

# IMPORTANT INFORMATION ABOUT YOUR 2023 BONUS at RATIFICATION

*Please read carefully to understand your election options*

**THIS FORM MUST BE SUBMITTED TO YOUR HR REPRESENTATIVE BY  
FRIDAY, JUNE 2, 2023 BY 4:00PM**

All UAW Local Union No. 592, Rockford Bargaining Unit employees who are on the payroll of the Company and are covered by this agreement as of May 22, 2023 will be provided with a two thousand five hundred dollar (\$2,500) bonus in 2023. RTX provides several options for your bonus election as described below.

**Lump Sum Option** (payment made according to existing payroll election, less all applicable withholdings, as soon as administratively possible):

- Elect full lump sum payment (no match).
- Elect partial lump sum payment (no match) in \$500 increments.
- If form **is not submitted** to your HR Representative by Friday, June 2, 2023, 4:00 PM, an automatic election of full lump sum payment will be made, less all applicable withholdings.

**RTX Employee Savings Plan Option** (deposited, less all applicable withholdings (e.g. FICA tax), as soon as administratively possible):

- Elect all or some of your bonus to be deposited into your RTX Savings Plan (matched at 50%). This can be done in \$500 increments, the deposits will be based on your current investment elections.

**Health Savings Account (HSA) Option** (deposited as soon as administratively possible)

- Elect all or some of your bonus into your HSA up to a maximum of \$2,500 (matched at 50%) in \$500 increments.
- You must be enrolled in one of the RTX HDHP medical plans and have an open HSA account as of January 1, 2023.
- You must be on active payroll at the time of deposit to receive the HSA deposit.
- If you are ineligible for an HSA account for any reason such as enrolling in Medicare, you will automatically be given a lump sum payment, less all applicable withholdings, to be paid out as soon as administratively possible.
- If you have Employee Only HDHP coverage, you can contribute up to \$3,850 in an HSA 2023. If you have Employee + Spouse, Employee + Child(ren) or Employee + Family HDHP coverage, you can contribute up to \$7,750 in 2023. All company match or seed count toward these IRS contributions limits.
- If you elect to have your bonus deposited into your HSA, the Company may adjust your annual goal to ensure your total contributions do not exceed the annual IRS maximum for your coverage tier.
- If age 55 or older at the end of the tax year, your contribution limit is increased by \$1,000.



**TURN OVER; COMPLETE FORM AND HAND DELIVER TO YOUR HR  
REPRESENTATIVE NO LATER THAN FRIDAY, JUNE 2, 2023, BY 4:00PM**

**ROCKFORD 2023 BONUS at RATIFICATION  
LUMP SUM, RTX SAVINGS PLAN AND/OR HEALTH SAVINGS ACCOUNT  
CONTRIBUTION ELECTION FORM**

**DUE DATE: FRIDAY, JUNE 2, 2023 BY 4:00PM**

Please identify your election using the options below. Sign, date the form, and hand deliver to your HR representative as soon as possible between the hours of 7:30am – 4:00pm.

**DO NOT PLACE THIS ELECTION FORM IN THE MAIL**

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**The sum of the below elections cannot exceed the total bonus awarded in the amount of two thousand dollars (\$2,500).**

I elect to have all or a portion of my Bonus provided as a **lump sum** payment (no match) according to my existing payroll election (less all applicable withholdings). Payment to be made as soon as administratively possible.

\$2500\_\_\_\_ \$2000\_\_\_\_ \$1500\_\_\_\_ \$1000\_\_\_\_ \$500\_\_\_\_ \$0\_\_\_\_

I elect to have a portion of my Bonus contributed to the **RTX Employee Savings Plan** (matched at 50%). I wish to contribute the following amount (less all applicable withholdings; e.g. FICA). Deposited as soon as administratively possible.

\$2500\_\_\_\_ \$2000\_\_\_\_ \$1500\_\_\_\_ \$1000\_\_\_\_ \$500\_\_\_\_ \$0\_\_\_\_

I elect to have a portion of my Bonus contributed to the **Health Savings Account (HSA)** (matched at 50%). I wish to contribute the following amount. Deposited as soon as administratively possible.

\$2500\_\_\_\_ \$2000\_\_\_\_ \$1500\_\_\_\_ \$1000\_\_\_\_ \$500\_\_\_\_ \$0\_\_\_\_

**DISCLAIMER: IF YOU EXCEED THE IRS MAXIMUM ALLOWABLE CONTRIBUTION (\$3,850 INDIVIDUAL / \$7,750 FAMILY), YOU WILL BE SUBJECT TO PERSONAL TAX PENALTIES AND IMPLICATIONS DEFINED BY THE IRS.**

**Reminder: Failure to submit this Election Form by Friday, June 2, 2023, 4:00 pm is considered as an election to receive the full bonus as a lump sum payment, which will be subject to all applicable withholdings.**

\_\_\_\_\_  
Employee Print Name/Clock Number

\_\_\_\_\_  
Employee Signature/Date

\_\_\_\_\_  
Received By (Company Rep.)

\_\_\_\_\_  
Date