

Benefits News

For Heritage Dow Employees in the Specialty Products Division

As an employee going to the new DuPont, you'll experience very few changes to your benefits because of the spin. We've been working hard behind the scenes to make this a smooth transition for you.

Here's what you can expect:

Retirement Savings Plan (RSP) and Puerto Rico Savings and Investment Plan (SIP) – The new DuPont will have savings plans that are identical to the heritage DuPont plans. Your account balance, investment choices, contribution elections, and loans will all be transferred to the respective new plan. You will not be eligible to take a distribution from the plan at spin unless otherwise eligible under existing plan rules. A special website has been created at <https://go.ml.com/DuPontCortevaRetirementPlans> to keep you informed about:

- The new DuPont plans and their investment options and services;
- The transition of your RSP or SIP account to the new DuPont plan, which will require a brief blackout period when your account will be unavailable for certain transactions; and
- The April and June stock splits and how investments in employer stock will be handled in your account (applicable to RSP only).

BeneFlex Health and Welfare benefits – Your medical, dental, vision, life insurance, and other BeneFlex benefits will continue after June 1, 2019. Benefits choices continue through the end of the year, unless you experience a Qualifying Life Event – such as getting married or having a child – and need to make changes.

Benefit ID cards – You will receive new medical, prescription drug, and dental ID cards in mid- to late June (employees

in Puerto Rico and Hawaii will not receive new medical/prescription drug ID cards). Notify your providers of your new ID card numbers as soon as you receive them.

For Aetna medical coverage:

- **Your current ID card will not work after May 31.** Aetna expects to mail new ID cards the first week of June. Until you receive your new ID card, information will be available as follows:
- **Obtain a Digital ID card on Aetna Navigator or the Aetna Health app by June 1, 2019.**
- When you log in to Aetna Navigator, you will see "Choose Your View." Beginning June 8, 2019, select "DuPont Specialty Products USA LLC" instead of "E.I. DuPont de Nemours & Company"
- Click on "View Member ID cards" to view/print your new Member ID card
- Or you can call Aetna Concierge at 1-866-603-9957 to obtain your new ID information beginning June 3.
- Deductible and out-of-pocket maximum balances will be transferred to your account in mid/late June.

For Highmark medical coverage:

- Your current Highmark ID card will continue to work. While your group number will change, your Unique Member Identifier (ID number) will not change. Should your provider need assistance when filing a claim after June 7, they should call Highmark's DuPont Dedicated Unit at 1-833-250-3392.
- You can print additional ID cards by visiting www.highmarkbcbsde.com or call Highmark at 1-833-250-3392 with any questions or for assistance.
- Deductible and out-of-pocket maximum balances will be transferred to your account in mid/late June.

For CVS Caremark Prescription Drug coverage:

- Your current CVS ID card will continue to work. You can print additional ID cards by registering online at www.caremark.com or call CVS Caremark at 1-844-212-8696 with any questions or for assistance.

For MetLife Dental coverage:

- Your current MetLife ID card will continue to work. Your ID card includes a MetLife generated alternate ID number that can be used when submitting dental claims or pre-treatment estimates or when contacting MetLife about your benefits.
- If you need additional ID cards, you can go to <https://metlife.com/mybenefits> to print them.
- Deductibles, annual benefit maximums, and lifetime orthodontia maximum balances will be transferred to your account in mid/late June.

Vacation and Holidays – Your paid time off won't be affected by the spin. All your accrued, unused vacation will transfer from heritage DuPont to the new DuPont. No balances will be paid out.

Disability and Leaves – Your new DuPont disability and leave benefits will pick up right where your heritage DuPont benefits left off. If you're out on disability leave on May 31, 2019, your claim will continue to be managed just as it was on the day before spin.

Beneficiary Designations – Named beneficiary designations will automatically carry over from your heritage DuPont benefit plans to your new DuPont benefit plans. However, we strongly encourage you to review and make new beneficiary designations, if appropriate, for your life insurance, Retirement Savings Plan, and Health Savings Account benefits. It's a good practice to review and refresh your beneficiary designations every few years.

The new DuPont will continue to deliver benefits that support your wellbeing. If you have questions regarding your benefits, please call DuPont Connection at 1-800-775-5955 before June 1, 2019. Beginning June 1, 2019, DuPont Connection can be contacted at 1-833-253-7719.