

Enhanced Support During COVID-19 Pandemic – Benefits Summary

Situation	Employee Requirement	Temporary Benefit	Benefit Details (applies to all 3 situations)
Employee Sick / Stay Home (not COVID-19)	Must use 3 days first; unpaid or paid time off	Benefit will pay up to 80 hours; must be taken in full workday increments; does not need to be consecutive days	<ul style="list-style-type: none"> • Documentation not required, integrity-based administration • Temporary benefit will expire 12/31/2020 and Caterpillar reserves right to terminate provision before end-date with limited notice • Benefits cannot be applied retro-actively
Required COVID-19 Quarantine (14 days)	None due to government-mandated or Caterpillar-directed quarantine	Benefit will pay for 10 days of work at 8 hours per day	
Absence for Child Care (school closures & child care needs)	Must take 2 weeks (80 hours) first, unpaid or paid time off	Benefit will provide 2/3 pay up to 10 weeks; must be taken in full workday increments; does not need to be consecutive days	

These enhanced benefits are applicable to all production support roles, including hourly, salaried and management (requires manager approval) employees who cannot work remotely.