



SRNS | BSRA | SRMC
Pension Plan



Summary Plan Description

Multiple Employer Pension Plan

Savannah River Nuclear Solutions, LLC
Amended And Restated Effective January 1, 2026

Savannah River Nuclear Solutions, LLC
Savannah River Mission Completion, LLC
Battelle Savannah River Alliance, LLC
Summary Plan Description
Multiple Employer Pension Plan

Page 4: Plan Eligibility

Page 4: Benefits at a Glance

Page 5: General Information

Page 5: *When participation begins and ends*

Page 5: *Your cost for coverage*

Page 6: *Pension Plan assets*

Page 6: *Eligibility and credited service*

Page 6: Applying for pension benefits

Page 6: *Applying for retirement*

Page 7: *Applying for deferred pension payments*

Page 7: *When benefit payments can begin*

Page 7: *Normal retirement*

Page 7: *Early retirement*

Page 9: *Retirement past age 65*

Page 9: *Optional retirement*

Page 11: *Deferred vested pension benefits*

Page 12: *Incapability Retirement*

Page 12: How your pension is calculated

Page 12: *Average monthly pay*

Page 12: *Monthly pay*

Page 12: *Primary Social Security benefit*

Page 13: *Pension calculation formulas and examples*

Page 14: *Deferred vested pension benefits*

Page 15: *Optional retirement*

Page 15: How your pension benefits are paid

Page 15: *Forms of payment*

Page 15: *Standard monthly annuity option*

Page 15: *Monthly annuity with income leveling option*

Page 16: Survivor payment options (death benefits)

Page 16: *Grandfathered employer-paid post-retirement death benefit*

Page 16: *Pre-payment death benefit coverage*

Page 16: *After early or normal retirement age*

Page 17: *Before early retirement age*

Page 17: *As a deferred vested participant*

Page 17: *Post-retirement spouse benefit option coverage*

Page 19: *Post-retirement joint and survivor option coverage*

Page 20: Understanding service

Page 20: *Eligibility service*

Page 20: *Credited service*

Page 20: *Break in service*

Page 21: *If you leave and are rehired*

4924-9053-8092v.2 0087722-000003

Plan as of January 1, 2026

The SRNS Pension Plan provides you with income during your retirement. If you are married and are a Plan participant, your spouse (as defined in the Plan) may continue to receive a portion of your pension if you predecease him/her. In some cases, another beneficiary may receive a portion of your pension. In some cases, no death benefit is payable. It is important for you to understand these benefits.

The benefits described in this SPD are sponsored by the participating employers: SRNS, BSRA and SRMC and administered by SRNS. Participation in the Plan was frozen effective August 1, 2008, with respect to employees of SRNS, December 9, 2008, with respect to employees of the Westinghouse Savannah River Company (WSRC) Team, and July 1, 2009, with respect to employees of SRMC so that no employees are eligible to become new Plan participants after such date. In addition, after such dates, rehired employees who previously participated in the Plan are no longer eligible to participate in the Plan as active employees, unless otherwise stated, or required by legal settlement.

As you plan for your retirement, there are some very important questions to ask yourself:

- What are my retirement goals?
- How much money will I need to achieve these goals over the years?
- What are the options for the pension payments?
- What survivor benefits should I elect for my family's needs?

This SPD can provide valuable assistance as you prepare for your retirement. Please read it carefully and refer to it whenever you have any questions about the benefits available through the Plan.

Questions about retirement?

Transamerica Service Center

Transamerica Retirement Solutions, LLC

By telephone at 866.288.3257

On the web at transamerica.com/portal/srsretire

Hours of operation: Monday–Friday, 8 a.m.–9 p.m. EST

Questions about pension checks or medical benefits?

SRNS Service Center

Service-Center@srs.gov

Tel. 803.725.7772 or 800.368.7333

Plan Eligibility

The Pension Plan is no longer open to newly hired employees for participation or rehired employees for additional benefit accruals. In general, active employees who joined the Plan before the cut-off dates listed below are informally known as “Incumbent Employees.” Participation in the Plan for active employees is restricted to Incumbent Employees. For the exact definition of employees eligible to participate, refer to the definition of “Eligible Employee” contained in the Plan Document.

Effective dates on which Plan was closed to new hires and rehired employees:

SRNS: August 1, 2008

WSRC, BSRI, BNGA, BWXT: December 9, 2008

SRMC: July 1, 2009

If you are an incumbent Full Service Employee (FSE), participation in the Plan began on your first day of work. If you were an incumbent Limited Service Employee (LSE), participation began if you worked at least 1,000 hours during the applicable 12-month computation period, prior to the date on which the Plan was closed to new hires.

The Savannah River Nuclear Solutions, LLC (SRNS) Multiple Employer Pension Plan (the “Plan” or the “Pension Plan”) is a retirement plan qualified by the Internal Revenue Service (IRS), which provides benefits to Eligible Employees, retirees, alternate payees and survivors of SRNS, Battelle Savannah River Alliance, LLC (BSRA) and Savannah River Mission Completion, LLC (SRMC) and their predecessor companies that adopt this plan. SRNS, BSRA and SRMC are collectively referred to as the “Employer” or the “Company” in this Summary Plan Description (SPD).

This SPD describes the amended Plan as of January 1, 2026, except as otherwise specifically stated. Please read this summary carefully. Its purpose is to explain how the Plan works, how you qualify for and ultimately receive Plan benefits, what benefits are available to you, and what your rights are as a Plan participant.

The SPD is a summary of the official Plan Document of the Plan. Every attempt has been made to describe the Plan as clearly and accurately as possible. If there is a discrepancy between this SPD and the Plan Document, the Plan Document will govern.

The Company and the Savings and Pension Administrative Committee have reserved the right to amend or terminate the Plan, at any time, for any reason. The Savings and Pension Administrative Committee has the discretionary authority to decide all issues of fact or law. The terms of the Plan cannot be altered by oral statements or any written communications outside of the Plan document itself.

Benefits at a glance

Pension Benefits

Category	When available	Unreduced	Reduced
Normal Retirement	Age 65 with 15 years Eligibility Service	Yes	
Early Retirement	Age 58 with 27 years Eligibility Service	Yes	
Early Retirement	Age 50 with 15 years Eligibility Service		Yes
Optional Retirement	Age 50 with 15 years or ages 45 through 49 with Eligibility Service of 25 to 17 years respectively when employment is involuntarily terminated due to lack of work under approved Workforce Restructure plan (WFR).		Yes
Incapability Retirement	15 years of Eligibility Service when you retire because you are unable to perform the duties of your own job due to an approved disability	Yes	
Deferred Vested Benefit	Age 65 with at least 5 or more years of Eligibility Service (or age 60 or more with 30 or more years of Eligibility Service)	Yes	

Deferred Vested Benefit	Age 60 with at least 10 years of Eligibility Service (or age 50 with at least 15 years of Eligibility Service)		Yes
--------------------------------	--	--	-----

Survivor Benefits

Pre-Retirement		Benefit
Pre-Retirement Spouse Benefit	5 years Eligibility Service	50% (Less Early Retirement and Joint & Survivor reduction factors)

Post-Retirement		Employer-Paid	Employee-Paid
Post-Retirement Spouse Benefits Option Post 12/31/11	Age 50 with 15 years Eligibility Service Terminated Deferred Vested	Grandfathered 40% of Accrued 12/31/11 Benefit	50% or 75%
Joint and Survivor Option	Any Retirement, including Deferred Vested in addition to, or in lieu of, spouse benefit		10%, 20%, 30% or 40%

** If you are married, your spouse must consent to any option that does not provide at least a 50% survivor option. The employee-paid amount is equal to the amount needed above the employer paid spousal benefit to reach the required 50% or a 75% benefit.*

Service Categories

Eligibility Service

This is the amount of service used to determine when you are eligible to receive a benefit and any early retirement reduction factors. Prior to July 1, 2009, this may include recognized service from other previously Affiliated Employers. An employee who transferred in from an Affiliated Employer may have more Eligibility Service than Credited Service. Eligibility Service also determines if you are vested.

Credited Service

This is the amount of service used to determine the dollar amount of your pension benefit. This is your service with SRNS, BSRA, SRMC, or WSRC Team and specific rollover service from The DuPont Pension Plan, while you were an active participant in the Pension Plan. This does not include any service with an Affiliated Employer.

General information

When Participation Begins and Ends

Participation in the Plan depends on your employee status and employment date. If you are an FSE and eligible to participate in the Plan, participation began on your first day of work. If you are an LSE who is eligible to participate, participation began on the date you completed one year of Eligibility Service with at least 1,000 hours of service.

Active participation in the Plan will end upon your termination of employment; however, you may be eligible for benefits under the Plan as follows:

- If you have less than five years of Eligibility Service, and you terminate your employment with the Company, you are not eligible to receive payments under this Plan. If you are rehired by SRNS BSRA or SRMC, then your Eligibility Service credited may increase to the maximum of five years for vesting purposes only. No additional pay or credited service will accrue.
- If you have five or more years of Eligibility Service and you terminate your employment with the Company, you are eligible to receive payments from the Plan depending on your age and Eligibility Service at the time of your termination.

Your Cost for Coverage

The Company pays the full cost of the Pension Plan. You may elect actuarially calculated reductions to provide retirement survivor benefits or early retirement options. In the event that you die as a vested active employee or deferred vested terminated employee, prior to your Annuity Starting Date, your spouse will receive a

death benefit of 50% of your benefit after the application of early retirement reduction factors and Joint and Survivor factors. If your spouse subsequently dies after receiving benefit payments, your minor child(ren) will then receive the spouse's benefits prorated across eligible children until age 21.

If you do not have a spouse at the time of your death, prior to your Annuity Starting Date, then your minor child(ren) will receive a death benefit of 40% of your accrued benefit, prorated across eligible children until age 21.

The Plan has been closed to new entrants.

This means, in general, if you were hired or rehired on or after these effective dates, you are not eligible to participate in the Plan:

SRNS August 1, 2008

WSRC/BSRI December 9, 2008

SRMC July 1, 2009

Pension Plan Assets

Assets of the Pension Plan are held in a Trust. The Trustee is selected by the Savings and Pension Administrative Committee. Transamerica administers approved payouts from the Plan's assets. Approved payments from this Plan generally are made in the form of a monthly single life annuity if unmarried, or a joint and survivor annuity, if married, unless you qualify for and choose two optional forms of payment, which may be available to you: (1) Income Leveling and (2) Joint and Survivor Benefit Option with different benefit percentages payable to a survivor upon your death.

Eligibility and Credited Service

As you read this summary, you'll see references to two categories of service: Eligibility Service and Credited Service.

Eligibility Service is used to determine when you become eligible for a pension benefit and any early retirement reduction factors. It includes service with WSRC Team, SRMC, BSRA and SRNS and specific rollover service from the DuPont Pension Plan. In addition, it may also include service as defined in detail in the Plan Document. (The Pension Plan ceased recognizing future Eligibility Service from Affiliated Employers of SRNS as of 8/1/2008 and as of 7/1/2009 for SRMC.)

Credited Service is used to calculate your pension benefits from the Pension Plan and includes only service with the WSRC Team, SRNS, BSRA, SRMC or subsequent Employer(s), and specific rollover service from the DuPont Pension Plan. It does not include any service with an Affiliated Employer.

See the "Understanding Service" section on Page 19 for further information regarding Eligibility and Credited Service.

If you are hired by SRNS, BSRA or SRMC as a Non-Incumbent employee, no additional pay or service is accrued under the Pension Plan.

Applying for pension benefits

Applying for Retirement

Retirement takes a considerable amount of advance planning. At least three months before you are planning to retire, you will need to contact your manager/supervisor to plan for a smooth work transition.

You should then submit your electronic application through the PeopleSoft eApplications at least three months before your retirement date. Your retirement date will be the first day of the month following your last day worked. The electronic application will trigger notices to your manager, Human Resources Representative and Transamerica.

A preliminary pension estimate may be obtained from the Pension Estimator available through the Transamerica website at transamerica.com/portal/srsretire. Once you are in your Defined Benefit (Pension) account, you can model different estimated retirement dates through the retirement estimator tool, which is located by clicking "Estimates" under the Retirement tab. In the Estimates tab, you can see how your benefits change as you work longer by selecting different termination dates, retirement dates and ages. You may also select or enter beneficiary information to be considered as you estimate your future benefits from the Pension You can also "save" your estimates and compare scenarios side-by-side by clicking "Prior Estimates."

Once you have decided on a retirement date you can complete your retirement application online using the "Retire Now" option.

Please note that because the Plan includes your pay up to your termination date, a final calculation of your pension benefit amount cannot be provided to you until your active employment ends, you have elected survivor and payment options, and specified a date to begin receiving benefits.

Benefit checks and Plan information may be distributed by mail. If you are entitled to a benefit, it is your responsibility to provide the Plan Administrator with your current address.

Applying for Deferred Pension Payments

If you are requesting to commence your Deferred Vested pension benefit, please notify Transamerica and the SRNS Service Center in writing at least 90 days prior to when you wish to begin payments.

When Benefits Payments Can Begin

Generally, you can receive a benefit from the Plan when you meet the eligibility requirements for any of the following:

Normal Retirement

Early Retirement

Optional Retirement

Incapability Retirement

Deferred Vested Pension

Your age and Eligibility Service will determine when you can retire, as well as your retirement eligibility category. If you terminate your employment with your Employer prior to meeting the requirements defined below, and you have at least five years of Eligibility Service, you will become a Deferred Vested participant in the Plan.

Your retirement eligibility is determined by your age and Eligibility Service as an Eligible Employee on your termination date. The percentage of the pension benefit you will receive is based on your age at the time you begin your payment and your Eligibility Service as of your termination date as an Eligible Employee.

The percentage reduction factors are displayed on the following charts. For illustration purposes we will use rounded numbers for age and Eligibility Service, however, the calculation is actually carried out to six decimal places. Also, keep in mind that the charts show milestone amounts, but the percentage that you can actually receive increases incrementally each month as your age and Eligibility Service increases.

Your Eligibility Service for the Pension Plan is determined at the time that you terminate employment as an Eligible Employee. Thus, if you terminate employment and are rehired (and are not eligible to participate as an active employee), you are not credited with additional Eligibility Service, except for purposes of vesting.

NOTE: There may be additional adjustments to your pension for any survivor benefits you may elect.

Normal Retirement

Normal Retirement benefit is payable after you reach age 65 and complete at least 15 years of Eligibility Service. The benefit is unreduced, except for any elected survivor benefits and is based on your Average Monthly Pay and Credited Service with your Employer.

Early Retirement

You must have at least 15 years of Eligibility Service and be age 50 at the time of termination to be eligible to receive an Early Retirement benefit. Unreduced benefits are sometimes available earlier than age 65. If you retire on or after age 58 and you have at least 27 years of Eligibility Service, your Early Retirement pension can begin with no Early Retirement reduction.

If you are an FSE, you may retire and begin payment immediately at any time after you reach age 50 and have at least 15 years of Eligibility Service.

Your Early Retirement benefit is calculated based on your Average Monthly Pay and Credited Service as of your Early Retirement date and can be paid as follows:

- On an unreduced basis, if you are age 58 or older with at least 27 years of Eligibility Service; or
- On a reduced basis beginning on your Early Retirement date. Your benefit will be reduced based on your age when you begin payment and Eligibility Service at your termination as shown in the table below. For example, if your benefit payments begin when you retire at age 53 with 22 years of Eligibility Service, you'll receive 50% of the full pension benefit.

Percentage of Pension Benefits Paid for Early Retirement

Age at Retirement	Years of Eligibility Service							
	15-20	21	22	23	24	25	26	27+
65	100%	100%	100%	100%	100%	100%	100%	100%
64	95	100	100	100	100	100	100	100
63	90	95	100	100	100	100	100	100
62	85	90	95	100	100	100	100	100
61	80	85	90	95	100	100	100	100
60	75	80	85	90	95	100	100	100
59	70	75	80	85	90	95	100	100
58	65	70	75	80	85	90	95	100
57	60	65	70	75	80	85	90	95
56	55	60	65	70	75	80	85	90
55	50	55	60	65	70	75	80	85
54	50	50	55	60	65	70	75	80
53	50	50	50	55	60	65	70	75
52	50	50	50	50	55	60	65	70
51	50	50	50	50	50	55	60	65
50	50	50	50	50	50	50	55	60

Early Retirement Example

Termination Date: 06/30/2026
 Payment Begin Date: 07/01/2026
 Age at Payment Start Date: 62 Years
 Eligibility Service at Termination: 20 Years
 Percentage of Pension Received: 85%*
 Retirement Eligibility Category: Early Retirement with Reduced Benefit

If you choose to defer your Payment Start Date, here's what it will look like:

Termination Date: 06/30/2026
Payment Begin Date: 07/01/2027
Age at Payment Start Date: 63 Years
Eligibility Service at Termination: 20 Years
Percentage of Pension Received: 90%*
Retirement Eligibility Category: Early Retirement with Reduced Benefit

** NOTE: Rounded percentage. Actual calculation is carried out to 6 decimal places.*

Retirement past the age of 65

A Late Retirement benefit is payable after you reach age 65 when choosing to retire later. The benefit is unreduced except for any Survivor options you elect, and will be actuarially increased to reflect the delay in starting your benefits. If your benefit cannot be actuarially increased because of IRS limits, your pension will start even if you do not choose to start it. In this situation, you can continue working while receiving your pension.

Optional Retirement

An Optional Retirement benefit is available only if you are an FSE and your employment is involuntarily terminated due to lack of work, under an approved WFR Program. You will not be eligible for Optional Retirement if you are offered employment by a successor contractor who has adopted this Plan as a sponsor.

Percentage of Pension Benefits Paid for Optional Retirement (Lack of Work Only)

Age at Retirement	Years of Eligibility Service												
	15	16	17	18	19	20	21	22	23	24	25	26	27+
65	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
64	95	95	95	95	95	97.5	100	100	100	100	100	100	100
63	90	90	90	90	92.5	95	97.5	100	100	100	100	100	100
62	85	85	85	87.5	90	92.5	95	97.5	100	100	100	100	100
61	80	80	82.5	85	87.5	90	92.5	95	97.5	100	100	100	100
60	75	77.5	80	82.5	85	87.5	90	92.5	95	97.5	100	100	100
59	72.5	75	77.5	80	82.5	85	87.5	90	92.5	95	97.5	100	100
58	70	72.5	75	77.5	80	82.5	85	87.5	90	92.5	95	97.5	100
57	67.5	70	72.5	75	77.5	80	82.5	85	87.5	90	92.5	95	95
56	65	67.5	70	72.5	75	77.5	80	82.5	85	87.5	90	90	90
55	62.5	65	67.5	70	72.5	75	77.5	80	82.5	85	85	85	85
54	60	62.5	65	67.5	70	72.5	75	77.5	80	80	80	80	80
53	57.5	60	62.5	65	67.5	70	72.5	75	75	75	75	75	75
52	55	57.5	60	62.5	65	67.5	70	70	70	70	70	70	70
51	52.5	55	57.5	60	62.5	65	65	65	65	65	65	65	65
50	50	52.5	55	57.5	60	60	60	60	60	60	60	60	60
49			52.5	55	55	55	55	55	55	55	55	55	55
48					50	50	50	50	50	50	50	50	50
47							45	45	45	45	45	45	45
46									40	40	40	40	40
45											35	35	35

Deferred Vested Pension Benefit

Vesting is a non-forfeitable right to a pension benefit. An eligible participating employee is vested after completing five years of Eligibility Service. If you terminate after you are vested but before you are eligible to retire, you are entitled to a Deferred Vested Pension Benefit. (Also, if the Plan terminates, or if the Plan partially terminates and you are affected by the partial termination, your benefits will become 100% vested, to the extent required under applicable law.)

The Deferred Vested Pension Benefit is a lifetime pension based on your Average Monthly Pay and Credited Service at the time you terminate; however, you must meet the age and service requirements in the table below to be eligible to receive benefits.

If you choose to begin pension payments before age 65, your benefit will be reduced by .004167 (5% on an annual basis) for each month prior to the month you would have been entitled to an unreduced pension benefit. The table below shows the age at which reduced benefits can begin based on your Eligibility Service at the time you terminated employment. Regardless of when you want your Deferred Vested Pension Benefit to begin, you must notify Transamerica in writing three months before the date you want your pension benefits to begin.

Deferred Vested Pension Benefit

If your years of Eligibility Service when you leave are	This is the age when reduced payments can begin	Maximum reduction at earliest age	This is the age when unreduced payments can begin
At least 5 and fewer than 10 years	Not available	Not available	65
10-14 years	Age 60-64	25%	65
15-29 years	Age 50-64	75%	65
30 or more years	Age 50-59	50%	60-65

Lump Sum Note: If the present value of your accrued pension benefit is \$1,000 or less when you terminate, then you will receive a lump sum cash out of your benefit, which may be either taken in cash or rolled over to an IRA or other employer qualified plan.

Vesting Note: You are vested after completing five years of Eligibility Service.

Questions and Answers

Is a cash-out of my deferred vested pension benefit available if I terminate employment?

Generally, no. However, if the present value of your pension is \$1,000 or less, a lump sum cash out will be paid and will cancel any future liability to you under the Plan. In that case, your monthly accrued pension benefit is converted to a Present Pension Value based on Plan factors determined by your age at termination.

Is any portion of my deferred vested pension benefit payable to my beneficiaries in event of my death?

As a terminated employee, your spouse is eligible for a 50% Spouse benefit if you die before beginning your benefit payment. If you have no surviving spouse, then your minor child(ren) are eligible to collect a benefit until age 21. No other beneficiary qualifies to receive this benefit. At the time your benefit payments begin, you will have the opportunity to elect to have a portion of your benefit payable to your beneficiaries.

How do I apply for Deferred Vested Pension Benefits after I terminate employment?

Three months before you wish to begin receiving your payments, you should make your request to Transamerica by calling 866.288.3257 or accessing the website at transamerica.com/portal/srsretire.

Incapability Retirement

If you are permanently incapable of performing the normal duties of your own job with the degree of efficiency required by an Employer due to a permanent disability, you may terminate employment (i.e. retire) and qualify for an Incapability Retirement benefit. To be eligible, you must be an FSE with at least 15 years of Eligibility Service and your disability must be approved by the Disability Claims Administrator. The Incapability Retirement benefit is an unreduced pension equal to the pension benefit earned as of your date of retirement. (It may be reduced for any survivor options you elect.) You will be required to submit satisfactory proof of your disability and this benefit will only be payable while your

disability continues. Proof of your continuing disability may be required in order for the benefit to be ongoing. If you subsequently do not meet the requirements of Incapability Retirement, your pension benefit can be recalculated and re-categorized under the appropriate category as of your termination date, including Deferred Vested, Early Retirement or Normal Retirement.

In addition, if you retired under an Incapability Retirement before 1/1/12, you may be receiving an Incapability Supplemental payment from the Pension Plan until the effective date of a Social Security Disability Income (SSDI) Award benefit or until you are old enough to be eligible to receive a Social Security Retirement (age 62) payment, whichever occurs first. You are required to apply for Social Security Disability and appeal twice if you are denied the benefit. You are required to notify the SRNS Service Center when you receive any Social Security award or denial notice. A SSDI advocate has been retained by the Employers to assist you through the SSDI process. Supplemental payments will no longer be available to anyone approved for Incapability Retirement beginning on or after 1/1/12.

If there are any overpayments of the Incapability Retirement or Supplemental benefit, you are required to repay them or they will be deducted from future pension payments. An overpayment most frequently occurs when an employee begins receiving SSDI or another form of benefit, and does not notify Transamerica.

How your pension is calculated

Three formulas are used to calculate your monthly pension benefit under the Plan.

Your benefit will be based on the formula that produces the greatest benefit (Formula A, B, or C), which in most cases is Formula A.

Note, however, that your pension benefit cannot be greater than your Average Monthly Pay minus your estimated Primary Social Security Benefit. Your estimated Primary Social Security Benefit is based only on your earnings from the Employers who are Plan sponsors (including recognized earnings from DuPont, WSRC Team, SRNS, BSRA, SRR and SRMC). In other words, your earnings from a previous employer are not considered in this calculation.

You may access the Pension Estimator available through Transamerica to obtain an estimate of your pension benefit. The Estimator will calculate your estimated benefit reflecting the greatest of the calculations.

Average Monthly Pay

is the amount that is used to calculate your Pension Plan benefit under the pension formulas. This amount is determined using one of the following two methods that will produce the greater amount:

- Average of your monthly pay during your highest paid 36 consecutive months (weekly paid employees will have their pay converted into a monthly pay amount); or
- Average of your annual pay based on your monthly pay averages for the equivalent of three calendar years in which your pay was the highest divided by 12.

Monthly Pay

includes your base pay, overtime, shift differential, holiday pay, employee certification pay (paid prior to January 1, 2018), and up to one-half of an Incentive Compensation paid on or before December 31, 2011. Prior to July 1, 2009, it may also include base pay from an Affiliated Employer to which you transferred if there is continuous service (prior to July 1, 2009). Pay for the purpose of calculating your pension benefit will not be reduced for pre-tax contributions to the Employer's Savings and Investment Plan or the Welfare Benefit Plans. In addition, Average Monthly Pay and Service (Credited and Eligibility) under the DuPont Pension Plan will be included for current active employees who were participants of that plan and did not retire from DuPont on or before March 31, 1989.

Monthly Pay does not include Deferred Incentive Compensation Awards, awards and payments under any other special compensation or stock option plans, compensation for unused time bank hours, payments for severance or relocation, lump sum payments in lieu of a base salary increase, foreign service premium or other special payments, severance pay or vacation pay made after termination of employment or retirement, or incentive pay paid after December 31, 2011. In addition, annual compensation that exceeds the limit as determined by the IRS (for example, \$350,000 for 2025) is not included in the calculation of Average Monthly Pay. Because of changes to the definition of pay, your Average Monthly Pay will be calculated as of December 31, 2011, and will be used in the pension calculation if it results in a higher pension benefit than your Average Monthly Pay at the time you actually retire or terminate employment.

Primary Social Security Benefit (PSSB)

means the monthly primary old-age benefit to which the employee would be immediately entitled (if age 62 or over) or to which he would be entitled at age 62 (if younger than age 62), in accordance with the federal Social Security Act in effect on January 1st the year of retirement or termination. The Plan bases its computation of PSSB on your eligible earnings from a Participating Employer and, when available, on your DuPont earnings before April 1, 1989. No pay received at an Affiliated Employer or other employer will be recognized, unless the related service is recognized as Credited Service (prior to July 1, 2009). Estimated earnings may be used if your actual earnings are not available within 30 days of your separation from service.

Pension calculation formulas and examples

Following are the three formulas that are used to calculate your monthly pension benefit.

All example calculations are rounded up to the next whole dollar amount and do not include any spousal benefit reductions. The calculations are based on all pay and all Credited Service at the time of termination, i.e., the sum of the "A" and "B" benefit.

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service
Formula B	1.5% (X) Average Monthly Pay (X) Credited Service (-) (50% (X) PSSB)
Formula C	a. If Credited Service \geq 15 \$9 (X) Credited Service (+) (10% (X) Monthly Average Pay) OR
	b. If Credited Service < 15 \$9 (X) Credited Service (+) (2/3%** (X) Monthly Average Pay (X) Credited Service) **2/3% = .00667

Calculation Example: Normal Retirement

Assume you are age 65 and have 35 years of Eligibility and Credited Service. Your Average Monthly Pay is \$2,900 and your Primary Social Security Benefit (PSSB) is \$1,014 per month. Here's how your pension benefit is calculated:

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service (=) Monthly Pension .012 (X) \$2,900 (X) 35 (=) \$1,218
Formula B	1.5% (X) Average Monthly Pay (X) Credited Service (-) (50% (X) PSSB) (=) Monthly Pension .015 (X)) \$2,900 (X) 35 (-) (.5 (X) \$1,014) (=) \$1,016
Formula C	\$9 (X) Credited Service (+) (10% (X) Monthly Average Pay) (=) Monthly Pension \$9 (X) 35 (+) (.10 (X) \$2,900) (=) \$605

Based on this example, you would receive the benefit from Formula A, \$1,218 per month, before adjustment for optional forms of payments or survivor benefit reductions. Combined with your Social Security benefit of estimated at \$1,014 per month, your total retirement income would be \$2,232 per month or 76.9% of your Average Monthly Pay before retirement.

Calculation Example: Early Retirement (Unreduced Benefit)

Assume you decide to retire at age 62 with 30 years of Eligibility and Credited Service. If your Average Monthly Pay and Primary Social Security Benefit were the same as illustrated in the Normal Retirement example, the only change from the Normal Retirement example above would be to use 30 years of Credited Service instead of 35 in the formulas.

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service (=) Monthly Pension .012 (X) \$2,900 (X) 30 (=) \$1,044
Formula B	1.5% (X) Average Monthly Pay (X) Credited Service (-) (50% (X) PSSB) (=) Monthly Pension .015 (X)) \$2,900 (X) 30 (-) (.5 (X) \$1,014) (=) \$798
Formula C	\$9 (X) Credited Service (+) (10% (X) Monthly Average Pay) (=) Monthly Pension \$9 (X) 30 (+) (.10 (X) \$2,900) (=) \$560

In this example, you would receive the benefit under Formula A, \$1,044. Your benefit is not reduced because you are age 58 or older and you have 27 or more years of Eligibility Service. Your unreduced benefit of \$1,044 per month, before optional forms of payment or survivor benefit reductions, could begin immediately and continue for your lifetime.

Calculation Example: Early Retirement (Reduced Benefit)

Now, assume you are age 59 with 23 years of Eligibility and Credited Service and your Average Monthly Pay is \$2,900 and your Primary Social Security Benefit is \$664 per month.

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service (=) Monthly Pension .012 (X) \$2,900 (X) 23 (=) \$801
Formula B	1.5% (X) Average Monthly Pay (X) Credited Service (-) (50% (X) PSSB) (=) Monthly Pension .015 (X)) \$2,900 (X) 23 (-) (.5 (X) \$664) (=) \$669
Formula C	\$9 (X) Credited Service (+) (10% (X) Monthly Average Pay) (=) Monthly Pension \$9 (X) 23 (+) (.10 (X) \$2,900) (=) \$497

Your full pension benefit under the highest formula is \$801 per month, which would then be reduced for early payment.

If you elect to start your pension payments immediately, your full pension benefit amount will be reduced. Using the table on Page 7, you will receive 85% of the full benefit calculated. Your reduced Early Retirement benefit is \$681 per month before optional forms of payment or survivor benefit reductions.

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service (=) Monthly Pension (X) Early Reduction (=) Monthly Pension .012 (X) \$2,900 (X) 23 (=) \$801 (X) .85 (=) \$681
------------------	--

Calculation Example: Incapability Retirement

If you qualify for an Incapability Retirement benefit, your benefit will be based on your Credited Service and Average Monthly Pay as defined beginning on Page 10. You will receive your full pension benefit without any reduction due to age.

For example, assume you are age 48 with 18 years of Eligibility and Credited Service, your Average Monthly Pay is \$3,576, your PSSB is \$560 per month and your Social Security Disability benefit is \$820 per month. This example shows how your pension benefit is calculated:

Formula A	1.2% (X) Average Monthly Pay (X) Credited Service (=) Monthly Pension .012 (X) \$3,576 (X) 18 (=) \$773
Formula B	1.5% (X) Average Monthly Pay (X) Credited Service (-) (50% (X) PSSB) (=) Monthly Pension .015 (X)) \$3,576 (X) 18 (-) (.5 (X) \$560) (=) \$686
Formula C	\$9 (X) Credited Service (+) (10% (X) Monthly Average Pay) (=) Monthly Pension \$9 (X) 18 (+) (.10 (X) \$3,576) (=) \$520

Your Incapability Retirement benefit would use the highest formula and would be unreduced for early retirement factors. In this example, your Incapability Retirement benefit would be \$773 per month (and when combined with your estimated Social Security Disability benefit of \$820 per month, your total retirement income would be \$1,593 per month) before optional forms of payment or survivor benefit reductions and would be paid as long as your disability continues.

Deferred Vested Pension Benefit

This benefit is calculated based on your Average Monthly Pay and Credited Service as of the date your employment ends, provided you have five years of Eligibility Service. Suppose the greatest of the three formulas is \$500, and you had 12 years of Eligibility Service. You could elect to receive \$500 per month beginning at age 65. Or you may elect a reduced amount if you choose to start your pension payments before age 65. The reduction would be .004167 per month for each month prior to your 65th birthday. For example, your monthly payments beginning at age 62 would be \$425 (36 months early times .004167 equals a 15% reduction, or \$75). (This is before any survivor options.)

If the lump sum value of your Deferred Vested Pension Benefit is \$1,000 or less at the time of your termination, you will receive a lump sum cash out of your benefit, which may be rolled over to an IRA or another employer eligible retirement plan.

Optional Retirement

In this example, your employment has ended due to lack of work. You are age 54 with 23 years of Eligibility and Credited Service and you elect to begin receiving your benefit immediately upon retirement. Your full pension benefit is \$800 per month. Using the Optional Retirement table on Page 8, you will receive 80% of your full benefit (\$800 x .80) or \$640 per month before optional forms of payment or survivor benefit reductions.

However, you may elect to defer the start of your pension payments. As your age increases, the percentage of a full pension benefit will increase up to the maximum of 100%. If you retire at age 54 with 23 years of Eligibility and Credited Service, and wait until age 55 to start your monthly payments, you will receive 82.5% (see table on Page 11) of the full benefit calculated (\$800 x .825). Your reduced Optional Retirement benefit is \$660 per month before optional forms of payment or survivor benefit reductions.

If you retire under the Optional Retirement option, then you will use the Optional Retirement table to determine the percentage of benefit you will receive.

How your pension benefits are paid

When you become eligible and apply for benefits from the Plan, your payments, and payments to your eligible designated survivors, are in the form of a monthly annuity (payment) unless the present value of the benefit is \$1,000 or less and then it will be paid in a lump sum.

Forms of Payment

Your pension payment will be paid as a monthly annuity at the end of each month. If you are not married on your annuity starting date, the normal form of benefit is a single life annuity paid over your lifetime. However, you can elect an optional form of benefit with a survivor. If you are married on your annuity starting date, the normal form of benefit is an annuity paid over your lifetime with your spouse receiving monthly annuity payments for his or her lifetime after your death. (See Overview of Survivor Payment Options.) You may select either the standard monthly annuity or, if eligible, the monthly annuity with the Pension Income Leveling option. You may also elect other optional forms of benefits.

If you are married when you begin to collect your pension payment, you will automatically receive a benefit that provides your spouse with a benefit equal to 50% of your benefit upon your death, unless your spouse waives this benefit. However, if you are retired on anything but a deferred vested pension, your spouse will receive the Grandfathered Employer-Paid Post-Retirement Death Benefit you had accrued as of 12/31/2011 regardless of the option you elect. However, the value of the grandfathered benefit may be reflected in the survivor annuity you elected.

Standard Monthly Annuity Option

The standard monthly annuity is your monthly base pension benefit paid to you at the end of each month. This monthly amount may be reduced by any early retirement factors and any available survivor payment options, which were elected and/or not waived. The examples beginning on Page 11 show the calculation of this standard monthly annuity.

Monthly Annuity with Income Leveling Option

You can choose this option to supplement your base pension only if you take Early or Optional Retirement before age 62. Your election must be made before you begin receiving payments.

If elected, the Income Leveling Option permits you to receive a larger monthly pension benefit from the Plan until you are eligible for Social Security retirement benefits at age 62. When you are first eligible for Social Security benefits at age 62, your pension payments are reduced regardless of whether or not you have applied for or begun receiving Social Security Benefits. When combined with your Social Security benefits, the goal of Income Leveling is to maintain an approximately level retirement income. Your Social Security benefits are calculated based on a formula stated in the Plan and based only on your Company wages and may differ from the actual Social Security benefits you will receive from the Social Security Administration.

It is important to note that Income Leveling is considered an accelerated benefit payment form by the IRS, and is subject to certain government restrictions connected to the funding level of the Plan. Therefore, it might be restricted resulting in a smaller benefit before age 62 and a larger benefit after age 62 for any participants retiring in a restricted Plan year. Once payment has begun, the payment amounts will not be changed.

Remember that if you choose Income Leveling—even if you choose not to apply for Social Security at age 62—your Pension Monthly Annuity amount will still decrease by the amount of the Social Security benefit used to calculate your Income Leveling the first of the month following your 62nd birthday.

Comparison of Standard Monthly Annuity Option Versus Income Leveling

Assume you retire at age 60 with 30 years of Eligibility and Credited Service and you are eligible for an unreduced Early Retirement Pension Benefit. Your pension benefit at age 60 is \$1,080 per month, and your Social Security benefit payable at age 62 is \$740 per month.

The chart below compares what your total benefit payment would be before and after age 62 with and without the Income Leveling Option.

Standard Monthly Annuity Option versus Income Leveling

Deferred Vested Pension Benefit

Your Benefit	Before Age 62	After Age 62
With Income Leveling	\$1,690 from the Plan	\$950 from the Plan + \$740* from Social Security \$1,690 total

Without Income Leveling	\$1,080 from the Plan	\$1,080 from the Plan + \$740* from Social Security \$1,820 total
--------------------------------	-----------------------	--

* The actual amount you receive from the Social Security Administration may be higher or lower than the estimated amount used in the calculation of your benefits.

Survivor payment options

The Plan may provide valuable benefits to your survivors after you die. If you die, prior to the start of your pension, your surviving spouse, or minor children if you do not have a spouse, will be entitled to receive a death benefit. Post-retirement death benefits will be paid only if you elected an annuity with a survivorship option, with one exception. The one exception is the Grandfathered Employer-Paid Survivor Benefit, based on pay and Credited Service as of 12/31/2011, will be paid regardless of the option chosen, if you satisfy the requirements for the grandfathered benefit. If you are married, a survivorship form of benefit is automatic, unless waived by your spouse. Throughout your employment and at retirement, you will need to be aware of this coverage and how it affects your pension payment.

Grandfathered Employer-Paid Post-Retirement Death Benefit

The Employer-Paid Post-Retirement Death Benefit no longer accrues after 12/31/11, but continues to provide a monthly benefit to your eligible survivors of approximately 40% of your pay and Credited Service earned through 12/31/11. The Plan pays the entire cost of this grandfathered benefit. The benefit is payable if you retire, with a Normal, Early, Optional, or Incapability Retirement Pension. For the Grandfathered Employer-Paid Post-Retirement Death Benefit, eligible survivors include your spouse and minor children under the age of 21. If you are married at the time of your death, death benefit payments described below will be paid for as long as your spouse lives. Then, if there are still children under age 21 when your spouse dies, benefits will continue to them. Payments to your children will be made in equal shares until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21, or dies.

If you are unmarried at the time of your death, death benefit payments in the amount of approximately 40% of your December 31, 2011, frozen accrued benefit will be paid to your children in equal shares until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21, or dies.

If your spouse is more than five years younger than you, the Grandfathered Employer-Paid Post-Retirement Death Benefit will be reduced to reflect the age difference. If you die after retirement with a reduced Early or Optional Retirement benefit, the Grandfathered Employer-Paid Post-Retirement Death Benefit will also be reduced by the same early retirement factor.

If you elected a 50% or 75% joint and survivor annuity option and are eligible for a grandfathered death benefit, the value of the death benefit will be reflected in the option selected.

Pre-Payment Death Benefit Coverage

If you die before benefits have begun, your surviving spouse or minor child(ren) under age 21, will receive benefits in the following circumstances.

After Early or Normal Retirement Age

If you die after you have qualified for early or normal retirement, but your benefit payments have not commenced, your surviving spouse will receive a survivor benefit equal to the amount he or she would have received had you retired with a 50% Joint and Survivor Annuity on your date of death, commenced your retirement benefit (with applicable early retirement reductions) and died immediately afterward. Payments will begin the month after your death. Your spouse may elect to commence benefits later, but not later than when you would have turned age 65.

Upon the death of your surviving spouse, the payment being made to your spouse will continue to any minor children, in equal shares, until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

If you have no surviving spouse, but you have children under the age of 21, a monthly benefit equal to 40% of your accrued benefit at the time of your death will be paid to your minor children in equal shares until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

Before Early Retirement Age

Once you are vested in your Plan Benefit, the Plan will pay a benefit to your surviving spouse or minor child(ren) under age 21 if you die while an active employee but before you are eligible for early retirement.

Your spouse's benefit will equal the benefit your spouse would have been entitled to receive if you had terminated your employment on the date of your death and elected to defer your benefit payments until your earliest retirement date. The amount of benefit your spouse may receive will be the spousal (50%) portion of a 50% Joint and Survivor Annuity. Your spouse may elect whether payments begin on the date you would have become eligible for early retirement or on any later date up to the date you would have turned 65. If your spouse elects an early retirement date, benefit reductions under the Early Retirement or Deferred Vested schedule will apply.

If you had 15 years of eligible service at your death, the spouse's benefit may commence on the first day of the month after your death but shall be further reduced for such earlier commencement.

Upon the death of your surviving spouse, the payment being made to your spouse will continue to any minor children, in equal shares, until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

If you have no surviving spouse, but you have children under the age of 21, a monthly benefit equal to 40% of your accrued benefit at the time of your death will be paid to your minor children in equal shares until they each age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

As a Deferred Vested Participant

If you die after you have left employment with a deferred vested pension, your spouse or minor child(ren) under age 21 will receive the same benefit they would have received had you survived to age 65, begun payment of your benefit as a 50% Joint and Survivor Annuity and then died. Your spouse may elect to begin receiving reduced benefits as early as the first day of the month after the date you would have been eligible for deferred vested retirement. If your spouse elects to begin receiving benefits before the date on which you would have reached age 65, the benefits will be subject to reduction for early commencement.

Upon the death of your surviving spouse, the payment being made to your spouse will continue to any minor children, in equal shares, until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

If you have no surviving spouse, but you have children under the age of 21, a monthly benefit equal to 40% of your accrued benefit at the time of your death will be paid to your minor children in equal shares until they reach age 21. If the benefit is split into equal shares for multiple children, it will not be reallocated when one or more of the children turn age 21 or dies.

Post-Retirement Spouse Benefit Option Coverage

If the Post-Retirement Spouse Benefit Option is not waived by Spousal Consent, a benefit will be paid to your surviving spouse when you die following commencement of pension payment.

Under this option, following your death, your spouse will receive a total of approximately 50% of the benefit you were receiving each month prior to your death. The 50% may be comprised of three pieces, two of which relate to benefits earned prior to 12/31/2011 and one of which relates to your benefit earned after 12/31/2011:

1. The Grandfathered Employer-Paid Post-Retirement Death Benefit described on Page 15.
2. An additional death benefit based on your benefit accrued as of 12/31/2011, so that, when combined with the Grandfathered Employer-Paid Post-Retirement Death Benefit, your spouse will receive approximately 50% of your accrued benefit as of 12/31/2011
3. A 50% Joint & Survivor option on the benefit accrued after 12/31/2011.

As noted above, this benefit can be waived with the consent of your spouse at the time you retire, in which case only the Grandfathered Employer-Paid Post-Retirement Death Benefit (item 1 above) will be payable after your death. Please note that all elections must be made before your benefit commences and that no changes may be made after commencement.

In lieu of the 50% benefit described above, you may instead elect Post-Retirement Spouse Benefit Coverage in which your spouse will receive approximately 75% of the benefit you were receiving each month prior to your death. The spouse benefit of approximately 75% will consist of the three items described above, but items 2 and 3 will be adjusted upward so that the total spouse benefit is approximately 75% of the pension you were receiving prior to your death.

Items 2 and 3 above are paid for by actuarially reducing the benefit you will receive at retirement to cover the cost to provide your spouse with a benefit. The actuarial reduction is based on your age and your spouse's age at the time your benefit begins. In addition, both options (50% or 75%) are based on your pension benefit before any Income Leveling Option.

Example 1: Post-Retirement Spouse Benefit

Assume you retire at age 65 with a Normal Retirement benefit of \$1,600 per month and elect the 50% Post-Retirement Spouse Benefit Option Coverage. Also, assume that you had more than 15 years of Eligibility Service on 12/31/2011, that your Accrued Benefit on 12/31/2011 was \$1,000 and that your Grandfathered Employer-Paid Post-Retirement Death Benefit as of 12/31/2011 is \$400.

Your Benefit: Since the Post-Retirement Spouse Benefit is the sum of three parts, two of which are based on your 12/31/2011 benefit and one of which is based on your benefit accrual after 12/31/2011, your benefit is also determined in parts:

Participant's Monthly Benefit	Pre-12/31/2011 Benefit	\$1,000 (X) 10% Joint & Survivor Factor (.9800) (=) \$980
--------------------------------------	-------------------------------	---

	Post-12/31/2011 Benefit	(\$1,600 (-) \$1,000) (X) 50% Joint & Survivor Factor (.9500) (=) \$570
	Total Participant Benefit	\$980 (+) \$570 (=) \$1,550

The Grandfathered Employer-Paid Post-Retirement Death Benefit provides your spouse with 40% of your 12/31/2011 accrued benefit (\$400 / \$1,000). Therefore, in order to provide your elected option of a 50% Joint & Survivor annuity, your Pre-12/31/2011 Benefit needs to be converted into a 10% Joint & Survivor or benefit (Line 1 above).

Your Spouse's Monthly Benefit	Grandfathered Death Benefit	\$400
	Pre-12/31/2011 Benefit	\$980 (X) 10% (=) \$98
	Post-12/31/2011 Benefit	\$570 (X) 50% (=) \$285
	Total Spouse Benefit	\$400 (+) \$98 (+) \$285 (=) \$783

Example 2: Post-Retirement Spouse Benefit (Deferred Vested)

Assume the same facts as Example 1, except that you retired with a Deferred Vested Retirement benefit (rather than a Normal Retirement benefit). As a Deferred Vested pensioner, you are not eligible for a Grandfathered Employer-Paid Post-Retirement Death Benefit. Therefore, in the calculation of your benefit, the Pre-12/31/2011 Benefit (item 1) is multiplied by a 50% Joint & Survivor factor, instead of a 10% Joint & Survivor factor. Similarly, in the calculation of your spouse's benefit, the Grandfathered Death Benefit (item 1) will not apply and the Pre-12/31/2011 Spouse Benefit (item 2) will be calculated using 50% rather than 10%.

Participant's Monthly Benefit	Pre-12/31/2011 Benefit	\$1,000 (X) 50% Joint & Survivor Factor (.9500) (=) \$950
	Post-12/31/2011 Benefit	(\$1,600 (-) \$1,000) (X) 50% Joint & Survivor Factor (.9500) (=) \$570
	Total Participant Benefit	\$980 (+) \$570 (=) \$1,520

Your Spouse's Monthly Benefit	Grandfathered Death Benefit	\$0 (because participant is deferred vested)
	Pre-12/31/2011 Benefit	\$950 (X) 50% (=) \$475
	Post-12/31/2011 Benefit	\$570 (X) 50% (=) \$285
	Total Spouse Benefit	\$0 (+) \$475 (+) \$285 (=) \$760

Questions and Answers

If I elect the Post-Retirement Joint and Survivor Option for my beneficiary and my beneficiary dies after I begin payments, will my pension benefit remain reduced for the remainder of my life?

Answer: Yes

If I elect the Post-Retirement Joint and Survivor Option for my beneficiary and my beneficiary dies after I begin collecting my pension benefit, may I name another beneficiary to receive the payment when I die?

Answer: No

Post-Retirement Joint and Survivor Option Coverage

In addition to, or in lieu of, the Post-Retirement Spouse Benefit Option Coverage described on Page 17, you may elect Post-Retirement Joint & Survivor Option Coverage with a beneficiary of your choosing. If you are married at the time your benefits commence, your spouse must consent to any election other than a 50% or 75% joint and survivor annuity with your spouse as the joint annuitant. Your spouse's agreement must be in writing and must be witnessed by a notary public.

Any pensioner has the right to choose from **10-40% Post-Retirement Joint and Survivor Option Coverage** between 30 and 180 days before you retire.

10%, 20%, 30% or 40%

If you elect one of these options, your pension benefit will be reduced for your lifetime so that a percentage of your pension benefit (10%, 20%, 30% or 40%) will be paid to your designated beneficiary after your death. The amount of the reduction is based on the percentage of your pension you want paid to your beneficiary, your age and your beneficiary's age when you begin payments, and actuarial tables. Survivor benefits under this option begin the month after your death and continue for the rest of your beneficiary's life.

Note: The sum of all survivor benefits may not exceed 100% of the pension you, as the participant, receive. Therefore, the Joint and Survivor annuity amount could be a lesser percentage than actually chosen. If all survivor benefits are chosen for your spouse, it is possible the spouse may receive up to approximately 95% of your monthly pension.

If, after you begin payments, your beneficiary dies before you do, no survivor benefits under this option will be paid, and you will continue to receive the actuarially reduced pension benefit for the rest of your life. If your beneficiary dies after you have elected this option, but before you begin collecting payments, you may choose another option or name another beneficiary. If you want to change your beneficiary or change this option, you must do so no less than 30 days before you commence pension payments.

Post-Retirement Joint and Survivor Option Example

Assume you begin to receive pension payments at age 65 and your pension is calculated at \$1,400 per month, payable for life. Your spouse is age 62. Before retiring, you chose a 20% joint and survivor annuity. With this option, your spouse would receive a benefit equal to 20% of your benefit (after reduction for the cost of the 20% Joint & Survivor annuity). Keep in mind that these benefits can be in addition to the Post-Retirement Spouse Benefit Option and the Grandfathered Employer-Paid Post-Retirement Death Benefit, if eligible.

The 20% Joint & Survivor factor for a participant who is age 65 with a beneficiary who is age 62 is .961471. This factor is multiplied by your benefit as follows:

Participant's Monthly Benefit	\$1,400 (X) .961471 (=) \$1,346.06 (rounds up to \$1,347.00)
Beneficiary's Monthly Benefit	\$1,347 (X) 20% (=) \$269.40 (rounds up to \$270.00)

Understanding Service

You are earning both Eligibility Service and Credited Service while working for SRNS, BSRA or SRMC. Eligibility Service determines when you become eligible for a pension benefit and any early retirement reduction factors, while Credited Service determines the gross amount of your pension benefit.

References to Eligibility Service and Credited Service appear throughout this SPD. It will help you to understand how your service is measured and how it is applied in the administration of the Plan. For example, an employee with 5 years of service with an Affiliated Employer prior to July 1, 2009, and 10 years of service with a Participating Employer may have 15 years of Eligibility Service, but only have 10 years of Credited Service as measured under the Plan. In this instance, the employee would have earned five additional years of Eligibility Service, but no Credited Service, by working for an Affiliated Employer. This difference could affect your eligibility for certain benefits and, depending upon your age, could allow you to qualify for Early Retirement with an unreduced pension benefit.

After you earn five years of Eligibility Service, you become vested. This means you are eligible to receive a pension benefit from the Plan at your Normal Retirement Age (65).

Eligibility Service

Effective January 1, 1996, as an FSE, regularly scheduled to work at least 20 hours per week, you will earn Eligibility Service beginning on your date of hire as an Eligible Employee until you leave the Participating Employer, retire or die as an Eligible Employee. Prior to January 1, 1996, Eligibility Service was determined in the same hourly manner as described below for a LSE. With the exception of vesting credit, you will not receive Eligibility Service for service with an Employer when you are no longer eligible to participate in the Plan, (i.e., you were rehired as a Non-Incumbent Employee).

As an eligible LSE, you will earn a year of Eligibility Service for each consecutive 12 month period beginning on your date of hire and every year beginning with your anniversary date thereafter during which you are credited with 1,000 or more compensated hours of service.

In addition to your employment with a Participating Employer and prior to July 1, 2009, you may receive Eligibility Service for some or all periods during which you were employed by and earned Eligibility Service with an Affiliated Employer. The Savings & Pension Administrative Committee determines whether Eligibility Service from an Affiliated Employer is recognized. Generally, the WSRC Team recognized past Eligibility Service from an Affiliated Employer if so recognized by its parent company. Past service of the companies acquired by the parent company of the WSRC Team would not have been recognized for employees currently on the WSRC Team at the time of the acquisition. Effective July 1, 2009, recognition of future Eligibility Service at Affiliated Employers ended.

Credited Service

Effective January 1, 1996, as an FSE, regularly scheduled to work at least 20 hours per week, you will earn Credited Service beginning on your date of hire until you leave employment, retire or die. Prior to January 1, 1996, Credited Service was determined in the same hourly manner as described below for a LSE.

An LSE earns a year of Credited Service after completing 2,080 hours of service. If you completed at least 1,000 hours of service within a computation period, you will earn proportional Credited Service for the computation period. For example, if you worked 1,040 hours in a computation period, you earned one half year (1,040 / 2,080 = .50) of Credited Service.

When Credited Service is Not Counted

You will not receive Credited Service for any period during which you were employed by an Affiliated Employer. In addition, Credited Service will not be received for time worked as a leased employee. Credited Service will not be received for time worked when you were not eligible to participate in the Plan.

Break In Service

Prior to August 1, 2008, for SRNS employees, prior to December 9, 2008, for WSRC Team employees, and prior to July 1, 2009, for SRMC employees if you have a Break in Service and you were rehired, prior Eligibility and Credited Service were restored.

Effective August 1, 2008, for SRNS Employees and December 9, 2008, for WSRC Team employees and July 1, 2009, for SRR employees (unless rehired by September 30, 2009), June 21, 2021, for BSRA Employees, and February 27, 2022, for SRMC employees, any termination (regardless if voluntary, retirement or involuntary) or Break in Service will result in the end of active participation in the Pension Plan.

For FSEs, the following absences will not count when determining a Break in Service. You were away from work due to:

- Approved absences of up to 30 consecutive calendar days, (except for furloughs, which can be up to 6 months)
- Short Term Disabilities,
- Time Bank hours,
- Time spent in the active military or Reserve Forces in accordance with published policies,
- Leaves of absences with full or partial pay, or
- Family and Medical Leave up to 30 consecutive days.

For FSEs, the following absences will count when determining whether you had a Break in Service. You were away from work due to:

- Leaves of absence without pay in excess of 30 days,
- Family and Medical Leave in excess of 30 days,
- Terminations for lack of work,
- Voluntary Separation, and
- Retirement.

If You Leave and Are Later Rehired

If you leave a Participating Employer and are later rehired, you will be considered a Non-Incumbent New Hire and not eligible to continue accruing benefits or participating as an active Pension Plan participant. Retirees are responsible for understanding the retirement policy described herein and abiding by the return-to-work rules outlined below.

As used in this SPD, the term "retire" means that you have incurred a "separation from service" with the Employer after becoming eligible for Normal Retirement, Early Retirement, Incapability Retirement, or Optional Retirement.

Whether there is a separation from service depends on your intent and the Participating Employer's intent when you retire. You are not treated as having a separation from service if you retire and are rehired by the Participating Employer within a six-month period following your retirement. You must notify the Plan Administrator in writing if you are rehired within this timeframe.

Additionally, you are not treated as having a separation from service if it is intended that you will perform substantial services for the Participating Employer after you retire. For this purpose, you are performing substantial services if the services you perform in a calendar year are at least 20% of the average of the hours you performed over the last 36 months. If you have started to receive benefits and are treated as not having separated from service, you will be required to repay the benefits you previously received. If you do not repay these benefits, your pension at a later annuity starting date will be reduced by the actuarial present value of the benefits you previously received.

Administration and claims

You do not automatically receive benefits from this Plan, unless it is a required distribution under the law or if the present value of your vested accrued benefit is less than \$1,000. You must apply for benefits. To begin your pension benefit payments, contact Transamerica.

If you disagree with the information or computation in connection with any of your benefits, you may make a claim to the Plan Administrator. The Plan Administrator has the sole discretion to decide all issues of fact or law. Any decision by the Administrative Committee that does not constitute an abuse of discretion must be upheld by a court of law.

If you make a claim, that claim should be in the form of a letter stating why you disagree and should include all facts and information you want the Plan Administrator to consider. You will be advised of the acceptance or rejection of your claim within 90 days (or 45 days if the claim relates to Incapability Retirement) after your claim is received, unless special circumstances require an extension of time for processing the claim. If the Plan Administrator requires an extension, written notice of the extension will be furnished to you prior to the end of the initial 90-day period (or 45-day period if the claim relates to Incapability Retirement). The extension will not exceed an additional period of 90 days (or 30 days if the claim relates to Incapability Retirement). The extension notice from the Plan Administrator will state the special circumstances requiring the extension of time and the date by which the Plan Administrator expects to make a final decision.

If your claim is denied, it must be denied in writing and the denial must state in detail the specific reasons for the denial, the specific Plan provisions upon which the denial is based, any additional material or information that you may provide that would entitle you to the benefits you claim, and an explanation of why such material or information is necessary. The notice of denial must also explain the steps to be taken if you or your beneficiary wishes to submit a claim for review.

Different rules govern claims procedures for Incapability Retirement claims or appeals filed after April 1, 2018. See Appendix A to this Summary Plan Description for those procedures.

If A Claim Is Denied

If your claim (or your beneficiary's claim if you are deceased) for benefits under the Plan is denied in whole or in part, you can appeal the denial through the Plan Administrator (or in the case of an Incapability Retirement, the Incapability Retirement Claims Administrator). To begin the appeal process, you or your beneficiary must write to the Plan Administrator within 60 days of denial of the claim (or 180 days for an Incapability Retirement denial). Your request for review must state the reason for appealing the claim denial and the basis upon which the review is requested, including but not limited to: pertinent plan provisions, prior decisions and/or statements of facts or circumstances in your possession, which are pertinent to your claim. You should identify the Plan by using the Plan Name and Number (listed under Plan Information at the end of this SPD).

As part of the review procedure:

- You will be able to review all Plan documents and other documents that affect your claim,
- You may have someone act as your representative to present written materials in the review procedure as long as you notify the Plan Administrator of your authorization in writing, and
- You may submit issues or comments in writing.

Within 60 days (45 days for an Incapability Retirement denial) after receiving your appeal, the Plan Administrator will provide you or your beneficiary with a written decision. If more time is needed to review your appeal, the Plan Administrator may utilize one 60-day extension (or one 45-day extension for an Incapability Retirement denial). If this additional time is needed, you will be notified in writing within the initial period with the date by which the Plan Administrator expects to make a determination on review. The total appeal review period may not exceed 120 days (or 90 days for an Incapability Retirement) after the Plan Administrator receives your appeal. An appeal relating to Incapability Retirement will be reviewed by a different subgroup of individuals than the subgroup that reviewed your initial claim.

If your appeal is denied, you will be notified in writing of the denial. The denial will provide an explanation of the following:

- The reason for the denial,
- The Plan provisions on which the denial is based,
- An explanation of what other material or information is needed and why it is needed, and
- A description of the Plan's review procedures, including a statement of your rights to bring civil action following an adverse determination on appeal, and the applicable time limits to appeal the denied claim.

The Plan Administrator and those persons acting on the Plan Administrator's behalf are vested with full power and sole discretion to interpret all the terms of the Plan and will make the final determination based solely on the applicable facts and evidence. All decisions of the Plan Administrator are final and binding and the Plan will not accept any documents for review denied and/or received after the Plan Administrator's final decision.

Extended Claims and Appeals Procedures Deadlines Due to COVID-19

Notwithstanding any other language in this SPD to the contrary, the following claims and appeals procedures deadlines will be disregarded during the period beginning of March 1, 2020, and ending 60 days after the end of the national emergency period related to the SARS-CoV-2 (COVID-19) pandemic, or other end date announced under applicable guidance:

- Deadline for filing a benefit claim under U.S. Department of Labor regulations; and
- Deadline for filing an appeal under U.S. Department of Labor regulations.

Any extensions of deadlines will be administered in accordance with applicable guidance issued by regulating agencies.

Judicial Review of Denied Claim

You must timely exhaust your administrative remedies under the Plan before filing a lawsuit against the Plan. If you decide to file a lawsuit after exhausting the Plan's administrative remedies, you must do so within three years of the day when you knew or should have known of the facts giving rise to the claim. Your time to file a claim may start running earlier if there has been a clear repudiation or denial of the claim by the Employer, the Plan Administrator, or their agent.

For example, your time to file a claim regarding:

- Your eligibility begins on the day you first became eligible or were first excluded from eligibility under the Plan;
- Your service or compensation begins on the first day that you were aware or should have been aware of an error involving your service or compensation (for example, by reviewing your participant statement or report);

If, as of January 1, 2015, your time to file a lawsuit has already begun, but has not expired, you will have the longer of: (i) three years from the time it began to run, or (ii) six months from January 1, 2015, to file an administrative claim. You will also have six months after the final decision on your administrative claim to file a lawsuit. If you have administrative claim pending as of January 1, 2015, you must file your lawsuit regarding that claim within six months after the final decision on your administrative claim.

Overpayments and Underpayments

An overpayment is an amount that a Participant, Beneficiary or any other person responsible for the overpayment ("Overpayment Recipient") receives that is in excess of the amount to which the person is entitled to receive under the Plan. In accordance with applicable law: (1) future payments may be reduced to correct for the overpayments; and (2) the Company may seek recovery from the Overpayment Recipient. Overpayment Recipients must notify the Company of any circumstances within their knowledge that may lead to an overpayment, such as a death or a divorce. Overpayment Recipients must also notify the Company of payments that they knew were in excess of the correct payment amount.

If an Overpayment Recipient is culpable for the overpayment, then certain restrictions on the recovery of such overpayments established by ERISA or the Code are not applicable, and the Plan may pursue the recovery of such overpayments to the fullest extent permitted by law, including without limitation the collection of interest, costs and attorney fees. An Overpayment Recipient will be deemed to be culpable for such overpayment if the individual bears responsibility for such overpayment (such as through misrepresentation(s) or omissions that led to the overpayment, e.g., failure to report a death or divorce) or if the individual knew, that the benefit payment(s) were materially in excess of the correct amount.

A Participant or Beneficiary from whom correction of an overpayment is sought is entitled to appeal all or part of the proposed correction pursuant to the Plan's claim procedures. Such an appeal must be filed within 180 days of the date the overpayment recipient receives notification of the overpayment and the proposed correction. No action shall be taken on the overpayment while an appeal is pending.

An underpayment occurs when the Participant or Beneficiary receives less than the amount to which the individual is entitled to receive under the Plan. If any individual receives an underpayment, then the entire amount of the deficiency shall be paid to such individual (or his or her representative) as soon as reasonably practicable after the discovery of the underpayment. Such underpayment shall be actuarially increased for such late payment.

Uncashed Checks

If a check has been issued as a final payment from the Plan to you or your Beneficiary prior to your or your Beneficiary's death, and that check has remained uncashed for at least five (5) years, the Plan Administrator may in its sole discretion (and after a diligent search is performed) escheat the amount of such payment to the unclaimed property fund of the state in which the Participant or Beneficiary was last known to reside. **Legal Service**

If you believe you have been improperly denied a benefit under the Pension Plan and after exhausting the administrative claims and appeals process, you may begin legal action and serve legal papers on the agent for service of process, the Plan Administrator, any trustee of the Plan or claims administrator. The addresses for the Plan Administrator, claims administrator, trustees and agent for service of process can be found at the end of the SPD under Plan Information.

Cybersecurity

The Plan takes measures to keep your account secure from cyberattacks and other fraud. However, as with any online activity, there are cybersecurity risks. To reduce the chance of fraud or loss to your Plan account, follow the online security tips from the U.S. Department of Labor, including:

- Register, set-up and routinely monitor your online account
- Use strong and unique passwords
- Use multi-factor authentication
- Keep personal contact information current
- Close or delete unused accounts
- Be wary of free wi-fi
- Beware of phishing attacks
- Use antivirus software and keep apps and software current
- Know how to report identity theft and cybersecurity incidents

Qualified Domestic Relations Order

A domestic relations order (“Order”) is a court order that awards an “Alternate Payee” all or part of any benefits payable from your benefits under any retirement plan to satisfy family support or marital property obligations. An “Alternate Payee” could be a spouse, an ex-spouse, a child, or other dependents for which the order is issued.

You will be notified if the Plan Administrator receives an Order relating to you. Any Order will be reviewed by the Plan Administrator or its delegate to determine if the Order is a Qualified Domestic Relations Order (QDRO). You will be advised of the determination.

You may obtain a copy of the QDRO procedures for the Plan, free of charge, from the Plan Administrator.

Benefit Reductions

The Plan may reduce your Plan benefits in certain situations, such as:

- If you are found liable for any action that adversely affects the Plan, the Plan Administrator can offset your benefits by the amount that you are ordered or required by a court to pay the Plan. All or a portion of your benefits may be used to satisfy any such obligation to the Plan.
- Under the Mandatory Victims Restitution Act, your Plan account may be garnished to pay restitution if you have been convicted of a crime.
- The federal government is able to use your interest in the Plan to enforce a federal tax levy and to collect a judgment resulting from an unpaid tax assessment.

PBGC information

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 five 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 Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call (202) 326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at

(800) 877-8339 and ask to be connected to (202) 326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>

ERISA

As a participant in the Plan, you are entitled to certain rights and protection under the Employee Retirement Income Security Act of 1974 (ERISA). The official Plan Document and trust agreement govern the operation of the Plan and payment of all benefits.

Eligibility for benefits should not be viewed as a guarantee of employment. Also, while your Employer intends to continue providing a comprehensive benefits program, the Employer reserves the right to modify or terminate any of the benefit plans at any time and for any reason.

Your Rights Under ERISA

This statement of Employee Retirement Income Security Act of 1974 (ERISA) rights is required by federal law and regulation. As a participant in the Plan, you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan Participants shall be entitled to:

- Examine, without charge, at the Employer's office and at other locations, such as worksites and union halls, all documents governing the Plan, including collective bargaining agreements and a copy of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including collective bargaining agreements, copies of the latest annual report (Form 5500 series) and updated summary plan description. The Plan Administrator may make a reasonable charge for copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary financial report, also called "Funding Notice".
- Obtain a statement telling you whether you have a right to receive a benefit under the Pension Plan and if so, what your benefit is if you stop working now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to receive a right to a benefit. This statement will be furnished to the extent required by ERISA. The Plan must provide the statement free of charge. (Note: The Transamerica online Pension Estimator provides this statement on demand.)

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and beneficiaries. The fiduciaries are given specific authority under the Plan. The determination of matters under their authority will be final and binding.

No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights under ERISA.

If your claim for a Plan benefit is denied, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous or without reasonable cause.

If you have any questions about your plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor at the following address:

U.S. Department of Labor
Employee Benefits Security Administration
61 Forsyth Street, SW, Room 7M10
Atlanta, GA 30303

You may also contact the Division of Technical Assistance and Inquiries via, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC, 20210.

Significant dates and employee eligibility

You are eligible to participate in the Plan if you are included in one of the employee groups described below. The Plan is no longer open to new hires or rehires for additional benefit accrual. NOTE: Last or Current Company name appears first. Other Company names are in parentheses following the current company name.

04/01/89	DuPont Non-Craft Employees who rolled over to WSRC, and Bechtel Savannah River Incorporated (BSRI). Some rolled over DuPont craft employees, referred to as "Option A" employees, were also included in the Plan as eligible participants.
10/01/96	BNG America Savannah River Company (BNG America), British Nuclear Fuels Limited, Savannah River Company (BNFL), and BWXT Savannah River Company joined to form the WSRC Team.
08/01/08	SRNS, was added to the Plan as the new Management and Operating Contractor. WSRC Team employees who rolled over to SRNS maintained eligibility in the Plan. The Plan was renamed "The Savannah River Nuclear Solutions, LLC Multiple Employer Pension Plan."
08/01/08	Amended Plan to include CH2 Savannah River Company, LLC (CH2SRC) employees who rolled over to SRNS.
08/01/08	Plan closed to SRNS new hires. If you leave SRNS and were rehired, you are not eligible to return as an active member of the Plan. At this point, the Plan was still open to the WSRC Team active participants, new hires, and rehires.
12/09/08	Plan closed to WSRC Team new hires and rehires. If you left WSRC and were rehired, you were not eligible to return as an active participant in the Plan. WSRC Team active employees maintained eligibility in the Plan.
01/01/09	Specifically named Information Technology and Management Services and Health and Human Service employees were rolled over from WSRC to SRNS and were allowed to maintain their eligibility in the Plan.
04/01/09	Specifically named Transportation and Mechanical Services employees who were rolled over from WSRC to SRNS on this date were allowed to maintain their eligibility in the Plan.
03/30/09	An employee who was employed by WSRC or BSRI on December 8, 2008, AND March 30, 2009, and became an employee of SRR on or before September 30, 2009, maintained eligibility in the Plan. This allowed employees who were not "picked up" by SRR on July 1, 2009, to be hired by September 30, 2009 and be eligible to participate in the Plan.
07/01/09	SRR took over as the new Liquid Waste Contractor. WSRC Team employees who rolled over to SRR maintained Plan eligibility if they were eligible and participating as of June 30, 2009. The Plan was closed to SRMC new hires and rehires.
07/01/09	Specifically named employees in the Site Regulatory Integration Program conducting Section 3116 work scope for the WSRC Team, but employed by SRNS, were rolled over to SRR on July 1, 2009, and allowed to maintain eligibility in the Plan.
07/01/09	For purposes of this Plan, future Eligibility Service or pay is no longer recognized for those employees who transferred to Affiliated Employers on or after July 1, 2009.
06/21/21	SRNS Savannah River National Lab, (SRNL) transitioned to BSRA. SRNL employees were rolled over from SRNS to BSRA and were allowed to maintain their eligibility in the Plan.
02/26/22	SRR Liquid Waste Contract ended.
02/27/22	Savannah River Mission Complete, LLC, (SRMC) became new Liquid Waste Contractor. SRR employees were rolled over from SRR to SRMC and were allowed to maintain their eligibility in the Plan.

Glossary of helpful terms

Affiliated Employer: In relation to each of the four WSRC Team companies (WSRC, BSRI, BNG America, BWXT), their respective parent corporation and its affiliates that are 80% or more owned by the respective parent company. WSRC and BSRI recognized service with Affiliate Employers with 50% ownership until August 1, 2008, when it was changed to 80%. Recognition of service for Affiliated Employers ended as of June 30, 2009.

Average Monthly Pay: This is the average of your monthly pay during your highest paid 36 consecutive months, or the average of your annual pay based on one twelfth of your average annual pay during the three calendar years in which your pay was the highest, whichever is greatest. Annual pay above the Federal limits will not be considered for this purpose.

Computation Period: A 12 consecutive month period beginning on:

- Your employment (or reemployment) date with a Participating Employer (including DuPont prior to April 1, 1989) and
- Any following anniversary of such date.

Credited Service: FSE and/or LSE service earned with a Participating Employer and used in the calculation of a pension benefit from the Plan.

Eligibility Service: Eligibility Service determines when you are eligible for pension benefits and any early retirement reduction factors. It includes recognized service with the Participating Employers and Affiliated Employers (through June 30, 2009 from Affiliated Employers).

Full Service Employee (FSE): Any employee, designated by the Participating Employer as a full-time employee, including any employee of the WSRC Team as of April 1, 1989, who is scheduled to work at least 20 hours per week on a regular basis and not specifically excluded from participation in the Plan.

Incumbent Employee: An Incumbent Employee is someone who is either:

- An active participant in the Pension Plan who has met pension eligibility, or
- An active employee still working for SRNS, BSRA or SRMC and accruing additional age and service towards pension eligibility. (Incumbent employees are primarily employees previously hired by a member of the WSRC Team and (1) rolled over to SRNS on August 1, 2008; (2) were hired by a member of the WSRC Team before December 9, 2008, and rolled over to SRMC on July 1, 2009; or (3) a few internal group moves of employees from WSRC to SRNS and SRNS to SRR during the SRR Transition; or (4) rolled over from SRNS to BSRA on June 21, 2021; or (5) rolled over from SRR to SRMC February 27, 2022.)

Limited Service Employee (LSE): Any employee designated by the Participating Employer as a temporary or part-time employee and who is employed either on a temporary basis for less than one year or on a part-time basis for less than 1,000 hours in any computation period and not specifically excluded from participation in the Plan.

Minor Child: only natural or adopted children (who has not attained the age of 21) of the Participant.

Non-Incumbent Employee: A Non-Incumbent Employee is not an active participant in the Pension Plan. Non-Incumbent employees are primarily employees hired by SRNS on or after August 1, 2008, or SRR on or after July 1, 2009, or BSRA on or after June 21, 2021, or SRMC on or after February 27, 2022.

Participating Employers: Participating Employers include SRNS effective August 1, 2008; BSRA, effective June 21, 2021; SRMC, effective February 27, 2022; and prior Employers: WSRC and BSRI effective April 1, 1989 and BNG America, British Nuclear Fuels Limited (BNFL) and BWXT joined October 1, 1996, to form the WSRC Team, and SRR effective July 1, 2009. Contact the Plan Administrator for further information.

Plan Administrator (Savings & Pension Administrative Committee): The party responsible for maintaining the records related to and administration of this Plan. The Plan Administrator also has the express and sole discretionary authority to interpret the terms of the plans and to make final determinations on questions that may affect your eligibility for benefits. Any decision by the Plan Administrator that does not constitute an abuse of discretion must be upheld by a court of law. The Plan Administrator has delegated certain responsibilities in accordance with the Governance Policy.

PSSB: The monthly primary old-age benefit to which you would be immediately entitled (if age 62 or over) or to which you would be entitled at age 62 (if younger than age 62), in accordance with the federal Social Security Act in effect on January 1 of the year of retirement or termination. The computation of PSSB is based on your Participating Employer earnings and, when available, on your DuPont earnings before April 1, 1989. No pay received at an Affiliated Employer will be recognized, unless the related service is recognized as Credited Service.

Savings & Pension Administrative Committee: Each Participating Employer appoints their respective voting members to the Savings & Pension Administrative Committee to administer and supervise the Pension Plan. The Committee is the Plan Administrator and functions in both a Fiduciary role and a Settlor role.

Spouse: A person (including a person of the same sex) who is lawfully married, including a common law marriage, to a Participant under the laws of any domestic or foreign jurisdiction having the legal authority to sanction such marriage.

Spousal Consent: The written consent given by an employee's spouse to any decision made by the employee, which specifies a beneficiary other than the spouse, or a form of payment that excludes the spouse from death benefit coverage. The consent must be witnessed by a Plan Representative or a notary public.

Vested Benefit: The non-forfeitable benefit you have earned under the Plan after you have five years of Eligibility Service.

Plan information

Type of Plan	Defined Benefit Pension Plan
Plan Name	Savannah River Nuclear Solutions, LLC Multiple Employer Pension Plan (as Amended and Restated – also referred to as the MEPP)
Plan Year	January 1-December 31
Plan Number	001
Plan Sponsor	Savannah River Nuclear Solutions, LLC
Plan Sponsor Employer Identification Number	26-0240191
Plan Administrator	Savings and Pension Administrative Committee Building 730-2B Aiken, SC 29808 (803) 725-7772 or (800) 368-7333
Plan Administrator Employer Identification Number	27-0583928
Agent for Legal Process	Corporate Service Company 1703 Laurel Street Columbia, SC 29201 Phone: (800) 927-9800 Legal process may also be made upon the Trustee.
Plan Trustee	The Northern Trust Company 50 S. La Salle Street Chicago, IL 60603
Incapability Retirement Claims Administrator	Sedgwick Claims Management Services, Inc. P.O. Box 14454 Lexington, KS 40512-4454 (800) 231-0165
Funding	Plan is funded by the Company, and Plan assets are held by the Trustee. The Pension Protection Act requires Plan benefits to be limited if certain funding targets are not met. The Plan's enrolled actuary will perform the required calculations and determine if the Plan reaches its funding targets. If your benefits are affected by certain funding limits, the Plan Administrator will notify you.

Questions? Contact us

Retirement questions?

Plan Service Center

Transamerica Retirement Solutions, LLC

Telephone 866.288.3257

Web transamerica.com/portal/srsretire

Hours Monday–Friday, 8 a.m.–9 p.m. EST

Pension checks or medical benefit questions?

SRNS Service Center

Telephone (803) 725-7772 or (800) 368-7333

Email Service-Center@srs.gov

Mailing Address SRNS Service Center, Building 992-2W, Aiken, SC 29808

This book is a summary of the official Plan Document for the Pension Plan, a qualified retirement plan offered by SRNS, BSRA and SRMC to Eligible Employees. Every attempt has been made to describe the Plan as clearly and accurately as possible. If there is a discrepancy between this book and the Plan Document, the Plan Document will govern.

This Summary Plan Description does not create an express or implied contract of employment. Eligibility for benefits should not be viewed as a guarantee of employment. Also, while SRNS, BSRA and SRMC intend to continue providing comprehensive benefits programs, the Companies reserve the right to modify or terminate any of the benefit plans at any time. The Companies will provide advance notification of any future benefit changes.

APPENDIX A

Claims and Appeal Procedures

Applicable to Incapability Retirement-Related Claims Filed After April 1, 2018

The following rules apply to Incapability Retirement-related determinations only.

Impartial Treatment

The Plan must ensure that all claims and appeals are adjudicated in a manner designed to ensure the independence and impartiality of the persons involved in making the decision. Accordingly, decisions regarding hiring, compensation, termination, promotion, or other similar matters with respect to any individual (such as a claims adjudicator or medical or vocational expert) must not be made based upon the likelihood that the individual will support the denial of benefits. On appeal, the Plan Administrator must consider all information submitted by you, regardless of whether it was part of the original claim.

Tolling of Time Limits

If additional information is required to decide your initial Incapability Retirement-related claim or an appeal, you will be given at least 45 days to supply the required information. If the period of time for deciding your claim is extended because you did not submit necessary information, the period for deciding your claim is tolled from the date on which the extension notice is sent to you until the date you respond.

Adverse Determination of a Incapability Retirement Related Claim

Any adverse determination of an Incapability Retirement-related claim, either initially or on review, shall provide the following, in a culturally and linguistically appropriate manner (see also sections below entitled “Adverse Determination” and “Requirement for Culturally and Linguistically Appropriate Notice for Incapability Retirement-Related Claims with Respect to an Applicable Non-English Language”):

1. A discussion of the decision, including an explanation of the basis for disagreeing with or not following:
 - The views presented by you to the Plan of the health care professionals treating you and vocational professionals who evaluated you;
 - The views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination; and
 - A disability determination regarding you made by the Social Security Administration.
2. If the adverse benefit determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided free of charge upon request.
3. The specific internal rules, guidelines, protocols, standards or other similar criteria of the Plan relied upon in making the adverse determination, or, alternatively, a statement that such rules, guidelines, protocols, standards, or other similar criteria of the Plan do not exist.

Adverse Determination

The term “adverse determination” means:

1. A denial, reduction, or termination of, or a failure to provide or make payment (in whole or in part) for, a benefit, including any such denial, reduction, termination, or failure to provide or make payment that is based on a determination of a participant's or beneficiary's eligibility to participate in a Plan, and including, with respect to group health plans, a denial, reduction, or termination of, or a failure to provide or make payment (in whole or in part) for, a benefit resulting from the application of any utilization review, as well as a failure to cover an item or service for which benefits are otherwise provided because it is determined to be experimental or investigational or not medically necessary or appropriate; and

2. In the case of a Plan providing Incapability Retirement-related benefits, the term “adverse benefit determination” also means any rescission of Incapability Retirement-related coverage with respect to a participant or beneficiary (whether or not, in connection with the rescission, there is an adverse effect on any particular benefit at that time). For this purpose, the term “rescission” means a cancellation or discontinuance of coverage that has retroactive effect, except to the extent it is attributable to a failure to timely pay required premiums or contributions towards the cost of coverage.

No Deference on Appeal

If you appeal an adverse determination of Incapability Retirement-related benefits, your claim will be reviewed by a different subgroup of the Plan Administrator than the subgroup that reviewed your initial claim. The reviewing Plan Administrator will not include any subordinates of the person(s) who made the initial claim denial and the reviewing Plan Administrator will not give deference to the initial denial.

Requirements with Respect to New or Additional Evidence or New or Additional Rationale in a Review of an Incapability Retirement-Related Determination

In a review of Incapability Retirement-related benefits, the following rules govern new or additional evidence or a new or additional rationale relied upon by the Plan Administrator:

1. Before the Plan can issue an adverse benefit determination on review on an Incapability Retirement-related benefit claim, the Plan Administrator shall provide you, free of charge, with any new or additional evidence considered, relied upon, or generated by the Plan, insurer, or other person making the benefit determination (or at the direction of the Plan, insurer or such other person) in connection with the claim; such evidence must be provided as soon as possible and sufficiently in advance of the date on which the notice of adverse benefit determination on review is required to be provided hereunder, to give you a reasonable opportunity to respond prior to that date; and
2. Before the Plan can issue an adverse benefit determination on review on an Incapability Retirement-related benefit claim based on a new or additional rationale, the Plan Administrator shall provide you, free of charge, with the rationale; the rationale must be provided as soon as possible and sufficiently in advance of the date on which the notice of adverse benefit determination on review is required to be provided hereunder, to give you a reasonable opportunity to respond prior to that date.
3. The Plan will identify medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination. Any such expert shall be an individual who is neither an individual who was consulted in connection with the adverse benefit determination that is the subject of the appeal, nor the subordinate of any such individual.

Requirement for Culturally and Linguistically Appropriate Notice for Incapability Retirement-Related Benefits with Respect to an Applicable Non-English Language

Additional disclosures are required with respect to an “Applicable Non-English Language.” With respect to an address in any United States county to which a notice regarding an adverse determination with respect to an Incapability Retirement-related benefit is sent, a non-English language is an “Applicable Non-English Language” requiring additional disclosure if 10% or more of the population residing in the county is literate only in the same non-English language, as determined by guidance based on American Community Survey data published by the United States Census Bureau. In such a case, the Plan must comply with the following additional requirements:

- The Plan must provide oral language services (such as a telephone customer assistance hotline) that include answering questions in any applicable non-English language and providing assistance with filing claims and appeals in any applicable non-English language;
- The Plan must provide, upon request, a “notice” in any applicable non-English language; and
- The Plan must include in the English versions of all such notices a statement prominently displayed in any applicable non-English language clearly indicating how to access the language services provided by the Plan.

Strict Compliance for Disability Claims

For disability claims, if the Plan fails to strictly adhere to the claims procedure, you are deemed to have exhausted the administrative remedies **available** under the Plan, except for de minimis violations as described in the next paragraph. This would mean that you could pursue any available remedies under section 502(a) of ERISA.

A de minimis violation is one that does not cause, and is not likely to cause, prejudice or harm to you, so long as the Plan demonstrates that the violation was for good cause, or due to matters beyond its control, and that the violation occurred in the context of an ongoing, good faith exchange of information between you and the Plan. This exception is not available if the violation is part of a pattern or practice of violations by the Plan. You may request a written explanation of the violation from the Plan, and the Plan must provide such explanation within 10 days, including a specific description of its bases, if any, for asserting that the violation should not cause the administrative remedies under the Plan to be deemed exhausted. If a court rejects your request for immediate review on the basis that the Plan met the de minimis exception, your claim will be treated as re-filed on appeal upon the Plan's receipt of the court's decision. Within a reasonable time after receipt of the decision, the Plan will provide you with notice of the resubmission.

SRNS Service Center
Building 992-2W
Savannah River Site
Aiken, SC 29808

