



P.O. Box 650, H3-08
Richland, WA 99352

Date: November 13, 2012

To: Hanford Site Operations and Engineering Pension Plan Participants
(whose benefit continues to accrue with salary)

From: Hanford Site Pension Plans Sponsors

Subject: Hanford Operations and Engineering Pension Plan Restructuring Notice

The purpose of this notice is to inform the participants of the Hanford Operations and Engineering Pension Plan of changes to the Plan which will be implemented January 01, 2014. **Accrued pension benefits earned prior to January 01, 2014 will NOT be impacted by these changes** and these changes require no action from you, the participant.

In 2012, representatives from the 22 Hanford Site Pension Plans Sponsors undertook a thorough and strategic analysis to assess what specific adjustments needed to be made to the Site Pension Plan to better align with competitive, nationwide standards and keep the Hanford Plans affordable.

An essential factor in this analysis was to consider the participants of the Plan and their retirement. As such, we restructured the Plan, recognizing the need to provide an opportunity for participants near retirement ample time to make necessary adjustments.

With careful consideration, the Sponsors have approved the following changes for implementation effective January 01, 2014:

- The normal form of payment for benefits earned will change from a 10-year Certain and Life Annuity payment form to a Single Life Annuity payment form.
- The maximum compensation included in base pay will change from the IRS limit (\$255,000, year 2013) to \$75,000 less than the IRS limit, determined annually, for future benefit accruals. The IRS limit for 2014 will be communicated upon determination.

The table below outlines the modifications which will be made to the Plan effective January 01, 2014:

January 01, 2014 Pension Changes

	<u>Current (prior to January 01, 2014)</u>	<u>January 01, 2014</u>
<p><u>Pension Formula</u></p>	<p>1.6% X High 5 X years of benefit service</p>	<p>Grandfathered Participants: For employees who are at least age 50 with 15 years of vesting service on December 31, 2013, your pension benefit will continue to grow with salary increases and will be calculated using the following formula: 1.6% X High 5 X years of benefit service</p> <p>Non-Grandfathered Participants: For employees who are not at least 50 with 15 years of vesting service on December 31, 2013, your pension benefit will no longer grow with salary increases. If you are not employed by a Plan Sponsor, you will have the opportunity to commence your benefit.</p>
<p><u>Normal Form of Benefit</u></p> <p>Additional options offered under the Pension Plan will continue to be available to retiring/terminated participants.</p>	<p style="text-align: center;"><u>10-Year Certain and Life Annuity</u></p> <p>Monthly pension benefit payable for your lifetime with the guarantee if you die before you have received 120 monthly payments, the balance of the 120 payments will be paid to your beneficiary (ies).</p>	<p style="text-align: center;"><u>Single Life Annuity</u></p> <p>Monthly pension benefit payable for your lifetime but with no guarantee or certain period. The pension payments cease at your death with no further payments to your beneficiary (ies).</p>
<p><u>Annual Salary Cap</u></p> <p>The IRS limits the amount of annual compensation used in determining pension benefits. Compensation included in High 5 is limited annually.</p>	<p style="text-align: center;">\$255,000 in 2013</p> <p>The IRS annual compensation limit applies.</p>	<p style="text-align: center;">To Be Determined for 2014</p> <p>The Plan will be imposing a compensation limit \$75,000 lower than the IRS limit.</p>

As a reminder, the sponsoring companies* of the Hanford Site Pension Plan pay the full cost of your pension plan benefits. Upon retirement/termination, the Plan will continue to provide either the option for a monthly benefit for the duration of your lifetime or a lump sum distribution.

The administrative team supporting the Hanford Site Pension Plan and sponsoring employers understand there will be questions from our participants regarding this information. We are fully committed to responding to each inquiry. In order to assist with the anticipated volume of questions, we encourage you to review the enclosed *Frequently Asked Questions* and access our website as we will continue to update the FAQ's as further inquiries are identified. In addition to the administrative team's immediate support, an individualized Pension Statement of your projected pension benefit will be distributed to plan participants reflecting the aforementioned changes. This statement distribution is tentatively scheduled for June of 2013.

If you have further questions regarding this information, please utilize the enclosed *Comments or Questions* form or you may contact us via email or through the United States Postal Service and your request will be addressed in the order in which it was received.

Email contact:

*Plan Administrator (Onsite/Internal)
PLAN_Administrator@rl.gov (Offsite/External)

Plant Mail (Onsite):

Benefits/Pension, H3-08

USPS:

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Website:

www.hanford.gov/hr (Internal and External)

* Please refer to number 10 of the Frequently Asked Questions (enclosed) for a full list of Hanford Operations and Engineering Pension Plan Sponsors.