



## **Pension**

The Wackenhut Services, Incorporated Pension Plan for Employees at Oak Ridge, Tennessee, (“Pension Plan”) helps build financial security and provides you with a dependable source of income throughout your retirement years.

Throughout this Summary Plan Description you will see the term “Your Company” used. “Your Company” refers to the entity identified on your paycheck, whether it is Wackenhut Services, Incorporated, or a subcontractor at the Department of Energy facility in Oak Ridge, Tennessee. If there are certain times when the term “Your Company” has a different meaning, it will be noted.

### **The Pension Plan ...**

#### **...Provides You With Flexibility in Planning Your Retirement**

You can retire with a full pension benefit at age 65 or over. You can also receive a full pension benefit when you retire at age 62 if you have at least 10 years of service credit, when your age and years of service credit equal 81 or more or when you retire on or after age 60 but before age 62 if you have at least 30 years of service credit. You can receive a reduced benefit as early as age 50 if you have at least 10 years of service credit.

#### **...Lets You Choose from a Variety of Payment Forms**

There are several payment forms to choose from, including life annuity and survivor benefit options. If you are married, you will be paid in a 50% joint and survivor benefit, unless you have your spouse’s written consent to elect another payment form.

#### **...Offers Financial Security to Your Family in Case of Your Death**

If you should die while you are still working, the Pension Plan will pay a survivor benefit if you have at least five years of service credit.

This document constitutes your summary plan description under the Employee Retirement Income Security Act of 1974 for the Pension Plan.

### **Eligibility and Enrollment**

## **Eligibility**

You are eligible to participate in the Pension Plan if you are an employee of an entity that is a Participating Company in the Pension Plan.

As of January 1, 2007, the following entities are Participating Companies in the Pension Plan: Wackenhut Services, Incorporated, Critique Resource Consulting Corporation and PAI Corporation.

You are an employee if you perform services in an employer-employee relationship for a Participating Company in connection with the operation by Wackenhut Services, Inc. of the Protective Services Contract at the Department of Energy facilities in Oak Ridge, Tennessee, unless you are:

- § an employee whose employment is governed by the terms of a collective bargaining agreement, unless the collective bargaining agreement entered into with Your Company provides for participation in the Pension Plan
- § a nonresident alien receiving no income from sources within the United States
- § a leased employee
- § an independent contractor as characterized in the books and records of Your Company, or
- § an employee not eligible to participate in the Pension Plan because you are included in a classification set up by Your Company which classification does not discriminate in favor of employees who are officers, shareholders or highly compensated.

NOTE: If you leave and have at least five years of Credited Service, you are eligible to receive a benefit. For more information, please see the “If You Leave Before Retirement” section on page K-11.

## **Enrollment**

If you meet the eligibility requirements for the Pension Plan, you are automatically enrolled in the Pension Plan. You do not need to fill out any forms or contribute any money.

## **When You Can Retire**

To offer you flexibility in planning for retirement, the Pension Plan provides a choice of retirement dates.

You can retire with a full pension:

- § at age 65 or later, regardless of service credit
- § at age 62, with at least 10 years of service credit
- § after age 60 but before age 62, with at least 30 years of service credit

§ when your age and years of service credit total 81 or more.

If your employment is terminated by action of Your Company (other than for cause), you will be credited with up to two years of age and/or service credit depending on which formula you are retiring under.

You can retire with a reduced pension:

§ at age 50, with at least 10 years of service credit.

“Service Credit” is defined in the Glossary on page N-8 and generally means the total time you work for Your Company. Certain assets of the Restated Retirement Program for Employees of Lockheed Martin Energy Systems, Inc. and The Bechtel Jacobs Company LLC Pension Plan for Grandfathered Employees have been transferred to the trustee of the Pension Plan and due to such transfer you will receive full credit for all service credit earned during your participation in the Restated Retirement Program for Employees of Lockheed Martin Energy Systems, Inc. and The Bechtel Jacobs Company LLC Pension Plan for Grandfathered Employees, as applicable.

If you choose to retire after age 65, you will continue to earn credit for your service and pay for Pension Plan benefit purposes until you actually retire. If you are not a five-percent owner, Pension Plan payouts will begin no later than the later of (i) April 1 of the calendar year following the calendar year in which you reach age 70½ or (ii) April 1 of the calendar year following the calendar year you retire. If you are a five-percent owner, Pension Plan payouts will begin no later than the later of April 1 of the calendar year following the calendar year in which you reach age 70½, regardless of whether you are still employed by Your Company.

### **Determining Your Pension Benefit**

When you retire, your pension benefit under the Pension Plan will be calculated under three different formulas referred to as the regular, alternate and minimum formulas. The formula that produces the highest benefit for you, within Pension Plan limits, will be used.

All of the formulas are based in part on:

§ your average straight-time monthly earnings — the average of your highest earnings for three calendar years during the last 10 years just before you retire, or if greater, the final 36 full calendar months just before you retire (for a discussion of how these earnings are calculated, see page K-6).

§ your service credit — including all your years and completed months of service — with each completed month counting as 1/12 of a year.

### **Regular Formula**

The regular formula provides a monthly benefit of:

1.2% of your average straight-time monthly earnings  
*times*

your years and months of service credit  
*plus*  
\$18.

### **Alternate Formula**

The alternate formula provides a monthly benefit of:

1.5% of your average straight-time monthly earnings  
*times*  
your years and months of service credit  
*minus*  
1.5% of your monthly Primary Social Security Benefit  
*times*  
your years and months of service credit up to 33 years

Under this formula, no more than 50% of your Primary Social Security Benefit will be used to offset your earnings. If you provide Your Company with complete Social Security Administration records of your covered earnings within six months of your retirement date, Your Company will use a Social Security benefit based on these earnings rather than an estimated earnings history. Otherwise, Your Company will use your estimated earnings history.

When you retire, your Primary Social Security Benefit for purposes of this formula is the benefit you would be eligible to receive at your retirement age or age 62, if later. This benefit is based on your estimated earnings before retirement and on the Social Security laws in effect on the date you retire.

### **Minimum Formula**

The minimum formula provides a monthly benefit of:

\$5 for each of your first 10 years and months of service credit  
*plus*  
\$7 for each of the 11th through 20th years and months of service  
*plus*  
\$9 for each year in excess of 20 years and months of service  
*plus*  
10% of your average straight-time monthly earnings (if you have less than ten years of service, this will be reduced 1% a year for each year less than ten)  
*plus*  
\$18.

### **Guard Supplement**

If you are a guard whose job required compliance with certain medical and physical standards for at least ten years in the last twelve years of your employment with Your Company, you may be eligible to receive a supplemental pension benefit beginning upon your retirement and ending when you attain age 65. You will only be eligible for this supplemental benefit if it is greater

than your benefit calculated under the Plan without taking the supplement into account. This supplemental benefit is in addition to your pension benefit calculated above.

### **Reduced Benefits**

If you leave covered service at or after age 50 with at least 10 years of service credit, and you request your retirement benefit, your monthly benefit is reduced. Covered service is generally your service with Your Company. The amount of reduction is based on your age and service. For example, if you are age 55 and have 23 years of service, you will receive 85% of your full benefit. For a table of the reduction factors, see Table I on page K-14.

The three formulas used to calculate full pensions are also used to calculate reduced pensions. The one which produces the largest benefit will be the one used. In the regular and minimum formulas, the reduction factor is applied after calculating the total benefit. In the alternate formula, the reduction factor is applied before subtracting the Primary Social Security Benefit.

If you retire before you are eligible for a full pension, you may postpone starting your pension and thus lessen or eliminate the reduction. In the example above, if you retire at age 55 with 23 years of service but postpone starting your pension until age 58, you will receive a full pension because your 23 years of service and your age will then total 81.

Any reduction for early retirement is in addition to the reduction that may be made to your Pension Plan benefit if you elect to provide continuing Pension Plan benefits to your spouse, dependent children or dependent parents after your death, as discussed on page K-8. See Tables III, IV and V on pages K-16 – K-17 for survivor reduction factors.

### **Calculating Your Average Straight-Time Monthly Earnings**

Average straight-time monthly earnings are computed using your straight-time rate of pay (including executive incentive compensation, shift differential and hourly COLA) and your regularly scheduled hours during:

§ the three calendar years in which these earnings were highest, during the ten calendar years just before you retire

*or, if greater*

§ the final three years just before you retire.

The average straight-time monthly earnings during the final three years are calculated by using:

§ scheduled straight-time monthly earnings in the months of the calendar year in which you retire

§ scheduled straight-time earnings in the two preceding calendar years

§ for any months in the third preceding calendar year, the average of the scheduled straight-time monthly earnings for that year times the number of months used in that year.

You should note that this calculation does not use the actual scheduled earnings for the specific months of the third year. The earnings rate used will be the monthly average for the entire year.

Straight-time monthly earnings are determined prior to any reduction in compensation for any contributions made to a plan sponsored by Your Company which provides for pre-tax contributions.

NOTE: The IRS places certain restrictions on your benefits, including the limits on your annual pension benefit at retirement. The IRS also limits the amount of compensation to be used in calculating your pension benefit. Certain highly compensated employees may have a limit imposed. You will be notified if any of these limits apply to you.

<b>Pension Benefit Examples</b>	
A full pension will be the largest amount produced by any of the three formulas. For example, suppose you retire at age 65 with exactly 30 years of service credit and average straight-time earnings of \$2,000 a month. Here is how your full pension would be figured.	
<b>Regular Formula</b>	
1.2% x \$2,000 x 30 years + \$18 = \$738 a month	
<b>Alternate Formula</b>	
1.5% x \$2,000 x 30 years =	\$900
<i>minus</i>	
1.5% x \$685* x 30 years =	<del>-\$308</del>
	\$592 a month
*This is a typical Primary Social Security Benefit.	
<b>Minimum Formula</b>	
\$5 x 10 years =	\$ 50
\$7 x 10 years =	\$ 70
\$9 x 10 years =	\$ 90
10% x \$2,000 =	\$200
Flat amount =	<u>\$ 18</u>
	\$428 a month
In this case, the regular formula would give you a higher pension than the alternate or minimum formulas. You would receive the highest benefit - \$738 a month for the rest of your life. Of course, if you elect to continue benefits to your spouse or	

other eligible dependents after your death, this amount will be reduced to account for the longer period over which Pension Plan benefits will be paid. See Tables III, IV and V on pages K-16 – K-17 for survivor reduction factors.

NOTE: This is an example. Your actual benefit may vary depending on your individual circumstances. Please consult a financial advisor for more information.

Examples of Estimated Monthly Pension Income at Age 65					
Average Straight Time Earnings	Years of Service at Retirement				
	20	25	30	35	40
\$2,000 a month	\$ 498	\$ 618	\$ 738	\$ 858	\$ 978
2,200 a month	546	678	810	942	1,074
2,400 a month	594	738	882	1,026	1,170
2,600 a month	642	798	954	1,110	1,266
2,800 a month	590	858	1,026	1,194	1,362
3,000 a month	738	918	1,098	1,278	1,458

The above amounts were calculated under the regular and minimum formulas. However, the relationship of average earnings and Social Security benefits at the time you retire might result in the alternate formula producing a higher benefit than shown in some of the above examples. In such a case, the actual benefit will be greater than that shown in the table, since the highest benefit produced by any of the three formulas is the one used.

### Normal Forms of Payment

You will receive your benefits under the Pension Plan’s normal form of payment based on your marital status when you retire, unless you elect an optional form of payment.

#### For Married Employees

If you are married when you begin to receive your benefit, the normal form of payment is a 50% joint and survivor benefit. Under this form of payment, your pension is reduced and, after your death, 50% of that benefit is continued to your surviving spouse for the rest of his or her life. This reduction is based on the ages of you and your spouse and reflects the fact that benefits are payable during both of your lifetimes. If your spouse dies before you, this form of payment will automatically be canceled and you will receive your future Pension Plan benefit as paid for single employees, discussed below. For a table of reduction factors, see Table III on page K-16.

If you die before you begin to receive Pension Plan benefits, your spouse will receive 50% of the benefit you would have received had it begun on the date of your death.

If you have been married for less than one year, special rules apply.

#### For Single Employees

The Pension Plan's normal form of payment for a single employee is a life annuity. Under this form of payment, you receive the full benefit earned at retirement for your lifetime. After your death, no benefits are paid to anyone else.

### **Optional Forms of Payment**

You may elect an optional form of payment at retirement. If you are married, you will need your spouse's written consent, witnessed by a notary public or a representative of the Plan Administrator, in order to elect a form of payment other than the 50% joint and survivor benefit.

You may revoke or change your election at any time before benefits begin, subject to your spouse's written and witnessed consent.

### **Life Annuity Option for Married Employees**

This option for married employees is the same as the normal form of payment for single employees. Under this form of payment, you receive your full pension benefits for your lifetime only. No benefits are paid to anyone after your death.

### **Survivor Benefit Option**

You can elect a reduced pension in order to provide continuing income to a dependent child under age 23 or a dependent parent.

The amount of reduction in your pension depends on your age and the age of your named survivor. Examples of survivor factors are shown in Tables IV and V on page K-17.

The terms "dependent child" and "dependent parent" are defined in the Glossary on page N-3.

After your death, 50% of your reduced benefit will continue to your dependent child until age 23 (or as long as the child remains totally and permanently disabled) or your dependent parent for the rest of his or her life.

If you die before your pension benefits start, your named survivor will receive 50% of the reduced pension you would have received had it begun on the date of your death.

Your election of a survivor benefit cannot be changed after your pension begins. If your named survivor should die before you, this payment form is automatically canceled and you will receive your future Pension Plan benefit as paid for single employees.

### **Level Income Option**

If you retire before age 62 and choose to have your pension benefits begin before you are eligible to receive Social Security benefits, you may elect the level income option in addition to any other form of payment. Under this option, your Pension Plan income is increased until age 62 and is decreased after that time so that your combined income from the Pension Plan and Social Security is approximately level throughout your retirement. The Social Security amount used in the level income calculation is not your actual Social Security amount but is an estimate based on your average straight-time monthly earnings for the calendar year immediately preceding your retirement date.

If you elect the level income option, the survivor's benefit will be based on the pension amount before adjustment for this option.

### **Small Benefits**

If the total present value of your vested benefit is \$5,000 or less on the date of distribution, you may be paid automatically in a lump-sum payment.

## **Social Security**

Social Security retirement benefits are entirely in addition to benefits paid from the Pension Plan.

Social Security provides retirement benefits to you and your eligible spouse based on earnings covered under the law. If you were born before 1938, full Social Security retirement benefits can start at age 65. Your spouse is eligible for an additional 50% of your benefit — or a benefit based on his or her own covered earnings, if greater — when he or she reaches age 65. Disability benefits may also be provided for you and eligible family members, as well as survivor's benefits.

For employees born after 1937, the age for unreduced Social Security benefits will gradually increase from age 65 to age 67. Ultimately, for employees born after 1959, full Social Security benefits will not become payable until age 67. Reduced benefits are available as early as age 62.

Please remember that, although you and Your Company each pay taxes toward the cost of your Social Security benefits, these benefits are not paid automatically. You must apply for them in all cases. To get more information about the law and your personal status under it, contact your local Social Security office.

## **Participation While You Are Disabled**

### **Continuation of Plan Participation**

If you become totally disabled and qualify for benefits under Your Company's Long Term Disability Plan, you will continue to accrue service credit with Your Company just as if you had continued working. While you continue to be totally disabled, your earnings will be assumed to remain the same as at the time you became disabled. For purposes of determining your benefit, your average straight-time monthly earnings will be based on:

§ the three calendar years in which your earnings were highest, during the ten calendar years just prior to your last day worked, *or*

§ the final three years just prior to your last day worked.

For information on how your average straight-time monthly earnings during the final three years are calculated, see page K-6.

### **Effect of Disability on Your Pension Benefit**

If you continue to be totally disabled until age 65, you will be entitled to retire under the same conditions as any other participant. If your disability ends before age 65, you will receive service credit for the period of your disability — provided you return to work or transfer from disability status to retirement status. If you do not return to work after your disability ends, you will be considered to have terminated employment on the date your disability began.

### **If You Die While Employed**

If you die while you are still employed and you have completed at least five years of service credit, the Pension Plan will pay a survivor benefit unless another form of payment has been selected. The timing and amount of this benefit will depend on your years of service credit when you die.

If you die after completing 10 years of service credit, the survivor benefit is payable immediately. (The age 50 requirement for early retirement does not apply in determining eligibility for the survivor benefit.) The benefit is a monthly income equal to 50% of the pension you would have received if you had retired on the day of your death. If your survivor is a younger spouse, the benefit will be reduced 1/2% for each full year more than five years that your spouse is younger than you. However, in no event will the survivor benefit be reduced to less than 25% of your full pension, calculated using your average earnings and service at your death.

If you die before completing 10 years of service credit (but after five years), the survivor benefit is payable the first day of the month following the day you would have reached age 65. The benefit is a monthly income equal to 50% of the benefit you would have received had you terminated employment on the day of your death and elected to receive your benefit at age 65 in the 50% joint and survivor form of payment. Your survivor can elect to receive reduced benefits as early as the date you would have reached age 50. The reduction will be 6 2/3% for each year before age 65, for up to three years (to age 62), plus 5% for each year before age 62 that benefits begin.

The benefit will be paid to your spouse for the rest of his or her life. If you are employed and not married when you die, the benefit will be paid in equal shares to your dependent children until age 23 (or as long as a child remains totally and permanently disabled). And if you have no dependent children, then the benefit will be paid in equal shares to your dependent parents for life. The terms “dependent child” and “dependent parent” are defined on page N-3.

Any benefit being paid to a dependent child or dependent parent cannot be transferred to someone else when the child or parent no longer qualifies for it. However, if a spouse dies while receiving the survivor benefit, the spouse’s benefit will continue in equal shares to any of your dependent children under age 23 or as long as a child remains totally and permanently disabled.

### **If You Leave Before Retirement**

If you leave Your Company for any reason after completing at least five years of Credited Service, you are “vested.” Being vested means you have a nonforfeitable right to receive Pension Plan benefits.

Credited Service generally means the time you work at Your Company, from your first hour of service until you sever from service. Subject to the terms of the Pension Plan, you will also receive credit for your participation in the Restated Retirement Program for Employees of Lockheed Martin Energy Systems, Inc. and The Bechtel Jacobs Company LLC Pension Plan for Grandfathered Employees, as applicable.

See discussion of “service credit” on page K-3 under “When Can You Retire.”

For further discussion of Credited Service and severance from service, see page K-12.

### **Benefit Amount**

The amount of your vested pension payable at age 65 depends on your average straight-time earnings (including executive incentive compensation, shift differential and hourly COLA), your total service at the time you leave Your Company, and your age at the time you want your pension payments to begin. The three formulas described on page K-4 are used to calculate your pension, but with these differences:

- The flat amount of \$18 per month under the regular and minimum formulas will be multiplied by a “service fraction.” This fraction is your actual years of service with Your Company divided by your years of service that would be credited had you continued with Your Company until age 65.
- If your vested benefit is calculated using the minimum formula and you have less than ten years of service credit, that part of the formula using 10% of your average straight-time earnings will be reduced by 1% for each full year less than ten.
- The alternate formula is revised to require the following steps:
  1. 1.5% x average straight-time earnings *times* your years of service that would be credited had employment continued to age 65

*minus*

2. 1.5% x years of service (up to 33-<sup>1</sup>/<sub>3</sub>) that would be credited had employment continued to age 65 *times* Primary Social Security Benefit at age 65, assuming continued employment at current earnings rate

*times*

3. The service fraction:

$$\frac{\text{Years of actual service}}{\text{Years of service had employment continued to age 65}}$$

### **Payment of Benefits**

Vested benefits normally become payable at age 65. However, you can elect to receive a reduced benefit as early as age 50. The amount of the reduction will depend on how many years before age 65 you elect to begin benefits. The reduction is 6 2/3% for each year before age 65, for up to three years (age 62). In addition, the reduction is 5% for each year before age 62 that Pension Plan payments start. For example, if you stop working for Your Company and its affiliates and begin receiving your pension at age 60, your benefit will be reduced 30% - 20% for the years between 65 and 62 (6 2/3% x 3) plus 10% for the years between 60 and 62 (5% x 2).

Your benefits will begin on the first of the month following receipt of your written request. If you have been married for at least one year at the time of your request, your benefit will automatically be paid as a 50% joint and survivor benefit (as discussed on page K-7), unless you elect otherwise with your spouse’s written consent witnessed by a notary public or representative of the Plan Administrator. If your benefit is paid in the 50% joint and survivor form, it will be reduced according to Table III on page K-16. It will also be reduced for each year that pre-retirement coverage is in effect, as discussed on page K-8.

NOTE: Your benefits will be paid by the Pension Plan trustee unless the assets connected with the benefits you earned as a participant in the Restated Retirement Program for Employees of Lockheed Martin Energy Systems, Inc. and The Bechtel Jacobs Company LLC Pension Plan for Grandfathered Employees, as applicable, have not yet been transferred to the Pension Plan trustee. In that event, you will receive two benefit payments every month that in total represent your benefit earned under this Pension Plan, plus your benefit earned under the Restated Retirement Program for Employees of Lockheed Martin Energy Systems, Inc. or The Bechtel Jacobs Company LLC Pension Plan for Grandfathered Employees, as applicable.

## **Pre-Retirement Spouse's Benefit**

If you stop working for Your Company and its affiliates with vested benefits and you die before Pension Plan payments begin, your spouse may be eligible to receive a pre-retirement benefit equal to 50% of the benefit you would have received under the 50% joint and survivor benefit. Your spouse will be eligible if:

- § you and your spouse have been married at least one year at the time of your death
- § you did not waive this pre-retirement benefit option at the time you stopped working for Your Company and its affiliates.

To waive this optional coverage, you must have your spouse's written and witnessed consent.

If you die after age 50, payments will begin on the first of the month following your death. If you die before age 50, payments will begin on the first of the month following the date you would have reached age 50.

Your pension payments, as well as payments to your spouse, will be reduced for receipt as a 50% joint and survivor benefit (see Table III on page K-16).

## **Forfeiture of Benefits**

If your employment terminates before you have completed five years of Credited Service, you will forfeit your right to any Pension Plan income.

## **Credited Service and Severance from Service**

Credited Service (as defined in the Glossary on page N-8) is used to determine whether you are eligible for a vested pension when you do not have five years of service credit. "Service credit," which is used to determine the amount of your pension benefit, is defined in the Glossary on page N-8.

Credited Service ends when you sever from service. Severance from service occurs:

- the day you quit, retire, are discharged or die
- one year after your first day of absence due to layoff, or, if earlier, the first day after recall if you fail to return to work
- one year after your first day of absence with leave, or, if earlier, the first day after the final day of leave if you fail to return to work
- two years after your first day of absence for a parental leave due to pregnancy, birth or adoption and for child care immediately following the birth or adoption, or, if earlier, the first day after the final day of leave if you fail to return to work.

If you are reemployed within one year of your date of severance, you will receive Credited Service for your period of severance and your prior Credited Service will be restored.

If you are reemployed more than one year after your date of severance and you were vested as of that date, your prior Credited Service will be restored automatically upon reemployment, regardless of your period of severance.

If you were not vested as of your date of severance, your prior Credited Service will be restored if you are reemployed more than one year after the period of severance and the length of your severance is less than five years.

In any event, you will not earn Credited Service during a period of severance lasting one year or more.

### **Reemployment After Retirement**

If you had been receiving Pension Plan income and return to work at Your Company, your benefits will be suspended during your period of reemployment. Your benefits will be suspended for any month in which you receive payment from Your Company for hours of service performed on each of eight or more days (or separate work shifts). When payments begin again, they will be adjusted to reflect your additional service and earnings after returning to work.

### **Applying for Benefits**

Your Human Resources Office will provide you with the necessary information and instructions for receiving benefits and electing payment forms.

In case of your death before retirement, your Human Resources Office will contact your spouse or beneficiary to provide information about any Pension Plan benefits that might be payable.

If the appropriate forms are not completed and submitted — or if any information requested by Your Human Resources Office is not provided — benefits will be delayed.

### **Other Important Information**

#### **Other Retirement Income**

Any benefits due you (or your survivor, if you die before retirement) from the Pension Plan will be reduced by the amount (or the actuarial equivalent, if appropriate) of any retirement benefit payable from any of the following sources, provided the benefit is related to service recognized under this Pension Plan and is attributable to contributions made by Your Company or its affiliates:

- any other private plan
- any retirement or separation benefit payable under the law of any foreign government
- any public pension other than military or Social Security for which you received service credit with Your Company.

The reduction will be made under rules which will apply uniformly to all affected employees. If your pension is to be reduced because of this provision, you will be given a full explanation at the time your pension benefit is calculated.

### **Withholding Taxes**

Under federal tax law, federal income taxes must be withheld from Pension Plan payments — unless you elect otherwise. You may contact your Human Resources Office for more information about tax withholding.

### **Direct Deposit of Payments**

Your pension payments will be directly deposited into the bank of your choice, unless an exception is approved by your Human Resources Office.

### **Change of Address**

It is important that you notify Your Company of any change in your address while you are a participant in the Pension Plan and after you retire so you will be assured of receiving benefit communications which Your Company may send to you.

Administrative Information
Information about the administration of your retirement benefits can be found in the section entitled “Administrative Information” starting on page M-1.





**TABLE III – 50 % SURVIVING SPOUSE REDUCTION FACTORS**

Use your age and your spouse's age as of the date your pension starts to determine the percentage of your full pension or reduced pension that is payable if you elect to provide your spouse with a 50% survivor pension.

Spouse's Age	Your Age																					
	48	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
41	.945	.936	.932	.927	.922	.917	.911	.906	.900	.893	.886	.879	.872	.864	.856	.847	.838	.829	.819	.810	.800	.789
43	.948	.939	.935	.930	.925	.920	.915	.909	.903	.897	.890	.883	.876	.868	.860	.851	.842	.833	.823	.814	.804	.794
45	.950	.943	.938	.934	.929	.924	.919	.913	.907	.901	.894	.887	.880	.872	.864	.856	.847	.838	.828	.818	.808	.798
47	.953	.946	.942	.937	.933	.928	.923	.917	.911	.905	.899	.892	.885	.877	.869	.861	.852	.842	.833	.823	.813	.803
50	.958	.951	.947	.943	.938	.934	.929	.924	.918	.912	.906	.899	.892	.885	.877	.868	.860	.851	.841	.832	.822	.812
53	.963	.956	.952	.949	.944	.940	.935	.931	.925	.920	.913	.907	.900	.893	.885	.877	.869	.860	.851	.841	.831	.821
55	.966	.960	.956	.952	.948	.944	.940	.935	.930	.925	.919	.913	.906	.899	.891	.883	.875	.866	.857	.848	.838	.828
57	.969	.963	.960	.956	.953	.949	.944	.940	.935	.930	.924	.918	.912	.905	.898	.890	.882	.873	.864	.855	.845	.836
58	.970	.965	.962	.958	.955	.951	.947	.942	.938	.932	.927	.921	.915	.908	.901	.893	.885	.877	.868	.859	.849	.840
59	.972	.966	.963	.960	.957	.953	.949	.945	.940	.935	.930	.924	.918	.911	.904	.897	.889	.880	.871	.862	.853	.844
60	.973	.968	.965	.962	.959	.955	.951	.947	.943	.938	.933	.927	.921	.914	.907	.900	.892	.884	.875	.866	.857	.848
61	.975	.970	.967	.964	.961	.957	.953	.950	.945	.940	.935	.930	.924	.918	.911	.904	.896	.888	.879	.870	.861	.852
62	.976	.971	.969	.966	.963	.959	.956	.952	.948	.943	.938	.933	.927	.921	.914	.907	.900	.892	.883	.874	.865	.856
63	.977	.973	.970	.968	.965	.961	.958	.954	.950	.946	.941	.936	.930	.924	.918	.911	.903	.895	.887	.879	.870	.861
64	.979	.974	.972	.969	.966	.963	.960	.957	.953	.948	.944	.939	.933	.927	.921	.914	.907	.899	.891	.883	.874	.865
65	.980	.976	.974	.971	.968	.965	.962	.959	.955	.951	.947	.942	.936	.931	.925	.918	.911	.903	.896	.887	.879	.870
66	.981	.977	.975	.973	.970	.967	.964	.961	.958	.954	.949	.945	.940	.934	.928	.922	.915	.908	.900	.892	.883	.875
67	.982	.979	.977	.974	.972	.969	.966	.963	.960	.956	.952	.948	.943	.937	.932	.925	.919	.912	.904	.896	.888	.879
68	.984	.980	.978	.976	.974	.971	.969	.966	.962	.959	.955	.951	.946	.941	.935	.929	.923	.916	.908	.901	.893	.884
69	.985	.981	.980	.977	.975	.973	.970	.967	.965	.961	.957	.953	.949	.943	.938	.932	.927	.920	.913	.905	.897	.889
70	.986	.983	.981	.979	.977	.975	.972	.970	.967	.964	.960	.956	.952	.947	.942	.937	.930	.924	.917	.910	.902	.894

Factors for intermediate ages are available from your Human Resources Office

**TABLE – 75 % SURVIVING SPOUSE REDUCTION FACTORS**

Use your age and your spouse’s age as of the date your pension starts to determine the percentage of your full pension or reduced pension that is payable if you elect to provide your spouse with a 75% survivor pension.

SPOUSE'S AGE	AGE OF PRIMARY ANNUITANT																						
	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40	.917	.911	.906	.899	.893	.886	.878	.871	.863	.854	.845	.837	.828	.817	.806	.796	.784	.773	.761	.749	.737	.725	.712
41	.920	.914	.907	.901	.894	.887	.880	.872	.865	.857	.848	.838	.829	.820	.809	.799	.787	.775	.764	.751	.740	.727	.714
42	.921	.915	.910	.903	.897	.890	.883	.875	.868	.859	.850	.841	.832	.822	.812	.801	.789	.778	.766	.754	.742	.730	.717
43	.924	.918	.911	.906	.899	.892	.885	.878	.869	.861	.853	.844	.834	.825	.814	.804	.792	.780	.769	.756	.745	.732	.720
44	.925	.920	.914	.908	.901	.894	.887	.880	.872	.864	.856	.846	.837	.828	.817	.806	.795	.783	.771	.760	.747	.735	.722
45	.927	.923	.917	.910	.904	.897	.890	.883	.875	.867	.859	.849	.840	.830	.820	.809	.799	.787	.775	.762	.750	.737	.725
46	.930	.924	.918	.913	.906	.900	.893	.886	.878	.869	.861	.853	.844	.833	.824	.813	.801	.789	.778	.765	.754	.741	.729
47	.931	.927	.921	.915	.908	.903	.896	.889	.880	.872	.864	.856	.846	.837	.826	.816	.805	.793	.780	.769	.756	.743	.731
48	.934	.928	.924	.917	.911	.906	.899	.892	.883	.876	.868	.859	.849	.840	.829	.820	.808	.797	.784	.773	.760	.747	.735
49	.937	.931	.925	.920	.914	.908	.901	.894	.886	.879	.871	.861	.853	.844	.833	.822	.812	.800	.788	.775	.764	.751	.738
50	.938	.934	.928	.923	.917	.910	.904	.897	.890	.882	.874	.865	.856	.846	.837	.826	.814	.804	.792	.779	.768	.755	.742
51	.941	.935	.931	.925	.920	.913	.907	.900	.893	.885	.878	.868	.860	.850	.840	.830	.818	.808	.796	.783	.771	.756	.746
52	.943	.938	.933	.928	.923	.915	.910	.903	.896	.889	.880	.872	.863	.853	.844	.833	.822	.812	.800	.787	.775	.762	.750
53	.946	.941	.935	.931	.925	.920	.913	.906	.900	.892	.885	.875	.867	.857	.848	.837	.826	.816	.804	.792	.779	.766	.754
54	.947	.943	.938	.933	.928	.923	.915	.910	.903	.896	.887	.879	.871	.861	.852	.841	.830	.820	.808	.796	.783	.771	.759
55	.950	.946	.941	.935	.930	.925	.918	.913	.906	.899	.892	.883	.875	.865	.856	.845	.834	.824	.812	.800	.788	.775	.760
56	.951	.947	.943	.938	.933	.928	.923	.915	.910	.903	.894	.886	.878	.869	.860	.850	.840	.828	.817	.805	.792	.780	.768
57	.954	.950	.946	.941	.935	.931	.925	.918	.913	.906	.899	.890	.882	.874	.864	.854	.844	.833	.821	.809	.797	.784	.773
58	.956	.953	.948	.944	.938	.934	.928	.923	.915	.910	.901	.894	.886	.878	.868	.859	.848	.837	.826	.814	.802	.789	.778
59	.959	.954	.950	.946	.941	.937	.931	.925	.920	.913	.906	.899	.890	.882	.872	.863	.853	.842	.830	.818	.806	.795	.783
60	.960	.957	.953	.948	.944	.940	.934	.928	.923	.917	.910	.903	.894	.886	.876	.867	.857	.846	.836	.824	.812	.800	.788
61	.963	.959	.956	.951	.947	.943	.937	.933	.927	.920	.913	.906	.899	.890	.882	.872	.863	.852	.841	.829	.817	.805	.793
62	.964	.962	.957	.954	.950	.946	.940	.935	.930	.924	.917	.910	.903	.894	.886	.876	.867	.857	.846	.834	.822	.810	.799
63	.966	.963	.960	.956	.953	.948	.943	.938	.933	.927	.921	.914	.907	.899	.890	.882	.872	.861	.850	.840	.829	.817	.805
64	.969	.966	.962	.959	.954	.951	.946	.941	.937	.931	.924	.918	.911	.903	.894	.886	.876	.867	.856	.845	.834	.822	.810
65	.970	.967	.964	.962	.957	.953	.948	.944	.940	.934	.928	.923	.915	.907	.900	.892	.882	.872	.861	.852	.840	.829	.817
66	.972	.969	.966	.963	.960	.956	.951	.947	.943	.938	.933	.925	.920	.913	.904	.896	.887	.878	.868	.857	.846	.834	.824
67	.973	.972	.969	.966	.962	.959	.954	.951	.946	.941	.935	.930	.924	.917	.908	.901	.892	.883	.874	.863	.852	.841	.829
68	.976	.973	.970	.967	.964	.962	.957	.954	.950	.944	.940	.934	.928	.921	.914	.906	.897	.889	.879	.868	.859	.848	.836
69	.978	.975	.972	.970	.967	.963	.960	.957	.953	.948	.943	.937	.931	.925	.918	.911	.903	.894	.885	.875	.864	.853	.842
70	.979	.976	.975	.972	.969	.966	.963	.959	.956	.951	.947	.941	.935	.930	.923	.915	.908	.899	.890	.880	.871	.860	.849

**TABLE IV – SURVIVING CHILD REDUCTION FACTORS**

If you elect to provide your dependent child with a survivor pension, use this table instead of Table III.

Child's Age	Your Age															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
1	.961	.957	.952	.948	.943	.938	.932	.926	.918	.910	.902	.892	.882	.871	.859	.847
2	.964	.960	.956	.952	.947	.943	.937	.931	.924	.917	.908	.899	.890	.879	.868	.855
3	.967	.963	.960	.956	.951	.946	.942	.936	.930	.923	.915	.906	.897	.887	.876	.864
4	.970	.967	.963	.959	.955	.951	.946	.942	.936	.928	.921	.913	.905	.895	.884	.873
5	.973	.970	.967	.963	.960	.955	.951	.946	.941	.935	.928	.920	.912	.903	.893	.882
6	.976	.973	.971	.967	.964	.960	.956	.951	.946	.941	.935	.927	.920	.911	.902	.891
7	.979	.976	.974	.971	.968	.965	.961	.957	.952	.947	.942	.935	.928	.919	.910	.901
8	.981	.979	.977	.976	.972	.969	.966	.962	.958	.953	.948	.943	.936	.928	.920	.911
9	.984	.982	.980	.978	.976	.973	.970	.967	.963	.959	.954	.949	.944	.937	.930	.921
10	.986	.985	.983	.981	.979	.977	.974	.971	.968	.965	.961	.956	.951	.945	.939	.931
11	.988	.987	.985	.984	.982	.980	.978	.976	.973	.970	.966	.962	.958	.952	.947	.941
12	.990	.989	.988	.986	.985	.983	.982	.980	.977	.975	.972	.968	.964	.960	.955	.949
13	.992	.991	.990	.989	.988	.986	.985	.983	.981	.979	.977	.974	.970	.967	.962	.958
14	.993	.993	.992	.991	.990	.989	.988	.986	.985	.983	.981	.979	.976	.973	.969	.965
15	.995	.994	.994	.993	.992	.991	.990	.989	.988	.987	.985	.983	.981	.979	.976	.973
16	.996	.996	.995	.995	.994	.993	.993	.992	.991	.990	.989	.987	.986	.984	.981	.979
17	.997	.997	.996	.996	.996	.995	.995	.994	.993	.993	.992	.991	.989	.988	.986	.984
18	.998	.998	.998	.997	.977	.997	.996	.996	.995	.995	.994	.994	.993	.992	.991	.989
19	.999	.999	.998	.998	.998	.998	.998	.997	.997	.997	.996	.996	.995	.995	.994	.993
20	.999	.999	.999	.999	.999	.999	.999	.999	.998	.998	.998	.998	.997	.997	.997	.996
21	-	-	-	-	-	-	-	.999	.999	.999	.999	.999	.999	.999	.999	.998
22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Factors for intermediate ages are available from your Human Resources Office.

**TABLE V – SURVIVING DEPENDENT PARENT REDUCTION FACTORS**

If you elect to provide your dependent parent with a survivor pension, use this table instead of Table III.

Parent's Age	Your Age		
	55	60	65
70	.950	–	–
	.985	.949	–
80	.991	.985	.972
85	.995	.992	.985
Factors for intermediate ages are available from your Human Resources Office.			