

2024 BENEFITS SUMMARY

Health Care Benefits (UnitedHealthcare; Jan. 1 – Feb. 29, 2024)

In-network Features	PPO Choice Option C
Annual deductible (applies to both in- and out-of-network out-of-pocket maximum)	You pay up to: Individual: \$300 Family: \$600
Annual out-of-pocket maximum (excludes prescription drugs)	You'll pay no more than: Individual: \$900 Family: \$1,800
Medical coinsurance	You pay 20% after deductible
Preventive care	No charge in-network
Office visit	You pay a: \$35 copay for primary care \$50 copay for specialist \$35 copay for urgent care (regardless of deductible status)
Emergency room and ambulance coverage	You pay the full negotiated rate for ambulance and ER services until you meet the annual deductible, then you pay 20% co-insurance. For an ER visit, you also pay an extra \$50 fee.
Flexible Spending Account (FSA) options	<ul style="list-style-type: none"> Health Care FSA Dependent Care FSA
Pharmacy	PPO Choice Option C
Annual deductible for prescription drugs	\$50 per member
Retail (up to a 30-day supply)	After the deductible, you pay: <ul style="list-style-type: none"> Generic: \$10 copay Brand formulary: 30% coinsurance (\$25 min / \$50 max) Brand non-formulary: 30% coinsurance (\$50 min / \$100 max)
Mail order (up to a 90-day supply)	After the deductible, you pay: <ul style="list-style-type: none"> Generic: \$25 co-pay Brand Formulary: 30% coinsurance (\$62.50 min / \$125 max) Brand Non-formulary: 30% coinsurance (\$125 min / \$250 max)
Full-Time Monthly Premiums (includes dental and vision benefits) ¹	
Employee only	\$201.59
Employee + spouse	\$443.50
Employee + child(ren)	\$322.54
Family	\$590.65

¹ For part-time employees, the premiums are 1.5x the amounts shown above.

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Dental Benefits (Cigna Dental)

Cigna Dental Benefits	
Annual Deductible (does not apply to preventive services)	\$50 for individual \$100 for family
Annual Maximum (amount the plan will pay per person per year)	\$1,500 per person for members age 18 and older (no maximum for members younger than age 18)
Preventive Care (two cleanings per 12-month period, annual exams and X-rays)	Covered at 100%, not subject to deductible
Basic Services (fillings, root canals, periodontics and oral surgery)	You pay 15% after deductible
Major Services (crowns, bridges, partials and dentures, or implants)	You pay 25% after deductible
Orthodontia (for dependents age 21 and younger)	Plan pays 50% up to \$1,500 lifetime maximum per person

Vision Benefits (VSP)

VSP	
For Glasses	
Eye Exams Once per calendar year	You pay a \$20 copay
Lenses Once per calendar year	You pay a \$20 copay for standard lenses (single vision, lined bifocal/trifocal)
Frames Every other calendar year	You pay a \$20 copay; receive up to \$160 allowance for one pair of frames
For Contact Lenses	
Contact Lens Exam Once per calendar year	You pay up to a \$60 copay
Contact Lenses (in lieu of lenses and frames)	You pay a \$60 copay; receive up to \$140 allowance per calendar year
Medically Necessary Contact Lenses (limited to members whose vision can't be corrected through glasses)	\$20 copay per calendar year in lieu of lenses and frames

Life Insurance (MetLife)

- Basic term life insurance
 - No cost to non-tobacco users (tobacco users must pay a premium)
 - \$50,000 of immediate coverage
- Optional life insurance: \$50,000 or \$100,000 can be purchased at group rates
- Spousal/dependent life insurance can be purchased at group rates
- Accidental Death & Dismemberment (AD&D)

Disability Insurance

- Caterpillar provides disability insurance at no cost to you
- Eligibility waiting periods apply
- See the Summary Plan Description on CatHealthEnrollment.bswift.com for details

Voluntary Benefits

These benefits are offered at group rates that you can pay for through payroll deduction.

- Accident Insurance | Critical Illness Insurance | Hospital Indemnity Insurance
- Group Legal Services Plan
- Identity Protection
- Auto Insurance | Homeowners/Renters Insurance | Pet Insurance

Tax Deferred Retirement Plan (TDRP)

- You become eligible to defer into the plan after the date you complete 480 hours of service
- You can defer on a pre-tax or after-tax Roth basis up to 70% of eligible pay, not to exceed \$23,000 for 2024 (\$30,500 for age 50+)
 - You direct how your accounts are invested
 - Your contributions are fully vested when made
- Company match on your contributions: \$1 for \$1, up to 6% of pay (company match contributions are fully vested when made)
- Receive a one-time **\$10,000** contribution at 20 years of seniority
- Automatic enrollment applies with the following default provisions unless you opt out during the first 30 days:
 - 6% base pay contribution rate (rate automatically escalates by 1% each year until it reaches 15%)
 - Investment election is set at 100% to the Target Retirement Fund closest to the year you turn age 65

Time Off with Pay

Vacation

Your years of company service as of December 31 determine the amount of vacation for the respective calendar year:

- Initial year – one vacation day for each full month of work up to a maximum of 10 days
- 1 but less than 5 years: Two weeks
- 5 but less than 15 years: Three weeks
- 15 or more years: Four weeks

Holidays

Many Caterpillar locations observe the holidays listed below. For holidays observed at your location, speak with your local HR department.

New Year's Day	Christmas Eve
Good Friday	Christmas Day
Memorial Day	Regularly scheduled days between
Independence Day	Christmas Day and New Year's Eve
Labor Day	New Year's Eve
Thanksgiving	
Friday following Thanksgiving	

Compensation

- Competitive wages
- Automatic wage increases after the first 12 months and 24 months of work
- Night shift premium of \$1.00
- Overtime pay (1.5x) for work performed over 40 hours weekly
- Double-time pay for work on Sundays and holidays
- Paid lunch period
- Lump sum payments of 4% in 2024 and 2026
- Wage increases of 4% in 2025, 2026 and 2027

Employee Assistance Program (EAP)

EAP is a voluntary, confidential benefit available at no cost to employees and eligible dependents to help resolve a variety of personal issues.

- 24/7 emergency assistance, short-term counseling & referrals for issues such as mental health, substance abuse, stress, relationships, debt management & child/elder care
- Up to 6 counseling sessions per person per year for each issue
- Access EAP services at 1-866-228-0565 or CaterpillarEAP.com

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