



The Essential Guide to Your 2022 Benefits

At Lubrizon, we respect and care for the health and safety of our employees.



Time to Choose Well

Lubrizol is proud to offer competitive benefits to support and enhance your overall wellbeing — physical, financial, emotional and professional.

The Essential Guide to Your 2022 Benefits describes many of the programs available to help you live life to the fullest. It includes an overview of key benefit features, as well as tips and resources to help you use your benefits wisely.

Please review this guide carefully so you understand your options and are ready to choose the benefits that are right for you and your family. It is time to *choose well*.



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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.

During Annual Enrollment

Annual enrollment is your once-a-year opportunity to review and select your benefits for the coming year, add or cancel dependent coverage, and enroll in the Flexible Spending Account.

Annual enrollment for 2022 benefits is October 18 – November 5, 2021. Your elections are effective January 1 – December 31, 2022, unless you change your coverage due to 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*
- 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

* 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. Annual recertification may be required.

HOW TO ENROLL



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



Adding a spouse or other dependents?

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, dental and vision 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 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 for more details. If your doctor says HealthyLife® QuitWell™ (formerly Smokeless®) isn't right for you, contact Corporate Benefits at **440-347-5358** or 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

Health Advocate	UnitedHealthcare Virtual Visits	Essentials Balance (Employee Assistance Program (EAP))	Talkspace
<p>Contact Health Advocate for all your benefit-related questions. A Personal Health Advocate can help you understand your benefits, access services, resolve insurance-related issues, find network providers, and more. Available to benefit-eligible employees and their eligible family members. Visit healthadvocate.com/Lubrizonol or call 1-866-799-2731, 8 a.m. to midnight ET.</p>	<p>A virtual visit lets you see and talk to a doctor from your mobile device or computer anytime without an appointment. Doctors can diagnose and treat a wide range of non-emergency medical conditions. Available to employees and dependents enrolled in Lubrizonol health coverage. Learn more and access virtual visits at myuhc.com.</p>	<p>The <i>Essentials Balance</i> Program administered by OptumHealth 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 or call 1-866-248-4094 to learn more. Access code: Lubrizonol.</p>	<p>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.</p>

Sanvello	HealthyLife® QuitWell™	UnitedHealth Premium Program
<p>Access a variety of tools to help reduce symptoms of stress and depression. Download the app at liveandworkwell.com (access code: Lubrizonol).</p>	<p>You and your family members can quit tobacco for good with support from the HealthyLife® coaching program. Enroll at corehealthylife.com/healthcoaching.</p>	<p>Quality of care is important. To help you make informed choices about your health care, the UnitedHealth Premium program recognizes doctors who meet quality and cost efficiency guidelines. Find a doctor's Premium designation at myuhc.com.</p>

Real Appeal	The Berkshire Hathaway Pension Service Center	benefits.lubrizonol.com/resources	Empower Retirement
<p>Real Appeal is an online weight-loss program available at no cost to you and your dependents enrolled in a Lubrizonol 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 with recipes, scales and more shipped to your door. Learn more and join at lubrizonol.realappeal.com.</p>	<p>Supported by Willis Towers Watson, 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).</p>	<p>This is your one stop for all your benefit resources, including enrollment tools, contacts, support documents, and much more.</p>	<p>Access and manage your Lubrizonol 401(k) and AWDC accounts, make transactions, get professional investment advice and more at mylubrizonolretirement.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.</p>



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
Primary Care Physician (PCP)	Routine care, preventive care and help managing chronic conditions.	Contact Health Advocate at 1-866-799-2731 or healthadvocate.com/Lubrizon to find a PCP in your plan's network.
UnitedHealthcare Virtual Visits	Diagnosis and treatment of non-emergency medical conditions 24/7.	See a doctor using your mobile device or computer at myuhc.com .
Convenient Care Clinic	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 Health Advocate at 1-866-799-2731 or healthadvocate.com/Lubrizon to find a network location near you.
Urgent Care	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 Health Advocate at 1-866-799-2731 or healthadvocate.com/Lubrizon to find a network location near you.
Emergency Room (ER)	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 2022 Benefit Choices – Choose Well

Lubrizol has you covered with a variety of benefit programs to support your health, financial wellbeing and life balance.

The chart below lists your benefit options for 2022. Certain employees (for example, those covered by a collective bargaining agreement) may have different options.

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

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

All plans use the UnitedHealthcare Choice Plus Network



Medical and Prescription Drug Coverage

You have a choice of 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.

Find a Network Provider

To locate a provider in the UnitedHealthcare Choice Plus network, contact Health Advocate at healthadvocate.com/Lubrizol or **1-866-799-2731**, or visit myuhc.com.



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	Retail Pharmacy	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	Mail Order Program	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	Maintenance Choice Program	You can purchase a 90-day maintenance prescription at a CVS retail pharmacy for the same cost as mail order. Call CVS/caremark at 1-844-742-5087 to see if your prescription is on the maintenance list.

How to Save on Your Prescription Drugs

Generics	Save big with generics. 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.
Mail Order or Maintenance Choice Program	Use mail order or the Maintenance Choice Program for your maintenance medications. These programs are mandatory for maintenance medications after the first two fills at a retail network pharmacy.
CVS/caremark App	Download and use the CVS/caremark app to check drug costs, search for lower-cost alternatives, and more.

Did You Know ...

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.



COMPARE YOUR MEDICAL AND PRESCRIPTION DRUG BENEFITS

FEATURE	Core	Standard	Plus	Lubrizol OOA ³
	Individual • 2-person • Family	Individual • 2-person • Family	Individual • 2-person • Family	Individual • 2-person • Family
Annual Deductible¹	\$4,250 • \$6,375 • \$8,500	\$3,250 • \$4,875 • \$6,500	\$2,250 • \$3,375 • \$4,500	\$3,250 • \$4,875 • \$6,500
Lubrizol's Annual HSA Contribution	N/A	\$500 • \$750 • \$1,000	\$1,000 • \$1,500 • \$2,000	\$500 • \$750 • \$1,000
Medical Coinsurance	You Pay	You Pay	You Pay	You Pay
	Network Non-network	20% 40%	20% 40%	20% 20%
Emergency Room Visits	20%	20%	20%	20%
Hearing	Hearing aid, hearing aid exams and diagnostic hearing care (not preventive) have \$500 limit, payable every two years	Hearing aid, hearing aid exams and diagnostic hearing care (not preventive) have \$500 limit, payable every two years	Hearing aid, hearing aid exams and diagnostic hearing care (not preventive) have \$500 limit, payable every two years	Hearing aid, hearing aid exams and diagnostic hearing care (not preventive) have \$500 limit, payable every two years
Prescription Drug – Retail and Mail Order	Preventive Maintenance: 0% Generic: 10% Brand Formulary: 20% Brand Non-formulary: 30% Biotech/Specialty (available only through mail order): 35%	Preventive Maintenance: 0% Generic: 10% Brand Formulary: 20% Brand Non-formulary: 30% Biotech/Specialty (available only through mail order): 35%	Preventive Maintenance: 0% Generic: 10% Brand Formulary: 20% Brand Non-formulary: 30% Biotech/Specialty (available only through mail order): 35%	Preventive Maintenance: 0% Generic: 10% Brand Formulary: 20% Brand Non-formulary: 30% Biotech/Specialty (available only through mail order): 35%
Annual Out-of-Pocket Maximum²	\$5,750 • \$7,875 • \$10,000	\$4,750 • \$6,375 • \$8,000	\$3,750 • \$4,875 • \$6,000	\$4,750 • \$6,375 • \$8,000
Surcharges	Medical: \$45 Tobacco: \$35	Medical: \$45 Tobacco: \$35	Medical: \$45 Tobacco: \$35	Medical: \$45 Tobacco: \$35

1 All covered expenses, including medical, prescription drug, behavioral health and substance abuse treatment expenses, will be applied to the annual deductible and annual out-of-pocket maximum.

2 For the Core plan only, 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.

3 Members of the Lubrizol OOA will pay 20% for network or non-network providers. If a network provider is used, network discounts will apply.



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>COMPREHENSIVE COVERAGE</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>BIWEEKLY CONTRIBUTIONS</p> <p>Depending on the coverage you elect, you pay a contribution toward the cost of your coverage each biweekly pay period.</p>	<p> Generally, a CDHP has lower contributions than other types of health plans.</p>
3		<p>ANNUAL DEDUCTIBLE</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.</p>	<p> Your HSA can help you manage your deductible.</p>
4		<p>COINSURANCE</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>ANNUAL OUT-OF-POCKET MAXIMUM</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>	<p> A CDHP has a higher out-of-pocket maximum than other types of health plans, but you can let the money in your HSA grow tax-free year after year to help cover potential expenses.</p>



How to 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. OptumHealth 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 OptumHealth 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 in January 2022. Keep in mind that Lubrizol's contribution counts toward the IRS limit.


 **Did You Know ...**

An HSA is like a 401(k) for your health care. Even contributing a small amount can add up to big savings.

COVERAGE	Lubrizol Contributes ¹	You Can Contribute	IRS Annual Limits ²	Catch-Up Contribution
	Individual • 2-person • Family	Individual • 2-person • Family	Individual • 2-person • Family	
Core	\$0 • \$0 • \$0	\$3,650 • \$7,300 • \$7,300	\$3,650 • \$7,300 • \$7,300	Contribute an additional \$1,000 if you are age 55 or older in 2022
Standard/OOA	\$500 • \$750 • \$1,000	\$3,150 • \$6,550 • \$6,300	\$3,650 • \$7,300 • \$7,300	
Plus	\$1,000 • \$1,500 • \$2,000	\$2,650 • \$5,800 • \$5,300	\$3,650 • \$7,300 • \$7,300	

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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HOW AN HSA WORKS

3



USE IT OR LET IT GROW

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 [irs.gov](https://www.irs.gov).

4



INVEST IT

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.

5



ROLL IT OVER

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.

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.lubrizon.com or optumbank.com.





Dental Coverage

Choose between two dental plan options administered by MetLife or decline dental coverage.

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.

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

The dental plans use MetLife’s PDP network.



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

Vision Coverage

Your vision plan option is administered 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.

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

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)
Exam with Dilation as Necessary Once every 12 months	\$0 copay	Up to \$35
Retinal Imaging	Up to \$39	\$0
Standard Contact Lens Fit and Follow-up	Up to \$55	\$0
Premium Contact Lens Fit and Follow-up	90% of retail price	\$0
Eyeglass Frames Once every 12 months	\$0 copay, 80% of charge over \$150	Up to \$75
Standard Plastic Lenses Once every 12 months instead of contact lenses		
• Single vision	\$15 copay	Up to \$25
• Bifocal	\$15 copay	Up to \$40
• Trifocal	\$15 copay	Up to \$55
• Standard progressive	\$15 copay	Up to \$55
• Premium progressive	\$15 copay, 80% of charge over \$120	Up to \$55
Lens Options Paid by member and added to the base price of the lenses		
• Tint (solid and gradient)	\$15	\$0
• UV coating	\$0	Up to \$5
• Standard scratch resistance	\$0	Up to \$5
• Standard polycarbonate	\$0	Up to \$5
• Standard anti-reflective	\$45	\$0
• Polarized	80% of retail price	\$0
• Other add-ons and services	80% of retail price	\$0
Contact Lenses (Materials Only) Once every 12 months instead of standard plastic lenses		
• Conventional	\$0 copay, 85% of charge over \$150	Up to \$120
• Disposable	\$0 copay, 100% of charge over \$150	Up to \$120
• Medically necessary*	\$0 copay, paid in full	Up to \$200
Lasik and PRK Vision Procedures	85% of retail price or 95% of promotional pricing	\$0

* 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 **1-866-723-0596** for additional information during annual enrollment or **1-866-9EyeMed** during the year.

Dependent Care Account (DCA)

Use the DCA (administered by OptumHealth) 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 2022 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 to participate in the DCA. Your current election does not carry over.



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 Age-Weighted Defined Contribution (AWDC) and 401(k) Plans

The AWDC Plan and 401(k) Plan are a powerful combination. They give you flexibility and control to manage contributions in your accounts, while allowing you to track progress toward your retirement goals. Both plans are administered by Empower Retirement.

	AWDC PLAN	401(k) PLAN																
Two great plans	The AWDC Plan is funded entirely by Lubrizol . It is a generous benefit that few companies offer.	The 401(k) Plan combines Lubrizol and employee contributions to provide tax-advantaged retirement savings.																
Enrollment made easy	You are automatically enrolled upon your hire date. <i>Note: Employees hired before January 1, 2010, will be automatically enrolled January 1, 2022.</i>	You are automatically enrolled within 30 days of your hire date at 3% 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.																
Generous Lubrizol contributions	<p>Lubrizol makes an annual contribution of 3% to 7.5% of eligible pay based on your age as of December 31 of each year.</p> <table border="1"> <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> <p>Contributions are generally deposited by March 15 of the following year.</p>	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%	<p>Lubrizol matches 401(k) contributions dollar for dollar, 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.</p> <p>You may contribute up to 75% of your eligible pay on a before-tax, Roth or after-tax basis, up to annual IRS limits. If you are age 50 or older at the end of the calendar year, you may also make catch-up contributions.</p>
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%																	
It’s your money	You vest based on years of service – 34% after one year, 67% after two years, and 100% after three years. <i>Note: Employees hired before January 1, 2010, will be 100% vested on January 1, 2022.</i>	You are automatically 100% vested in your contributions, Lubrizol’s matching contributions and any investment earnings.																
Invest your way	You can invest your funds in a variety of investment options available through Empower, and you may change your investments at any time.																	



MORE INFORMATION: Learn more, enroll and access your retirement savings account.

- Online at mylubrizolretirement.com
- 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



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 annual 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. If you do not change your election during annual enrollment, your current coverage will carry over.

SUPPLEMENTAL LIFE INSURANCE			
COVERAGE FOR	Coverage Options	Cost of Coverage	Evidence of Insurability (EOI) Requirements
You	1 to 8 times your eligible pay, up to \$2 million	Depends on your age and the amount of coverage you choose	<ul style="list-style-type: none"> If you are currently participating in this coverage, you may increase your coverage by 1 times your annual earnings, not to exceed the lesser of 3 times your annual earnings or \$600,000, without providing EOI. New elections and additional coverage amounts will require you to provide EOI that is satisfactory to The Hartford before the coverage can become effective.
Your Spouse/Eligible Domestic Partner	\$10,000 increments, up to \$250,000	Depends on your spouse's or domestic partner's age and the amount of coverage you choose	<ul style="list-style-type: none"> If you are currently participating in this coverage you may increase your spouse's current coverage by \$10,000, not to exceed \$30,000, without providing EOI. New elections and additional coverage amounts will require you to provide EOI that is satisfactory to The Hartford before the coverage can become effective.
Your/Your Domestic Partner's Eligible Child(ren)	\$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.

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 (or 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.

New hires are not eligible for this program in the year they are hired unless they begin employment 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 OptumHealth 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 Sanvello 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
(or Lubrizon.BenefitsNow.com from outside the Lubrizon network).

IMPORTANT BENEFITS CONTACT INFORMATION

Plan/Program	Phone	Online
HEALTH		
Health Advocate Your first call for all benefits-related questions	1-866-799-2731	healthadvocate.com/Lubrizon
Medical UnitedHealthcare (Choice Plus network)	1-877-706-1735	myuhc.com
Health Savings Account UnitedHealthcare/OptumHealth Bank	1-877-706-1735	myuhc.com
Prescription Drug CVS/caremark	1-844-742-5087	caremark.com
Dental MetLife (PDP network)	1-800-942-0854	metlife.com/dental
Vision EyeMed (Access network)	1-866-723-0596 (during annual enrollment) 1-866-9EyeMed (during the year)	eyemedvisioncare.com
Essentials Balance Program and EAP OptumHealth	1-866-248-4094	liveandworkwell.com
HealthyLife® QuitWell™ tobacco cessation program	corehealthylife.com/healthcoaching	
UnitedHealthcare Virtual Visits For non-emergency medical care and advice	myuhc.com	
Real Appeal Online weight-loss program	lubrizon.realappeal.com	
FINANCIAL		
Dependent Care Account UnitedHealthcare/OptumHealth	1-877-706-1735	myuhc.com
Your 401(k) and AWDC Plans Empower Retirement	1-833-698-0797	mylubrizonretirement.com
Supplemental Life Insurance (Term Life) The Hartford	1-800-883-5926	abilityadvantage.thehartford.com
Berkshire Hathaway Pension Service Center	1-877-459-2403	eepoint.com/bhcpp

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**.