

## FAQ for HR and Call Center

### **When can I begin enrolling in my 2024 benefits?**

Annual Enrollment begins on October 25.

### **What's the deadline for enrolling in my 2024 benefits?**

Enroll on or before **November 7, 2023**.

- If you want to enroll online, visit [DuPont Connection](#) by 11:59 p.m. CT.
- If you want to enroll over the phone, call **1-833-253-7719** by 5:00 p.m. CT.

### **How do I enroll in my 2024 benefits?**

You have two options:

- If you want to enroll online, visit [DuPont Connection](#) by 11:59 p.m. CT.
- If you want to enroll over the phone, call **1-833-253-7719** by 5:00 p.m. CT.

### **What happens if I don't take any action during Annual Enrollment?**

If you don't act during Annual Enrollment, here's what will happen:

- Your 2023 medical, dental, vision, life, and accidental death insurance, and your voluntary benefits elections, will carry over into 2024.
- You'll continue covering the same dependents you cover now.
- Your 2023 Health Savings Account (HSA) contribution will carry over into 2024 if you're enrolled in the Core option or Premium Saver option.
- Your 2023 elections for the Healthcare and Dependent Care Flexible Spending Accounts (FSAs) will not carry over into 2024. You won't be eligible to participate in the FSAs in 2024 unless you experience a qualifying life event.
- You will miss the opportunity to enroll in the new supplemental healthcare benefits.
- You will not be able to purchase additional vacation days for 2024.

### **What's changing in 2024?**

There are quite a few enhancements and changes. Please visit [dupontbenefits.com](#) and click on What's New for 2024 under Enrolling.

### **Will I pay more for benefits in 2024?**

There will be changes to benefit costs for 2024. You can learn more by visiting [dupontbenefits.com](#) and clicking on What's New for 2024 under Enrolling.

### **How do I find out what benefits are available to me?**

Visit the newly enhanced [dupontbenefits.com](#) to learn more about all the benefits and resources offered to support the wellbeing of you and your loved ones.

## ***Whom can I enroll as a dependent in my 2024 benefits?***

For your DuPont medical, dental, and vision coverage, you can cover your legal spouse or domestic partner and your children who meet the following criteria:

- The child is either your or your domestic partner's:
  - ◊ Biological child, stepchild from your current marriage, or adopted child (including a child legally placed with you or your domestic partner for adoption), foster child, or
  - ◊ You or your domestic partner is the child's court-appointed, permanent legal guardian.
- The child is under the age of 26 (note that eligibility ends at the end of the month in which the child's 26th birthday occurs).
- The child is age 26 or older, provided that they are a federal tax dependent of you or your domestic partner and the child was certified as disabled by DuPont's Medical Plan claims administrator before the child's 26th birthday and continues to be disabled. You'll be required to submit documentation of your dependent's continued eligibility as requested by the claims administrator.

It's important to note that if your spouse or domestic partner is eligible for medical coverage through their employer and their out-of-pocket premium cost for the lowest-priced employee-only coverage available is less than \$100 per month, they must elect primary coverage through their employer. While you can still enroll them in a DuPont Medical Plan, this coverage will be secondary.

## ***I am currently enrolled in the Standard option and receiving orthodontia benefits. What dental coverage should I choose to continue my orthodontic care?***

If you and/or your dependent are currently receiving orthodontic benefits, you must enroll in the High option dental coverage during Annual Enrollment. All employees and dependents currently in treatment will be eligible for the increased Lifetime Maximum.

If you do not elect the High option during Annual Enrollment, you will not receive any additional orthodontia benefits beginning January 1, 2024, even if you are in the middle of treatment.