



New Parent Checklist

When you experience a life event such as a birth, adoption, or placement for adoption of a child, you may become eligible for certain benefits. Follow this checklist to ensure you take advantage of all your benefits.

1. Access Chemours Benefits Information

Visit chemoursevenefits.com and the Chemours Benefits Service Center, by phone at **(844) 215-5096**, or online at mychemoursevenefits.com

2. Contact the Chemours Benefits Service Center to make changes to your benefits

Connect by phone at **(844) 215-5096** or online at mychemoursevenefits.com (company key is chemoursevenefitscompany).

Within 31 days of the birth or adoption of a child, you can make certain changes to your benefits:

- Enroll your child in your medical, dental, or vision insurance plan with coverage effective on the date of birth/adoption.
- Enroll your child in voluntary benefits, including Critical Illness and Accident Insurance.
- Enroll in a Dependent Care FSA, or change the amount in your current account.
- Enroll in Child Life Insurance for \$5,000, \$10,000, or \$20,000 per child.

3. Ensure your Financial Wellness

- **Tax withholding** – Adding a child to your family can impact your income taxes. Consider updating your Form W-4 withholding elections in [WorkDay](#)
- **401(k) Retirement Savings** – You can make changes to your 401(k) savings contribution rate at any time during the year. To make changes and access financial calculators and investment planning resources through Merrill Lynch, call **(877) 854-CHEM** or visit benefits.ml.com for Benefits OnLine.
- **Saving for your child's college education** – You may want to consider consulting a trusted tax professional or financial planner to see if a 529 plan is right for you. For more information about 529 plans, visit www.sec.gov/reportspubs/investor-publications/investorpubsintro529htm.html
- **Health Savings Account** – If you are enrolled in a Chemours medical plan with a health savings account and you change your medical insurance coverage level from employee only to another



coverage level, Chemours will provide you with additional HSA contributions that are usually processed for the paycheck following the change. Also, this is a good time to review and decide if you are saving enough. You can change your HSA contribution amount at any time during the year. Contact the Chemours Benefits Service Center to enroll or make changes by phone at **(844) 215-5096** or online at mychemoursevenefits.com

- **Flexible Spending Account:** You may be eligible to enroll in an FSA during the year if you experience a life event, and you may also be eligible to change your FSA contribution amount. Contact the Chemours Benefits Service Center to enroll or make changes by phone at **(844) 215-5096** or online at mychemoursevenefits.com

4. Take Time Off

- **Disability Leave** – Eligible employees receive full pay for a period of up to eight (8) weeks, and thereafter 70% of full pay for a period of up to eighteen (18) weeks.
- **Family and Medical Leave Act** – FMLA provides eligible employees with up to 12 work weeks of job-protection for birth or adoption.
- **Paid Maternity Leave** – The Chemours maternity benefit provides for income replacement in the event of a pregnancy-related disability under the Short-Term Disability Plan.
- **Paid Parental Leave** – This benefit provides up to four weeks (160 hours) of paid time off to allow a mother and/or father to bond with their child within the first year of the birth or adoption of the child. The change in the parental leave benefit from two weeks to four weeks paid leave is effective January 1, 2019 for a child who is born or adopted on or after January 1, 2019. If a child is born before January 1, 2019, the parental leave benefit is two weeks paid leave. Paid parental leave is separate from paid disability leave.

5. Learn About Other Benefits

- **Adoption Assistance** – You may be eligible to receive up to \$5,000 per adoption to help pay for qualified expenses related to the adoption of a child (includes attorney fees, court costs, and adoption fees).
- **Employee Assistance Program (EAP)** – The EAP benefit is administered by ComPsych and is provided at no cost to employees and their family members to handle life issues such as emotional health, depression and marital/family counseling. Contact ComPsych at **(866) 974-7366** or visit



guidanceresources.com (Chemours EAP access **CHEMOURSEAP**).

- **Personal Health Advocate** – If you are enrolled in a Chemours medical plan, you and your covered family members will have access to Aetna One® Advocate.* Aetna One® Advocate makes managing your health and your benefits easier. The service is confidential, and you may use it as often as you like—there is no additional cost.

When you rely on Aetna One® Advocate, you'll have a single trusted person—one advocate—who can help:

- Answer your questions about any health or benefit-related needs
- Help you get the right care
- Set health goals based on your objectives
- Create a personal care plan tailored to your needs
- Choose the right providers for your healthcare needs
- Schedule doctor appointments
- Answer your claims questions and resolving billing issues
- Provide compassionate daily living and emotional support

We encourage you to make the most of the A1A benefit and invest in your personal wellbeing. Call your Aetna One® Advocate team anytime, seven days a week at **(800) 417-2386** or visit aetna.com