

**Separation Program Disclosure
July 1, 2020 and July 31, 2020**

Disclosure Information Pursuant to the Older Workers Benefit Protection Act

Siemens Industry, Inc. is engaged in cost saving measures to address the economic conditions confronting the company and as such undergoing a reduction in force. As part of these measures, the company is conducting layoffs. All employees who will be terminated in these layoffs will be offered severance pay in exchange for signing an Agreement and General Release. Employees who receive such an Agreement and General Release will have forty-five (45) days to consider the Agreement. Once the Agreement is signed, the employee has seven (7) days to revoke the Agreement. After that, the Agreement is final and binding.

Employees in the IoT Sales Executive- Elton Sales Department organization were considered for the reduction in force by management of this group. Those employees who were selected for termination and whose employment will end on July 1, 2020 and July 31, 2020 are identified as "Yes" in the "Eligible for Severance" column below. Employees who were considered, but not selected for the reduction in force are identified as "No" in the "Eligible for Severance" column below. Only those employees selected for termination as a part of the reduction in force have been offered severance pay in exchange for signing a waiver.

Criteria used for selecting the employees for layoff were business need / performance and seniority (when all other factors were equal) / job function / customer focus / overall performance / performance results / customer satisfaction.

The information below covers the organizational unit from which Siemens Industry, Inc. selected you and other persons who would and would not be terminated and offered severance pay in exchange for signing a waiver.

Job Title	Age as of Last Day	Eligible for Severance
Area Sales Professional	34	Yes
Area Sales Professional	42	No
Area Sales Professional	56	Yes
Area Sales Professional	47	Yes
Area Sales Professional	55	No
Area Sales Professional	44	Yes
Area Sales Professional	48	No
Portfolio Sales Professional	30	No
Specialist Engineer	61	No
Area Sales Professional	40	Yes
Portfolio Sales Professional	27	No
Area Sales Professional	62	Yes
Specialist Engineer	56	No
Area Sales Professional	27	No
Portfolio Sales Professional	61	No
Area Sales Professional	35	No
Area Sales Professional	56	Yes
Area Sales Professional	51	Yes
Area Sales Professional	43	Yes
Area Sales Professional	36	Yes
Area Sales Professional	43	Yes