



Take Charge and Save With the CDHP + HSA



The Consumer Driven Health Plan (CDHP) helps you be an active participant in the decision of how much you pay for coverage and when you pay for care. Unlike the PPO, you'll have a higher deductible and pay more when you receive care. However, this plan offers you flexibility through lower bi-weekly employee contributions and access to a tax-advantaged Health Savings Account (HSA).

There is no substantiation of HSA claims and no requirement to spend what you put in the HSA during the calendar year or forfeit it. The plan gives you access to an HSA to help you set aside before-tax funds for healthcare costs today and save funds for healthcare costs in retirement.

[READ ON TO LEARN MORE >](#)

UNDERSTANDING THE CDHP

Both Arkema medical plans offer comprehensive coverage that includes:

- ✓ 100% covered in-network preventive care
- ✓ Coverage of the same care and services through the Aetna network
- ✓ Deductible and out-of-pocket maximum that provide financial protection from the cost of a catastrophic illness or injury

However, the plans work a bit differently:

Want to see the CDHP in action?

Visit benefits.arkema.com/Health/Medical for scenarios and examples comparing your annual out-of-pocket costs if you enroll in the CDHP or PPO.

CDHP	PPO
<ul style="list-style-type: none"> ✓ Lower employee bi-weekly payroll deductions ✓ Higher deductible at first when receiving care, and the full deductible must be met for coverage with dependents ✓ No coverage for prescription drugs before you have met your deductible ✓ No cost for certain preventive medications before the deductible ✓ Arkema contributes upfront in advance to the HSA alongside your own contributions ✓ Make your own contributions to the HSA without fear of losing them if you don't have enough claims in the calendar year 	<ul style="list-style-type: none"> ✓ Higher employee bi-weekly payroll deductions ✓ Pay less out-of-pocket when receiving care such as office visits ✓ Lower annual deductible per individual with a family maximum ✓ Pay a copay for prescriptions after a small retail prescription deductible regardless of whether you have met your medical deductible ✓ Separate prescription out-of-pocket maximum for people on high cost medications ✓ Contribute to a Health Care FSA with no company contribution, but if you don't spend the money on claims in the calendar year you lose it

The CDHP gives you, the healthcare consumer, greater control of how you spend healthcare dollars, encouraging you to carefully budget and shop for care. **Your CDHP and HSA work together** to support your health and financial well-being. Visit benefits.arkema.com/Health/Medical for more information and scenarios to see the CDHP in action.

Is everyone eligible for a Health Savings Account?

No, not all employees are eligible for a Health Savings Account. If any of the following apply to you, you are not eligible:

- ✓ You are **covered by another medical plan** that is not a High Deductible Health Plan
- ✓ You are **enrolled in Medicare**, or other government provided healthcare through Veterans Affairs or Tricare
- ✓ You are covered by a Health Reimbursement Account **through your spouse or other employer's medical plan**

You must complete an online HSA eligibility questionnaire on the Arkema Benefits Center site in order to open the account and receive company contributions.

Your Arkema Medical Plan



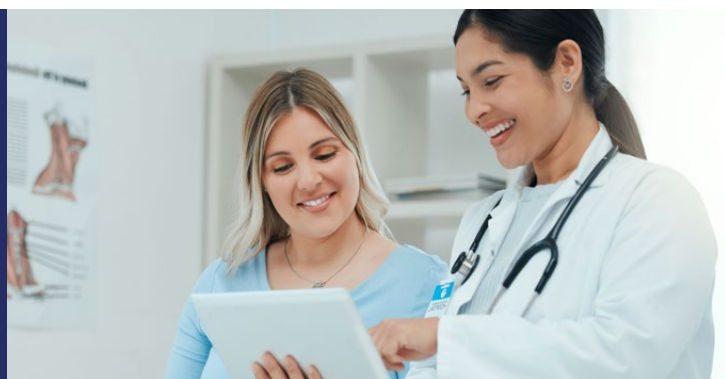
Part 1: Consumer Directed Medical Plan

Annual deductible and cost sharing features



Part 2: Health Savings Account (HSA)

Lets you save or pay for healthcare expenses tax-free. The claims process is easy and you have access to a debit card for the account.



HOW THE HSA WORKS

You get the total value from your benefits when you understand and use both your medical plan and your HSA.

The HSA is what really makes this plan unique because it gives you more control over when and how you spend your healthcare dollars. Your HSA is set up as an interest-bearing account in your name – you own it. Arkema contributes to your HSA to help satisfy the deductible and cover eligible out-of-pocket expenses. You can choose to add your own pre-tax money to the HSA to increase your balance. If you add money to the HSA directly with Fidelity outside of payroll, you are responsible for ensuring that your contributions don't exceed the IRS maximum.

You can use the funds to pay for current and future eligible medical expenses. Your funds roll over from year to year, and you can take the money with you, even if you leave Arkema or retire. You can use your HSA as your personal healthcare account. You even receive a Fidelity debit card to access the money for eligible expenses. Visit benefits.arkema.com/Financial/Spending-Savings-Accounts for more information on how the Health Savings Account can help lower your out-of-pocket costs.

Open Your HSA to Receive Arkema's Contribution

Arkema contributes to your account based on your coverage level even if you don't, so be sure to open your HSA when you enroll in the CDHP for the first time*.

** If you activate your account after the deadline, or if you enroll in the plan during the year, you will receive a prorated HSA contribution from Arkema.*

Tax Savings through an HSA*

An HSA is one of the few savings vehicles that offer a triple tax advantage:

1. Tax-free contributions	You can contribute to your HSA on a before-tax basis to supplement Arkema's contribution. This lowers your taxable income. Arkema's contribution is tax-free to you too.
2. Tax-free earnings	Your HSA grows tax-free. Any interest or investment earnings on your account are not taxed. You can invest your HSA funds in Fidelity investments and watch both your 401(k) and HSA grow on the Fidelity website.
3. Tax-free distributions for qualified expenses	You don't pay taxes on any money you withdraw, provided you spend that money on eligible healthcare expenses, including Medicare premiums when you retire.

** **Note:** You don't pay federal taxes – and in most states, state taxes – on any money you and Arkema put into your HSA or any money taken out – as long as it is used to pay for qualified medical expenses. However, in certain states, including Alabama, California and New Jersey, your contributions will not reduce your state taxable wages.*

Investing Your HSA Funds

In addition to the tax savings benefits, you have the opportunity to invest some of your HSA funds to grow and cover you health care expenses in retirement. Much like your 401(k), you have access to multiple investment options, such as stocks, bonds, mutual funds, and more. Best of all, your account grows tax-free.

To learn more or invest your HSA funds, access your Fidelity account through www.netbenefits.com.

CHOOSE YOUR ARKEMA BENEFITS

Open Enrollment is a great time to consider how your healthcare needs may have changed this year. Take a moment to examine all of the benefit options available to provide you with the healthcare coverage and financial protection you want in the coming year. Then, choose your benefits before the Open Enrollment period ends.

For more information about all your Arkema benefits, please refer to benefits.arkema.com.

This CDHP and HSA Overview describes certain benefit plans as they apply to eligible employees. Complete details about the plans are in the legal plan documents. If there is any difference between the information provided in this Overview and provisions of the legal plan documents, the plan documents govern. Arkema Inc. reserves the right to terminate, suspend, withdraw, amend or modify any of the plans at any time for any reason.



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