

October 25, 2021

To: NRLN DuPont Retirees Chapter Membership
From: Paul Kende
Subject: Life Insurance Benefit Reversal

I am forwarding below, Ed Donnelly's recent note to Corteva's CEO and Global Benefits Manager, requesting that Corteva Management and its Board reconsider and reverse the decision to cancel the life insurance program. I hope this request results in the restoration of our DuPont/Corteva life insurance coverage.

October 12, 2021

To: Jim Collins, CEO and Mark Durkovic, Manager, Global Benefits

On behalf of the DRMS I'm sending a picture of today's WSJ , Section B-1, with a headline that Vanguard Restores Retiree Benefits.

One benefit that was being taken away was Life Insurance and after listening to the stress of employees and retirees, Vanguard declared " We know we missed the mark." Then they announced yesterday that they were reversing the course and not cancelling benefits.

Even when they were originally intending to cancel the life insurance provision, they were offering a lump sum payment of \$40,000 to ease the pain. Which could have been a Corteva provision, too.

Lately, I've been hearing (again) from retirees about how they are still shocked and disappointed about Corteva cancelling Life Insurance and offering unaffordable (to most) alternatives. Those who have been paying into the Contributory plan are most upset.

So, bottom line request is for Corteva management and Board to reconsider the decision to cancel life insurance and admit like Vanguard " We missed the mark with this decision."

You will never hear from many retirees because they have always trusted DuPont to make the right HR decisions and therefore will just complain to each other, bad mouth Corteva, and reluctantly let their Life Insurance expire. I'd appreciate your letting the Board hear this request.

Thanks.

Sincerely,

Ed Donnelly
President DRMS