

Insurance for Child Dependents

Question: For an insurance plan, besides a spouse, what children can be included in coverage?

Answer: If your child(ren) are covered by the 3M group plan, their coverage usually ends when they turn 26. If your child(ren) are covered by your Non-Medicare Marketplace plan, they generally can remain covered through December 31 of the year they turn 26 (or the age permitted in your state.)

Question: I have a disabled child over age 26 who has remained on the 3M medical plan (thank you 3M). Upon my retirement what will become of her status with 3M?

Answer: Regardless of disability, if your child(ren) are covered by your Non-Medicare Marketplace plan, they generally can remain covered through December 31 of the year they turn 26 (or the age permitted in your state). After that they would need to enroll in their own non-Medicare marketplace plan.

Via Benefits Advocacy

Question: What's the fee to use Via Benefits Service?

Answer: There is never a fee to you for any of the services offered by Via Benefits.

Question: How does Via Benefits get paid?

Answer: In the insurance world, there are commissions to compensate for the services provided to support enrollment into a plan. On a high level, Via Benefits receives these commissions. The Benefit Advisors are paid hourly and are non-commissioned. This is by design so that they will remain unbiased, objective and your advocate. They receive a small bonus based on how well they take care of you – so we encourage you to take the survey after your enrollment or service call to rate our service!

Questions: Is this session only for 3Mers who have a pension plan? Is Via Benefits available to employees who are not eligible for the 3M HRA? Is this option open to exempt as well as non-exempt 3M employees?

Answer: Via Benefits is here to help all 3M retirees and their families: Non-Medicare and Medicare, pensioned or non-pensioned participants, exempt or non-exempt, whether you qualify for an HRA or not. Pensions, HRAs and other benefits are based on your employer's eligibility requirements and are separate from the exchange services provided by Via Benefits.

Question: Is Via Benefits the 3M choice for us to use to make the selection?

Answer: 3M has partnered with Via Benefits to help support and guide you through the process of finding, comparing, and enrolling in health care coverage in retirement. However, Via Benefits is just one option available to you. Other options include enrolling through a public marketplace like healthcare.gov or state-based exchanges, directly through a private insurance carrier, another

private marketplace like Aon's exchange, or another employer's plan such as a spouse's plan. 3M does not endorse or recommend any particular insurance plan.

Online Helps

Question: Do I and my spouse each have to set up a separate login for HRA? Can I be an authorized user for my spouse?

Answer: If you are both Non-Medicare eligible, you will have separate HRA accounts and separate login information. When you both become Medicare-eligible, the HRA accounts will merge and you will have one shared account balance and shared login information. While you have separate accounts, you may provide verbal authorization when you speak to a Via Benefits representative to ask questions or complete transactions on behalf of each other. Please note that married 3M couples who choose their own RMSA instead of becoming a dependent of their spouse will always have separate HRA accounts, even after they both become Medicare-eligible.

Questions: Can we look at plans and costs now to help us determine if we want to retire now? Is there a way to get into the plan selection page on-line to get an idea of premium costs before we submit our intent to retire? I would like to get a ballpark of what my monthly premiums will be but I am not within 60 days of retiring. Can I get information for costs 6 months or so before I retire? How can we shop your site before deciding to retire to get a better understanding of options and costs?

Answer: Yes! If you go to <https://www.discoverviabenefits.com/> you can learn about retirement considerations and plan options for both Non-Medicare and Medicare Plans. Please note, if you haven't started your 'intent to retire' process, Via Benefits may not have a record of you as a 3M retiree/future retiree.

Question: Will the site let you see what medical costs might be without completing the intent to retire form?

Answer: For Q4 retirements, if you don't complete the 'intent to retire' process, you won't have access to your account on the Non-Medicare website: marketplace.viabenefits.com/3M for Non-Medicare or my.viabenefits.com/3M for Medicare.

Even if you don't complete the 'intent to retire' process, you can still go to <https://www.discoverviabenefits.com/> to learn about retirement considerations and plan options for both Non-Medicare and Medicare Plans. Please note, if you haven't started your 'intent to retire' process Via Benefits may not have a record of you as a 3M future retiree.

Retiree Medical Savings Account (RMSA)

Question: I was hired by 3M in 2010 and am older than 40. Do I have an RMSA? I currently have an HRA administered by Fidelity - would this be the same HRA you are referring too - or would a new HRA be setup?

Answer: RMSA stands for Retiree Medical Savings Account, which is a defined contribution (lump sum) approach where RMSA credits are accrued during the employee's active service beginning at the later of age 40 or hire date. Upon retirement, the RMSA balance accrued while active transfers to a HRA (non-Medicare or Medicare) and eligible participants can use the HRA to offset eligible medical expenses. Participants hired on or after 1/1/2016 are not eligible to accrue

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RMSA and will therefore not be eligible for HRAs upon retirement. Refer to the SPD for more information on eligibility. Fidelity is the Health Savings Account (HSA) administrator which is separate from the HRA. Contact Fidelity for more information about your HSA.

Question: Can your Spouse use the dependent RMSA as long as they are not a 3M employee?

Answer: If you are eligible to participate in the HRA and have a spouse at the time of your retirement, the dependent/spouse RMSA credits will be transferred to the HRA. Your spouse will have access to the HRA to receive reimbursement for eligible expenses. For the Non-Medicare HRA, eligible expenses are limited to post-tax medical and dental premiums only. Refer to the SPD for more information. For married 3M couples, each employee is expected to take their own RMSA. If one chooses to be a dependent on the other spouse's account, they will forfeit their own employee RMSA balance.

Question: What happens to my RMSA funds if I retire before 65 but plan to go onto my spouse's 3M health plan? Do they remain in place and then converted to the Non-Medicare HRA once my spouse retires before 65?

Answer: If your spouse is an active 3M employee and elects to cover you as a dependent under the 3M active health plan, the spouse is subject to the spousal surcharge if you each want to keep your own employee RMSA credits. If you choose to enroll in your spouse's plan, your HRA account balance will remain in place for you to use when you have eligible expenses. An employer's plan is typically pre-tax which is ineligible for reimbursement under the HRA.

Health Reimbursement Arrangement (HRA) and Reimbursement

Question: Why do I need to opt out of HRA if I select subsidized coverage? Can you just not request reimbursement?

Answer: This is to protect you and ensure you understand that you are taking the premium tax credit (PTC) rather than selecting to use the HRA.

Question: Can the HRA be used for medical and dental plans based outside the US?

Answer: Yes, you may be reimbursed for plans procured outside of the U.S.

Non-Medicare and Medicare Plan Options:

Question: Will I be able to get coverage for my spouse who does not have medical benefits through her employer?

Answer: Yes, definitely. Call in to discuss her options with a Benefit Advisor. You may also refer to the online resources to review plan options and premiums.

Question: Can VIA BENEFITS be used if there's a substantial (yrs) gap between 3M retirement and enrollment into a plan.

Answer: Yes!

Retirement and Intent to Retire Submission

Question: Is it OK to enroll to retire effective January 1, 2022?

Answer: Yes, you may enroll up to 60 days before your retirement event.

Question: If I want to retire from 3M when I am 59 or 60, would 3M HRA then cover my medical and dental premiums until I am old enough to have Medicare?

Answer: See the answers about the RMSA and HRA above.

Question: When to stop making HSA contributions prior to retirement to avoid a tax penalty?

Answer: When you enroll in Medicare Part A and/or B, you can no longer contribute pre-tax dollars to your Health Savings Account (HSA). To be able to contribute pre-tax dollars to an HSA you cannot have any health insurance other than a high deductible plan (HDHP).

Before your Medicare begins, you or your account manager should change your contribution to your HSA to zero dollars per month. You may continue to withdraw money from your HSA after you enroll in Medicare to help pay for medical expenses, such as deductibles, premiums, copayments and coinsurances. If you use the account for qualified medical expenses, the funds will continue to be tax-free.

Important legal information

3M does not endorse or recommend any particular insurance plan. Individuals are encouraged to investigate individual insurance plans themselves and make their own informed decision about which individual insurance plan is best for them. The insurance plan that individuals select is their own individual plan and is not sponsored or maintained by 3M and is not part of any plan or program established or maintained by 3M. An individual plan is not subject to ERISA.

This document is not the official plan document for the plan, and in the event of any conflict, inconsistency or ambiguity between this document and the official plan document, the terms of the official plan document will control. 3M reserves the right to modify, amend or terminate the plan, in whole or in part, at any time.

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