

Pension

- Grandfathered employees who are planning to retire and are eligible to receive a monthly pension benefit from the Oak Ridge Reservation Cleanup Contract (ORRCC) Pension Plan for Grandfathered Employees should contact the **ORRCC Pension Plan Helpline at (866) 633-1767** to apply for pension benefits.
- The ORRCC Pension Plan Helpline should be contacted at least 3 months in advance of the planned retirement date. The ORRCC Pension Plan Helpline will assist with any questions regarding the retirement process and is available Monday through Friday from 9:30 AM to 5:30 PM E.T.
- The ORRCC Pension Plan Helpline should be contacted to change an address; change direct deposit and income tax withholding; report a divorce related court order; report a death of a participant; report a missing pension payment; or request a Form 1099R reissue.
- If the grandfathered employee elects to defer the pension benefit, he/she may contact the ORRCC Pension Plan Helpline at a later date to commence a pension benefit.

UCOR Retirement Savings Plan – 401(k)

- All 401(k) transactions are accomplished through Fidelity Investments for employees who are participants.
- Vested account balances which are \$1000 or less at the time of termination will automatically be paid to the employee in a lump sum payment. If you have not requested a distribution election and your account balance is between \$1000 and \$5000, your account will be rolled over to an IRA.
- If your account balance is greater than \$5000, you may choose to leave your money in the plan and move your money among investments until you elect a distribution at a later date.
- Payments for unused current, deferred, and banked PTO/Vacation are 401(k) eligible. Additional contribution changes should be made at least one week prior to termination in order to be reflected on your last paycheck.
- Monies received in the form of severance are not 401(k) eligible.
- To make final changes to your 401(k) account, contact **Fidelity Investments by telephone at 1-800-835-5095 or via Website: www.netbenefits.com**.

Health & Welfare Benefit Elections

Employees who are eligible for Retiree Health & Welfare benefits through the ORRCC Health & Welfare Benefit Plan or through the ORRCC Retiree Medical Plan should contact Empyrean to enroll. Empyrean provides fully-trained benefits representatives who will be able to assist with questions on benefit elections, eligibility, and change actions. The Empyrean representatives are the contact for information regarding medical, dental, vision, life insurance benefits and eligibility.

Empyrean is available by phone at (800) 451-8964 from 8:00 AM – 5:00 PM E.T., Monday through Friday; online at www.MyGroupBenefits-UCOR-ORRCC.com.

Pre-age 65 Eligible Retirees and Eligible Spouses who are Pre-age 65:

Pre-age 65 retirees and/or eligible spouses may enroll in the Aetna Open Access Managed Choice retiree group medical plan. Coverage is effective the first of the month following the month in which the individual retires. Details of the medical plan design and current premium rates may be found at: <https://ucor.com/Benefits-Center>

- Coverage for Pre-age 65 participants will end not later than the end of the month in which a participant turns 65. An eligible retiree must be enrolled in ORRCC medical coverage in order for an eligible spouse to enroll (this does not apply to a surviving spouse).
- Eligible participants also have the option of electing group vision and dental coverage. Coverage for Pre-age 65 participants will end not later than the end of the month in which a participant turns 65.
- Retirees have the choice of continuing Basic Life coverage at the full coverage level, and continuing to pay a premium or, to choose the reduced paid-up life coverage amount at no cost.

- Pre-age 65 eligible retirees and eligible spouses who elect health and welfare benefits will initially receive an invoice from WEX for applicable benefit premiums. WEX is the Direct Bill Administrator for the ORRCC Health & Welfare Benefit Plan.
- Should you have questions, regarding your benefit premiums, please contact **WEX at (866) 451-3399** Monday through Friday.

Post-age 65 Eligible Retirees and Eligible Spouses who are Post-age 65:

- Post-age 65 Retirees and Post-age 65 eligible Spouses may enroll for medical coverage through the ORRCC Retiree Healthcare Exchange administered by UnitedHealthcare. An eligible retiree must be enrolled in ORRCC medical coverage in order for an eligible spouse to enroll (this does not apply to an eligible surviving spouse).
- For those enrolling in medical coverage through the ORRCC Retiree Healthcare Exchange, the company will provide a Retiree Reimbursement Account (RRA) which may be used to reimburse the participant for eligible healthcare expenses.
- Approximately 3 months prior to turning age 65, you will receive an information package from UnitedHealthcare. Please review the information carefully as it contains details regarding Post-age 65 retiree medical insurance options. **UnitedHealthcare representatives may be reached at 1-866-868-0605.**
- Dental and Vision group coverage is not available to Post-age 65 retirees. However, eligible participants, at their discretion, may purchase dental/vision insurance from a provider (eligible and available RRA funds may be used to reimburse eligible expenses).
- Basic Life benefits are continued at the reduced paid-up amount with no cost to the retiree.

Severance Pay for Grandfathered Employees

- Grandfathered employees of United Cleanup Oak Ridge LLC (UCOR) and 1st or 2nd tier subcontractors being laid off Voluntarily (VRIF) or Involuntarily (IRIF) may be eligible for Severance Pay. The amount of severance pay is payable only for service for which layoff allowance has not previously been received.
- Severance pay is calculated in accordance with the current Severance Policy and applicable collective bargaining agreements.
- Severance pay is subject to federal withholding (25%) and F.I.C.A. and Medicare tax (7.65%). Severance pay cannot be deferred to the next calendar year.

Paid Time Off (PTO)/Vacation for Grandfathered Employees

- Terminating employees are paid for unused current, deferred, and banked PTO/vacation. PTO/vacation pay is subject to federal withholding (25%) and Social Security Tax (7.65%), and UCOR Retirement Savings Plan deductions.

Additional Information for Retirees of UCOR, Subcontractors and Select DOE Contractors

UCOR (the Company) expects and intends to continue the plans in the benefits programs but reserves the right to terminate each of the plans, in whole or in part, without notice. The Company also reserves its right to amend each of the plans at any time. The Company may also increase or decrease its contributions or the participants' contributions to the plans. The Company's decision to terminate or amend a plan may be due to changes in federal or state laws governing pension or welfare benefits, the requirements of the Internal Revenue Code or ERISA or any other reason. A plan change may transfer plan assets and debts to another plan or split a plan into two or more parts. If the Company does terminate or amend a plan, it may decide to set up a different plan providing similar or identical benefits. If the ORRCC Pension Plan for Grandfathered Employees or the UCOR Retirement Savings Plan is terminated while you are an employee of the Company, you will have a vested right to the value of your accrued retirement benefits from both plans. If a welfare plan is terminated, you will not have any further rights. The amount and form of any final benefit you or your beneficiary receives will depend on any contract provisions affecting the plan and the Company's decisions.

This summary information provides an overview of some of the main features of the ORRCC benefit plans for eligible employees but does not reflect all of the benefits, exclusions and limitations of the plans. For all of the plan rules, details, and coverage provisions, the terms of the plans are governed by the Plan Documents and insurance contracts. Should there be any inconsistencies between the Plan Documents and this summary information, the Plan Documents and insurance contracts will prevail. The Company reserves the right to amend or terminate any of the plans, in whole or in part, at any time.