

FREQUENTLY ASKED QUESTIONS IN REGARDS TO COMMENCING A DEFERRED EARLY RETIREMENT BENEFIT OR DEFERRED VESTED BENEFIT IN THE ROHM AND HAAS COMPANY RETIREMENT PLAN

QUESTION 1: I have a vested benefit in the Rohm and Haas Company Retirement Plan and I elected to defer commencement of my benefit when I left the Company. When should I notify the Plan in order to receive my vested benefit at a later date?

ANSWER: If you deferred commencement of your early retirement or vested benefit in the Rohm and Haas Company Retirement Plan (Pension Plan) when you terminated employment and you wish to receive your benefit at a later date, please note you must contact the Dow Retiree Service Center no more than 90 days and no less than 60 days before the date you wish to receive your benefit (your proposed Benefit Commencement Date). Your “benefit commencement date” is the date *as of which* your pension benefit is calculated and your payment is scheduled to begin (or the date your benefit is converted to a lump sum actuarially equivalent amount and scheduled to be paid, in the case of a lump sum distribution). A benefit commencement date is always the last day of a month.

Here is an example of the lead time necessary to commence a deferred early retirement benefit or deferred vested benefit in the Pension Plan.

Benefit commencement date example for a deferred early retirement or vested benefit

Chris has a vested benefit in the Pension Plan and wants to begin receiving monthly annuity payments as of January 1. In order to meet his proposed Benefit Commencement Date of January 1, Chris should contact the Dow Retiree Service Center no earlier than November 1, and no later than November 30 (90 to 60 days before January 31).

Please remember, the Benefit Commencement Date for a deferred participant will always be 60 to 90 days after the date that you call to request a Retirement Kit.

QUESTION 2: I am eligible to elect a lump sum form of payment. Is the same lead time necessary to calculate and receive a lump sum amount?

ANSWER: Yes. If you were a participant in the Standard or Legacy Rohm and Haas benefit structures, or you elected to switch to the Standard structure during Pension Choice, then you participated in a structure which offers an optional lump sum form of payment. The benefit commencement date for a lump sum distribution is the date your benefit is converted to a lump sum actuarially equivalent amount and scheduled to be paid. If you plan to elect a lump sum form of payment, you must also contact the Dow Retiree Service Center no more than 90 days and no less than 60 days before the date you wish to have your lump sum calculated and scheduled to be paid.

Here is an example of the lead time necessary to commence a deferred early retirement or deferred vested benefit in the Pension Plan for a participant who is eligible for, and wants to receive an optional lump sum payment.

Benefit commencement date example for a deferred early retirement or vested benefit and the participant is eligible for, and wants to receive an optional lump sum form of payment

Pat has a deferred vested benefit in the Pension Plan and participated in a structure which offers a lump sum form of payment. She intends to elect a single lump sum form of payment and wishes to have her benefit calculated under the Plan's lump sum interest rate assumptions that are in effect for a commencement as of November 30. In order to meet her proposed Benefit Commencement Date of November 30, Pat should contact the Dow Retiree Service Center no earlier than September 1, and no later than September 30 (90 to 60 days before November 30).

For further information on the lump sum interest rate assumptions applied under the Rohm and Haas Company Retirement Plan, refer to the [Lump Sum Notice \(44K PDF\)](#) which is also posted on the DowFriends.com website.

QUESTION 3: May I receive my pension benefit before age 65?

ANSWER: Yes. If you are no longer employed by the Company and you have an deferred early retirement or vested benefit in the Pension Plan, you are eligible to receive your pension benefit as of the last day of any month up to and including your Normal Retirement Date (Your Normal Retirement Date is the last day of the month in which you reach age 65). However, if you begin your benefit before your Normal Retirement Date, your monthly benefit amount may be reduced to reflect the fact that you will receive your benefit over a longer period of time (since you will be starting your benefit earlier than age 65). The rate at which your benefit will be reduced is based on whether you were eligible for an “early retirement benefit” and on how long before your Normal Retirement Date you wish to commence your benefit.

QUESTION 4: What is the estimated amount of my deferred pension benefit?

ANSWER: Participants with a deferred early retirement or vested benefit in the Pension Plan may use the Pension Retirement Modeling Tool to estimate current or future pension benefits. To access the Pension Modeling Tool go to the Dow Benefits website: [Pension Retirement Modeling Tool](#). To help you navigate and use the Pension Retirement Modeling Tool, use this “How-to Guide” with screen shots and instructions: [ROH How-to Guide for Pension Modeling \(4MB PDF\)](#).

QUESTION 5: What is the process to receive my vested pension benefit?

ANSWER: The following steps are required to commence your deferred early retirement or vested benefit:

- First, determine your Benefit Commencement Date. Then, approximately 90 to 60 days before you want to receive your pension benefit, contact the Dow Retiree Service Center at 800-344-0661 (toll-free) or 989-636-0977 to request that a Retirement Kit be sent to you. The Retirement Kit contains detailed information regarding your pension benefit amount, the form of payment options available to you and the applicable forms you will need to sign and return. During the call with the Retiree Service Center you will be asked to confirm your current address, your marital status, and if married, provide your spouse's date of birth.
- When you receive your Retirement Kit, carefully read through the information and complete the forms. Note: some of the forms require your signature to be witnessed by a notary public. Do not sign these without a proper witness present. If you need help understanding your benefit options or completing the forms, contact the Retiree Service Center.
- Return your completed forms in the enclosed postage-paid envelope before the proposed benefit commencement date set forth in your Retirement Kit. Be sure to include any additional required documentation listed in the Retirement Kit (including proof of your age, proof of your marriage, if you are married, and in some cases proof of your spouse's age). Note: The election forms have specific timing requirements. Make sure you return the forms within the required timeline. **Please understand that, in almost all cases, the law requires that if you do not return the completed forms and required documentation before your proposed benefit commencement date, you will need to request a new Retirement Kit and start the process over again with a later benefit commencement date.**