BENEFITS GUIDE



2027

YASKAWA

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This benefit guide was developed to provide you with a brief summary of the information needed to help you understand the extensive benefits offered to you by Yaskawa America, Inc.

We encourage you to take control of your health and make healthy lifestyle choices for you and your family through the Associate Benefits Program outlined in this guide.

If you have any questions regarding the information contained in the benefit guide, please feel free to contact your HR Business Partner.

This publication contains important information about your employee benefit program. **Please read thoroughly.**

This document highlights some of the benefits offered through our benefits program. Please refer to the plan document(s) for a complete description. If there is a conflict between this document and the legal plan documents, the legal plan documents will prevail. The benefits and policies outlined in this document do not constitute the terms and conditions of an employment contract. Although the company maintains the benefits program on an ongoing basis, the company reserves the right to amend or terminate any plan at any time.



Welcome to 2027 Benefits

Yaskawa America, Inc. is committed to providing you access to quality and affordable health care now and for years to come. We work diligently every year to provide you and your family the best benefits for the best cost. Please take time to review this summary and complete your enrollment.

2027 Benefits Summary

- Medical and Prescription Drug Coverage
  - Medical and Prescription insurance is provided by UnitedHealthcare and OptumRx
  - Associates and their dependents have a choice of three plan options:
    - Consumer Driven Health Plan (CDHP)
    - Surest Plan
    - Silver PPO Plan
- Dental Coverage
  - Dental insurance is provided by Delta Dental of IL
  - Associates and their dependents have a choice of two plan options:
    - High Plan
    - Low Plan
  - Associates and their dependents will have access to Delta Dental's To Go Rollover Program (to learn more, visit page 18)
- Vision Coverage
  - Vision insurance is provided by Vision Service Plan (VSP)
- Life and Disability Products Offered by Aflac
  - Basic Life and Accidental Death and Dismemberment
  - Voluntary Life and Accidental Death and Dismemberment
  - Long Term and Short Term Disability
- NEW for 2027
  - Navigate Wellness
  - Color Health
- Other Benefits with No Changes
  - Travel Accident
  - Business Travel Accident
  - Flexible Spending Account or Health Savings Account
  - Legal Plan
  - Pet Insurance
  - Identity Theft Coverage

Who is Eligible

All regular full-time Associates working a minimum of 30 or more hours per week. This excludes part-time, temporary, and seasonal workers.

Dependents are covered to the end of the month in which they turn 26.

New Hires

New hires are eligible for health benefits on the first day of employment. New hires have 30 days within which to elect benefits; however, it is strongly encouraged that all new hires choose their benefits within the first week of employment.

Qualifying Events

The IRS requires that Open Enrollment benefit elections remain in place for the entire year, unless you experience an IRS-defined qualifying life event. A qualifying life event allows you to make a corresponding change to your elections within 31 days of the event. Documentation of the qualifying life event may be required.

Life events can be managed through UKG self service by clicking "myself" then "Manage my Benefits" located under Benefits.

- Marriage or domestic partnership
- Divorce
- Legal separation
- Birth, adoption, or placement for adoption
- Death of spouse or dependent
- Change in eligibility, residency, employment



Medical and Prescription Drug Plans

Yaskawa America, Inc. will continue to offer our medical health insurance through UnitedHealthcare. The program provides eligible Associates access to a national network of health care providers who meet stringent credentialing standards. You will not need a referral from your primary doctor to see a specialist in the network.

A Side-by-Side Comparison of Your Health Coverage Options

2027 Plan Design	CDHP Plan		Surest Plan		PPO Silver Plan	
	Network	Non-Network	Network	Non-Network	Network	Non-Network
Annual Deductible						
Individual	$1,750	$3,500	$0		$500	$1,500
Family	$3,500	$6,400			$1,000	$3,000
	Non-Embedded Before coinsurance will apply, the entire family deductible must be met (either by one family member or a combination)		N/A		**Embedded** Each member only needs to satisfy the individual deductible ($500) before coinsurance will apply to that member's medical costs	
Out-of-Pocket Maximum (includes deductible and medical copays)						
Individual	$3,000	$6,000	$4,000	$8,000	$2,500	$6,000
Family	$6,000	$12,000	$8,000	$16,000	$5,000	$12,000
	Non-Embedded The overall Family out-of-pocket maximum of $6,000 must be met before the plan covers 100% of eligible expenses		**Embedded** The most an individual member would be responsible for is the individual out-of-pocket maximum of $4,000		**Embedded** The most an individual member would be responsible for is the individual out-of-pocket maximum of $2,500	
Medical Benefits						
Preventive Office Visit	Covered in full	60% coverage*	$0	$100	Covered in full	60% coverage*
Primary Physician Office Visit	80% coverage*	60% coverage*	$10-$65	$195	$20 copay	60% coverage*
Specialist Physician Office Visit	80% coverage*	60% coverage*	$10-$65	$195	$45 copay	60% coverage*
Virtual Visits (Telemental health support available)	80% coverage*	Not covered	Primary/Urgent: $0 Specialty: $0 to $65	Not covered	$20 copay	Not covered
Urgent Care	80% coverage*	60% coverage*	$35	$105	$100 copay	60% coverage*
Emergency Room Care	80% coverage*	80% coverage*	$350	$350	$300 copay	$300 copay
Mental Health Services (inpatient)	80% coverage*	60% coverage*	$1,600	$4,800	80% coverage*	60% coverage*
Mental Health Services (outpatient)	80% coverage*	60% coverage*	$10-$75	$100-$225	$0 copay	60% coverage*
Outpatient Lab and X-Ray in Doctor's Office	80% coverage*	60% coverage*	$0	$0	Covered in full	60% coverage*
Outpatient Imaging (CT/PET scans, MRIs)	80% coverage*	60% coverage*	$60 to $450	$1,230 to $1,350	80% coverage*	60% coverage*
Outpatient Surgery	80% coverage*	60% coverage*	$150 to $2,500	Up to $7,000	80% coverage*	60% coverage*
Inpatient Hospital Care	80% coverage*	60% coverage*	$150 to $2,500	Up to $7,000	80% coverage*	60% coverage*

This is a listing of the most commonly used benefits. For a complete listing of covered procedures, view the actual plan documents. Contact your HR Department for copies.

The annual deductible and out-of-pocket maximums are calculated on a calendar year basis. The out-of-pocket maximum includes the deductible. Copayments, coinsurance, and deductibles accumulate towards the out-of-pocket maximum.

* After deductible is met.

Prescription Drug Plan for Medical Plan Participants

2027 Plan Design	CDHP Plan	Surest Plan	PPO Silver Plan
Prescription Out-of-Pocket Maximums			
Individual	Combined with medical out-of-pocket	Combined with medical out-of-pocket	$4,100
Family			$8,200
Prescription Drug Retail (31-day supply)			
Tier 1	Medical deductible and out-of-pocket apply	$5	$10
Tier 2		$40	$25
Tier 3		$60	$45
Prescription Drug Mail Order (90-day supply)			
Tier 1	Medical deductible and out-of-pocket apply	$15	$20
Tier 2		$100	$50
Tier 3		$150	$90

Yaskawa America, Inc. has a mail-order prescription drug program, OptumRx Mail Service, which will deliver a three-month supply (90-day supply) of routine maintenance drugs to your home. To enroll in the mail order program for the first time, you should request a new 12-month supply prescription from your physician and submit it with the mail order form available on **www.optumrx.com** or call **855.856.0541**.

Bi-Weekly Associate Contributions

	CDHP Plan		Surest Plan		Silver PPO Plan	
	Wellness Participant	Non-Wellness Participant	Wellness Participant	Non-Wellness Participant	Wellness Participant	Non-Wellness Participant
Associate	$34.89	$69.24	$41.42	$75.90	$72.26	$107.35
Associate + Spouse	$85.51	$120.87	$113.45	$149.34	$157.16	$193.92
Associate + Child(ren)	$81.50	$116.78	$108.42	$144.21	$150.58	$187.21
Family	$144.72	$181.23	$193.41	$230.88	$261.37	$300.18

* Note: 26 annual pay periods.

For more information on the wellness program and how to participate, please see page 17 or contact your HR department.

Newly hired Associates may complete wellness activities in their year of hire to receive discounted wellness premiums in the following year.

Opt Out Credit

If an Associate chooses to opt out of Yaskawa's Medical and/or Dental plans, he/she will receive an annual credit in the following amount (paid on a per pay period basis). Associates must be active to receive opt out credits. Opt out credits will be suspended if an Associate is not actively at work. These credits will be paid retroactively to any Associate that returns to active employment from an approved leave of absence. Associates who are opting out must complete the new hire benefit enrollment and decline coverage in order to receive the credit.

Medical—Bi-Weekly Opt Out Credit

Associate Only	$50.77
Associate + Spouse	$69.23
Associate + Child(ren)	$69.23
Family	$92.31

Dental—Bi-Weekly Opt Out Credit

All Tiers	$4.62

Health Savings Account

How the CDHP with HSA Works

When you enroll in the CDHP and open the accompanying Health Savings Account, or HSA, you have a tax-advantaged way to pay your medical expenses both now and in the future. Additionally, because you can carry your HSA balance over into future years, you can build up a balance over time to cover future medical costs, even into retirement. The below graphic illustrates how the HSA—when coupled with the CDHP—can provide a triple tax advantage to help you pay for eligible medical expenses.

How Your HSA Works With Your Plan



Fund Your HSA

Set aside pre-tax dollars up to IRS limits through convenient payroll deductions.



How the Plan Provides Coverage

In-network preventive care is covered at 100%. You pay 100% for all other medical and prescription drug services up to the plan's deductible.

▼

After you satisfy the annual deductible, you pay coinsurance or copay until you meet the annual out-of-pocket maximum.

▼

The plan pays 100% of eligible expenses once you meet the out-of-pocket maximum.



Use Your HSA

You determine how and when to use your HSA dollars. You can use your funds to pay for expenses not covered by the plan or other eligible health care expenses. Any funds remaining at the end of the year will roll over and always belong to you.

WHAT'S THE "TRIPLE TAX ADVANTAGE" OF THE CDHP WITH HSA?

An HSA lets you save on taxes three ways:

- You pay no employment or federal income taxes on the money you invest into your account or on the earnings. In most states, you avoid state taxes on the money too.
- The earnings on your HSA grow tax-free as long as they remain in the account, which provides a great way to pay for future medical expenses—including those you incur in retirement.
- The money you withdraw to pay for eligible medical expenses—today, tomorrow, or in the future—is not subject to taxes.

How to Open Your HSA

Optum Bank is UnitedHealthcare's health care bank of choice and is a national leader in HSA banking. Plus, only Optum Bank offers the convenience of banking through your health plan website, **myuhc.com**. Learn more about Optum Bank at **optumbank.com**.

BE SURE TO OPEN YOUR HSA AFTER BENEFITS ENROLLMENT. YOUR HSA ACCOUNT IS NOT AUTOMATICALLY OPENED WHEN YOU ELECT THE CDHP.

Go To

1. Go to **optumbank.com**
2. Click on "Open an HSA"
3. Complete your application and be sure to fill out the "Medical Information—High Deductible Health Plan (HDHP)" portion on Step 1—your group number is 729362

What You'll Need to Enroll

- Your Social Security Number
- Your email address
- The group number from your health plan ID card (729362)
- An identification number from another form of ID, such as your driver's license, state-issued identification card, or passport

Be on the Lookout

You can choose to receive your welcome kit electronically or by mail. Within seven to ten days, you will receive a Health Savings Account Debit Mastercard® by mail in an unmarked envelope.

2027 HSA Funding Limits	
Coverage Level	Limit
Individual Coverage	$4,500
Family Coverage	$9,000
Age 55 or Older	Contribute an additional $1,000 on top of these amounts



Flexible Spending Accounts

Yaskawa America, Inc. offers three Flexible Spending Account (FSA) Programs through UnitedHealthcare. Flexible Spending Accounts let you set aside a certain amount of your paycheck into an account on a pre-tax basis. During the year you have access to these accounts for reimbursement of expenses you regularly pay, such as health care and dependent day care. With the Health Care FSA, you will have the flexibility of using a prepaid benefits card at your provider's office or pharmacy.

Health Care Flexible Spending Account

Can be established to help you pay for unreimbursed medical, dental, and vision expenses for you and your dependents with pre-tax dollars. Those enrolled in the CDHP are not eligible to enroll in this plan.

Limited Health Care Flexible Spending Account for CDHP/ HSA Participants

Allows for out-of-pocket dental and vision expenses to be paid for on a pre-tax basis. These expenses have been limited so that enrollment is compatible with eligibility rules related to Health Savings Accounts. Limited Purpose FSA funds can be used for eligible dental and vision expenses only.

Dependent Care Flexible Spending Account

Funds can be used for your dependent(s) under the age of 13. Your dependent over age 13, or spouse who is physically not able to care for himself or herself is considered to be a qualified dependent if their expenses for care could qualify for the federal income tax credit on your tax return.

Commuter Reimbursement Account

Through Wageworks, Associates living in major metropolitan areas may have the ability to set aside pre-tax dollars to pay for commuting and parking expenses. See Human Resources for more details.

2027 CALENDAR YEAR MAXIMUM CONTRIBUTIONS

Health Care FSA	$3,500
Limited FSA	$3,500
Dependent Care FSA	$7,500
Commuter FSA	$350 (per month)

FSA contribution limits are established annually by the IRS and are subject to change.

EXAMPLES OF HEALTH CARE REIMBURSEMENT ACCOUNT ELIGIBLE EXPENSES:

- Birth control pills
- Chiropractors
- Coinsurance amounts
- Deductibles
- Dental treatment
- Eye exams/eyeglasses
- LASIK eye surgery
- Prescription medicines
- Physical exams
- Psychiatric care
- X-rays

Flexible Spending Account money may be used to purchase over-the-counter drugs and medicines such as ibuprofen, acetaminophen, or cough syrup only with a prescription from your doctor. A copy of the prescription for over-the counter medications is required once a year for claims payment.

You may use your Flexible Spending Account to purchase over-the-counter items that are not considered a drug or a medicine such as bandages, carpal tunnel wrist supports, blood pressure monitors, contact lens solution, etc.

For a complete list of eligible expenses, visit: **www.irs.gov** IRS Publication 502: Medical and Dental Expenses; IRS Publication 503: Dependent Care Expenses.

Surest Medical Plan Through UnitedHealthcare

With the Surest plan, you have access to the broad, national UnitedHealthcare and Optum Behavioral Health networks that our other medical plans utilize. The Surest health plan was designed to address price transparency, an easy experience, options, and clear information.

Get quality medical coverage for everything from preventive to emergency care, colds to cancer treatment—without having to hit a deductible. With no deductible, you get the full benefit from your first visit. Simply search within the app or website, see prices (copays) in advance, compare care options, and find opportunities to save.

General Plan Details	
Deductible	$0
Out-of-Pocket Limit	
Associate	$4,000
Family	$8,000
Prescription Drugs—30-Day	
Preventive Drugs	$0
Tier 1	$5
Tier 2	$40
Tier 3	$60
Your Copays	
Preventive Visit	$0
Virtual Visit	$0
Office Visit	$10-$65
Mental Health Visit	$40
Urgent Care Visit	$35
Emergency Room Visit	$350

COVERAGE FROM YOUR FIRST VISIT.

With no deductible standing in the way, you get the full benefit from your first visit. Receive quality medical coverage (with no deductible).

SAVINGS OPPORTUNITIES.

Search for doctors, treatments, and procedures with the Surest health plan, then see prices before making an appointment. With upfront visibility to cost and quality information, you have options to choose differently.

KNOW WHAT YOU'LL OWE IN ADVANCE.

Services and doctors have a specific copay price, and you can see those prices in advance so you can plan ahead. Even better, lower prices are assigned to higher-value care, from preventive to emergency, colds to cancer treatment. You will see one price for a single event.

SEE HOW POWERFUL SIMPLE CAN BE.

To check prices or see if your doctor is in-network, visit **join.surest.com/Yaskawa** using access code: **Yaskawa2027** or call **866.683.6440**. You can additionally explore your treatment costs, find providers, and experience the ease of Surest by **clicking here**.

Medical Virtual Visits

If you enroll in Yaskawa's medical plans, you will have 24/7/365 access to board certified doctors by secure video, phone, or email. Medical consults with doctors and pediatricians will cost:

- $50 (approx.) for Associates and covered dependents who are enrolled in the CDHP Plan
- $20 for Associates and covered dependents who are enrolled in the Silver PPO Plan

Virtual Visits gives UHC members the care they need anytime, anywhere without ever going to the doctor's office. Virtual Visits has board certified doctors on call to help treat you and your family for a variety of minor health issues. The service is secure, confidential, and compliant with all medical privacy regulations. Virtual Visits doctors can diagnose your symptoms, prescribe medication, and send your prescription to the pharmacy of your choice.

* Mental health services can also be provided through the Virtual Visits program. For more information on what type of mental health providers or services are offered, visit **myuhc.com**.

Virtual visits are available to Surest enrollees for Primary and Urgent Care at $0 and Specialty Care at $0-$65 through the Surest app.

VIRTUAL VISITS ARE GREAT FOR

- Allergies
- Bladder/urinary tract infections
- Cough/colds
- Fevers
- Migraines/headaches
- Seasonal flu
- Sinus problems
- Sore throats
- Mental health
- And much more!

To get started, activate your account by visiting **myuhc.com**.



Color Health—New for 2027!

Cancer care can be complex, but you don't have to navigate it alone. Color Health provides personalized, end-to-end support for employees and eligible family members, helping them take proactive steps toward cancer prevention, early detection, treatment, and survivorship.

Through Color Health, members have access to:

- Personalized cancer screening recommendations based on age, risk factors, and family history
- Help scheduling recommended cancer screenings and follow-up care
- Clinical guidance from oncology-trained professionals
- Support understanding diagnoses, treatment plans, and care options
- Assistance navigating insurance, billing, and health care resources
- Genetic testing and risk assessment opportunities for eligible individuals
- Educational resources and emotional support throughout the cancer journey
- Ongoing support during treatment and into survivorship

Whether you're looking to stay ahead of your health, have questions about a diagnosis, or need help navigating treatment, Color Health's care team is available to provide guidance and support every step of the way.

TO LEARN MORE ABOUT COLOR HEALTH

Call **844.352.6567** or email at **support@color.com**.

COLOR HEALTH BENEFITS ARE AVAILABLE ONLY TO EMPLOYEES AND COVERED DEPENDENTS ENROLLED IN A YASKAWA MEDICAL PLAN.



Mental Wellbeing Resources

Available to You Through UHC

Talkspace

Connect virtually with a licensed network therapist through unlimited text messaging as well as real-time audio/video appointments. No appointment needed. **Talkspace.com/connect**.

Calm Health

The Calm Health app provides programs and tools to help support your mental health and wellbeing—all at your own pace.

As a UnitedHealthcare member, Calm Health is included in your health plan and available at no additional cost. To help tailor your Calm Health experience, you'll begin with a short mental health screening. Then, Calm Health will suggest certain programs for you to consider based on where you are in your wellbeing journey. Learn more at **uhc.app/calm**.

Virtual Visits with Behavioral Health

Virtual Visits let you meet with a mental health therapist via phone or video chat. No driving and no waiting room—connect right from the comfort of your home.

To find the right support for you, visit **liveandworkwell.com**. Select "Behavioral Health Plan with Member ID."

Register with your HealthSafe ID or enter the company access code: UHC.

Emotional Wellbeing Solutions (Formerly Employee Assistance Program)

Emotional Wellbeing Solutions (EWS) offered through Optum provides free services for you and your household members and is completely confidential. Topics may include stress management, finding child care, retirement planning, financial/legal concerns, relationships, or being faced with grief, loss, or the impact of a disability. Behavioral health professionals are available 24 hours a day, seven days a week. **There is no cost to the Associate for this service**.

EWS includes the following services:

- 24 hours a day access by calling 800.622.7276, visiting www.liveandworkwell.com—Select "Employee Assistance Program"
  Access code: Yaskawa.
- Up to 6 counseling sessions per Associate/household member per year.
- Legal consultations, financial consultations, virtual behavioral coaching services, and other work-life balance resources.

UHC Program Information

UHC Premium Designation Program

The UHC Premium physical designation program uses evidence-based, medical society, and national industry standards to recognize physicians for providing quality and cost-efficient care.

The UHC Premium Provider symbol identifies doctors who have been recognized for providing value.

UHC Mobile Application

UHC's mobile app provides instant access to you and your family's critical health information—anytime, anywhere. When you're out and about, you can do everything from managing your plan to getting convenient care. Just download the app to:

- Find nearby care options in your network.
- Estimate costs.
- Video chat with a doctor 24/7.
- View and share your health plan ID card.
- See your claim details and view progress toward your deductible.

Surest Members

Manage Your Health at **benefits.surest.com**.

To find actual costs of procedures/visits, and search doctors in-network, visit **join.surest.com/Yaskawa** using access code: **Yaskawa2027**.

Download the Surest app to learn more!

One Pass

One Pass is a subscription-based fitness and wellbeing network that supports a healthy lifestyle by providing access to various gym locations, on-demand video fitness classes, and optional grocery delivery. Visit **www.onepassselect.com** for more information.

Maven—24/7 Support for Family Building, Pregnancy, Parenting, and Menopause

For adoption, surrogacy, pregnancy, postpartum, parenting, and menopause.

With your free Maven membership, you get access to:

- 24/7 virtual appointments and messaging with more than 1,700 providers like OB-GYNs, doulas, lactation consultants, mental health specialists, pediatricians, and pelvic floor therapists
- A dedicated Care Advocate to help you make sense of your benefits and find the right Maven providers for you
- Access to hundreds of expert-approved articles, drop-in classes and community forums, and on-demand classes

Activate your free Maven Membership at **mavenclinic.com/join/getstarted** or download the Maven Clinic app.

* You must be enrolled in a Yaskawa medical plan through UHC to access these programs.

2nd.MD

2nd.MD will connect you with board-certified, leading doctors across the country for an expert second opinion via video or phone within 3 to 5 days. On top of that, their CareTeam of nurses will put you at the center of your medical care by coordinating all the details so that you and your doctor can focus on what matters most, getting you the best care possible. No travel. No hassle. No cost.

Orthopedic Health Solutions

The Orthopedic Health Support program connects you with a registered nurse who can help you:

- Understand treatment options
- Estimate treatment costs and see how you could save money
- Manage your pain
- Learn more about a certain diagnosis and your options
- Access Center of Excellence (COE) network providers, top care facilities that could help you save money

Call the member number on your UHC health plan ID card and ask for Orthopedic Health Support.



Real Appeal Program for Weight Loss

To help you achieve your healthiest self, we offer a convenient online weight loss benefit called Real Appeal. The Real Appeal program is available at no additional cost to any adult enrolled in our UnitedHealthcare medical.

Participants Receive the Following Tools and Support:

- 24/7 access to digital tools and dashboards that help participants track food, activity, and weight
- A Success Kit of healthy weight management tools including fitness guides, a recipe book, weight scale, and more
- Support from weekly online group classes where participants can share ideas and learn from each other
- Up to a year of support from a Transformation Coach who guides them through the program and develops a simple, customized plan that fits their needs, preferences, and goals (only available to those with a BMI of 23 or higher)

To enroll, visit **www.realappeal.com** to get this program for free!



Chronic Condition Management by Teladoc Health

Teladoc Health's programs give you access to monitoring, personalized insights, expert support, and more—all working together to help you improve and simplify your health. If you or your qualified dependents have been diagnosed with diabetes, hypertension, or prediabetes, this program is here to support you. Teladoc Health includes a smart scale, weight tracking, and coaching.

Technology

Teladoc offers a range of connected devices, including glucose meters, scales, blood pressure monitors, and more, which all automatically upload your data to the digital Teladoc platform.

Connection to Experts

Teladoc's health coaches and experts use this data to personalize your experience and create a plan that helps you meet your individual health goals.

Ongoing Support

Your Teladoc plan evolves over time as you move throughout your journey and includes support features like glucose testing supplies, progress tracking tools, and more.

* Chronic Condition Management by Teladoc Health is available to all members enrolled in UHC and Surest plans.

TO LEARN MORE ABOUT TELADOC HEALTH:

Contact Member Support at **800.835.2362** or visit **TeladocHealth.com/Go**.

Navigate Wellness Program, Smoking Cessation Program, Lifestyle Spending Accounts

Navigate Wellness—New for 2027!

Yaskawa America, Inc. believes in the importance of educating, promoting, and rewarding our health plan participants for taking action towards making smart and healthy lifestyle choices. Utilizing Navigate Wellbeing will give you the ability to earn incentives for participating as well as the ability to create and join challenges, and have access to a wide range of wellness resources.

Personalized Health Dashboard

Within one centralized Health Dashboard experience, you can track your preventive and chronic condition care screening recommendations, deadlines, completions, and next steps along with accessing related educational resources and video courses.

Customize Your Wellbeing Journey

The Navigate portal offers you a wide variety of tools and resources such as personal challenges, video learning courses, recipes, workouts, and more allowing you the ability to customize your wellbeing journey and focus on what matters most to you!

Healthy Habits

Track your healthy habits using the Navigate tracker functionality or by syncing a wearable device.

More information will be announced soon on how to register for your Navigate account!

Wellness activities completed in the current year will be applied towards reduced medical premiums in the following year. For any questions, please contact Navigate Well directly at: **info@navigatewell.com** or **888.282.0822**.

Smoking Cessation Program

The smoking cessation program will provide a 100% reimbursement (up to $500) to any Associate who quits smoking following the completion of a smoking cessation program and a six-month certified "smoke-free" period.

Lifestyle Spending Account

Yaskawa provides $250 to promote wellness and a healthy lifestyle. These funds can be used for gym memberships, fitness equipment, participating in athletic events, and so much more! There are three easy ways to utilize the funds: online Forma store, Forma card, or by submitting a claim reimbursement. Access your account at **https://www.joinforma.com**.

This is a taxable benefit.

Dental

Delta Dental PPO Plan

Yaskawa America, Inc. will continue offering dental insurance through Delta Dental of IL. This PPO dental program provides eligible Associates easy access to a national network of dental providers consisting of general and specialty dentists who meet well-established credentialing standards. Benefits are based on negotiated fees, and participating dentists agree to accept negotiated fees.

Delta Dental PPO	Low Plan			High Plan		
	PPO Network Dentist	Premier® Network Dentist	Non-Network** Dentist	PPO Network Dentist	Premier® Network Dentist	Non-Network** Dentist
Deductible						
Individual	$75			$50		
Family	$225			$150		
Diagnostic and Preventative	100%	100%	100%	100%		
Basic Services	70%	50%	50%	80%		
Major Services	50%	30%	30%	50%		
Annual Maximum	$1,500/person			$2,000/person	$1,500/person	
Orthodontic Services: Lifetime Maximum	50% up to age 26 $1,500/dependent			50% up to age 26 and adults $1,500/dependent	50% up to age 26 and adults $1,000/dependent	

* Delta pays 100% allowed for diagnostic/preventative. Non-network providers may bill an additional amount.

When comparing the two dental plans offered by Delta Dental of IL, the High Plan will offer more network flexibility and slightly richer benefits.

- The High Plan and Low Plan both range their coinsurance from 100%-50%, though the High Plan has a higher coinsurance for Basic Service of 80% vs. 70%-50% for the Low Plan.
- The High Plan has tiered annual plan maximums based on the providers you see, while the Low Plan has a flat maximum across the entire plan year.

To view a listing of providers, covered services, status of a claim, deductible balance, and oral health and wellness information, go to **www.DeltaDentalIL.com**.

To Go Rollover

With Delta Dental's To Go Rollover Program, you have the ability to carryover any qualified, unused portion of your annual maximum in a given year and apply it to your To Go Bank, increasing your total dollars for dental treatment. You must have been covered by the dental plan for the entire benefit plan year and have had a dental service that applies to your annual maximum (preventive/diagnostic, basic, or major) during the plan year to carry over any unused annual maximum.

Bi-Weekly Associate Contributions

	Low Plan	High Plan
Associate	$3.26	$5.34
Associate + Spouse	$6.51	$10.67
Associate + Child(ren)	$6.83	$11.37
Family	$9.75	$15.83

Note: 26 annual pay periods.

Vision

VSP Vision Plan

Yaskawa America, Inc. offers a vision plan through VSP. Participating providers include national chains such as Costco Optical, Eye Care Centers of America Inc., Visionworks, Walmart Vision Center, and many other vision centers. Please visit **www.vsp.com** for a complete listing of participating providers.

	In-Network	Out-of-Network
Eye Exam (every 12 months)		
	Covered in full after $10 copay	$45 copay
Lenses (every 12 months)		
Single Lens	Covered in full after $25 copay	$30 copay
Bifocal Lens		$50 copay
Trifocal Lens		$65 copay
Lenticular		$100 copay
Frames (every 24 months)		
	Covered in full; basic frame allowance $180, featured frame allowance $200 (Featured frames include BEBE, Nine West, Michael Kors, Lacoste, Nike, and more)	$70 allowance
Contact Lens Exam and Materials (in lieu of lenses and frame):		
	After exam and material copay of $10 to $60, covered in full up to $180	Elective: $105 Necessary: $210

Laser VisionCare Program: Discounts average 15%-20% off or take 5% of a promotional offer for laser surgery, including PRK, LASIK, and Custom LASIK at preferred providers.

Discounts

- 20% off any amount above the retail frame allowance.
- 20% off unlimited additional pairs of prescription glasses and/or non-prescription sunglasses.
- Mail-in rebate savings on eligible Bausch + Lomb contacts and ACUVUE Brand Contact Lenses at preferred providers.

Bi-Weekly Associate Contributions

Bi-Weekly Associate Contribution	
Associate	$0.82
Associate + Spouse	$1.32
Associate + Child(ren)	$1.34
Family	$2.16

Note: 26 annual pay periods.

Disability

Yaskawa America, Inc. provides the following benefits at no cost to Associates working 30 hours:

Short Term Disability

Eligible Associates are provided Short Term Disability coverage paid by Yaskawa America, Inc. To be provided paid short term disability you must be absent from work three (3) consecutive days as a result of illness or injury. The benefit is as follows:

Years of Service	Max Hours at 100% Pay	Max Hours at 60% Pay
0	40	1,000
1	80	860
2	120	920
3	160	880
4	200	840
5	240	800
6	280	760
7	320	720
8	360	680
9	400	640
10	520	520
11	600	440
12	680	360
13	760	280
14	840	200
15	1,040	0

If an Associate has a service anniversary during a period of disability that puts him or her into a higher category, the increased benefit will be applied.

Long Term Disability

What would you do if your paychecks stopped? If you are like most Americans, you insure your car, your home, and your health. What about your salary? How long could you and your family go without a paycheck if you were to become disabled and unable to work?

Plan Highlights

- 60% income replacement to monthly maximum benefit of $10,000.
- Starts paying a monthly benefit after 180 days of disability.
- You are eligible to receive benefits up to your normal Social Security Retirement Age.
- If you should pass away while receiving LTD payments, your survivor will receive a survivor benefit payment equaling three (3) months of your total monthly LTD benefit.

For a detailed description of the benefit provisions and the limitations and exclusions, please see the summary plan description. Any questions can be directed to your HR Department. Generally, you are considered disabled and eligible for long term benefits if, due to sickness, pregnancy, or accidental injury, you are receiving appropriate care and treatment and complying with the requirements of the treatment and you are unable to earn more than 80% of your pre-disability earnings at your own occupation for any employer in the local economy.

The employer-paid premium for Long Term Disability is considered as taxable income to Associates (Gross Up). This will allow the Long Term Disability benefit to not be considered taxable income if a claim is paid out to an Associate during their time of need.

Life and AD&D

Group Term Life Insurance in the amount of $50,000, or two (2) times your base annual wage, rounded up to the next $1,000, is provided at no cost to all full-time Associates. In addition, the company provides Accidental Death and Dismemberment coverage equal to $50,000, or two (2) times your base salary.

Voluntary Life

Voluntary Programs (100% Associate-Paid Benefits)

Voluntary term life insurance through Aflac is available to Associates and their dependents.

- Eligible Associates: 1 to 5 times your annual earnings up to $1,250,000, Guaranteed Issue (GI) amount of $375,000. (Health statements are required for Associates that did not previously enroll during their new hire enrollment period or to increase their original benefit.)
- Spouse coverage: increments of $10,000 to a maximum of $150,000, Guaranteed Issue (GI) amount of $30,000. (Health statements are required for spouses if the spouse was not previously enrolled during the Associate's new hire enrollment period or to increase the spouse's original benefit.)
- Child coverage: Associates may elect child optional life in the amount of $2,500, $5,000, $7,500, or $10,000. Children are eligible from birth for optional life. The child benefit is per child unit; a unit can be one (1) or more children.

Voluntary AD&D

Voluntary Accidental Death and Dismemberment (AD&D) is available through Aflac to Associates and their dependents.

Eligible Associates

- 1 to 5 times annual earnings; maximum of $500,000.

Spouse Coverage

- 50% of Associate amount; maximum of $250,000.

Child Coverage

- 20% of Associate amount; maximum of $100,000.

Bi-Weekly Voluntary Term Life Rates			
Age Band	Rate per $1,000	Age Band	Rate per $1,000
Under Age 30	$0.028	50-54	$0.111
30-34	$0.037	55-59	$0.217
35-39	$0.046	60-64	$0.318
40-44	$0.051	65-69	$0.628
45-49	$0.074	70+	$1.029

Voluntary Life Premiums (Bi-Weekly—Dependent Child(ren)	
Amount of Coverage	Per Family
$2,500	$0.127
$5,000	$0.254
$7,500	$0.381
$10,000	$0.508

If your base compensation is $200,000 or greater, please refer to the MetLife GVUL packet for Voluntary Life Options.

Bi-Weekly Voluntary AD&D Rates	
Associate Tier	Rate per $1,000
Associate, Spouse, Child	$0.015

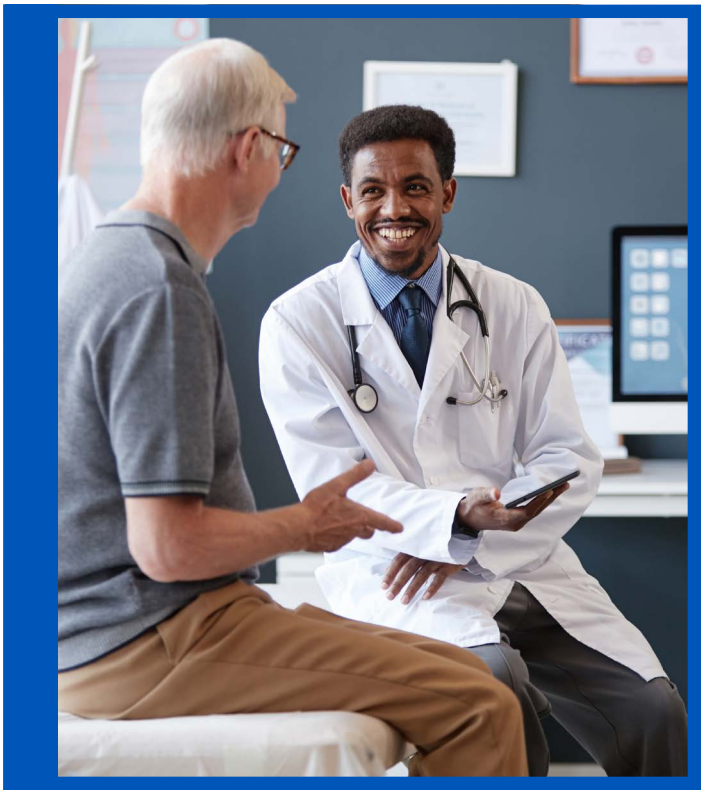
Aflac Voluntary Benefits

Critical Illness Insurance

Critical illness insurance is designed to protect your income and personal assets when your out-of-pocket expenses increase as a result of an illness. Health insurance is not always enough to cover all of the unforeseen expenses associated with a serious medical condition, like a heart attack or cancer. **Premium rates for Critical Illness election amounts are available in UKG Manage My Benefits enrollment portal.**

Plan Design Benefit for Covered Conditions	Initial Benefit
Heart Attack	100%
Full Benefit Cancer	100%
Stroke	100%
Skin Cancer	$1,000
Major Organ Failure (or with Transplant)	100%
Kidney Failure	100%
Infectious Contagious Disease	25%

* For information on plan designs and benefits, visit **www.aflacgroupinsurance.com** or call **800.433.3036**.



Accident Insurance

Accidents can happen in an instant. When they do, medical bills can pile up quickly. Accident Insurance helps offset the cost of copayments and deductibles by paying a lump-sum benefit directly to you based on the type of injury you sustain.

New for 2027—24-hour coverage for accidents that occur on or off the job.

Accident benefits are paid directly to you and can be used however you choose. They are intended to supplement other coverage, including workers' compensation, and are not reduced or impacted if a workers' compensation claim is filed.

Benefits for covered accidental injuries and related care, including broken bones, burns, concussions, ER visits, ambulance transportation, hospital stays, and follow-up treatment.

Bi-Weekly Associate Contribution	
Associate Only	$4.61
Associate + Spouse	$7.63
Associate + Child(ren)	$9.34
Associate + Family	$12.36

Hospital Indemnity Insurance

Even a minor trip to the hospital can lead to unexpected medical bills. Hospital indemnity insurance is designed to provide financial assistance to help you meet out-of-pocket expenses and extra bills which can occur. Benefits are paid directly to you based on the amount of coverage listed, regardless of the actual cost of treatment.

Bi-Weekly Associate Contribution	
Associate Only	$5.53
Associate + Spouse	$11.58
Associate + Child(ren)	$8.85
Associate + Family	$14.90

Aflac Additional Benefits

Empathy

Empathy is a complimentary service included with your Group Life Insurance provided by Aflac. Empathy's comprehensive service helps you prepare your will, make funeral arrangements, and supports your family in the event of loss.

FOR MORE INFORMATION AND SIGN-UP:

- Pre-planning: join.empathy.com/aflac-preplanning
- Loss support: join.empathy.com/aflac-loss

Care Manager

Care Managers make your life easier when you're sick or hurt. They'll help you find and access helpful resources, while working closely with Aflac's life and disability claim and clinical specialists to provide help when you need it most. Care managers work with you and your family to develop plans that address your unique situation.

FOR MORE INFORMATION:

- File a claim: Mygrouplifedisability.aflac.com
- Call: **800.206.8826** between 8 a.m. and 8 p.m. ET.

NeuroFlow

NeuroFlow provides 24/7 digital behavioral health support and ongoing monitoring. Users can track behaviors like sleep, activity, mood, stress, and pain. Download the NeuroFlow app to sign up.

FOR MORE INFORMATION:

- Visit Neuroflow.com
- Download the NeuroFlow app



Wellthy

Yaskawa America, Inc. understands balancing your career, family, and social life can be stressful. Whether you are caring for aging parents, a child whose daycare is closed, a spouse or sibling who suffered an accident, Wellthy is here to help.

With our partner Wellthy, your family is matched with a dedicated Care Coordinator who will help manage care for a loved one (or yourself) in any capacity, big or small. Wellthy is well suited for helping with childcare support or complex, ongoing care needs. Below are a few direct examples on how Wellthy can support you and your families:

- Aging: For families with aging members dealing with all kinds of life changes.
- Mental Health: For those struggling with depression, anxiety, alcoholism, and other mental health issues. Wellthy is 100% confidential.
- Veteran Support: For our heroes and their families to get the care they deserve.
- Financial Hardship: For those hard working families feeling financially strained.
- Special Needs: For special families with unique and intersectional needs.
- Health Conditions: For individuals and families with a tough diagnosis or ongoing condition.
- Childcare: Guidance and support for parents with childcare needs.

This benefit is available to you at no additional cost.

Please visit **join.wellthy.com/yaskawa** to get started, or call **877.588.3917**.

Travel Assistance

The Business Travel Accident Insurance Plan through AC Newman provides all-risk accident protection against most types of accidents while you are traveling on business, including when you are flying as a passenger (but not as a pilot or crew member) in any civilian aircraft.

In addition to AC Newman Business Travel Accident, our Term Life carrier, Aflac, provides Travel Assistance through General Global Assistance. When you are traveling away from home, you'll have access to travel medical, personal and assistance services. Travel Assistance is here to help you obtain the care and attention you need in case of an emergency while traveling. **This benefit is provided at no cost to you.**

Questions regarding the program or if any assistance is required:

- Call: 800.263.0261
- Or Download the app: Travel Assist 2.0
- Enter Member code zurichassist



Legal Plan

The MetLife Legal Plan was established to provide personal legal services for eligible Associates, their spouses and dependent children. **The cost of the MetLife Legal Plan is $8.31 per bi-weekly paycheck and paid by you.** If you choose to join the Legal Plan, the coverage available to you and your family through the MetLife Legal Plan can help you with many of your personal legal needs.

Services Include:

- Debt Collection Assistance
- Document Review and Preparation
- Defense Civil Lawsuits
- Wills
- Real Estate, Family, and Traffic Matters

Be prepared to identify yourself as a participant in the MetLife Legal Plan and to give your Social Security Number. If you are a spouse or a child of an eligible person, you will need the Social Security Number of the Associate through whom you are eligible.

You may also use the Legal Plan by visiting the MetLife Legal Plans' Web Site at **www.legalplans.com**. Once there, click on the "Members Log in" icon at the top of the page. You will be taken to a secure page that will require you to enter your Social Security Number. After you enter your Social Security Number you will jump to a page that is specific for member services.

TO USE THE METLIFE LEGAL PLAN

- Client Service Center: 800.821.6400
- Monday-Thursday: 8 a.m.-7 p.m. EST
- Friday: 8 a.m.-6 p.m. EST

Identity Theft Coverage

MetLife and Aura Identity and Fraud Protection helps safeguard the things that matter to you most: your identity, money and assets, family, reputation, and privacy. Coverage is available through either the Protection Plan or Protection Plus Plan.

Protection Plan: Basic protection for your identity, finances, and two devices per adult member.

Protection Plus Plan: Robust protection for your identity, finances, privacy, and unlimited devices per adult member.

Identity Theft and Financial Fraud Protection	Protection	Protection Plus
Credit Monitoring and Alerts	1 Bureau	3 Bureaus
Credit Reports and Scores	1 Bureau	3 Bureaus
Monthly Credit Score Tracker and Insights	✓	✓
Credit, Bank, and Utility Account Freeze Assistance	✓	✓
Home and Vehicle Title Monitoring	✓	✓
Bank Fraud and Financial Transaction Monitoring	✓	✓
High-Risk Transaction Alerts	✓	✓
Utility Account Monitoring	✓	✓
Dark Web Monitoring	✓	✓
Digital Vault	✓	✓
SSN and Identity Authentication Alerts	✓	✓
Public and Court Records Monitoring	✓	✓
USPS Address Monitoring	✓	✓
Social Media Monitoring and Takeover Alerts	✓	✓
Social Media Privacy Checkup and Optimization	✓	✓
Experian Credit Lock		✓
Credit Score Simulator		✓
Gamertag Monitoring		✓
Payday/Specialty Loan Block		✓

The Protection and Protection Plus plans also offer services related to Scam and Cybercrime Prevention, Services Restoration and Reimbursement, Digital Parenting and Mental Health, and Smart Family Safety (family plan only).

Contact Aura's customer service team at **844.931.2872** to learn more about the plan options.

Bi-Weekly Employee Contributions		
	Protection Plan	Protection Plus Plan
Individual	$2.98	$3.90
Family	$5.05	$6.44

Origin and Allsup

Financial Wellness by Origin

As a part of our ongoing commitment to supporting our teams, we are now offering the Origin Financial Wellness benefit to all Associates and their spouses/domestic partners.

With the Origin benefit you can:

- Manage all the details of your financial life
- Connect with the right financial professional for your unique needs
- Better understand your compensation, benefits, and equity
- Answer key tax questions
- Save for important events, needs or goals such as your dream vacation, wedding, home, and more
- Identify the best strategy and take action to pay down debts and hit savings goals?
- Optimize retirement benefits and perks you already have access to

Ready for a brighter financial future? Create your account at **www.useorigin.com**.

Medicare Educational Assistance by Allsup

Understanding health care insurance and getting the coverage you need is a complex, confusing, and frustrating process without proper guidance. Allsup Benefits Coordination provides the support and assistance you need to make a clear choice about leaving Yaskawa's group health plan and moving to Medicare coverage. If you are Medicare eligible, you may receive a letter or phone call from Allsup to educate you on Medicare. You may also reach out to Allsup directly with any questions. Call **888.271.1173** or visit **allsupllc.com**.



Pet Insurance

MetLife Pet Insurance

You can choose to purchase pet insurance through MetLife. MetLife's affordable and extensive pet health insurance plans can help you feel more confident your pets can get the care they need to live long and healthy lives.

MetLife's Standard Plan provides coverage for care such as:

- Diagnostics like X-rays, blood work, ultrasounds
- Illnesses like cancer, heart disease, chronic conditions
- Accidents, surgeries, emergency care, hospitalizations
- Medications

You also have the option to purchase the Preventive Care plan which provides additional coverage to your standard policy for wellness and routine costs. Depending on the plan you choose, you may be able to get coverage for items such as parasites, heartworm, and Lyme prevention, vaccines, teeth cleaning, microchipping, spay/neuter, and more.

Enroll by visiting **metlife.com/getpetquote** or by calling **800.438.6388**. Quoted coverage will take effect 1/1/2027.

How does MetLife Pet Insurance work?

1. Choose the coverage that's right for you.
2. Download our mobile app
3. Visit any U.S.-licensed veterinarian or emergency clinic.
4. Pay the bill within 90 days and send it to us with your claim documents through our mobile app, online portal, email, fax or mail.
5. Get a percentage of your money reimbursed[4] by check or direct deposit if the claim expense is covered under the policy.



Retirement Plans

401(k) Plan

This program enables you to save for retirement on a Pre-Tax or Post-Tax basis. You may elect to defer from one to 80% of your pay. Yaskawa offers several investment options (with a range of risk). You can enroll as soon as two weeks following the date of hire. If you don't enroll on your own or opt out, you will be automatically enrolled 30 days after eligibility, at a pre-tax contribution rate of 6% of eligible pay. If you do not want to participate, you must contact Merrill Lynch within 30 days after you become eligible. You can cancel your participation at any time, but contributions already made will remain in the Plan. Employer contributions to the Profit Sharing and 401(k) accounts are 100% vested after three (3) years of service* with Yaskawa America, Inc. Associate contributions are vested immediately. 401(k) contributions and fund allocation can be adjusted throughout the year to help you meet your retirement goals.

Please note that Yaskawa America, Inc. will match your 401(k) percentage election up to 6% of the Associate's earnings. In addition, changes to your 401(k) deductions can be made any time during the plan year on Benefits OnLine at **www.benefits.ml.com**.

Profit Sharing Plan

Participation in the Yaskawa America, Inc. Profit Sharing Program gives Associates the opportunity to share in the growth and success of Yaskawa America, Inc. Your account growth depends on the profitability of the company, which greatly depends upon the combined efforts of all Yaskawa America, Inc. Associates.

All YAI-DMD Associates are eligible to participate in the Plan, except expatriates transferred from YEC companies. The Associate must be eligible to participate in the 401(k) plan, employed on the last day of the Plan year, and work at least 1,000 hours during the year. If an Associate worked at least 1,000 hours, but has been employed for less than one year, profit sharing will be a prorated amount. This amount is deposited into the Associate's 401(k) account per Plan provisions. New Associates hired will be eligible for this bonus on a prorated basis as follows:

Hire Date	Plan Eligibility Date	# Months Worked in First Plan Year Following 6 Months Eligibility	Proration First Year Eligible
01/01	07/01-same year	6	0.50
01/02-02/01	08/01-same year	5	0.42
02/02-03/01	09/01-same year	4	0.33
03/02-04/01	10/01-same year	3	0.25
04/02-05/01	11/01-same year	2	0.17
05/02-06/01	12/01-same year	1	0.08
06/02-07/01	01/01-following year	12	1.00
07/02-08/01	02/01-following year	11	0.92
08/02-09/01	03/01-following year	10	0.83
09/02-10/01	04/01-following year	9	0.75
10/02-10/01	05/01-following year	8	0.67
11/02-12/01	06/01-following year	7	0.58
12/02-12/31	07/01-following year	6	0.50

* Year of service is a calendar year in which 1,000 hours were worked.

Time Off

A comprehensive group of Associate time-off benefits has been developed by Yaskawa America, Inc. Time-off benefits are carefully designed to provide Associates with a balance of time off from work without creating undue hardship. Regular full-time Associates are eligible for most benefits if they meet specific requirements.

Personal Time Policy

Full-time Associates will receive up to 40 hours of personal time per calendar year, to be used for tending to family matters, taking care of other personal matters such as doctor appointments, and for illness. Unused personal time up to 24 hours will automatically be rolled into the following calendar year. During the first year of employment, full-time Associates are entitled to personal time according to the following schedule:

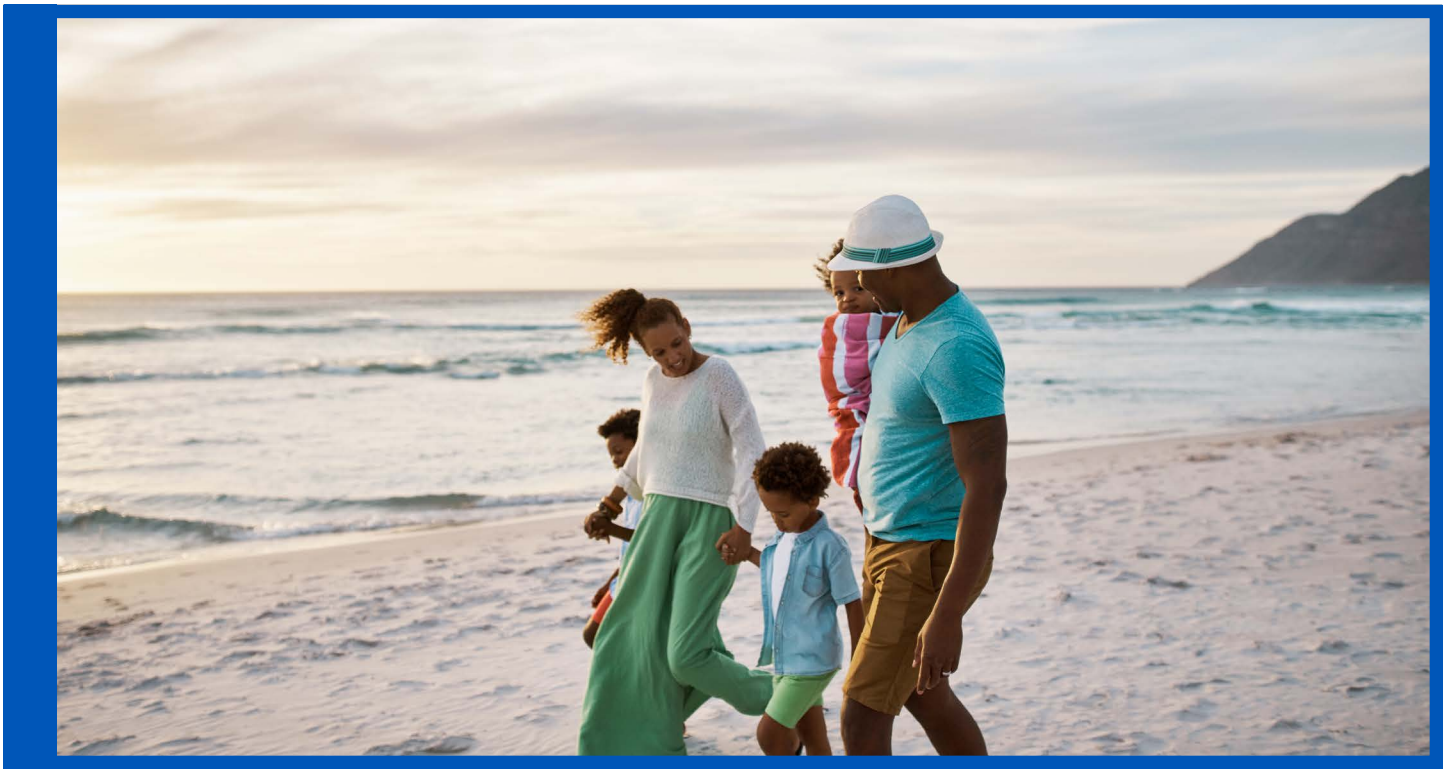
January 1-March 15	32 hours
March 16-April 15	28 hours
April 16-May 15	24 hours
May 16-June 15	20 hours
June 16-July 15	16 hours
July 16-August 15	12 hours
August 16-September 15	8 hours
September 16-December 31	0 hours

Holidays

Yaskawa America, Inc. normally recognizes the following paid holidays; however, Yaskawa may decide to work on a holiday depending upon job requirements.

- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Christmas Eve
- New Year's Eve

In addition, Yaskawa will designate three floating holidays each year. These floating holidays will usually include Christmas Eve and New Year's Eve. The company will post the holiday schedule by December 1 for the following calendar year. All eligible Associates shall be entitled to a total of 11 paid holidays per year. For compressed work week shifts, holiday calendar will be distributed annually.



Vacation

Vacation Eligibility

The Company recognizes that Associates need scheduled time away from normal work duties for their personal wellbeing. The company grants annual vacation with pay to regular full-time Associates who meet the service requirements.

Hire Date (1st Year of Service)	Vacation Accrual During First Year of Employment (40-Hour Workweek)	Vacation Accrual During First Year of Employment (3-Day/36-Hour Workweek)	Vacation Period
01/01-03/15	40	36 hours	During the year of hire
03/16-04/15	36	32 hours	
04/16-05/15	32	28 hours	
05/16-06/15	28	24 hours	
06/16-07/15	24	20 hours	
07/16-08/15	20	16 hours	
08/16-09/15	16	12 hours	
09/16-12/31	0	0 hours	

Based on Length of Service (Anniversary To Be Celebrated During The Year)	Vacation Accrual Following the First Year of Employment (40-Hour Workweek)	Vacation Accrual Following the First Year of Employment (3-Day/36-Hour Workweek)	Vacation Period
1-2 Years	80	72 hours	Anytime between January 1 and December 31
3-4 Years	120	108 hours	
5-8 Years	128	120 hours	
9-11 Years	136	132 hours	
12-14 Years	144	144 hours	
15-16 Years	160	144 hours	
17-19 Years	176	168 hours	
20+ Years	200	180 hours	

Regular part-time Associates will receive a pro-rated vacation allowance.

In the Know...

Vacation requests should be made as soon as possible. Vacation may be taken at any time during the year with the following provisions:

- Job requirements will always have precedence over vacation schedules, but every attempt will be made by management to satisfy Associate desires.
- Vacation days may not be carried over into the next year unless otherwise dictated by state law.
- A paid company holiday that falls during the vacation period will be considered as a paid holiday and not vacation time. This day of vacation may be taken at another time as approved.
- Individual departments may have specific requirements for vacation requests. Please refer to your department's guidelines for more information.
- Vacation purchase of 40 hours of vacation can be purchased for the upcoming year during open enrollment.

Tuition Reimbursement Program

Yaskawa America, Inc. offers tuition reimbursement for Associates who qualify. Tuition reimbursement is provided to qualifying Associates based on grades received at completion of classes.

- Undergraduate up to $5,250; this amount is tax-free.
- Graduate up to $10,000; the first $5,250 is tax-free.

An Associate will be allowed to carryover any unreimbursed eligible educational expenses to future years until fully paid.

Yaskawa also recognizes the importance of Associates enhancing their knowledge and skills and encourages job specific and career-enhancing training in order to maintain existing job skills or knowledge, or to acquire the standards necessary for advancement.

Associates must remain employed following the receipt of any tuition reimbursement payments as follows:

- 12 months for undergraduate degree courses
- 24 months for graduate degree courses

If an Associate voluntarily leaves employment or is terminated for cause within the 12 or 24-month period (as designated above) immediately following the receipt of any tuition reimbursement payment, the Associate must repay the company for all reimbursement(s) received during this time frame. A reimbursement obligation agreement must be completed as part of the application process for each course that reimbursement will be sought.

College Tuition Benefit

Saving for college is one of the most important financial goals families face today. Families and students often take on overwhelming debt to achieve that goal, as the cost of a college education keeps rising year after year. To help, Yaskawa America, Inc. offers the College Tuition Benefit (CTB) Select program. It is a rewards-based program that provides a simple and effective way for you to save for sending a child or loved one to college. **This is available at no additional cost to you.**

- Enrolled Associates accrue 2,000 Tuition Reward Points annually.
- Each Tuition Reward Point equals $1 in tuition reduction.
- Rewards increase each year, never expire and members keep them forever.
- Tuition Rewards can be used at over 420 participating private colleges and universities nationwide.
- Members can allocate rewards to their children, grandchildren, nieces, nephews, Godchildren, and stepchildren, too.

Visit **www.collegetuitionbenefit.com/ctb-select** to learn more.

To register please use:

- Company name: Yaskawa America, Inc.
- Registration code: 221313

By being an Associate of Yaskawa America, Inc., you are eligible to earn "Tuition Rewards" through the College Tuition Benefit (CTB) Select program. Visit **www.collegetuitionbenefit.com/ctb-select** to learn more.

Other Benefits

Verizon Wireless

As an Associate of Yaskawa America, Inc., you may take advantage of a discount program with Verizon Wireless on your personal purchases. Please see your Verizon dealer with proof of employment (ID badge) to sign up.

Automobile Discount Program

As an Associate of Yaskawa America, Inc., you may be able to take advantage of special savings on GM vehicles.

General Motors:

www.gmsupplierdiscount.com;
Company Number: 824101

Corporate Donations

Yaskawa recognizes an Associate's desire to fulfill civic and community responsibilities. Yaskawa supports charitable and other organizations whose purpose it is to make the community a better place in which to live and conduct business. See Yaskawa Corporate Donations Policy for additional information.

Authors Guild

This program encourages Associates to be active in their professional communities and aims to recognize and reward Associates who enhance Yaskawa's reputation as a market leader. Associates who increase company visibility by utilizing their abilities in a published article or paper, or by presenting or being quoted in the marketplace, are eligible for a monetary award of up to $2,000. See Authors Guild Policy for additional information.

Service Awards

In recognition of an Associate's loyal tenure, Yaskawa grants awards signifying the importance Yaskawa places in continuing employment. See Service Award Policy for additional information.

Referral Bonus Program

When an Associate working for Yaskawa America refers a candidate for an open position and the candidate is hired for the position the referring Associate is eligible for a referral bonus. The referred candidate must work for Yaskawa America for 90 days. Upon completion of 90 days of work a bonus will be paid to the referring Associate.

Job Status	Bonus Amount
Temporary Production Worker	$250
Non-Exempt	$1,000
Exempt	$2,000
Hard to Recruit	$4,000



YASKAWA

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