

# **The Lubrizol Corporation Wage Employees' Pension Plan**

**Calvert City, Kentucky**

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# GENERAL INFORMATION

Fund Your Retirement With:

- Your Lubrizol Pension Plan
- Social Security
- The Lubrizol Corporation Employees' Profit Sharing and Savings Plan
- Your own retirement savings

The Lubrizol Corporation Wage Employees' Pension Plan (formerly the Noveon, Inc. Wage Employees' Pension Plan) is a defined benefit pension plan that is designed to provide you with a monthly income during your retirement years.

When you retire, payments from this Pension Plan will supplement your personal income from savings and Social Security. In addition to providing you with this retirement plan, Lubrizol also contributes to your Social Security benefit and The Lubrizol Corporation Employees' Profit Sharing and Savings Plan. Your own personal savings can supplement your retirement benefits and assist you in achieving the retirement lifestyle you desire.

When you near retirement age, you should contact the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056 for information on how to apply for benefits under this Pension Plan. You should apply for benefits no more than 180 days prior to your retirement date. When you contact the Pension Information Line, you may request a benefit application form and an explanation of your rights under the Plan. If you die before retirement, your beneficiary should contact the Pension Information Line to see if any benefits are due to be paid. Your benefit starting date cannot be earlier than 7 days after you receive detailed information about your rights and benefits under the Plan.

**Lubrizol Wage Employees' Pension Information Line: 1-877-347-8056**

## The Plan in Brief

Effective February 28, 2001, Noveon, Inc. established a defined benefit pension plan which was called the Noveon, Inc. Wage Employees' Pension Plan. The Lubrizol Corporation (hereafter called the Employer) acquired Noveon, Inc. on June 3, 2004, and became the plan sponsor of the Plan, effective November 1, 2005. Effective March 1, 2007, The Lubrizol Corporation changed the name of the Noveon, Inc. Wage Employees' Pension Plan to The Lubrizol Corporation Wage Employees' Pension Plan (hereafter referred to as the Plan).

This Summary Plan Description (SPD) describes the important features of the Plan and should answer most of your questions about the Plan. It replaces all prior announcements about the Plan. It is, however, only a summary; the complete terms and conditions of the Plan are described in official documents which you may review or obtain. If there is any conflict between the description in this summary and those documents, the official documents always govern.

From time to time, you may receive other written or oral communications about the Plan or one of its provisions. Again, if there is any conflict between other communications and the official documents, the documents always govern. Official documents may be viewed at the office of the plan sponsor, whose address is given below. The benefit provisions described in this SPD are maintained in accordance with a collective bargaining agreement. You can examine this agreement at the offices of the plan sponsor or obtain a copy upon written request to the plan sponsor.

If you have any questions after reading this Summary Plan Description, please contact the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056.

### **Plan Sponsor**

The Lubrizol Corporation  
29400 Lakeland Boulevard  
Wickliffe, OH 44092-2298  
Tel: (440) 943-4200

### **Plan Administrator**

Employee Benefits Administrative Committee  
The Lubrizol Corporation  
29400 Lakeland Boulevard  
Wickliffe, OH 44092-2298  
Tel: (440) 943-4200

### **Employer**

The Lubrizol Corporation  
29400 Lakeland Boulevard  
Wickliffe, OH 44092-2298  
Tel: (440) 943-4200

### **Plan Identification**

Employer I.D. Number:	34-0367600
Plan Name:	The Lubrizol Corporation Wage Employees' Pension Plan
Plan Number:	002
Plan Fiscal Year:	January 1 - December 31

The Plan is administered by a written plan and trust agreement.

### **Plan Trustee**

Key Bank National Association  
127 Public Square  
Cleveland, OH 44101-4717

### **Legal Process**

Legal process can be served on the Sponsor, the Administrator, the Employer, or the Trustee.

# Key Definitions

## The Plan

The Plan means The Lubrizol Corporation Wage Employees' Pension Plan as described in this Summary Plan Description and as it applies to employees covered by a collective bargaining agreement at its Calvert City, Kentucky operations.

## Vesting service

Vesting service is the period of service used to determine your eligibility to receive Plan benefits. It is counted in full and fractional years. Generally, a period of vesting service begins on your most recent date of hire and ends when you terminate employment with Lubrizol.

If you leave Lubrizol, and then return to work, your vesting service is affected by the amount of time you are away from work.

- If you leave Lubrizol and return within 12 months, you will receive vesting service for the full period you were away.
- If you leave Lubrizol and return after 12 months, you will receive no vesting service for the period you were away.

Although you may not receive vesting service for the period you were away from work, the vesting service you had earned before you left may be restored. Your prior vesting service will be credited toward benefit eligibility if:

- You were vested when you left; or
- Your break in service was less than five years.

*Under certain conditions, Lubrizol employees who were employed by Goodrich Corporation on February 28, 2001 will receive credit under this Plan for vesting service credited under the Goodrich Pension Plan.*

*Please refer to the section entitled "Lubrizol Employees Previously Employed by Goodrich" for more information. Vesting service may also include service with companies acquired by Lubrizol.*

If you were a participant with less than five years of vesting service on December 31, 2013 and therefore became a "frozen participant" under the Plan (see "Eligibility Requirements"), you will be eligible to receive a deferred vested pension under the Plan, even if you have less than 5 years of vesting service at the time of your termination of employment.

## Benefit Service

Benefit service is the period of service used to calculate the amount of your retirement benefits. It is counted in full and fractional years. A period of benefit service begins with your original date of hire and ends when you terminate employment with Lubrizol. If you leave Lubrizol and return, you will receive no benefit service for the period you were away.

Although you will not receive benefit service for the period you were away from Lubrizol, the benefit service you had earned before you left may be restored. Your benefit service will be restored if:

- You were vested when you left; or
- Your break in service was less than five years.

*Under certain conditions, Lubrizol employees who were employed by Goodrich Corporation on February 28, 2001 will receive credit under this Plan for benefit service credited under the Goodrich Pension Plan.*

*Please refer to the section entitled “Lubrizol Employees Previously Employed by Goodrich” for more information.*

## **Severance from Service**

A severance from service occurs on the date you quit, are discharged, retire, or die.

If you are absent from work for any reason other than the above (including maternity/paternity leave) you will not have a severance from service until one year after your absence begins. That year will count toward your vesting and benefit service. If you return to work more than one year after the beginning of such an absence, vesting and benefit service rules apply. If you return before the second anniversary of such an absence, you will receive vesting service for the full period you were away and benefit service only for the first 12 months of your absence.

If you return after the second anniversary of such absence, you will receive no vesting service or benefit service for the period you were away following the first 12 months of your absence.

## **Normal Retirement Age**

You can retire on your normal retirement age, which is the date you reach age 65, with at least 5 years of vesting service.

## **Early Retirement Age**

You can retire early on the date you reach age 55 with at least 10 years of vesting service.

## **Plan Participation and Cost**

You automatically participate in the Plan if you're a full-time employee of a group covered by the Plan. No employee contributions are required.

## **Eligibility Requirements**

Any new hire or rehire whose hire date is on or after January 1, 2014 will not be eligible for the Plan. In addition, employees with five years or less of vesting service as of December 31, 2013 will be a frozen participant in the Plan, and as such, their service after December 31, 2013 will not be counted as benefit service for purposes of determining their benefit under the Plan.

Any hourly employee of Lubrizol at its facility in Calvert City, Kentucky with more than five years of vesting service as of December 31, 2013 who is covered by the collective bargaining agreement that exists between the International Association of Machinists and Aerospace Workers, AFL-CIO, Local No. 1294 and The Lubrizol Corporation is eligible to participate in the Plan.

You are not eligible to participate in the Plan if:

- You are a leased employee.
- You are a temporary employee who works three months or less.
- You are scheduled to work less than 20 hours per week or less than 1,000 hours in a 12-month period. However, if you work 1,000 hours or more in a 12-month period, or plan year, you may participate in the Plan.
- You are covered by another pension plan of Lubrizol or a subsidiary of Lubrizol.

You may be eligible to participate if you are employed by one of Lubrizol's foreign subsidiaries or associated companies, are not covered by another Company pension plan and you either:

- Were a United States citizen when first employed by the subsidiary or associated company; or
- Were housed in the United States and were a participant in this Plan when you were sent out of the United States on business, and within five years of such a transfer became a citizen of the United States.

## **Enrolling in the Plan**

You automatically participate once you meet the eligibility requirements. You do not need to complete an enrollment form.

## **Plan Funding**

The Pension Plan assets are held by the Trustee. The assets of the trust fund, unless the Plan is overfunded, can be used only to pay benefits and administrative costs of the Plan. The Trustee is responsible for making benefit payments to eligible participants and their beneficiaries.

If authorized by the Plan sponsor, the Plan assets may be used to pay customary administrative expenses related to maintaining the Plan.

## **Normal Retirement**

You may retire with a normal retirement benefit at age 65 if you have at least 5 years of vesting service. This is your normal retirement age. Plan benefits will begin on your normal retirement date, which is the first day of the month on or immediately after the date you reach age 65.

You may also retire with full benefits any time after reaching age 65, if you have at least 5 years of vesting service. If you work past age 65, your benefits will begin on the first day of the month following the month in which you actually retire. You will continue to accumulate vesting service and benefit service for as long as you work and remain eligible to participate in the Plan.

## **Early Retirement**

You can retire early and begin receiving benefits if you're at least age 55 and have 10 or more years of vesting service. Your early retirement date will be the first day of the month after you leave Lubrizol.

## **Special Early Retirement**

You will be able to retire early if you're at least age 62 and have 10 or more years of vesting service. You will also be able to retire early if you have at least 30 years of vesting service regardless of your age.

## **Early Retirement Reduction**

The amount of your early retirement benefit may be reduced. See the section that describes how your benefits are calculated.

## **How Your Benefits Are Calculated**

### **Normal Retirement**

The pension amount at normal retirement will be a monthly benefit equal to all the years of benefit service earned at the time of retirement times the applicable benefit multiplier in effect at the time you retire.



## Benefit Multiplier

The scheduled benefit multiplier applicable to all years of benefit service you earned as of the date of your retirement is listed below:

Employees Who Retire or Terminate On or After	Pension Amount
August 1, 2013	\$55/year of benefit service

## Normal Retirement Example

For example, if you were hired on January 1, 1984, and you retired at age 65 on January 1, 2014, with 30 years of benefit service, your monthly pension would be calculated as follows:

$$(30 \text{ years of benefit service}) \times (\$55/\text{yr}) = \$1,650$$

## Unreduced Early Retirement

If you have at least 30 years of benefit service when you retire, or are age 62 with at least 10 years of vesting service, you will receive a pension calculated the same as shown above for normal retirement with no reduction factors applied for early commencement of your pension benefit.

## Reduced Early Retirement

If you are at least age 55 and have at least 10, but less than 30 years of vesting service when you retire, you will receive a monthly benefit equal to the years of benefit service earned at the time of early retirement times the applicable benefit multiplier in effect at the time you retire early. Such pension amount will be payable at age 62 with no reductions.

You may choose to begin your pension payments as early as age 55, but it will be reduced by 0.4% for each month by which the date of the benefit commencement precedes the first day of the month following your attainment of age 62.

For example, if you retired at age 60 on January 1, 2014, with 20 years of benefit service, the monthly pension would be calculated as follows:

$(20 \text{ years of benefit service}) \times (\$55/\text{yr}) = \$1,100$ <p style="text-align: center;">-</p> <p>Early retirement reduction of 9.6%</p> <p>(age 62 – 60 = 2 Year or 24 months)</p> <p>(0.4%) X (24 months) = 9.6%</p> <p>(9.6%) X (\$1,100) = \$105.60 reduction</p> <p>Pension Plan benefit payable at age 60 =</p> <p>(\$1,100 – \$105.60) = \$994.40</p>
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# Special Early Retirement Supplement

You may be eligible to receive an additional benefit if you retire between the ages of 55 and 62 and you have at least 30 years of benefit service.

## Eligibility Requirements

If you are at least age 55, but less than 62, with at least 30 years of benefit service, you will receive a benefit paid according to the table below (based on a \$55 benefit multiplier).

If your payments start at age:	The percentage you will receive is:
65	100%
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55	79%

You are eligible for the benefit amount from the table until you reach age 62 or become eligible for Social Security retirement benefits. This larger benefit will help supplement your retirement income until you become eligible for Social Security retirement benefits.

After you reach age 62 (or when eligible for Social Security benefits), your pension will be adjusted to equal the benefit calculated under the previous Unreduced Early Retirement section.

### Example:

For example, assume you were hired on January 1, 1980, and you retired at age 58 on January 1, 2014. Your monthly pension and special early retirement supplement would be calculated as follows:

Pension benefit for 34 years of benefit service = (34 Year) X (\$55/yr) = \$1,870 per month special early retirement supplement amount.

From the table below: Age 58 with 34 years of benefit service = \$1,962 per month

You will receive \$1,962 per month until you reach age 62 (or when eligible for Social Security benefits). After you reach age 62 (or when eligible for Social Security benefits), your monthly payment will be adjusted from \$1,962 to \$1,870 per month – the benefit determined under the unreduced early retirement calculation.

Years of Benefit Service														
Age	30	31	32	33	34	35	36	37	38	39	40	41	42	43
55	\$1700	1761	1821	1882	1942	2003	2063	2124						
56	\$1710	1771	1831	1892	1952	2013	2073	2134	2194	2255				
57	\$1720	1781	1841	1902	1962	2023	2083	2144	2204	2265	2325			
58	\$1730	1791	1851	1912	1972	2033	2093	2154	2214	2275	2335	2396		
59	\$1740	1801	1861	1922	1982	2043	2103	2164	2224	2285	2345	2406	2466	
60	\$1750	1811	1871	1932	1992	2053	2113	2174	2234	2295	2355	2416	2476	2537
61	\$1760	1821	1881	1942	2002	2063	2123	2184	2244	2305	2365	2426	2486	2547

## Lubrizol Employees Previously Employed by Goodrich

Special rules apply to the calculation of your Lubrizol pension benefit if you were previously employed by Goodrich. If you were employed by Goodrich Corporation as of February 28, 2001 (the closing date), there are certain rules that apply to the calculation of your Lubrizol pension benefit.

Your pension benefit will be calculated using two different formulas – total service formula and future service formula. The total service formula combines your service with Goodrich and Lubrizol, while the future service formula uses only your service with Lubrizol. See examples 1 and 2 below for more detail on how these two formulas are calculated. Goodrich service will only be taken into account to the extent that such service is credited under the Goodrich Pension Plan.

### Vesting in the Goodrich and Lubrizol Plans

Upon the closing date of February 28, 2001, the pension benefit you earned under the Goodrich plan was vested regardless of your length of service with Goodrich. This benefit will be paid from the Goodrich Pension Plan. However, if you had fewer than 5 years of service with Goodrich at the time of the sale, you will need to complete 5 years of combined service with Goodrich and Lubrizol to become vested in Lubrizol's Pension Plan.

### Offset for Goodrich Benefit

Your monthly benefit will be reduced by the amount of pension benefit that you are entitled to from the Goodrich Pension Plan.

However, if you choose to begin receiving your Goodrich pension while still employed at Lubrizol, only your service with Lubrizol will count toward your benefit calculation upon your Lubrizol termination of employment. In this case, your pension from this Plan would not be offset by any amounts paid from the Goodrich Pension Plan.

### Example #1: Total Service Benefit

Assume you are taking normal retirement at age 65 with 25 years of benefit service, which include 20 years of benefit service with Goodrich and 5 with Lubrizol. Assume your total pension is \$1000 per month, and your Goodrich pension earned as of February 28, 2001 is \$800 per month. The net benefit from Lubrizol would be calculated as follows:

Total pension benefit based on combined service = \$1000
<b>Minus</b>
Goodrich pension benefit of \$800
<hr/>
Total service benefit from Lubrizol = \$200

## Example #2: Future Service Benefit

Only Lubrizol service is used to calculate this benefit. Assume, as in the example above, that you have 5 years of benefit service with Lubrizol, and your pension based on Lubrizol service only is \$190 per month.

Pension benefit based on Lubrizol service = \$190
Future service benefit from Lubrizol = \$190

In the examples above, since the total service benefit is larger than the future service benefit, you would receive a Lubrizol pension benefit of \$200 per month.

## Employees Eligible to Retire on Closing Date

If you were eligible to retire as of the closing date, you can begin receiving an early retirement pension from Goodrich regardless of whether or not you retire from Lubrizol. If you were eligible to retire as of the closing date and begin receiving an early retirement pension from Goodrich, the Lubrizol Pension Plan will only recognize Lubrizol service for purposes of determining your Lubrizol pension benefit (Only the future service benefit formula will be used. See example #2: Future Service Benefit).

If you were **not** eligible to retire as of the closing date, you will not be permitted to begin receiving payment of early retirement benefits under the Goodrich Pension Plan until you also retire and begin receiving your benefit under the Lubrizol Pension Plan. To determine eligibility for early retirement with Goodrich, years of service with both Goodrich and Lubrizol will be counted.

However, when you reach age 55, you may elect to begin receiving a deferred vested pension under the Goodrich plan (which is less than an early retirement pension from Goodrich) while you continue working at Lubrizol. But, when you retire from Lubrizol, your Lubrizol pension would be calculated using only your years of service with Lubrizol.

## Early Retirement Pension vs. Deferred Vested Pension from Goodrich

If you were not eligible to retire from the Goodrich Plan on Feb. 28, 2001 and you begin pension payments from the Goodrich Plan while continuing to work for Lubrizol, you would receive a deferred vested pension from Goodrich. This would be calculated using actuarial equivalent factors, which are less favorable than the Goodrich Plan's early retirement factors.

However, if you are eligible for early retirement and retire from both Goodrich and Lubrizol, commencing the payment of benefits under both pension plans, you would receive an early retirement pension from Goodrich and an early retirement pension from Lubrizol, both calculated using the more favorable early retirement factors. You will receive two pension checks, one from Goodrich and one from Lubrizol.

## Actuarial Equivalent Factors

These factors produce the amount of reduction needed to adjust the pension amount if an employee chooses to collect retirement payments early. Basically, it takes the value that the pension benefit would be at age 65 and creates a financially equal value of the pension at the early date an employee actually receives payments.

Actuarial equivalent factors differ from the Plan's early retirement factors in this way: the pension benefit is usually less when it is reduced by actuarial equivalent factors than when reduced by the Plan's early retirement factors.

Because it is reduced by actuarial equivalent factors, the deferred vested pension is usually less than the early retirement pension.

### Examples of Pension Calculation

These examples illustrate the difference between a deferred vested pension and an early retirement pension.

#### Deferred Vested Pension

Assume you were age 53 on the closing date and that your Goodrich pension benefit is \$500 payable at age 65. If you decided to begin receiving your pension from Goodrich at age 55 while continuing to work at Lubrizol, you would receive a deferred vested pension from Goodrich.

This benefit would be reduced actuarially (instead of more favorable early retirement factors). The Goodrich actuarial reduction at age 55 is 60%.

Therefore your Goodrich deferred vested pension in this example would be \$200.

Goodrich pension benefit of \$500 reduced by 60%: $\$500 \times 60\% = \$300$ $\$500 - \$300 = \$200$
Goodrich deferred vested pension = \$200

Also, when you retire from Lubrizol, your Lubrizol pension would be calculated using only your years of service with Lubrizol.

#### Early Retirement Pension

Suppose the details above are the same except that you retire early at age 55 from Lubrizol at the same time you begin your Goodrich pension. You would qualify for more favorable reduction factors from both the Goodrich and Lubrizol Pension Plans. If you retire between age 55 and 62, the early retirement factor reduces your pension amount by 4.8% for every year that you receive early retirement pension payments before your 62nd birthday. Therefore your Goodrich early retirement pension would be calculated as follows:

Your Goodrich pension benefit of \$500 would then be reduced by 33.6%. Your Goodrich early retirement pension in this example would be \$332.

Goodrich pension benefit of \$500 reduced by 33.6%: $\$500 \times 33.6\% = \$168$ $\$500 - \$168 = \$332$
Goodrich early retirement pension = \$332

Also, your Lubrizol pension would be calculated using both the total service formula and future service formula (whichever produces the higher benefit).

## **Regarding Your Goodrich Pension**

You can contact United Technologies regarding your pension by calling the UTC Service Center at 1-800-243-8135.

## **If You Leave Before Retirement**

If you leave Lubrizol before retirement, you'll receive a pension benefit if you have at least five years of vesting service.

### **Eligibility**

If you terminate employment for any reason other than retirement or death, you will be entitled to receive a deferred vested pension if:

- You have five years of vesting service or were a participant in the Plan on December 31, 2013; and
- You are not eligible for any other type of pension from Lubrizol based on the same period of service.

### **Amount of Your Benefit**

Your deferred vested pension amount will be a monthly benefit equal to the sum of the monthly benefit multipliers for each year of benefit service earned at the time of termination with Lubrizol . This pension amount will be payable at age 65 with no reductions.

You may elect to receive your deferred vested pension payments as early as age 55. If you choose to begin your payments before age 65, the benefit amount will be reduced using the Plan's actuarial equivalent factors to reflect the longer period of time that benefits will be paid.

### **Applying for This Benefit**

No matter when you decide to have your payments start, you must contact the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056 to apply for this benefit. You should apply for retirement no more than 180 days before you want your payments to begin. Your benefit starting date (first payment date) cannot be earlier than 7 days after you receive detailed information about your benefits and rights under the Plan.

## **If There Is a Reduction in Workforce or Plant Closing**

### **Closure Pension**

If your employment ends because your plant is completely and permanently closed, you may be eligible for a plant closure pension.

For purposes of this Plan, complete and permanent plant closure means the complete shutdown of a manufacturing facility.

### **Eligibility**

You may qualify for a plant closure pension if, on the date of termination:

- You are at least 55 Years old and have at least 5 years of vesting service; or
- You have completed at least 25 years of vesting service regardless of age.

You will not qualify for a plant closure pension if you are receiving a disability pension.

## The Benefit Amount

Your plant closure pension monthly benefit is calculated in the same way as your normal retirement pension except that the benefit service used will be that completed as of the date of your termination. No reduction factors will be applied for early commencement of your plant closure pension benefit.

## Effective Date

Your monthly plant closure pension payments will normally begin on the first day of the month following your termination of Lubrizol employment.

## Applying for This Benefit

No matter when you decide to have your payments start, you must contact the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056 to apply for this benefit. You should apply no more than 180 days before you want payments to begin.

## How You Receive Plan Payments

The way that benefits are paid to you can be as important as the amount you receive. Because employees' needs differ, the Plan allows you to choose how your benefits will be paid from several options. The normal form of payment that applies to you depends on whether you are married at the time payments start:

- If you're single at that time, your normal form of payment is the single life annuity with a five year certain option.
- If you're married when payments start, your normal form of payment is the qualified joint and 50% survivor benefit option.

You will automatically receive payment under the normal form that applies to you unless you (and your spouse, if married) reject it in writing within 180 days before payments start, as described below, and elect an alternate option.

## Choosing a Payment Option

The option you elect becomes effective on the date payments start. You may choose or change payment options at any time prior to your commencement of benefit payments, but not after they are effective.

If you are married and wish to choose a payment option other than your normal payment form, your spouse must consent and sign your election form which must be witnessed by a notary public or plan representative.

## Normal Forms of Payment

**Single Life Annuity with a Five Year Certain Option.** If you are single when you begin receiving your pension, including a deferred vested pension, your benefits will be paid under the single life annuity with a five year certain option unless you elect otherwise. Under this option, benefits are paid monthly for your lifetime, with payments guaranteed for five years. If you die within five years of when your payments begin, payments in the same amount are made to your beneficiary for the remainder of the five-year guarantee period. If both you and your beneficiary die before the five years of monthly payments have been received, the actuarial lump sum value of the remaining payments that would be necessary to complete the five-year guarantee period will be paid to the estate of the last to die of you or your beneficiary.

In other words, if you choose this option and die after receiving payments for only three years, the beneficiary you name would continue to collect the same benefit for two years after your death – the remainder of the five-year guarantee period. If you die after the five-year guarantee period, payments stop with your death.

The five-year guarantee applies only to your regular pension amount. If you retire early with a special benefit (for 30 years of service) and die within five years, only the amount of your regular benefit due at age 62 will be paid to your beneficiary.

If this is your normal payment form and you want to choose another payment option, you can reject this form in writing before it becomes effective and choose another option.

**Qualified Joint and 50% Survivor Option** If you are married when you begin receiving your pension, including a deferred vested pension, your benefits will be paid as a qualified joint and 50% survivor option. Unless you and your spouse elect to waive this form of pension, your benefits as calculated under the plan formula will be actuarially reduced and paid to you for your lifetime.

This method of payment will give you a reduced monthly pension amount during your entire lifetime, but if you die before your spouse, it will provide income equal to 50% of your reduced monthly pension amount for the remaining life of the spouse to whom you are married as of the date you begin receiving your monthly pension. The reduction reflects the longer period over which payments are expected to be made, because benefits are payable over your life and the life of your spouse. Payments to your surviving spouse normally will begin the first day of the month following your death.

You should note that if your spouse dies before you do, or if you are divorced after your pension begins, you will continue to receive a reduced pension. Additionally, if you remarry after either of these circumstances, your new spouse will not receive any payments upon your death.

The benefit to your surviving spouse is based only on the pension that will continue to be paid to you after you become eligible for Social Security. Thus, an early retirement payment which is no longer payable when you begin receiving Social Security will not be included in any payment to your surviving spouse.

If this is your normal payment form and you want to name a beneficiary other than your spouse or choose another payment option, including the single life annuity with the five year certain option, you must first reject the qualified joint and 50% survivor option in writing **before it becomes effective**.

If you reject this option, your spouse also must consent and sign your election form in the presence of a Plan representative or notary public.

### **Optional Payment Methods**

If you retire with other than a deferred vested pension, you may elect an optional payment method different from the normal form. Election of an optional payment method will result in an actuarial reduction in the pension you will receive since your pension will be payable over your life and the life of your designated beneficiary or survivor (joint annuitant).

The optional forms of payment must be elected before your payments begin and will become effective the date your monthly payments first begin.

If you elect one of the optional payment methods, the first 60 monthly payments will not be actuarially reduced. If you die before you have received 60 payments, the unreduced payments will continue to your designated beneficiary or joint annuitant for the remainder of the 60-month period.



Optional payment methods do not apply to any early retirement payment which is no longer payable when you become eligible for Social Security or reach age 62.

The optional forms of payment are:

**Joint and Survivor Annuity Option.** If you are married and want to select this option rather than the qualified joint and 50% survivor option, the Plan requires that you provide your spouse's written consent, witnessed by a Plan representative or notary public.

Under this option, you may continue 50%, 75% or 100% of your monthly benefit to a survivor (joint annuitant) you name. This option differs from the normal qualified joint and 50% survivor option in that you can choose both the percentage of your benefit continuing after your death and the survivor to whom it is paid.

Additionally, under this option, the first 60 monthly payments will not be actuarially reduced. Beginning with the 61st monthly payment, your pension will be actuarially reduced. This reduction is based on the percentage of benefits you choose to continue to your joint annuitant as well as on the life expectancy of your joint annuitant. The benefit is reduced because payments are made over your life and the life of your joint annuitant.

Upon your death, your joint annuitant (if living) will receive 50%, 75% or 100% of the actuarially reduced pension you were receiving. This amount will be paid for the lifetime of your joint annuitant. Payments to your joint annuitant normally will begin the first day of the month following your death.

If you die before you have received the first 60 monthly payments, the unreduced payments will continue to your joint annuitant (if living) for the remainder of the 60-month period. After the 60-month period, your joint annuitant (if living) will receive 50%, 75% or 100% (based on your election at retirement) of the actuarially reduced benefit you would have received after the first 60 months. If both you and your joint annuitant die before the first 60 monthly payments have been received, the actuarial lump sum value of the remaining payments that would be necessary to complete the first 60 monthly payments will be paid to the estate of the last to die of you or your joint annuitant.

You should note that if your joint annuitant dies before you do, or if your joint annuitant is your spouse and you are divorced after your pension begins, you will continue to receive a reduced pension. Additionally, in either of these circumstances you cannot name a new joint annuitant to receive any payments upon your death.

If your joint annuitant is someone other than your spouse, the amount of your pension benefit, after being actuarially reduced for the joint annuitant option, cannot be less than 51% of the benefit calculated under the Plan formula.

**Single Life Annuity with 10 or 15 Year Certain Option.** If you are married and want to select this option rather than the qualified joint and 50% survivor option, the Plan requires that you provide your spouse's written consent, witnessed by a Plan representative or notary public.

This option is similar to the single life annuity with five-year certain option, but you may choose the length of the total guarantee period – either 10 or 15 years.

The first 60 monthly payments of the 10 or 15-year certain option will not be actuarially reduced. Beginning with the 61st monthly payment, your pension will be actuarially reduced. From that time on, actuarially reduced benefits are paid monthly for your lifetime. This reduction in your benefit is based on the length of time

payments are guaranteed. You cannot choose a guarantee period that is longer than the joint life expectancy of you and your beneficiary.

If you die before you have received the first 60 payments, the unreduced payments will continue to the beneficiary you choose (if living) for the remainder of the first 60-month period. After the first 60-month period, your designated beneficiary (if living) will receive the actuarially reduced benefit you would have received after the first 60 months for the remainder of the guarantee period. If you die after the first 60 months, but within the guarantee period, the actuarially reduced payments are made to the beneficiary you choose (if living) for the remainder of the guarantee period.

If both you and your joint annuitant die before the monthly payments for the total guarantee period have been received, the actuarial lump sum value of the remaining payments that would be necessary to complete the guarantee period will be paid to the estate of the last to die of you or your beneficiary.

### **Payment of Small Amounts**

If the present value of your benefit is less than \$1,000, you may receive a lump sum payment instead of monthly payments. It will be paid to you as soon as administratively practicable after your employment termination.

## **Lump Sum Payments**

### **Lump Sum Payments**

Under various conditions of plant closure or layoff with recall rights, you may elect to receive a lump sum payment in place of the benefits previously described.

### **Eligibility for Plant Closure Lump Sum**

You qualify for this lump sum payment if:

- Plant operations are completely and permanently discontinued;
- You have completed at least 5 years of vesting service;
- You are not eligible for another type of pension (other than a deferred vested pension); and
- You are eligible for a deferred vested pension and elect a lump sum payment instead.

### **Eligibility for Lump Sum Payment in Case of Layoff with Recall Rights**

You may elect this lump sum payment provided that:

- Your layoff was not for disciplinary reasons, nor the consequence of any strike, slowdown, work stoppage, picketing or concerted action at a Lubrizol plant, or any dispute involving employees or other persons employed by Lubrizol and represented by the union;
- You have been on layoff for at least one year, unless Lubrizol permits an earlier application;
- You have not received or are not eligible to receive a lump sum payment under the plant closure provisions discussed in this Summary Plan Description; and
- You are eligible for a deferred vested pension and elect or receive a lump sum payment instead of the deferred vested pension.

### **Your Lump Sum Amount**

The lump sum payment amount depends upon your years of vesting service and benefit service completed on the date your employment is terminated and on your weekly pay based on your average hourly earnings.

<b>Year of Vesting</b>	<b>Lump-Sun</b>
5 through 9	1.00 week's pay times years of benefit service
10 through 14	1.25 week's pay times years of benefit service
15 through 19	1.50 week's pay times years of benefit service
20 or more	2.00 week's pay times years of benefit service

You will not receive less than \$500 per year of benefit service. If you are eligible for a deferred vested pension, you will receive the actuarially determined value of such pension if greater than determined above.

In the event you become entitled to any discharge, dismissal or severance allowance provided by law, the portion of such allowance attributable to Lubrizol contributions or Lubrizol taxes paid to the source or fund out of which such payment shall be made shall be deducted from the lump sum payment.

If you decide that you want a lump sum payment, you must make your written application on a form to be provided by Lubrizol within 30 days after layoff or termination.

### **What Happens If You Elect a Lump Sum Payment?**

If you elect a lump sum payment, you:

- Forfeit your seniority.
- Terminate your vesting service and benefit service with Lubrizol.
- Forfeit all your insurance or rights under any pension plan or other employee benefit plan Lubrizol has provided you.

However, your benefit service may be restored if you are re-employed and you repay your lump sum payment with interest within five years of your re-employment date.

### **Survivor Benefits If You Should Die**

Plan benefits may be payable to your spouse if you are vested but die before payments start.

#### **Who Is Eligible?**

You are eligible for surviving spouse benefit coverage if you're an active employee at the time of your death, married, and have five or more years of vesting service or qualify for normal or early retirement.

If you leave Lubrizol, you are eligible for surviving spouse benefit coverage if you are eligible for a deferred vested pension.

#### **What Benefits Are Payable?**

If you are an active employee and you die, your spouse will receive a lifetime monthly benefit. The benefit amount is equal to 50% of the benefit you would have received under the qualified joint and 50% survivor option. Benefit amounts also depend on whether you were eligible for normal or early retirement on the date of your death:

- If you die while eligible for normal or early retirement, your spouse's benefit will be computed as if you had retired on the day before your death and had chosen Plan benefits under the qualified joint and 50% survivor option.

- If you die **before** age 55, your spouse’s benefit will be computed as if your employment ended on the date of your death, you had lived to age 55, chosen Plan benefits to begin at age 55 under the qualified joint and 50% survivor option, and died on the day after reaching age 55.
- If you die **after** age 55 but before eligibility for normal or early retirement, your spouse’s benefit will be computed as if your employment ended on the date of your death, you chose Plan benefits to begin the first of the month following your death under the qualified joint and 50% survivor option, and died on the first day of the month.
- If you leave Lubrizol while eligible for a deferred vested pension and die before Plan payments begin, your spouse will receive a monthly benefit for life if you have been married for at least one year before your death and you have not rejected this survivor coverage in writing.
  - If your death occurs on or after age 55, your spouse’s benefit is calculated as if you elected to have your deferred vested pension paid on the day before your death under the qualified joint and 50% survivor option.
  - If your death occurs before age 55, your spouse’s benefit is calculated as if you lived to age 55, elected your deferred vested pension benefits to begin at age 55 under the qualified joint and 50% survivor option, and died on the day after reaching age 55.

### **When Benefits Are Payable**

Payments to your surviving spouse normally begin the first day of the month after you die or would have reached age 55, whichever is later. However, if you die before reaching age 55, your spouse can choose to have payments begin immediately. In this case, the benefit will be actuarially reduced because of the longer payment period expected.

### **Retiree Surviving Spouse Benefit**

An automatic payment of \$2,250 will be made to your surviving spouse if:

- You were married at least one year immediately prior to your death; and
- You were receiving a pension other than a deferred vested pension.

Payment will be made by the Plan Administrator upon receiving satisfactory proof of your death.

### **Situations Affecting Your Plan Benefits**

The Lubrizol Corporation Wage Employees’ Pension Plan is designed to provide you with a continuing income when you retire. But some situations could affect Plan benefits. Those situations are summarized here.

- If you leave Lubrizol before you’ve earned a right to a benefit, no benefits are payable. (If you were an active participant in the plan on December 31, 2013, you will be eligible for a vested deferred pension if you terminate employment before you have five years of vesting service.)
- If you don’t notify Lubrizol of your intention to retire or leave, payments will begin only after your application for benefits is received and approved.
- If you don’t keep your most recent address on file with Lubrizol and Lubrizol can’t locate you, benefit payments may be delayed.

### **Deductions from Pension**

Some pension benefits may be reduced by certain other benefits. Your pension will be reduced by the full amount of:

- Any other pension or annuity paid to you by Lubrizol.

- Any pension, annuity or similar payment under any present or future federal or state law (other than the federal Social Security Act).

## **Additions to Your Pension**

In addition to your pension from Lubrizol, you may also receive Social Security benefits, which together provide you a retirement income. During your active employment, you and Lubrizol have shared equally in paying taxes on your covered earnings under the Social Security law. You may apply for Social Security Benefits as early as age 62.

## **Assignment of Benefits**

Your retirement benefits belong to you and may not be assigned, sold, or pledged to someone else under most circumstances. In general, your creditors cannot garnish or levy on your accrued benefit.

If you (or your beneficiary) are unable to care for your own affairs, any payments due may be paid to someone who is legally authorized to conduct your affairs.

## **Qualified Domestic Relations Order (QDRO)**

Your vested benefit belongs to you and you cannot sell, transfer or assign it. However, under certain circumstances, a court may award all or part of your benefit under the Plan to a present or former spouse, child or other dependent through a "qualified domestic relations order," or QDRO.

A QDRO is a court order, judgment or decree that:

- Is made under a state domestic relations law (including community property laws);
- Relates to child support, alimony payments, marital property rights or divorce;
- Creates or recognizes an alternate payee's right to receive all or part of your benefits under the Plan.

If you are affected by a QDRO, you or your attorney should contact The Lubrizol Corporation at the address below to make sure the appropriate paperwork is filed.

The Lubrizol Corporation  
Attn: Employee Benefits Administrative Committee  
29400 Lakeland Blvd.  
Wickliffe, Ohio 44092-2298

If the QDRO so provides, your pension benefit as of a specific date may be divided. In this instance, the alternate payee may be set up with a separate benefit in the Plan (as applicable). The alternate payee will then be able to elect to begin receiving benefits, but no sooner than the date on which you would be able to start receiving benefits if you left the Company. However, if the QDRO so provides and is approved by the Plan Administrator, the alternate payee may elect to receive his or her portion of the pension benefit in a lump sum payment. The lump sum payment will be the Actuarial Equivalent of the value of the alternate payee's portion of the pension benefit.

QDROs that do not specify immediate allocation of benefits at the date of divorce usually include a formula for allocating benefits when you either leave the Company or reach retirement age. If this is the case, your account will be noted to indicate that a portion of the total benefit earned will be paid at a later date to your alternate payee.

You and your beneficiaries can obtain, at no charge, a copy of the procedures governing QDROs. Contact the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056 for details.

## **If the Plan Becomes “Top-Heavy”**

Special rules apply if the Plan becomes “top-heavy” (that is, if 60% of the benefits from the Plan are payable to key employees). If this ever happens, you will be notified.

## **Implied Promises**

Nothing in this Summary Plan Description says or implies that participation in this Plan is a guarantee of continued employment with Lubrizol. Also, there is no guarantee that benefit levels will stay the same in future years.

## **If the Plan Ends**

If the Plan changes or ends, certain laws apply which protect part or all of your Plan benefits. Although the Plan is intended to be permanent, the Employer can change or end the Plan at any time.

## **If the Plan Is Terminated**

If the Plan is terminated or if there is a partial termination affecting you, you will immediately be 100% vested as of the termination date. Benefits will be paid, in accordance with the requirements of the Pension Benefit Guaranty Corporation (PBGC) and to the extent provided by the trust fund. No money in the fund can be returned to Lubrizol until all required benefits have been fully funded. Trust fund assets would be used first to provide benefits to retirees, beneficiaries, and active participants.

## **Distribution of Benefits**

Before terminating the Plan, Lubrizol must notify the Pension Benefit Guaranty Corporation (PBGC). You’ll also receive notice of this termination. Once the PBGC has approved the termination, Plan benefits would be paid in the order prescribed by the PBGC.

In any case, benefits for certain highly paid employees are limited when the Plan terminates. If this applies to you, you will be given the details.

## **Mergers, Consolidations or Transfers**

If the Plan is merged or consolidated with another plan or the assets and liabilities attributable to your accrued benefit are transferred to another plan, your benefit would be equal to at least the amount to which you would be entitled under this Plan if the Plan had been terminated just before the change.

## **Pension Benefit Guaranty Corporation (PBGC)**

Your pension benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers:

- (1) Normal and early retirement benefits;
- (2) Disability benefits if you become disabled before the Plan terminates; and
- (3) Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- (1) Benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates;

- (2) Some or all of the benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates;
- (3) Benefits that are not vested because you have not worked for the Company long enough;
- (4) Benefits for which you have not met all of the requirements at the time the Plan terminates;
- (5) Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at your normal retirement date;
- (6) Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed you may still receive some of those benefits from the PBGC depending on how much money your Plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator by calling the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056 or the PBGC.

Inquiries to the PBGC should be addressed to:

**PBGC**  
**Technical Assistance Division**  
**1200 K Street, N.W., Suite 930**  
**Washington, D.C. 20005-4026**

The PBGC can also be reached by calling **1-202-326-4000 (not a toll-free number)**. TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

### **Tax Withholding on Plan Benefits**

When you receive benefits from the Plan, those benefits are considered taxable income. Federal tax law requires Lubrizol to automatically withhold taxes on your benefits before they're paid to you, unless you specifically request otherwise in writing.

You may choose not to have taxes withheld from your benefits, but you will be responsible for paying them when you file your tax return. If no taxes are withheld, or if the amount withheld is not enough to cover the actual taxes due, you may be required to pay estimated taxes.

### **Distributions Not Subject To Withholding**

Any distribution from this Plan that is eligible to be rolled over and that is directly transferred to another qualified retirement plan or to an individual retirement account (IRA) is not subject to income tax withholding. Generally, any part of a distribution from this Plan can be rolled over to another qualified plan or to an IRA unless the distribution is:

- part of a series of equal periodic payments made over your lifetime, over the lifetime of you and your beneficiary, or over a period of 10 years or more; or
- a minimum benefit payment which must be paid to you because you have reached age 70½. There are other distributions that cannot be rolled over, and you should contact the Administrator if you have questions about whether a distribution can be rolled over.

## **Distributions Subject To Withholding**

If you are eligible to receive a lump-sum payment from the Plan, you choose to have your lump-sum Plan benefit paid directly to you, and the benefit is eligible to be rolled over, you only receive 80% of the benefit payment. The Administrator is required by law to withhold 20% of the benefit payment and remit it to the Internal Revenue Service as income tax withholding to be credited against your taxes. If you receive the distribution before you reach age 59½, you may also have to pay an additional 10% tax. You cannot elect out of the 20% withholding.

The only way to avoid the 20% withholding is to leave your benefit in this Plan or have it transferred directly to an IRA or to another qualified retirement plan that accepts rollovers. You can still rollover any eligible distribution that is paid directly to you by putting the eligible distribution into an IRA or into another qualified retirement plan within 60 days of receiving it.

If you want to rollover 100% of an eligible distribution (that is paid directly to you) to an IRA or to another qualified retirement plan, you must find other money to replace the 20% that was withheld. Due to the complexities and frequency of changes in the federal tax law that governs withdrawal penalties and taxes, you should consult your tax advisor to determine your personal tax situation before taking any distribution from the Plan.

## **Claims Review Process**

If your claim is denied for any reason, you are entitled to a review.

### **Submitting a Benefit Application**

To receive any type of payment under the Plan, you first must complete an application and file it with The Lubrizol Employee Benefits Administrative Committee. Application forms and information regarding the procedure may be obtained from the Lubrizol Wage Employees' Pension Information Line at 1-877-347-8056.

### **Notification of Benefit Determination**

You will be notified of the benefit determination within 90 days after receipt of your claim. This period may be extended for an additional 90 days if more time is needed due to special circumstances. You will be notified prior to the end of the first 90 days if more time is needed. This notice will tell you how much more time is needed and why it is needed.

### **If Your Claim is Denied**

If your claim is denied, you will receive a notice explaining the reason for the denial, including specific plan provisions on which the decision was made. You will be given a description of any additional information needed to complete the claim and why the information is necessary. You will also be given a description of the Plan's review procedure and time limits, including a statement of your rights to bring suit.

### **Claims Review Procedure**

If you disagree with a decision made by the committee regarding a claim under the plan, you have the right to ask for a review of the decision. You should contact the Employee Benefits Administrative Committee, in writing, within 60 days of the date on which you receive notice of denial of the claim. Your request for review must include the date on which your request is filed; the specific part of the claim you want reviewed; the reasons you think the decision should be revised; and any written material that you think is pertinent to your claim. You will have the right to review and get copies of any information relevant to your claim. The review of the decision will take into account all comments, documents, records and other information you submit. Within 60 days of the date your request is filed, the committee will review the denial of the claim notify you in writing of its decision, unless special circumstances require an extension of not more than an additional 60 days. You will be notified prior to



the end of the first 60 days if more time is needed. The notice will tell you how much more time is needed and why it is needed. You will receive a written notification of the committee's decision, which will include the specific reasons for the action taken as well as indicate the specific plan provisions on which the decision is based. The written notification will include a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim.

If an error is made in calculating your benefit, upon discovery of the error, the amount of your benefit will be adjusted to the correct amount.

### **Access to the Plan Legal Documents**

Most of the explanations in this Summary Plan Description are intended as a simplified explanation of the Plan. However, the Plan is established and operated under the terms of a plan document, and in the event of any conflict between the provisions of this book and the plan document, the terms of the plan document govern.

All plan documents may be examined by any participant or beneficiary at the principal office of the Administrator of the Plan and at similar places as designated. If you are a participant or beneficiary, you may send a written request to the Administrator and a copy of the plan document will be sent to you. You will pay a reasonable charge to cover the cost of furnishing the document.

### **Statement of ERISA Rights**

The Employee Retirement Income Security Act of 1974 (ERISA) spells out certain rights and responsibilities related to benefit plans.

As a participant in Lubrizol's employee benefit plans, you have certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). For plans covered by ERISA, the law provides that you may:

- Examine, without charge, at the Plan Administrator's main office and at other specified locations (such as work sites), all Plan documents, including, where applicable, copies of collective bargaining agreements, insurance contracts and copies of all documents filed by the Plan with the U.S. Department of Labor, such as detailed annual reports and Plan descriptions.
- Obtain copies of all Plan documents and other Plan information upon written request to the Plan Administrator. You may be charged a reasonable fee for copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each Participant with a copy of this Annual Funding Notice.
- Obtain a statement telling you whether you have a right to receive a retirement benefit at your normal retirement age and, if so, what your retirement benefit would be if you stop working now. If you do not have a vested right to a retirement benefit, the statement will tell you how many more Year you have to work to get a vested right. This statement must be requested in writing and is not required to be given more than every twelve (12) months. The Plan must provide the statement free of charge.

In addition to giving rights to Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called the "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your Employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

If your claim for a retirement benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce your rights. For instance, if you request materials from the Plan Administrator and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about this Plan, you should contact the Plan Administrator through The Lubrizol Wage Employees' Pension Information Line at 1-888-347-8056. If the Administrator does not answer your questions, or if you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-866-275-7922.

For even more information, you also can contact the U.S. Department of Labor at its internet website at <http://www.dol.gov/ebsa/publications/wyskapr.html> where you can review a publication called "What You Should Know About Your Pension Rights". If you would like a copy of that publication, you can call the Department of Labor toll free at 1-866-444-3272.

## **Change of Address**

It is your responsibility to notify Lubrizol of a change in your mailing address.

If you are an active employee you must complete a Personnel Action Request (PAR) – Address and Phone Number Change form. The form can be completed online or by submitting a hard copy. Visit the Channel for the online and hard copy versions of the form.

If you are a retiree receiving monthly payments or a deferred vested participant, you must notify Lubrizol of your address change in writing. Correspondence should be sent to the following address:

**The Lubrizol Corporation  
c/o The Employee Benefits Administrative Committee  
29400 Lakeland Blvd.  
Wickliffe, Ohio 44092**