

## Additional details on the Joint and Survivor Payment Option

### Joint and Survivor Option

A Joint and Survivor Option (J&S Option) provides continued payment to your spouse in the event you die prior to your spouse, after you retire. A 50% J&S Option under current federal law is the automatic form of payment for a participant who is retiring and has been married for one year or longer, unless the participant's spouse agrees to decline this option. A J&S option reduces the amount of monthly benefit paid to the retiree, but guarantees the continued payment of a benefit to a surviving spouse. In the case of the 50% J&S option, the spouse receives half of the benefit the participant was receiving for the remainder of his or her lifetime.

Under the Pension Plan, a retiree and spouse may choose to accept the automatic 50% J&S Option, or they may elect the 75% J&S Option or the 100% J&S Option. The 100% J&S option provides the spouse with the same benefit as the participant, and the 75% J&S Option provides the spouse with 75% of the participant's benefit, but the reduction of the participant's monthly benefit is greater than under the 50% J&S option. In addition, retirees and their spouses may choose NOT to elect a J&S Option at all in favor of the single life annuity with 36-month payment guaranteed on a form filed with the Pension Committee within the required time frame. The rejection of the standard Husband and Wife Pension must be signed and notarized by the participant and the spouse on a form provided by the Pension Committee and cannot be revoked once it becomes effective and benefits begin. However, if the spouse should die first, the Pop-Up Provision allows the participant who survives his or her spouse to "Pop Up" their benefit to the original amount, as if they had not elected the J&S Option with their spouse.

Complete details are available in the Summary Plan Description.