

December Newsletter

December 2020



Within this newsletter you'll find some exciting new programs and resources, important reminders, and information on upcoming changes, so be sure to review this in its entirety.

At DuPont, we're transforming to create a better now. That extends to our benefits too. We offer a diverse array of health care, financial, and insurance options to help you thrive in all aspects of your life.

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New Programs and Resources



Introducing WW (Weight Watchers® Reimagined)



DuPont is proud to partner with WW to help you reach your wellness goals. Through this partnership, benefit-eligible U.S. employees get **an exclusive discount of 50% off the retail price, and can join beginning January 1, 2021.**

When you join WW, you can lose weight and build healthy habits with a science-based program that's tailored to your life, and you can earn points toward the 2021 Healthy Living Program for reaching certain milestones. Watch for communications in the coming weeks on the 2021 Healthy Living Program for more information.

Why WW?

- **Easy-to-use app and website.** Track your food, activity, and weight any time.
- **Endless food options.** The database includes 8,500+ delicious recipes. You'll eat what you love and lose weight.
- **Total support in real time.** Get help and answers from a WW Coach 24 hours a day, 7 days a week in 24/7 Expert Chat.
- **Inspiration and connection.** Access the members-only online community, day or night, and meet others on a similar journey.

- **Workshops.*** Share your journey and gain inspiration from a group of fellow members and a WW Coach.

*Only available with a Digital + Workshop membership. Digital + Workshops are available in most, but not all, U.S. locations.

Most employees will have the choice of a **Digital Only membership for \$8.48 per month, or Digital + Workshops for \$19.11 per month.** If you join, DuPont will provide a 50% subsidy and you will be direct-billed for your portion of the monthly cost. You may enroll or cancel your membership at any time.

To learn more, visit: **WW.com/us/DuPont.** You'll need to have your Employee ID Number ready to enroll. This can be found by logging on to Workday at **<https://wd5.myworkday.com/dupont/d/home.html>** and clicking on **Personal Information** and then on **About Me.**

If you have questions, call **1-866-204-2885** or email **wellnesshelp@ww.com**. Representatives are available Monday through Friday, 8:00 a.m. to 10:00 p.m. Eastern Time (ET); Saturday 11:00 a.m. to 5:00 p.m. ET.

Note: WW is not applicable to employees in Puerto Rico or expatriates on international assignment.

DuPont is partnering with Bright Horizons™ to bring you enhanced family support, at no cost to you, which will include:

- **Nanny placement services.** Local agency support recruiting, vetting, and hiring a nanny—with discounts.
- **Child care priority and discounts.** Preferred enrollment at Bright Horizons centers. Tuition discounts at participating centers nationwide.
- **Virtual academic support.** Exclusive discounts and connections to tutors.

- **Caregiver search tools.** Access to 6,000+ caregivers; live and virtual care sessions.
- **Elder care planning resources.** Objective guidance for caregiving, legal, and financial concerns.
- **Pet sitters and housekeepers.** Convenient online search with unlimited free use and free background checks.

These resources are now available to employees. Log on to <https://clients.brighthouse.com/dupontproducts> to get started.

Coming Soon: mySedgwick

mysedgwick

Starting in early 2021, employees beginning or already on a leave will have the ability to check the status of their claim and communicate with their Sedgwick case manager via the mySedgwick Self Service Tool. Watch for more information.





Benefit Plan and Policy Changes

Grace Period Added for 2020 Dependent Care Flexible Spending Account (DCFSA)

As a result of COVID-19, some employees may not be able to use their 2020 DCFSA funds in the 2020 calendar year. In order to minimize forfeited contributions, we are adding a grace period for 2020 only. Your remaining balance as of December 31, 2020 may also be used towards eligible expenses incurred from January 1, 2021 through March 15, 2021. You have until April 15, 2021 to submit claims for reimbursement. Any remaining balance will be forfeited after that date.

If you have also elected a DCFSA for 2021, debit card transactions incurred between January 1, 2021 and March 15, 2021 will be reimbursed from your remaining 2020 DCFSA balances before being applied against your 2021 DCFSA balance.

If you are filing for reimbursement for a 2020 incurred expense on the Bank of America (BoA) portal/app, BoA requires you to select the account that the expense should be paid from. Selecting the 2020 DCFSA will allow funds to be paid from your remaining 2020 DCFSA balance first. If you are filing a claim using a Claim Reimbursement Form, under the Claim Information section you would indicate "2020 DC FSA" in the Plan Type column.

The changes outlined above **do not** apply to Health Care Flexible Spending Accounts (Limited Purpose or Traditional).

Life and Accidental Death Insurance Beneficiary Designations—Action May Be Required

Effective January 1, 2021, your beneficiary for life and accidental death insurance must be on file with DuPont Connection. Archived designations made outside of DuPont Connection will no longer be honored.

If you do not have a valid beneficiary on file with DuPont Connection at your death, or if your named beneficiary dies before you, your benefits will be paid out in the following order of survival:

- To your legal spouse at the time of your death;
- Equally among your biological or legally adopted children;
- Equally among your parents;
- Equally among your siblings; and then
- To your estate

You can view/change your beneficiaries on **DuPont Connection**. Click on **Insurance and Other Benefits** at the top, then **Manage Beneficiaries**.

Bridging Past Service for Rehires

Beginning January 1, 2021, DuPont will have a new Service Recognition Policy. Employees who terminate from DuPont and are subsequently rehired within five years will receive credit for their prior service. If an employee is rehired five or more years after termination, their past service will not be applied towards their seniority or benefits. Recognition of past service will apply to DuPont regular employees, including co-ops and interns. A copy of the new policy is viewable on HR Direct.

The Service Recognition Policy noted above applies to the following benefits:

- Retirement Savings Plan
- Vacation
- Service Awards
- Severance (Career Transition Program)

Example: John voluntarily terminated employment on September 30, 2019, with 15 years of service. He is rehired on May 1, 2021. Because he is rehired within five years of his termination date, he will be credited with 15 years of prior service.

Change to the Retirement Savings Plan (RSP) Match True-Up Calculation

The RSP has a feature to ensure that you receive a Matching Contribution (up to 6% of pay) based on your total contributions to the plan, even if your contribution rate is less than 6% in some pay periods. This is referred to as a Match True-Up. Currently, the Match True-Up is calculated and funded each pay period. Beginning January 1, 2021, the Match True-Up will be calculated and funded as soon as administratively possible after the end of the plan year. This change will improve the accuracy of the Match True-Up process and will not impact the regular Matching Contributions you receive on your own contributions each pay period.

For more information on how the Match True-Up works, the 2021 IRS plan limits, and the contribution strategies available to you, go to Benefits OnLine® at <https://www.benefits.ml.com>.

New Target Date 2060 Fund Available in the RSP

Beginning January 1, 2021, the RSP will add a Target Date 2060 Fund to the investment menu. The 2060 fund is designed for participants who were born in 1993 or later (currently age 26 or younger). Look for an email from Merrill in early January for more information on the Target Date Funds. Or log on to Benefits OnLine® at <https://www.benefits.ml.com>.

Coming Soon: Changes to Health Savings Account Investment Options

Early in 2021, we will be changing the menu of investment options for Health Savings Accounts (HSAs). Watch for a communication from Bank of America about the changes. Remember, once your HSA balance reaches \$1,000, you have the ability to invest amounts over this limit in a range of investment options.



Important Reminders

Accolade

Starting in January, Accolade will be the single point of contact for medical, prescription drug, and behavioral health benefits for employees enrolled in the Core, Premium Saver, or Traditional Copay PPO medical plan options—at no cost to you.

It's easy to connect with your Health Assistant—even on the go:

- Visit **member.accolade.com**.
- Text 3YRK to 67793 to download the Accolade mobile app. Message and data rates may apply. You can send a secure message to your Health Assistant through the Accolade mobile app.
- Call Accolade directly at **1-877-383-4756** and enter your Health Assistant's extension when prompted (if your Health Assistant isn't available, you can leave a voicemail, request a callback, or speak with another Health Assistant).

Accolade Health Assistants are available Monday through Friday, 8:00 a.m. to 11:00 p.m. ET. Outside of regular hours or on holidays, you'll be connected with Accolade's nurse line when you call. The nurse line is available 24/7/365.

Don't wait to get started. Connect with Accolade today!

If you're in a course of treatment with a Highmark or ComPsych provider...

Check with Accolade to confirm your provider is in the Aetna network. Effective January 1, 2021, Aetna will replace Highmark and ComPsych as our national medical plan carrier.

If your provider is not in the Aetna network, you can apply for Transition of Care coverage beginning December 16, 2020. This will let you continue seeing your current doctor for an approved period of time and receive benefits at the in-network level. Examples of conditions that may be approved for Transition of Care include:

- Pregnancy (if you are beyond your 20th week of pregnancy before January 1, 2021)
- Recent surgery
- Chemotherapy or radiation therapy
- Behavioral health/substance abuse treatment
- Terminal illness
- Organ or bone marrow transplant

Aetna will approve transition coverage for up to six months for members with a serious health condition. To apply for Transition of Care coverage, call your Accolade Health Assistant to learn more at **1-877-383-4756** and request a Transition Coverage Request Form.

New ID Cards Are Coming!

Employees enrolled in the Core, Premium Saver, or Traditional Copay PPO medical plan option will receive new medical ID cards prior to the end of December. Be sure to hold on to your current ID card until January, and then replace it with your new card. If you need a replacement ID card during the year, contact Accolade for assistance at **1-877-383-4756**. You can also print a temporary ID card after logging on to Aetna's website at **www.Aetna.com**.

Purchased Vacation

If you intend to use Purchased Vacation before the end of the year, you must enter your planned hours into eTime **no later than December 20, 2020**.

Vacation Carryover

There are no changes to the vacation carryover rules in 2020. You can link to the Vacation, Holidays, and Leave Summary **here**.

REMINDER! The Disability and Leave Center (Sedgwick)

The Disability and Leave Center manages our disability and leave administration. If you are absent or will be absent for three or more days, please call **1-855-267-4402** to open a Short-Term Disability (STD) claim. The claim must be reported within the first 30 days of your first day of absence for you to be eligible for STD. The Disability and Leave Center also manages:

- FMLA
- New-Parent Leave
- Military Leave
- DuPont Family Leave

Please be sure to contact your manager/supervisor and follow any site local practices when out of the office as well.

2021 U.S. Holiday Schedule

You can link to the 2021 U.S. Holiday Schedule **here**.

Contact Information Changes



New EAP Phone Number—Effective January 1, 2021

The phone number for U.S. mainland employees to call ComPsych, our Employee Assistance Program (EAP) administrator, is changing to **1-844-856-8778**. Employees in Puerto Rico will continue to call **1-800-948-3913**.

New Teladoc® Contact Information—Effective January 1, 2021

The phone number for employees enrolled in the Core, Premium Saver, or Traditional Copay PPO medical plan options is changing to **1-855-Teladoc (1-855-835-2362)**. You can also access Teladoc by visiting **www.teladoc.com/aetna**.

Any descriptions of benefit plans contained in this document provide only general information. Employees should refer to the plan document and summary plan description of the applicable plans for a more complete description of the plans' terms. If there is any conflict between (a) the information provided in this document, and/or any other 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. DuPont reserves the right to amend, modify, or terminate any compensation or benefit program at any time. This document does not create any third-party beneficiary rights or alter one's status as an "at will" employee of DuPont, as applicable. It does not alter one's terms or conditions of employment with DuPont in any way. This document is subject to applicable laws and applicable collective bargaining agreements and collective bargaining obligations.

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