



POST-RETIREMENT LIFE INSURANCE (PRL) SUMMARY

POST-RETIREMENT LIFE INSURANCE (PRL) AVAILABLE

ELIGIBILITY: Employees must be age 55 or older with ten years of pension vesting service and have made an election prior to retirement. PREMIUMS AND PLAN PROVISIONS ARE SUBJECT TO CHANGE!

BASIC LIFE INSURANCE FOR RETIREES:

RETIREES UNDER AGE 65: You have the following two options:

- ◆ **OPTION #1:** “Basic” PRL coverage at no cost to the participant. Coverage = \$15,000
- ◆ **OPTION #2:** “Enhanced” PRL coverage equal to 1 times your base annual salary, rounded to the nearest \$1,000 to a maximum of \$50,000. The HEWT will pay for the first \$15,000 of coverage. The remaining coverage is paid by the participant at a rate of 50% of the total premium (\$.99) per \$1,000 of coverage.

EXAMPLE: Sally is retirement eligible, and decides to retire. At the time of her retirement, she earns \$42,500 per year. If Sally chooses “Basic” PRL coverage (\$15,000), her monthly premium would be \$0; because the total cost is paid by the HEWT.

If Sally chooses “Enhanced” PRL coverage (1 time her base annual salary), her coverage would be \$43,000 (1 X \$42,500 = \$42,500, rounded to the next \$1,000 = \$43,000), and her cost would be \$27.72/month ($\$28,000 [\$43,000 - \$15,000] / 1000 \times .99 = \27.72).

RETIREES AGE 65 AND OLDER:

Retirees age 65 and older can continue Basic Life Insurance at NO COST. “Enhanced” coverage is reduced to one-half times base annual salary rounded to the next \$1,000, to a maximum of \$15,000.

DEPENDENT LIFE INSURANCE FOR RETIREES:

This insurance may continue up to age 65 of the retiree*. The insurance is automatically discontinued at the retiree's age of 65. Premiums and Plan Provisions are subject to change.

Below are the current rates for Dependent Life Insurance.

BARGAINING RETIREE RATES (EFFECTIVE JANUARY 1, 2006)

Schedule	Spouse Coverage	Dependent Coverage*	2006 Rates
A	\$ 5,000	\$100/\$1,000	\$1.96
B	\$10,000	\$200/\$2,000	\$3.89
C	\$15,000	\$300/\$2,000	\$5.68
D	\$20,000	\$300/\$2,000	\$6.34
E	\$25,000	\$300/\$2,000	\$7.84
F	\$30,000	\$300/\$2,000	\$9.38

NON-BARGAINING RETIREE RATES (EFFECTIVE JANUARY 1, 2006)

Schedule	Spouse Coverage	Dependent Coverage* (Per Child)	2006 Rates
S	\$10,000	N/A	\$ 3.78
T	\$20,000	N/A	\$ 6.23
U	\$30,000	N/A	\$ 9.27
V	\$40,000	N/A	\$12.30
W	N/A	\$5,000	\$.84
SW	\$10,000	\$5,000	\$ 4.62
TW	\$20,000	\$5,000	\$ 7.05
UW	\$30,000	\$5,000	\$10.11
VW	\$40,000	\$5,000	\$13.13