

**BOY SCOUTS OF AMERICA RETIREMENT PLAN FOR EMPLOYEES
PENSION PLAN INFORMATION**

As requested, the following information is submitted in respect to the Boy Scouts of America Retirement Plan for Employees for purposes of preparing financial statements for the year ended December 31, 2022.

Where insufficient space is provided, comments have been attached.

1. Date of Latest Actuarial Valuation (If any information below pertains to a date other than this date, the appropriate date should be indicated under the item affected)
February 1, 2022

2. Exclusion of Employees
 - a. Are all employees who are presently, or will be prospectively, covered by the Plan’s provisions included in the actuarial calculations?
Yes () No ()

 - b. If “No”, which such employees are excluded?

3. Actuarial Cost Method (Give description)
Unit credit method – an immediate gain method with liability determined as the present value of benefits earned as of the valuation date.

4. Actuarial Assumptions for ASC 960 Results (Check appropriate box to indicate usage. If tables are published, give identifying name; if not published, supply copies unless furnished in actuarial report or available in client’s office):
 - a. Interest rate 6.50%

 - b. Administrative expenses (how provided) N/A

NAME OF TABLE	YES	NO
c. Death after retirement table*	(X)	()
d. Retirement table*	(X)	()
e. Death before retirement*	(X)	()
f. Withdrawal*	(X)	()
g. Disability*	(X)	()
h. Salary Scale*	(X)	()
i. Other: <u>85% of active members are assumed to be married with the husband 3 years older than his wife.</u>		

*See attached summary for sample rates or names of table.

5. Actuarial Gains and Losses (Describe treatment)
- Realized investment gains and losses:
Recognized to the extent that such amounts are reflected in the asset valuation method.
 - Unrealized appreciation and depreciation:
Recognized to the extent that such amounts are reflected in the asset valuation method.
 - Other:
The unit credit method immediately recognizes gains and losses from other experience and funds over five years. The employer contribution, however, is a fixed percent of payroll.
6. Status of Unamortized Initial Past Service Cost and Additional Prior Service Cost as of Valuation Date: N/A

ITEM	DATE ESTABLISHED	INITIAL BASE	UNFUNDED AMOUNT	YEAR FUNDING PERIOD ENDS
Initial past service cost				
Add'l prior service cost	N/A	N/A	N/A	N/A
Total		\$	\$	

7. Data determined in accordance with ASC 960 (approximations are acceptable if detailed calculations have not been made):
- Calculations were (X) made
Calculations were not () made
 - If calculations were not made, give reason:
N/A
 - Indicate the amount of the actuarial present value of vested accumulated plan benefits:
\$1,353,197,079
 - Indicate the amount of the actuarial present value of nonvested accumulated plan benefits:
\$19,729,086
 - Indicate the amount of the plans' net assets available for benefits:
\$1,586,814,065
 - Indicate the assumed rates of return used in determining the actuarial present values of vested and nonvested accumulated plan benefits:
6.50%
 - Indicate the date as of which the benefit information was determined:
February 1, 2022
8. Where information for (7) above is not available, indicate the excess, if any, of the actuarially computed value of vested benefits over the total of the pension fund: N/A

Indicate reasons why data in (7) is not available: _____

9. Change(s) in Actuarial Cost Method

- a. Was a change made in connection with latest actuarial valuation?
Yes () No (X)
- b. If "Yes", describe change: N/A

10. Change(s) in Actuarial Assumptions

- a. Was a change made in connection with the latest actuarial valuation?
Yes (X) No ()
- b. If "Yes", describe change:
The mortality improvement assumption was changed from generational projection from 2012 using sex-distinct Scale MP-2020 to generational projection from 2012 using sex-distinct Scale MP-2021.
- A new experience study was performed, and as a result assumed rates of retirement, rates of termination, base mortality tables, and vested terminated commencement ages were changed to better reflect anticipated future experience.

11. Change(s) in Treatment of Actuarial Gains and Losses

- a. Was a change made in connection with latest actuarial valuation?
Yes () No (X)
- b. If "Yes", describe change: N/A

12. Change in Period(s) of Amortization of Past and Prior Service Cost

- a. Was a change made in connection with latest actuarial valuation?
Yes () No (X)
- b. If "Yes", describe change: N/A

13. Amendment(s) to Plan

- a. Was the Plan revised as of latest actuarial valuation?
Yes () No (X)
- b. To your knowledge, has the Plan been revised since the latest actuarial valuation?
Yes () No (X)

14. Give approximate aggregate affect (net increase or net decrease) on the actuarial present value of accumulated plan benefits resulting from changes as enumerated in 9, 10, 11, 12, and 13:
\$31,322,172

15. Compliance with APB Opinion No. 8 and SFAS Nos. 35 and 36 (ASC 960)

- a. Do all of the answers given above conform to your understanding of the related provisions of the above indicated statements?

Yes (X) No ()

- b. If "No", indicate areas of difference: N/A

Date: January 26, 2023

By: Willis Towers Watson US LLC
(The Actuarial Company)

/ Dean M. Crawford /
Dean M. Crawford, FSA, EA
Senior Director, Retirement
Enrolled Actuary # 20-7158

**BOY SCOUTS OF AMERICA RETIREMENT PLAN FOR EMPLOYEES
APPENDIX A: OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS**

Economic Assumptions

	February 1, 2022	February 1, 2021
Annual Interest rate, net of expenses	6.50%	6.50%
Annual Interest accumulation rate for employee contributions	4.00%	4.00%
Salary Increase Rates at representative ages:	Age	Annual Rate of Salary Increase
	25	5.50%
	30	5.00%
	35	4.00%
	40	3.70%
	45	3.50%
	50	3.20%
	55	3.00%
	60	3.00%
	64	3.00%

Demographic Assumptions

Mortality:

- **Healthy mortality rates** Base Mortality Table: Male Table used for males; Female Table used for females

1. Base table: Pri-2012
2. Base mortality table year: 2012
3. Table type: Blue Collar
4. Healthy or Disabled: Healthy
5. Table weighting: Benefit
6. Blending of annuitants and non-annuitants: Separate rates for annuitants and non-annuitants (based on Employees table)
7. Blending of retirees and contingent annuitants: Separate rates for retirees/contingent annuitants and contingent survivors
8. Other: 91.8% adjustment factor

Mortality Improvement Scale: Male Table used for males; Female Table used for females

1. Base scale: MP-2021 (unadjusted)
2. Projection Type: "Generational"

Representative base table rates of mortality as of the valuation date are shown below:

Age	Males			Females		
	Non-Annuitant	Annuitant/Contingent Annuitant	Contingent Survivor	Non-Annuitant	Annuitant/Contingent Annuitant	Contingent Survivor
25	0.0703%	0.0703%	0.0703%	0.0286%	0.0286%	0.0286%
30	0.0802%	0.0802%	0.0802%	0.0338%	0.0338%	0.0338%
35	0.0958%	0.0958%	0.0958%	0.0463%	0.0463%	0.0463%
40	0.1064%	0.1064%	0.1064%	0.0622%	0.0622%	0.0622%
45	0.1177%	0.1177%	0.1177%	0.0790%	0.0790%	0.0790%
50	0.1560%	0.4326%	1.3243%	0.1126%	0.2849%	0.5391%
55	0.2487%	0.5685%	1.4995%	0.1810%	0.4419%	0.7484%
60	0.4179%	0.8802%	1.9380%	0.2894%	0.6806%	1.0498%
65	0.6442%	1.1945%	2.4331%	0.4094%	0.9692%	1.3777%
70	0.9889%	1.7990%	2.9974%	0.6469%	1.3682%	1.8221%
75	1.5716%	2.8206%	3.9900%	1.1057%	2.1929%	2.6850%
80	2.6059%	4.8783%	5.7879%	1.9429%	3.7570%	4.1684%
85	8.4987%	8.4987%	8.8610%	6.6255%	6.6255%	6.7928%
90	14.5609%	14.5609%	14.3733%	11.6602%	11.6602%	11.6602%

- Disabled life mortality rates

Base Mortality Table: Male Table used for males; Female Table used for females

1. Base table: Pri-2012
2. Base mortality table year: 2012
3. Table type: No Collar
4. Healthy or Disabled: Disabled
5. Table weighting: Benefit
6. Blending of annuitants and non-annuitants: Separate rates for annuitants and non-annuitants (based on Employees table)

Mortality Improvement Scale: Male Table used for males; Female Table used for females

1. Base scale: MP-2021 (unadjusted)
2. Projection Type: "Generational"

Representative base table rates of mortality as of the valuation date are shown below:

Age	Males		Females	
	Non-Annuitant	Annuitant	Non-Annuitant	Annuitant
25	0.0636%	1.1908%	0.0228%	0.4737%
30	0.0740%	1.4134%	0.0276%	0.5651%
35	0.0872%	1.7565%	0.0372%	0.7731%
40	0.0975%	1.9630%	0.0502%	1.0269%
45	0.1063%	2.1520%	0.0643%	1.3143%
50	0.1419%	1.9997%	0.0911%	1.2583%
55	0.2264%	2.1037%	0.1466%	1.4581%
60	0.3800%	2.4232%	0.2346%	1.7939%
65	0.5861%	2.9307%	0.3323%	2.0889%
70	0.9235%	3.7579%	0.5517%	2.5821%
75	1.5054%	5.3555%	0.9908%	3.6864%
80	2.5599%	8.2931%	1.8293%	5.7891%
85	8.4562%	12.9772%	6.8221%	9.5117%
90	15.0530%	19.6838%	12.1243%	15.6877%

Termination

Rates varying by age and service, applicable for plan years 2022-2023.

Termination		
Age	Less Than Five Years of Service	Five or More Years of Service
25	30.00%	25.00%
30	25.00%	17.50%
35	25.00%	15.00%
40	22.50%	12.50%
45	20.00%	12.50%
50	17.50%	12.50%
55	17.50%	0.00%
64	17.50%	0.00%

Rates varying by age and service, applicable for plan years 2024 and beyond.

Termination		
Age	Less Than Five Years of Service	Five or More Years of Service
25	20.00%	17.50%
30	20.00%	15.00%
35	20.00%	10.00%
40	15.00%	7.50%
45	15.00%	5.00%
50	12.50%	5.00%
55	12.50%	0.00%
64	12.50%	0.00%

Disability

Rates varying by age.

Age	Disability
25	0.02%
30	0.03%
35	0.04%
40	0.08%
45	0.27%
50	0.48%
55	0.69%
60	0.91%
65	1.14%

Retirement

Rates varying by age and service, applicable for plan years 2022-2023.

Retirement		
Age	Prior to Rule of 85 or 62 & 10	Rule of 85 or 62 & 10
55-59	15.0%	15.0%
60	15.0%	25.0%
61	15.0%	25.0%
62	15.0%	25.0%
63	15.0%	25.0%
64	25.0%	25.0%
65	25.0%	35.0%
66-69	25.0%	45.0%
70	100.0%	100.0%

Rates varying by age and service, applicable for plan years 2024 and beyond.

Retirement		
Age	Prior to Rule of 85 or 62 & 10	Rule of 85 or 62 & 10
55-59	8.0%	10.0%
60	8.0%	20.0%
61	10.0%	20.0%
62	10.0%	20.0%
63	10.0%	20.0%
64	10.0%	20.0%
65	25.0%	40.0%
66-69	25.0%	30.0%
70	100.0%	100.0%

Benefit commencement date:

- Preretirement death benefit Immediately upon the death of the active participant.
- Deferred vested benefit Age 65.
- Disability benefit Normal retirement date.
- Retirement benefit Upon termination of employment.

Form of payment

- Single 100% elect a Life annuity.
- Married 30% elect a Life annuity; 40% elect a 50% Joint Survivor annuity; 10% elect a 75% Joint Survivor annuity; and 20% elect a 100% Joint Survivor annuity.

Percent married 85%.

Spouse age If the spouses are the same gender, then same age; otherwise, women are assumed to be three years younger than men.

Administrative Expenses The interest rate assumption is net of expenses.

Cash flow

Decrement timing The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Timing of benefit payments Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year.

Employer Contributions Effective on the plan sponsor's emergence from bankruptcy, the employer contributions are expected to be deposited into a statutory trust. It is assumed the plan will receive primary funding from this trust, if/when required. Confirmation of this arrangement is pending approval from the bankruptcy court.

Methods

Valuation date	First day of plan year.
Funding target	Present value of future benefits.
Smoothed value of assets	Average of the fair market value of assets, including contributions receivable, on the valuation date and the four immediately preceding valuation dates, adjusted for contributions, benefits and expected earnings. The smoothed asset value must be within 20% of fair value, including contributions receivable.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with BSA and, based on that review, is not aware of any significant benefits required to be valued that were not.
Loads on liabilities	The refund of employee contributions made after the death of a deferred vested member or retired member and the minimum \$100 death benefit payable to the beneficiary of a deceased deferred vested member are valued using a load. The load is 1.0% added to the deferred vested liability and 0.5% added to the retiree liability.

Sources of Data and Other Information

The plan sponsor, through its third party administrator LifeWorks, furnished participant data as of February 1, 2022. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with BSA, the following assumptions were made for missing or apparently inconsistent data elements:

- Missing contribution balances were set equal to the average of all positive active balances
- Missing beneficiary genders were assumed to be female for male participants, otherwise male
- Missing beneficiary dates of birth assume females are three years younger than males

We received a draft copy of the proposed statutory trust agreement from the plan sponsor on March 7, 2022 and documented our understanding of this proposed agreement in a memo dated April 4, 2022.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Interest rate

The interest rate reflects an estimate of long-term, future asset returns, reflecting the plan's current asset allocation. The long-term assumption is reviewed periodically as market conditions evolve and with any changes to the plan's investment policy. The interest rate is net of expenses. Willis Towers Watson's determination that this assumption does not significantly conflict with what would be reasonable is informed by Willis Towers Watson's Expected Return Estimator model and by analysis of recent and historical data, including the variability thereof, for CPI, GDP growth, and real returns on the various classes of assets held by the trust, economists' forecasts, and recent trends.

Rates of increase in compensation

Assumed compensation increases differ by age because of expected differences in salary growth rates throughout an employee's career. Rates of increase in compensation were based on an experience study conducted in 2015, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We relied on the plan sponsor for this assumption, as the plan sponsor has access to pertinent information related to their business and is in a better position to set this assumption. However, we believe that the assumption chosen does not significantly conflict with what would be reasonable as it is based on historical salary increase experience.

Employer Contributions

Assumed funding from statutory trust is based on our understanding of the proposed trust agreement pending approval from the bankruptcy court. We confirmed our understanding with the plan sponsor and documented it in an April 4, 2022 memo.

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

Separate mortality rates for employees and annuitants are based on general population experience with mortality improvement projected generationally. The tables selected were adjusted to reflect recently observed plan experience based on an experience study conducted in 2021. We believe the assumptions do not significantly conflict with what would be reasonable because they reflect recent experience, the demographics of the plan population, and are adjusted to reflect the plan sponsor's expectations regarding future mortality improvement.

Termination

Assumed termination rates differ by age and service because of expected differences in termination rates by age and service. Termination rates were based on an experience study conducted in 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the

assumptions selected do not significantly conflict with what would be reasonable.

Disability

Disability rates are based on plan sponsor expectations for the future. This assumption is periodically monitored by observing gains and losses caused by disability patterns different than assumed. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Retirement

Retirement rates differ by age and eligibility for unreduced retirement benefits because of the expected effect the availability of these benefits has on retirement rates. Retirement rates were based on an experience study conducted in 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Benefit commencement date for deferred benefits:

- Preretirement death benefit

Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because general population experience indicates that most spouses take the benefit as soon as it is available. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

- Deferred vested benefit

Deferred vested participants are assumed to begin benefits at age 65 based on an experience study conducted in 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Form of payment

Optional form election rates are consistent with recently observed plan experience based on an experience study conducted in 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The mortality improvement assumption was changed from generational projection from 2012 using sex-distinct Scale MP-2020 to generational projection from 2012 using sex-distinct Scale MP-2021.

A new experience study was performed, and as a result assumed rates of retirement, rates of termination, base mortality

tables, and vested terminated commencement ages were changed to better reflect anticipated future experience.

Change in methods since prior valuation

Effective on the plan sponsor's emergence from bankruptcy, the employer contributions are expected to be deposited into a statutory trust instead of the plan's trust.

Model Descriptions and Disclosures (in accordance with ASOP No. 56)

Quantify

Quantify is the Willis Towers Watson centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.

Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Published Demographic Tables

Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise.

**BOY SCOUTS OF AMERICA RETIREMENT PLAN FOR EMPLOYEES
APPENDIX B: OUTLINE OF PLAN PROVISIONS**

Plan Provisions

Effective date	November 1, 1959.
Covered employees	<p>Prior to February 1, 1976, all full-time permanent employees of the BSA or any of its Chartered Local Councils who had completed one year of service were eligible for membership in the Plan provided they were under age 64. Effective February 1, 1976, each employee becomes eligible for membership after he completes one year of eligibility service provided he is under age 64. Employees who fail to apply for membership when first eligible may become members of the Plan upon later application provided they are then under age 61. Effective February 1, 1988, the maximum age restriction is removed.</p> <p>The plan was closed to all employees hired after December 31, 2018.</p>
Grandfathered employee	Age plus service, in years, greater than or equal to 60 years with at least 15 years of service as of January 1, 2019.
Annuity purchase	The Plan is an amendment and continuation of Group Annuity Contract No. 245 issued by the Metropolitan Life Insurance Company, effective as of February 1, 1938, as amended. The benefits purchased under the Group Annuity Contract prior to November 1, 1959, are payable under the Contract. The benefits based on earning and service after October 31, 1959, and any benefits accrued up to October 31, 1959, but not purchased under the Group Annuity Contract are financed by contributions to the trust forming part of the Plan.

Definitions

Compensation	Regular remuneration excluding bonuses, overtime and special pay, limited to amounts described by IRC §401(a)(17).
Vesting service	All service with the Employer excluding any period of service during which an employee was eligible for membership in the Plan but did not become a member.
Credited service	All vesting service rendered while a contributing member, including any service credited under the Group Annuity Contract prior to November 1, 1959, and including any period during which a member is receiving benefits under the Long Term Disability Plan of the Employer. Maximum recognized service will be 35 years, or service at March 1, 1987, if greater.

Final average compensation	A member's average annual compensation during the 36 consecutive months in his last 120 months of credited service which produce the highest such average or during all the months of his credited service if less than 36 months.
Eligibility Service	A 12-consecutive month period during which a full-time employee is actively employed or a part-time employee works at least 1,000 hours.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Year's breakpoint	\$6,000 up to and including the year 1973, and thereafter is increased by 3% each year, rounded to the nearest \$100. During 2020, the breakpoint was \$24,100.
Eligible spouse	The spouse of a deceased member on the date of death.
Accumulated contributions	The member's contributions to the trustee Plan with interest credited thereon from the February 1 following the date as of which the contribution is made to the earliest of the date when (a) his retirement allowance commences, (b) his death occurs prior to the commencement of his retirement allowance, or (c) he elects to receive a refund of his accumulated contributions. The current rate of interest being credited is 1.69% per annum (120% of the Mid-Term Applicable Federal Rate (AFR) as of February 1, 2022).

Eligibility for Benefits

Normal retirement	Attainment of age 65.
Early retirement	Attainment of age 55 with at least five years of vesting service.
Deferred vested	Completion of five years of vesting service.
Preretirement spouse benefit	Death in active service after completion of five years of vesting service.
Disability retirement	Termination due to total and permanent disability.

Monthly Benefits Paid Upon the Following Events

Normal retirement	1.2% of the member's average final compensation not in excess of the year's breakpoint plus 1.7% of such compensation in excess of the year's breakpoint, multiplied by years of credited service. This amount includes any annuity payable under the Group Annuity Contract. Effective December 31, 2018, benefits were frozen for non-grandfathered participants.
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Effective August 1, 2020, benefits were frozen for grandfathered participants.

Early retirement

A deferred allowance commencing at age 65 equal to the normal retirement allowance accrued to the date of early retirement; or

- i. If the member has attained age 60 and the sum of his age and his years of vesting service equals at least 85 ("85 points") or if member has attained age 62 with at least 10 years of vesting service, the allowance otherwise payable at age 65 is paid without reduction for early retirement; or
- ii. If the member has "85 points", but has not attained age 60, a 5% per year reduction for each year younger than 60 is applied to the 1.7% part of the benefit; or
- iii. If the member does not qualify under (i) or (ii) the allowance otherwise payable at age 65 is reduced by 4% for each year by which the age at which the allowance commences precedes age 65.

Deferred vested

Accrued normal retirement allowance deferred to age 65; or if member has at least 5 years of vesting service, an amount payable after age 55 reduced by 1/15th for each of the first 5 years and by 1/30th for each of the next 5 years by which commencement of payments precedes age 65.

If a member ceases to be employed by the Employer for any cause other than death or retirement after becoming eligible for a deferred vesting retirement allowance, he may elect to receive in one sum the amount of his accumulated contributions. In such event he forfeits the portion of such allowance which is attributable to his own accumulated contributions with the balance of his deferred vesting retirement allowance attributable to Employer contributions remaining vested.

Termination without a deferred vested benefit

If a member or former member dies before his retirement allowance payments have commenced provided no other benefit is payable on his account, his accumulated contributions are paid in one sum to his beneficiary or legal representatives.

If a member resigns or is dismissed before retirement and before qualifying for a deferred vesting retirement allowance, his accumulated contributions as of the date of termination will be returned to him, provided the total amount is less than \$5,000. If the member's accumulated contributions are equal to or greater than \$5,000, he may elect either to receive his accumulated contributions or to leave them in the Plan and receive a deferred allowance commencing at age 65 attributable to such accumulated contributions.

Death with preretirement spouse benefits

- a) Death prior to age 50 or after normal retirement date:
 - i. 50% of the normal retirement allowance accrued to the member's date of death, reduced to reflect the assumed election of the joint and 50% option and the early commencement of benefits; or
 - ii. A lump sum equal to the member's accumulated contributions at death, plus an annual allowance of \$1,200.
- b) Death after age 50, but prior to normal retirement date:
 - i. 50% of the normal retirement allowance accrued to the member's date of death; provided that this allowance is reduced by 1/6th of 1% for each month in excess of 60 by which the spouse is younger than the member; or
 - ii. A lump sum equal to the member's accumulated contributions at death, plus an annual allowance of \$1,200.

Qualified joint and survivor option

If a married participant retires under normal, early, disability, or deferred vested retirement provisions and does not elect to the contrary in writing, the benefit will be paid under the terms of the qualified joint and survivor option. Under this option, the participant will receive a reduced pension payable for life with payments in the amount of 50% of such reduced pension continuing after their death to the spouse for the spouse's lifetime.

Forms of payment

If the member is married, his normal form of payment is a reduced lifetime allowance with an allowance payable to his spouse after his death of 50% of his reduced amount. If the member is single, his normal form of allowance is a lifetime allowance with no allowance payable after his death.

Upon the cessation of payments to or on account of any retired member or his surviving spouse, the excess, if any, of the member's accumulated contributions at the time his retirement allowance payments commenced or at the time of the member's death, if earlier, over the amount of retirement allowance payments made to him on his account shall be paid to the beneficiary designated by the person last in receipt or otherwise, to the legal representatives of such person.

A married member, in lieu of the normal form, may elect to receive his unreduced allowance payable for his lifetime only. Other forms are also available, as described above.

Maximum benefits and pay

All benefits are subject to a maximum as set forth in Section 415 of the Internal Revenue Code.

Contributions

Contributions rates as a percentage of payroll are:

Effective Date	Member*	Employer**
January 1, 2008	1.00%	1.00%
January 1, 2009	2.00%	2.25%
January 1, 2010	2.00%	2.50%
January 1, 2011	2.00%	6.75%***
January 1, 2012	2.00%	7.00%***
January 1, 2019	4.25%****	7.75%***
February 1, 2021+	0.00%	12.00%*****

* Member contributions cease when member reaches 35 years of credited service.

** Not less than minimum required contribution.

*** Offset by 0.25% for plan expenses

**** Applicable to grandfathered employees only

***** Offset by 0.50% for plan expenses

Effective February 1, 2021, the employer contribution policy is 12.00% of payroll for employees eligible for the Thrift Match Savings Plan. The first 0.50% of payroll is used to cover certain expenses. The remaining 11.50% of payroll will first be used to cover the matching contributions in the Thrift Savings Plan. The matching contribution for all employees is assumed to be 90% of the maximum matching amount (or 2.7% of pay). Any remaining portion of the employer contribution policy will be contributed to the plan.

Effective on the plan sponsor's emergence from bankruptcy, the employer contributions are expected to be deposited into a statutory trust. It is assumed the plan will receive primary funding from this trust, if/when required. Confirmation of this arrangement is pending approval from the bankruptcy court.

Changes in Benefits Valued Since Prior Year

None.