

RETIREE BENEFITS: 2021 ANNUAL ENROLLMENT

Let's talk benefits.

Your Dow benefits are centered around you,
helping you live a healthy and vibrant life.

A photograph of an elderly man and woman smiling and holding large slices of watermelon. The man is wearing a straw hat and a light blue shirt, while the woman is wearing a blue and white striped shirt. They are outdoors, and the background is slightly blurred, showing greenery and a building.

DOW

®

Enroll November 2 – 16, 2020.

You've got great **Dow benefits...** make the most of them.

Start by being in the know, choosing what's best for you and using your benefits wisely throughout the year.

Be in the know. page 3

Learn about your options and what's new this year.

Choose what's best for you. pages 4 – 6

Make your choices November 2 – 16, 2020, on the Dow Benefits enrollment website at <https://dowbenefits.ehr.com>. If you need assistance call the Dow Retiree Service Center at **800-344-0661**. (Select 2 for health insurance, life insurance and the Dow Benefits enrollment website.)

Use your benefits wisely. pages 7 – 8

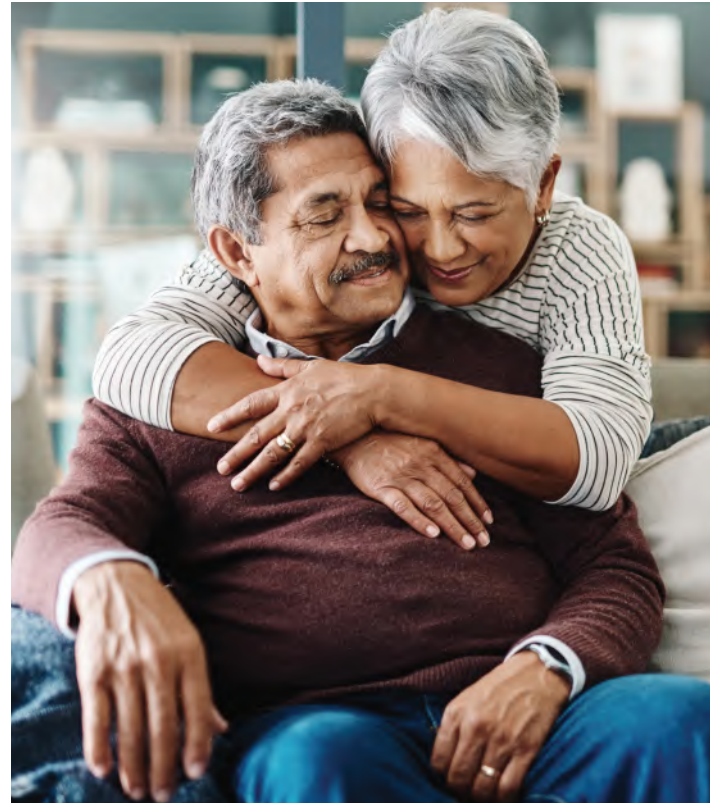
Make the most of your benefits throughout the year by considering quality, convenience and ways for you to save money.

Benefits go beyond annual enrollment.

There are many benefits to being a Dow retiree:

- Resources that encourage healthy living
- Programs that save you money on electronics, cars and more
- Opportunities to get involved in the community and lend time through volunteering
- Options to come together as a group of individuals who contributed to our success

Are you taking advantage of all the benefits of being a Dow retiree? Find out more at www.dowbenefits.com.



If you (and/or your dependents) have Medicare or will become eligible for Medicare in the next 12 months, a Federal law gives you more choices about your prescription drug coverage.

Please see page 11 for more details.

Be in the know.



Review your retiree coverage and what's new for 2021.

Medical options remain the same, with contribution increases that vary depending on plan option. MAP Plus Option 2 continues to have the lowest contribution amounts. If you are considering a Health Maintenance Organization (HMO), be sure to check contributions for 2021 as many are going up. Contributions reflect trends in health care use and overall rising costs. Note that Dow may discontinue HMOs in the future as costs for these options are increasing at an unsustainable rate – for both you and Dow – and they have low enrollment.

\$250 million: The amount Dow pays each year for medical coverage. You share in the cost of coverage. You can view the 2021 rates on the Dow Benefits enrollment website or on your benefits enrollment statement (mailed to your home prior to annual enrollment.)

Contribute even more to a Health Savings Account (HSA) in 2021. If you enroll in MAP Plus Option 2 and meet all other IRS requirements, consider opening an HSA. The annual HSA contribution limit (set by the IRS) will increase by \$50 to \$3,600 for individual coverage. The maximum for other coverage tiers will increase from \$7,100 to \$7,200. Participants age 55 and over can contribute an extra \$1,000 per year.

An HSA and MAP Plus Option 2 make a great pair.

MAP Plus Option 2 is a cost-effective option for many pre-Medicare retirees – even if managing a major health condition. With a HSA you can save even more with its triple tax advantage. The HSA gives you the freedom to make your own choices. You choose your tax free contributions, when to spend your tax-free dollars on eligible health care costs and how to invest your money on a tax-free basis. With the HSA, it's your way. Remember: Dow does not automatically set up an HSA for you. It's up to you to open one through your local bank, credit union or other financial institution.

While COVID-19 has presented us with new challenges and obstacles, your overall wellbeing (emotional, social, physical and financial) is more important than ever.

As you consider receiving care during these times, take action to reduce your risks. Use your health care benefits to receive virtual care when possible (e.g., Aetna's Teladoc or nurse phone lines), and also take advantage of programs that support your emotional, social, physical and financial wellbeing. Find out more at www.dowbenefits.com.


Helpful resources you can use.

Benefits enrollment statement: Shows your contribution amounts and automatic coverage for 2021 if you don't enroll. It will arrive via mail before enrollment.

Dow Benefits enrollment website: Includes information, tools and modelers to help you choose your benefits. Access the Dow Benefits enrollment website at <https://dowbenefits.ehr.com>.

Online information: Access general information about retiree benefits, programs and resources at www.dowbenefits.com.

Choose what's best for you.

 Enrollment is your chance to elect coverage that works for you. Take the time to make thoughtful decisions.

Checklist for enrollment

- Consider your situation.** Look at your options, factor in your health status and needs, and think about your preferences.
- Access enrollment.** Go to the Dow Benefits enrollment website at <https://dowbenefits.ehr.com> during enrollment (November 2 – 16). Establish a new account if you haven't visited lately. Otherwise, take these steps:
 - Sign in with your username (which is the email you provided when registering) and password;
 - Complete the enhanced security by entering a verification code (follow the on-screen instructions). This helps to ensure your account and data stay secure.
- Make your choices.** Click the “2021 Annual Enrollment is Open Now” link and follow the online instructions. On the Dow Benefits enrollment website you can:
 - Compare benefit coverage and costs.
 - Get your benefit questions answered.
 - Choose the best coverage for you and your family.

Once you make your choices, you will see an enrollment confirmation screen. This is your verification that your elections were saved and applied. You can print it for your records.



- Review dependents and beneficiaries.** Remember to review and update your dependents (who have coverage under the plan) and beneficiaries (who receive a benefit if you die) as needed. You will need to provide proof of eligibility for any new dependents you add during annual enrollment.
- Verify your dependents are still eligible for coverage under Dow plans. Reminder: When your dependents turn age 26, they are no longer eligible for health care. They are also no longer eligible for life insurance unless physically or mentally incapable of self-support.
- If you previously selected child dependent life insurance but no longer have any children under age 26, be sure to update your election to “No Coverage” when you enroll through the Dow Benefits enrollment website.
- Complete the final step for spouse/domestic partner coverage.** If you cover a spouse/domestic partner who is not yet eligible for Medicare, you must complete the spouse/domestic partner insurance verification process every year (even if you don’t actively enroll or change coverage) through the Dow Benefits enrollment website. If you do not complete this process, your spouse/domestic partner will be removed from coverage.
- To complete the process during annual enrollment, select the “2021 Annual Enrollment is Open Now” link and choose “Spouse/Domestic Partner Verification” at the left. You will then be prompted with one or more questions (depending on your answers). Once you click the “Save & Continue” button at the bottom, you have completed the process.

We’re here if you have questions.

Get in touch with the Dow Retiree Service Center who can help explain your options and assist with your enrollment. Call **800-344-0661**. (Select 2 for health insurance, life insurance and the Dow Benefits enrollment website.)

When to call the service center: You have a question about benefit eligibility or coverage, need to verify/update information (retiree only), or are having trouble with registration or enrollment site access.

If enrolling online, there is no need to call the service center to verify your elections. Once you make your benefit choices, you will see an enrollment confirmation screen that verifies your elections were saved in the system.

Other things to know.

As you or your spouse/domestic partner approach Medicare eligibility, there are mid-year considerations to keep in mind. The year you become Medicare eligible:

- You must enroll in both Medicare Parts A and B (Hospital and Medical) in order to maintain coverage and receive the maximum level of benefits.
- You will have new options to consider for Medicare supplemental coverage. This will replace your current pre-Medicare Dow coverage.
- Prior to your 65th birthday, you will receive additional information about your options and action items.
- If you waive coverage as a Medicare retiree who is age 65 or older, you may not have the option to re-enroll.
- If you enroll in a non-company sponsored Medicare Part D plan or Medicare Advantage Plan (if applicable), your Dow coverage will be discontinued.

Turning age 65 next year? Watch for a postcard with items to think about as you enroll.



If your spouse/domestic partner is also a Dow retiree (or employee), don't enroll for coverage twice. If you and your spouse/domestic partner are both retired from Dow (including a legacy organization), you may enroll separately, or one of you can carry the other as a dependent. If you enroll separately, your deductibles and out-of-pocket amounts will be calculated individually. In addition, only one of you can carry dependent children. This is also true if your spouse/domestic partner is a current Dow employee.

Want to give others access to help you with your benefits? To allow another person to access information about your plan/benefits (e.g., authorizing a spouse to speak to the Retiree Service Center on your behalf), you must have an approved authorization on file. This approval allows the other person to receive information and speak to the Retiree Service Center; it does not grant them permission to actually make changes for you. A copy of the authorization form can be found at www.dowbenefits.com. You will need to submit the signed (and notarized) form to the following address:

Dow North America Benefits
PO Box 2169
Midland, MI 48641-9984

To permit another person to make decisions for you without the need for your approval (such as making benefit elections or enrollment decisions), you need to submit a Power of Attorney (POA) to Dow that describes the powers you wish to give. Reviewing and processing a POA requires a minimum of ten business days. If you need a POA in place for this year's annual enrollment, submit the POA for review as soon as reasonably possible to this address:

Core Legal Practices
Global Dow Center
2211 H.H. Dow Way
Midland, MI 48674
(email: fcorelp@dow.com | fax: **484-638-6670**)

Use your benefits wisely.



Take advantage of the available resources now and throughout the year.

Check out what each benefit partner has to offer and the tools you can use. Many providers also offer mobile apps that allow you to access tools and resources on the go. For other helpful information and resources, go to www.dowbenefits.com.

Aetna One® Advocate

MAP Plus Option 2 includes access to Aetna One® Advocate. It's a high-touch, high-tech premium experience that combines data with the expertise of highly-trained advocates. Aetna One® Advocate offers you:

- **Direct connection to a real person:** Access a dedicated team of individuals ready to help 24/7 through phone (**888-488-4488**), chat, email or text. Each time you call, you will connect with the same team of personal advocates.
- **Assistance with your health journey:** Aetna's personal advocates are there to answer your questions, help you navigate the health care system and make sure you get the care you need.

Dow Family Health Centers

Dow continues to look for ways to provide access to affordable health care for you and your family. The Dow Family Health Centers provide high-quality, low-cost care for Dow retirees and their family members enrolled in a Dow medical plan (excluding individuals who are eligible for Medicare). Currently, Dow Family Health Centers are located in Collegeville, Pennsylvania; Houston, Texas; Lake Jackson, Texas and Midland, Michigan.

The Dow Family Health Centers provide primary care (e.g., consultations and physical exams, preventive screenings, immunizations, etc.), specialist referrals, and more.

Healthy living resources

We believe in helping our retirees achieve and maintain optimal health. That's why we extend our focus on a culture of health to our retirees and families around the world. You are invited to participate in Dow's global health promotion activities and programs. This includes helpful tools, resources and programs that demonstrate Dow's commitment to the health and wellbeing of our entire Dow family.

Retiree discounts

Dow is a major supplier to many companies who have extended their discounts on their products to Dow retirees. Check out the great deals on electronics, cars and more!

Volunteer opportunities

We encourage all Dow retirees to become involved in their communities by lending their time, talent and expertise through volunteer efforts. Dow supports volunteer organizations such as: Big Brothers Big Sisters, Habitat for Humanity, United Way and more.

Want to know more?

Visit www.dowbenefits.com.



Consider life insurance extras.

Funeral planning and discounts (available through company-paid life insurance). Access to counselors and discounts on funeral services through Dignity Memorial. Visit finalwishesplanning.com or call **866-853-0954**.

Grief counseling (available through company and retiree-paid optional life insurance). Receive help dealing with any type of loss (up to five counseling sessions per event at no cost to you). Call **888-319-7819** or visit metlifegc.lifeworks.com (username: metlifeassist | password: support).

Will preparation service (available through retiree-paid optional life insurance). Offers assistance preparing or updating a standard will for little or no cost through MetLife Legal Plans. Call **800-821-6400** (group number 11700).

As a reminder, optional, dependent life and/or company-paid life insurance can be waived at any time. This is an irrevocable decision. The amount that Dow pays over \$50,000 of life insurance value is reported as taxable income to you. Also, Dow offers optional life insurance at below-market rates. If you have this coverage, the difference between the fair-market value and the amount you pay (when combined with company-paid life insurance) is reported as taxable income to you (if it exceeds \$50,000). In addition, Dow offers Dependent Life Insurance so that you are able to access coverage at below-market rates. If you have Spouse Dependent Life coverage, the difference between the fair-market value and the amount you pay is reported as taxable income to you.

Contact the Dow Retiree Service Center or refer to the Summary Plan Descriptions (SPDs) available on the Dow Benefits enrollment website and at www.dowbenefits.com for more details about your life insurance coverage.

Retirement Health Care Assistance Plan (RHCAP)

If you participated in the RHCAP while working at Dow, you can use it to help cover eligible Dow or non-Dow medical premiums (including premiums for stand-alone Medicare Part D plans) and Dow will match your funds dollar for dollar.

For additional information, go to www.dowbenefits.com or contact WageWorks Customer Service at **877-924-3967**.

How can you help keep health care costs in check? By making good choices.

This includes good choices for your health. Good choices when using your benefits. Good choices to manage your health risks.

What you do makes a real difference. Consider this:

- **Be a savvy shopper.** Find the best care options at the best price using tools available through your health plan.
- **Get virtual care anytime, anywhere.** Use telemedicine (if available through your health plan) such as Aetna's Teladoc. It's a lot like seeing a doctor in person except without the travel or wait time, since it is through your smartphone or computer. Plus, it is typically at a lower cost.
- **Receive the right care at the right place.** If you are experiencing a true emergency, don't hesitate. Go to the ER. But if it's not a true emergency, consider receiving care through less expensive options, such as urgent care or your primary care doctor. And remember to use in-network doctors and facilities – it will save you money.
- **Ask about generics.** Talk to your doctor about generic drugs. They're often just as effective, but much less expensive than the brand-name counterparts.
- **Be a champion of your health.** Staying on top of your health can help you avoid illness and injury. And a healthy lifestyle can help put you at your best.

These are some ideas to get you started – think about all you can do to make a difference for your overall wellbeing.

Legal notices

Your participation in Dow* medical coverage is subject to a number of legal requirements – on the part of both you and Dow. Some of these obligations are explained in further detail in this section. In particular, you are obligated to provide accurate and up-to-date information to Dow (see “Fraud against the plan.”) and you must comply with the applicable plan’s rules, including with regard to enrolling in coverage (see “Special mid-year enrollment provisions.” and “If you waive coverage prior to reaching age 65.”). In addition, Dow’s medical coverage must comply with various laws and provide you with various required notices. This section provides you with information about these legal obligations and requirements. Other legally-required documents and notices can be found on www.dowbenefits.com and in the Summary Plan Descriptions for the company’s health and welfare plans.

Fraud against the plan: You are responsible for the accuracy of the information you provide to Dow. You should check to make sure you are in compliance with the spouse/domestic partner of record and dependent eligibility rules of the applicable Summary Plan Description. Insurance fraud increases the cost of medical, dental, life and other benefits. If you file a statement or claim containing any false, intentionally incomplete or misleading information, or if you allow such a claim to be submitted on behalf of you or one of your dependents, or if you knowingly withhold relevant information from Dow, you will be responsible for the consequences. These consequences include, but are not limited to, (1) termination of coverage (either retroactively or prospectively), (2) reimbursement to the plan for payments made from the plan and all costs of collection such as attorneys’ fees, and/or (3) prohibiting you from enrolling in Dow benefits. The plan also may choose to pursue civil and/or criminal action, and Dow may terminate your employment.

Special mid-year enrollment provisions: If you decline to enroll in medical coverage for yourself or your dependents (including your spouse/domestic partner of record) because you have other health insurance coverage, you may in the future enroll yourself or your eligible dependents outside of the usual annual enrollment period if you or your dependent loses eligibility for the other coverage or the other employer ceases to make employer contributions for the other coverage. In order to have coverage, you or your eligible dependent must enroll within 90 days after the other coverage ends. However, if you or your dependent declined coverage because of other coverage provided through COBRA, you or your dependent must wait until the annual enrollment period or until the entire period of coverage available under the COBRA coverage has been exhausted. A failure to pay COBRA premiums is not a loss of such coverage. An individual need not elect COBRA coverage under another health plan in order to use these special enrollment provisions. Proof of eligibility is required within the 90-day period.

If you have a new dependent as a result of birth, adoption or placement for adoption, you may receive coverage for yourself and your new dependent if you enroll in coverage within 90 days after the birth, adoption or placement for adoption. Proof of eligibility is required within the 90-day period. The date of adoption or date of placement for adoption, whichever is earlier, will be the effective date of coverage.

To request special enrollment or obtain more information, contact the Plan Administrator at the address provided in the Summary Plan Description.

* Dow refers to the company and its subsidiaries that are authorized to participate in the benefit plans described in this guide.

If you waive coverage prior to reaching age 65: If you would like to re-enroll for coverage under a retiree medical plan sponsored by the company, you may do so during annual enrollment, and your enrollment will be subject to the following rules:

- You may enroll in company-sponsored coverage only if you meet the eligibility requirements.
- You may enroll in the MAP Plus Option 2 High Deductible Plan only if you are not eligible for Medicare.
- You may enroll in an HMO only if:
 - You were not eligible for Medicare and were covered under the MAP Plus Option 2 High Deductible Plan for the two preceding years; or
 - You submit proof at the time of enrollment of other health coverage provided through another employer or former employer, or proof of private individual coverage.

Grandfathered health plan: Dow believes that certain HMOs offered under company medical plans are “grandfathered health plans” under the Patient Protection and Affordable Care Act (PPACA), commonly referred to as federal health care reform. Contact the HMO directly or refer to the materials provided by your HMO if you want to know whether the HMO plan is grandfathered. Being a grandfathered health plan means that the plan may not include certain consumer protections of PPACA. Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Dow Retiree Service Center. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at **866-444-3272** or www.dol.gov/ebsa.

Women’s Health and Cancer Rights Act: The Women’s Health and Cancer Rights Act (WHCRA) of 1998 requires notice that certain reconstructive surgery after a mastectomy is covered to the extent required by law. While each Dow medical plan provided coverage for such surgery prior to

the enactment of this law and may continue to provide this coverage despite being a retiree-only plan, this paragraph provides notice of rights under the law. If a participant receives benefits covered under the plan in connection with a mastectomy and elects breast reconstruction, the plan will provide coverage for:

- All stages of reconstruction of the breast on which the mastectomy has been performed,
- Surgery and reconstruction of the other breast to produce a symmetrical appearance,
- Prostheses, and
- Treatment of physical complications of all stages of mastectomy, including lymphedemas.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under the plan. If you would like more information on WHCRA benefits, you may contact the Plan Administrator at the address or telephone number listed in the Summary Plan Description.

Children’s Health Insurance Program Reauthorization Act of 2009:

The Children’s Health Insurance Program Reauthorization Act – referred to as CHIP – was enacted on February 4, 2009. The purpose of CHIP is to provide funding for Children’s Health Insurance under Medicaid and State Children’s Health Programs. The Act provides special enrollment rights under the Health Insurance Portability and Accountability Act (HIPAA). You will be entitled to enter the company’s medical plans and/or disenroll from the company’s medical plans if you or a dependent are covered under Medicaid or a CHIP plan, and coverage is terminated as a result of the loss or gain of eligibility for Medicaid or CHIP coverage. You must request coverage no later than 60 days after the date eligibility is lost, or the date you or a dependent are determined to be eligible for Medicaid or a CHIP Plan.

Full CHIP details are available in the notice at:

<https://www.dol.gov/sites/dolgov/files/EBSA/laws-and-regulations/laws/chipra/model-notice.doc>

HIPAA Privacy Notice: You were previously provided with a copy of the HIPAA Privacy Notice. You may request a copy of this notice at any time by calling the Dow Retiree Service Center, or you can download a copy at www.dowbenefits.com.

Medicare Part D: Medicare-eligible retirees have the choice to enroll in a company-sponsored retiree medical plan (some of which are Medicare Part D plans) or a Medicare prescription drug (Part D) plan that is not sponsored by the company. When you become Medicare-eligible, if you enroll in Medicare Part D that is not sponsored by the company, you are not eligible to enroll in any retiree medical plan offered by the company. Company-approved Medicare Advantage HMOs and the Aetna Medicare Rx plan provide Medicare Part D prescription drug coverage that is as good as, or better than, the standard Medicare Part D coverage. See the Important Notice of Creditable Coverage, available at www.dowbenefits.com.

Enrolling in a private Medicare Part D plan may be a good choice if you:

- Are below 150 percent of the poverty level or if you are eligible for the Medicare low income subsidy (LIS),
- Don't have access to an employer-sponsored retiree medical plan (certain retirees are not eligible for company-sponsored coverage after they become eligible for Medicare), or
- Are covered as a dependent under your non-Dow spouse's medical plan.

Summary of Benefits and Coverage: A Summary of Benefits and Coverage (SBC) overview is available for each medical plan offered to pre-Medicare eligible retirees. The SBCs provide details on coverage using the standard format required under the Health Care Reform law. You may request a copy of the SBCs at any time by calling the Dow Retiree Service Center, or you can download them at www.dowbenefits.com.

Easy, online access to Dow retiree benefit details.

You can instantly access information in three simple steps:



1. Go to www.dowbenefits.com.



2. Click **"Retiree & Alumni."**



3. Select **"Learn More"** under Dow Benefits, Dow Corning Benefits, Rohm & Haas Benefits or Union Carbide Benefits.

The brief summaries of benefits in this guide provide only general information. You should refer to the plan document and Summary Plan Description of the applicable plan(s) for a more complete description of a plan's terms. If there is any conflict between (a) the information provided in this document and any oral or written representations made by anyone regarding a plan, and (b) the legal documents of a plan, including the plan document or Summary Plan Description for the applicable plan, the plan legal documents will govern. Dow reserves the right to amend, modify, and terminate the plan(s) described at any time in its sole discretion. The descriptions in this document are subject to change based on the terms of the plan(s) and applicable law.



Dow North America Benefits
Ben Branch Center
2511 East Patrick Road
Midland, MI 48674

PRESORTED
FIRST CLASS MAIL
US POSTAGE PAID
MIDLAND MI
PERMIT NO. 16

Pre-Medicare Retiree

Annual enrollment: Choose your benefits November 2 - 16, 2020.