

3M

Winter 2020



Retiree Connections

Committed to guiding 3Mers through retirement

Welcome, Retired 3Mers

If this is your first issue of Retiree Connections, we welcome you to retirement! You can expect this Retiree Connections newsletter twice per year to communicate important news, updates and resources from 3M Human Resources. Additionally, don't forget to visit go.3M.com/retirees for more information and resources.



Mark Your Calendar: 2021 Pension Payments

If you receive payments from your 3M Pension Plan, you are scheduled to receive your payment on the first business day of the month, which for 2021 is as follows:

JANUARY 4	FEBRUARY 1	MARCH 1
APRIL 1	MAY 3	JUNE 1
JULY 1	AUGUST 2	SEPTEMBER 1
OCTOBER 1	NOVEMBER 1	DECEMBER 1

Note:

- Your 2021 pension payments may change from 2020 due to tax withholding changes.
- Direct deposits are safe, secure and simple. Sign up today on Your Benefits Rewards™ at digital.alight.com/3M, or contact the 3M FIRST Line Center at 888-611-5500.

Take Advantage of a Tax-Advantaged Account

A Health Reimbursement Arrangement (HRA) is a powerful tool for your health, helping you pay for qualified medical expenses that you would otherwise be paying out of pocket.

If you are eligible for a Non-Medicare Eligible HRA or Medicare Eligible HRA, here are some things you should know.

Premium automatic reimbursement

You can use HRA funds to reimburse yourself for eligible medical expenses, including the premiums you pay for medical coverage.

- Set up the Premium Auto-Reimbursement feature for automatic reimbursement of your monthly premiums.
- Once set up, no action is needed.

Direct deposit

Enroll in the Your Spending Account™ direct deposit program for reimbursements of approved claims electronically deposited into your checking or savings account.

To set up a premium for automatic reimbursement and/or direct deposit, go to Your Spending Account through Your Benefits Rewards™ at digital.alight.com/3M or contact 3M FIRST Line Center at 888-611-5500.

Notice of Privacy Practices

3M group medical plans are required by law to maintain the privacy of your health information and provide you with notice of their legal duties and privacy practices with respect to your health information. You can review a copy of the Notice of Privacy Practices on go.3M.com/retirees.

Protect Your 3M Retirement Account with Mobile Text Alerts

At 3M, we take the security of your retirement account very seriously. To help us protect your account, we strongly encourage you to enroll in mobile text alerts. These alerts ensure that you are immediately notified of:

- Financial transactions on your account
- Changes to your personal information
- Changes to your bank or financial institution information
- Other security alerts related to your benefits account

Take action

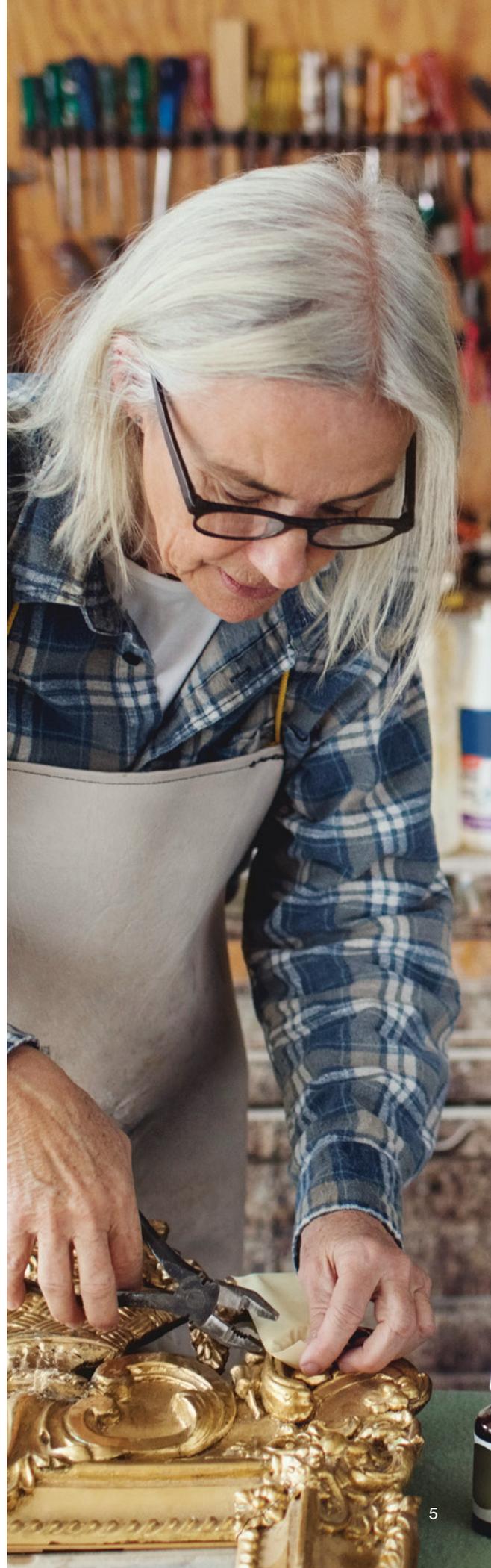
1. Make sure you have a mobile number on file that can accept text messages.
2. Access the Your Benefits Rewards™ website at digital.alight.com/3M.
3. Enter Username and Password and click “Log On.”
4. Click “Your Profile” in the upper right corner and select “Manage Communications.”
5. Click the Change button next to “Text” under the Preferred Contact Information section.
6. Scroll down to Mobile and add/update your mobile number.
7. Click “Save.”

Opt into text messaging

1. Access the Your Benefits Rewards™ website at digital.alight.com/3M.
2. Enter Username and Password and click “Log On.”
3. Click “Your Profile” in the upper right corner and select “Manage Communications.”
4. Scroll down to the Delivery Preference section and click the Change button next to “Text Messages for Benefits.”
5. Check the box next to “Yes” and click “Save and Return.”

Questions?

Call the 3M FIRST Line Center at 888-611-5500 for assistance.



3M Alumni Volunteerism

3M Alumni volunteers give their time, talent and experience in many ways. The 3Mgives Volunteer Alumni program launched in 1984 as 3Mers wanted to give back to their communities in retirement. Many retirees who volunteer say the experience is so personally valuable that it has become an important lifelong learning opportunity.

3Mgives wants to help you stay engaged within your community. Below are some websites that can help you find opportunities to volunteer either in person or virtually.

For in-person opportunities, be sure to follow COVID-19 safety protocols: Monitor your personal health, practice good hygiene, maintain a safe physical distance, wear a face covering and clean shared items/surfaces regularly.

Twin Cities in Minnesota

- Greater Twin Cities United Way: gtcuw.org
- HandsOn Twin Cities: handsontwincities.org
- Twin Cities Habitat for Humanity: tchabitat.org

National

- All for Good: allforgood.org
- Habitat for Humanity: habitat.org
- MENTOR: mentoring.org
- American Red Cross: redcross.org
- United Nations: onlinevolunteering.org/en/opportunities

Reminder: 3M Volunteer Match

When you volunteer at least 25 hours in a calendar year at one eligible nonprofit, the 3M Foundation will provide a \$500 grant to that same organization. Most U.S. schools and public charities qualify. Match requests for 2020 hours are due Dec. 31, 2020.

How to log hours and request your match:

1. Visit 3Mgives.com/match.
2. Click on “Login-Outside 3M Network.”
3. Enter your Employee ID (01xxxxxx) and password; if you are a first-time user, click “Create your password.”
4. Click “I Accept” to enter the 3Mgives Community Engagement Portal.
5. Click “Volunteer.”
6. Click “Log Hours/View History.”
7. Click “Log Hours” to search for your organization and submit your time.
8. Once you have logged 25 hours with one organization, the “Request Match” box will be available for you to click and submit your 3M Volunteer Match request.

Sign up for the 3Mgives Volunteer Alumni Newsletter

Join the 3Mgives Volunteer Alumni Newsletter list to receive monthly emails about volunteer opportunities in the Twin Cities area and 3M Volunteer Match reminders. It's a way to keep connected and know what needs are arising in your community. To sign up, send your name, employee number and email address to 3MgivesAlumni@mmm.com.

Year-End Tax Reminders and Tips

With the tax year-end fast approaching, it is a great time to review these reminders and tips for the upcoming tax season.



W-2s

If you received 3M taxable wages in 2020 (e.g., exercised a stock option or received AIP/sales compensation), your W-2 will be mailed to the most recent address 3M has on file no later than Jan. 31.

- If you need to update your mailing address, go to Your Benefits Rewards™ at digital.alight.com/3M or contact 3M FIRST Line Center at 888-611-5500.
- You may also receive a 1095-C form, showing that you and your dependent(s) were offered and enrolled in medical coverage in 2020.

General Employee Stock Purchase Plan

If you sold stock purchased through the 3M General Employee Stock Purchase Plan (GESPP) in 2020, you may experience what the Internal Revenue Service (IRS) calls a “disqualifying disposition.” A disqualifying disposition is when shares are sold within two years of purchase.

- When this happens, 3M is required to report the difference between the fair market value at purchase and your option price as compensation on your W-2 in the year of disposition.
- In addition, you will need to report any gains or losses on your tax return.
- If you have questions, please consult your personal tax advisor.

Questions?

Contact HR Help at 877-473-6394, Monday-Friday from 7 a.m. to 4 p.m. CT.

Key Contacts

Questions? Want to learn more? Here are some key contacts.

Managing Your Health

For Non-Medicare Eligible Retirees:

Take Action	Contact	Website	Phone Number
Get assistance researching an individual non-Medicare marketplace plan	eHealth (Aon Retiree Health Exchange's enrollment partner)	ehealthinsurance.com/3M	844-604-9352
Access your 3M Retiree Non-Medicare Eligible HRA	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500
Get claims and processing information			
Manage your Health Savings Account (HSA)	Fidelity®	netbenefits.fidelity.com	800-544-3716
Review claims and payments			
Process a withdrawal			
Manage your investments			
Sign up for direct deposit and electronic statements			

For Medicare Eligible Retirees:

Take Action	Contact	Website	Phone Number
Get assistance researching an individual Medicare marketplace plan	Aon Retiree Health Exchange	retiree.aon.com/3M	877-458-9656
Access your 3M Retiree Medicare Eligible HRA	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500
Get claims and processing information			

Retiree Life Event Changes:

Take Action	Contact	Website	Phone Number
Report a life event change (e.g., report a death or divorce or drop/add coverage)	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500

Managing Your Finances

3M Voluntary Investment Plan (VIP)/Savings Plan

Take Action	Contact	Website	Phone Number
Make transactions (e.g., request a withdrawal)	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500
View your account and fund balances			
Make beneficiary changes			

Pension

Take Action	Contact	Website	Phone Number
Get information	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500
Request direct deposit			
Change your withholding			
Change your address			

Long-Term Incentive Plan (LTIP)

Take Action	Contact	Website	Phone Number
Access stock option records	Fidelity® Investments	netbenefits.fidelity.com	800-544-9354
Obtain 3M stock price quotes for stock options			
Exercise stock options			

General Employee Stock Purchase Plan (GESPP)

Take Action	Contact	Website	Phone Number
View your account	Fidelity® Investments	netbenefits.fidelity.com	800-544-9354
Sell shares of stock			

Income Verification

Take Action	Contact	Website	Phone Number
Verify your 3M work history or pension income for a lender or other third party	The Work Number	digital.alight.com/3M Other Benefits > Employment/ Salary Verification	800-367-2884

Other Benefits

Social Security Benefits

Take Action	Contact	Website	Phone Number
Get information about your Social Security retirement, disability or survivor benefits	Social Security Administration	socialsecurity.gov	800-772-1213

Retiree Life Insurance

Take Action	Contact	Website	Phone Number
Get information	Your Benefits Rewards™	digital.alight.com/3M	888-611-5500
Designate and update your beneficiary			

Voluntary Benefits

Group Auto and Home Insurance

Take Action	Contact	Website	Phone Number
Get group insurance quotes Apply for insurance coverage	MetLife	metlife.com/mybenefits Password: 0WJ (“zeroWJ”)	800-438-6388
	Liberty Mutual	libertymutual.com/3M Enter client code: 114039	888-709-2144
	Traveler’s Insurance	travelers.com/3M	888-695-4640

Pet Insurance

Take Action	Contact	Website	Phone Number
Get insurance quotes Apply for policy	Nationwide	petinsurance.com/3Mretirees	877-738-7874

ID Theft Protection

Take Action	Contact	Website	Phone Number
Get more information Enroll in protection	Allstate Identity Protection	MyAIP.com/3M	800-789-2720



3M News

Take Action	Contact	Website
Access various news and services for retirees	3M	go.3M.com/retirees
3M online store and merchandise		
3M Club		
Retiree benefits resources		
Get information on 3M community engagement and volunteerism	3Mgives	3Mgives.com
Hear the latest news about 3M	3M	news.3M.com



Important Legal Information

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

This document is intended to provide general information about the plan and is not intended to provide specific advice for any individual. This document should not be construed and is not intended to provide financial, investment, or tax advice. Individuals should consult their own financial or tax advisor for guidance specific to their own situation.

Neither receipt of this document nor its use of the term “you” indicate eligibility for the plan. Only those individuals who satisfy the eligibility requirements and other criteria contained in the official plan document are eligible to participate in the plan.

