

DuPont U.S. Savings Plans New Investment Choices and Services

Questions and Answers – October 15, 2007

Q. Why is the Investment Line-up being changed?

- A. The last significant redesign of the investment choices occurred in 1997. At that time, we were able to offer DuPont plan participants a feature that was not then generally available within company-sponsored 401(k) plans: an array of mutual funds from various fund providers. Most plans then offered funds from only one fund provider.

Over the 10 years during which the current investment choices have been in place, much has changed with regard to 401(k) plans:

First, new investment categories (like REITS) and new types of funds (like Target Date Retirement Funds) have become available.

Second, some of the mutual funds in our current line-up have undergone changes such as:

- 1) closing to new contributions and fund transfers and
- 2) "style drift" in investment manager objectives leading to additional overlap in the investment categories offered in the plan.

Finally the Federal Government is encouraging plan sponsors to 1) teach participants about the importance of investment diversification, 2) offer investment advice services and 3) pay closer attention to the level of investment management fees.

Specifically on the second point, independent investment advice products have been developed and are being offered by plan sponsors with increasing frequency, partly in response to these federal actions but mostly in response to concerns expressed by plan participants struggling to make informed decisions about diversification of their retirement assets.

Q. Why was this design of Plan investments chosen?

- A. With the opportunity to make significant enhancements to the plan's investment offerings, a goal was set to develop a menu of New Investment Choices to make it easier for all participants to determine an appropriate investment strategy for their retirement savings, no matter what their level of interest and/or knowledge about investing.

We know that people choose to be involved in their retirement income planning and investing at varying levels. Therefore, we developed a new set

of investment choices to address three categories of people, including those who would like:

- The ability to design, implement and monitor their own portfolio.
- The ability to select a one-choice asset allocation portfolio based on their future retirement year, and
- The ability to access professional investment advice and implementation services.

Q. What assistance will be provided to help participants choose investments in the future?

A. The investment choices include single choice diversified asset allocation offerings such as the Target Retirement Funds as well as access to professional investment advice through the Merrill Lynch Advice Access service. Additionally, further investment education and other resources are available through the Merrill Lynch Benefits OnLine Web site at www.benefits.merrill.com or by calling Merrill Lynch on 877-337-5267.

Q. Why are there black-out dates?

A. When a major change like this one is being implemented, much work is taking place behind the scenes to help transfer employee accounts appropriately. Because these changes are very complex and we need to get them right, we must suspend normal plan operations and access to account information while the changes are implemented.

The first blackout period will allow for the transition of the new plan features for SIP to occur through the plan's record keeper, Merrill Lynch. This period begins on December 28 at 3 p.m. eastern time and ends on January 1, 2008.

For the investment lineup change, the blackout period will begin at 3:00 p.m. Eastern Time, Friday, January 25, and will end Sunday, February 3. This is necessary to allow for the transition of assets. During this blackout period, you will not be able to enroll in the plan, obtain a loan, take a withdrawal or distribution from your 401(k) account, transfer account balances, change your investment direction for future contributions, or change your contribution rate. Effective February 4, the blackout period is over, you again have full transactional capability, and all of the new investment choices are available.

Q. If an employee isn't currently enrolled in SIP, where will the 3% company-contribution be invested?

A. The funds will be invested based on the employee's designated investment direction. If the employee does not make an investment direction election, then the funds will be invested based on the plan's

default investment. The current default investment is the Moderate-Asset Allocation fund. The default investment under the new investment choices has not yet been determined.

Q. Why is a \$150 loan application fee being charged for all new loans after January 1, 2008?

A. This fee is being charged to cover the costs for initial loan set-up and ongoing administration. The fee is intended to charge these expenses to the participants who utilize this service. The purpose of the savings plan is to provide for retirement savings. Loans can have a detrimental impact on participant's ability to accumulate sufficient retirement assets. In many cases, taking a loan from another source may be preferable.

Q. Why is \$125 Annual account fee being charged for the Self-Directed Brokerage Service?

A. This is the cost for providing the retail brokerage account required for this service. Additional commissions and fees may apply to certain transactions. The costs of providing this service are intended to be paid for by the participants using the service.

The Self-Direct Brokerage service is not part of the Core Investment menu which is monitored by the plans' investment fiduciaries. Participants should not consider this service unless they are sophisticated investors who seek more investment choices and greater control of their retirement account; are comfortable with, and knowledgeable about, creating and managing an investment portfolio; and are willing to assume the accompanying risk.

Q. When do employees have to be prepared to make decisions?

A. Employees will need to make decisions in January on future investment direction elections and the transfer of current holdings in funds that are not part of the new investment choices and which are eligible to be held for a transitional period of up to fifteen months.

Q. Where can employees get additional information?

A. Additional information will be provided during employee meetings in November and early December and in future planned communications. Additionally, information on the new investment choices and services is available by calling Merrill Lynch on 877-337-5267 or on the Benefits OnLine Web site at www.benefits.ml.com.

