

HEALTH PLAN 101
for Caterpillar employees

A general guide to understanding Caterpillar Consumer-Directed Health Plan (CDHP) benefits and your Health Savings Account (HSA)

Total health

Emotional Financial Physical Purpose Social

CATERPILLAR®

A medical health plan is very important. It provides you coverage for ***preventive care*** services to help you live a healthy life, and it protects you financially when you are sick or injured.

Understanding your Caterpillar health care benefits doesn't have to be overwhelming. We created this guide to help you better understand:

- **Health plan basics**
- **Getting care**
- **Health plan billing**
- **Resources**

On the next pages, you will see a visual journey of the health care experience. Throughout this guide, we will provide greater detail on each part of the journey.



Note: Important health care terms used throughout this guide are ***blue*** and ***italicized***. Definitions can be found in the "Resources" section on pages 24–25.

Let's get started →

Your Health Care Journey

1



After enrolling in the CDHP option, you and Caterpillar may contribute money to your ***HSA***, which can be used to pay for qualified health care expenses. You are able to contribute to your ***HSA*** each pay period with pretax dollars. (Pages 5–10)

2



You get care. You save money when you use doctors and hospitals in your network (***UnitedHealthcare*** network or ***Caterpillar NetWork***, depending on where you live) and use the cost estimator tool on **myuhc.com®.** (Pages 11–14)

3



Provider sends ***claim*** to ***UnitedHealthcare***. (Pages 15–20)

4



UnitedHealthcare sends you a ***health statement*** so you understand what was covered by your health plan and what you owe. (Pages 15–20)

5



Provider sends you a bill for any remaining balance. (Pages 15–20)

6



You pay the bill. You can use your ***HSA*** to pay for it. (Pages 15–20)

7



Between your ***HSA*** and ***UnitedHealthcare's*** online tools, you are empowered to use your health care dollars wisely!

LESSON 1:

Health Plan Basics



How the Caterpillar CDHP Works

Caterpillar health care plans are self-funded. That means Caterpillar (along with the employee ***premiums*** collected) pays the costs of the plans. This means that after you pay the ***deductible*** and ***coinsurance*** for a service, Caterpillar pays the rest of the ***claim. UnitedHealthcare's*** role is to administer the ***claims*** on behalf of Caterpillar.

In addition, ***UnitedHealthcare*** negotiates prices with ***UnitedHealthcare*** in-network ***providers*** (e.g., doctors), while Caterpillar negotiates prices with ***Caterpillar NetWork providers***. Your residential ZIP code determines which ***provider*** network you will use to receive the maximum benefit coverage. Check your health plan ID card to see which network you're in.

By using the cost estimator tool on **myuhc.com** and choosing lower cost options for quality care, you help to keep annual ***premiums*** as low as possible for you and your peers.



CDHPs with HSAs

Caterpillar offers CDHP options that can be paired with an ***HSA*** to help you pay for health care expenses for you and your eligible dependents. You and Caterpillar can contribute pretax* dollars to the ***HSA***. CDHPs are designed to get you more involved in making informed health care decisions and using your benefits, and health care dollars, wisely.



Benefits of the CDHP:

You can decide if you want to:

- Spend your ***HSA***
- Grow your ***HSA*** balance tax-free over time, which can be a safety net if you have high health care costs
- Save your ***HSA*** for expenses after retirement

*State tax treatment of ***HSAs*** varies.

Just like our other plan options, the CDHP offers:

- 100% coverage of in-network ***preventive care*** covered under your medical plan. Please refer to your Summary Plan Description (SPD) for additional information.
- An ***out-of-pocket maximum*** to help protect you financially in case of an unexpected and expensive health event
- A variety of interactive health and wellness resources on **myuhc.com** to help you understand healthy behaviors and the steps needed to lead a healthier life
- Tools on **myuhc.com** and the UnitedHealthcare® app to help you estimate the cost of your health care and manage your account
- If you have benefit coverage questions, call ***UnitedHealthcare*** for help at **1-866-228-4215**



How CDHPs Work with an HSA:

1

Your deductible

You pay 100% until your deductible is met

Your ***deductible*** is made up of in-network costs for ***provider*** visits, pharmacy ***claims*** and any other procedures or clinic visits you may have.

2

Your medical coinsurance

The plan pays 80%* + **You pay 20%***

IN-NETWORK COINSURANCE

*Once you've paid your ***deductible***, you share expenses with the plan. You'll pay just 20% of the cost for eligible in-network services and procedures until you reach your ***out-of-pocket maximum.***

Your *HSA:* If you are eligible for an ***HSA*** and employer contributions, Caterpillar contributes dollars to your account after you join the plan. You can also contribute dollars to your ***HSA***, up to the annual IRS-allowed amount (for 2026: Individual $4,400/Family $8,750), through pretax dollars each pay period or as lump sums whenever you choose. Both Caterpillar's and your own (employee) contributions count toward the annual ***HSA*** limit.

The ***HSA* is not administered by Caterpillar, is not an employer-sponsored plan and is not an ERISA plan.

3

Your prescription cost share

You pay a copay or coinsurance after you meet the deductible

You pay the full negotiated rate for prescription drugs until you meet the ***deductible***. Then, you pay a copay or ***coinsurance*** amount based on the drug formulary. What you pay will go toward your ***deductible*** or ***out-of-pocket maximum.***

4

Your out-of-pocket maximum

You are protected

When you reach your ***out-of-pocket maximum*** for the year, the plan pays 100%. You will no longer have to pay for covered office visits, pharmacy, services or procedures until the next plan year.

Certain *preventive care* services and Health Care Reform medications are covered at 100% when you use an in-network provider. Also, for certain CDHP preventive medications, you aren't required to meet a *deductible* before your copay or *coinsurance applies.**

* ***Coinsurance*** amounts are for in-network services.

LESSON 2:
Getting Care



When, Where and How to Get Care

Now that you know how a health plan works, it's important that you know what ***preventive care*** is recommended for you and where to go for care.

Getting recommended ***preventive care*** can help you understand your health, maintain good health or start focusing on identified health risks.

When it comes to getting care, you have options. Be sure to consider what type of care and facility are best suited for your needs. Remember, not all labs, hospitals and doctors charge the same amount and where you get care determines the cost of your services. (Page 14)



Preventive Care

Most ***preventive care*** is covered 100% in the network. Talk with your doctor about how often and what type of ***preventive care*** is recommended for you.

Example preventive care services:

Exam/screening	Recommended age	Details
Routine *preventive care* exam	Any age	Talk to your doctor about what routine ***preventive care*** exams are recommended for you (e.g., annual physical exam, well-child/baby visits).
Certain biometric screenings	Age-specific	Tests, such as cholesterol, glucose (blood sugar), blood pressure, etc., that track changes in your vital statistics from year to year and help identify potential health risks.
Immunizations	Age-specific	Recommended immunizations at certain ages (e.g., annual flu shots, routine childhood vaccinations, shingles vaccine at age 50+).
Pap smear	21+	Pap tests are recommended once every three years for women ages 21–65.
Mammogram	40+	Annual mammogram for women age 40+.
Colonoscopy	45+	Colonoscopy covered once every 10 years for those age 45+.

These guidelines are based on the recommendations of the U.S. Preventive Services Task Force (USPSTF), U.S. Department of Health and Human Services, and the Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. They are provided for informational purposes only and do not constitute medical advice. Individuals with symptoms or at high risk for disease may need additional services or more frequent interventions.

When you receive care because you have symptoms or an ongoing health condition, it will likely be considered diagnostic care. Your insurance coverage and financial responsibility are different for preventive and diagnostic care. Contact ***UnitedHealthcare*** for specific coverage details.

Where to Go

When you need care, you have options. ***UnitedHealthcare*** can help you decide the best place for care to maximize your health care benefits.

You need care



Go to myuhc.com



Then, get the care you need



Schedule an appointment or procedure with a health care ***provider***



Have a 24/7 Virtual Visit



Go to an urgent care center



In cases of an actual emergency, go straight to the emergency room

Caterpillar NetWork providers will be reflected on **myuhc.com** with a green diamond. Quickly and easily compare costs before you get care with the cost estimator on **myuhc.com.** The information is personalized to calculate out-of-pocket expenses based on your plan and current benefit status. Estimated costs are based on available charged rates from in-network ***providers.*** Go to **myuhc.com** to estimate your costs and search for health care ***providers.*** If you haven't registered on **myuhc.com**, you'll need to enter your name, date of birth and member ID from your health plan ID card or your Social Security number.

LESSON 3:

Health Plan Billing



When, What and How to Pay

The health care journey on pages 3–4 shows how ***claims*** are processed and health care bills are paid. Review pages 17–20 for more details on the process, including how your ***HSA*** is used to help pay expenses.

If you have questions about your ***claims***, contact ***UnitedHealthcare*** by calling **1-866-228-4215**.



Standard Claim Process

1 **You present your *UnitedHealthcare* health plan ID card at your *provider's* office.**

Forgot your card? You can pull up a copy on your phone from the UnitedHealthcare app.

2 ***Provider* submits *claim* to *UnitedHealthcare* for the cost of the visit.**

3 ***UnitedHealthcare* processes your *claim* and then provides you a *health statement*.**



The Caterpillar health care plan pays its portion of the ***provider's*** bill according to the terms of your benefit plan.

4 Your *provider* bills you directly if you owe money.

If you have questions about a bill you receive or what you owe, call UnitedHealthcare Customer Service at **1-866-228-4215.**

5 You pay your bill out of your pocket.



If you have an *HSA*:

You can use your available ***HSA*** dollars to pay your bill. Remember to keep your receipts for any bills you pay.

Example Details

- **Employee-only** coverage
- Monthly payroll deduction of $40 to pay **employee** ***premium***
- $1,500 ***HSA*** total — includes Caterpillar's $550 contribution for individual coverage plus $79.16 per month ($950 annually) in contributions from the employee
- $3,000 **individual** ***deductible*** and a $5,000 **individual** ***out-of-pocket maximum***

Employee-only Coverage with the Consumer Max Plan with HSA

Your in-network health care expenses:	Cost:	How the expenses were paid:	The plan pays:	You pay:
In January, you turned 40 and had a mammogram.	$150	Because the visit was for ***preventive care***, the plan paid for the cost of the visit at 100%.	$150	$0
In February, you went to the doctor to have your throat checked.	$135	Because you had not met your ***deductible***, you used $135 from your ***HSA*** to pay the bill.	$0	$135 ***HSA*** dollars
In October, you were in a bicycle accident. You were taken by ambulance to the hospital where you were treated for a broken femur.	$12,865	You paid $2,865 to reach your ***deductible*** ($3,000), using $500 from your ***HSA***. You also paid 20% in ***coinsurance*** ($2,000) out of your pocket to reach your ***out-of-pocket maximum*** ($5,000). The plan paid the rest of the bill ($8,000). You saved $865 in your ***HSA*** for the future.	$8,000	$500 ***HSA*** dollars $4,365 in cash
In November, you had physical therapy to address range-of-motion issues resulting from the broken femur.	$750	Because you met your annual ***out-of-pocket maximum***, you paid $0 and the plan paid 100% of the bill.	$750	$0

The costs in the example above are for illustrative purposes only. They are not actual amounts.

Example Details

- **Family** coverage
- Monthly payroll deduction of $245 to pay **family** ***premium***
- $1,000 ***HSA*** total — includes Caterpillar's $600 contribution for family coverage plus $33.33 per month ($400 annually) in contributions from the employee
- $3,500 **family** ***deductible*** and a $7,000 **family** ***out-of-pocket maximum***

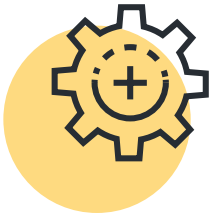
Family Coverage with the Consumer Choice Plan with HSA

Your in-network health care expenses:	Cost:	How the expenses were paid:	The plan pays:	You pay:
In April, you went to the doctor for your annual ***preventive care*** exam.	$150	Because the visit was for ***preventive care***, the plan paid for the cost of the visit at 100%.	$150	$0
In June, your daughter broke her foot while biking and went to the emergency room.	$950	Because you had not met your **family** ***deductible***, you used $700 from your ***HSA*** to pay a portion of the bill. You paid the rest ($250) out of your own pocket. You saved $300 in your ***HSA*** for the future.	$0	$700 ***HSA*** dollars $250 in cash
In September, you had an angioplasty to clear your clogged coronary arteries.	$22,000	You paid $2,550 to reach your **family** ***deductible*** ($3,500) and 20% ***coinsurance*** ($3,500) to reach your **family** ***out-of-pocket maximum*** ($7,000). The plan paid the rest of the bill ($15,000).	$15,000	$6,050
In November, your wife had a hip replacement.	$16,000	Because you met your annual **family** ***out-of-pocket maximum***, you paid $0 and the plan paid 100% of the bill.	$16,000	$0

The costs in the example above are for illustrative purposes only. They are not actual amounts.

LESSON 4:

Resources



What About ...

Knowing who to call or where to go online for more information and answers to your questions is important for making wise and informed health care decisions.



benefits.cat.com: General information about your health care benefits, vendor contact info, links to websites and tools, etc.

myuhc.com: Download health plan ID cards and ***health statements,*** check ***claims*** status and more.

HealthEquity® (HealthEquity.com/Caterpillar or 1-844-311-9732): Manage your ***health savings account*** — check your balance, use online bill pay, learn more about your ***HSA***, etc.

For eligibility questions, contact the Caterpillar Health Enrollment Center at **1-833-735-2127** or visit **CatHealthEnrollment.bswift.com**

For prescription drug questions, contact **Prime Therapeutics** at **1-877-228-7909** or visit **primetherapeutics.com.**

totalhealth.cat.com: View benefits information and a wealth of resources for your physical, emotional, financial and social health.



Mobile resources

UnitedHealthcare app

Get instant access to your family's health information, check the status of a ***claim,*** estimate health care costs, speak with a customer service professional, etc.

HealthEquity mobile app

Access your ***HSA***, take a photo for ***claims*** payments, manage transactions, etc.

bswift app

Access your account by downloading the bswift app and using the email address and password on file with bswift.

All apps are available through the App Store® and Google Play®.

Digital benefits directory



Add Caterpillar benefit contacts to your smartphone for quick access to resources such as contact numbers and websites when you need them. You can also share this resource with your covered family members.

Step 1. Text **CAT** to **67936**.
Step 2. Click on the link in the text response.
Step 3. iPhone® tap the Share button.
Android® tap the Option button.
Step 4. Click *Add to Home Screen*.

Health Care Terms to Know

Caterpillar NetWork
Network of ***providers*** available in specific counties of Illinois. Subscribers can reference their medical plan ID card to determine if they are in the Caterpillar NetWork and can review **benefits.cat.com** to find ***providers.***

Claim
An itemized statement of your services and costs sent from your ***provider*** to ***UnitedHealthcare*** for payment.

Coinsurance
After reaching your ***deductible***, you pay a percentage and the plan pays a percentage of the health care expense.

Deductible
The amount of money you pay before ***coinsurance*** begins.

Health savings account (HSA)
If eligible, this is a health care savings account available with the CDHP that Caterpillar and you may fund to help pay for eligible health care costs. Your contribution is optional and is in addition to the ***premiums*** you pay. The account offers tax benefits, but the IRS limits how much money can be put in the account each year. You own the account, and the money is yours to use for qualified medical expenses even if you leave Caterpillar.

Note: If you have an ***HSA***, you can enroll in a Limited Purpose Flexible Spending Account (FSA) for dental and vision expenses. You may also enroll in a Dependent Care FSA for child care expenses.

Health Care Terms to Know

Health statement
Statement provided to you by ***UnitedHealthcare*** by mail or electronically explaining what health care services you had and how your ***provider*** was paid.

Out-of-pocket maximum
The total amount — including ***deductible*** — that you could pay for in-network covered health care expenses during the plan year. The out-of-pocket maximum does not include ***premiums.***

Premium
The amount deducted from your paycheck each pay period to contribute toward your share of the health care coverage cost.

Preventive care
Recommended exams and screenings used to determine current health status and identify any potential health issues. The specific terms of the benefit plan are used to determine whether certain exams and screenings are preventive care.

Provider
Health care professional or facility that provides you with health care services.

UnitedHealthcare
Health insurance company that administers your benefits and provides you with access to a network of health care professionals.

Next Steps

If you've read through this guide, you are becoming more knowledgeable about how your health care benefits work. Review this guide as necessary and use the checklist below to use your benefits wisely.

- ☐ Locate an in-network primary care ***provider*** and urgent care facility near you and add the phone numbers to your phone contact list.
- ☐ Schedule any needed ***preventive care*** appointments for you/your family.
- ☐ Spend some time using the tools and resources available to help you manage your account and estimate health care costs.
  - Text **CAT** to **67936** to save your benefit contact information.









Questions?

If you still have questions about your health benefits, or if you would like some help locating care or scheduling an appointment, please call UnitedHealthcare Customer Service at **1-866-228-4215.**



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24/7 Virtual Visits phone and video chat with a doctor are not an insurance product, health care provider or a health plan. Unless otherwise required, benefits are available only when services are delivered through a Designated Virtual Network Provider. 24/7 Virtual Visits are not intended to address emergency or life-threatening medical conditions and should not be used in those circumstances. Services may not be available at all times, or in all locations, or for all members. Check your benefit plan to determine if these services are available.

In the event that the content of this communication or any representations made by any person regarding Caterpillar's employee benefits plans and programs conflict with or are inconsistent with the provisions of the governing documents, the provisions of the plan documents are controlling. To the fullest extent permitted by law, Caterpillar has reserved the right to amend, modify, suspend, replace or terminate any of its plans, policies or programs, in whole or in part, at any time and for any reason, by appropriate company action.

The HSA is not administered by Caterpillar, is not an employer-sponsored plan and is not an ERISA plan.

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