

## REHABILITATION PLAN SCHEDULES AT A GLANCE

Plan Feature	Current Plan	Alternative Schedules 1 & 2	Default Schedule
Percentage of Contributions Benefit Accrual Formula – excludes contributions dedicated solely for funding purposes	<p>1.45% of Contributions up to 42,500 covered hours and 1.90% thereafter excluding all new and historical “off-benefit contributions”</p> <p>For benefits earned under historical default schedule, 1.00% of contributions excluding “off-benefit” contributions except new increases from the January 27, 2016 FIP update.</p>	Same as current 1.45%/1.90% plan except the 1.90% hours requirement increased from 42,500 to 44,500 covered hours. Any and all “off-benefit” contributions continue to be “off-benefit” and do not accrue any benefit.	1.00% of All Contributions accrued under the Default Schedule. All prior “off-benefit” contributions are still required but accrue benefits at the 1.00% rate while under the Default Schedule. The 1.00% rate is implemented as soon as legally permissible upon a switch to the Default Schedule.
Early Retirement Pension (changes to all benefits not in pay status as of April 1, 2017)	Actuarially reduced prior to age 55	For benefits not in pay as of April 1, 2017: Actives with age 56 and 44,500 covered hours have an unreduced benefit. Otherwise Actuarial reduction from Normal Retirement Age (e.g. Age 65).	For all benefits accrued under and for those switching to the Default Schedule: Actuarial reduction from Normal Retirement Age (e.g. Age 65) for benefits not in pay status as of April 1, 2017.
Disability Pension (changes to all benefits not in pay status as of April 1, 2017)	Only removed for prior default schedule	Removed for both historical default schedule and for all benefits not in pay status as of April 1, 2017.	
120-Payment Pre-Retirement Death Benefit	<p>120 payments of Participant’s accrued benefit (no reduction for age).</p> <p>Not available for benefits earned under historical default schedule.</p>	Same as current plan	Not available for benefits already under the Default Schedule. For benefits now switching to the Default Schedule, removed for benefits not in pay status as of April 1, 2017.
Single Life Annuity with Five-Year Guarantee or Certain Feature	<p>Pension benefits payable for Participant’s lifetime with a maximum guarantee of sixty-months of payments.</p> <p>Not available for benefits earned under historical default schedule.</p>	Same as current plan	Lifetime only with no sixty-month guarantee of payments for benefits already under the Default Schedule. For benefits now switching to the Default Schedule, removed for benefits not in pay status as of April 1, 2017.
Social Security Level Income Option	Not available	Not available	Not available
100% and 66 2/3% Joint-and-Survivor Pension	<p>Eligible surviving spouse receives lifetime 100% continuation of Participant’s monthly benefit.</p> <p>Not available for benefits earned under historical default schedule.</p>	Same as current plan	Not available
50% and 75% Joint-and-Survivor Pension	Eligible surviving spouse receives lifetime 50% or 75% continuation of Participant’s monthly benefit	Same as current plan	Current factor is further reduced to account for removal of 60 guaranteed payments