Estimate Your Pension Online

The Pension Retirement Modeling Tool is now on the Dow Benefits website. It’s designed to help you with retirement planning – allowing you to model your future estimated retirement benefits using different scenarios.

At Dow, we are committed to making our company a great place to work. Dow provides employees with benefits and rewards that enable them to grow and develop professionally, enhance their quality of life, and prepare for their financial future. The focus of this guide is to explain the Pension Retirement Modeling Tool, which you can use to help plan for your retirement. With a simple click of a mouse, you can:

- Immediately see an estimate of your pension benefit at age 65.
- Model your pension benefit at various ages and retirement dates.
- Select different retirement scenarios as well as look at how your pension benefit plus your 401(k) Plan balance and other retirement savings can grow.
- Compare your estimated benefits and savings to estimated expenses in retirement.
- Link to additional retirement information.

To get a full picture of your estimated retirement income, you will need the following information:
- Your 401(k) Plan balance available on the Fidelity NetBenefits website (www.netbenefits.com/dow)
- Your estimated Social Security benefit, or the Modeling Tool will estimate it for you
- Other savings, such as a spouse’s 401(k) Plan or savings account balance
- Other income you have allocated for retirement (such as an IRA or pension from another employer)

Dow Benefits Website Access

You can access the tool from work or home on the Dow Benefits website. Access to the site is available through My HR Connection under Benefits (with no user ID or unique password required) — or you can log in at https://dowbenefits.ehr.com (enter your user ID without the U and password you chose for the site).

First-Time Access From Home Computer

The first time you use the Dow Benefits website from home (by going directly to https://dowbenefits.ehr.com), you will need to create a password. The secure password you create must meet specific criteria. This includes being at least six characters long and containing at least one lowercase and uppercase character, and a number. Click the Create or reset your password link for more information and refer to the online instructions.

Available 24/7

The Pension Retirement Modeling Tool is available any time, day or night, seven days a week, 365 days a year.

It’s Secure

Only you can access your data with your user ID and password. When you move from the Pension Retirement Modeling Tool site to other Dow websites, your personal information remains secure. If you print your information on a shared printer, be sure to retrieve it promptly.
Navigate the Dow Benefits Website

On the Dow Benefits website Home Page, you will see:

A. **Personal Data**: Shows your name, birth date and address.

B. **Information Center**: Contains links to Dow benefit plan information and retirement planning financial basics.

C. **Tools and Estimators**: Features links to the Pension Retirement Modeling Tool and other benefit plan tools.

D. **Contact Us**: Provides phone number and email address for where to go with questions.

E. **Alerts and Quick Links**: Alerts you to information you need to know.

F. **Your Financial Future**: Displays your Annual Retirement Income at age 65; enables you to view assumptions used to model your retirement income and access the Pension Retirement Modeling Tool.
Access the Pension Retirement Modeling Tool

Access the Pension Retirement Modeling Tool and estimate your pension benefit, using one of the options below (see Screenshot 1):

- **Option 1:** From the **Tools & Estimators** box at the bottom of the Home Page, click on the **Pension Retirement Modeling Tool** link.

- **Option 2:** From the **Your Financial Future** box on the right side of the Home Page, go to **Click here to model your retirement income.**

**Screenshot 1**
Obtain Your Pension Estimate

The Pension Retirement Modeling Tool is pre-populated to provide your estimated pension benefit at age 65.

Once you click on one of the links from the Home Page, you can easily print your pension benefit estimate at age 65. Click on the link directly below the Dow Diamond for a printer-friendly format (see Screenshot 2).

A pop-up window will appear and you can select **File** and then **Print** from the top menu bar. When you are done, click the ✗ in the top right corner to close the pop-up window.

Screenshot 2
Model Your Retirement Benefit

Since each individual is unique (e.g., I want to retire before age 65, yet not start my benefit until age 65) and has different retirement income needs, the tool allows you to compare different scenarios by changing the assumptions listed and by considering other sources of retirement income.

Let's look at how you can model various scenarios using different assumptions. If any of the terms are unfamiliar, click on the drop down menu under the Definitions box on the right side of the screen.

Change Assumptions

Next to the Retirement Income Graph (see circled items in Screenshot 3), you will see links that enable you to change assumptions. For example, if you select:

- **Annual Pension Income** – Compare different retirement and commencement dates, as well as different pay increase assumptions.
- **Economic Assumptions** – Choose various rates of inflation and change the rate of return on your 401(k). Or to reflect how pessimistic or optimistic you feel about the economy, simply slide the bar rather than enter the assumptions.
- **Savings Assumptions** – Consider when you want to start withdrawing from your 401(k) and whether you want the payments to supplement your total income needs.

After entering your assumptions, click on the appropriate button at the bottom of the pop-up window to continue.

Screenshot 3
Take a Closer Look at Your Pension Benefit

Click the **Annual Pension Income** link and you will see the following screen (see Screenshot 4) with space for estimating up to three scenarios.

If you want to compare different scenarios, click **Change My Assumptions** at the bottom of this screen.

Screenshot 4
Take a Closer Look at Your Pension Benefit (cont.)

To calculate a scenario, check the **Calculate this scenario** box at the top of each of the columns you wish to calculate (see Screenshot 5). Then use the drop down menus to indicate when you plan on leaving the company, when you intend to begin your benefit and anticipated annual pay rate increases for each scenario you are calculating.

Click **Next**, which will return you to the first **Pension Benefit Estimator** screen. You now will see calculation results in the columns for **Scenarios 2 and 3**, if applicable (see Screenshot 6 on the next page).

Screenshot 5
Take a Closer Look at Your Pension Benefit (cont.)

If you want to include one of these pension benefit scenarios in the Total Retirement Modeler, use the radio button ( ) to **Select a scenario** and then click the **Finish** button. The **Retirement Income Graph** will adjust to reflect your selected scenario.

**Tip:** If you want to print this information, it is available in a printer-friendly format on the next screen after you click on **Finish**. Click on the link after the **Total Retirement Modeler** (see Screenshot 7 on the next page) under the Dow Diamond and see details for each of the scenarios you calculated using the Pension Benefit Estimator in Screenshot 6. A pop-up window will appear, and you can select **File** and then **Print** from the top menu bar. When you are done, click the **X** in the top right corner to close the pop-up window.

**Screenshot 6**
Take a Closer Look at Your Pension Benefit (cont.)

If you wish to save your scenario, enter a name in the New Saved Scenario Name at the top of the page (e.g., "Commence Immediately at 60" or "Terminate 55 Start Pension 65"). If you wish to view a previously saved scenario, go to Selected Scenario and choose the name from the drop down menu in Screenshot 7.

Screenshot 7

Estimating Your Other Income Sources

You also can add other income sources (see Screenshot 7), such as:

- **Savings Balances at Retirement**: Company 401(k) Plan and Other Savings
- **Other Annual Retirement Income**: Social Security (annual) and other income (annuities, pension from another employer, etc.)
Determine What You Need to Retire

The modeler can help you determine how much income you need to retire. If you click on the Expenses link (shown near the bottom of Screenshot 7), you will be directed to a new screen (Screenshot 8) where you can choose a percentage of your pay to represent your expenses in retirement. This is commonly referred to as replacement income and is defaulted to 80 percent. You may need more or less depending on your personal plans for retirement. You also can estimate what your housing, food, transportation and other costs might be in retirement or use the defaults that are based on the United States Department of Labor Statistics that are provided.

Screenshot 8
Fill the Gap

If your projected expenses are greater than your estimated retirement income, check out **Closing the Income and Expense Gap**. Here you will find additional information on steps you can take to fill the gap between your expected expenses and income in retirement (see Screenshot 9).

**Screenshot 9**
Frequently Asked Questions

Q. What if I want to retire?
A. If you are planning to retire, call the Dow HR Service Center at 877-623-8079 or 989-638-8757 – or send an email to HR@dow.com. Hours for the Dow HR Service Center are Monday – Thursday from 8 a.m. – 6 p.m. Eastern Time and Friday from 8 a.m. – 5 p.m. Eastern Time.

Be sure to access the I Am Nearing Retirement and Retirement Planning information available on MyHR Connection. From the Dow Benefits website Home Page you also can click on the Resources link located at the top of your screen. From the Resources menu you can click on the Retirement Planning Resources link and select from among a variety of website links with retirement information.

Q. Under Other Savings I entered a current balance, yet I am not seeing the value grow over time. What should I do?
A. Check to be sure you have entered your economic assumptions correctly on the main Modeler screen. Your current balance will be projected based on the economic assumptions entered on the main Modeler screen [estimated annual rate of inflation, expected annual rate of return before retirement (Pre-Retirement Interest) and expected rate of return after retirement (Post-Retirement Interest)]. In addition, the balance increases each year by the Annual Contribution Amount [if applicable, shown in the Company 401(k) pop-up window] until your assumed termination age.

Q. How do I return to the original default assumptions?
A. To view the original pre-populated default assumptions, log out of the Dow Benefits website and then log on again.

Q. What if my personal data is not correct?
A. If your personal data is incorrect, you can contact the Dow HR Service Center via email at HR@dow.com – or call 877-623-8079 or 989-638-8757. Hours for the Dow HR Service Center are Monday – Thursday from 8 a.m. – 6 p.m. Eastern Time and Friday from 8 a.m. – 5 p.m. Eastern Time.

Q. How do I know what values to enter for inflation and interest rates?
A. You can model a wide range of percentages for inflation and interest rates in the Pension Retirement Modeling Tool if you click on the Economic Assumptions link on the right side of your screen. You also can use the slide bar to adjust rates based on whether you are optimistic or pessimistic toward inflation and market rates of return. Sliding the bar to the pessimistic range assumes a higher inflation rate and lower market rates of return; a movement to the right toward the optimistic range assumes a lower inflation rate and higher market rates of return. Of course, the rates of return available will depend on the behavior of the markets and how your money is invested. Please consult your financial or tax advisor.

Q. Where do I enter a 401(k) account balance amount?
A. Once you access the Pension Retirement Modeling Tool, click on the Other Savings link located in the Savings Balances at Retirement section on the bottom right of your screen. A pop-up window will appear, and you can enter a 401(k) account balance in the current balance box.
Frequently Asked Questions

Q. How do I know what value to enter for Social Security?
A. Visit the Social Security website at www.ssa.gov/estimator and estimate your retirement benefits.

Q. Am I able to model the Pension Purchase Option (PPO) in the Pension Retirement Modeling Tool?
A. Interest rates needed to calculate the PPO can vary from year-to-year and are not predictable. Therefore, if your pension plan offers a PPO option, it will only be displayed for scenarios where the required interest rates are known for the year you select to commence your benefit (which is when the PPO transfer would occur). Generally, interest rates are known for the current calendar year, and become available for the next calendar year around October or November.

Q. What information is provided in the “Your Financial Future” pie chart and how often is this information updated?
A. The pie chart shows a snapshot of your pension and Social Security benefits calculated as of the day you are visiting the site. It assumes your benefit will not increase and your payments will start when you turn age 65, or immediately, if you are over age 65.

Q. Where do I go for more information?
A. If you have additional questions about your retirement benefits, please review the information available on the Dow Benefits website, as well as the I Am Nearing Retirement and Retirement Planning information available on MyHR Connection. You also can send an email to the Dow HR Service Center at HR@dow.com – or call 877-623-8079 or 989-638-8757. Hours for the Dow HR Service Center are Monday – Thursday from 8 a.m. – 6 p.m. Eastern Time and Friday from 8 a.m. – 5 p.m. Eastern Time.
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The brief summaries of benefits in this communication are not intended to be complete descriptions of each of the respective benefit plans. If there are discrepancies between (a) information in this communication and any oral or written representations made by anyone regarding a plan and (b) the Summary Plan Descriptions (SPD) and other legal documents of any of the plans, the Summary Plan Descriptions (SPD) and other legal documents will govern. Dow reserves the right to amend, modify, and terminate the plans described in this communication at any time in its sole discretion.

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Questions?
Go to the Resources link, found in the top, right-hand corner of the Dow Benefits website home page, for links to a list of frequently asked questions, summary plan descriptions and other helpful information.

You can also contact the Dow HR Service Center.

Dow HR Service Center
877-623-8079 or 989-638-8757
Email | HR@dow.com

Hours of Operation
Monday to Thursday | 8 a.m. – 6 p.m. Eastern Time
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