



# ARKEMA INVESTS IN YOU

**OPEN ENROLLMENT FOR 2023 BENEFITS  
IS OCTOBER 5 - OCTOBER 19, 2022**



Arkema is proud to offer you and your family comprehensive and affordable benefits, and this year, we're making it easier than ever to access the information you need with a new Benefits website and well-being program. These new tools and resources are just some of the ways Arkema invests in your health and well-being.

## **After all, our people are always a good investment.**

We're also updating and expanding some of your benefits, like dental, vision, and fertility benefits, and offering access to pet insurance through Pets Best. Review this brochure to understand what's changing and learn about the new offerings available to you.

Then, review your current elections and costs to ensure you have the right healthcare coverage and financial protection for the coming year.

# What's New for 2023

**This year, we're making enhancements to your benefits and giving you more ways than ever to interact with your benefits information. See below to learn more about these changes and others effective January 1, 2023.**

## NEW DIGITAL RESOURCES

### Introducing the New Arkema Benefits Website

Say hello to your new front door to Arkema benefits! Our new website will replace the Annual Benefits Guide as a central hub for all of your Arkema benefits information, available year-round. You'll find summaries of your health, welfare, retirement, well-being, and work/life benefits in addition to easy-to-find tools, resources, and documents.

Use [benefits.arkema.com](https://benefits.arkema.com) as a starting point to link to all of your benefit resources including:

- The Arkema Benefits Center online enrollment portal
- Arkema benefits administrators like Aetna and Fidelity
- Your *Well-being Matters* administrator, Castlight
- Mental health and referral benefits from [resourcesforliving.com](https://resourcesforliving.com), including Talkspace and MyStrength

The Arkema Benefits Website is designed to help simplify your benefits journey and provide you with one place to link to all of the information you need. With all of your benefits information and resources in one convenient location, you'll enjoy a simplified benefits experience.

Visit [benefits.arkema.com](https://benefits.arkema.com) to explore your benefits today! It's also accessible to your spouse and newly hired employees.



## HEALTH ADVOCACY THROUGH CASTLIGHT

We introduced Castlight in August this year and you may have started using it for *Well-being Matters*. But, Castlight does so much more. The site collects all of your health plan information like your spending, claims and deductibles, all in one place. In addition, Castlight offers many tools to help you navigate your medical plan. With Castlight, you can access your ID cards, search for providers, and see the costs of covered services **before** you receive care! You can also receive one-on-one support from Castlight Care Guides who provide guidance in navigating your healthcare.

Visit [mycastlight.com/arkema](https://mycastlight.com/arkema) or download the Castlight Mobile app to get started!





## Pet Insurance

We all know our pets are family, and they deserve high quality and affordable veterinary care. Effective October 1, 2022, you can enroll in pet insurance through Pets Best at group rates on a direct pay basis. Pet insurance can help you cover your pet's accidents and illnesses, rehabilitative care, and even offers optional coverage for routine care. You will be able to enroll for this coverage directly at [petsbest.com/ARKEMAPET](https://petsbest.com/ARKEMAPET) or by calling **888-984-8700** (discount code: ARKEMAPET). At this time, we are not offering enrollment or payroll deduction through the Arkema Benefits Center.



## HEALTH

### 2023 Medical and Dental Plan Contributions

Your medical and dental plans are affordable, and Arkema wants to keep them that way. That's why, in 2023, Arkema is absorbing the increase of medical and dental plan costs. **You will see NO increase to your contributions for any of the medical or dental plans.**

### Expanded Fertility Benefits and Extended Support for Mothers

If you're trying to start a family, Arkema wants to provide support. Effective 2023, the maximum lifetime coverage for advanced reproductive technology benefits through your Arkema medical plan will be increased to \$15,000. That's in addition to your coverage for fertility medications, the cost of diagnosis and treatment of an underlying medical condition and basic fertility services.

We are enhancing our disability benefit effective January 1, 2023 to provide a **minimum of 8 weeks** of disability to all birthing mothers following delivery, regardless of type of delivery. Disability time prior to delivery or following 8 weeks is based on medical support provided by the physician to Lincoln Financial. This means that between disability time and 4 weeks of parental leave, Arkema birth mothers have a full 12 weeks of paid leave available to them following the birth of a child(ren).

### Travel and Lodging Benefit

Effective July 1, 2022, you have access to a travel and lodging benefit to provide access to infertility, abortion, and gender-affirming medical services not available within 100 miles of your home. This is similar to the Travel and Lodging benefits already offered to those who need to access complex orthopedic services through an Aetna Institute of Quality or transplant services available through Aetna Centers of Excellence. Please contact Member Services for benefit details and claim reimbursement guidance.

### Enhanced Dental PPO Plan Annual Benefit Maximum

Your teeth are your gateway to good health! That's why, effective January 1, 2023, for employees and their covered dependents who use a Delta Dental PPO network participating dentist, we're increasing the annual dental maximum benefit from \$1,500 to \$2,000. Those who use a Delta Dental Premier or an out of network dentist will still have a \$1,500 annual benefit maximum per person. Check the Delta Dental site to determine if your dentist participates in the Delta Dental PPO network.

### New Vision Plan through VSP

Effective 2023, the Vision Plan will be administered by VSP. Your plan design will remain mostly the same, aside from some enhancements, such as:

- Lower contribution rates
- An expanded network of providers, including Walmart, Costco, and other retail locations
- An increased allowance for frames or contact lenses, up to \$150

## WELL-BEING

### An Improved *Well-being Matters* Program through Castlight

*Well-being Matters* (formerly *Wellness Matters*) has been enhanced to further support your total well-being journey. This program has been administered by Castlight since August 1, 2022, and you can enjoy many of the same features you always have, and more! Now you have more choices in how to earn rewards for taking steps to improve your well-being. By completing healthy activities like getting a physical, receiving preventive services, doing a biometric screening (with automatic sign-on to Quest) and other easy steps to support your physical, emotional, social, and financial well-being, you can earn rewards like a discount on your medical plan premiums, gift cards, and entries in quarterly sweepstakes.

Visit [mycastlight.com/arkema](https://mycastlight.com/arkema) or download the Castlight Mobile app to get started!



### HSA Contributions are Changing to Annual Elections

Instead of electing a per pay contribution this year, those who elect the CDHP medical plan and choose to contribute to the Health Savings Account will be required to make an annual election that will be spread evenly over the pay periods in the year. Your annual contribution is limited by the annual IRS maximum on HSA contributions (\$3,850 for employee-only coverage and \$7,750 for all other coverage levels). This means making large HSA contributions at the beginning of the year will no longer be permitted. You can still change your annual contribution at any time during the year, and your remaining contributions will be spread evenly over the remaining pay periods in the year.

### Enhanced Life Insurance for Employees Age 65 and Over

Effective January 1, 2023, employees reaching age 65 will no longer have their Life Insurance reduced due to age. In addition, employees who currently have age reduced coverage will have full coverage amounts restored.

### Easier Access to the Long-Term Disability (LTD) Buy-up Coverage Option

For 2023, any employee who wants to elect the LTD buy-up option can do so without answering a medical questionnaire or submitting medical information. Employees who elect the buy-up option and become eligible to receive LTD benefits within a year of the increase may have coverage reduced to 60% if the disability is due to a pre-existing condition. After a year, pre-existing condition exclusions no longer apply. See the table below for a comparison of the basic and buy-up LTD options.

Plan Features	Basic LTD	Buy-up LTD
Percent of Annual Base Pay	60%	66.67%
Monthly Benefit Maximum	\$5,000	\$15,000

\*Monthly benefits are calculated based on annual base pay as of January 1 of the year. Commission and incentive pay is not included. Those with annual base pay in excess of \$100,000 will hit the monthly benefit cap of \$5,000 under the Basic LTD option.

## Earning Your Medical Plan Premium Reduction with *Well-being Matters*

While good health is its own reward, Arkema rewards you even further for completing *Well-being Matters* challenges through Castlight! If you earn 2,000 points before November 1, 2022 and you don't cover your spouse in your Arkema medical plan, you'll earn \$400 in medical plan premium reductions for your Arkema medical plan. If your spouse is enrolled in an Arkema medical plan, you must **both** earn 2,000 points by November 1, 2022, to receive \$800 in medical plan premium reductions. If you are not enrolled in an Arkema medical plan and you earn 2,000 points, you will earn \$200 in a paycheck in early January 2023.

**Be sure to log in at [mycastlight.com/arkema](https://mycastlight.com/arkema) to complete key activities, such as Know Your Numbers, to learn key information about your health and earn the most points.**



# Retirement Benefits at Arkema



## 401(k) Contribution Limits

Contribution limits are determined by the IRS and are subject to change annually. In 2022, you can contribute up to \$20,500. If you are age 50 or older, you can make “catch-up” contributions up to an additional \$6,500. IRS contribution limits for 2023 have not been released yet. Please check the Arkema Benefits website at [benefits.arkema.com/Financial/Your-Financial-Future#401k](https://benefits.arkema.com/Financial/Your-Financial-Future#401k) later this Fall for the updated limits.

Arkema provides a competitive 401(k) plan that offers both pre-tax and after-tax Roth options, as well as many resources to help you prepare for retirement. Your retirement benefits are not a part of Open Enrollment and you can make changes year-round. While considering your other benefits at this time of year, be sure to think about the following as well:

- Do you want to change or increase your contributions?
- Are you investing in the plans that will help you achieve your financial goals?
- Are your beneficiaries up to date?

To review your Arkema 401(k) plan account balance, update your 401(k) and HSA beneficiaries, or make changes to your contribution elections or investment choices, visit

[www.netbenefits.com](https://www.netbenefits.com) or call Fidelity at 1-800-835-5092.

For details on your 401(k) and other retirement benefits, refer to the Financial section of the Arkema Benefits website at [benefits.arkema.com/Financial/Your-Financial-Future#401k](https://benefits.arkema.com/Financial/Your-Financial-Future#401k). You can also find your 401(k) Plan’s Summary Plan Description (SPD) [here](#).



## ADDITIONAL FINANCIAL RESOURCES THROUGH FIDELITY NET BENEFITS

In addition to providing you access to your 401(k), Fidelity offers you a number of resources to assist you in learning and planning, so you may achieve your financial goals.

Log in to your Fidelity NetBenefits® account at [www.netbenefits.com](https://www.netbenefits.com) and access the Plan and Learn tab. From there, the Planning & Guidance Center will help you set goals and find investment strategies. Under Learn, you can also find articles, short videos, and live and on-demand web workshops. Fidelity’s resources include:

- **Saving and Spending Check-Up:** How does my savings and spending compare against simple budgeting principles?
- **Full View®:** Get an overview of my Fidelity and non-Fidelity accounts.
- **Contribution Calculator:** See how increasing my contributions may help my money grow over time.
- **Roth Contributions Modeler:** Learn about the differences between pre-tax and Roth savings plan contributions.
- **Take-Home-Pay Calculator:** Find out how my paycheck might change if I contribute more to my 401(k).
- **Planning & Guidance Center:** Review your goals, create a savings plan, and review your current asset mix to assist you in reaching your goals.
- **Fidelity’s Library:** Use Fidelity’s library to find additional information, articles, short videos, and live and on-demand web workshops to help you create and manage your plan for retirement.

# Get Ready to Enroll!

Review your options and make your 2023 elections between Wednesday, October 5 and Wednesday, October 19, 2022 at [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema).

## UNDERSTAND YOUR OPTIONS.

- Go to [benefits.arkema.com](https://benefits.arkema.com) for cost information and details about your benefit choices. You will also have the opportunity to review costs at Arkema Benefits Online at [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema) when you review your elections.
- Use the Benefits Scout Life insurance and AD&D interactive decision tool at [www.lifebenefits.com/arkema](https://www.lifebenefits.com/arkema) to receive Life and AD&D benefit recommendations based on your and your family's needs.
- Watch the HSA video in the Documents and Resources section of [benefits.arkema.com](https://benefits.arkema.com) to learn more about how the plan can save you money and help you set aside tax-free dollars for the future (including retirement).

## ENABLE MULTI-FACTOR AUTHENTICATION (MFA).

If you are logging into Arkema Benefits Online at [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema) for the first time in a while, you will need to set up multi-factor authentication (MFA), a two-step log in process that adds an additional layer of security to your account.

With MFA enabled, you will be asked to enter a temporary numeric code sent to your email or mobile device each time you log in to Arkema Benefits Online. If you have questions, contact the Arkema Benefits Center at **1-800-406-9823**.

## ENROLL FOR YOUR BENEFITS BY SELECTING THE OPTIONS YOU WANT TO CHANGE.

- Log in to [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema). Click "Get Started" on the left side of the Home page to begin enrollment.
- **Note:** Arkema Benefits Center Online has been updated for easier navigation and alignment with Arkema branding, so the site will look different than you're used to this year.
- Make sure you save and submit your enrollment. The last elections you make and save before 11:59 p.m. on October 19, 2022 will be your 2023 benefit elections.

## DECIDE IF YOU WANT TO ENROLL IN AN FSA.

- You can contribute to a Health Care, Dependent Care or Limited Flexible Spending Account for eligible expenses in 2023.

## TAKE ACTION WITH YOUR HSA IF YOU'RE ENROLLING IN THE CDHP FOR 2023.

- Confirm your HSA eligibility online and open your HSA to receive Arkema's contribution if you are enrolling in the CDHP for the first time
  - If you open your account after October 27, 2022, you will need to use a paper form, available at Arkema Benefits Online, and your HSA contribution from Arkema will be delayed.

- If you open your account after January 31, 2023, Arkema's 2023 contribution to your HSA will be prorated based on the month in which you confirm eligibility and open the account.
- Elect the annual amount you want to contribute. This is different than last year. The annual contribution you elect will be contributed equally over the remaining pay periods in the year.
  - Each year, you must select how much you want to contribute. If you are currently enrolled in the CDHP and are re-enrolling for 2023, your 2022 HSA elections will not carry over.
  - Remember, your contributions are pre-tax, you earn interest tax-free and your investments grow tax-free if you choose to invest your balance.
  - You can still change your annual contribution amount any time during the year by visiting [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema) > Home > Quick Tools > Report a Life Event. At the bottom of the next screen, select HSA Contribution Change. On the next page, the current date will display as your effective date. HSA changes can only be made as of the current date, so do not change this date, and click "NEXT" to start the process.

## Remember to Review Your Beneficiaries

Visit Arkema Benefits Online at [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema) to review, confirm or add beneficiaries for life insurance and AD&D insurance. You can elect more than one beneficiary, and name a secondary beneficiary, if you choose.

**Note:** You, the Arkema employee, are the beneficiary for any spouse or child life insurance you elect.

## Access Standardized Information about Your Medical Plan Options

For detailed information about the benefits available to you, review the Summary Plan Descriptions (SPDs) available at [benefits.arkema.com](https://benefits.arkema.com). If you have questions, please contact the Arkema Benefits Center at 1-800-406-9823.

Arkema is required to provide you with Summaries of Benefits and Coverage, documents that include standard information about coverage under each medical plan option available to you. You can find these documents on the Documents and Resources page at [benefits.arkema.com](https://benefits.arkema.com) or on Arkema Benefits Online at [benefits.myplansconnect.com/Arkema](https://benefits.myplansconnect.com/Arkema) under the Documents tab. You may also call the Arkema Benefits Center at 1-800-406-9823 to have copies mailed to your home.

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