

## Health and Insurance Benefits for Retiring Employees

### COBRA Coverage

You may extend your active employee medical and dental coverage under the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Generally, COBRA continuation coverage following your termination of employment lasts for up to 18 months. Approximately two weeks following separation, you will receive information regarding COBRA continuation coverage from Dow's COBRA administrator in a separate letter sent to your home address. You will have 60 days from the date that letter is provided to elect COBRA coverage, using the COBRA administrator's election form, and following the procedures specified on the election form. If you do not elect COBRA coverage within the 60-day election period, you will lose your right to elect COBRA continuation coverage.

If you elect COBRA continuation coverage, you must make your first payment to the COBRA administrator within 45 days after the date of your election. Thereafter, the COBRA administrator will bill you each month for your coverage.

COBRA rates can be found on [www.dowbenefits.com](http://www.dowbenefits.com). If you are eligible for retiree medical coverage, you may wish to compare the cost and coverage for retiree medical to the cost and coverage of COBRA. **Do not enroll for both retiree medical and COBRA continuation coverage at the same time.** If you elect COBRA continuation coverage, you will have the opportunity to enroll in retiree medical coverage after the COBRA continuation coverage is exhausted. **NOTE: Termination of COBRA continuation coverage is not considered a "change in status" or "life event" and does not qualify for a mid-year enrollment for retiree medical coverage. To enroll mid-year for retiree medical coverage, the COBRA Continuation period must first be fully exhausted. If you or your dependents do not fully exhaust the COBRA Continuation period, you must wait until the annual enrollment period to enroll in retiree medical coverage.**

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### Following Your Separation

You will receive a Benefits Enrollment Statement ("Statement"). This Statement will be sent to your personal email address, or a paper Statement will be mailed to your home address if you have not provided your personal email on the Dow U.S. Benefits Site. This Statement will provide health and insurance benefit options available to you, monthly premium costs, and instructions for enrollment. Your actual enrollment for health and insurance benefits will occur following separation and can be completed online on the Dow U.S. Benefits Site or you can call the Retiree Service Center at 800-344-0661, Option 2.

### Retiree Medical

If you are eligible for retiree medical coverage and do not elect COBRA, you must enroll in retiree medical coverage within 90 days after your separation date; otherwise, you will not have retiree medical coverage and will not be permitted to enroll until the next annual

enrollment period or qualified life event. If you elect COBRA, you should not enroll for retiree medical at the same time.

If you enroll within 31 days, coverage is retroactive to your separation date. If you enroll between 32 and 90 days, coverage is effective on the date of your enrollment.

**Please note, your premium as a retiree will be higher than the premium you paid as an active employee for the same medical plan. If you would like to view premium costs, a retiree medical premium calculator is available on [www.dowbenefits.com](http://www.dowbenefits.com) under Retiree & Alumni, choose your heritage company, Medical, Calculating Retiree Medical Premiums, then Retiree Medical Calculator.**

If you have questions regarding retiree medical or your eligibility, please contact the HR Service Center at 833-MYDOWHR (833-693-6947), Option 1. After your separation, you may contact the Retiree Service Center at 800-344-0661, Option 2.

**Health Care Flexible Spending Account (HCFSA) /Limited-use Flexible Spending Account (FSA)**

If you were contributing to a Health Care Flexible Spending Account (HCFSA) or Limited-use FSA, you may use money already deposited for expenses incurred for services rendered **prior to your separation date.**

If you have any questions on your HCFSA/Limited-use FSA please contact Inspira Customer Service at 844-729-3539, their hours are Monday-Friday 7 am to 7 pm CT and Saturday 9 am to 2pm CT.

**Dependent Care Flexible Spending Account (DCFSA)**

If you were contributing to a Dependent Care Flexible Spending Account (DCFSA), you may make a lump-sum deposit to your DCFSA to fulfill your annual election or may choose to suspend your account. In either case, you can use the amount in your DCFSA for expenses incurred during the entire calendar year. Please see the applicable SPD for deadline information for filing claims.

If you have any questions on your DCFSA please contact Inspira Customer Service at 844-729-3539, their hours are Monday-Friday 7 am to 7 pm CT and Saturday 9 am to 2pm CT.

**Health Savings Account (HSA)**

If you contributed to the HSA, your HSA always belongs to you, even if you leave Dow. HSA funds can remain with Fidelity and be used for future medical expenses. There is a monthly maintenance fee which will be deducted from your account.

If you have questions regarding your HSA please contact Fidelity at 800-544-3716.

### **Retirement Health Care Assistance Plan (RHCAP)**

If you are a participant in the RHCAP **and you are NOT eligible for retiree benefits** when you leave employment, your RHCAP account will be paid out as lump sum, up to a maximum of two times your current annual base salary. You will not receive any Company Match.

If you are a participant in the RHCAP **and you are a Retiree** when you leave employment, you can begin receiving reimbursements for your retiree medical premiums. You will receive a Company Match from Dow.

As an eligible RHCAP Retiree, you may make a reimbursement election on the Dow U.S. Benefits Site (<https://dowbenefits.ehr.com>). The reimbursement election options are:

- **Decline:** No auto-reimbursement of your medical premiums. Any manual claims you submit will be reimbursed at 100%.
- **50%:** Auto-reimbursement of your medical premiums at 50% monthly. Manual claims you submit will also be reimbursed at 50%.
- **100%:** Auto-reimbursement of your medical premiums at 100% monthly. Manual claims you submit will also be reimbursed at 100%.
- **No election:** No auto-reimbursement of your medical premiums. Any manual claims you submit will be reimbursed at 100%.

Via Benefits is the RHCAP administrator. With Via Benefits you can set up automatic or recurring reimbursements, use Express Reimbursement, or submit each reimbursement request manually.

To view your RHCAP account you can log on to [viabenefitsaccounts.com](http://viabenefitsaccounts.com) If you have questions regarding your RHCAP, contact Via Benefits at 800-953-5395 (TTY: 711).

### **Dental**

You may access an individually-paid Dental Access Only plan administered by Delta Dental. This plan is managed by Delta Dental and you will pay Delta Dental directly.

For more information, visit the Delta Dental website at [www.mysmilecoverage.com](http://www.mysmilecoverage.com) and provide the requested information to see what coverage is available to you. You can also call Delta Dental at 800-971-4108.

### **Company Paid Retiree Life Insurance**

If you are eligible for Rohm and Haas retiree life insurance, you will be automatically enrolled for this non-contributory coverage. No action is needed from you.

If you are eligible for Dow or UCC retiree life insurance, you will be automatically enrolled in the default options of Pre-65 Company-Paid Retiree Life. If you elect or are defaulted to contributory coverage for Post-65 Company-Paid Retiree Life, you will be charged premiums. Starting at age 65, you may decrease your coverage by switching from contributory to non-contributory coverage at a later date. However, you will not be permitted to upgrade your coverage from non-contributory to contributory, even with a statement of health form.

### **Employee Paid Life Insurance**

If you have questions regarding any of the retiree life insurance options or eligibility, please contact the HR Service Center at 833-MYDOWHR (833-693-6947), Option 1. After your separation, you may contact the Retiree Service Center at 800-344-0661, Option 2.

**Please make sure your beneficiary information is accurate on [www.metlife.com](http://www.metlife.com).**

### **Insurance Conversion/Portability**

Please note that you have the right to port and/or convert the insurance coverage you may be losing upon separation from the Company if you are not eligible for Retiree life:

Portability allows you to continue lost coverage under a separate group policy on a direct bill basis with Metropolitan Life Insurance Company (MetLife). Conversion allows you to purchase a private non-term policy with an independent agent for the amount of coverage that is being lost. Statement of health is not required to port or convert your coverage, but you may receive lower rates by providing proof of good health.

You must initiate your conversion or portability options within 31 days of the date your coverage is decreased or terminated. For your convenience, MetLife will be sending you the appropriate forms for review. MetLife has an exclusive arrangement for financial professionals from Barnum Financial Group to offer you advice on the best option for you. You may receive a call from a local, specially trained Barnum Financial Group financial professional who can answer any questions you may have or possibly identify other lower-cost alternatives. If you do not receive the forms or an outreach call within approximately two weeks after your coverage has decreased or terminated, contact the Retiree Service Center at 800-344-0661, Option 2 for further assistance.

### **Legal Plan**

If you are enrolled in the MetLife Group Legal plan, you have the option to port your coverage to an individual legal plan. To enroll in or learn more about an individual legal plan visit [MetLife.com/individual-legal-plans](http://MetLife.com/individual-legal-plans) or call (833) 214-4175.

### **Voluntary Group Accident Insurance (VGA)**

If you or your spouse/domestic partner of record are enrolled in VGA, you have the option to convert the accidental death and dismemberment portion of your accident insurance to an individual policy if you are under age 70. This conversion privilege applies to accidental death and dismemberment (AD&D) coverage only (no coverage for severe burns, paralysis, etc.). The converted insurance must be between \$100,000 and \$500,000, but cannot exceed the amount of VGA insurance in force at the time you leave the Company unless your coverage at that time is less than \$100,000. In this case, you must increase your coverage to \$100,000 to convert it. If you are eligible and would like to convert the accidental death and dismemberment portion of your VGA insurance, you should call the HR Service Center for an application. The completed application should be returned directly to Reuben Warner Associates at the address indicated on the form. Reuben Warner must receive your completed application and premium within 31

days following your separation date, or you will not be able to convert your VGA coverage.

If you have any questions, please contact Reuben Warner Associates directly at (800) 421-3005.

### **Long-Term Disability (LTD), Business Travel Accident/Occupational Accident Insurance (BTA/OAI) and the Legal Plan**

Long-Term Disability (LTD), Business Travel Accident/Occupational Accident Insurance (BTA/OAI) will end on your last day of employment. You do not have the option to convert these benefits to another policy. If you have filed an LTD claim or are considering it, note that you may not receive both LTD benefits and pension benefit payments. *If you elect to receive your pension benefit, you are not eligible for LTD benefits.* If you are already receiving LTD benefits and later elect to start pension benefit payments, your LTD benefits will stop on the date your pension benefit commences.

### **Employee Stock Purchase Plan (ESPP)**

The treatment of your ESPP shares is based on your separation date from the company.

- If you retire or resign from the company **during the Offering Period**, you will also be terminated from the plan. Contributions to date will be returned in cash via payroll.
- If you retiree or resign from the Company **following the purchase of shares**, your shares are still required to remain in your Stock Plan until you sell your shares.

If you have any questions, please contact Fidelity (800-544-9354).

### **Summary Plan Descriptions**

If you have a question about your benefit plans, you should become familiar with the Summary Plan Descriptions (SPDs). The SPDs are important documents that summarize your benefits, describe how they work, and provide you with their terms and conditions. If you would like to review any of these SPDs or have a hard copied mailed to you free of charge prior to your separation date, please contact the HR Service Center at 833-MYDOWHR (833-693-6947), Option 1. After your separation, you may contact the Retiree Service Center at 800-344-0661, Option 2.

Get connected! Complete an electronic sign-up form to receive the DowFriends newsletter electronically and receive periodic Dow news and information by email. Visit [www.dowbenefits.com](http://www.dowbenefits.com) → Retirees & Alumni → Get Connected-

**If you have questions prior to your separation date, please contact the HR Service Center at 833-MYDOWHR (833-693-6947), Option 1. After your separation, you may contact the Retiree Service Center at 800-344-0661, Option 2.**

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**REFERENCE INFORMATION**

| <b>If you have questions...</b>           | <b>Contact...</b>   |
|---|---|
| Prior to your separation date:            | HR Service Center<br>(833) 693-6947, Option 1   |
| After your separation date:               | Retiree Service Center<br>800-344-0661, Option 2  |
| EAP                                       | (855) 629-0554<br>www.springhealth/support  |
| Benefits Website                          | Health and insurance information <a href="https://dowbenefits.ehr.com">https://dowbenefits.ehr.com</a><br>Pension Modeler (only available while an employee)<br>Site to enroll in retiree benefits  |
| Delta Dental                              | Delta Dental Customer Service Center<br>800-971-4108 <a href="http://www.deltadentalmi.com">www.deltadentalmi.com</a>   |
| Fidelity                                  | <a href="http://www.netbenefits.com/Dow">www.netbenefits.com/Dow</a>  |
| Life Insurance                            | Update or view the beneficiary information you registered online with MetLife at <a href="http://www.metlife.com/MyBenefits">http://www.metlife.com/MyBenefits</a> . If you do not receive port and/or conversion forms or an outreach call within approximately two weeks after your coverage has decreased or terminated, contact the Retiree Service Center at 800-344-0661, Option 2. |
| Stock Options / Deferred Stock            | Morgan Stanley Smith Barney<br>1-866-369-7851 <a href="http://www.benefitaccess.com">www.benefitaccess.com</a>  |
| Summary Plan Descriptions                 | <a href="http://www.dowbenefits.com">www.dowbenefits.com</a>  |
| Employee Stock Purchase Plan              | Fidelity 1-800-544-9354   |
| Unemployment Benefits                     | Eligibility varies by state.<br>Contact your state unemployment office for information.   |
| Voluntary Group Accident Insurance        | Reuben Warner Associates, Inc<br>(800) 421-3005   |
| Work Life Information & Referral Services | LifeCare<br>1-800-7DOWDOW (Option #4) <a href="http://www.lifecare.com">www.lifecare.com</a>  |