Live a Healthy and Vibrant Life

Your Dow retiree benefits support you in living a healthy and vibrant life. They provide important coverage and financial protection, as well as access to resources that can help you achieve your personal health and wellbeing goals.

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KNOW: Get to know your retiree benefits

Review your benefits and updates for 2019. Your choices remain the same, with only minor updates to consider.

Updates for 2019

Great News – No Rate Increases to Dow Plans for Medicare Retirees

Dow shares the costs for medical coverage with you. When costs go up, so does the amount you pay either through increases in premiums or changes to plan features such as deductibles and co-pays. For 2019, there’s great news — healthy behaviors, appropriate use of services and prescriptions, and a general trend toward an overall healthier Dow retiree population are helping to keep medical costs in check. As a result, there are no increases in Medicare retiree medical premiums.

What you do makes a difference:
- Take steps to maintain a healthy lifestyle
- Make good choices when using your benefits
- Manage your health risks

In addition to resources offered through your health plan, take advantage of the other well-being programs and tools available to you as a Dow retiree (see www.dowfriends.com).

Note: The overall claims experience within the retiree population and expected medical expenses going forward directly affect what you pay for coverage. Overall costs previously reached caps (which were set over 20 years ago), limiting the amount Dow pays towards retiree coverage. This means any increases in plan costs add to the monthly contributions required for coverage.

Know, Choose, Use

Get to know the options available, choose what’s best for you during enrollment and as you use your benefits, make the most of them throughout the year.

Consider Your Medical Choices

You have several options that cover medical services and prescriptions, including a Medicare Advantage PPO and Health Maintenance Organizations (HMOs) in some locations. Consider all your options during annual enrollment and choose the best plan that best fits your needs.

Adjusted MAP Plus Option 1 Out-of-Pocket Maximums

Adjusted out-of-pocket maximums under MAP Plus Option 1 that align with Affordable Care Act (ACA) regulations take affect January 1, 2019. If your out-of-pocket medical costs reach the maximum amounts below in 2019, you will no longer have to pay out-of-pocket costs for eligible in-network services for the rest of the year.

- Individual (medical): 4% of last active base salary up to $4,800
- Family (medical): 8% of last active base salary up to $9,550

Note: Separate prescription drug out-of-pocket maximums apply.
Life Insurance

The Life Insurance Benefit offers financial assistance in the event of your or your dependent’s death. Contributory, dependent life and/or company-paid life insurance can be waived at any time by contacting the Dow Retiree Service Center, but this decision is irrevocable.

Your coverage includes these additional 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](http://finalwishesplanning.com) or call 866-853-0954.

- **Grief counseling** (available through company paid 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](http://metlifegc.lifeworks.com) (username: metlifeassist | password: support).

Contact the Dow Retiree Service Center or refer to the Summary Plan Descriptions available on the Dow Benefits website and on [www.dowfriends.com](http://www.dowfriends.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. Under current law, you will pay no tax on the money you use from your RHCAP account or on the company match to reimburse eligible medical premiums. If you purchase medical coverage outside the U.S., you may not use your RHCAP account to reimburse your medical premiums for non-U.S. coverage. See the Summary Plan Description (SPD) for additional information available at [www.dowfriends.com](http://www.dowfriends.com) or by contacting the Dow Retiree Service Center at 800-344-0661.

Learn About Your Options

Use these resources:

- **Benefit Enrollment Statement**: Shows your contribution amounts and automatic coverage for 2019 if you don’t enroll. It will arrive in late October via mail or electronically (if you previously provided your email address).

- **Dow Benefits website**: Includes information, tools and modelers to help you choose your benefits. Go to [https://dowbenefits.ehr.com](https://dowbenefits.ehr.com).

- **Dow Friends**: Provides general information about retirees benefits, programs and resources. Visit [www.dowfriends.com](http://www.dowfriends.com).
**CHOOSE: During enrollment, choose what’s best for you**

Take the time to look at all your medical options, considering your health status, preferences and overall needs.

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**Choose Your Benefits: November 1 – 16, 2018**

When you are ready to make your choices, access 2019 enrollment in two easy steps:

**Step 1:** Log in at [https://dowbenefits.ehr.com](https://dowbenefits.ehr.com) using your Dow ID shown on your Benefits Enrollment Statement and the password you previously established. If you are using the site for the first time, you will need to create a new password.

**Step 2:** Once you’re on the Dow Benefits website, click on the “2019 Annual Enrollment is Open Now” link and follow the online instructions. On the Dow Benefits website you can:

- Compare benefit coverage and costs
- Get your benefit questions answered
- Choose the best coverage for you and your family

Remember to review and update your dependents (who receive coverage under your plan) and beneficiaries (who receive a benefit in the event of your death) as needed through the Dow Benefits website. Dependent proof documentation is required for any new dependents added to coverage.

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**Stay Connected Any Time**

If you are interested in receiving your Benefits Enrollment Statements and other information from Dow electronically, visit the Dow Benefits website at [https://dowbenefits.ehr.com](https://dowbenefits.ehr.com) and provide your email address.

**Need Help or Don’t Have Access to a Computer?**

After you receive your Benefits Enrollment Statement via mail or electronically in late October, call the Dow Retiree Service Center at **800-344-0661** for assistance, including requests for paper copies of online materials.
Don’t Forget

If your Spouse/Domestic Partner is also a Dow retiree (or employee) make sure you don’t enroll for coverage twice. If you and your Spouse/Domestic Partner are both retired from Dow (including legacy Dow Corning, Rohm and Haas, UCC, etc.), you may enroll separately for medical benefits or one of you may enroll and carry the other as a dependent. If you each enroll separately, your deductibles and out-of-pocket amounts will be calculated separately. This is also true if your Spouse/Domestic Partner is a current Dow employee. Only one of you can cover dependent children if you enroll separately.

IMPORTANT! To cover a Spouse/Domestic Partner who is not yet eligible for Medicare in any Dow medical plan, you must complete the Spouse/Domestic Partner Insurance Verification process through the Dow Benefits website. You are encouraged to go through the enrollment process every year to make sure you are in the best coverage for your situation. This will also ensure that you complete the working Spouse/Domestic Partner Insurance Verification process. If you do not complete this process, your Spouse/Domestic Partner will be dropped from coverage.

Power of Attorney Required in Order to Make Changes on Behalf of a Retiree

If you wish to authorize another person to access information about your plan Benefits (for example, if you wish to authorize a spouse to speak to the Retiree Service Center on your behalf), you must have an approved authorization on file. Please note that an authorization permits the other person to receive information and speak on your behalf to the Retiree Service Center; however, a person authorized through this process will not have the authority to actually make changes on your behalf. A copy of the authorization form can be found at www.dowfriends.com. You will need to submit the signed and notarized form to the following address:

Dow Benefits Center
PO Box 2169
Midland, MI 48641-9984
(fax: 866-579-6695)

If you wish to permit an agent to make decisions on your behalf, without the need for your approval (such as make Benefit elections, enrollment decisions or change Benefit designations), you will need to submit a Power of Attorney (POA) to Dow that describes the extent of the powers you wish to give to your POA agent. 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, it is recommended that you submit the POA for review as soon as reasonably possible to this address:

Dow Power of Attorney Legal Team
The Dow Chemical Company
400 Arcola Road
Collegeville, PA 19426
(email: fuspoas@dow.com | fax: 484-638-6670)
USE: Make the most of your benefits throughout the year

Use Your Benefits Wisely

Take advantage of the available resources throughout the year. Be sure to see what each carrier 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, visit the Dow Friends website (www.dowfriends.com).

Other Benefits

Dow offers a number of other benefits and programs that are not part of annual enrollment, including:

- **Healthy living resources**: Helps you achieve and maintain optimal health.

- **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 much more.

Visit the Dow Friends website at www.dowfriends.com for more information.

The Future Dow

**Note on next year’s intended spin:** The Materials Science Division (Dow) is anticipated to separate by the end of the first quarter of 2019. As part of our efforts to ensure a smooth transition to future Dow, retirees will continue to follow their heritage HR policies and programs. The options you choose during annual enrollment will remain in effect through the end of 2019. If Dow decides to make any changes in policies and programs in the future, such changes will be communicated prior to their effective date.
Legal Notices

Your participation in Dow¹ 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 below. 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 as a Retiree After 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.dowfriends.com and in the Summary Plan Descriptions for the company’s health and welfare plans.

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. The Dow Chemical Company 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.

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.

¹ Dow or company refers to The Dow Chemical Company and its subsidiaries that are authorized to participate in the benefit plans described in this guide.
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.

If You Waive Coverage as a Retiree After Reaching Age 65
You will not have the option to re-enroll in a Dow medical plan in the future unless you continue working past age 65 and can provide proof that you lost coverage through another employer. In this case, you must re-enroll in Dow coverage within 90 days after your loss of other 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.
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 provided new special enrollment rights under 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.

Women’s Health and Cancer Rights Act

The Women’s Health and Cancer Rights Act 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.
HIPAA Privacy Notice

You were previously provided with a copy of the Health Insurance Portability and Accountability Act (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.dowfriends.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. 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 Notice of Creditable Coverage for Medicare-Eligibles, available at www.dowfriends.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.
Important Notice of Creditable Coverage (Applicable to Plan Year 2019)

The Dow Chemical Company and Union Carbide Corporation sponsor the following plans that provide Medicare prescription drug coverage:

- Retiree MAP Plus Option 1 Low Deductible*
- Medicare Supplement Plan (“MSP”)*
- Basic/Supplemental Plan (“Old Plan”)*
- Comprehensive Plan (“New Plan”)*
- Morton MMP*
- Medicare Advantage HMOs participating in The Dow Chemical Company Insured Health Program, Union Carbide Corporation Insured Health Program or Rohm and Haas Insured Health Program
- Medicare Advantage PPO Plan
- Morton PPO Plan*

* Prescription drug coverage provided through a Dow-sponsored Medicare Part D Plan (“Aetna Medicare Rx”).

The following plans sponsored by either The Dow Chemical Company (including, but not limited to the plans offered under the Rohm and Haas Company Health & Welfare Plan) or Union Carbide Corporation provide Creditable Coverage for prescription drugs:

- Active MAP Plus Option 1 Low Deductible
- Active & Retiree MAP Plus Option 2 High Deductible
- Basic/Supplemental Plan (“Old Plan”)
- Comprehensive Plan (“New Plan”)
- Blue Care Network (self-funded HMO)
- Blue Cross/Blue Shield of Michigan (Illinois) (self-funded HMO)
- CIGNA (self-funded HMO)
- HealthPartners Minnesota (self-funded HMO)
- Humana (self-funded HMO)
- HMSA
- Triple S
- All Health Maintenance Organizations (HMOs) participating in The Dow Chemical Company Insured Health Program, Union Carbide Corporation Insured Health Program or Rohm and Haas Insured Health Program
Please read this notice carefully and keep it where you can find it. This notice has information about prescription drug coverage offered under the medical plans listed above (generally referred to in this document as “Dow or UCC coverage”) and about your options under Medicare’s prescription drug coverage. This information can help you decide whether or not you want to join a (non-Dow-sponsored) Medicare drug plan. If you are considering joining, you should compare your current Dow or UCC coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current Dow or UCC coverage and Medicare’s prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage, such as the Dow-sponsored Aetna Medicare Rx (each plan above identified with an asterisk), as well as the Dow-sponsored Medicare Advantage HMOs and Medicare Advantage PPO Plan. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. The Dow Chemical Company or Union Carbide Corporation, as applicable, has determined that the prescription drug coverage offered by the non-Medicare Plans listed above, is on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because this existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.
When can you join a Medicare drug plan?
You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th through December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What happens to your current Dow coverage if you decide to join a Medicare drug plan?
If you decide to join a Medicare drug plan, your current Dow or UCC coverage will be affected. If you enroll in Medicare prescription drug coverage (other than the Dow-sponsored plans listed above that provide Medicare prescription drug coverage), you will be disqualified from participation in any retiree medical and prescription coverage sponsored by The Dow Chemical Company (including, but not limited to the Rohm and Haas Company Health Welfare Plan) or Union Carbide Corporation while you are enrolled in the Medicare prescription drug coverage.

If you do decide to join a Medicare drug plan and drop your current Dow or UCC coverage, you and your dependents will not be able to get this coverage back, unless you continue to work and can show proof of coverage through another employer immediately prior to enrolling in a Dow retiree plan. If you were enrolled in the Old Plan or New Plan, you may not re-enroll in either the Old Plan or the New Plan unless you were enrolled in a Dow-sponsored Medicare Advantage HMO or PPO that provides prescription drug coverage. Check the applicable Summary Plan Description for details.

When will you pay a higher premium (penalty) to join a Medicare drug plan?
You should also know that if you drop or lose your current Dow or UCC coverage and don’t join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For more information about this notice or your current prescription drug coverage:
Active employees can call the HR Service Center at 877-623-8079 and retirees can contact the Retiree Service Center at 800-344-0661. NOTE: You’ll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this Dow or UCC coverage changes. You also may request a copy of this notice at any time.
For more information about your options under Medicare prescription drug coverage:
More detailed information about Medicare plans that offer prescription drug coverage is in the “Medicare & You” handbook. You’ll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:
- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the “Medicare & You” handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE 800-633-4227. TTY users should call 877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 800-772-1213 (TTY 800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date: Fall 2018

Name of Entity/Sender:
The Dow Chemical Company
Dow North America Benefits
Branch Building
Midland, MI 48674
(phone: 800-344-0661)
Look Inside: For Medicare-eligible retiree information.

If you need a copy of the pre-Medicare version of this newsletter, visit www.dowfriends.com or contact the Dow Retiree Service Center.

Select Your Benefits for 2019: November 1 – 16, 2018

Visit the Dow Benefits website beginning November 1, 2018 to make your benefit elections.

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 find information on www.dowfriends.com, or by contacting the Dow Retiree Service Center:

Email

Access the Dow Benefits website – Click on Message Center

Phone

800-344-0661 (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.

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