

Life insurance

Dow offers three life insurance plans to employees and eligible dependents. These benefits offer an important source of financial assistance for you and your survivors.

- Company-paid life insurance
- Employee-paid life insurance
- Dependent life insurance — for spouse/domestic partner and/or child(ren)

Beneficiary designations

To update your beneficiaries, you can link to the MetLife MyBenefits website from the Dow benefits enrollment website by clicking on “change my beneficiaries”, and selecting the MetLife link.

Coverage changes

If you wish to increase the amount of life insurance for you or your dependent by more than one coverage level or outside of the open enrollment period, you will need to complete a statement of health. Coverage changes and the statement of health process can be initiated from the Dow benefits website by clicking on update my life insurance.

Company-paid life insurance

Plan description

In the event of your death, Dow provides financial assistance for your beneficiaries in the form of the company-paid life insurance benefit.

Coverage

You are enrolled automatically effective with your first day of active employment. Your benefit amount is one times (1x) your most recent base annual salary, rounded up to the next \$1,000.

Cost

Dow pays 100%; there is no employee cost.

Employee-paid life insurance

Plan description

In the event of your death, employee-paid life insurance offers additional financial assistance for your beneficiary.

Coverage

- Insurance is offered in increments of one-half times ($\frac{1}{2}x$) your base annual salary.
- Minimum is one-half times ($\frac{1}{2}x$) and maximum is eight times (8x) your base annual salary, to a maximum of \$1.5 million.

- If you increase your coverage by more than $\frac{1}{2}x$ your base annual salary during annual open enrollment, you will need to complete a statement of health. Coverage changes and the statement of health process can be initiated from the Dow benefits website.

Cost

The cost is based on your base pay, age, amount of coverage selected and whether or not you use tobacco.

- A tobacco user is a person who uses tobacco products.
- A non-tobacco user is a person who has not used tobacco products for the last 12 months. To calculate your monthly contribution, please follow these steps:

1.	Round your base annual salary up to the next \$1,000	\$ _____
2.	Multiply that number by your selected coverage choice ($\frac{1}{2}x$, 1x, $1\frac{1}{2}x$...) to determine your total insurance amount	x \$ _____ = \$ <i>Subtotal</i>
3.	Divide the subtotal by 1,000	÷ \$1,000 = \$ _____
4.	Refer to the cost of coverage chart below to determine your monthly contribution per \$1,000 of coverage, according to your age and tobacco user status	x \$ _____
5.	Multiply line 3 by line 4 for your total monthly contribution	= \$ <i>Total</i>

Monthly cost per \$1,000 of coverage		
Age	Non-tobacco user	Tobacco user
Less than 25	\$0.02	\$0.05
25-29	\$0.02	\$0.05
30-34	\$0.02	\$0.05
35-39	\$0.05	\$0.06
40-44	\$0.06	\$0.07
45-49	\$0.09	\$0.11
50-54	\$0.13	\$0.18
55-59	\$0.18	\$0.30
60-64	\$0.23	\$0.46
65-69	\$0.29	\$0.56
70 or older	\$0.40	\$0.65

Dependent life insurance for spouse/ domestic partner

Plan description

Dependent life insurance helps to ease your financial concerns if your spouse/domestic partner dies. As an employee, you are the beneficiary for any dependent life insurance coverage you buy.

Coverage

- Insurance is offered in \$10,000 increments, ranging from \$10,000 to \$250,000.
- To increase coverage for your spouse/domestic partner more than one \$10,000 increment during annual open enrollment, he or she will need to complete a statement of health. Coverage changes and the statement of health process can be initiated from the Dow benefits website.

Cost

The cost is based on your spouse's/domestic partner's age, the amount of coverage elected and whether or not your spouse/domestic partner uses tobacco products.

- A tobacco user is a person who uses tobacco products.
- A non-tobacco user is a person who has not used tobacco products for the last 12 months.

Monthly cost per \$1,000 of coverage		
Age	Non-tobacco user	Tobacco user
Less than 35	\$0.38	\$0.45
35-39	\$0.53	\$0.60
40-44	\$0.83	\$1.06
45-49	\$1.36	\$1.74
50-54	\$2.12	\$2.42
55-59	\$3.25	\$3.94
60-64	\$5.23	\$6.28
65-69	\$7.95	\$9.68
70 or older	\$12.79	\$15.13

Dependent life insurance for child(ren)

Plan description

Dependent life insurance for child(ren) helps to ease your financial concerns if your dependent child(ren) dies. As an employee, you are the beneficiary for any dependent life insurance coverage you buy. Please refer to the dependent life insurance summary plan description on My HR Connection or the Dow family health internet site for eligibility rules for a dependent child.

Coverage

- Available benefit levels:
 - \$2,000
 - \$5,000
 - \$10,000
 - \$20,000
- There is no incremental limit on increasing coverage for your dependent child(ren).

Cost

There is no additional cost for insuring more than one eligible dependent child.

Amount of coverage	Monthly cost
\$2,000	\$0.18
\$5,000	\$0.46
\$10,000	\$0.92
\$20,000	\$1.84

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