750 • \$7,750	
<b>Plus</b>	\$1,000 • \$1,500 • \$2,000	\$2,850 • \$6,250 • \$5,750	\$3,850 • \$7,750 • \$7,750	




1 Lubrizol's contribution is pro-rated for mid-year hires.

2 IRS limits include your contribution plus any contribution from Lubrizol.

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Continued from page 12

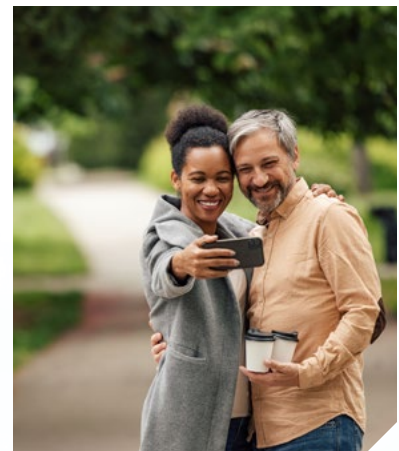
HOW AN HSA WORKS	
3	 <p><b>USE IT OR LET IT GROW</b></p> <p>Use your HSA to help manage your deductible and to pay for eligible expenses tax-free now – or let it grow to use later. Eligible expenses include most medical services, prescriptions, vision care, non-cosmetic dental care and orthodontia, COBRA coverage, qualified long-term care expenses and more. For a complete list, refer to IRS Publication 502 at <a href="https://www.irs.gov">irs.gov</a>.</p>
4	 <p><b>INVEST IT</b></p> <p>You earn tax-free interest on money in your HSA. If you choose to let your HSA grow (instead of using it now to pay for eligible health care expenses), you can invest it in a variety of investment options once your balance reaches \$2,000. Any investment earnings are tax-free.</p>
5	 <p><b>ROLL IT OVER</b></p> <p>Money in your account at the end of the year carries over for future use. Your HSA is always yours, even if you change health plans, change jobs or retire.</p>

HSA contributions and earnings are not subject to federal taxes and not subject to state taxes in most states. A few states, including Alabama, California, New Hampshire, New Jersey and Tennessee, do not allow pre-tax treatment of contributions or earnings. Consult your tax professional or state department of revenue for more information.



### Learn More about an HSA

For more information about the advantages of an HSA and how it works with a CDHP, visit [benefits.lubrizol.com](https://benefits.lubrizol.com) or [optumbank.com](https://optumbank.com), or call Optum Bank at **1-866-234-8913**.





COMPARE YOUR MEDICAL AND PRESCRIPTION DRUG BENEFITS			
FEATURE	Core <sup>1</sup>	Standard	Plus
	Individual • 2-person • Family	Individual • 2-person • Family	Individual • 2-person • Family
<b>Lubrizol's Annual HSA Contribution</b>	N/A	\$500 • \$750 • \$1,000	\$1,000 • \$1,500 • \$2,000
<b>Preventive Care</b>	<b>You Pay</b>	<b>You Pay</b>	<b>You Pay</b>
	\$0		
<b>Annual Deductible<sup>2</sup></b>	\$4,250 • \$6,375 • \$8,500	\$3,250 • \$4,875 • \$6,500	\$2,250 • \$3,375 • \$4,500
<b>Annual Out-of-Pocket Maximum</b>	\$5,750 • \$7,875 • \$10,000	\$4,750 • \$6,375 • \$8,000	\$3,750 • \$4,875 • \$6,000
<b>Biweekly Contribution<sup>3</sup></b>	\$0 • \$17 • \$25	\$31 • \$86 • \$122	\$66 • \$164 • \$235
<b>Surcharges</b>	Medical: \$45 Tobacco: \$35		
<b>Medical Coinsurance</b>			
Network	20%		
Non-network	40%		
<b>Emergency Room Visits</b>	20%		
<b>Hearing</b>	Hearing aid, hearing aid exams and diagnostic hearing care (not preventive) have \$500 limit, payable every two years		
<b>Prescription Drug – Retail and Mail Order</b>	Preventive Maintenance: 0% Generic: 10% Brand Formulary: 20% Brand Non-formulary: 30% Biotech/Specialty (available only through mail order): 35%		

1 For the Core plan, the annual out-of-pocket maximum for 2-person and family coverage has an individual cap of \$5,750. Once any one family member reaches the individual cap of \$5,750, Lubrizol starts paying 100% of that person's covered expenses for the rest of the plan year.

2 All covered expenses, including medical, prescription drug, behavioral health and substance abuse treatment expenses, apply to the annual deductible. The amount you pay for your annual deductible also counts toward your out-of-pocket maximum.

3 Actual amounts may vary slightly due to system rounding. For more details on your contributions for coverage, review the 2023 Lubrizol Biweekly Contributions at [benefits.lubrizol.com/ae](https://benefits.lubrizol.com/ae).

Preventive care is vital to maintaining good health, managing risk factors and detecting health issues early. Your in-network preventive care is 100% covered with no deductible.



# Dental Coverage

Choose between two dental plan options administered by MetLife.

Both dental plan options – Comprehensive and Network PPO – cover preventive care at 100%. Fillings, crowns, dentures, braces and orthodontia are also covered. You may receive care from any provider you choose, but you can stretch your benefit and save money by choosing dental providers in MetLife’s PDP network.

The dental plans use MetLife’s PDP network.



COMPARE YOUR DENTAL BENEFITS		
FEATURE	Lubrizol Comprehensive Dental Option	Lubrizol Network PPO Dental Option
<b>Annual Maximum Benefit</b>	\$2,000	\$1,000
<b>Orthodontia Lifetime Maximum Benefit</b>	\$1,500 per child	\$1,000 per child
	<b>You Pay</b>	<b>You Pay</b>
<b>Annual Deductible</b>	\$25 Individual • \$75 Family	\$50 Individual • \$150 Family
<b>Biweekly Contribution</b>	Individual \$7.61 2-person \$15.21 Family \$21.73	Individual \$3.24 2-person \$7.56 Family \$14.03
<b>Preventive Care</b> • Oral exams (two per year) • Cleanings • X-rays	\$0 (annual deductible does not apply)	
<b>Basic</b> • Fillings • Extractions	20% after annual deductible	Network: 20% after annual deductible  Non-Network: 50% after annual deductible
<b>Major Restorative</b> • Crowns • Inlays • Dentures	50% after annual deductible	
<b>Orthodontia</b> • Children under age 26	50%	



# Vision Coverage

Your vision plan option is insured by EyeMed. The plan helps you pay for vision expenses, including routine eye exams and eye care purchases.

You can use this benefit at thousands of private practices and retail providers across the country, but your benefits are better when you use EyeMed's Access network providers. Eye exams due to medical conditions are covered under your medical plan.

The vision plan uses EyeMed's Access network.



YOUR VISION BENEFITS		
FEATURE	Network Member Cost (What You Pay)	Out-of-Network Benefit (What the Plan Will Reimburse You)
<b>Biweekly Contribution</b>	Individual \$3.75 2-person \$6.56 Family \$10.26	
<b>Exam with Dilation as Necessary</b> Once every 12 months	\$0 copay	Up to \$35
<b>Retinal Imaging</b>	Up to \$39	\$0
<b>Standard Contact Lens Fit and Follow-up</b>	Up to \$55	\$0
<b>Premium Contact Lens Fit and Follow-up</b>	90% of retail price	\$0
<b>Eyeglass Frames</b> Once every 12 months	\$0 copay, 80% of charge over \$150	Up to \$75
<b>Standard Plastic Lenses</b> Once every 12 months instead of contact lenses <ul style="list-style-type: none"> <li>• Single vision</li> <li>• Bifocal</li> <li>• Trifocal</li> <li>• Standard progressive</li> <li>• Premium progressive</li> </ul>	\$15 copay \$15 copay \$15 copay \$15 copay \$15 copay, 80% of charge over \$120	Up to \$25 Up to \$40 Up to \$55 Up to \$55 Up to \$55
<b>Lens Options</b> Paid by member and added to the base price of the lenses <ul style="list-style-type: none"> <li>• Tint (solid and gradient)</li> <li>• UV coating</li> <li>• Standard scratch resistance</li> <li>• Standard polycarbonate</li> <li>• Standard anti-reflective</li> <li>• Polarized</li> <li>• Other add-ons and services</li> </ul>	\$15 \$0 \$0 \$0 \$45 80% of retail price 80% of retail price	\$0 Up to \$5 Up to \$5 Up to \$5 \$0 \$0 \$0
<b>Contact Lenses (Materials Only)</b> Once every 12 months instead of standard plastic lenses <ul style="list-style-type: none"> <li>• Conventional</li> <li>• Disposable</li> <li>• Medically necessary<sup>1</sup></li> </ul>	\$0 copay, 85% of charge over \$150 \$0 copay, 100% of charge over \$150 \$0 copay, paid in full	Up to \$120 Up to \$120 Up to \$200
<b>Lasik and PRK Vision Procedures</b>	85% of retail price or 95% of promotional pricing	\$0

<sup>1</sup> Contact lenses are defined as medically necessary if the patient is diagnosed with specific medical conditions where the patient's vision cannot be corrected using standard spectacle lenses. Contact EyeMed at **1-866-723-0513** for additional information.





# Dependent Care Account (DCA)

Use the DCA (administered by UMR) to pay for eligible dependent care-related expenses, such as day care for your child, elderly parent or disabled spouse, with pre-tax dollars.

The most you can contribute to the DCA in 2023 is \$5,000. If you and your spouse/domestic partner both elect a DCA, the maximum total annual contribution per couple is \$5,000 if you file a joint tax return or \$2,500 each if you are married and file separately.

## Eligible Dependents

You may use the DCA for:

- A dependent under federal tax law who is a child under the age of 13
- Your spouse or dependent under federal tax law who is physically or mentally incapable of caring for himself/herself and lives with you for more than one-half of the taxable year

## Reimbursable Expenses

Go to [irs.gov](https://www.irs.gov) for information about expenses that may be reimbursed through the DCA: IRS Publication 503, Child & Dependent Care Expenses.



**You must enroll if you want to participate in the DCA.**



## Use It or Lose It

You must use your DCA contributions for eligible expenses during the calendar year for which the election is made. Because of tax laws, any amount remaining in your account at year-end is forfeited. You must submit all claims for reimbursement by March 31 of the next plan year. If you leave Lubrizol during the year, only eligible expenses incurred through the date of termination and submitted for reimbursement within 90 days of termination will be reimbursed.



# Retirement Savings – Lubrizol’s 401(k) and Age-Weighted Defined Contribution (AWDC)

Lubrizol offers a robust defined contribution program for its U.S. employees. The Lubrizol Corporation Profit Sharing and Savings Plan (PSSP) offers a traditional 401(k) with a generous Lubrizol match, as well as an age-weighted defined contribution component funded entirely by Lubrizol. The plan is administered by Empower Retirement. Learn more, enroll and access your retirement savings account at [mylubrizolretirement.com](https://mylubrizolretirement.com) or by phone at **1-833-698-0797**, Monday through Friday, 8 a.m. to 10 p.m. ET and Saturday, 9 a.m. to 5:30 p.m. ET.

	401(k)	AWDC																
<b>Two great features</b>	The 401(k) <b>combines Lubrizol and employee contributions</b> to provide tax-advantaged retirement savings.	The AWDC is <b>funded entirely by Lubrizol</b> . It is a generous benefit that few companies offer.																
<b>Enrollment made easy</b>	You are <b>automatically enrolled within 30 days</b> of your hire date at 6% of eligible pay.  Lubrizol automatically increases your contribution by 1% each July until you reach 10%. This is called auto-escalation. You may change your contribution rate at any time.	You are <b>automatically enrolled</b> upon your hire date.																
<b>Generous Lubrizol contributions</b>	Lubrizol <b>matches 401(k) contributions dollar for dollar</b> , up to 6% of eligible pay (subject to IRS limits). That is an automatic 100% return on investment, plus any earnings realized. You can maximize your savings by contributing at least 6% to get the 100% matching contribution from Lubrizol.  You may contribute up to 75% of your eligible pay on a <b>before-tax, Roth or after-tax basis, up to annual IRS limits</b> . If you are age 50 or older at the end of the calendar year, you may also make catch-up contributions.	Lubrizol makes an <b>annual contribution of 3% to 7.5%</b> of eligible pay based on your age as of December 31 of each year. <table border="1" data-bbox="906 1115 1463 1419"> <thead> <tr> <th>Age (as of Dec. 31)</th> <th>Lubrizol Contributions (% of eligible pay)</th> </tr> </thead> <tbody> <tr> <td>35 and younger</td> <td>3.00%</td> </tr> <tr> <td>36 – 40</td> <td>3.75%</td> </tr> <tr> <td>41 – 45</td> <td>4.50%</td> </tr> <tr> <td>46 – 50</td> <td>5.25%</td> </tr> <tr> <td>51 – 55</td> <td>6.00%</td> </tr> <tr> <td>56 – 60</td> <td>6.75%</td> </tr> <tr> <td>61 and older</td> <td>7.50%</td> </tr> </tbody> </table> Contributions are generally deposited by March 15 of the following year.	Age (as of Dec. 31)	Lubrizol Contributions (% of eligible pay)	35 and younger	3.00%	36 – 40	3.75%	41 – 45	4.50%	46 – 50	5.25%	51 – 55	6.00%	56 – 60	6.75%	61 and older	7.50%
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56 – 60	6.75%																	
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<b>It’s your money</b>	You are <b>automatically 100% vested</b> in your contributions, Lubrizol’s matching contributions and any investment earnings.	You <b>vest based on years of service</b> – 34% after one year, 67% after two years, and 100% after three years.																
<b>Invest your way</b>	You can invest your funds in a <b>variety of investment options</b> available through Empower, and you may change your investments at any time.																	

In partnership with Empower, Lubrizol is sponsoring financial planning sessions. Access this valuable resource anytime by contacting Empower at **1-833-301-9355** or scheduling an appointment at [lubrizolcfp.empowermytime.com](https://lubrizolcfp.empowermytime.com).





# Life Insurance

## COMPANY-PROVIDED LIFE INSURANCE

Lubrizol pays the full cost of basic life insurance for you. Your coverage is the greater of \$50,000 or two times your eligible pay, up to \$1 million. Coverage is provided through The Hartford.

If your eligible pay is more than \$25,000, the premiums Lubrizol pays for your coverage in excess of \$50,000 are treated as taxable income to you. During enrollment, you have the option to limit your coverage to \$50,000 to avoid this tax. If your eligible pay is \$25,000 or less, taxes do not apply to any portion of the Lubrizol-paid premiums.



## SUPPLEMENTAL LIFE INSURANCE

You may purchase supplemental life insurance coverage (Term Life) for yourself and your dependents through The Hartford. You pay the cost for this coverage through payroll deductions.

SUPPLEMENTAL LIFE INSURANCE			
COVERAGE FOR	Coverage Options	Cost of Coverage	Evidence of Insurability (EOI) Requirements
<b>You</b>	1 to 8 times your eligible pay, up to \$2 million	Depends on your age and the amount of coverage you choose	New elections and additional coverage amounts will require you to provide EOI that is satisfactory to The Hartford before the coverage can become effective.
<b>Your Spouse/ Eligible Domestic Partner</b>	\$10,000 increments, up to \$250,000	Depends on your spouse's or domestic partner's age and the amount of coverage you choose	New elections and additional coverage amounts will require you to provide EOI that is satisfactory to The Hartford before the coverage can become effective.
<b>Your/Your Domestic Partner's Eligible Child(ren)<sup>1</sup></b>	\$5,000 or \$10,000 per child between the age of 14 days and 26 years	Depends on the amount of coverage you choose	Not required for child coverage.

<sup>1</sup> Certain criteria must be met for children to be considered eligible dependents for supplemental life insurance. Please refer to criteria posted at [benefits.lubrizol.com](https://benefits.lubrizol.com).

# Other Financial Benefits

Lubrizol provides income protection if you are unable to work due to illness or injury.

## SHORT TERM DISABILITY

You might be eligible to receive Short Term Disability benefits (based on your location's policies) if you are unable to work for a period of time because of illness or injury.

## LONG TERM DISABILITY

Lubrizol provides basic Long Term Disability coverage equal to 60% of eligible base pay at no cost to you. You can choose to increase your coverage to 70% of eligible base pay. You pay the cost of additional coverage through pre-tax payroll deductions. The estimated cost for additional coverage is available at [go.lubrizol.com/BenefitsEnrollment](https://go.lubrizol.com/BenefitsEnrollment) (or [Lubrizol.BenefitsNow.com](https://Lubrizol.BenefitsNow.com) from outside the Lubrizol network) or by calling the Lubrizol Benefits Center. Coverage is provided by The Hartford.



# Find Your Balance

Lubrizol is proud to be a great place to work and build a career, and we continually seek better benefits and policies that will enhance our workplace and make it easier to achieve high-quality results.

## VACATION BUY PROGRAM

Lubrizol's Vacation Buy Program lets you add to your regular vacation benefits. Program availability is based on your location's policies and whether you are covered under a collective bargaining agreement.

You are not eligible to participate in this program in the year you are hired unless your employment began on January 1.

## PARENTAL LEAVE

If eligible, you may take four to six weeks of paid parental leave for the birth, adoption or state-sponsored foster care of your child. View [The Essential Guide to Your Parent and Family Resources](#) for more information.

## SUPPORT FOR YOUR MENTAL HEALTH

The *Essentials* Balance Program through offers you and your family members free and confidential access to counseling services, financial and legal advice, family and relationship support, and more. Specialists are available by phone 24/7 to assist you.



**As part of the *Essentials* Balance Program**, you have free access to Talkspace and Self Care mobile apps for extra support. Learn more on [page 7](#).



## How the Vacation Buy Program Works

- You must enroll each year if you want to participate.
- You may buy up to five additional vacation days as long as your regular vacation allowance is less than the maximum allowed at your location. A vacation day is defined as eight hours.
- Pay for your additional vacation days through equal payroll deductions throughout the year. The amount deducted from your biweekly pay will change to reflect any pay change you receive throughout the year.
- Plan carefully: Generally, you lose any vacation time you do not use by year-end, even days you buy.



## LUBRIZOL BENEFITS CENTER

To enroll or ask benefit questions, call **1-844-747-1641** 10 a.m. – 7 p.m. ET or visit [go.lubrizon.com/BenefitsEnrollment](https://go.lubrizon.com/BenefitsEnrollment) (or [Lubrizon.BenefitsNow.com](https://Lubrizon.BenefitsNow.com) from outside the Lubrizon network).

IMPORTANT BENEFITS CONTACT INFORMATION		
Plan/Program	Phone	Online
<b>HEALTH</b>		
<b>Included Health</b> Your first call for all benefits-related questions	<b>1-855-431-5532</b>	<a href="https://includedhealth.com/lubrizon">includedhealth.com/lubrizon</a>
<b>Medical</b> UMR, Utilizing UnitedHealthcare Choice Plus Network	<b>1-855-431-5532</b> Included Health will assist you.	<a href="https://includedhealth.com/lubrizon">includedhealth.com/lubrizon</a>
<b>Health Savings Account</b> Optum Bank	<b>1-866-234-8913</b>	<a href="https://umr.com">umr.com</a> for single sign-on to Optum Bank or <a href="https://optumbank.com">optumbank.com</a>
<b>Prescription Drug</b> CVS/caremark	<b>1-844-742-5087</b>	<a href="https://caremark.com">caremark.com</a>
<b>Dental</b> MetLife (PDP network)	<b>1-800-942-0854</b>	<a href="https://metlife.com/dental">metlife.com/dental</a>
<b>Vision</b> EyeMed (Access network)	<b>1-866-723-0513</b>	<a href="https://eyemed.com">eyemed.com</a>
<b>BenefitBump</b>	<b>1-888-286-7314</b>	<a href="https://mybenefitbump.com">mybenefitbump.com</a>
<b>Essentials Balance Program and EAP</b>	<b>1-866-248-4094</b>	<a href="https://liveandworkwell.com">liveandworkwell.com</a>
<b>HealthyLife® QuitWell™ tobacco cessation program</b>	<a href="https://corehealthylife.com/healthcoaching">corehealthylife.com/healthcoaching</a>	
<b>Included Health Everyday &amp; Urgent Care Virtual Visits</b>	Download the Included Health app and click "Get Care."	
<b>Real Appeal</b> Online weight-loss program	<a href="https://lubrizon.realappeal.com">lubrizon.realappeal.com</a>	
<b>FINANCIAL</b>		
<b>Dependent Care Account</b> UMR	<b>1-855-431-5532</b> Included Health will assist you.	<a href="https://umr.com">umr.com</a>
<b>Your 401(k) and AWDC Plans</b> Empower Retirement	<b>1-833-698-0797</b>	<a href="https://mylubrizonretirement.com">mylubrizonretirement.com</a>
<b>Supplemental Life Insurance (Term Life)</b> The Hartford	<b>1-866-712-3510</b>	<a href="https://abilityadvantage.thehartford.com">abilityadvantage.thehartford.com</a>
<b>Short-Term &amp; Long-Term Disability</b> The Hartford	<b>1-866-712-3510</b> (reference policy #697587)	
<b>Berkshire Hathaway Pension Service Center</b>	<b>1-877-459-2403</b>	<a href="https://eePOINT.com/bhcpp">eePOINT.com/bhcpp</a>

**DISCLAIMER:** This enrollment guide is not intended to be a comprehensive description of the terms of the applicable legal plans. If there are any conflicts between the information provided in this enrollment guide and legal plan documents, the legal plan documents will govern. This guide is not intended to be relied upon for tax advice; consult your tax professional. Participation in the benefits program and eligibility for the benefits described in this enrollment guide are determined under the legal plan documents, as they may be amended from time to time, and applicable law. Participation in the benefits program does not constitute a right to continued employment with Lubrizon. While it is Lubrizon's intent to continue these programs, we reserve the right to amend or terminate them at any time for any reason. If you have any questions about your benefits, please contact the Lubrizon Benefits Center at **1-844-747-1641**.