



U.S. Benefits Administration Vendors Transition

Dear 3M alumni and other plan participants,

At 3M, our people are at the core of everything we do, and we care about their health and wellness needs.

We regularly review our vendor relationships to ensure our benefits programs and services continue to provide a great benefits experience for everyone. Supportive and knowledgeable expert service is critical to your experience, and it is a very important part of our overall benefits offering.

With your benefits experience in mind, we are moving our U.S. benefits administrative services from Alight (3M FIRST Line Center) to three strategic partners: Willis Towers Watson, Empower Retirement and Newport.

Each of our new strategic partners is an industry-leading vendor known for quality, customer service and expertise in their respective practice areas. While there will be some minor process changes that are typical of this type of move, 3M will still offer the same great benefits to our plan participants and will ensure easy navigation across vendors.

This change will apply to all participants in 3M's U.S. active and retiree health benefits, pension, 401(k), and deferred compensation plans. Please note that you are receiving this notice because it involves benefits that may be relevant to you, but this does not mean that you are eligible for all of the plans listed.

Here are some things you should know about the transition:

Retiree Medical and Life Insurance Administration

- The process that helps our retirees find health insurance coverage and process retiree health reimbursement claims will move to a Willis Towers Watson service known as Via Benefits on 1/1/2022.
- Open Enrollment for retirees will be conducted through Via Benefits for Medicare during **October 15-December 7, 2021** and non-Medicare during **November 1-December 15, 2021**.
- To allow for a thorough transition of services, claim reimbursements may be delayed in early 2022. For that reason, individuals who retired prior to 12/31/2021 will be encouraged to process any health reimbursement claims promptly to avoid a slight delay in payment.
- While Open Enrollment will be managed through Via Benefits, you may choose to stay with Aon or use other options. If you enroll using Via Benefits, you will need to select a new plan.
- The retiree life insurance claims process will also move to Willis Towers Watson on 1/1/2022.

COBRA Administration

- For those continuing on COBRA, both 3M's current and new billing partners will be in contact to ensure your enrolled coverages will continue upon payment of the respective bills.
- Willis Towers Watson will conduct Annual Enrollment this fall.

401(k) Plan Administration

- The administrative services for the 3M 401(k) plan will move to Empower Retirement on 1/1/2022.
- As we transition, there will be a brief period from late-December to mid-January 2022 during which participants will not be able to process changes to their accounts. We know timely notification is important to ensure adequate preparation, and participants will receive additional details about these events as they draw nearer.

Deferred Compensation Plans Administration

- The administrative process for deferred compensation plans, which includes VIP Excess, Deferred Compensation, and Performance Share deferrals, will move to Newport on 1/1/2022.
- Participants will receive additional details about this transition soon.

Pension Plan Administration

- The administrative process for the 3M Pension Plan will move to Willis Towers Watson in late summer 2022.
- Participants will continue to use 3M FIRST Line Center for pension-related purposes until that transition is complete.

Additional communications related to these transition events will follow in the coming months from both 3M and our partners.

This is an exciting development for 3M, our valued employees and retirees, and those who participate in our many benefits plans. Thank you for your partnership as we roll out this new vendor implementation, ensuring you receive the best service and expertise available. If you have any questions, please contact HR Help at 877.473.6394 (toll free).

Sincerely,

Jon Ruppel
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3M Human Resources