

About This Handbook

This Summary Plan Description (SPD) handbook describes the health and welfare benefits provided by the Lowe's Welfare Plan (Plan) to eligible employees and their eligible dependents. The Company offers a wide range of benefit options. This overview contains general information. For the specifics, see the SPD section for each benefit option.

You may be eligible for Lowe's benefits if you work for Lowe's Companies, Inc. or one of its participating affiliates, and you meet the eligibility requirements for a particular benefit option. Lowe's Companies, Inc. serves as the Plan Sponsor. Refer to the "Plan Administration" section of this SPD handbook for details on the participating Lowe's affiliates, as well as the claims and appeals administrators for each of the benefit options.

You are encouraged to take time and become familiar with each of these benefits by reading the descriptions contained in this handbook. These benefits are an important part of your personal security and success. The more you learn about the benefit options, the better you will be able to choose the ones that meet your personal and family needs, and the better you will understand the benefits available to you during a time of need.

For some benefits, the Company pays the entire cost or shares in the cost with you. For other benefits, you pay the entire cost.

Please note that Lowe's will update this handbook by posting a Summary of Material Modifications, or SMM. Lowe's intends for this handbook, as updated by any future SMM, and any handbook or certificate of coverage issued to you by an insurance carrier, to constitute your official Summary Plan Description, or SPD, is intended to serve as the SPD as required by the Employee Retirement Income Security Act of 1974 (ERISA).

This handbook is intended to summarize the Plan's benefit options. This handbook consists of three summary chapters (About this Handbook, Plan Overview, and Plan Administration) and separate sections for each of the various benefit options. The summary chapters should be read in connection with the separate section for each benefit option. If there is ever a conflict or a difference between the summary chapters and a benefits section regarding **the specific benefits provided under the Plan**, the benefits section will govern unless legally required otherwise. If there is a conflict between a benefits section and the summary chapters regarding any **legal requirements**, the summary chapters will control. Note that for any insured benefits, if there is a difference between the handbook and the terms of an insurance policy, certificate of coverage, or evidence of coverage regarding the specific benefits covered or insurance-related terms, the terms of the insurance policy, certificate of coverage, or evidence of coverage will control.

Lowe's has established each of the benefit options with the expectation that they will be continued indefinitely. Nevertheless, Lowe's reserves the right to amend or terminate each or all of its benefit options and change required contributions at any time and for any reason. The right to amend or terminate each option applies to all coverage hereunder, including coverage for active, retired, and disabled employees, their dependents and, if applicable, survivors.

As described more fully in this handbook, certain benefit options include a subrogation/benefit offset provision whereby benefits under this Plan may be reduced by amounts paid (or payable) from another source. Where such provisions apply, certain actions may be required on your (or your covered dependent's) part to help secure the Plan's equitable right of recovery.

The Plan will provide benefits in accordance with applicable federal laws including the Consolidated Omnibus Budget Reconciliation Act (COBRA), the Health Insurance Portability and Accountability Act (HIPAA), the Mental Health Parity Act (MHPA), the Newborns' and Mothers' Health Protection Act (NMHPA), the Women's Health and Cancer Rights Act (WHCRA), the Mental Health Parity and Addiction Equity Act of 2008 (MHPAEA), the Genetic Information Nondiscrimination Act (GINA), and the applicable provisions of the Patient Protection and Affordable Care Act as amended by the Health Care and Education Reconciliation Act (collectively referred to as Health Care Reform).

Lowe's also offers its employees the Lowe's Flexible Benefits Plan intended to satisfy the requirements of Internal Revenue Code Sections 125, 129 and 105(e) to provide employees Health Care and Dependent Day Care Flexible Spending Accounts and the opportunity to make pre-tax contributions toward certain benefits.

If you have questions or need additional information about these benefit options, please call Lowe's HR Shared Services at 1-888-HRINFO5 (1-888-474-6365), or write to:

Lowe's Group Benefits (NB2CB)
1000 Lowe's Boulevard
Mooresville, NC 28117

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