

## Summary of the Employees' Defined Benefit Plan

### Retirement Plan Eligibility

Event	Description
Plan Participation Requirement	Full Time (at least 40 hours per week) from date of hire or re-employment date
Retirement Benefits Eligibility	After termination with vested rights
Normal Retirement Age	62
Early Retirement Age	55 and must have completed at least 10 years of continuous service but with a 5% benefit reduction for each year preceding normal retirement date
Basic Annual Retirement Benefit	Take average of last 3 years of salary and multiply by the number of service years; then take this figure and multiply it by 2%
Basic Monthly Retirement Benefit	Take results from above and divide by 12

### Calculation Example

Assumptions for last three years of salary are \$33,280, \$34,944, and \$36,691:

Average of last three years of salary	\$ 34,972
Multiply by number of years of service	<u>15</u>
	\$ 524,580
Multiplied by	2%
<b>Annual Retirement Benefit</b>	<b>\$ 10,492</b>
<b>Monthly Retirement Benefit</b>	<b>\$ 874</b>