Helping You Thrive

The most important element in our Company’s success is you, the Human Element. This is why we offer a market competitive total rewards package to help you thrive personally as we work together every day to create solutions to the world’s most pressing problems. Keep reading to learn about your benefit choices for 2016.

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Easy Access to Information, Tools and Enrollment

There are a variety of resources available to help you consider your needs, evaluate your choices and make the best benefit decisions for 2016 — as well as get the most out of your Dow benefits throughout the year.

**Dow Benefits Website** — The place to make your benefit elections for 2016, with access to information, tools and modelers to help you choose the right options for you and your family. Connect directly from My HR Connection>My Personal Data>My Benefits, or log in at https://dowbenefits.ehr.com.


**Dow Family Health Website** — Provides a wealth of helpful benefits information that demonstrates Dow’s commitment to your health and well-being. It’s also where you’ll find Summary Plan Descriptions (SPDs), required notices and other detailed benefits information. Go to www.dowfamilyhealth.com.

**Health Plan Tools and Resources** — Available directly through the plan carriers for most Dow medical options (e.g., Aetna Cost and Quality Tool, Doc Find). Many also offer mobile apps that allow you to access tools and resources on the go.

**What can the Health Savings Account (HSA) do for you?**
Check out these videos to learn how the HSA works and the value it can provide:

- **How does the HSA work?**
  Learn how the HSA works hand-in-hand with the MAP Plus Option 2 High Deductible plan.

- **What are the benefits of an HSA?**
  See how you can give yourself a tax break with the HSA — and save for your future too!

Scan the codes to view the videos now on your smartphone — or access them through the Benefits Decision Guide.

Other videos are available through the Benefits Decision Guide.
Updates for 2016

2016 Medical Premiums
Updated premiums reflect overall trends in costs and claims, which continue to increase. Dow continues to look for ways to keep increases to a minimum. You can do your part by making an effort to be healthy, manage your risks and use your benefits wisely. You can view the rates that apply for 2016 through the Dow Benefits website when enrollment begins.

HealthPlus HMO No Longer Offered
This plan has low enrollment and cost increases that are not sustainable. If you are currently in the HealthPlus HMO, explore the other plan options available to you. If you do not choose another option, you will automatically be enrolled in MAP Plus Option 1.

The Dow Family Health Center in Lake Jackson, TX
The Dow Family Health Center will be opening in Lake Jackson and will offer high quality, low cost care for those enrolled in a Dow medical plan. If you are in the area and need care, consider using the facility.

Prescription Drug Updates (Under the MAP Plus Options)

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<tr>
<th>Certain Compound Drugs No Longer Covered</th>
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<td>Some compound medicines may contain bulk powder chemicals that have not been approved by the U.S. Food and Drug Administration (FDA). Dow medical plans only cover FDA-approved drugs. Therefore, effective January 1, 2016, coverage for bulk powder chemical components of a compound medicine will no longer be available. Only FDA-approved components will be covered. Individuals who are impacted will be notified by Aetna and should talk with their physicians about other options.</td>
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<tr>
<th>Limitations on Erectile Dysfunction (ED) Drugs</th>
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<tr>
<td>Coverage for ED medications is being updated to limit the number of pills to eight every 30 days.</td>
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<tr>
<th>New Pharmacy Management Programs Apply for Certain Drugs</th>
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<tr>
<td>The following programs ensure safety and quality, as well as cost-effective prescription drug use:</td>
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<tr>
<td>- <strong>Precertification:</strong> You may be required to obtain authorization from Aetna for certain high-cost prescriptions to ensure they are clinically appropriate and that no other medications are available that may be more suitable for treating your condition.</td>
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<tr>
<td>- <strong>Step therapy:</strong> Step therapy is a program designed to help people with certain health conditions save money by using the most cost-effective maintenance medications. It requires that individuals first try a front-line drug (e.g., a generic or sometimes lower-cost brand drug) to treat their medical condition. Then, based on a doctor’s review, they may move to a back-up drug if necessary (e.g., an expensive brand-name drug). Back-up drugs are generally appropriate for only a small number of patients. If you fill a prescription that requires step therapy but do not follow the process, you may have to pay the full cost for your medication.</td>
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<tr>
<td>Contact Aetna directly for additional details and the list of drugs that require precertification and step therapy.</td>
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**New Vision Coverage with VSP**

The new VSP vision care option offers coverage for an eye exam and eyewear (e.g., frames, lenses, etc.), as well as other discounts and savings. Additional details about coverage are in the Benefits Decision Guide. If you would like to enroll, you can sign-up for coverage through the Dow Benefits Website. Keep in mind that coverage for an eye exam continues to be available through Dow medical plans if you choose not to enroll in the new VSP vision care option.

**Did you know? You can save money by choosing generic drugs.** Generics have the same active ingredients, dosage, safety, strength, quality, performance characteristics and intended use as their brand-name versions. The FDA says generic drugs are as safe and effective as their brand-name versions. If you choose to fill a brand drug when a generic is available, you will pay more out of pocket. You will be responsible for the difference in cost between the brand drug and the generic, in addition to the brand drug coinsurance (after the deductible).

**Updated MAP Plus Option 1 Out-of-Pocket Maximums**

The out-of-pocket maximums under MAP Plus Option 1 are being adjusted to align with Affordable Care Act (ACA) regulations. In 2016, your eligible in-network expenses will be covered in full for the rest of the year if your out-of-pocket costs reach the maximum amounts below:

- Individual: 4% of salary up to $6,850
- Family: 8% of salary up to $13,700

**Increased Health Savings Account (HSA) IRS Limit**

The maximum contribution for family coverage is increasing by $100 to $6,750. Other Internal Revenue Service (IRS) contribution limits remain the same. See the Benefits Decision Guide to learn more about the HSA and eligibility.

**Retiree Medical Eligibility**

If you leave Dow before you meet the retiree medical service requirements, you will not be eligible for retiree medical even if you resume employment with Dow at a later date.

**Increased Health Care Reimbursement Account Limit**

The maximum contribution is increasing by $50 to $2,550. This increase also applies to the Limited-use Flexible Spending Account (FSA).

**Life Insurance Updates**

- When you leave employment with Dow on or after January 1, 2016, broadened Portability features will allow opportunities for you and your dependents to continue your current coverage through a separate group policy with MetLife. You will continue to have the right to convert to an individual whole life policy if your group coverage ends or reduces. You have 31 days from the date your employment ends to apply for these options.

- Grief counseling that provides help dealing with any type of loss is available to all employees who have company-paid life insurance coverage. You, your dependents and beneficiaries are eligible for up to five counseling sessions per event, at no cost to you. Licensed, professional counselors can provide confidential support either in person or by phone. Call 855-609-9989 (24/7 toll-free number), or log onto https://griefcounseling.harrisrothenberg.net (username: MetLife | password: grief).

- Except as otherwise required by certain states, employee-paid and/or dependent life insurance (including any increase) will not be paid if death is caused by suicide within two years of the effective date.

Note: All updates are effective January 1, 2016 unless stated otherwise.
Choose Your 2016 Benefits
November 4 – 20, 2015

Starting November 4, 2015, visit the Dow Benefits website to make your elections for 2016. Watch for an email on or around November 4 with additional enrollment information.

If you are happy with your current benefit choices, most will continue automatically in 2016 (if available). Keep in mind:

- New elections are required each year for the Reimbursement/Flexible Spending Accounts (FSAs).

- Spouse/Domestic Partner Insurance Verification is required for all Dow medical plans each year regardless of whether you change coverage. You must complete the verification (available through the Dow Benefits website) in order for your Spouse/Domestic Partner to have access to coverage.

- There is a new vision care option to consider this year (see page 4).

Be sure to review and update your dependents and beneficiaries through the Dow Benefits website.

Reminder: The Retirement Health Care Assistance Plan (RHCAP) can help eligible employees pay for medical premiums in retirement. Keep in mind that it’s only available if you joined Dow before January 1, 2010 — and is not available to heritage Rohm and Haas employees. If you’re eligible, you can make after-tax contributions (from $10 to $180 per month) while you are working. After you retire from Dow, you can use funds from the RHCAP 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. You can learn more about the RHCAP in the Benefits Decision Guide.

Affordable Care Act Reporting

Dow will be complying with new reporting requirements under the Affordable Care Act that begin January 2016 for the 2015 tax year. In order to comply, Dow must provide detailed information to the IRS for the medical coverage offered to all employees who work at least 30 hours per week, their spouses and dependents. The IRS uses this information in determining whether tax credits or penalties may apply. All employees who work at least 30 hours per week will receive an IRS form in January which is needed in completing IRS Form 1040 for 2015.
Make Your Benefit Choices for 2016: November 4 – 20, 2015

Visit the Dow Benefits website beginning November 4, 2015. Connect directly from My HR Connection>My Personal Data>My Benefits, or log in at https://dowbenefits.ehr.com. Scan this code to access the site on your mobile device now.

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:

Email
Access the Dow Benefits website – Click on Message Center

Phone
877-623-8079 (Monday – Friday, 8 a.m. – 6 p.m. Eastern Time)

“Dow” refers to The Dow Chemical Company and its subsidiaries that are authorized to participate in the benefit plans described in this guide.

The brief summaries of benefits in this communication 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) information in this communication 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. The Dow Chemical Company reserves the right to amend, modify, and terminate the plan(s) described in this communication at any time in its sole discretion. The foregoing descriptions are subject to change based on the terms of the plan(s) and applicable law.

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