

## NOTICE TO VOLUNTARY PLAN PARTICIPANTS

December 20, 2024

TO: All California Voluntary Plan Participants  
FR: Hitachi  
SUBJ: Changes in Our California Voluntary Plan for 2025

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Effective January 1, 2025, the following changes are being made to our Plan:

*The employee contribution rate will increase to 1.2%*  
*(The same as the State Plan)*

*The taxable wage ceiling remains removed; therefore, there will be no maximum contribution.*  
*(The State Plan will also have no wage ceiling & no maximum contribution)*

*Disability benefits are 80% to a maximum weekly benefit of \$1,681*  
*(The same as the State Plan)*

*Paid Family Leave benefits are 80% to a maximum weekly benefit of \$1,681 and the maximum duration is 12 weeks.*  
*(The State Plan pays 70%-90% to a maximum of \$1,681 for 8 weeks)*

We implemented the self-insured Voluntary Plan as a replacement for the California State Plan many years ago. In addition to providing much better service to our employees, our Voluntary Plan provides significantly higher benefits at a lower cost.

If any employee wishes to discontinue his or her participation in the Plan effective January 1, 2025, he or she may do so by sending the request via AskNow no later than January 1. Should an employee discontinue participation in the Plan, he or she will be covered by the State Plan and will not be eligible for the enhanced benefits or privileges under the Hitachi Vantara Voluntary Plan.

A copy of the 2025 California Voluntary Plan Statement of Coverage is located on [benefits.hitachivantara.com](https://benefits.hitachivantara.com). If you have any questions about this Plan, please contact The Larkin Company at 1-866-923-3336.