

## APPENDIX E PAST SERVICE BENEFIT – LEVEL E

E.1. Past Service Benefit. A Participant's Past Service Benefit, if any, is the sum of (a), (b) and (c) as defined below:

(a) Benefit Accrual for Participation in the Plan Prior to January 1, 1976. Every Participant who participated at Benefit Level E prior to January 1, 1976, shall be entitled to an Accrued Benefit for all of the years of Current and Past Service, as such terms were defined in the Plan then in effect, accrued by him prior to such date calculated in the manner provided in the Plan then in effect.

(b) Benefit Accrual for Participation in any other Benefit Level on or after January 1, 1976 but prior to entry into Benefit Level E. Every Participant shall accrue all of his Hours and Years of Service on or after January 1, 1976 under any other Benefit Level as provided under the terms of such other Benefit Level. If a Participant shall have participated in a lower Benefit Level, then after he has been credited with at least 1000 Hours of Service in a Plan Year in this Benefit Level, his prior accruals shall be recalculated as if all his Hours of Service and Years of Credited Service were credited at this Benefit Level.

(c) Benefit Accruals after entry into Benefit Level E. For Plan Years commencing after December 31, 1975, the Normal Retirement Benefit for a Participant with 20 Years of Service at Normal Retirement Age is \$260 per month. Participants with fewer Years of Service receive a proportionate benefit. In addition, this Benefit Level provides a Social Security bridge payment up to \$200 per month for Participants who retire on or after Normal Retirement Age. This benefit is payable up to and including the month in which the Participant attains age 62 (effective for Annuity Starting Dates on or after January 1, 2004, as well as for Participants in pay status on January 1, 2004, who are receiving the Social Security Bridge Payment, such additional benefit shall be payable for his lifetime). It also is proportionately reduced for Participants who are credited with less than 20 Years of Service. This Benefit Level provides a maximum monthly benefit of \$460 (in the form of a straight life annuity with three-year certain). The following sections describe this benefit.

(1) Annual Benefit Accruals on or after January 1, 1976.

(i) Accruals for Social Security bridge benefits (benefit of \$360).

The amount of benefit accruing to any Participant who is participating in this Benefit Level on or after January 1, 1976 for a full Year of Service shall vary according to this attained age on the later of January 1, 1976 or his date of entry into the Plan and shall be the accrual of that part of the Normal Retirement Benefit of \$460 per month which is payable upon Normal Retirement Age or retirement thereafter up to and including the month in which the Participant attains age 62 and which is not payable thereafter (effective for Annuity Starting Dates on or after January 1, 2004, as well as for Participants in pay status on January 1, 2004, who are receiving the Social Security Bridge Payment, payable for the Participant's lifetime); such part of such accrual shall be determined by subtracting the Participant's attained age on the later of January 1, 1976 or his date of entry into the Plan from his Normal Retirement Age and dividing such

difference into a sum equal to \$360 less his Accrued Benefit on December 31, 1975 (if any); provided, however, that if the difference in age is 15 to 19 years the amount of such accrual for a full Year of Service shall be determined by using the following amount of \$270:

<u>Difference In Years</u>	<u>Amount</u>
15	\$270.00
16	\$288.00
17	\$306.00
18	\$324.00
19	\$342.00

Notwithstanding the foregoing, no Retirement Benefit shall be payable under this Section E.1(c)(1)(i) to anyone who was age 48 or over upon his first entry into the Plan because in 15 years such person will be over age 62. Such Participant's benefit shall be determined under Section E.1(c)(1)(ii).

(ii) Accruals for benefits payable at age 62 and for life thereafter (Deferred and Minimum Lifetime Benefits). The amount of benefit accruing to any Participant on or after January 1, 1976 under this Benefit Level for a full Year of Service for benefits which are payable at age 62 and for life thereafter shall be a sum equal to \$260 less his Accrued Benefit on December 31, 1975 (if any) divided by the number of years between his attained age on such date (or his age upon entry into this Benefit Level if later than that date) and his Normal Retirement Age; provided, however, that if the difference in age is 15 to 19 years, the amount of such accrual for a full Year of Service shall be determined by using the table set forth in Section E.1(c)(1)(i), instead of \$260. Any Benefit Accrual calculated under this subsection shall not be deemed an accrual in addition to the Benefit Accrual calculated under Section E.1(c)(1)(i).

(2) Higher Benefits to be Paid.

(i) Upon attaining Normal Retirement Age and retiring before the month in which the Participant attains age 62, the Retirement Benefit payable up to such month (effective for Annuity Starting Dates on or after January 1, 2004, as well as for Participants in pay status on January 1, 2004, who are receiving the Social Security Bridge Payment, payable for the Participant's lifetime) shall be (i) the Normal Retirement Benefit provided under Section E.1(c)(1)(i), or (ii) if as a consequence of many years of participation in the Plan the sum of the Annual Accrued Benefits as provided in Section E.1(c)(1)(ii), plus his Accrued Benefit on December 31, 1975 shall be greater than his Normal Retirement Benefit, then he shall be paid such greater amount.

(ii) If a Participant is eligible to receive a Normal Retirement Benefit but elects to continue in employment, he shall be entitled to a greater lifetime retirement Benefit upon retiring and payable at age 62 and monthly thereafter for life which shall be the greater of (i) the sum of the Annual Accrued Benefits as provided in Section E.1(c)(1)(ii), plus his Accrued Benefit on December 31, 1975 or (ii) the Retirement Benefits which are payable according to the table below and which vary with this age when he actually retires with 20 Years of Service instead of 15 (shown in the table) and the age at

which he could have retired and received his Normal Retirement Benefit (shown in the horizontal column) as follows:

Actual Ret.	Age Reached Normal Retirement Date With 20 Years of Service*							
	57	58	59	60	61	62	63	64
Age								
57	\$260							
58	\$285	\$285						
59	\$310	\$310	\$310					
60	\$335	\$335	\$335	\$335				
61	\$360	\$360	\$360	\$360	\$360			
62	\$385	\$385	\$385	\$385	\$385	\$385		
63	\$410	\$410	\$410	\$410	\$410	\$410	\$410	
64	\$435	\$435	\$435	\$435	\$435	\$435	\$435	\$435
65 &	\$460	\$460	\$460	\$460	\$460	\$460	\$460	\$460

\* Dependent upon 1,800 Hours of Service per year; if less, the above percentages apply.

<u>Years of Service</u>	<u>Percentage of Benefits</u>
15 Years	75%
16 Years	80%
17 Years	85%
18 Years	90%
19 Years	95%

(3) Upon attaining Normal Retirement Age and retiring the sum of the Annual Benefit Accruals under this Benefit Level calculated as provided above shall be the Participant's Normal Retirement Benefit and payable as set forth above (subject to the provisions below relating to Joint and Survivor and Three-Year Certain Benefits).

(4) Maximum Pension Benefit. The maximum monthly retirement benefit payable hereunder shall not exceed \$460.

(5) The amount of annual benefit accrued for a Participant for each year of employment (whether or not under this Benefit level, or any other Benefit Level, or service before becoming an Employee) until either his termination of participation in the Plan or retirement requires at least 1800 Hours of Service. If a Participant is credited with less than 1800 Hours of Service in a given year, his Benefits shall be prorated according to the following Table:

<u>Hours of Service Per Year</u>	<u>Percentage of Benefits</u>
Less than 1000	None
1000 to 1199	60%
1200 to 1399	70%
1400 to 1599	80%
1600 to 1799	90%
1800 and over	100%

(6) Change To Benefit Level With Lower Benefit.

(i) If a Participant shall have retired or terminated service under any higher Benefit Level and thereafter shall become reemployed by any Employer under this Benefit Level, the monthly retirement Benefit for each full Year of Service which he shall accrue under this Benefit Level shall be limited to an annual accrual of \$12.00 per year.

(ii) A Participant shall be subject to all of the other provisions of the Benefit Level in which he was participating upon such change in Benefit Level or reemployment, except that the Annual Benefit Accrual which he shall earn thereafter shall be limited as set forth above.

(iii) All determinations relating to changes in Benefit Levels, either to a higher or lower Benefit Level, or reemployment after retirement, shall be made in reference to the Benefit Level in which the person is participating on December 31 of the year in which such change or reemployment occurs.

(iv) Any Participant who has a Vested interest under this Benefit Level and who thereafter becomes a Participant in another Benefit Level with a lower scale of Benefits, or with a later Normal or Early Retirement Date, shall be eligible to retire at the Normal or Early Retirement Date provided in this Benefit Level.