



Tax Withholding Form

Name of Payee: _____ Employee ID: _____

State of Residence: _____

Instructions

You must complete this Tax Withholding Form unless you elect a lump sum distribution of your benefit. It is suggested that you seek advice from an individual familiar with your tax situation before completing the form. Note that the information provided below relates to withholding on monthly payment amounts only. If you elect a lump sum distribution of your benefit, the amount required by law will be withheld from your distribution. For Federal tax purposes, the required withholding is 20% if you elect to receive the distribution as cash. The amount required to be withheld for state tax purposes varies by state.

Please read the information below before you begin entering any information. The form should be completed based on your personal tax situation and returned to the Dow North America Benefits – Pension Paperwork address listed below. For your federal tax withholding election, the information provided in Steps 1 – 4 on the form will be used to determine the amount of the withholding. Please note that only the total amounts entered from Steps 2 and 3 will be submitted to the trustee. Please note that Federal Income Tax withholding applies to all monthly pension payments and State Tax rules vary depending on your state of residence.

Depending on your state of residence, you may choose to:

- Have an additional fixed dollar amount withheld;
- Have tax withheld based on marital status and number of allowances; or,
- Have no tax withheld and be liable for any required tax payments.

If the form is not submitted, taxes will be calculated based on the state default rules. If withholding is required, this amount will be withheld from your pension payment.

Please note, if you reside outside of the United States, you must complete and return either IRS Form W-9 (Request for Taxpayer Identification Number and Certification) or IRS Form W-8BEN (Certificate of Foreign Status of Beneficial Owner for United States Tax Withholding and Reporting).

- **Form W-9:** Use this form if you are a U.S. Citizen to confirm your tax identification number.
- **Form W-8BEN:** Use this form if you are NOT a U.S. citizen to confirm your tax identification number and status regarding tax withholding. This form also allows you to claim tax treaty benefits of your home country, if any.

Additional information, including printable versions of both forms, can be found on the IRS website at www.irs.gov.

Please note it is critical to complete and return these forms as soon as possible. Failure to return complete forms will result in 30% of your pension payment(s) being withheld for Federal withholding. We strongly encourage you to consult your financial or tax advisor when completing these forms.

Estimated Tax Payments

If you elect not to have taxes withheld, or if the amount of federal income tax withheld is not enough, you may be responsible for the payment of an estimated tax during the year, and for filing Form 1040-ES (Declaration of Estimated taxes for Individuals). You may incur penalties under the estimated tax rules if your withholding and any estimated tax payments you make are not sufficient.

Revoking Tax Withholding Elections After You Retire

Your election will remain in effect until you revoke it. You may revoke your election at any time by returning a new signed and dated Tax Withholding Form to the address listed below. You may change or revoke withholding elections as often as you wish. Any change will be processed as received, but generally will be effective no later than the second month after its receipt.

**RETURN ALL FORMS AND DOCUMENTATION TO:
Dow North America Benefits – Pension Paperwork
DEPT: DOW
PO Box 981901
El Paso, TX 79998**

Note: Only United States Postal Service mail will be accepted; please use Priority or Express mail for expedited service. You may also post all forms and documentation via Inbox at <https://dowbenefits.ehr.com>.

I. State Tax Withholding Information

Please note that the descriptions below are intended to be general summaries of applicable state tax withholding rules, which may change from time to time.

- If you reside in **Iowa, Kansas, Massachusetts, Nebraska, Vermont or Virginia**, and you have federal tax withheld from your pension/annuity payment, it is mandatory that state tax also be withheld. No separate state election is allowed. If you want **no** state tax withheld, and you reside in one of the above states, you **MUST** elect to have **no** federal tax withheld in Section II.
- If you reside in **Arkansas, California, Delaware, Georgia, Maine, Oklahoma or Oregon**, your state tax withholding will be the same as your federal tax election below, unless you indicate in the election box in Section III of this form a different election for state purposes.
- If you reside in **Alabama, DC, Idaho, Illinois, Kentucky, Louisiana, Minnesota, Montana, New Mexico, North Carolina, North Dakota, Ohio, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Utah, West Virginia or Wisconsin** state tax withholding is voluntary, but a tax form is still required so you must complete Section III.
- The states of **Alaska, Florida, Hawaii, Mississippi, Nevada, New Hampshire, South Dakota, Tennessee, Texas, Washington** and **Wyoming** do not require state tax withholding on pension/annuity payments. If you reside in any of these states you should not elect to have state tax withheld in Section III.
- If you reside in **Arizona** and wish to have state tax withheld, you must complete Arizona Form A-4P and enclose it with your election materials. The Arizona Form A-4P can be found on the Arizona Department of Revenue website at <https://azdor.gov/forms/withholding-forms>.
- If you reside in **Michigan**, you may be required to have state taxes withheld. If applicable, please complete and enclose the form MI W-4P with your election materials. The MI Form W-4P can be found on the State of Michigan website at <http://www.michigan.gov/taxes/election-materials>. If you do not provide Connecticut Form CT-W4P, taxes will be withheld. The Connecticut Form CT-W4P can be found on the State of Connecticut website at <http://www.ct.gov/drs>.
- If you reside in **Colorado, Indiana, Maryland, Missouri, New Jersey or New York** state tax withholding is voluntary, but a tax form is still required to elect withholding so you must complete Section III. Only flat amount is allowed to be withheld from your pension annuity payment. The minimum amount for Indiana, Missouri and New Jersey is \$10 and the minimum amount for Maryland and New York is \$5. There is no minimum amount for Colorado.

II. Federal and State Tax Withholding Election

Please elect your federal and state income tax withholding for your monthly pension payments by checking the applicable boxes below. You need to elect withholding for both federal and state income taxes. ***If this withholding election is not returned or is completed incorrectly, federal income taxes will be withheld as if you are a married individual claiming three withholding allowances and the default state tax election for your state of residence will be applied.***

Step 1: Filing Status

- Single or Married filing separately**
- Married filing jointly or Qualifying widow(er)**
- Head of household** (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.)

Complete Steps 2-4 ONLY if they apply to you: otherwise, skip to Step 5. See pages 2 and 3 from the Form W-4P at IRS.gov for more information on each step and how to elect to have no federal tax withheld (if permitted). You can choose not to have federal income tax withheld from your payments by checking the "No Withholding" box in the space below Step 4(c). Skip steps 2 – 4.

Step 2: Income From a Job and/or Multiple Pensions/Annuities (Including a Spouse's Job/Pension/Annuity)

Complete this step if you (1) have income from a job or more than one pension/annuity, or (2) are married filing jointly and your spouse receives income from a job or a pension/annuity. **See page 2 from the Form W-4P at IRS.gov for examples on how to complete Step 2.**

Complete the items below.

- (i) If you (and/or your spouse) have one or more jobs, then enter the total taxable annual pay from all jobs, plus any income entered on Form W-4, Step 4(a), for the jobs less the deductions entered on Form W-4, Step 4(b), for the jobs. Otherwise, enter "-0-"
\$ _____
- (ii) If you (and/or your spouse) have any other pension/annuities that pay less annually than this one, then enter the total annual taxable payments from all lower-paying pension/annuities. Otherwise, enter "-0-"
\$ _____
- (iii) Add the amounts from items (i) and (ii) and enter the **total** here
\$ _____

TIP: To be accurate, submit a 2022 Form W-4P for all other pensions/annuities. Submit a new Form W-4 for your jobs(s) if you have not updated your withholding since 2019. If you have self-employment income, see page 2 from the Form W-4P at IRS.gov.

If (i) is blank and this pension/annuity pays the most annually, complete Steps 3 – 4(b) on this form. Otherwise, do not complete Steps 3 – 4(b) on this form.

Step 3: Claim Dependent and Other Credits

If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly):

- Multiply the number of qualifying children under age 17 by \$2,000
\$ _____
 - Multiply the number of other dependents by \$500
\$ _____
 - Add other credits, such as foreign tax credit and education tax credits
\$ _____
 - Add the amounts for qualifying children, other dependents, and other credits and enter total here
\$ _____
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Step 4 (optional): Other Adjustments

- (a) **Other income (not from jobs or pension/annuity payments).** If you want tax withheld on other income you expect this year that won't have withholding, enter the amount of other income tax here. This may include interest, taxable social security, and dividends. \$ _____
- (b) **Deductions** If you expect to claim deductions other than the basic standard deduction and want to reduce your withholding, use the Deductions Worksheet on page 3 from the Form W-4P at IRS.gov and enter the result here \$ _____
- (c) **Extra withholding** Enter any additional tax you want withheld from **each payment** \$ _____
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No Withholding

- I elect to have no federal income tax withheld from my monthly payments. I understand that I remain liable for payment of federal income taxes and may be subject to tax penalties under the estimated tax rules if my payments of estimated tax and withholding are not adequate.
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Step 5: Sign Here**Signature of Payee** (This form is not valid unless you sign it.)**Date**

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III. State Tax Withholding Election – All state tax elections are subject to the rules in effect in your state of residence and the agreement of the plan’s trustee to carry out your election. **If your state tax is no longer a valid option for your state, default withholding for your state of residence will be applied. If your tax jurisdiction is a state other than the states listed above, indicate the state here:** _____

1. **Standard Withholding.** (Not available in all states.) I elect to have my state income tax withholding taken from each monthly payment. This amount should be determined based on the marital status and number of allowances indicated below.
- Single and _____ allowances (**you must** enter number of allowances)
 - Married and _____ allowances (**you must** enter number of allowances)
 - Married but at a higher single rate and _____ allowances (**you must** enter number of allowances)

Additional Withholding. I elect to have the following additional amount withheld from each of my monthly payments \$_____. (Please leave blank if not applicable.) (Not available in all states.)

2. **Flat Tax Withholding.** I elect to have the following amount withheld from each of my monthly payments instead of standard withholding: \$_____. (Not available in all states.) I understand that I remain liable for payment of state income taxes and may be subject to tax penalties under the estimated tax rules if my payments of estimated tax and withholding are not adequate.
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3. **No Withholding.** (Not available in all states.) I elect to have no state income tax withheld from my monthly payments. I understand that I remain liable for payment of state income taxes and may be subject to tax penalties under the estimated tax rules if my payments of estimated tax and withholding are not adequate.
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Signature of Payee

Date

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