

Pension Plan

IMPORTANT: The Infineum Pension Plan is closed to new entrants hired on or after October 1, 2013.

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Pension Plan

Providing Continued Income after Your Retirement

The Infineum Pension Plan is designed to pay eligible colleagues a benefit when they retire, based on their years of service and pay. Infineum pays the full cost of the plan.

The Pension Plan's primary purpose is to provide a base level of continuing income throughout retirement. The plan is designed to pay unreduced benefits to eligible participants as early as age 60.

This plan description contains important information about the Infineum Pension Plan. We encourage you to take some time to become familiar with the benefits that are described herein.

BPAS Actuarial & Pension Services

If you have any questions about Pension Plan benefits, please contact BPAS Actuarial & Pension Services at 1-877-722-3908 option 1.

This summary plan description contains a plain-language overview of this Infineum benefit program. For additional required information, see *An Overview of your Infineum Benefits* in the USA-HR Benefits Page on the Inffinet. While Infineum has made every effort to ensure the accuracy of this summary, the formal plan documents are the controlling descriptions for the Infineum benefit plans. These formal plan documents govern in the event of a discrepancy between information in this summary and the plan documents. The formal plan documents are available for your review if you have questions concerning your benefits not answered by this summary.

Who's Eligible to Participate in the Plan

Only regular U.S. dollar-paid colleagues whose employment with Infineum commenced *before* October 1, 2013 are eligible to participate in the Pension Plan. This includes:

- Part-time colleagues who work a sufficient number of hours; and
- U.S. dollar-paid colleagues on expatriate assignment.

You are **not** eligible to participate in the Pension Plan if:

- Your employment with Infineum commenced on or after October 1, 2013;
- You are a non-resident whose pay originates outside the United States;
- You are a "leased" employee (meaning that your employment is contracted through another employer). If you are a leased employee (as defined by the Internal Revenue Code) and are later employed by Infineum, you may be credited with Employment Service for some of this time; or
- You are an independent contractor.

New Colleagues

If you join Infineum on or after October 1, 2013 you are not enrolled in the Pension Plan. Please see the Infineum Savings Plan Benefit Description for retirement savings benefits you are eligible for.

Rehires

Colleagues who separate from Infineum and are subsequently rehired on or after October 1, 2013 will not be re-enrolled in the Pension Plan following their rehire. Any vested benefit remaining in the Plan during an earlier period of employment will be frozen. Colleagues will not accrue any additional Pension Service and will not receive any increases in Final Average Pay during any period of re-employment during which they do not participate in the Plan. Rehired colleagues will, however, be credited with additional Employment Service toward attainment of retiree status – see "[Employment Service](#)" in *An Overview of Your Infineum Benefits* in the USA-HR Benefits page on the Infinet for eligibility criteria.

Transfers from Owner Company

If you joined Infineum USA as a company-initiated and approved direct transfer from an owner company, you will receive credit for your employment service. If your hire date with the owner company was before October 1, 2013 you will be enrolled as a participant in the Infineum Pension Plan and will receive credited Pension Service – see [Pension Service](#).

If your hire date with the owner company was on or after October 1, 2013 you are not eligible for the Pension Plan – see the [Saving Plan](#) Benefit Plan Description in the USA-HR Benefits page on the Infinet for more details.

The remainder of this description is intended only for colleagues eligible for the Pension Plan as described above. If you are unsure of your eligibility to the Pension Plan, please contact Human Resources.

Employment Service

Employment Service is used to determine your eligibility to receive plan benefits. When you complete five years of Employment Service, you are "vested" (eligible to receive benefits in the future) under the plan. You are not eligible for a plan benefit if you leave before attaining five years of Employment Service and have not yet reached Normal Retirement age.

For a more detailed discussion, see "Employment Service" in *An Overview of Your Infineum Benefits*.

Determining Your Benefit

The amount of your pension benefit depends on your length of service and your pay before retirement.

The Infineum Pension Plan is a "defined benefit" plan. This means your benefits are calculated using a formula. To understand how the formula works, you need to be familiar with the parts of the formula.

Covered Compensation

Specific types of pay, or Covered Compensation, are used to calculate your pension benefit. Covered Compensation includes:

- Base pay;
- Shift differential;
- Amounts you contribute pre-tax to the Savings Plan and your other Infineum benefits; and
- Scheduled overtime.

Covered Compensation does not include:

- Unscheduled overtime;
- Incentive or bonus pay;
- Recognition awards;
- Reimbursement for travel expenses, or automobile, meal, relocation, or educational assistance; or
- Long-term Disability benefits.

Final Average Pay

Final average pay is the figure used in the pension benefit formula. The plan determines final average pay by averaging your highest 36 consecutive months' Covered Compensation received during the 10 years prior to leaving Infineum. If you joined Infineum from an owner company and retire before you have 10 years of Infineum service, compensation from the owner company also is considered in the calculation.

Owner Company Pay

Owner companies provide Infineum with up to 10 years' pay history to include in pension calculations. Infineum accepts each owner company's definition of compensation, even if it differs from Infineum's.

Primary Social Security Benefit

Both you and Infineum contribute toward your Social Security benefit. When you retire, you receive payments from Social Security based on the amount and length of time you contributed. While there are instances when you can receive Social Security benefits earlier or later, age 65 is considered your Normal Retirement age under the Infineum Pension Plan. The Social Security benefit you are entitled to receive at age 65 is called your primary Social Security benefit.

Pension Service

Pension Service is important in determining the amount of your benefit. The more Pension Service you have, the larger your benefit.

Pension Service generally is the length of time you work for Infineum. It is counted in full and partial years from the time you join Infineum until you retire or terminate. You are credited with a full year of service if you work 2,080 hours. Partial years of service are credited for less than 2,080 hours.

Pension Service is based on your service anniversary year and is considered to begin on the first day of the month you are hired.

Pension Service with an Owner Company

If you were a participant in the pension plan of an owner company on December 31, 1998, and joined Infineum on January 1, 1999, or otherwise joined Infineum directly from an owner company as a company-initiated/approved transfer with a hire date before October 1, 2013, that plan's pension service (service that's credited for benefit accrual purposes) counts toward your Infineum pension benefit. However, your Infineum pension benefit is reduced by the amount of your owner company's pension benefit.

Service After Lump-Sum Payment

If you receive a lump-sum payment from the plan upon your separation from Infineum and then you are rehired, you cannot count the Pension Service you had earned prior to your termination date toward a new pension benefit. The reason: You have already earned and have been paid a benefit based on that service. You are eligible again to participate in the plan on your first day of covered employment; however, you need to start over again earning Pension Service toward a new pension benefit.

Leave of Absence

Infineum does not want a leave of absence to result in a break of service (which can impact your pension benefit). You continue to earn Employment and Pension Service during the first 12 months of your leave, provided that you return to work at the agreed-upon end of the leave. If you fail to return to work, you incur a break in service beginning on the day you stopped working.

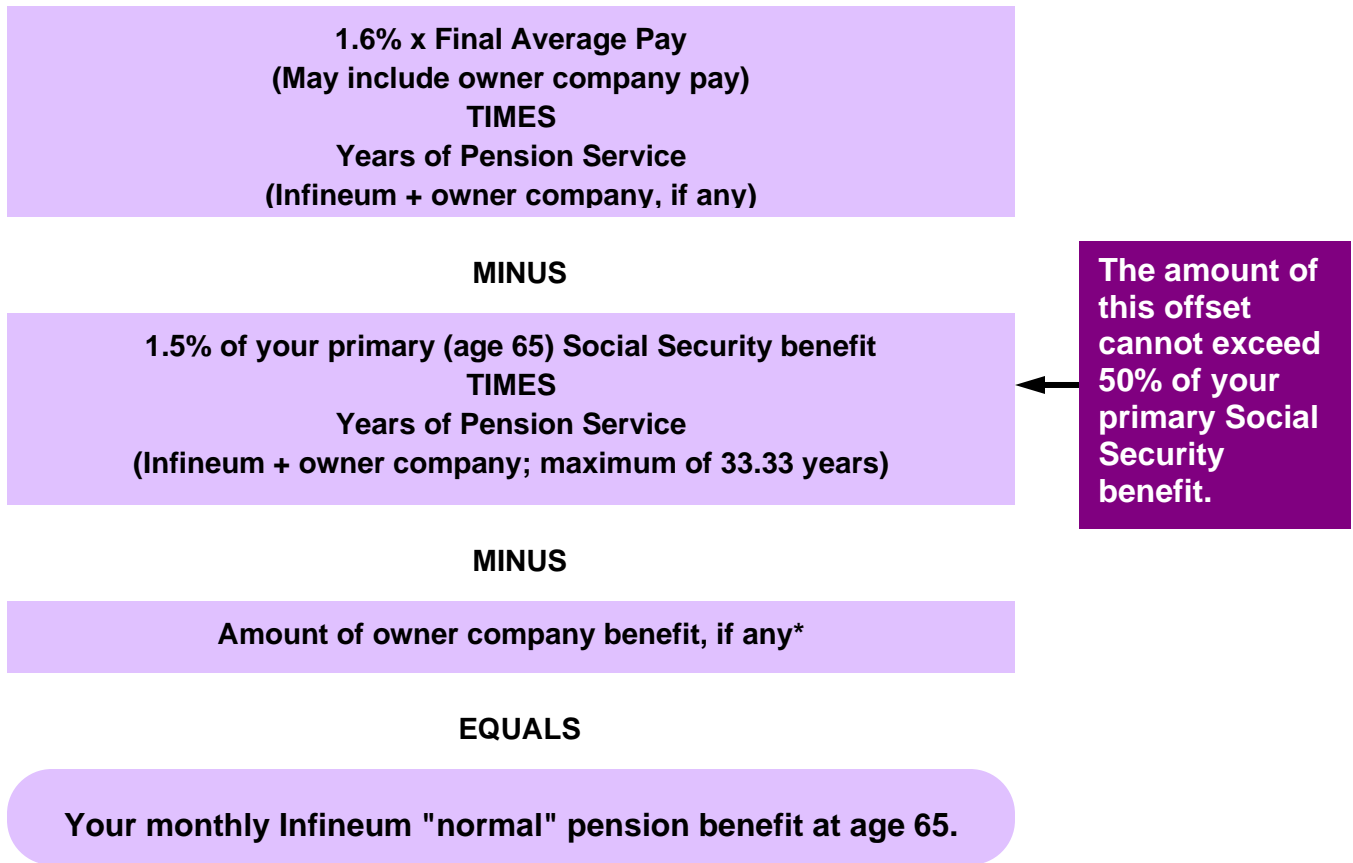
For a more detailed discussion, see "[Break in Service](#)" in *An Overview of Your Infineum Benefits*.

Example

If you are hired on July 20, your Pension Service is counted from July 1.

How Pension Benefits Are Calculated

Benefits from the plan are calculated according to the following basic formula:



This is the formula for a Normal Retirement. The basic elements of this formula stay the same, but the amount you actually receive may be different depending on when you commence your benefits or the form of benefit you elect.

- * The offset amount for an owner company's pension benefit is equal to the normal form pension benefit you would actually receive from the owner company plan, as if you elect to begin payments from the owner company plan at the same time that payments begin from the Infineum plan. This is the amount of the owner company plan offset regardless of when you elect to receive benefits from the owner company plan and regardless of the form of payment you elect from the owner company plan. If no benefits are payable from an owner company plan, then the offset is \$0.

When Benefits Can Be Paid

You can take "normal" retirement at age 65 or you can retire as early as age 55 if you have 15 years of Employment Service.

Remember that the pension benefit formula is based in part on your years of Pension Service. Usually, the earlier you retire, the fewer years of Pension Service you have, and the smaller your pension benefit. If you retire and choose to have pension benefits paid before you reach age 60, your benefit is reduced even further because payments must be paid over a longer period of time.

Normal Retirement

Your Normal Retirement date is the first of the calendar month in which you reach age 65. If you retire from Infineum on or after your Normal Retirement date, you are entitled to a full pension benefit.

- **Calculating your Normal Retirement benefit.** Your benefit is calculated using the Normal Retirement formula described in the preceding section.
- **Receiving your pension benefit.** If you retire from Infineum on or after your Normal Retirement date, you must commence your benefit as of the first of the month following your last date on payroll. You may not defer your benefit until a later date.

A Normal Age 65 Retirement Example

Following is an example illustrating how your Infineum pension benefit is calculated at your Normal Retirement age of 65.

Age at Retirement:	65		
Final Average Pay at Infineum:	\$50,000	Infineum + owner company pension service at retirement:	30 years
Estimated Annual Social Security Benefit at Retirement:	\$17,000	Annual Pension Benefit from owner company plan payable at age 65:	\$3,500

A.	1.6 % of Final Average Pay X years of Pension Service (<i>Infineum + owner company</i>)		
	(1.6% x \$50,000 x 30)		\$24,000
		MINUS	
B.	1.5% of primary Social Security benefit x years of Pension Service at age 65		
	(1.5% x \$17,000 x 30) = \$7,650	←	<u>\$7,650</u>
C.	Annual amount of Infineum Normal Retirement benefit (<i>no owner company benefit</i>)		\$16,350
		MINUS	
D.	Annual amount of owner company benefit (<i>if applicable</i>)		\$3,500
		EQUALS	
E.	Your annual Infineum Normal Retirement benefit payable at age 65 (<i>Divide by 12 for monthly payment</i>)		\$12,850

Early Retirement

You can retire with retiree status as early as age 55 if you have at least 15 years of Employment Service. Your Early Retirement date can be the first day of the month in which you reach age 55 while employed by Infineum with 15 years of Employment Service or later.

- **Receiving your Early Retirement Benefit.** You can choose to have benefit payments start any time between your Early Retirement date and the date you reach age 65. A reduction factor may be applied depending on when you choose to begin receiving benefit payments.

- **Reduced Benefit.** If you choose to have your benefit payments begin before you reach age 60, the monthly amount is reduced because you receive benefits over a longer period of time.
- **Unreduced Benefit.** If you choose to have your benefits begin at age 60 or later, the Early Retirement reduction factor does not apply.

Early Retirement Reduction Factor	
<i>(.4166% per month prior to age 60)</i>	
If you choose to have benefit payments begin at age:	Your monthly benefit is multiplied by a factor of:
60+	1.00
59	.95
58	.90
57	.85
56	.80
55	.75

Supplement for Social Security

Under most circumstances, Social Security benefit payments do not begin until you reach age 65. Since your Social Security benefit is a factor in the benefit formula, the Early Retirement pension benefit paid before age 65 is greater than it is after age 65, when Social Security benefits begin. This difference in payment amounts before and after age 65 can be thought of as a supplement for Social Security. There are restrictions on payment methods for this portion of your benefit (see “How Benefits are Paid”).

An Early Retirement Example

This example illustrates how your Infineum pension benefit is calculated if you retire early at age 55 with 30 years' total Pension Service with Infineum and an owner company and elect to commence your benefit immediately. Note that the formula uses both your actual Pension Service at retirement and the Pension Service you would have if you worked until age 65. The offset for Social Security (step B) is determined by applying a ratio of actual years of Pension Service to years of Pension Service you would have accrued had you worked to age 65. Then, that benefit is reduced by the Early Retirement reduction factor.

Age at Retirement:	55	Infineum + owner company pension service at retirement:	30 years
Final Average Pay at Infineum:	\$50,000	Years of Pension Service You Would Have if You Worked until Age 65	40 years
Estimated Annual Social Security Benefit at Retirement:	\$17,000	Annual Pension Benefit from owner company plan payable at Age 55	\$3,500

	Calculation for Benefit Payable at Ages 55–64	Calculation for Benefit Payable at Ages 65+
A. 1.6 % x Final Average Pay x years of Pension Service (Infineum + owner company) (1.6% x \$50,000 x 30) MINUS	\$24,000	\$24,000
B. 1.5% of primary Social Security benefit x years of Pension Service you would have if you worked until age 65 (Infineum + owner company; maximum offset 33.33 years of service or 50% of Social Security benefit) x ratio of actual Pension Service to service you would have if you worked to age 65. Before age 65 (calculation creates supplement for Social Security) (1.5% x \$0 x 40) = \$0 ← x 30/40 After age 65 (no supplement for Social Security) (1.5% x \$17,000 x 40) = \$ 10,200 50% x \$17,000 = \$ 8,500 ← x 30/40 TIMES	\$0	\$6,375
C. Age 55 Early Retirement Factor	<u>.75</u>	<u>.75</u>
D. Annual amount of Infineum Early Retirement benefit (no owner company benefit) MINUS	\$18,000	\$13,219
E. Annual amount of owner company benefit EQUALS	\$3,500	\$3,500
F. Your annual Early Retirement benefit (payable beginning at age 55)* (Divide by 12 for monthly payment)	\$14,500	\$9,719

* Rounded to nearest dollar

Vested Terminations

If you leave Infineum before retirement, but after you complete at least five years of Employment Service, you are eligible for a Vested Termination pension benefit when you reach age 65. Your benefit is calculated basically like the Early Retirement benefit formula in the example, with two exceptions:

- Unlike Early Retirement benefits, Vested Termination benefits are not eligible for the supplement for Social Security for payments that begin before age 65. (See “Early Retirement.”)
- You may elect to begin receiving your Vested Termination benefit as early as age 55. However, your benefit is subject to a Vested Termination reduction factor. (See table at right.) To calculate a Vested Termination benefit that begins before age 65, substitute the appropriate factor from this table for the Early Retirement reduction factor (step C in the Early Retirement example).

Vested Termination Reduction Factor *(prorated for partial years)*

If you choose to have benefit payments begin at age:	Your monthly benefit is multiplied by a factor of:
65+	1.00
64	.90
63	.81
62	.73
61	.67
60	.60
59	.55
58	.50
57	.45
56	.41
55	.38

As with the other formulas, your Infineum benefit is offset (reduced) by the amount of any owner company pension benefit you receive.

You are not eligible for a pension benefit from the plan if you leave Infineum before you have five years of Employment Service (including service from an owner company). An exception to this is if you are hired after age 60—in which case you would be eligible at age 65.

Disability Pension

If you separate your employment with Infineum as a result of a disability (and you qualify for Long-term Disability benefits) you are entitled to a disability pension beginning at age 65 (assuming that you remain disabled). See eligibility requirements which can be found in *Infineum’s Short and Long Term Disability* Benefit Plan Description in the USA-HR Benefits page on the Infinet. You do not receive a disability pension if you elect to receive early, normal, or vested retirement benefits from the Pension Plan.

The amount of your disability pension is the greater of the benefit calculated under the Normal Retirement formula as of your separation date or the lesser of:

- Fifty percent of your monthly base pay (less amounts received from Social Security, Workers' Compensation, or another plan); OR
- Your Normal Retirement benefit as calculated to include your period of disability up to age 65 as Pension Service.

You cannot receive a disability pension benefit as a lump sum.

How Benefits Are Paid

The Pension Plan allows you to select how you want to receive your plan benefits.

Normally, your pension benefit automatically is paid in the basic payment method that applies to you. However, you can choose from other payment options. Which method you choose depends on your personal situation and affects the amount and length of your benefit payments.

Basic Payment Methods

50% Joint and Survivor (50% J&S Pension)—This is the normal, automatic form of payment if you are married. Under this method of payment, you receive a monthly benefit for life. After your death, 50 percent of your monthly benefit is paid to your spouse, if he or she survives you, for the rest of his or her life.

Five Year Certain and Life—This is the normal, automatic form of payment if you are single. Under this method of payment, you receive a monthly benefit for life. If you die within five years after your benefit begins, 100 percent of your benefit is paid to your beneficiary for the remainder of the five-year period.

Optional Payment Methods

50%, 75% or 100% Survivor's Annuity—These methods are similar to the 50% J&S method. The differences are that anyone may be designated as your beneficiary, but your benefit is actuarially reduced to account for the added cost of providing survivor income. You can elect either 50 percent, 75 percent or 100 percent of your benefit to be continued to your survivor.

Lump Sum—If you are at least 55 with at least 15 years of Employment Service, you may elect to receive a one-time, lump-sum payment of your entire pension benefit. While it may seem attractive to receive such a large sum of money all at once, this is a highly regulated option and may carry significant tax implications.

Supplement for Social Security

If you elect to begin pension benefits before age 65, the supplement for Social Security is payable only as a:

- Life Annuity (a fixed payment that continues until you reach age 65 or die, with no continuing payments to a beneficiary); or
- Lump sum (if you choose lump sum as your payment method for the rest of your pension benefit).

Selecting Your Method of Payment

Whether you are single or married, you may choose to have your pension benefit paid under the basic method that applies to you, under the other basic method permitted by the plan, or under one of the optional methods. If you are married and select a form of payment other than a 50 percent J&S, however, your spouse must consent in writing to your decision in the presence of a notary public or plan representative.

When you're considering retirement, contact BPAS Actuarial & Pension Services —see [*An Overview of Your Infineum Benefits*](#) for details—to inform them of your intent to retire. You then receive information about the payment methods available to you including the estimated amount of benefits payable under each option.

You can select an optional method of payment or make changes to your selection any time between 30 and 90 days before your benefit payments start. You must notify BPAS Actuarial & Pension Services in writing of your choice or subsequent changes.

Normally, an optional form of payment begins no sooner than 30 days after you make your choice. However, if you elect to have payments begin earlier, the waiting period can be as short as eight days.

Payment Option

Once your benefit payments begin, you cannot change the payment option you selected.

Benefits in the Event of Your Death

The Pension Plan may pay benefits to your spouse or beneficiary in the event of your death.

Pre-Retirement Surviving Spouse Benefit

If you are married and have five years of Employment Service at the time of your death, and have not commenced payment of your benefit, the plan provides the following lifetime benefit to your spouse:

If you should die BEFORE you reach age 55—The amount of this benefit is calculated AS IF:

- Your date of death was your termination date;
- You had lived until age 55;
- You commenced a 50% J&S benefit payment, and then died.

If you should die ON OR AFTER age 55—The amount of this benefit is calculated AS IF:

- You had terminated the day before your date of death;
- You had commenced a 50% J&S benefit payment, and then died.

Pre-Retirement Surviving Spouse Benefit payments can begin on the first day of the month after your death (but no sooner than the date you would have reached age 55), or your spouse may choose to have the payments begin later.

Your spouse may also choose a single lump-sum payment equal to the greater of:

- The actuarial equivalent of the Pre-Retirement Surviving Spouse Benefit (above); or
- The death benefit for single participants (below) if, at the time of your death, you were eligible for an Early or Normal Retirement benefit.

Post-Retirement Surviving Spouse Benefit

If you die while receiving pension benefits, benefits are paid to your beneficiary only if you selected a method of payment that pays benefits after your death. The amount of benefit depends on the method of payment you selected.

If You Are Single

If you die before you are eligible for an Early or Normal Retirement benefit, no benefits are paid. If you die while eligible for an Early or Normal Retirement benefit but before you begin receiving payments, a single lump-sum benefit is payable to your beneficiary. The amount of this payment is the present value of the Five Year Certain and Life benefit if it had commenced the day before your death. If you die after benefit payments begin, benefits are paid to the beneficiary by the terms of the payment method you selected.

Naming a Beneficiary

Before you're eligible for retirement, your spouse (if you're married) is your beneficiary.

After you become eligible for retirement, you may name a beneficiary as the recipient of benefits from the plan in the event of your death before benefits commence. If you're married and choose a beneficiary other than your spouse, your spouse must consent in writing to your decision in the presence of a notary public or plan representative. The benefit which is paid to a non-spousal beneficiary equals the benefit that is paid to the beneficiary of a single person as described above.

Applying for Benefits

When you near retirement, you need to complete an application for your Pension Plan benefits.

You should contact BPAS Actuarial & Pension Services at least 90 days before your planned retirement date. At that time, you will learn about your specific payment methods and estimated benefit amounts payable under each.

If you die before retirement and you have a surviving spouse, BPAS Actuarial & Pension Services assists your spouse in completing the application for benefits.

You'll receive more detailed tax information at the time you decide to retire.

Prior to your retirement, you can learn about your specific payment methods and estimated benefit amounts payable under each in various ways:

- You may request up to one pension estimate per calendar year for use in connection with your pre-retirement planning from BPAS Actuarial & Pension Services.
- The Pension Benefit Estimator is available for your use through the Infineum Infinet. Navigate to Infinet/Corporate Information/Human Resources/USA and click on Pension Benefit Estimator under "Quick Links" in the lower right side of the screen. The Pension Benefit Estimator provides you with the ability to estimate your own retirement benefit from the Infineum Pension Plan at various ages.

If Your Application for Benefits is Denied

If your claim is denied in whole or in part, you (or your beneficiary) receive a written notice within 90 days (but not later than 180 days) explaining:

- The reason for the denial;
- The plan provisions on which the denial is based;
- Any additional information required to approve the claim; and
- The procedure for requesting a review.

Within 60 days after your claim is denied, you (or your beneficiary) may make a written request to the Plan Administrator for a review of the decision. You or your authorized

representative may review any documents related to the claim and provide additional written statements relevant to the claim.

The final decision on your claim is made within 60 days (but not later than 120 days) after your request for review is received. You are notified of the decision and the specific reasons for it. See "[If a Claim is Denied](#)" under the title *For Your Information in [An Overview of Your Infineum Benefits](#)* for more information.

Paying Taxes on Your Benefits

Your benefit payments are taxable when you receive them.

Benefits you receive directly from the Pension Plan are taxable income. Federal tax laws and some state income tax laws require the plan to automatically withhold taxes before your benefits are paid to you unless you specifically request otherwise in writing. The amount withheld depends on the payment method you choose, your income tax filing status, and the number of exemptions you claim.

Remember that if you choose not to have taxes withheld from your benefits, you are responsible for paying them. If no taxes are withheld or if the amount is not enough to cover the actual taxes due, you may be required to file estimated taxes.

Situations Affecting Your Benefits

Some situations could cause a loss or delay of your benefit from the Pension Plan.

The Pension Plan is designed to provide you with an income after you retire; however, some situations could affect plan benefits. Those situations are summarized here:

- If you leave Infineum before your benefit is vested, no benefits are payable;
- If you do not timely notify BPAS Actuarial & Pension Services (and owner company if applicable) of your intention to retire or leave Infineum, benefits may be delayed;
- If you fail to make proper application for benefits or fail to provide necessary information, your benefits could be delayed;
- If you do not timely notify BPAS Actuarial & Pension Services of your most recent address and you cannot be located, benefits may be delayed; or
- The IRS sets maximum limits on the amount that can be paid to you each year under the plan. These limits generally apply to higher-paid colleagues. You are notified if they affect you.

Plan Amendment or Termination

If the plan is terminated, or if there is a partial termination affecting you, your benefit is immediately 100 percent vested as of the termination date. Benefits are paid according to law. No money in the pension trust fund can be returned to Infineum until all benefit obligations have been met. Trust fund assets are used first to provide benefits to plan participants, retirees, beneficiaries, and active participants.

Distribution of Benefits

Before terminating the plan, Infineum must notify the Pension Benefit Guaranty Corporation (see “Pension Benefit Guaranty Corporation” for more information). You are also notified. Once Infineum receives governmental approval, the plan pays benefits in the order required by law.

Assignment of Benefits

Your vested pension benefits belong to you and under most circumstances may not be sold, assigned, transferred, pledged, or garnished. If you become divorced or separated, a court order could require part of your benefit to be paid to someone else—your spouse or children, for example. This is known as a Qualified Domestic Relations Order (QDRO). This could apply to benefits payable to you, as well as to any beneficiary. If the Plan Administrator determines such a court order qualifies, payments according to the order may begin while you're working or if you leave Infineum.

Mergers, Consolidations, or Transfers

If the plan is merged or consolidated, or plan assets are transferred to another plan, your then-current accrued benefit is protected. Your accrued benefit under the new plan, if the plan were to terminate immediately after the change, would at least equal the amount you would be entitled to receive if the current Pension Plan had been terminated just before the change.

Pension Benefit Guaranty Corporation (PBGC)

Your pension benefits under this plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the plan terminates; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the plan terminates; (2) some or all of benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the time the plan terminates; (3) benefits that are not vested because you have not worked long enough for the company; (4) benefits for which you have not met all of the requirements at the time the plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's Customer Contact Center, PO Box 151750, Alexandria, VA 22315-1750 or call 1-800-400-7242 or 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-800-400-7242. For current open cases, please contact the PBGC Problem Resolution Officer (for Participants), 1200 K Street, NW, Suite 9429, Washington, D.C. 20005-4026 or call 1-800-400-7242 extension 4014 or email participant.pro@pbgc.gov. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.