Calculating Monthly Premiums for DAS Retirees

Retiree premiums are based on:

- level of coverage you elect (Retiree Only, Retiree + Spouse of Record/Domestic Partner of Record, etc.),
- your Retirement date,
- your Medicare eligibility,
- your Spouse of Record's/Domestic Partner of Record's Medicare eligibility (if applicable),
- your length of service,
- medical plan you choose,
- amount of the Retiree Medical Premium Cap and
- Partial Premium Holiday, if applicable.

What You Need to Calculate Your Monthly Premium	
If you retired after January 1, 1993, with less than Full Service and you are enrolling in…	Calculate your monthly premium using… (Charts for all plans can be found at www.dowfriends.com or by calling the Retiree Service Center. The Support Schedule and worksheets can be found in this document.)
MAP Plus or another plan that has met the Retiree Medical Premium Cap (see Plans that Have/Have Not Met the Retiree Medical Premium Cap below)	• Total cost to insure for MAP Plus or your HMO or other plan that has met the cap • Support Schedule • 2012 Monthly Premium Worksheet for Plans That Have Met the Retiree Medical Premium Cap* (This worksheet takes into account that Dow has met the Retiree Medical Premium Cap for certain plans, which means additional cost sharing and higher premiums for Dow Retirees enrolling in these plans.)
The Catastrophic Medical Plan or another plan that has not met the Retiree Medical Premium Cap (see Plans that Have/Have Not Met the Retiree Medical Premium Cap below)	• Total cost to insure for the Catastrophic Medical Plan or your HMO or other plan that has not met the cap • Support Schedule • 2012 Monthly Premium Worksheet for Plans That Have Not Met the Retiree Medical Premium Cap*
***Note:** • **If you Retired before January 1, 2007, please use the worksheets in the Appendix that can be found at the back of this document.** • **If you Retired January 1, 2007, or later and you are eligible for Transition Credits, please use the Support Schedule in this document and the worksheets in the Appendix that can be found at the back of this document.**	

Plans that Have/Have Not Met the Retiree Medical Premium Cap

All plans have now met the cap, with the exception of the plans listed in the chart below:

Pre-Medicare Eligible Plans that *Have Not Met* the Retiree Medical Premium Cap	Medicare Eligible Plans that *Have Not Met* the Retiree Medical Premium Cap
• Catastrophic Medical Plan • Puerto Rico – Triple-S PPO Plan (if you or you and your SP of Record/DP of Record, if applicable, are Pre-Medicare Eligible)	• Arizona – PacifiCare of Arizona, Inc. SecureHorizons • California – Aetna Golden Medicare Plan – CA • Florida – Humana Gold Plus – FL • Texas – KelseyCare Advantage

Monthly Cap for 2012

Coverage Level	Pre-Medicare Eligible	Medicare Eligible	One Pre-Medicare Eligible/One Medicare Eligible
Retiree Only	$501.07	$193.67	N/A
Retiree + SP of Record/DP of Record	$1002.14	$387.33	$678.70
Retiree + Child(ren)	$651.95	$344.54	N/A
Retiree + SP of Record/DP of Record + Child(ren)	$1153.02	$538.21	$843.68

Support Schedule – Determines Percent of Full Service Subsidy*

Years of Service	Your Contribution Toward the Full Service Subsidy	Dow's Contribution Toward the Full Service Subsidy	Years of Service	Your Contribution Toward the Full Service Subsidy	Dow's Contribution Toward the Full Service Subsidy
10	60%	40%	20	30%	70%
11	57%	43%	21	27%	73%
12	54%	46%	22	24%	76%
13	51%	49%	23	21%	79%
14	48%	52%	24	18%	82%
15	45%	55%	25	15%	85%
16	42%	58%	26	13%	87%
17	39%	61%	27	11%	89%
18	36%	64%	28	9%	91%
19	33%	67%	29	7%	93%
			30 or more	Full Service Retiree Contribution	Full Service Retiree Contribution

Note to DAS Retirees who Retired prior to January 1, 2007: Please refer to the Appendix, which can be found at the back of this document for information on how to calculate your monthly premiums, including the DAS Support Schedule and worksheets.

Full Service:

You have Full Service with Dow if you:

- Retired prior to January 1, 1993, with 10 or more years of service
- Retired after January 1, 1993, and have either a minimum of 85 points or 30 or more years of service recognized under the Retiree Medical Support Schedule
- Were hired after January 1, 1993, and have 30 or more years of service recognized under the Retiree Medical Support Schedule

For 60 Point Retiree Medical Severance Plan Participants, "Full Service" means a former Employee who has 30 or more years of service at the time his or her employment with Dow terminates. If a former Employee was hired prior to January 1, 1993, and has 85 or more points, the former Employee also has "Full Service."

Service with certain subsidiaries and affiliates of the Company that is recognized, and service with others that is not (See the Plan Document for details.)

Note: ***Please refer to the Appendix that can be found at the back of this document.***

2011 Monthly Premium Worksheets

Worksheet for Plans that *Have Met* the Retiree Medical Premium Cap

If you do not have Full Service, use this worksheet for MAP Plus and all other plans that are **not** listed in the chart at the bottom of the first page of this document as not having met the cap.* (For example calculations, please refer to the last page of this document.)

Monthly Premium = Monthly Total Cost to Insure - (Monthly Cap x Dow's Contribution Toward the Full Service Subsidy)

1. Find your Monthly Total Cost to Insure for MAP Plus or your HMO or other plan that has met the cap.	(1) $_____
2. Find the Monthly Cap for your coverage level in this document.	(2) $_____
3. Based on your years of service at the time of Retirement, find **Dow's Contribution Toward the Full Service Subsidy** on the Support Schedule in this document.[1]	(3) x _____%
4. Multiply Line 2 by Line 3 for the portion of the Monthly Cap to be paid by Dow.	(4) = $_____
5. Subtract Line 4 from Line 1. This is your monthly premium.[2,3]	(5) $_____

[1]To calculate your contribution if you had a partial year of service, round up to the next year of service, which will give Dow a higher percent contribution and you a lower percent contribution.

[2]If your monthly premium calculates to less than the rate for Full Service Retirees, the rate for Full Service Retirees will apply.

[3]The monthly premium calculated does not reflect any temporary partial premium holidays.

***Note:**

If you Retired before January 1, 2007, please use the worksheets in the Appendix, which can be found at the back of this document.

If you Retired January 1, 2007, or later and you are eligible for Transition Credits, please use the Support Schedule in this document and the worksheets in the Appendix.

Worksheet for Plans that *Have Not Met* the Retiree Medical Premium Cap

If you do not have Full Service, use this worksheet for the Catastrophic Medical Plan and all other plans that have not met the cap as listed in the chart at the bottom of the first page this document.

Monthly Premium = Monthly Total Cost to Insure x Your Contribution Toward the Full Service Subsidy

1. Find your Monthly Total Cost to Insure on the appropriate chart for the Catastrophic Medical Plan or your HMO that has not met the cap.	$_____
2. Based on your years of service at the time of Retirement, determine the percent of **your** contribution toward the Full Service Subsidy according to the Support Schedule in this document.[1]	x_____
3. Multiply the Monthly Total Cost to Insure by your percentage. This is your monthly premium.[2, 3]	= _____

[1]To calculate your contribution if you had a partial year of service, round up to the next year of service, which will give Dow a higher percent contribution and you a lower percent contribution.

*[2]If your monthly premium calculates to less than the rate for Full Service Retirees, the rate for Full Service Retirees **will apply.***

[3]The monthly premium calculated does not reflect any temporary partial premium holidays.

***Note:**

If you Retired before January 1, 2007, please use the worksheets in the Appendix, which can be found at the back of this document.

If you Retired January 1, 2007, or later and you are eligible for Transition Credits, please use the Support Schedule in this document and the worksheets in the Appendix.

Example Calculations

The examples below illustrate four different Retiree scenarios for calculating the Retiree Medical premium under MAP Plus or other plans that have met the Retiree Medical Premium Cap.

Example 1

Retiree #1 and his Spouse of Record both are Medicare Eligible. He has 29 years of service and Retiree + SP of Record coverage under MAP Plus, and Dow's contribution toward the cap is 93% according to the Support Schedule.

$585.40	Monthly total cost to insure
-349.12	Monthly cap of $375.40 x 93% (.93)
$236.28	Retiree cost*

Example 2

Retiree #2 and his Spouse of Record both are Pre-Medicare Eligible. He has 20 years of service and Retiree + SP of Record + Child(ren) coverage under MAP Plus, and Dow's contribution toward the cap is 70% according to the Support Schedule.

$1775.56	Monthly total cost to insure
-801.89	Monthly cap of $1145.56 x 70% (.70)
$973.67	Retiree cost*

Example 3

Retiree #3 is Medicare Eligible. She has 25 years of service and Retiree Only coverage under MAP Plus, and Dow's contribution toward the cap is 85% according to the Support Schedule.

$292.70	Monthly total cost to insure
-159.55	Monthly cap of $187.70 x 85% (.85)
$133.15	Retiree cost*

Example 4

Retiree #4 is Pre-Medicare Eligible and his Domestic Partner of Record is Medicare Eligible. He has 15 years of service and Retiree + DP of Record coverage under MAP Plus, and Dow's contribution toward the cap is 55% according to the Support Schedule.

$1053.71	Monthly total cost to insure
-373.29	Monthly cap of $678.70 x 55% (.55)
$680.42	Retiree cost*

*Retiree cost does not reflect any temporary partial premium holiday.

Appendix

Premium Support

For DAS Retirees who Retired prior to January 1, 2007, the DAS Support Schedule (see below) will apply using the same percentage based on years of service and the total premium cost under the Dow Plan.

For eligible DAS Retirees who Retire on or after January 1, 2007, the Dow Support Schedule will apply. Please note, however, that if you are eligible for Transition Credits, you must use the worksheets in this Appendix to calculate your monthly premium.

Regardless of which premium Support Schedule applies, the DAS schedule or the Dow schedule, the Dow Premium Cap (also called "Retiree Medical Budget") will apply.

DAS Support Schedule (if Retired prior to January 1, 2007) Determines Percent of Full Service Subsidy

Years of Service	Your Contribution Toward the Full Service Subsidy	Dow's Contribution Toward the Full Service Subsidy	Years of Service	Your Contribution Toward the Full Service Subsidy	Dow's Contribution Toward the Full Service Subsidy
5	75.0%	25.0%	15	39.0%	61.0%
6	71.4%	28.6%	16	35.4%	64.6%
7	67.8%	32.2%	17	31.8%	68.2%
8	64.2%	35.8%	18	28.2%	71.8%
9	60.6%	39.4%	19	24.6%	75.4%
10	57.0%	43.0%	20	21.0%	79.0%
11	53.4%	46.6%	21	17.4%	82.6%
12	49.8%	50.2%	22	13.8%	86.2%
13	46.2%	53.8%	23	10.2%	89.8%
14	42.6%	57.4%	24	6.6%	93.4%
			25 or more	Full Service Retiree Contribution	Full Service Retiree Contribution

DEFINITION OF FULL SERVICE

You are deemed to have Full Service if you are a DAS Retiree who:

- Retired on or before January 1, 1993; or
- was hired by DAS prior to January 1, 2006, who has 25 or more years of service and who elected to Retire from DAS before January 1, 2007; or
- was hired by DAS prior to January 1, 1993, who elects to Retire on or after January 1, 2007, and who has either a minimum of 85 points or 30 or more years of service recognized under the Dow Retiree Medical Support Schedule; or
- was hired by DAS on or after January 1, 1993, elects to Retire on or after January 1, 2007, and has 30 or more years of service recognized under the Dow Retiree Medical Support Schedule.

Retiree Medical DAS Transition Benefit

To help those employees who are closer to Retirement, as well as current DAS Retirees, DAS put in place an additional benefit to help transition participants to the new Retiree Medical premium cap. The Retiree Medical DAS Transition Benefit is also known as "transition credits."

To be eligible for this transition benefit:

- You had to have Retired prior to January 1, 2004, or
- If you were an active Employee on January 1, 2004, you must have:
  - **50 points (a combination of age and service) as of January 1, 2004, and**
  - **at least 10 years of service as of January 1, 2004.***

**For purposes of the Retiree Medical Transition Benefit, we recognize Eligibility Service under the DAS Pension Plan as of January 1, 2004. Prior service with Mycogen and Agrigenetics is not recognized for transition benefit eligibility.*

FAMILY LEVEL COVERAGE

Please note that if you are enrolled for coverage for your Spouse of Record/ Domestic Partner of Record, your transition credit will be doubled, however, you will not receive any extra transition credit for any children you may be covering.

This transition benefit is designed to provide greater assistance to those with longer service. It is converted to a monthly credit that will reduce the amount of monthly premium a Retiree will pay. If you are eligible for the transition benefit, the credit is based on your service at Retirement, or if you were an active Employee on January 1, 2004, your service as of January 1, 2004, and your age at the time you elect Retiree Medical, or January 1, 2007, whichever is later.

The transition benefit cannot reduce your Retiree premium below the active Employee premium for pre-Medicare Eligible and one-half the active Employee premium for Medicare Eligible. Please see the charts below for the active rates for MAP Plus and the Catastrophic Medical Plan. If you are in an HMO, you can access the active rates on the www.dowfamilyhealth.com web site or by contacting the Retiree Service Center. Any unused monthly transition credit cannot be carried forward to future years.

MAP Plus Active Employee Monthly Premiums**	
Employee Only	$84.00
Employee + Spouse/Domestic Partner	$193.00
Employee + Child(ren)	$166.00
Employee + Spouse/DP + Child(ren)	$284.00

Catastrophic Medical Plan Active Employee Monthly Premiums**	
Employee Only	$6.00
Employee + Spouse/Domestic Partner	$12.00
Employee + Child(ren)	$12.00
Employee + Spouse/DP + Child(ren)	$18.00

***Non-Tobacco User rates*

Your Monthly Transition Credit

If you are eligible for a transition benefit, you can determine the monthly transition credit you will receive by looking at the table on the next page. The table shows monthly transition credits for participants who separated or Retired at different ages with various years of service. The table is based on:

- years of service at Retirement or separation if you Retired prior to January 1, 2004,
- years of service on January 1, 2004, if you Retired after January 1, 2004, and
- age (as of January 1, 2007, or the date you begin Retiree medical coverage, whichever is later).

To use the table, select your years of service from the left-hand column. Partial years of service of 0.5 and above should be rounded up to the next whole number. Partial years below 0.5 should be rounded down.

Then read across the table to determine the monthly transition credit for your age as of January 1, 2007, or the date you begin Retiree medical coverage, whichever is later. For example, if you had 25 years of service, you began Retiree medical coverage in 2000, and you were 55 as of January 1, 2007, then you will receive a monthly transition credit of $143.

Please note that if you elect Spouse of Record/ Domestic Partner of Record coverage, your monthly transition credit will be doubled.

The monthly transition credit can only be applied against premiums under the Dow-sponsored Retiree Plans. The credit cannot be used for any other health care insurance premiums.

Retiree Premium Formula						
Retiree Premium	=	Total Cost to Insure	-	DAS Premium Support	-	Transition Credit (if eligible)

Please Note: The transition credit cannot reduce your premium below the active Employee premium for pre-Medicare and one-half the active Employee premium for Medicare Eligible.

Monthly Transition Credit Table Age when Retiree Medical coverage begins																												
Years of Service	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65+
10	$33	$33	$34	$34	$34	$34	$35	$35	$35	$36	$36	$36	$37	$37	$37	$38	$38	$39	$39	$39	$40	$40	$41	$42	$43	$43	$44	$45
11	$39	$39	$40	$40	$40	$41	$41	$41	$42	$42	$42	$43	$43	$44	$44	$44	$45	$46	$46	$46	$47	$48	$49	$50	$50	$51	$52	$53
12	$45	$45	$46	$46	$46	$47	$47	$48	$48	$48	$49	$49	$50	$50	$51	$51	$52	$52	$53	$53	$54	$55	$56	$57	$58	$59	$60	$62
13	$51	$51	$52	$52	$53	$53	$53	$54	$54	$55	$55	$56	$56	$57	$57	$58	$59	$59	$60	$61	$62	$62	$64	$65	$65	$67	$68	$70
14	$57	$57	$58	$58	$59	$59	$60	$60	$61	$61	$62	$62	$63	$63	$64	$65	$66	$66	$67	$68	$69	$70	$71	$72	$73	$75	$76	$78
15	$63	$63	$64	$64	$65	$65	$66	$67	$67	$68	$68	$69	$69	$70	$71	$71	$73	$73	$74	$75	$76	$77	$78	$80	$81	$82	$84	$86
16	$69	$69	$70	$70	$71	$72	$72	$73	$73	$74	$75	$75	$76	$77	$77	$78	$80	$80	$81	$82	$83	$84	$86	$88	$88	$90	$92	$94
17	$75	$75	$76	$77	$77	$78	$78	$79	$80	$80	$81	$82	$83	$83	$84	$85	$86	$87	$88	$89	$91	$91	$93	$95	$96	$98	$100	$102
18	$81	$81	$82	$83	$83	$84	$85	$85	$86	$87	$88	$88	$89	$90	$91	$92	$93	$94	$95	$96	$98	$99	$101	$103	$104	$106	$108	$111
19	$87	$87	$88	$89	$89	$90	$91	$92	$93	$93	$94	$95	$96	$97	$97	$98	$100	$101	$102	$103	$105	$106	$108	$110	$111	$114	$116	$119
20	$93	$93	$94	$95	$96	$96	$97	$98	$99	$100	$101	$101	$102	$103	$104	$105	$107	$108	$109	$110	$112	$113	$116	$118	$119	$122	$124	$127
21	$99	$99	$100	$101	$102	$103	$103	$104	$105	$106	$107	$108	$109	$110	$111	$112	$114	$115	$116	$117	$119	$121	$123	$125	$127	$129	$132	$135
22	$104	$105	$106	$107	$108	$109	$110	$111	$112	$113	$114	$114	$115	$117	$118	$119	$121	$122	$123	$124	$127	$128	$130	$133	$134	$137	$140	$143
23	$110	$111	$112	$113	$114	$115	$116	$117	$118	$119	$120	$121	$122	$123	$124	$125	$128	$129	$130	$131	$134	$135	$138	$141	$142	$145	$148	$151
24	$116	$117	$118	$119	$120	$121	$122	$123	$124	$125	$126	$128	$129	$130	$131	$132	$135	$136	$137	$138	$141	$142	$145	$148	$150	$153	$156	$159
25	$122	$123	$124	$125	$126	$127	$128	$130	$131	$132	$133	$134	$135	$136	$138	$139	$141	$143	$144	$145	$148	$150	$153	$156	$157	$161	$164	$168
26	$128	$129	$130	$131	$133	$134	$135	$136	$137	$138	$139	$141	$142	$143	$144	$146	$148	$150	$151	$153	$155	$157	$160	$163	$165	$168	$172	$176
27	$134	$135	$136	$138	$139	$140	$141	$142	$143	$145	$146	$147	$148	$150	$151	$152	$155	$157	$158	$160	$163	$164	$167	$171	$173	$176	$180	$184
28	$140	$141	$142	$144	$145	$146	$147	$148	$150	$151	$152	$154	$155	$156	$158	$159	$162	$164	$165	$167	$170	$172	$175	$178	$180	$184	$188	$192
29	$146	$147	$149	$150	$151	$152	$153	$155	$156	$157	$159	$160	$162	$163	$164	$166	$169	$171	$172	$174	$177	$179	$182	$186	$188	$192	$196	$200
30+	$152	$153	$155	$156	$157	$158	$160	$161	$162	$164	$165	$167	$168	$170	$171	$173	$176	$177	$179	$181	$184	$186	$190	$194	$196	$200	$204	$208

Content owner: Steve Morgenstern – October 2011

Plans that Have/Have Not Met the Retiree Medical Premium Cap

All plans have now met the cap, with the exception of the plans listed in the chart below:

Pre-Medicare Eligible Plans that *Have Not Met* the Retiree Medical Premium Cap	Medicare Eligible Plans that *Have Not Met* the Retiree Medical Premium Cap
• Catastrophic Medical Plan • Puerto Rico – Triple-S PPO Plan (if you or you and your SP of Record/DP of Record, if applicable, are Pre-Medicare Eligible)	• Arizona – PacifiCare of Arizona, Inc. SecureHorizons • California – Aetna Golden Medicare Plan – CA • Florida – Humana Gold Plus – FL • Texas – KelseyCare Advantage

2012 Monthly Premium Worksheets

Worksheet for Plans that *Have Met* the Retiree Medical Premium Cap

If you do not have Full Service, to calculate your monthly premium under MAP Plus or one of the location-specific plans, follow the steps listed below:

Monthly Premium = Monthly Total Cost to Insure - (Monthly Cap x Dow's Contribution Toward the Full Service Subsidy) - Transition Credit (if applicable)

1. Find your monthly total cost to insure for MAP Plus or your HMO or other plan that has met the cap. (1) $_____
2. Find the monthly cap for your coverage level in the "Calculating Your Monthly Premium" document. (2) $_____

3a. If you Retired prior to January 1, 2007, based on your years of service at the time of Retirement, determine Dow's Contribution Toward the Full Service Subsidy on the Support Schedule on page 1 of this Appendix.[1] (3a) x _____%

3b. If you Retired on or after January 1, 2007, based on your years of service at the time of Retirement, determine Dow's Contribution Toward the Full Service Subsidy in the "Calculating Your Monthly Premium"document.[1] (3a) x _____%

4. Multiply Line 2 by Line 3 for the portion of the monthly cap to be paid by Dow. (4) = $_____
5. Subtract Line 4 from Line 1. This is your monthly premium if you are a DAS Retiree who is not eligible for a "transition credit."[2] (5) $_____

IF YOU ARE ELIGIBLE FOR A "TRANSITION CREDIT":

6. If you are a DAS Retiree who is eligible for a "transition credit," subtract your "transition credit." (6) -$_____
7. Subtract line 6 from line 5. This is your monthly premium. (Your monthly premium cannot go below the active Employee contribution for pre-Medicare and one-half the active Employee contribution for Medicare Eligible.)[3] (7) $_____

[1]*If you Retired prior to January 1, 2007, and are using the DAS Support Schedule, partial years of service of 0.5 and above should be rounded up to the next whole number. Partial years of service below 0.5 should be rounded down. If you Retired after January 1, 2007, and use the Dow Support Schedule, partial years of service are rounded up to the next year of service.*

[2]*If your monthly premium calculates to less than the rate for Full Service Retirees, the rate for Full Service Retirees will apply.*

[3]*The monthly premium calculated does not reflect any temporary partial premium holidays.*

See the following page for the Worksheet for Plans that Have Not Met the Retiree Medical Premium Cap.

Worksheet for Plans that *Have Not Met* the Retiree Medical Premium Cap

If you do not have Full Service, to calculate your monthly premium under the Catastrophic Medical Plan, and any location-specific plan, follow the steps listed below:

1.	Find your monthly total cost to insure on the appropriate chart at www.dowfriends.com or from the Retiree Service Center.	(1) $_____
2a.	If you Retired prior to January 1, 2007, based on your years of service at the time of Retirement, determine the percent of Your Contribution Toward the Full Service Subsidy on the Support Schedule on the first page of this Appendix.[1]	(2a) x_____
2b.	If you Retired on or after January 1, 2007, based on your years of service at the time of Retirement, determine the percent of Your Contribution Toward the Full Service Subsidy in the "Calculating Your Monthly Premium" document.[1]	(2b) x_____
3.	Multiply the monthly total cost to insure by your percentage. This is your monthly premium.[2]	(3) =_____
IF YOU ARE ELIGIBLE FOR A "TRANSITION CREDIT":		
4.	If you are a DAS Retiree who is eligible for a "transition credit," subtract your "transition credit."	(4) -_____
5.	Subtract line 4 from Line 3. This is your monthly premium. (Your monthly premium cannot go below the active Employee contribution for pre-Medicare and one-half the active Employee contribution for Medicare Eligible.)[3]	(5) =_____

[1]If you Retired prior to January 1, 2007, and are using the DAS Support Schedule, partial years of service of 0.5 and above should be rounded up to the next whole number. Partial years of service below 0.5 should be rounded down. If you Retired after January 1, 2007, and use the Dow Support Schedule, partial years of service are rounded up to the next year of service.

[2]If your monthly premium calculates to less than the rate for Full Service Retirees, the rate for Full Service Retirees will apply.

[3]The monthly premium calculated does not reflect any temporary partial premium holidays.