Does the application include a demonstration that the limitations on individual suspensions are satisfied, including calculations regarding:

- the guarantee-based limitation,
- the disability-based limitation, and
- the age-based limitation.

See section 4.01.

The demonstration is attached as document number 9.1. Detailed calculation examples are attached as document number 9.2.

4.01 Demonstration that limitations on individual suspensions are satisfied.

There are three limitations on the benefit suspensions that can apply to individual participants:

- The section 432(e)(9)(D)(i) guarantee-based limitation
- The section 432(e)(9)(D)(ii) age-based limitation
- The section 432(e)(9)(D)(iii) disability-based limitation

Below are descriptions of the operation of each of these limitations, followed by detailed calculation examples that illustrate how each limitation affects participants in each category identified in section 2.02(3) of Revenue Procedure 2015-34.

Guarantee-Based Limitation

Under section 432(e)(9)(D)(i), a participant's pension cannot be reduced below 110% of the amount that the PBGC would guarantee if the Plan were to become insolvent. The calculation of the PBGC guarantee considers both the years of service that have been worked and rate of benefit accrual that the Plan has credited.

The maximum monthly benefit that the PBGC will guarantee is \$35.75 for each year of service that has been earned. Thus, for a participant with 30 years of service, the maximum PBGC guarantee is \$1,072.50 per month. 110% of this amount is \$1,179.75.

The PBGC formula generally does not guarantee all benefits that have been earned. For example, in order for a participant with 30 years of service to receive the maximum monthly PBGC benefit of \$1,072.50, the benefit payable from the Plan would have to be higher than this amount. Also, it means that participants with benefits from the Plan that are below the PBGC maximum guarantee would generally receive less than their full benefits under the PBGC guarantee formula.

To calculate the PBGC guarantee amount, it is first necessary to calculate the rate of monthly benefit accrual that the Plan has provided. This is equal to the monthly benefit payable from the Plan, divided by the years of credited service that have been earned. The amount of the guarantee is then equal to 100% of the first \$11 of the monthly benefit accrual rate, plus 75% of the next \$33 of the monthly benefit accrual rate, times the years of credited service. There is no limit to the total years of service that are credited for calculating the guaranteed benefit.

The guaranteed monthly benefit, therefore, is limited to \$35.75 per month (($\$11 \times 100\%$) + ($\$33 \times 75\%$) = \$35.75) times a participant's year of credited service. For example, if a participant has 30 years of service, the maximum benefit guaranteed by the PBGC is $\$35.75 \times 30 = \$1,072.50$.

If the application of the benefit suspension formula for benefits attributable to Tier 2 and Tier 3 contributions would result in a benefit that is below 110% of the PBGC guarantee for a particular participant, then that participant's benefit would not be reduced below 110% of the PBGC

guarantee. Benefits attributable to Tier 1 contributions are always reduced to 110 of the PBGC guarantee, unless either the age-based or disability-based limitations apply.

Age-Based Limitation

Section 432(e)(9)(D)(ii) provides that if a participant is 80 or older as of the end of the month containing the effective date of the benefit reduction, in this case July 31, 2016, the participant will not be subject to any reduction. All benefits payable to participants who meet this condition are fully protected from benefit reductions.

Pension benefit reductions for participants who are at least 75 but less than 80 as of July 31, 2016 are determined by the number of months remaining until the participant reaches 80 divided by 60 months. For example, if a participant is exactly 78 years old as of July 31, 2016, there are still 24 months remaining until the participant reaches 80 years of age. Dividing 24 months by 60 months results in a fraction equal to 0.4.

So if, for example, the maximum amount of benefit reduction that could apply to a 78-year old participant (after taking into account the benefit suspension formula, the guarantee-based limitation and the disability-based limitation) is \$500 per month, then the age-based limitation would restrict this maximum reduction to \$200 per month (0.4 x \$500). If the benefit suspension formula would otherwise result in a greater benefit reduction, that amount would be overridden so that the actual reduction amount applied to this participant would be \$200 per month.

In the case of the surviving spouse of a participant who is deceased as of July 1, 2016, the surviving spouse's age as of July 31, 2016 is used to determine whether the age-based limitation applies to the benefit. However, if a participant is not deceased as of July 1, 2016, the participant's age as of July 31, 2016 will be used to determine the age-based limitation for a joint and survivor.

If a benefit has been split in a divorce in accordance with a Qualified Domestic Relations Order ("QDRO"), the application of the age-based limitation to the alternate payee's benefit depends on the type of QDRO. For a shared interest QDRO in which the alternate payee receives a portion of each benefit payment, but the participant retains the right to choose the time and form of the payments, it is the participant's age as of July 31, 2016 that will determine the age-based limitation. However, for a separate interest QDRO where the alternate payee has a right to receive benefits at a different time and in a different form from the participant, the alternate payee's age as of July 31, 2016 will determine the age-based limitation.

Disability-Based Limitation

Disability benefits under the Plan cannot be reduced under MPRA. Additionally, if a participant receiving a disability benefit under the terms of the Plan converts to a retirement pension under the Plan, that participant's benefits cannot be reduced below the amount of the disability benefit received prior to the conversion.

Calculation Examples

Document number 9.2 contains detailed calculation examples showing the operation of each limitation for a participant in each category identified in section 2.02(3) of Revenue Procedure 2015-34.

Demonstration that the Limitations on Individual Suspensions are Satisfied

PROPOSED BENEFIT SUSPENSION EXAMPLE CATEGORIES

Contributory Service			ACTIVE, RETIRED	OR BENEFICIARY					TERMINAT	ED VESTED		
Credits:		<20 YEARS			>=20 YEARS			<20 YEARS			>=20 YEARS	
	GUARANTEE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(1)	DISABILITY-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(2)	AGE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(3)	GUARANTEE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(1)	DISABILITY-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(2)	AGE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(3)	GUARANTEE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(1)	DISABILITY-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(2)	AGE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(3)	GUARANTEE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(1)	DISABILITY-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(2)	AGE-BASED LIMITATION Rev. Proc. 2015-34 Section 4.01(3)
TIER 1	EXAMPLE 13 110% OF PBGC GUARANTEE	EXAMPLE 14 110% OF PBGC GUARANTEE	EXAMPLE 15 110% OF PBGC GUARANTEE	EXAMPLE 16 110% OF PBGC GUARANTEE	EXAMPLE 17 110% OF PBGC GUARANTEE	EXAMPLE 18 110% OF PBGC GUARANTEE	EXAMPLE 19 110% OF PBGC GUARANTEE	EXAMPLE 20 110% OF PBGC GUARANTEE	EXAMPLE 21 110% OF PBGC GUARANTEE	EXAMPLE 22 110% OF PBGC GUARANTEE	EXAMPLE 23 110% OF PBGC GUARANTEE	EXAMPLE 24 110% OF PBGC GUARANTEE
TIER 2	EXAMPLE 25-25A 1% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 26 1% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 27 1% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 28 1% OF TIER 2 CONTRIBUTIONS 50% CAP	EXAMPLE 29 1% OF TIER 2 CONTRIBUTIONS 50% CAP	EXAMPLE 30 1% OF TIER 2 CONTRIBUTIONS 50% CAP	EXAMPLE 31 .5% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 32 .5% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 33 .5% OF TIER 2 CONTRIBUTIONS NO CAP	EXAMPLE 34 1% OF TIER 2 CONTRIBUTIONS 50% CAP	EXAMPLE 35 1% OF TIER 2 CONTRIBUTIONS 50% CAP	EXAMPLE 36 1% OF TIER 2 CONTRIBUTIONS 50% CAP
TIER 3	EXAMPLE 37 1% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 38 1% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 39 1% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 40 1% OF TIER 3 CONTRIBUTIONS 40% CAP	EXAMPLE 41 1% OF TIER 3 CONTRIBUTIONS 40% CAP	EXAMPLE 42 1% OF TIER 3 CONTRIBUTIONS 40% CAP	EXAMPLE 43 .5% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 44 .5% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 45 .5% OF TIER 3 CONTRIBUTIONS NO CAP	EXAMPLE 46 1% OF TIER 3 CONTRIBUTIONS 40% CAP	EXAMPLE 47 1% OF TIER 3 CONTRIBUTIONS 40% CAP	EXAMPLE 48 1% OF TIER 3 CONTRIBUTIONS 40% CAP

Calculation Terms and Definitions

(a) Monthly Benefit	The monthly benefit amount earned by the participant or beneficiary under the terms of the plan. The monthly benefit amount before the suspension.
(b) Total Contributions	The total amount of contributions submitted to the plan on behalf of the participant including self-contributions made by the participant.
(c)	
	The amount of contributions submitted to the plan by Tier 1 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 1 employer.
(d)	
Tier 2 Contributions	The amount of contributions submitted to the plan by Tier 2 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 2 employer.
(e) Tier 3 Contributions	The amount of contributions submitted to the plan by Tier 3 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 3 employer.
(f) Contributory Service	The amount of contributory service credit years earned by the participant as a result of service with a contributing employer required to make employer contributions on his or her behalf pursuant to a collective bargaining agreement.
(g) PBGC Years of Service	The years of credited service as defined for purposes of the PBGC guarantee formula. Years of credited service includes the amount of contributory service credit years earned by the participant, the amount of non-contributory service credit years earned by the participant to the extent it increases the participant's accrued benefit under the terms of the plan, and fractional years of credited service. A full year of service is credited for this purpose for any calendar year in which 40 or more weeks, 180 or more days, or 1,200 or more hours of service were earned (35 weeks prior to 1976), and a fractional year is credited for any calendar year in which less than 40 weeks, 180 days, or 1,200 hours were earned (35 weeks prior to 1976).
(h) Contribution Accrual Rate	The percentage of contributions made on the participant's behalf that is accrued towards the participant's monthly benefit per the proposed benefit suspension plan. The percentage of contributions varies depending on participant's status as active, terminated vested, or retired and the amount of contributory service credit years.
(i) Tier 2 Suspension Cap	The maximum percentage suspension applicable to the Tier 2 portion of the monthly benefit per the proposed benefit suspension plan.

Calculation Terms and Definitions

(j) Tier 3 Suspension Cap	The maximum percentage suspension applicable to the Tier 3 portion of the monthly benefit per the proposed benefit suspension plan.
(k) Participant Age at Retirement	The participant's age at retirement is used to determine the appropriate age reduction factor for early retirements as well as the appropriate joint and survivor reduction factor should the participant elect the joint and survivor form of payment.
(I) Early Retirement Factor	The applicable age reduction factor that can apply to a retirement benefit if the retirement occurs prior to the normal retirement age. If no reduction is applicable based on the age of the participant at retirement, then the early retirement factor is 1 and no reduction for early retirement is applied.
(m) Spouse Age at Retirement	The age of the participant's spouse at retirement is used to determine the appropriate joint and survivor reduction factor to be applied to a retirement benefit if the joint and survivor form of payment is elected.
(n) Form of Payment	The form of payment elected by the participant at retirement. The form of payment options are the Joint and 50% Surviving Spouse Option, the Joint and 75% Surviving Spouse, the Lifetime Only Option, and the Lifetime with Limited Surviving Spouse Option.
(o) Joint and Survivor Factor	The reduction factor applicable when the joint and survivor form of payment is elected. If the joint and survivor form of payment is not elected or if the participant or participant's beneficiary is not in pay status, then the joint and survivor factor is 1 and no reduction for joint and survivor is applied.
(p) Survivor Benefit Factor	The percentage (in decimal notation) of the participant's benefit that is payable to a survivor beneficiary after the participant's death. The percentage is based on the joint and survivor form of payment elected. For example, if the 50% joint and survivor form of payment is elected and the payee is the surviving beneficiary, then the survivor benefit factor is .5. If the joint and survivor form of payment is not elected, if the participant or participant's beneficiary is not in pay status, or if the payee is the participant, then the survivor benefit factor is 1 and no survivor benefit reduction is applied.
(q) Months To Age 80	The number of months during the period that begins with the month after the month in which the suspension is effective and ends with the month in which that participant or beneficiary attains the age of 80.
(r) Amount Based On Disability	The amount of the monthly benefit that is based on disability. The examples shown with amounts based on disability are of participants who convert from a disability benefit to a retirement benefit upon reaching normal retirement age. The amount of the retirement benefit is Monthly Benefit (a) and the portion of Monthly Benefit (a) that is based on the disability benefit is Amount Based on Disability (r).

								rs of Contributory Se									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,133.12	\$82,280.00	\$82,280.00	\$0.00	\$0.00	12.55	12.675	1.0%	50%	40%	64 years; 2 months	0.95	56 years	Joint And 50% Surviving Spouse	0.8591	1	60	\$0.00
Benefit Accr PBGC Accr PBGC Guara	ual (t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$89.40 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$453.13 (v) 110% PBGC	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	entage (w) = T entage (x) = T	ier 1 Contributio	ons (c) / Total);		Guarantee \$498.44	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 0.00%							
6. Tier 2 Share Tier 3 Share				onthly Benefit <i>(a</i> Monthly Benefit <i>(</i>				(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	fit (bb) = Tier	l Percentage (w) x 110% PB0	GC Guarantee (1	v)			Tier 1 Benefit \$498.44									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
g. Tier 2 Minim	Tier 2 other	2 Share of Bene wise \$0	fit (z) X (1 -	then Tier 2 Suspens Tier 2 Minimun					(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

							4- 1	1			T						
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,133.12	\$82,280.00	\$82,280.00	\$0.00	\$0.00	12.55	12.675	1.0%	50%	40%	64 years; 2 months	0.95	56 years	Joint And 50% Surviving Spouse	0.8591	1	60	\$0.00
11. Tier 3 Accru	Early F Survivo sum $(gg) = \text{if } C$ Tier:	Retirement Factor Benefit Factor	or (1) x Joint and (p)	nd Survivor Fact	or(0) X		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Benet										Tier 3 Benefit	(ii) Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit ((bb) + Tier 2 Be	nefit (ee) + Tier	r 3 Benefit (hh)						\$498.44						
15. Maximum S		Guarantee (v), Amount Based less than zero t	Sum of Tier B on Disability (r) then zero.									(jj) Maximum Suspendable \$634.68 (kk) Applicable Percentage			Based Lir	on of the e-Based i, the Disability- nitation, and the ed Limitation	
16. Applicable F	ercentage (kk)	= Months to A	Age 80 (q) / 60									100.00%			-		
17. Suspended			nendable (ij) x Benefit (a) - 5										(II) Suspended Amount \$634.68 (mm) Post Suspension Benefit \$498.44		After the	Benefit Amount Proposed Bene on is Applied.	

The benefit suspension of the retired participants monthly benefit of \$1,133.12 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participants benefit is attributable to service with Tier 1 employers. The age-based limitation does not apply because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and the disability-based limitation does not apply because \$0 (Amount Based on Disability - r) of the participants benefit is based on disability. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$498.44 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the retiree's monthly benefit would be reduced to \$498.44 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,133.12	\$82,280.00	\$82,280.00	\$0.00	\$0.00	12.55	12.675	1.0%	50%	40%	64 years; 2 months	0.95	56 years	Joint And 50% Surviving Spouse	0.8591	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 13 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	rs of Contributory S	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,865.81	\$105,213.80	\$105,213.80	\$0.00	\$0.00	15.425	16.675	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$915.00
2. PBGC Accr	rual(s) = Mor $rual(t) = 100\%$ $rantee(u) = P$	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$111.89 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$596.13 (v) 110% PBGC Guarantee	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
5. Tier 1 Perce Tier 2 Perce	C Guarantee (v) entage (w) = T entage (y) = T	Fier 1 Contributio	ons (c) / Total	Contributions (b) Contributions (b)) ;		\$655.74	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 0.00%							
	e of Benefit (z) e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	efit (bb) = Tier	1 Percentage (w	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$655.74									
8. Tier 2 Accru			tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
	other	2 Share of Bene rwise \$0	efit (z) X (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
Tier 2 Bene	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (<i>dd</i>)				\$0.00	1							

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

Monthly Benefit Contributions Contributions Contributions Contributions \$1.865.81 \$105,213.80 \$105,213.80 \$0.00 \$0.00 11. Tier 3 Accrual (If) = Tier 3 Contributions (e) x Contribution Accrual Rearly Retirement Factor (I) x Joint and Survivor Factor Survivor Benefit Factor (p) 12. Tier 3 Minimum (In accrual Research Factor (I) = 20 then Tier 3 Share of Benefit (In account of the rwise \$0 13. Tier 3 Benefit (In account for Tier 3 Accrual (If) or Tier 3 Minimum (In account for Tier 3 Minimu	ate (h) x ctor (a) x	of Service		(i) Tier 2 Suspension Cap 50% LANE 2	(i) Tier 3 Suspension Cap 40% LANE 3	(k) Participant Age at Retirement 65 years; 0 months LANE 4 (ff) Tier 3 Accrual \$0.00	Early Retirement Factor 1 LANE 5	(m) Spouse Age at Retirement N/A LANE 6	(n) Form of Payment Lifetime Only LANE 7	(a) Joint and Survivor Factor	(p) Survivor Benefit Factor	(q) Months To Age 80	(r) Amount Based On Disability \$915.00
State Stat	ate (h) x stor (o) x	of Service	Accrual Rate	Suspension Cap	Suspension Cap 40%	at Retirement 65 years; 0 months LANE 4 (If) Tier 3 Accrual \$0.00	Factor 1	Retirement N/A	Lifetime Only	Survivor Factor	Benefit Factor	Age 80	Based On Disability
11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rearly Retirement Factor (f) x Joint and Survivor Factor Survivor Benefit Factor (p) 12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspenditure) 13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum 14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 15. Maximum Suspendable (jj) = Monthly Benefit (a) - the greater of 110 Guarantee (v), Sum of Tier Benefits (ii), or Amount Based on Disability (r) except that who less than zero then zero.	ate (h) x ctor (a) x			50%	40%	0 months LANE 4			Only			60	
11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rearly Retirement Factor (f) x Joint and Survivor Factor Survivor Benefit Factor (p) 12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspenditure) 13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum 14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 15. Maximum Suspendable (jj) = Monthly Benefit (a) - the greater of 110 Guarantee (v), Sum of Tier Benefits (ii), or Amount Based on Disability (r) except that who less than zero then zero.	ate (h) x ctor (a) x					0 months LANE 4			Only	1	1	60	\$915.00
Early Retirement Factor (<i>t</i>) x Joint and Survivor Factor (<i>p</i>) 12. Tier 3 Minimum (<i>gg</i>) = if Contributory Service (<i>f</i>) >= 20 then Tier 3 Share of Benefit (<i>aa</i>) x (1 - Tier 3 Suspenditures \$0 13. Tier 3 Benefit (<i>hh</i>) = the greater of Tier 3 Accrual (<i>ff</i>) or Tier 3 Minimum 14. Sum of Tier Benefits (<i>ii</i>) = Tier 1 Benefit (<i>bb</i>) + Tier 2 Benefit (<i>ee</i>) + Tier 15. Maximum Suspendable (<i>jj</i>) = Monthly Benefit (<i>a</i>) - the greater of 110 Guarantee (<i>v</i>), Sum of Tier Benefits (<i>ii</i>), or Amount Based on Disability (<i>r</i>) except that who less than zero then zero.	etor (o) x		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00	LANE 5	LANE 6	LANE 7				
15. Maximum Suspendable (iji) = Monthly Benefit (a) - the greater of 110 Guarantee (ν), Sum of Tier Benefits (ii), or Amount Based on Disability (r) except that who less than zero then zero.						\$0.00 (hh) Tier 3 Benefit	(ii)						
Guarantee (v), Sum of Tier Benefits (ii), or Amount Based on Disability (r) except that who less than zero then zero.	er 3 Benefit (h	1)					Sum of Tier Benefits \$655.74						
16. Applicable Percentage (kk) = Months to Age 80 (q) / 60		is						(jj) Maximum Suspendable \$950.81				n of the Based the Disability-	
								Percentage 100.00%	(II) Suspended			d Limitation	
 17. Suspended Amount (II) = Maximum Suspendable (jj) x Applicable Pendable (ij) x Applicable (ij) x Ap									Amount \$950.81 (mm) Post Suspension Benefit \$915.00		After the F	enefit Amount Proposed Bene on is Applied.	

The benefit suspension of the retired participant's monthly benefit of \$1,865.81 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). However, the disability-based limitation applies because \$915 (Amount Based on Disability - r) of the participant's benefit is based on disability and this amount is higher than \$655.74 (Sum of Tier Benefits - ii; 110% PBGC Guarantee - v), the reduced benefit amount per the proposed suspension and guarantee based limitation. As a result, the maximum amount that can be suspended is \$950.81 (Maximum Suspendable - ji) and the retiree's monthly benefit would be reduced to \$915 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,865.81	\$105,213.80	\$105,213.80	\$0.00	\$0.00	15.425	16.675	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$915.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 14 (continued)

EXAMPLE 15	Calculation of the	e Proposed Benef	it Suspension of a	Tier 1 Active, Re	tired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory S	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,320.12	\$65,145.40	\$65,145.40	\$0.00	\$0.00	10.972	10.972	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	16	\$0.00
 Benefit Accr PBGC Accr PBGC Guar 110% PBG0 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(a) Columbia Colu	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	C
Tier 3 Perce	entage (x) = T entage (y) = T	Tier 2 Contribution Tier 3 Contribution Tier 2 Percei	ons (d) / Total ons (e) / Total ontage (x) x Mo	Contributions (b) Contributions (b) onthly Benefit (a));));			(w) Tier 1 Percentage 100.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (и	r) x 110% PB	GC Guarantee (ν)			(bb) Tier 1 Benefit \$431.48									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$0.00								
 Tier 2 Minim Tier 2 Benef 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(ee) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,320.12	\$65,145.40	\$65,145.40	\$0.00	\$0.00	10.972	10.972	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	16	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benef	Early I Survivo num (gg) = if (Tier othe	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (p) X Joint ar (p) vice $(f) >= 20$ fit (aa) X $(1 - 4)$	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (Iff) Tier 3 Accrual \$0.00 (Interest of the second of the secon	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tier	r 3 Benefit (hh)					•	Sum of Tier Benefits \$431.48						
15. Maximum Si	,	Guarantee (v),	Sum of Tier Bo on Disability (r)									(jj) Maximum Suspendable \$888.64 ↓ (kk)			Applicatio Guarante Limitation		
16. Applicable P	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Applicable Percentage 26.67%	(11)		Based Lin	nitation, and the distribution	е
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	centage (kk)								Suspended Amount \$236.97 (mm) Post Suspension Benefit		After the I	Benefit Amount Proposed Benoon is Applied.	efit
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$1,083.15		1		

The benefit suspension of the retired participant's monthly benefit of \$1,320.12 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 26.67% (Applicable Percentage - kk) and \$888.64 (Maximum Suspendable - jj) resulting in \$236.97 (Suspended Amount - II).

Accordingly, the retiree's monthly benefit would be reduced to \$1,083.15 (Post Suspension Benefit - mm) which is the result of \$1,320.12 (Monthly Benefit - a) minus \$236.97 (Suspended Amount - II).

Note: The retiree's birth date is in November 1937, making the retiree 78 years and 8 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 16 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (November 2017).

9.2.11 EXAMPLE 15 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,320.12	\$65,145.40	\$65,145.40	\$0.00	\$0.00	10.972	10.972	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	16	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 15 (continued)

EXAMPLE 16	Calculation of the	e Proposed Benef	it Suspension of a	Tier 1 Active, Re	tired or Beneficia	ary Participant wi	th 20 or more Year	s of Contributory Se	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,000.00	\$99,899.80	\$99,899.80	\$0.00	\$0.00	30	30.971	1.0%	50%	40%	57 years; 3 months	0.715	N/A	Lifetime Only	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
Benefit Acc	rual (s) = Mon	nthly Benefit (a)	/ PBGC Years	s of Service (g)			(s) Benefit Accrual \$96.86										
2. PBGC Acci	rual (t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33	in (s)		PBGC Accrual \$35.75								Computati Guarantee	on of the PBG	С
3. PBGC Gua	rantee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		(u) PBGC Guarantee \$1,107.21								IL		
4. 110% PBG	C Guarantee (v)	= PBGC Gua	arantee (u) X 1	10%			Guarantee \$1,217.93	(w)	(x)	(v)							
	entage $(w) = T$ entage $(x) = T$ entage $(y) = T$	ier 2 Contributio	ons (d) / Total	Contributions (b);			Tier 1 Percentage	Tier 2 Percentage 0.00%	Tier 3 Percentage							
	e of Benefit (z) : e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (w	y) x 110% PB0	GC Guarantee (ν)			Tier 1 Benefit \$1,217.93									
8. Tier 2 Accr			tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual								
9. Tier 2 Minir				then Tier 2 Suspens	ion Cap (i))				(dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
10. Tier 2 Bene	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (<i>dd</i>)				Benefit \$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,000.00	\$99,899.80	\$99,899.80	\$0.00	\$0.00	30	30.971	1.0%	50%	40%	57 years; 3 months	0.715	N/A	Lifetime Only	1	1	60	\$0.00
11. Tier 3 Accru	Early I Survivo survi	Retirement Factor Benefit Factor Contributory Ser	or (1) x Joint and (p)	nd Survivor Fact	or (0) X		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene	fit (hh) = the g	greater of Tier 3	Accrual (ff) on	· Tier 3 Minimu	m (gg)					(hh) Tier 3 Benefit	(ii) Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit ((bb) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)						\$1,217.93						
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum Suspendable \$1,782.07			Applicatio Guarante Limitation	n of the e-Based , the Disability-	
16. Applicable F	Percentage (kk)	= Months to A	Age 80 (q) / 60									Applicable Percentage 100.00%	(11)		Based Lin	nitation, and the	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	eentage (kk)								Suspended Amount \$1,782.07		After the I	enefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$1,217.93				

The benefit suspension of the retired participant's monthly benefit of \$3,000 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. The agebased limitation does not apply because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and the disability-based limitation does not apply because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$1,217.93 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the retiree's monthly benefit would be reduced to \$1,217.93 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,000.00	\$99,899.80	\$99,899.80	\$0.00	\$0.00	30	30.971	1.0%	50%	40%	57 years; 3 months	0.715	N/A	Lifetime Only	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 16 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 17	Calculation of the	e Proposed Benef	it Suspension of a	Tier 1 Active, Re	tired or Beneficia	ary Participant wi	th 20 or more Year	s of Contributory Ser	rvice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,901.32	\$101,717.40	\$101,717.40	\$0.00	\$0.00	20.85	21.275	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$865.00
 Benefit Accr PBGC Accr PBGC Guar 110% PBGC 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$89.37 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$760.58 (v) 110% PBGC Guarantee \$836.64	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati	on of the PBG	С
Tier 3 Perce	entage (x) = T entage (y) = T	Tier 2 Contribution Tier 3 Contribution Tier 2 Percei	ons (d) / Total ons (e) / Total ontage (x) x Mo	Contributions (b) Contributions (b) onthly Benefit (a));));			Tier 1 Percentage 100.00%	Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (и	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$836.64									
8. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
 Tier 2 Minim Tier 2 Benef 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(ee) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,901.32	\$101,717.40	\$101,717.40	\$0.00	\$0.00	20.85	21.275	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$865.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Bene	Early f Survivo num (gg) = if (Tier othe	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benefits wise \$0	or (f) x Joint and (p) vice (f) >= 20 stit (aa) x $(1 + ab)$	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 V (gg) Tier 3 Minimum \$0.00 V (hh) Tier 3 Benefit	(ii) Sum of Tier	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	enefit (ee) + Tie	r 3 Benefit (<i>hh</i>)						\$836.64			_			
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum Suspendable \$1,036.32			Based Lir	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	age 80 (q) / 60									100.00%	(II) ➤ Suspended		Age-base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Pero	centage (kk)								(mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m.	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								\$865.00		1		

The benefit suspension of the retired participant's monthly benefit of \$1,901.32 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. In this example, there is no applicable age-based limitation because the retiree has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). However, the disability-based limitation applies because \$865 (Amount Based on Disability - r) of the retiree's benefit is based on disability and this amount is higher than \$836.64 (Sum of Tier Benefits - ii; 110% PBGC Guarantee - v), the reduced benefit amount per the proposed suspension and guarantee-based limitation. As a result, the maximum amount that can be suspended is \$1,036.32 (Maximum Suspendable - ji) and the retiree's monthly benefit would be reduced to \$865 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,901.32	\$101,717.40	\$101,717.40	\$0.00	\$0.00	20.85	21.275	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$865.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 17 (continued)

EXAMPLE 18	Calculation of the	e Proposed Benef	it Suspension of a	Tier 1 Active, Re	tired or Beneficia	ary Participant wi	th 20 or more Year	s of Contributory Ser	rvice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,500.00	\$117,027.00	\$117,027.00	\$0.00	\$0.00	36.444	36.658	1.0%	50%	40%	65 years; 5 months	1	N/A	Lifetime Only	1	1	9	\$0.00
 Benefit Acci PBGC Accri PBGC Guar 110% PBGC 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$95.48 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$1,310.52	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	entage (w) = T entage (x) = T entage (y) = T	ier 2 Contribution	ons (d) / Total	Contributions (b);			(w) Tier 1 Percentage 100.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share							
 Tier 2 Share Tier 3 Share Tier 1 Benef 	e of Benefit (aa)	= Tier 3 Perc	entage (y) x M	Monthly Benefit ((a)			(bb) Tier 1 Benefit \$1,441.57	of Benefit \$0.00	of Benefit \$0.00							
8. Tier 2 Accru	Early		tor (I) x Joint a						(cc) Tier 2 Accrual \$0.00								
g. Tier 2 Minim 10. Tier 2 Benef	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(aa) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

								1 (2)		47.					, ,		, ,
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,500.00	\$117,027.00	\$117,027.00	\$0.00	\$0.00	36.444	36.658	1.0%	50%	40%	65 years; 5 months	1	N/A	Lifetime Only	1	1	9	\$0.00
11. Tier 3 Accru	Early l Survivo num (gg) = if 0 Tier	Retirement Factor or Benefit Factor	or (1) x Joint and (p)	nd Survivor Fact	or(0) X		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene14. Sum of Tier										\$0.00	(ii) Sum of Tier Benefits \$1,441.57						
14. Sull of fiel	Deficition (II) =	riei i berieiii (<i>DD</i>) + Hel 2 De	mem (ee) + ne	o beneni (nn)	,					ψ1,441.57			_			
15. Maximum S		Guarantee (v), Amount Based less than zero t	Sum of Tier B on Disability (r) then zero.	enefits (ii), or								(jj) Maximum Suspendable \$2,058.43 (kk) Applicable Percentage			Based Lin	n of the e-Based , the Disability- nitation, and th d Limitation	
16. Applicable F	Percentage (kk)	= Months to A	Age 80 (q) / 60									15.00%	(II) Suspended Amount				
17. Suspended18. Post Suspe													(mm) Post Suspension Benefit \$3,191.24		After the I	Benefit Amount Proposed Bene on is Applied.	

The benefit suspension of the retired participant's monthly benefit of \$3,500 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant s benefit is based on disability. However, the age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 15.00% (Applicable Percentage - kk) and \$2,058.43 (Maximum Suspendable - jj) resulting in \$308.76 (Suspended Amount - II).

Accordingly, the retiree's monthly benefit would be reduced to \$3,191.24 (Post Suspension Benefit - mm) which is the result of \$3,500 (Monthly Benefit - a) minus \$308.76 (Suspended Amount - II).

Note: The retiree s birth date is in April 1937, making the retiree 79 years and 3 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 9 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (April 2017).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,500.00	\$117,027.00	\$117,027.00	\$0.00	\$0.00	36.444	36.658	1.0%	50%	40%	65 years; 5 months	1	N/A	Lifetime Only	1	1	9	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 18 (continued)

EXAMPLE 19	Calculation of th	ne Proposed Bene	fit Suspension of a	a Tier 1 Terminate	d Vested Particip	ant with less that	n 20 Years of Cont	ributory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$631.15	\$38,731.80	\$38,731.80	\$0.00	\$0.00	15.5	16.08	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
 Benefit PBGC / 1. Benefit PBGC / Tier 1 P Tier 2 P Tier 3 P Tier 3 S Tier 1 B Tier 2 A 	Accrual (s) = Modern Accrual (t) = 100° Buarantee (u) = F BGC Guarantee (v) = F ercentage (w) = F ercentage (v) = F hare of Benefit (a) = F hare of Benefit (a) = F ccrual (cc) = Tier Early Surviv	nithly Benefit (a) % of the first \$11 % of the first \$11 PBGC Accrual (t) = PBGC Gue Tier 1 Contribution Tier 2 Contribution Tier 3 Contribution Percentage (w T 2 Contributions Retirement Factor To Benefit Factor	/ PBGC Years I in (s) + 75% I	s of Service (g) of the next \$33 ars of Service (g) 110% Contributions (b) Contributions (b) Contributions (b) Contributions (b) Contributions (c) Contributions (b) Contributions (b) Contributions (b) Contributions (b) Contributions (c) Contributions (b) Contributions (b) Contributions (c) Contr	in (s)););); a)	16.08	0.5% LANE 1 (s) Benefit Accrual \$39.25 (t) PBGC Accrual \$32.19 (u) PBGC Guarantee \$517.62 (v) 110% PBGC Guarantee \$569.38	(w) Tier 1 Percentage 100.00% (bb) Tier 1 Benefit \$569.38	(x) Tier 2 Percentage 0.00% V (2) Tier 2 Share of Benefit \$0.00 V (cc) Tier 2 Accrual \$0.00 V (dd)	(y) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00	1 LANE 5	N/A LANE 6	N/A LANE 7	1		on of the PBG	
g _. Tier 2 M				then Tier 2 Suspens	ion Cap (i))				Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
10. Tier 2 B	enefit (ee) = the	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				Tier 2 Benefit \$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

					(3)												
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor	Survivor Benefit	Months To Age 80	Amount Based On
														Factor	Factor		Disability
\$631.15	\$38,731.80	\$38,731.80	\$0.00	\$0.00	15.5	16.08	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benef	Early f Survivo num (gg) = if (Tier othe	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benefits Twise \$0	or (r) x Joint and (r) y Joint	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	uspendable (jj)	= Monthly Ber	-	greater of 110°							(ii) Sum of Tier Benefits \$569.38	(jj) Maximum					
16. Applicable F		Amount Based less than zero t	on Disability (r) then zero.	except that whe	ere the result is							\$61.77			Based Lir	on of the e-Based i, the Disability- nitation, and the d Limitation	
17. Suspended													(II) Suspended Amount \$61.77 (mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$569.38				

The benefit suspension of the participants monthly benefit of \$631.15 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant s benefit is attributable to service with Tier 1 employers. The age-based limitation does not apply because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and the disability-based limitation does not apply because \$0 (Amount Based on Disability - r) of the participant s benefit is based on disability. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$569.38 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit would be reduced to \$569.38 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$631.15	\$38,731.80	\$38,731.80	\$0.00	\$0.00	15.5	16.08	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 19 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAM	IPLE 20	Calculation of the	e Proposed Bene	it Suspension of a	a Tier 1 Terminate	d Vested Particip	ant with less than	20 Years of Contr	ibutory Service									
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
	onthly	Total	Tier 1	Tier 2	Tier 3	Contributory	PBGC Years	Contribution	Tier 2	Tier 3	Participant Age	Early Retirement	Spouse Age at	Form of Payment	Joint and	Survivor	Months To	Amount
	Benefit	Contributions	Contributions	Contributions	Contributions	Service	of Service	Accrual Rate	Suspension Cap	Suspension Cap	at Retirement	Factor	Retirement		Survivor Factor	Benefit Factor	Age 80	Based On Disability*
\$2	2,361.94	\$155,984.00	\$155,984.00	\$0.00	\$0.00	17	17.694	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
								LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
								(s) Benefit										
								Accrual										
1. E	Benefit Accr	ual(s) = Mon	thly Benefit (a)	/ PBGC Years	s of Service (g)			\$133.49										
								(t) PBGC										
								Accrual									on of the PBG	
2. F	PBGC Accru	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33	in (s)		\$35.75								Guarantee		
								(u)										_
								PBGC Guarantee										
3. F	PBGC Guara	antee (u) = Pl	BGC Accrual (t	x PBGC Yea	ars of Service (g)		\$632.56										
								(v)										
								110% PBGC Guarantee										
4. 1	10% PBGC	Guarantee (v)	= PBGC Gua	arantee (u) x 1	110%			\$695.82										
									(w)	(x)	(v)							
					Contributions (b)				Tier 1 Percentage	Tier 2 Percentage	Tier 3 Percentage							
					Contributions (b				100.00%	0.00%	0.00%							
										(z)	√ (aa)							
	0 Ob	-(Danafit ()	T 0 D		and by Daniella					Tier 2 Share of Benefit	Tier 3 Share of Benefit							
					onthly Benefit (a Monthly Benefit (\$0.00	\$0.00							
									(bb) → Tier 1									
7. T	ier 1 Benef	it (bb) = Tier	1 Percentage (и) x 110% PB	GC Guarantee (v)			Benefit \$695.82									
										(gg)								
8. T	ier 2 Accru				oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual								
		Survivo	or Benefit Facto	r (p)						\$0.00								
οТ	ier 2 Minim	um (dd) = if C	Contributory Ser	vice (f) >= 20	then					(dd) Tier 2						ı		-
<i>5</i> . '	=	Tier 2			Tier 2 Suspens	ion Cap (i))				Minimum \$0.00						Computation Proposed I	on of the Benefit	
		oulei	₩ISG WU							<u> </u>			>			Suspensio		
										(ee) Tier 2						·		- '
										Benefit								
10. T	ier 2 Benef	it (ee) = the g	reater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				\$0.00			l					

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$2,361.94	\$155,984.00	\$155,984.00	\$0.00	\$0.00	17	17.694	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benef	Early f Survivo num (gg) = if (Tier othe	Retirement Factor r Benefit Factor Contributory Ser 3 Share of Benefitives \$0	or (f) x Joint ar (p) vice (f) >= 20 fit (aa) x (1 -	nd Survivor Fact then Tier 3 Suspen	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (Iff) Tier 3 Accrual \$0.00 V (Igg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE S	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)	ı					Sum of Tier Benefits \$695.82						
15. Maximum Si	,	Guarantee (v),	Sum of Tier Be on Disability (r)									(jj) Maximum Suspendable \$1,346.94 (kk) Applicable Percentage			Based Lin	n of the e-Based , the Disability nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	ge 80 (q) / 60									100.00%	(11)	100000000000000000000000000000000000000	Age-base	a zimiauon	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	entage (kk)								Suspended Amount \$1,346.94 (mm) Post Suspension		After the I	Benefit Amount Proposed Bene on is Applied.	
													Benefit		71 '	• • •	į,

The benefit suspension of the participants monthly benefit of \$2,361.94 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participants benefit is attributable to service with Tier 1 employers. In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). However, the disability-based limitation applies because \$1,015 (Amount Based on Disability - r) of the participant s benefit is based on disability and this amount is higher than \$695.82 (Sum of Tier Benefits - ii; 110% PBGC Guarantee - v), the reduced benefit amount per the proposed suspension and guarantee-based limitation. As a result, the maximum amount that can be suspended is \$1,346.94 (Maximum Suspendable - jj) and the participant s monthly benefit would be reduced to \$1,015 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$2,361.94	\$155,984.00	\$155,984.00	\$0.00	\$0.00	17	17.694	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 20 (continued)

EXAMPLE 21	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 1 Terminate	d Vested Particip	ant with less than	20 Years of Conti	ibutory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$434.02	\$25,850.00	\$25,850.00	\$0.00	\$0.00	12.675	13.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	1	\$0.00
Benefit Accord PBGC Accord PBGC Guar	rual (t) = 100%	% of the first \$11	lin(s) + 75%	of the next \$33			(s) Benefit Accrual \$33.01 (t) PBGC Accrual \$27.51 (u) PBGC Guarantee \$361.76 (v) 110% PBGC	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	.,	Fier 1 Contribution	ons (c) / Total	Contributions (b)	·);		Guarantee \$397.94	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 0.00%							
6. Tier 2 Share Tier 3 Share	e of Benefit (z) e of Benefit (aa)							(bb) Tier 1	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (ห	v) x 110% PB	GC Guarantee (v)			\$397.94	N/								
8. Tier 2 Accru	Early		tor (1) x Joint a						(cc) Tier 2 Accrual \$0.00								
g. Tier 2 Minim	Tier : other	2 Share of Benerwise \$0	efit (z) x (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

()	(1)		(1)		(6)		(1.)	(*)	(1)	(2.)	(1)	(-)	(.)	(-)	(- \)	(,)	(-)
(a) Monthly Benefit	(b) Total Contributions	(c) Tier 1 Contributions	(d) Tier 2 Contributions	(e) Tier 3 Contributions	(f) Contributory Service	(g) PBGC Years of Service	(h) Contribution Accrual Rate	(i) Tier 2 Suspension Cap	(j) Tier 3 Suspension Cap	(k) Participant Age at Retirement	(I) Early Retirement Factor	(m) Spouse Age at Retirement	(n) Form of Payment	(o) Joint and Survivor Factor	(p) Survivor Benefit Factor	(q) Months To Age 80	(r) Amount Based On Disability*
\$434.02	\$25,850.00	\$25,850.00	\$0.00	\$0.00	12.675	13.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	1	\$0.00
11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p) 12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0 13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)								LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier B on Disability (r)	greater of 110	% PBGC						Sum of Tier Benefits \$397.94	(jj) Maximum Suspendable \$36.08			Applicatio Guarante		
16. Applicable f	Percentage (kk)	= Months to A	Age 80 (q) / 60									(kk) Applicable Percentage 1.67%	(II) Suspended		Limitation Based Lin	the Disability- nitation, and the	e
·	Amount (II) =												Amount \$0.60 (mm) Post Suspension Benefit \$433.42		After the I	ienefit Amount Proposed Bene on is Applied.	

The benefit suspension of the participants monthly benefit of \$434.02 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participants benefit is attributable to service with Tier 1 employers. In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is benefit is based on disability. However, the age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount - II).

Accordingly, the participants monthly benefit would be reduced to \$433.42 (Post Suspension Benefit - mm) which is the result of \$434.02 (Monthly Benefit - a) minus \$0.60 (Suspended Amount - II).

Note: The participant's birth date is in August 1936, making the participant 79 years and 11 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 1 (Months to Age 80 - q) month during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (August 2016).

9.2.29 EXAMPLE 21 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$434.02	\$25,850.00	\$25,850.00	\$0.00	\$0.00	12.675	13.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	1	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 21 (continued)

EXAMPLE 22	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 1 Terminate	d Vested Particip	oant with 20 or mo	ore Years of Contril	butory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$900.00	\$51,260.50	\$51,260.50	\$0.00	\$0.00	33.725	34.075	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
 Benefit Acc PBGC Accr PBGC Guar 110% PBG0 Tier 1 Percc Tier 2 Page 	ual(t) = 100% $vantee(u) = P$ $C Guarantee(v)$ $entage(w) = T$	6 of the first \$11 BGC Accrual (t) = PBGC Gua	I in (s) + 75% x PBGC Yea arantee (u) x 1	of the next \$33 ars of Service (g)		(s) Benefit Accrual \$26.41 (t) PBGC Accrual \$22.56 (u) PBGC Guarantee \$768.73 (v) 110% PBGC Guarantee \$845.60	(w) Tier 1 Percentage	(x) Tier 2 Percentage	(v) Tier 3 Percentage	LANE 5	LANE 6	LANE 7		Computati	on of the PBG	С
Tier 3 Perce	entage (v) = T e of Benefit (z) e of Benefit (aa)	= Tier 2 Perce = Tier 3 Perc	ons (e) / Total ntage (x) x Mo entage (y) x M	Contributions (b); (a)			100.00% (bb) Tier 1 Benefit	0.00% (z) Tier 2 Share of Benefit \$0.00	0.00% (aa) Tier 3 Share of Benefit \$0.00							
 Tier 2 Accru Tier 2 Minin 	Early Surviv	Retirement Factor	etor (I) x Joint a	and Survivor Fac				\$845.60	(cc) Tier 2 Accrual \$0.00						ı		
10. Tier 2 Bene	Tier : other	2 Share of Benerwise \$0	efit (z) x (1 -	Tier 2 Suspens					\$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensic	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$900.00	\$51,260.50	\$51,260.50	\$0.00	\$0.00	33.725	34.075	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru	Early labeled Survivo $(gg) = if 0$ Tier	Retirement Factor or Benefit Factor	or (I) x Joint ar (p)	nd Survivor Fact	or(0) X		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene										\$0.00	Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (hh))					\$845.60						
 15. Maximum Suspendable (iji) = Monthly Benefit (a) - the greater of 110% PBGC Guarantee (v), Sum of Tier Benefits (ii), or Amount Based on Disability (r) except that where the result is less than zero then zero. 16. Applicable Percentage (kk) = Months to Age 80 (q) / 60 												(jj) Maximum Suspendable \$54.40 (kk) Applicable Percentage 100.00%			Based Lim	n of the e-Based , the Disability- nitation, and th d Limitation	
17. Suspended18. Post Suspended													(II) Suspended Amount \$54.40 (mm) Post Suspension Benefit \$845.60		After the F	ienefit Amount Proposed Bene on is Applied.	

The benefit suspension of the participant's monthly benefit of \$900 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. The age-based limitation does not apply because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and the disability-based limitation does not apply because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$845.60 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit would be reduced to \$845.60 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$900.00	\$51,260.50	\$51,260.50	\$0.00	\$0.00	33.725	34.075	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 22 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 23	Calculation of the	e Proposed Benef	fit Suspension of a	Tier 1 Terminate	d Vested Particip	oant with 20 or mo	ore Years of Contri	butory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$2,399.65	\$157,672.00	\$157,672.00	\$0.00	\$0.00	20.95	20.95	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$965.00
Tier 3 Perce	ual(t) = 100% $vantee(u) = P$ $C Guarantee(v)$ $vantage(w) = T$ $vantage(v) = T$ $vantage(v) = T$	6 of the first \$11 BGC Accrual (t) = PBGC Gua Fier 1 Contribution Fier 2 Contribution = Tier 2 Perce	I in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (e) / Total	of the next \$33 ars of Service (g 10% Contributions (b Contributions (b); ;; ;;		(s) Benefit Accrual \$114.54 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$748.96 (v) 110% PBGC Guarantee \$823.86	(w) Tier 1 Percentage 100.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00	LANES	LANE 6	LANE 7		Computati	ion of the PBG	ic
7. Tier 1 Benef								(bb) Tier 1 Benefit \$823.86									
Tier 2 Accru Tier 2 Minim	Early Survivo	Retirement Factor Benefit Factor	etor (I) X Joint a	and Survivor Fac	ctor (o) X				(cc) Tier 2 Accrual \$0.00 (dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensic	Benefit	
10. Tier 2 Benef	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				(ee) Tier 2 Benefit								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$2,399.65	\$157,672.00	\$157,672.00	\$0.00	\$0.00	20.95	20.95	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$965.00
11. Tier 3 Accru 12. Tier 3 Minin 13. Tier 3 Bene	Early F Survivo num (gg) = if C Tier other	Retirement Factor r Benefit Factor Contributory Ser 3 Share of Benefits wise \$0	or (f) x Joint and (p) vice (f) >= 20 fit (aa) x $(1 - ab)$	nd Survivor Fact then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	enefit (ee) + Tie	r 3 Benefit (hh)				•	•	Sum of Tier Benefits \$823.86						
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(iji) Maximum Suspendable \$1,434.65			Based Lin	n of the e-Based , the Disability- nitation, and th d Limitation	
16. Applicable i	Percentage (kk)	= Months to A	ge 80 (q) / 60									100.00%			/ Igo Base	a Limitation	
17. Suspended18. Post Suspended	Amount (II) =												(II) Suspended Amount \$1,434.65 (mm) Post Suspension Benefit \$965.00		After the f	enefit Amount Proposed Bene on is Applied.	

The benefit suspension of the participants monthly benefit of \$2,399.65 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participants benefit is attributable to service with Tier 1 employers. In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). However, the disability-based limitation applies because \$965 (Amount Based on Disability - r) of the participant s benefit is based on disability and this amount is higher than \$823.86 (Sum of Tier Benefits - ii; 110% PBGC Guarantee - v), the reduced benefit amount per the proposed suspension and guarantee based limitation. As a result, the maximum amount that can be suspended is \$1,434.65 (Maximum Suspendable - jj) and the participant s monthly benefit would be reduced to \$965 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$2,399.65	\$157,672.00	\$157,672.00	\$0.00	\$0.00	20.95	20.95	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$965.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 23 (continued)

EXAMPLE 24	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 1 Terminate	d Vested Particip	ant with 20 or mo	ore Years of Contril	outory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$517.65	\$27,741.00	\$27,741.00	\$0.00	\$0.00	22	22.353	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	0	\$0.00
 Benefit Acc PBGC Accr PBGC Gua 110% PBG 	ual (t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$23.16 (t) PBGC Accrual \$20.12 (u) PBGC Guarantee \$449.74 (v) 110% PBGC Guarantee \$494.71	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
5. Tier 1 Perco	entage $(w) = T$ entage $(x) = T$ entage $(y) = T$ entage $(y) = T$	rier 1 Contribution rier 2 Contribution rier 3 Contribution Tier 2 Percei	ons (c) / Total ons (d) / Total ons (e) / Total	Contributions (b) Contributions (b) Contributions (b));));		G. G. C.	(w) Tier 1 Percentage 100.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	fit(bb) = Tier	1 Percentage (и	y) x 110% PB	GC Guarantee (i	ν)			(bb) Tier 1 Benefit \$494.71									
8. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
 g. Tier 2 Minin 10. Tier 2 Bene 	Tier 2 other	2 Share of Bene wise \$0	fit (z) X (1 -	Tier 2 Suspens	"				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed I Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor	Survivor Benefit	Months To Age 80	Amount Based On
														Factor	Factor		Disability*
\$517.65	\$27,741.00	\$27,741.00	\$0.00	\$0.00	22	22.353	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	0	\$0.00
ψ017.00	\$27,741.00	\$27,741.00	φυ.υυ	φυ.υυ	22	22.000								'	1	U	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
11. Tier 3 Accru	ıal (#1) - Tier 1	3 Contributions	a) v Contribu	ution Accrual Ra	uto (h.) Y					(ff)							
II. Her 5 Accid	Early I	Retirement Fact	or (I) x Joint an	nd Survivor Fact						Tier 3 Accrual							
	Survivo	r Benefit Factor	(p)							\$0.00							
12. Tier 3 Minin	oum (aa) = if (Contributory Sor	vico (f) >= 20	thon						(<i>gg</i>) Tier 3							
12. Her 3 Millin	Tier	3 Share of Bene		Tier 3 Susper	nsion Cap (j))					Minimum							
	othe	rwise \$0								\$0.00							
										(hh)							
										Tier 3 Benefit							
13. Tier 3 Bene	fit (hh) = the	greater of Tier 3	Accrual (ff) or	Tier 3 Minimu	m (<i>gg</i>)					\$0.00							
											(ii)						
									<u> </u>		Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (hh))					\$494.71						
	. ,	·	•	. ,										$\overline{}$			
15. Maximum S					% PBGC							(jj) ➤ Maximum €					
		Guarantee (v), Amount Based		enefits (ii), or except that whe	ere the result is							Suspendable					
		less than zero t	hen zero.									\$22.94			Applicatio	n of the	
												(kk)			Guarante	e-Based , the Disability-	
												Applicable Percentage		<u> </u>	Based Lin	nitation, and the	
16. Applicable F	Percentage (kk)	= Months to A	ge 80 (q) / 60									0.00%			/ igo Baso	2	
													(Ⅱ) ➤ Suspended				
													Amount				
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Pero	centage (kk)								\$0.00				
													<u> </u>	_	Manufacture 5	anatis A :	
													(mm) Post		After the I	Benefit Amount Proposed Bene	
													Suspension Benefit		Suspensi	on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$517.65		· L		

The benefit suspension of the participant's monthly benefit of \$517.65 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant s benefit is based on disability. However, the age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 0% (Applicable Percentage - kk) and \$22.94 (Maximum Suspendable - jj) resulting in \$0 (Suspended Amount - II). Accordingly, the participant's monthly benefit would remain at \$517.65 (Post Suspension Benefit - mm) which is the result of \$517.65 (Monthly Benefit - a) minus \$0 (Suspended Amount - II).

Note: The participant's birth date is in April 1936, making the participant 80 years and 3 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 0 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (April 2016).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$517.65	\$27,741.00	\$27,741.00	\$0.00	\$0.00	22	22.353	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	0	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 24 (continued)

EXAMPLE 25	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Active , Re	etired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory S	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,138.31	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
Benefit Acc	erual (s) = Mon	ithly Benefit (a)	/ PBGC Years	s of Service (g)			(s) Benefit Accrual \$109.78										
2. PBGC Acci	rual (t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33	in (s)		PBGC Accrual \$35.75								Computati Guarantee	on of the PBG	С
3. PBGC Gua	rantee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		(u) PBGC Guarantee \$696.34								IL		_
4. 110% PBG	C Guarantee (v)	= PBGC Gua	rantee (u) X 1	10%			Guarantee \$765.97	(w)	(x)	(v)							
Tier 2 Perc	entage (w) = T entage (x) = T entage (y) = T	ier 2 Contributio	ns (d) / Total	Contributions (b);			Tier 1 Percentage	Tier 2 Percentage	Tier 3 Percentage							
	e of Benefit (z) : e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$2,138.31	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	efit (bb) = Tier	1 Percentage (w) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accr			tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$1,467.52								
9. Tier 2 Minir				then Tier 2 Suspens	ion Cap (i))				(dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
10. Tier 2 Bene	efit (ee) = the g	reater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (<i>dd</i>)				Benefit \$1,467.52								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,138.31	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru	Early I Survivo $(gg) = if 0$ Tier	Retirement Factor Benefit Factor Contributory Ser	or (I) x Joint and (p) vice (f) >= 20	nd Survivor Fact	or(ø) X		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene										Tier 3 Benefit	(ii) Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)						\$1,467.52						
15. Maximum S16. Applicable F		Guarantee (v), Amount Based less than zero t	Sum of Tier B on Disability (r) hen zero.									(ji) Maximum Suspendable \$670.79 (kk) Applicable Percentage 100.00%			Based Lir	on of the e-Based , the Disability- nitation, and th d Limitation	
17. Suspended18. Post Suspended													(II) Suspended Amount \$670.79 (mm) Post Suspension Benefit \$1,467.52		After the	Benefit Amount Proposed Bene on is Applied.	

The participant's monthly benefit of \$2,138.31 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$146,751.60 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q), there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant s benefit is based on disability, and there is no applicable guarantee-based limitation because \$765.97 (110% PBGC Guarantee - v) is lower than \$1,467.52 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the retiree's monthly benefit would be reduced to \$1,467.52 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,138.31	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 25 (continued)

EXAMPLE 25A	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Active, Re	tired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory S	ervice*								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,480.05	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	62 years; 0 months	0.82	59	Joint and 75% Surviving Spouse	0.8441	1	60	\$0.00
2. PBGC Acc	erual $(s) = Mor$ $erual(t) = 100\%$ $erual(u) = P$	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$75.99 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$696.34	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
 Tier 1 Pero Tier 2 Pero Tier 3 Pero Tier 2 Sha 	GC Guarantee (v) sentage (w) = T sentage (x) = T sentage (y) = T	Fier 1 Contribution Fier 2 Contribution Fier 3 Contribution Fier 3 Contribution Fier 2 Percei	ons (c) / Total ons (d) / Total ons (e) / Total	Contributions (b) Contributions (b) Contributions (b) contributions (d));));		(v) 110% PBGC Guarantee \$765.97	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 100.00% (z) Tier 2 Share of Benefit	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit							
7. Tier 1 Ben	re of Benefit (aa) efft (bb) = Tier rual (cc) = Tier	1 Percentage (и	y) x 110% PB	GC Guarantee (ν)			(bb) Tier 1 Benefit \$0.00	\$1,480.05	\$0.00							
	Early Survive mum (dd) = if C Tier:	Retirement Factor Benefit Factor	tor (I) \mathbf{x} Joint a $\mathbf{r}(p)$	and Survivor Fac	etor (o) X				Tier 2 Accrual \$1,015.76 (dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
10. Tier 2 Ben	efit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				\$1,015.76								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,480.05	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	62 years; 0 months	0.82	59	Joint and 75% Surviving Spouse	0.8441	1	60	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benef	Early Survivo	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (f) \mathbf{x} Joint ar (p) vice (f) >= 20 shift (aa) \mathbf{x} (1	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tier	r 3 Benefit (hh)						Sum of Tier Benefits \$1,015.76						
15. Maximum Sı	,	= Monthly Ber Guarantee (v), Amount Based less than zero t	Sum of Tier Boon Disability (r)	enefits (ii), or								(jj) Maximum Suspendable \$464.29			Application Guarante		
16. Applicable P	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Applicable Percentage 100.00%	(11)		Based Lin	nitation, and the	e
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Perc	centage (kk)								Suspended Amount \$464.29 (mm) Post Suspension Benefit		After the I	Benefit Amount Proposed Beno on is Applied.	efit
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$1,015.76		IL		

The participant's monthly benefit of \$1,480.05 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$146,751.60 (Tier 2 Contributions - d) Times 0.82 (Early Retirement Factor - l) times 0.8441 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q), there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability, and there is no applicable guarantee-based limitation because \$765.97 (110% PBGC Guarantee - v) is lower than \$1,015.76 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the participant's monthly benefit would be reduced to \$1,015.76 (Post Suspension Benefit - mm).

^{*}To illustrate how the benefit of a participant who is not in pay status is calculated at retirement, this example assumes the active participant from Example 25 retires at age 62, has a spouse who is age 59 at retirement, and elects the Joint and 75% Surving Spouse option as the form of payment. 9.2.44

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,480.05	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	62 years; 0 months	0.82	59	Joint and 75% Surviving Spouse	0.8441	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 25A (continued)

EXAMPLE 26	Calculation of the	e Proposed Benef	it Suspension of a	Tier 2 Active, Re	etired or Beneficia	ary Participant wi	th less than 20 Yea	rs of Contributory S	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,138.26	\$90,090.80	\$0.00	\$90,090.80	\$0.00	12.072	12.505	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
 Benefit Accr PBGC Accr PBGC Guar 110% PBGC 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(c) Benefit Accrual \$91.02 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$447.05 (v) 110% PBGC Guarantee \$491.76	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	entage (w) = T entage (x) = T entage (y) = T	ier 2 Contributio	ns (d) / Total	Contributions (b);			(w) Tier 1 Percentage	(x) Tier 2 Percentage 100.00%	(v) Tier 3 Percentage 0.00%							
6. Tier 2 Share Tier 3 Share	e of Benefit (z) :							(bb) Tier 1	Tier 2 Share of Benefit \$1,138.26	Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (w) x 110% PB	GC Guarantee (v)			\$0.00	V								
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$900.91								
 Tier 2 Minim Tier 2 Benef 	Tier 2 other	2 Share of Bene wise \$0	fit (z) X (1 -	Tier 2 Suspens					Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$900.91						Computation Proposed Suspension	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,138.26	\$90,090.80	\$0.00	\$90,090.80	\$0.00	12.072	12.505	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benef	Early I Survivo (gg) = if (gg) = if of the other	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (f) x Joint and (p) vice (f) >= 20 fit (aa) x $(1 - ab)$	nd Survivor Fact then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (Iff) Tier 3 Accrual \$0.00 V (gg) Tier 3 Minimum \$0.00 V (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	enefit (ee) + Tiel	3 Benefit (hh)						Sum of Tier Benefits \$900.91						
15. Maximum Si	,	Guarantee (v),	Sum of Tier Boon Disability (r)				<u> </u>					(jj) Maximum Suspendable \$123.26 ↓ (kk)			Application		
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Applicable Percentage	(11)		Based Lir	nite Disability nitation, and the	ee
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	eentage (kk)								Suspended Amount \$123.26 (mm) Post Suspension Benefit		After the	Benefit Amount Proposed Ben on is Applied.	: efit
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$1,015.00		IL		

The active participant's monthly benefit of \$1,138.26 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$90,090.80 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable guarantee-based limitation because \$491.76 (110% PBGC Guarantee - v) is lower than \$900.91 (Sum of Tier Benefits - ii). However, In the disability - r) of the participant s benefit is based on disability and this amount is higher than \$900.91 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$123.26 (Maximum Suspendable - jj) and the participant's monthly benefit would be reduced to \$1,015 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
														1 dotoi	1 dotoi		Disability
\$1,138.26	\$90,090.80	\$0.00	\$90,090.80	\$0.00	12.072	12.505	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 26 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 27	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 2 Active, Re	tired or Benefici	ary Participant wi	th less than 20 Yea	ars of Contributory S	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,285.01	\$68,185.00	\$0.00	\$68,185.00	\$0.00	17.575	18.025	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	32	\$1,015.00
Benefit Accr PBGC Accr PBGC Guar	rual (t) = 100%	% of the first \$11	lin(s) + 75%	of the next \$33			(s) Benefit Accrual \$71.29 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$644.39	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
 4. 110% PBG0 5. Tier 1 Perce 	C Guarantee (v)	= PBGC Gua	arantee (u) x 1	110%			(v) 110% PBGC Guarantee \$708.83	(w) Tier 1	(x) Tier 2	(v) Tier 3							
Tier 2 Perce Tier 3 Perce 6. Tier 2 Share	entage (x) = T entage (y) = T	Tier 2 Contribution Tier 3 Contribution Tier 2 Percei	ons (d) / Total ons (e) / Total ontage (x) x Mo	Contributions (b Contributions (b contributions (contributions)	(); () ();			Percentage 0.00%	Percentage 100.00% (z) Tier 2 Share of Benefit \$1,285.01	0.00% (aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (и	v) x 110% PB0	GC Guarantee (v)			(bb) Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a						(cc) Tier 2 Accrual \$681.85								
g. Tier 2 Minim	Tier : other	2 Share of Benerwise \$0	efit (z) x (1 -	Tier 2 Suspens	"				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit						Computati Proposed Suspensio	Benefit	
10. Tier 2 Benef	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (dd)				\$681.85								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2	Tier 3 Suspension Cap	Participant Age at Retirement		Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,285.01	\$68,185.00	\$0.00	\$68,185.00	\$0.00	17.575	18.025	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	32	\$1,015.00
12. Tier 3 Minin	Survivo $(gg) = if C$	Retirement Factor r Benefit Factor Contributory Ser 3 Share of Benefits wwise \$0	or (t) x Joint ar (p) vice (f) >= 20 fit (aa) x (1	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier Bo on Disability (r)	greater of 110	% PBGC						(ii) Sum of Tier Benefits \$681.85	(jj) Maximum Suspendable \$270.01			Applicatio Guarante	n of the e-Based	
16. Applicable l	Percentage (kk)	= Months to A	age 80 (q) / 60									(kk) Applicable Percentage 53.33%	(II)		Limitation Based Lin	, the Disability- nitation, and th d Limitation	
	Amount (II) =												(mm) Post Suspension Benefit \$1,141.01		After the I	Benefit Amount Proposed Bene on is Applied.	

The benefit suspension of the retiree's monthly benefit of \$1,285.01 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$68,185 (Tier 2 Contributions - d) times 1 (Early Retirement Factor - l) times 1 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, the disability-based limitation and the guarantee-based limitation apply because \$1,015 (Amount Based on Disability - r) and \$708.83 (110% PBGC Guarantee - v) are higher than \$681.85 (Sum of Tier Benefits - ii). Since \$1,015 (Amount Based on Disability - r) is higher than \$708.83 (110% PBGC Guarantee - v) the disability-based limitation also applies because the maximum amount that can be suspended is \$270.01 (Maximum Suspendable - jj). In addition, the age-based limitation also applies because the retiree has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 53.33% (Applicable Percentage - kk) and \$270.01 (Maximum Suspendable - jj) resulting in \$144 (Suspended Amount - II). Accordingly, the retiree's monthly benefit would be reduced to \$1,141.01 (Post Suspension Benefit - mm) which is the result of \$1,285.01 (Monthly Benefit - a) minus \$144 (Suspended Amount - II).

Note: The retiree's birth date is in March 1939, making the retiree 77 years and 4 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 32 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (March 2019).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,285.01	\$68,185.00	\$0.00	\$68,185.00	\$0.00	17.575	18.025	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	32	\$1,015.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 27 (continued)

EXAMPLE 28	Calculation of the	Proposed Benef	it Suspension of a	a Tier 2 Active, Re	tired or Beneficia	ary Participant w	ith 20 or more Yea	rs of Contributory Se	rvice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$850.35	\$39,638.00	\$0.00	\$39,638.00	\$0.00	30	30.493	1.0%	50%	40%	53 years; 1 month	0.7	54 years	Joint And 50% Surviving Spouse	0.9417	0.5	60	\$0.00
 Benefit Acc PBGC Acci PBGC Gua 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$27.89 (t) PBGC Accrual \$23.67 (u) PBGC Guarantee \$721.77	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
		ier 1 Contributio	ons (c) / Total	Contributions (b)	·);		Guarantee \$793.95	(w) Tier 1 Percentage	(x) Tier 2 Percentage 100.00%	(v) Tier 3 Percentage							
6. Tier 2 Shan Tier 3 Shan	e of Benefit (z) :e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$850.35	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (w	x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$130.64								
 g. Tier 2 Minin 10. Tier 2 Bene 	Tier 2 other	2 Share of Bene wise \$0	fit (z) X (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$425.18 (ee) Tier 2 Benefit \$425.18						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$850.35	\$39,638.00	\$0.00	\$39,638.00	\$0.00	30	30.493	1.0%	50%	40%	53 years; 1 month	0.7	54 years	Joint And 50% Surviving Spouse	0.9417	0.5	60	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benet	Early Survivo	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	$\operatorname{cr}(f) \times \operatorname{Joint} \operatorname{ar}(p)$ $\operatorname{cr}(f) >= 20$ $\operatorname{dist}(aa) \times (1 - 4)$	nd Survivor Fact then Tier 3 Suspen	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (Iff) Tier 3 Accrual \$0.00 (Igg) Tier 3 Minimum \$0.00 (Inh) Tier 3 Benefit \$0.00	(ii) Sum of Tier Benefits	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)						\$425.18			_			
15. Maximum S		= Monthly Ber Guarantee (v), Amount Based less than zero t	Sum of Tier Boon Disability (r)	enefits (ii), or								(jj) Maximum Suspendable \$56.40 (kk) Applicable			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	ge 80 (q) / 60									Percentage 100.00%	(II) Suspended		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	entage (kk)								(mm) Post Suspension Benefit		After the I	enefit Amount Proposed Bene on is Applied.	

The beneficiary's monthly benefit of \$850.35 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$39,638 (Tier 2 Contributions - d) times 0.7 (Early Retirement Factor - l) times 0.9417 (Joint and Survivor Factor - o) times 0.5 (Survivor Benefit Factor - p). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant had 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the beneficiary has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the beneficiary s benefit is based on disability. However, the guarantee-based limitation applies because \$793.95 (110% PBGC Guarantee - v) is higher than \$425.18 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$56.40 (Maximum Suspendable - jj) and the beneficiary s monthly benefit would be reduced to \$793.95 (Post Suspension Benefit - mm).

EXAMPLE 28 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$850.35	\$39,638.00	\$0.00	\$39,638.00	\$0.00	30	30.493	1.0%	50%	40%	53 years; 1 month	0.7	54 years	Joint And 50% Surviving Spouse	0.9417	0.5	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 28 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 29	Calculation of the	e Proposed Benef	it Suspension of a	Tier 2 Active, Re	tired or Beneficia	ary Participant wit	th 20 or more Year	s of Contributory Ser	vice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly	Total	Tier 1	Tier 2	Tier 3	Contributory	PBGC Years	Contribution	Tier 2	Tier 3	Participant Age	Early Retirement	Spouse Age at	Form of Payment	Joint and	Survivor	Months To	Amount
Benefit	Contributions	Contributions	Contributions	Contributions	Service	of Service	Accrual Rate	Suspension Cap	Suspension Cap	at Retirement	Factor	Retirement		Survivor Factor	Benefit Factor	Age 80	Based On Disability
										65 years;			Lifetime				
\$1,398.84	\$76,419.80	\$0.00	\$76,419.80	\$0.00	21.702	21.996	1.0%	50%	40%	0 months	1	N/A	Only	1	1	60	\$965.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
							(s) Benefit										
							Accrual										
Benefit A	ccrual(s) = Mor	thly Benefit (a)	/ PBGC Years	of Service (g)			\$63.60										
							(t)										
							PBGC Accrual								Computati	on of the PBG	
2. PBGC Ad	crual (t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33	in (s)		\$35.75								Guarantee		~
							(u)	<u> </u>							1		
							PBGC Guarantee								`		_
3. PBGC G	arantee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		\$786.36										
							(v) 110% PBGC										
4 110% PR	GC Guarantee (v)	= PRGC Gua	rantee (u.) 🗴 1	10%			Guarantee \$865.00										
,	00 Oddia:1100 (r)	- 1200 040	and (a) A	.070													
5 Tier 1 Pe	centage (w) = T	ier 1 Contributio	ons (c) / Total	Contributions (b) :			(w) Tier 1	(x) Tier 2	(y) Tier 3							
Tier 2 Pe	centage $(x) = T$ centage $(y) = T$	ier 2 Contributio	ons (d) / Total	Contributions (b);			Percentage 0.00%	Percentage 100.00%	Percentage 0.00%							
1161 3 1 6	centage (/) = 1	iei 3 Contributio	ons (e) i Total	Contributions (b	,			0.00%	100.00%	J. 50.50							
									(z) Tier 2 Share	(aa) Tier 3 Share							
6. Tier 2 Sh	are of Benefit (z)	= Tier 2 Perce	ntage (x) X Mo	onthly Benefit (a) ;				of Benefit	of Benefit							
Tier 3 Sh	are of Benefit (aa)	= Tier 3 Perc	entage (y) X M	Monthly Benefit (a)				\$1,398.84	\$0.00							
								(bb)									
7 Ti 4 D-	-Citary Time	4 D) 4400/ BB	00.0			-	Tier 1 Benefit									
7. Her i Be	nefit (bb) = Tier	1 Percentage (w	y) X 110% PB0	GC Guarantee (v)			\$0.00									
ο Tier 2 Δα	rual (cc) = Tier	2 Contributions	(d) Y Contrib	ution Accrual R	ate (b) v				(cc)								
6. Her 2 7to	Early	Retirement Fac	tor (I) x Joint a	and Survivor Fac					Tier 2 Accrual								
	Surviv	or Benefit Facto	r (p)						\$764.20								
									(dd)								
9. Tier 2 Mir	imum(dd) = if C	Contributory Ser	vice (f) >= 20	then					(aa) Tier 2 Minimum								$\neg \vdash$
	Tier :			Tier 2 Suspens	ion Cap (i))				\$699.42						Computation Proposed I	on of the Benefit	
	2.1101	•-										<u> </u>			Suspensio		
									(ee) Tier 2						'		一
									Benefit								
10. Tier 2 Be	nefit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (dd)				\$764.20			I					l

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,398.84	\$76,419.80	\$0.00	\$76,419.80	\$0.00	21.702	21.996	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$965.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Bene	Early F Survivo num (gg) = if C Tier: other	Retirement Factor r Benefit Factor Contributory Ser 3 Share of Benefits wise \$0	or (f) x Joint and (p) vice (f) >= 20 stit (aa) x $(1 + ab)$	nd Survivor Fact then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	(ii) Sum of Tier	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (hh)						\$764.20			_			
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum ≤ Suspendable \$433.84			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									100.00%	(II) → Suspended		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Pero	centage (kk)								\$433.84 (mm) Post Suspension Benefit		After the I	Benefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$965.00		1		

The retiree's monthly benefit of \$1,398.84 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$76,419.80 (Tier 2 Contributions - d) times 1 (Early Retirement Factor - l) times 1 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). There is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). Both, the guarantee-based limitation and the disability-based limitation apply because \$865 (110% PBGC Guarantee - v) and \$965 (Amount Based on Disability - r) are higher than \$764.20 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. Since \$965 (Amount Based on Disability - r), the disability-based limitation, is higher than \$865 (110% PBGC Guarantee - v), the guarantee-based limitation, the disability-based limitation prevails. As a result, the maximum amount that can be suspended is \$433.84 (Maximum Suspendable - jj) and the retiree's monthly benefit would be reduced to \$965 (Post Suspension Benefit - mm).

9.2.56 EXAMPLE 29 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,398.84	\$76,419.80	\$0.00	\$76,419.80	\$0.00	21.702	21.996	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$965.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 29 (continued)

EXAMPLE 30	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Active, Re	tired or Beneficia	ary Participant wi	th 20 or more Year	s of Contributory Se	rvice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,805.00	\$80,034.80	\$0.00	\$80,034.80	\$0.00	33.35	33.65	1.0%	50%	40%	59 years; 3 months	0.835	57	Joint and 50% Surviving Spouse	0.9093	1	34	\$0.00
 Benefit Accr PBGC Accr PBGC Guar 	ual (t) = 100%	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$83.36 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$1,202.99	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	
	entage (w) = T entage (x) = T	Fier 1 Contributio	ons (c) / Total		·);		Guarantee \$1,323.29	(w) Tier 1 Percentage	(x) Tier 2 Percentage 100.00%	(v) Tier 3 Percentage 0.00%							
6. Tier 2 Share Tier 3 Share				onthly Benefit <i>(a</i> Monthly Benefit <i>(</i>				(bb)	(z) Tier 2 Share of Benefit \$2,805.00	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ	r) x 110% PB0	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$607.68								
 g. Tier 2 Minim 10. Tier 2 Bener 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$1,402.50 Vee Tier 2 Benefit \$1,402.50						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,805.00	\$80,034.80	\$0.00	\$80,034.80	\$0.00	33.35	33.65	1.0%	50%	40%	59 years; 3 months	0.835	57	Joint and 50% Surviving Spouse	0.9093	1	34	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Bene	Early f Survivo num (gg) = if (Tier othe	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (I) x Joint and (IP) vice (IP) >= 20 fit (aa) x (1)	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	iuspendable (jj)	= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier B on Disability (r)	greater of 110°	% PBGC		<u> </u>				Sum of Tier Benefits \$1,402.50	(jj) Maximum Suspendable \$1,402.50 (kk) Applicable			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	age 80 (q) / 60									Percentage 56.67%	(II) Suspended Amount		Age-Base	d Limitation	
17. Suspended18. Post Suspended													(mm) Post Suspension Benefit \$2,010.25		After the I	Benefit Amount Proposed Bene on is Applied.	efit

The benefit suspension of the retiree's monthly benefit of \$2,805.00 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$80,034.80 (Tier 2 Contributions - d) times 0.835 (Early Retirement Factor - l) times 0.9093 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the retiree's benefit is based on disability. However, the age-based limitation applies because the retiree has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 56.67% (Applicable Percentage - kk) and \$1,402.50 (Maximum Suspended Imitation applies the suspension Benefit - mm) which is the result of \$2,805.00 (Monthly Benefit - a) minus \$794.75 (Suspended Amount - II).

Note: The retiree s birth date is in May 1939, making the retiree 77 years and 2 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 34 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (May 2019).

2.59 EXAMPLE 30 (continued)

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,805.00	\$80,034.80	\$0.00	\$80,034.80	\$0.00	33.35	33.65	1.0%	50%	40%	59 years; 3 months	0.835	57	Joint and 50% Surviving Spouse	0.9093	1	34	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 30 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 31	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Terminate	d Vested Particip	oant with less tha	n 20 Years of Cont	ributory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$475.42	\$23,771.00	\$0.00	\$23,771.00	\$0.00	6	6.3	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
Tier 3 Perce	ual(t) = 100% $vantee(u) = P$ $vantage(w) = T$ $vantage(v) = T$ $vantage(v) = T$	6 of the first \$11 BGC Accrual (t) = PBGC Gua ier 1 Contribution ier 2 Contribution ier 3 Contribution	in (s) + 75% x PBGC Year prantee (u) x 1 cons (c) / Total cons (e) / Total	of the next \$33 ars of Service (g) 10% Contributions (b) Contributions (b) Contributions (b)););)		(s) Benefit Accrual \$75.46 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$225.22 (v) 110% PBGC Guarantee \$247.74	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 100.00% (z) Tier 2 Share of Benefit	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit	LANE 5	LANE 6	LANE 7		Computat Guarantee	on of the PBG	GC GC
 Tier 2 Share Tier 3 Share Tier 1 Benet Tier 2 Accru 	e of Benefit (aa)	= Tier 3 Perc	entage (y) x M	Monthly Benefit (GC Guarantee (v)			(bb) Tier 1 Benefit \$0.00	\$475.42	\$0.00							
g. Tier 2 Minim	Early Survivo num (dd) = if C Tier 2 other	Retirement Factor Benefit Factor Benefit Factor Scontributory Ser 2 Share of Benewise \$0	tor (i) \mathbf{x} Joint a $\mathbf{r}(p)$ vice (f) >= 20 fit (z) \mathbf{x} (1 -	and Survivor Fac then Tier 2 Suspens	ion Cap (i))				Tier 2 Accrual \$118.86 (dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$118.86						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$475.42	\$23,771.00	\$0.00	\$23,771.00	\$0.00	6	6.3	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
_{12.} Tier 3 Minin	Survivo $(gg) = if ($ Tier	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benefits Twise \$0	or (f) x Joint and (p) vice (f) >= 20 fit (aa) x $(1 - ab)$	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	enefit (ee) + Tie	r 3 Benefit (hh))					Sum of Tier Benefits \$118.86			_			
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)			÷						(jj) Maximum ≤ Suspendable \$227.68 (kk) Applicable					
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Percentage 100.00%	(II) ➤ Suspended			d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Pero	centage (kk)								Amount \$227.68 (mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								\$247.74		I		

The participant's monthly benefit of \$475.42 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$23,771 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the guarantee-based limitation applies because \$247.75 (110% PBGC Guarantee - v) is higher than \$118.86 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$227.67 (Maximum Suspendable - ji) and the participant's monthly benefit would be reduced to \$247.75 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$475.42	\$23,771.00	\$0.00	\$23,771.00	\$0.00	6	6.3	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 31 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 32	Calculation of th	e Proposed Benef	it Suspension of a	a Tier 2 Terminate	d Vested Particip	ant with less that	20 Years of Contr	ibutory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,184.08	\$89,449.90	\$0.00	\$89,449.90	\$0.00	11.139	11.139	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
2. PBGC Ad	cerual $(s) = Mor$ crual $(t) = 1009$ earantee $(u) = P$	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$106.30 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$398.22 (v) 110% PBGC	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
5. Tier 1 Pe Tier 2 Pe	GC Guarantee (v) centage (w) = \mathbb{T} centage (y) = \mathbb{T}	Fier 1 Contributio	ons (c) / Total	Contributions (b));		\$438.04	(w) Tier 1 Percentage	(x) Tier 2 Percentage	(y) Tier 3 Percentage 0.00%							
	are of Benefit (z) are of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$1,184.08	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Be	nefit (bb) = Tier	1 Percentage (w	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Ac		2 Contributions Retirement Factor Benefit Factor	tor (1) x Joint a						(cc) Tier 2 Accrual \$447.25								
		2 Share of Bene rwise \$0	fit (z) X (1 -	Tier 2 Suspens	"				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$447.25						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,184.08	\$89,449.90	\$0.00	\$89,449.90	\$0.00	11.139	11.139	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
{12.} Tier 3 Minin	Survivo $(gg) = if (G{gg})$	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benefits Twise \$0	or (f) x Joint and (p) vice (f) >= 20 fit (aa) x $(1 - ab)$	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier B	greater of 110	% PBGC						Sum of Tier Benefits \$447.25	(jj) → Maximum Suspendable					
16. Applicable F		less than zero t	hen zero.	o.oopa								\$169.08 (kk) Applicable Percentage 100.00%			Based Lir		
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perd	centage (kk)								Suspended Amount \$169.08		After the	Benefit Amount Proposed Ben	t efit
18. Post Suspe	nsion Benefit (m.	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								Suspension Benefit \$1,015.00			on is Applied.	

The participant's monthly benefit of \$1,184.08 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$89,449.90 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable guarantee-based limitation because \$438.04 (110% PBGC Guarantee - v) is lower than \$447.25 (Sum of Tier Benefits - ii). However, the disability-based limitation applies because \$1,015 (Amount Based on Disability - r) of the participant is based on disability and this amount is higher than \$447.25 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$169.08 (Maximum Suspendable - ji) and the participant is monthly benefit would be reduced to \$1,015 (Post Suspension Benefit - mm).

(a) Monthly Benefit	(b) Total Contributions	(c) Tier 1 Contributions	(d) Tier 2 Contributions		(f) Contributory Service	(g) PBGC Years of Service	(h) Contribution Accrual Rate	(i) Tier 2 Suspension Cap	(j) Tier 3 Suspension Cap		(I) Early Retirement Factor	(m) Spouse Age at Retirement	(n) Form of Payment	(o) Joint and Survivor Factor	(p) Survivor Benefit Factor	(q) Months To Age 80	(r) Amount Based On Disability*
\$1,184.08	\$89,449.90	\$0.00	\$89,449.90	\$0.00	11.139	11.139	0.5% LANE 1	50% LANE 2	40% LANE 3	N/A	1 LANE 5	N/A	N/A	1	1	60	\$1,015.00

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 32 (continued)

EXAMPLE 3	Calculation of t	he Proposed Bene	fit Suspension of a	a Tier 2 Terminate	d Vested Particip	ant with less than	n 20 Years of Contr	ributory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$505.73	\$24,588.00	\$0.00	\$24,588.00	\$0.00	6.15	6.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	27	\$0.00
 PBGC PBGC 	Accrual $(s) = Mc$ Accrual $(t) = 100$ Guarantee $(u) = 100$	% of the first \$11	I in (s) + 75%	of the next \$33			(s) Benefit Accrual \$82.23 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$219.86 (v) 110% PBGC Guarantee \$241.85	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
Tier 2 F Tier 3 F	ercentage (w) = ercentage (x) = ercentage (y) = hare of Benefit (aa	Tier 2 Contribution Tier 3 Contribution = Tier 2 Perce	ons (d) / Total ons (e) / Total onsage (x) x Mo	Contributions (b Contributions (b contributions (c));));			(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 100.00% (z) Tier 2 Share of Benefit \$505.73	(v) Tier 3 Percentage 0.00% (aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 E	enefit (bb) = Tie	r 1 Percentage (и	v) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00	N								
8. Tier 2 /		er 2 Contributions y Retirement Fac vor Benefit Facto	tor (1) x Joint a						(cc) Tier 2 Accrual \$122.94								
		^r 2 Share of Bene erwise \$0	efit (z) x (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$122.94						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$505.73	\$24,588.00	\$0.00	\$24,588.00	\$0.00	6.15	6.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	27	\$0.00
	Survivo num (gg) = if C Tier:	Retirement Factor r Benefit Factor Contributory Ser	or (l) x Joint ar (p)	nd Survivor Fact	or (0) X		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
3. Tier 3 Bene	fit (hh) = the g	greater of Tier 3	Accrual (#7) or	Tier 3 Minimu	m (<i>gg</i>)					(hh) Tier 3 Benefit	(ii) Sum of Tier Benefits						
4. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tier	r 3 Benefit (hh)						\$122.94			_			
5. Maximum S		Guarantee (v),	Sum of Tier Bo on Disability (r)									(jj) Maximum Suspendable \$263.88 (kk) Applicable Percentage			Based Lir		
6. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									45.00%	(II) Suspended Amount		1		
7. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	centage (kk)								\$118.75 (mm) Post Suspension		After the	Benefit Amount Proposed Bene on is Applied.	: efit

The participant's monthly benefit of \$505.73 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$24,588 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is benefit is based on disability but the guarantee-based limitation applies because \$241.85 (110% PBGC Guarantee - v) is higher than \$122.94 (Sum of Tier Benefits - ii) and therefore the maximum suspendable amount is \$263.88 (Maximum Suspendable - jj). The age-based limitation alphies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 45% (Applicable Percentage - kk) and \$263.88 (Maximum Suspendable - jj) resulting in \$118.75 (Suspended Amount - II). Accordingly, the participant is monthly benefit would be reduced to \$386.98 (Post Suspension Benefit - mm) which is the result of \$505.73 (Monthly Benefit - a) minus \$118.75 (Suspended Amount - II).

Note: The participant's birth date is in October 1938, making the participant 77 years and 9 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 27 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (October 2018).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$505.73	\$24,588.00	\$0.00	\$24,588.00	\$0.00	6.15	6.15	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	27	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 33 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 34	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Terminate	d Vested Particip	oant with 20 or me	ore Years of Contri	butory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$241.80	\$11,163.00	\$0.00	\$11,163.00	\$0.00	23.5	23.943	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
	ual(t) = 100% $vantee(u) = P$ $C Guarantee(v)$ $vantage(w) = T$ $entage(x) = T$	6 of the first \$11 BGC Accrual (t) = PBGC Gua	in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total	of the next \$33 ars of Service (g);););		(s) Benefit Accrual \$10.10 \$\rightarrow\$ (t) PBGC Accrual \$10.10 \$\rightarrow\$ (u) PBGC Guarantee \$241.80 \$\rightarrow\$ (v) 110% PBGC Guarantee \$265.98	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 100.00%	(y) Tier 3 Percentage 0.00%	LANE 5	LANE 6	LANE 7		Computati	on of the PBG	ic]
6. Tier 2 Share Tier 3 Share				onthly Benefit <i>(a</i> Nonthly Benefit <i>(</i>				(bb)	(z) Tier 2 Share of Benefit \$241.80	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benet	fit (bb) = Tier	1 Percentage (и	,) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$111.63								
 g. Tier 2 Minim 10. Tier 2 Benef 	Tier : other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	"				(ee) Tier 2 Minimum \$120.90 (ee) Tier 2 Benefit \$120.90						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

		·															
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$241.80	\$11,163.00	\$0.00	\$11,163.00	\$0.00	23.5	23.943	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru	Early I Survivo survi	Retirement Factor r Benefit Factor Contributory Ser	or (I) x Joint and (p) vice (f) >= 20	nd Survivor Fact	or(0) X		LANE 1	LANE 2	LANE 3	LANE 4 (Iff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene	fit (hh) = the s	greater of Tier 3	Accrual (ff) o	r Tier 3 Minimu	m (gg)					(hh) Tier 3 Benefit	(ii) Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	enefit (ee) + Tier	r 3 Benefit (hh)						\$120.90						
15. Maximum S		Guarantee (v),	Sum of Tier B on Disability (r)									(jj) Maximum Suspendable \$0.00 (kk) Applicable Percentage			Based Lir	on of the e-Based , the Disability- nitation, and th d Limitation	
16. Applicable F	Percentage (kk)	= Months to A	ge 80 (q) / 60									100.00%			I		
17. Suspended													(II) Suspended Amount \$0.00 (mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$241.80				

The participant's monthly benefit of \$241.80 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$11,163 (Tier 2 Contributions - d). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the guarantee-based limitation applies because \$265.98 (110% PBGC Guarantee - v) is higher than \$12.0.90 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$0 (Maximum Suspendable - jj) and the participant's monthly benefit would remain at \$241.80 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$241.80	\$11,163.00	\$0.00	\$11,163.00	\$0.00	23.5	23.943	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 34 (continued)

(a) Monthly Benefit	(b) Total Contributions	(c)	(d)	(e)	(f)	(g)	(1-)	(*)	(1)		4-3	4 1		()	(p)	(q)	(r)
Benefit					",	(97	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(P)	(47	(1)
¢1 307 67		Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
φ1,327.07	\$97,717.70	\$0.00	\$97,717.70	\$0.00	24.083	25.049	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
Benefit Acci PBGC Acci PBGC Guar	rual (t) = 100%	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$53.00 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$895.50 (v) 110% PBGC	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	.,	Fier 1 Contributio	ons (c) / Total	Contributions (b));		\$985.05	(w) Tier 1 Percentage	(x) Tier 2 Percentage	(y) Tier 3 Percentage 0.00%							
6. Tier 2 Share Tier 3 Share	e of Benefit (z) e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$1,327.67	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Benef	efit (bb) = Tier	1 Percentage (พ) x 110% PB0	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$977.18								
g. Tier 2 Minim 10. Tier 2 Benei	Tier : other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	//				(dd) Tier 2 Minimum \$663.84 V (ee) Tier 2 Benefit \$977.18						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,327.67	\$97,717.70	\$0.00	\$97,717.70	\$0.00	24.083	25.049	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
2. Tier 3 Minir	Survivo mum(gg) = if(Tier:	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Beneral rwise \$0	or (i) x Joint and (ip) vice (f) >= 20 fit (aa) x (1	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
	r Benefits (ii) =		-								Sum of Tier Benefits \$977.18	(jj)		\neg			
5. Maximum S		Guarantee (v),	Sum of Tier B on Disability (r)				<u>L</u>					Maximum Suspendable			Applicatio Guarante	e-Based	
6. Applicable	Percentage (kk)	= Months to A	Age 80 (q) / 60									(kk) Applicable Percentage	(11)		Based Lir	, the Disability nitation, and the d Limitation	- ne
7. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Pero	centage (kk)								Suspended Amount \$312.67			Benefit Amount Proposed Bene	
8. Post Suspe	ension Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								Suspension Benefit \$1,015.00			on is Applied.	

The participant's monthly benefit of \$1,327.67 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$97,717.70 (Tier 2 Contributions - d). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). There is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). Both, the guarantee-based limitation and the disability-based limitation apply because \$985.05 (110% PBGC Guarantee - v) and \$1,015 (Amount Based on Disability - r) are higher than \$977.18 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. Since \$1,015 (Amount Based on Disability-based limitation prevails. As a result, the maximum amount that can be suspended is \$312.67 (Maximum Suspendable - ji) and the participant's monthly benefit would be reduced to \$1,015 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,327.67	\$97,717.70	\$0.00	\$97,717.70	\$0.00	24.083	25.049	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 35 (continued)

EXAMPLE 36	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 2 Terminate	d Vested Particip	ant with 20 or mo	ore Years of Contrib	outory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$667.78	\$39,365.00	\$0.00	\$39,365.00	\$0.00	20.6	20.725	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	6	\$0.00
	ual $(t) = 100\%$ rantee $(u) = P$ C Guarantee (v) entage $(w) = T$ entage $(x) = T$	% of the first \$11 BGC Accrual (t) = PBGC Gua	in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total	of the next \$33 ars of Service (g););		(s) Benefit Accrual \$32.22 (t) PBGC Accrual \$26.92 (u) PBGC Guarantee \$557.92 (v) 110% PBGC Guarantee \$613.71	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 100.00%	(y) Tier 3 Percentage 0.00%	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	
6. Tier 2 Share Tier 3 Share				onthly Benefit (<i>a</i> Monthly Benefit ((bb) Tier 1	(z) Tier 2 Share of Benefit \$667.78	(aa) Tier 3 Share of Benefit \$0.00							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$393.65								
 Tier 2 Minin Tier 2 Bene 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$333.89 (ee) Tier 2 Benefit \$393.65						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$667.78	\$39,365.00	\$0.00	\$39,365.00	\$0.00	20.6	20.725	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	6	\$0.00
_{12.} Tier 3 Minir	Survivo num(gg) = if C Tier:	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benericus \$0	or (p) X Joint ar (p) vice $(f) >= 20$ fit (aa) X $(1 - aa)$	then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$0.00 V (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$0.00	LANE 5	LANE 6	LANE 7				
4. Sum of Tie	r Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (ħħ)						(ii) Sum of Tier Benefits \$393.65	(jj)					
5. Maximum e		Guarantee (v),	Sum of Tier Bo on Disability (r)									Suspendable \$54.07 (kk) Applicable Percentage			Based Lir	n of the e-Based , the Disability- nitation, and th d Limitation	
	Percentage (kk)			Applicable B	contago (I-L)							10.00%	(II) Suspended Amount \$5.41		IL		
Suspended	I Amount (II) =	iviaxiifium Susp	епомоле (уг.) Х	мрр исавіе м его	≿e⊪tage (kk)								(mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	

The participant's monthly benefit of \$667.78 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$39,365 (Tier 2 Contributions - d). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is benefit is based on disability but the guarantee-based limitation applies because \$613.71 (110% PBGC Guarantee - v) is higher than \$393.65 (Sum of Tier Benefits - ii) and therefore the maximum suspendable amount is \$54.07 (Maximum Suspendable in the suspension (see note below). Because the age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 10% (Applicable Percentage - kk) and \$54.07 (Maximum Suspendable - jj) resulting in \$5.41 (Suspended Amount - II). Accordingly, the participant is monthly benefit would be reduced to \$662.37 (Post Suspension Benefit - mm) which is the result of \$667.78 (Monthly Benefit - a) minus \$5.41 (Suspended Amount - II).

Note: The participant's birth date is in January 1937, making the participant 79 years and 6 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 6 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (January 2017).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$667.78	\$39,365.00	\$0.00	\$39,365.00	\$0.00	20.6	20.725	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	6	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 36 (continued)

EXAMPLE 37	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 3 Active, Re	tired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory S	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,050.58	\$67,514.00	\$0.00	\$0.00	\$67,514.00	14.75	15.225	1.0%	50%	40%	65 years; 0 months	1	64 years	Joint And 50% Surviving Spouse	0.8821	1	60	\$0.00
Benefit Acc PBGC Acci PBGC Gua	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$69.00 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$544.29 (v) 110% PBGC	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	.,	ier 1 Contributio	ons (c) / Total	Contributions (b));		\$598.72	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(v) Tier 3 Percentage 100.00%							
6. Tier 2 Shan Tier 3 Shan	e of Benefit (z) :e of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$1,050.58							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
g. Tier 2 Minin	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(ad) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,050.58	\$67,514.00	\$0.00	\$0.00	\$67,514.00	14.75	15.225	1.0%	50%	40%	65 years; 0 months	1	64 years	Joint And 50% Surviving Spouse	0.8821	1	60	\$0.00
2. Tier 3 Minim	Survivo $(gg) = if C$ Tier:	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benericus \$0	or (t) \mathbf{x} Joint ar (p) vice (f) >= 20 fit (aa) \mathbf{x} (1 -	nd Survivor Fact then Tier 3 Suspen	or (o) X		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$595.54 V (gg) Tier 3 Minimum \$0.00 V (hh) Tier 3 Benefit \$595.54	LANE 5	LANE 6	LANE 7				
4. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)			L		 	Sum of Tier Benefits \$595.54						
5. Maximum S		Guarantee (v),	Sum of Tier Be on Disability (r)				<u> </u>					(jj) Maximum Suspendable \$451.86			Application Guarantee	e-Based	
6. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Applicable Percentage	(11)		Based Lin	, the Disability- nitation, and th d Limitation	
7. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Perc	entage (kk)								Suspended Amount \$451.86 (mm) Post Suspension		After the F	enefit Amount Proposed Bene on is Applied.	: efit
Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$598.72				

The retired participant's monthly benefit of \$1,050.58 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$67,514 (Tier 3 Contributions - e) times 1 (Early Retirement Factor - l) times 0.8821 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the guarantee-based limitation applies because \$598.72 (110% PBGC Guarantee - v) is higher than \$595.54 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the retiree's monthly benefit would be reduced to \$598.72 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,050.58	\$67,514.00	\$0.00	\$0.00	\$67,514.00	14.75	15.225	1.0%	50%	40%	65 years; 0 months	1	64 years	Joint And 50% Surviving Spouse	0.8821	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 37 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 38	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 3 Active, Re	tired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory Se	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,739.52	\$86,976.00	\$0.00	\$0.00	\$86,976.00	16.775	16.775	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$915.00
2. PBGC Ac	crual $(s) = Mor$ crual $(t) = 1009$ arantee $(u) = P$	% of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$103.70 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$599.71	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
5. Tier 1 Per Tier 2 Per	GC Guarantee (v) centage (w) = \mathbb{T} centage (y) = \mathbb{T}	Fier 1 Contributio	ons (c) / Total	Contributions (b));		Guarantee \$659.68	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage							
	re of Benefit (z) re of Benefit (aa)							(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$1,739.52							
7. Tier 1 Ber	efit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit									
8. Tier 2 Acc			tor (1) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
		2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,739.52	\$86,976.00	\$0.00	\$0.00	\$86,976.00	16.775	16.775	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$915.00
_{12.} Tier 3 Minir	Survivo $(gg) = if 0$ Tier	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (r) x Joint and (r) y Joint	nd Survivor Fact then Tier 3 Susper	nsion Cap (j))		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$869.76 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$869.76	LANE 5	LANE 6	LANE 7				
	r Benefits (ii) =		nefit (a) - the	greater of 110		•					Sum of Tier Benefits \$869.76	(jj) → Maximum €					
16. Applicable		Amount Based less than zero t	on Disability (r) then zero.	except that whe	ere the result is							\$824.52			Based Lir		
	Amount (II)			Applicable Pero	centage (kk)								(II) Suspended Amount \$824.52				
													(mm) Post Suspension Benefit		After the	Benefit Amount Proposed Beno on is Applied.	t efit

The retired participant's monthly benefit of \$1,739.52 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$86,976 (Tier 3 Contributions - e). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable guarantee-based limitation because \$659.68 (110% PBGC Guarantee - v) is lower than \$869.76 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. However, the disability-based limitation applies because \$915 (Amount Based on Disability - r) is higher than \$869.76 (Sum of Tier Benefits - ii). As a result, the retiree's monthly benefit would be reduced to \$915 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,739.52	\$86,976.00	\$0.00	\$0.00	\$86,976.00	16.775	16.775	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$915.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 38 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 39	Calculation of the	e Proposed Benef	it Suspension of a	Tier 3 Active, Re	tired or Beneficia	ary Participant wi	th less than 20 Yea	ars of Contributory Se	ervice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,917.74	\$117,254.00	\$0.00	\$0.00	\$117,254.00	15	15	1.0%	50%	40%	71 years; 0 months	1	N/A	Lifetime Only	1	1	7	\$0.00
Tier 3 Perce	rantee $(u) = 100$ % C Guarantee $(v) = 7$ entage $(w) = 7$ entage $(v) = 7$	6 of the first \$11 BGC Accrual (t) = PBGC Gua ier 1 Contribution ier 2 Contribution ier 3 Contribution = Tier 2 Perce	in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total cons (e) / Total	of the next \$33 ars of Service (g 10% Contributions (b Contributions (b);););		(s) Benefit Accrual \$127.85 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$536.25 (v) 110% PBGC Guarantee \$589.88	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 100.00% (aa) Tier 3 Share of Benefit \$1,917.74	LANE 5	LANE 6	LANE 7		Computati	on of the PBG	С
7. Tier 1 Benef 8. Tier 2 Accru 9. Tier 2 Minim	ual (cc) = Tier Early Survivi num (dd) = if C Tier:	2 Contributions Retirement Factor Benefit Factor Contributory Ser 2 Share of Bene	(d) x Contributor (l) x Joint a or (p)	oution Accrual R and Survivor Fac	ate (h) X			(bb) Tier 1 Benefit \$0.00	(cc) Tier 2 Accrual \$0.00 (dd) Tier 2 Minimum						Computati	on of the	
10. Tier 2 Benef	other	rwise \$0	,, ,	·	//				\$0.00 (ee) Tier 2 Benefit \$0.00						Proposed Suspension	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2	Tier 3 Suspension Cap	Participant Age at Retirement		Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,917.74	\$117,254.00	\$0.00	\$0.00	\$117,254.00	15	15	1.0%	50%	40%	71 years; 0 months	1	N/A	Lifetime Only	1	1	7	\$0.00
_{12.} Tier 3 Mini	Survivo $(gg) = if 0$ Tier	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (r) x Joint an r (p) rvice (f) >= 20 efit (aa) x (1	nd Survivor Fact then Tier 3 Susper	tor (o) X		LANE 1	LANE 2	LANE 3	## LANE 4 ## (#f) Tier 3 ## Accrual \$1,172.54 ## (## ## ## ## ## ## ## ## ## ## ## ##	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier B on Disability (r)	greater of 110	% PBGC						(ii) Sum of Tier Benefits \$1,172.54	(jj) Maximum Suspendable \$745.20			Applicatio		
16. Applicable	Percentage (kk)	= Months to A	Age 80 (q) / 60									Applicable Percentage	(11)		Based Lir	, the Disability- mitation, and the ed Limitation	
47. 0	d Amount (II) =	Maximum Susp	pendable (jj) x	Applicable Perc	centage (kk)							<u>L</u>	Suspended Amount \$86.94				

The retired participant's monthly benefit of \$1,917.74 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$117,254 (Tier 3 Contributions - e). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability and there is no applicable guarantee-based limitation because \$589.88 (110% PBGC Guarantee - v) is lower than \$1,172.54 (Sum of Tier Benefits - ii). The age-based limitation also applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 11.67% (Applicable Percentage - kk) and \$745.20 (Maximum Suspendable - jj) resulting in \$86.94 (Suspended Amount - II). Accordingly, the retiree's monthly benefit would be reduced to \$1,830.80 (Post Suspension Benefit - mm) which is the result of \$1,917.74 (Monthly Benefit - a) minus \$86.94 (Suspended Amount - II).

Note: The participant's birth date is in February 1937, making the participant 79 years and 5 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 7 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (February 2017).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,917.74	\$117,254.00	\$0.00	\$0.00	\$117,254.00	15	15	1.0%	50%	40%	71 years; 0 months	1	N/A	Lifetime Only	1	1	7	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 39 (continued)

EXAMPLE 40	Calculation of the	e Proposed Benef	it Suspension of a	Tier 3 Active, Re	tired or Beneficia	ary in Pay Status	with 20 or more Ye	ears of Contributory	Service								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,215.88	\$69,506.00	\$0.00	\$0.00	\$69,506.00	20	20.375	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
 Benefit Acc PBGC Accr PBGC Gua 	ual(t) = 100%	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$59.68 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$728.41	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
	.,	ier 1 Contributio	ons (c) / Total	Contributions (b));		Guarantee \$801.25	(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 100.00%							
6. Tier 2 Share Tier 3 Share	e of Benefit (z) :							(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$1,215.88							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$0.00								
g. Tier 2 Minin	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed I Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

											1						
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,215.88	\$69,506.00	\$0.00	\$0.00	\$69,506.00	20	20.375	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
12. Tier 3 Minir	Survivo $(gg) = if 0$ Tier	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (I) x Joint and (IP) vice (IP) >= 20 fit (aa) x (1)	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$695.06 (gg) Tier 3 Minimum \$729.53 (hh) Tier 3 Benefit \$729.53	LANE 5	LANE 6	LANE 7				
14. Sum of Tie	er Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	enefit (ee) + Tie	r 3 Benefit (hh)	1				•	Sum of Tier Benefits \$729.53						
15. Maximum \$		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum Suspendable \$414.63 (kk) Applicable Percentage			Based Lin	n of the e-Based , the Disability- nitation, and th d Limitation	
16. Applicable	Percentage (kk)	= Months to A	age 80 (q) / 60									100.00%	(11)		Age-base	a Litinauofi	
·	d Amount (II) =												Suspended Amount \$414.63 (mm) Post Suspension Benefit \$801.25		After the f	ienefit Amount Proposed Bene on is Applied.	

The retiree's monthly benefit of \$1,215.88 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$69,506 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the retiree has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the retiree's benefit is based on disability. However, the guarantee-based limitation applies because \$801.25 (110% PBGC Guarantee - v) is higher than \$729.53 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the retiree's monthly benefit would be reduced to \$801.25 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,215.88	\$69,506.00	\$0.00	\$0.00	\$69,506.00	20	20.375	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 40 (continued)

EXAMPLE 41								ears of Contributory		(2.)	(1)	(-)	(,)	(.)	(-)	(.)	(,)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$397.64	\$22,251.00	\$0.00	\$0.00	\$22,251.00	20.725	20.725	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$265.00
 Benefit Acc PBGC Accr PBGC Gua 110% PBG 	ual(t) = 1009	6 of the first \$11	in (s) + 75%	of the next \$33			(s) Benefit Accrual \$19.19 (t) PBGC Accrual \$17.14 (u) PBGC Guarantee \$355.23 (v) 110% PBGC Guarantee \$390.75	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	ion of the PBG	С
	entage $(x) = 1$	ier 2 Contributio	ons (d) / Total	Contributions (b) Contributions (b) Contributions (b));			(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 100.00%							
6. Tier 2 Share Tier 3 Share				onthly Benefit (a Monthly Benefit ((<i>bb</i>) Tier 1	Tier 2 Share of Benefit \$0.00	Tier 3 Share of Benefit \$397.64							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
9. Tier 2 Minin	Tier othe	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens					(dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
Tier 2 Bene	fit (ee) = the Q	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (<i>dd</i>)				\$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$397.64	\$22,251.00	\$0.00	\$0.00	\$22,251.00	20.725	20.725	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$265.00
12. Tier 3 Minin	Survivo num (gg) = if (Tier	Retirement Factor Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (t) x Joint and (p) vice (f) >= 20 efit (aa) x (1)	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	## LANE 4 (ff) Tier 3 Accrual \$222.51	LANE 5	LANE 6	LANE 7				
	Benefits (ii) =	= Monthly Ber	-	greater of 110						·	Sum of Tier Benefits \$238.58	(jj) → Maximum					
		Amount Based less than zero t	on Disability (r) then zero.	except that whe	ere the result is							\$6.89 (kk) Applicable Percentage			Based Lir		- ne
	Percentage (kk) Amount (II) =			Applicable Pero	centage (kk)							100.00%	Suspended Amount \$6.89 (mm) Post Suspension		After the	Benefit Amount Proposed Bene on is Applied.	efit
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								Benefit \$390.75			- hb	

The retiree's monthly benefit of \$397.64 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$22,251 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). There is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). Both, the guarantee-based limitation and the disability-based limitation apply because \$390.75 (110% PBGC Guarantee - v) and \$265 (Amount Based on Disability - r) are higher than \$238.58 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. Since \$390.75 (110% PBGC Guarantee - v), the guarantee-based limitation, is higher than \$265 (Amount Based on Disability - r), the disability-based limitation, the guarantee-based limitation prevails. As a result, the maximum amount that can be suspended is \$6.89 (Maximum Suspendable - jj) and the retiree s monthly benefit would be reduced to \$390.75 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$397.64	\$22,251.00	\$0.00	\$0.00	\$22,251.00	20.725	20.725	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$265.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 41 (continued)

EXAMPLE 42	Calculation of the	e Proposed Benef	it Suspension of a	Tier 3 Active, Re	tired or Beneficia	ary in Pay Status	with 20 or more Ye	ears of Contributory	Service								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,239.22	\$158,894.00	\$0.00	\$0.00	\$158,894.00	28.65	28.65	1.0%	50%	40%	68 years; 0 months	1	67	Joint and 50% Surviving Spouse	0.8657	1	45	\$0.00
 PBGC Act PBGC Gu 	crual $(s) = Mor$ crual $(t) = 100$ 9 arantee $(u) = P$ GC Guarantee (v)	6 of the first \$11	in (s) + 75%	of the next \$33			(c) Benefit Accrual \$78.16 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$1,024.24 (v) 110% PBGC Guarantee \$1,126.66	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
5. Tier 1 Per Tier 2 Per	centage $(w) = T$ centage $(y) = T$	ier 1 Contributio	ons (c) / Total	Contributions (b));			(w) Tier 1 Percentage	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share	(y) Tier 3 Percentage 100.00% (aa) Tier 3 Share							
Tier 3 Sha	re of Benefit (z) re of Benefit (aa) efit (bb) = Tier	= Tier 3 Perc	entage (y) x M	fonthly Benefit ((a)			(bb) Tier 1 Benefit \$0.00	of Benefit \$0.00	of Benefit \$2,239.22							
8. Tier 2 Acc			tor (1) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$0.00								
		2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

	T		()		(3)				1 (1)		1 (1)						
(a) Monthly Benefit	(b) Total Contributions	(c) Tier 1 Contributions	(d) Tier 2 Contributions	(e) Tier 3 Contributions	(f) Contributory Service	(g) PBGC Years of Service	(h) Contribution Accrual Rate	(i) Tier 2 Suspension Cap	(j) Tier 3 Suspension Cap	(k) Participant Age at Retirement	(I) Early Retirement Factor	(m) Spouse Age at Retirement	(n) Form of Payment	(o) Joint and Survivor Factor	(p) Survivor Benefit Factor	(q) Months To Age 80	(r) Amount Based On Disability
\$2,239.22	\$158,894.00	\$0.00	\$0.00	\$158,894.00	28.65	28.65	1.0%	50%	40%	68 years; 0 months	1	67	Joint and 50% Surviving Spouse	0.8657	1	45	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Bene	Early f Survivo num (gg) = if (Tier othe	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (f) \mathbf{x} Joint ar (p) vice (f) >= 20 fit (aa) \mathbf{x} (1 -	then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$1,375.55 (gg) Tier 3 Minimum \$1,343.53 (hh) Tier 3 Benefit \$1,375.55	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tier	r 3 Benefit (hh)					-	Sum of Tier Benefits \$1,375.55			_			
15. Maximum S		= Monthly Ber Guarantee (v), Amount Based less than zero t	Sum of Tier Be on Disability (r)	enefits (ii), or								⇒ Maximum Suspendable \$863.67 ↓ ↓ (kk) Applicable			Based Lin	e-Based , the Disability nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Percentage 75.00%	(II)		Age-Base	d Limitation	
17. Suspended18. Post Suspe													Suspended Amount \$647.75 (mm) Post Suspension Benefit \$1,591.47		After the F	eenefit Amount Proposed Ben on is Applied.	t efit

The retired participant's monthly benefit of \$2,239.22 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$158,894 (Tier 3 Contributions - e) times 1 (Early Retirement Factor - l) times 0.8657 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is based on disability and there is no applicable guarantee-based limitation because \$1,126.66 (110% PBGC Guarantee - v) is lower than \$1,375.55 (Sum of Tier Benefits - ii). The age-based limitation applies because the participant has reached age 75 as of the effective date of the suspension (see note below). Because the age-based limitation applies the suspended amount is determined by the product of 75% (Applicable Percentage - kk) and \$863.67 (Maximum Suspendable - jj) resulting in \$647.75 (Suspended Amount - II). Accordingly, the retiree's monthly benefit would be reduced to \$1,591.47 (Post Suspension Benefit - mm) which is the result of \$2,239.22 (Monthly Benefit - a) minus \$647.75 (Suspended Amount - II).

Note: The participant's birth date is in April 1940, making the participant 76 years and 3 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 45 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (April 2020).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,239.22	\$158,894.00	\$0.00	\$0.00	\$158,894.00	28.65	28.65	1.0%	50%	40%	68 years; 0 months	1	67	Joint and 50% Surviving Spouse	0.8657	1	45	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 42 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EX	AMPLE 43	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 3 Terminate	d Vested Particip	ant with less that	n 20 Years of Contr	ibutory Service									
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
	Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor	Survivor Benefit	Months To Age 80	Amount Based On
															Factor	Factor		Disability
	\$1,483.44	\$74,212.00	\$0.00	\$0.00	\$74,212.00	11	11.2	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
								LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
								(s) Benefit										
1.	Benefit Accr	rual (s) = Mor	nthly Benefit (a)	/ PBGC Years	s of Service (g)			\$132.45										
								(t)										
2	DBCC Appr	uol (4) - 1000	/ of the first \$11	lin (-) 1 759/	of the next \$33	in (-)		PBGC Accrual \$35.75									on of the PBG	С
۷.	PBGC ACCIT	uar(t) = 1007	% Of the first \$11	ili(s) + 75%	of the flext \$33	III (S)			_							Guarantee		
								(u) PBGC Guarantee										_
3.	PBGC Guar	antee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		\$400.40										
								(v) 110% PBGC										
4.	110% PBG0	C Guarantee (v)	= PBGC Gua	arantee (u) x 1	110%			Guarantee \$440.44										
				. ,					(w)	(x)	(v)							
5.	Tier 2 Perce	entage $(x) = T$	ier 2 Contribution	ons (d) / Total	Contributions (b));			Tier 1 Percentage	Tier 2 Percentage	Tier 3 Percentage							
	Tier 3 Perce	entage $(y) = T$	Tier 3 Contribution	ons (e) / Total	Contributions (b)			0.00%	0.00%	100.00%							
										(z) Tier 2 Share of Benefit	(aa) Tier 3 Share of Benefit							
6.					onthly Benefit (a Monthly Benefit (\$0.00	\$1,483.44							
									(bb)									
7.	Tier 1 Benef	fit (bb) = Tier	1 Percentage (ห	v) x 110% PB	GC Guarantee (v)			Tier 1 Benefit									
									\$0.00	(cc)								
8.	Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					Tier 2 Accrual								
		Cultur	or Borronic r doto	(P)						\$0.00								
0	Tier 2 Minim	num (dd) = if (Contributory Sen	vice (f) >= 20	then					(<i>dd</i>) Tier 2								_
3.	. 10. 2	Tier :			Tier 2 Suspens	ion Cap (i))				Minimum \$0.00						Computation Proposed I	Benefit	
										(ee)						Suspensio	n By Tier	_
										Tier 2 Benefit								
10.	Tier 2 Benef	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	n (<i>dd</i>)				\$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,483.44	\$74,212.00	\$0.00	\$0.00	\$74,212.00	11	11.2	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
2. Tier 3 Minim	Survivo $(gg) = if C$	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (I) x Joint and (IP) vice (IP) >= 20 fit (aa) x (1)	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	Uff) Tier 3 Accrual \$371.06 Ugg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$371.06	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v), Amount Based	nefit (a) - the Sum of Tier B on Disability (r)	greater of 110	% PBGC						(ii) Sum of Tier Benefits \$371.06	(jj) → Maximum Suspendable					
6. Applicable F	Percentage (kk)	= Months to A										(kk) Applicable Percentage	(II)		Based Lir		
7. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	centage (kk)								Suspended Amount \$1,043.00 (mm) Post Suspension		After the	Benefit Amount Proposed Ben on is Applied.	
8. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								\$440.44				

The participant's monthly benefit of \$1,483.44 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$74,212 (Tier 3 Contributions - e). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the guarantee-based limitation applies because \$440.44 (110% PBGC Guarantee - v) is higher than \$371.06 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the participant s monthly benefit would be reduced to \$440.44 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,483.44	\$74,212.00	\$0.00	\$0.00	\$74,212.00	11	11.2	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 43 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

	EXAMPLE 44	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 3 Terminate	d Vested Particip	ant with less that	n 20 Years of Contr	ibutory Service									
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
	Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
_	\$1,100.96	\$54,430.00	\$0.00	\$0.00	\$54,430.00	10.025	10.425	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
L			1					LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
	. Benefit Acci	rual (s) = Mor	nthly Benefit (a)	/ PBGC Years	s of Service (g)			(s) Benefit Accrual \$105.61 V (t) PBGC Accrual										
	2. PBGC Accr	ual (t) = 100%	% of the first \$11	l in (s) + 75%	of the next \$33	in (s)		\$35.75								Computation Guarantee	on of the PBG	c
	3. PBGC Guar	rantee (u) = P	BGC Accrual (t) x PBGC Yea	ars of Service (g)		(u) PBGC Guarantee \$372.69 (v) 110% PBGC Guarantee										
	I. 110% PBG0	C Guarantee (v)	= PBGC Gua	arantee (u) X 1	110%			\$409.96										
	Tier 2 Perce	entage $(x) = T$	ier 2 Contribution	ons (d) / Total	Contributions (b) Contributions (b));			(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage 100.00%							
					onthly Benefit <i>(a</i> Monthly Benefit <i>(</i>				(bb)	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$1,100.96							
	7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (ห	v) x 110% PB	GC Guarantee (v)			Tier 1 Benefit									
	3. Tier 2 Accru	Early		tor (1) x Joint a	oution Accrual R and Survivor Fac					(cc) Tier 2 Accrual \$0.00								
). Tier 2 Minim	Tier :		vice (f) >= 20 stit (z) x (1 -	then Tier 2 Suspens	ion Cap (i))				(dd) Tier 2 Minimum \$0.00			_ <u>-</u>			Computation Proposed In Suspension	Benefit	
	0. Tier 2 Bene	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				Senefit \$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1	Tier 2	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2	Tier 3 Suspension Cap	Participant Age		Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,100.96	\$54,430.00	\$0.00	\$0.00	\$54,430.00	10.025	10.425	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$1,015.00
11. Tier 3 Accru	Early l Survivo num (gg) = if (Tier	Retirement Factor Benefit Factor	or(I) x Joint an	nd Survivor Fact	tor (ø) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$272.15 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit	LANE 5	LANE 6	LANE 7				
13. Tier 3 Benef14. Sum of Tier			-							\$272.15	Sum of Tier Benefits \$272.15						
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)	enefits (ii), or								(ji) Maximum Suspendable \$85.96 (kk) Applicable Percentage			Based Lin		e
16. Applicable F17. Suspended				Applicable Perc	centage (kk)							100.00%	(II) Suspended Amount \$85.96		11		
18. Post Susper													(mm) Post Suspension Benefit \$1,015.00		After the I	Benefit Amount Proposed Beno on is Applied.	efit

The participant's earned monthly benefit of \$1,100.96 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$54,430 (Tier 3 Contributions - e). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q). Both, the guarantee-based limitation and the disability-based limitation apply because \$409.96 (110% PBGC Guarantee - v) and \$1,015 (Amount Based on Disability - r), the disability-based limitation, is higher than \$409.96 (110% PBGC Guarantee - v), the guarantee-based limitation, the disability-based limitation prevails. As a result, the maximum amount that can be suspended is \$85.96 (Maximum Suspendable - jj) and the participant's monthly benefit would be reduced to \$1,015 (Post Suspension Benefit - mm).

(a) Monthly Benefit	(b) Total Contributions	(c) Tier 1 Contributions	(d) Tier 2 Contributions		(f) Contributory Service	(g) PBGC Years of Service	(h) Contribution Accrual Rate	(i) Tier 2 Suspension Cap	(j) Tier 3 Suspension Cap		(I) Early Retirement Factor	(m) Spouse Age at Retirement	(n) Form of Payment	(o) Joint and Survivor Factor	(p) Survivor Benefit Factor	(q) Months To Age 80	(r) Amount Based On Disability*
\$1,100.96	\$54,430.00	\$0.00	\$0.00	\$54,430.00	10.025	10.425	0.5% LANE 1	50%	40% LANE 3	N/A	1 LANE 5	N/A	N/A	1	1	60	\$1,015.00

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 44 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 45	Calculation of the	e Proposed Benef	it Suspension of a	Tier 3 Terminate	d Vested Particip	ant with less than	n 20 Years of Conti	ibutory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$405.75	\$27,553.00	\$0.00	\$0.00	\$27,553.00	12.5	12.939	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	19	\$0.00
 Benefit Acc PBGC Accr PBGC Guar 110% PBGr Tier 1 Percordirer 2 Percordirer 2	rual $(s) = Mon$ ual $(t) = 100\%$ rantee $(u) = P$ C Guarantee (v)	thly Benefit (a) 6 of the first \$11 BGC Accrual (t) = PBGC Guarier 1 Contribution of the first \$100 contribution of the f	/ PBGC Years in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total	of the next \$33 ars of Service (g) 10% Contributions (b) Contributions (b)	in (s)););	12.939	0.5% LANE 1 (s) Benefit Accrual \$31.36 (t) PBGC Accrual \$26.27 (u) PBGC Guarantee \$339.91 (v) 110% PBGC Guarantee \$373.90	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share	(v) Tier 3 Percentage 100.00% (aa) Tier 3 Share	LANE 5	N/A LANE 6	LANE 7	1		on of the PBG	
6. Tier 2 Share Tier 3 Share 7. Tier 1 Bene 8. Tier 2 Accru	e of Benefit (aa) fit (bb) = Tier ual (cc) = Tier Early	= Tier 3 Percentage (w	entage (y) x M y) x 110% PB (d) x Contrib tor (I) x Joint a	Monthly Benefit (GC Guarantee (a) v) ate (h) X			(bb) Tier 1 Benefit \$0.00	(cc) Tier 2 Accrual	of Benefit \$405.75							
 g. Tier 2 Minim 10. Tier 2 Bene 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1	Tier 2 Contributions	Tier 3	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2	Tier 3 Suspension Cap	Participant Age		Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$405.75	\$27,553.00	\$0.00	\$0.00	\$27,553.00	12.5	12.939	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	19	\$0.00
	Survivo $(gg) = if 0$ Tier	Retirement Factor Benefit Factor	or (I) x Joint and (P) vice (f) >= 20	nd Survivor Fact	or (o) X		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$137.77 (gg) Tier 3 Minimum \$0.00	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene	fit (hh) = the g	greater of Tier 3	Accrual (ff) or	r Tier 3 Minimu	m (<i>gg</i>)					(hh) Tier 3 Benefit	(ii) Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit ((bb) + Tier 2 Be	enefit (ee) + Tier	r 3 Benefit (hh)						\$137.77						
15. Maximum S	iuspendable (jj)	Guarantee (v),	Sum of Tier Boon Disability (r)									⇒ Maximum Suspendable \$31.85			Application		
16. Applicable F	Percentage (kk)	= Months to A	Age 80 (q) / 60									Applicable Percentage 31.67%	(11)		Based Lir	mitation, and the	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	centage (kk)								Suspended Amount \$10.09 (mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$395.66		IL		

The participant's monthly benefit of \$405.75 (Monthly Benefit - a) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$27,553 (Tier 3 Contributions - e). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is benefit is based on disability but the guarantee-based limitation applies because \$373.90 is higher than \$137.77 (Sum of Tier Benefits - ii) and therefore the maximum suspendable amount is \$31.85 (Maximum Suspendable amount is \$31.85 (Maximum Suspendable amount is determined by the product of 31.67% (Applicable Percentage - kk) and \$31.85 (Maximum Suspendable - jj) resulting in \$10.09 (Suspended Amount - II). Accordingly, the participant is monthly benefit would be reduced to \$395.66 (Post Suspension Benefit - mm) which is the result of \$405.75 (Monthly Benefit - a) minus \$10.09 (Suspended Amount - II).

Note: The participant's birth date is in February 1938, making the participant 78 years and 5 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 19 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (February 2018).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$405.75	\$27,553.00	\$0.00	\$0.00	\$27,553.00	12.5	12.939	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	19	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 45 (continued)

EXAMPLE 46	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 3 Terminate	d Vested Particip	ant with 20 or mo	ore Years of Contril	butory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,759.14	\$105,272.00	\$0.00	\$0.00	\$105,272.00	28.5	28.5	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
 Benefit Ac PBGC Ac PBGC Gu 110% PBC Tier 1 Per Tier 2 Per Tier 3 Per Tier 2 Sha Tier 3 Sha Tier 1 Ben 	crual $(s) = Mor$ crual $(t) = 1009$ arantee $(u) = P$ GC Guarantee (v) centage $(w) = T$ centage $(v) = T$ re of Benefit (aa) efit $(bb) = T$ ier rual $(cc) = T$ ier Early	hithly Benefit (a) 6 of the first \$11 BGC Accrual (t) 1 = PBGC Gua Fier 1 Contribution Fier 2 Contribution Tier 3 Perce Tier 3 Perce 1 Percentage (w	/ PBGC Years I in (s) + 75% I	s of Service (g) of the next \$33 ars of Service (g) 110% Contributions (b) Contributions (b) Onthly Benefit (a) Monthly Benefit (in (s)););); a)	28.5	1.0% LANE 1 (s) Benefit Accrual \$61.72 V (t) PBGC Accrual \$35.75 V (u) PBGC Guarantee \$1,018.88 V (v) 110% PBGC Guarantee \$1,120.77	(w) Tier 1 Percentage 0.00% (bb) Tier 1 Benefit \$0.00	(x) Tier 2 Percentage 0.00% V (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 100.00% (aa) Tier 3 Share of Benefit \$1,759.14	1 LANE 5	N/A LANE 6	N/A LANE 7	1		on of the PBG	
g. Tier 2 Min				then Tier 2 Suspens	ion Cap (i))				(dd) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	
10. Tier 2 Ben	efit (ee) = the (greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (dd)				Tier 2 Benefit \$0.00								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,759.14	\$105,272.00	\$0.00	\$0.00	\$105,272.00	28.5	28.5	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru	Early l Survivo num (gg) = if 0 Tier	Retirement Factor Benefit Factor Contributory Ser	or (<i>I</i>) x Joint and (<i>p</i>)	nd Survivor Fact	or (0) X		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$1,052.72 (gg) Tier 3 Minimum \$1,055.48	LANE 5	LANE 6	LANE 7				
13. Tier 3 Bene	fit (hh) = the	greater of Tier 3	Accrual (ff) or	Tier 3 Minimu	m (gg)					(hh) Tier 3 Benefit \$1,055.48	(ii) → Sum of Tier Benefits						
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit ((bb) + Tier 2 Be	enefit (ee) + Tier	3 Benefit (hh)						\$1,055.48			_			
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum ≤ Suspendable \$638.37 (kk) Applicable Percentage			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	Age 80 (q) / 60									100.00%	(II)		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	eentage (kk)								Suspended Amount \$638.37 (mm) Post Suspension Benefit		After the F	enefit Amount Proposed Bene on is Applied.	efit
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								\$1,120.77		1		

The participant's monthly benefit of \$1,759.14 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$105,272 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant's benefit is based on disability. However, the guarantee-based limitation applies because \$1,120.77 (110% PBGC Guarantee - v) is higher than \$1,055.48 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the participant s monthly benefit would be reduced to \$1,120.77 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,759.14	\$105,272.00	\$0.00	\$0.00	\$105,272.00	28.5	28.5	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 46 (continued)

EXAMPLE 47	Calculation of the	e Proposed Benef	fit Suspension of a	a Tier 3 Terminate	d Vested Particip	ant with 20 or mo	ore Years of Contril	outory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,803.77	\$97,704.00	\$0.00	\$0.00	\$97,704.00	22.65	22.675	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$665.00
 Benefit Accr PBGC Accr PBGC Guar 110% PBGC Tier 1 Perce Tier 2 Perce Tier 3 Perce Tier 2 Share 	rual $(s) = Mon$ ual $(t) = 100\%$ rantee $(u) = P$ c Guarantee (v) entage $(w) = T$ entage $(v) = T$	anthly Benefit (a) 6 of the first \$11 BGC Accrual (t) = PBGC Gua Fier 1 Contribution Fier 2 Contribution = Tier 2 Perce	/ PBGC Years I in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total cons (e) / Total	s of Service (g) of the next \$33 ars of Service (g) 110% Contributions (b) Contributions (b)	in (s)););	22.675	1.0% LANE 1 (s) Benefit Accrual \$79.55 (t) PBGC Accrual \$35.75 (u) PBGC Guarantee \$810.63 (v) 110% PBGC Guarantee \$891.69	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 0.00% (z) Tier 2 Share of Benefit \$0.00	(v) Tier 3 Percentage 100.00% (aa) Tier 3 Share of Benefit \$1,803.77	LANE 5	LANE 6	LANE 7	1		on of the PBG	
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (ห	v) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$0.00									
8. Tier 2 Accru	Early		tor (1) x Joint a						(cc) Tier 2 Accrual \$0.00								
 g. Tier 2 Minim 10. Tier 2 Benef 	Tier 2 other	2 Share of Benerwise \$0	efit (z) x (1 -	Tier 2 Suspens					(aa) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,803.77	\$97,704.00	\$0.00	\$0.00	\$97,704.00	22.65	22.675	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$665.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benet	Early Survivo	Retirement Factor or Benefit Factor Contributory Ser 3 Share of Benerwise \$0	or (f) x Joint ar (p) vice (f) >= 20 fit (aa) x (1 -	nd Survivor Fact then Tier 3 Suspen	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 ↓ (If) Tier 3 Accrual \$977.04 ↓ (gg) Tier 3 Minimum \$1,082.26 ↓ (hh) Tier 3 Benefit \$1,082.26	(ii) Sum of Tier Benefits	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (bb) + Tier 2 Be	nefit (ee) + Tier	3 Benefit (hh)						\$1,082.26						
15. Maximum S		= Monthly Ber Guarantee (v), Amount Based less than zero t	Sum of Tier Be on Disability (r)	enefits (ii), or								(jj) Maximum Suspendable \$721.51			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	ge 80 (q) / 60									Percentage 100.00%	(II) → Suspended		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	entage (kk)								\$721.51 (mm) Post Suspension		After the I	enefit Amount Proposed Bene on is Applied.	
													Benefit		II		

The participant's monthly benefit of \$1,803.77 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$97,704 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no applicable guarantee-based limitation or disability-based limitation because \$891.69 (110% PBGC Guarantee - v) and \$665 (Amount Based on Disability - r) are lower than \$1,082.26 (Sum of Tier Benefits - ii), the reduced amount per the proposed suspension. As a result, the participant's monthly benefit would be reduced to \$1,082.26 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability*
\$1,803.77	\$97,704.00	\$0.00	\$0.00	\$97,704.00	22.65	22.675	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$665.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 47 (continued)

EXAMPLE 48	Calculation of the	e Proposed Benef	it Suspension of a	Tier 3 Terminate	d Vested Particip	ant with 20 or mo	ore Years of Contrib	outory Service									
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$491.84	\$26,742.00	\$0.00	\$0.00	\$26,742.00	22	22	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	44	\$0.00
Benefit Accr PBGC Accr PBGC Guar	ual (t) = 100%	% of the first \$11	in (s) + 75%	of the next \$33			(c) Benefit Accrual \$22.36 (d) PBGC Accrual \$19.52 (u) PBGC Guarantee \$429.44 (v) 110% PBGC Guarantee	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBGi	
	entage (w) = T entage (x) = T	Fier 1 Contributio	ons (c) / Total);		\$472.38	(w) Tier 1 Percentage 0.00%	(x) Tier 2 Percentage 0.00%	(y) Tier 3 Percentage							
6. Tier 2 Share Tier 3 Share				onthly Benefit (a Nonthly Benefit ((bb) Tier 1	(z) Tier 2 Share of Benefit \$0.00	(aa) Tier 3 Share of Benefit \$491.84							
7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (พ	x 110% PB0	GC Guarantee (v)			Benefit \$0.00									
8. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$0.00								
 Tier 2 Minim Tier 2 Benef 	Tier 2 other	2 Share of Benerwise \$0	fit (z) X (1 -	Tier 2 Suspens	,				(ee) Tier 2 Minimum \$0.00						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$491.84	\$26,742.00	\$0.00	\$0.00	\$26,742.00	22	22	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	44	\$0.00
2. Tier 3 Minin	Survivo $(gg) = if C$	Retirement Factor Ir Benefit Factor Contributory Ser 3 Share of Benericus \$0	or (p) X Joint ar (p) vice $(f) >= 20$ fit (aa) X $(1 - 4)$	nd Survivor Fact then Tier 3 Susper	nsion Cap (j))		LANE 1	LANE 2	LANE 3	### Company of the co	LANE 5	LANE 6	LANE 7				
		= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier Bo on Disability (r)	greater of 110	% PBGC						(ii) Sum of Tier Benefits \$295.10	(jj) Maximum Suspendable \$19.46					
. Applicable I	Percentage (kk)											(kk) Applicable Percentage 73.33%			Based Lir		
'. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Pero	centage (kk)								(II) Suspended Amount \$14.27		After the	Benefit Amount Proposed Beno on is Applied.	efit
0 5 . 0	Description) — Manthh	Danafit ()	Suspended Amo	occupi (II)								Benefit \$477.57			- 11	

The participant's monthly benefit of \$491.84 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$26,742 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). In this example, there is no applicable disability-based limitation because \$0 (Amount Based on Disability - r) of the participant is benefit is based on disability but the guarantee-based limitation applies because \$472.38 (110% PBGC Guarantee - v) is higher than \$295.10 (Sum of Tier Benefits - ii) and therefore the maximum suspendable amount is \$19.46 (Maximum Suspendable amount is \$19.46 (Maximum Suspendable amount is determined by the product of 73.33% (Applicable Percentage - kk) and \$19.46 (Maximum Suspendable - jj) resulting in \$14.27 (Suspended Amount - II). Accordingly, the participant's monthly benefit would be reduced to \$477.57 (Post Suspension Benefit - mm) which is the result of \$491.84 (Monthly Benefit - a) minus \$14.27 (Suspended Amount - II).

Note: The participant's birth date is in March 1940, making the participant 76 years and 4 months of age as of the end of the month in which the suspension becomes effective (July 2016) and thus there is 44 (Months to Age 80 - q) months during the period that begins with the month after the month in which the suspension is effective (August 2016) and ends with the month in which the retiree attains the age of 80 (March 2020).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$491.84	\$26,742.00	\$0.00	\$0.00	\$26,742.00	22	22	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	44	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 48 (continued)

ADDITIONAL CALCULATION ILLUSTRATIONS PARTICIPANTS WITH SERVICE IN MULTIPLE TIERS

	ACTIVE, RETIRED	OR BENEFICIARY	TERMINAT	ED VESTED
Contributory Service Credits:	<20 YEARS	>=20 YEARS	<20 YEARS	>=20 YEARS
	EXAMPLE 49	EXAMPLE 50	EXAMPLE 51	EXAMPLE 52
TIER 1	TIER 1 - 110% OF PBGC GUARANTEE /	TIER 1 - 110% OF PBGC GUARANTEE /	TIER 1 - 110% OF PBGC GUARANTEE /	TIER 1 - 110% OF PBGC GUARANTEE /
TIER 2	TIER 2 - 1% OF TIER 2 CONTRIBUTIONS NO CAP /	TIER 2 - 1% OF TIER 2 CONTRIBUTIONS 50% CAP /	TIER 25% OF TIER 2 CONTRIBUTIONS NO CAP /	TIER 2 - 1% OF TIER 2 CONTRIBUTIONS 50% CAP /
TIER 3	TIER 3 - 1% OF TIER 3 CONTRIBUTIONS NO CAP	TIER 3 - 1% OF TIER 3 CONTRIBUTIONS 40% CAP	TIER 35% OF TIER 3 CONTRIBUTIONS NO CAP	TIER 3 - 1% OF TIER 3 CONTRIBUTIONS 40% CAP

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

E	XAMPLE 49	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 1, 2, and 3 A	Active, Retired or	Beneficiary Part	icipant with less that	an 20 Years of Contr	ibutory Service								
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
	Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
	\$881.78	\$61,458.40	\$12,245.20	\$22,189.00	\$27,024.20	18.434	19.403	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
		rual(s) = Mor $ual(t) = 1009$			s of Service (g) of the next \$33	in (s)		(s) Benefit Accrual \$45.45 V (t) PBGC Accrual \$35.75	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	С
3	. PBGC Guar	rantee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		(u) PBGC Guarantee \$693.66								· L		
4	. 110% PBG0	C Guarantee (v)	= PBGC Gua	rantee (u) X 1	10%			\$763.03										
5	Tier 2 Perce	entage $(x) = T$	ier 2 Contributio	ons (d) / Total	Contributions (b Contributions (b Contributions (b);			(w) Tier 1 Percentage 19.92%	(x) Tier 2 Percentage 36.10%	(y) Tier 3 Percentage 43.97%							
6					onthly Benefit <i>(a</i> Nonthly Benefit <i>(</i>				(bb)	(z) Tier 2 Share of Benefit \$318.32	(aa) Tier 3 Share of Benefit \$387.72							
7	. Tier 1 Benet	fit (bb) = Tier	1 Percentage (พ	y) x 110% PB	GC Guarantee (v)			Tier 1 Benefit \$152.00									
8	Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$221.89								
		other	2 Share of Benerwise \$0	fit (z) x (1 -	then Tier 2 Suspens	"				(dd) Tier 2 Minimum \$0.00 (ee) Tier 2 Benefit \$221.89						Computati Proposed Suspensio	Benefit	
'	1101 2 001101	() = 1110 (,		. ICI Z IVIII III IIII	₍ uu)			ß [Ţ	1		I					1

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2	Tier 3 Suspension Cap	Participant Age		Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$881.78	\$61,458.40	\$12,245.20	\$22,189.00	\$27,024.20	18.434	19.403	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Bene	Early I Survivo num (gg) = if (Tier othe	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (f) \mathbf{x} Joint ar (p) vice (f) >= 20 shift (aa) \mathbf{x} (1	then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	LANE 4 (ff) Tier 3 Accrual \$270.24 V (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$270.24	LANE 5	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (hh)			L			Sum of Tier Benefits \$644.13						
15. Maximum S	,	= Monthly Ber Guarantee (v), Amount Based less than zero t	Sum of Tier Boon Disability (r)	enefits (ii), or								(jj) Maximum Suspendable \$118.75			Based Lin	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Percentage 100.00%	(11)		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Perc	centage (kk)								Suspended Amount \$118.75 (mm) Post Suspension Benefit		After the F	enefit Amount Proposed Bene on is Applied.	
18. Post Suspe	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								\$763.03		1[

A portion of the benefit suspension of the retiree's monthly benefit of \$881.78 (Monthly Benefit - a) is applied to the maximum extent permissible because 19.92% (Tier 1 Percentage - w) of the retiree's benefit is attributable to service with Tier 1 employers. The portion of the retiree's benefit attributable to service with Tier 2 and Tier 3 employers (Tier 2 Percentage - x and Tier 3 Percentage - y) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$22,189 (Tier 2 Contributions - e). In this example, there is no applicable age-based limitation because the retiree has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no disability-based limitation because \$0.00 (Amount Based on Disability - r) of the retiree's benefit is based on disability. However, the guarantee-based limitation applies because \$763.03 (110% PBGC Guarantee - v) is higher than \$644.16 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the maximum amount that can be suspended is \$118.75 (Maximum Suspendable - ji) and the retiree's monthly benefit would be reduced to \$763.03 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$881.78	\$61,458.40	\$12,245.20	\$22,189.00	\$27,024.20	18.434	19.403	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 49 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

EXAMPLE 50	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 1, 2, and 3 A	Active, Retired or	Beneficiary Part	icipant with 20 or m	nore Years of Contrib	outory Service								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,769.05	\$130,250.20	\$12,103.20	\$15,802.00	\$102,345.00	26.156	26.981	1.0%	50%	40%	67 years; 6 months	1	65	Joint and 50% Surviving Spouse	0.8664	1	60	\$0.00
	rual(s) = Mon $ual(t) = 100$			of Service (g)	in (s)		(s) Benefit Accrual \$65.57	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7		Computati Guarantee	on of the PBG	C]
3. PBGC Guar	rantee (u) = P	BGC Accrual (t)	x PBGC Yea	ars of Service (g)		(u) PBGC Guarantee \$964.57										
4. 110% PBG0	C Guarantee (v)	= PBGC Gua	rantee (u) X 1	10%			\$1,061.03										
Tier 2 Perce	entage $(x) = T$	ier 2 Contributio	ns (d) / Total	Contributions (b Contributions (b Contributions (b);			(w) Tier 1 Percentage 9.29%	(x) Tier 2 Percentage 12.13%	(y) Tier 3 Percentage 78.58%							
				onthly Benefit <i>(a</i> Monthly Benefit <i>(</i>					(z) Tier 2 Share of Benefit \$214.59	(aa) Tier 3 Share of Benefit \$1,390.12							
7. Tier 1 Bene	fit (bb) = Tier	1 Percentage (พ) x 110% PB	GC Guarantee (v)			(bb) Tier 1 Benefit \$98.59									
3. Tier 2 Accru	Early		tor (I) x Joint a	oution Accrual Rand Survivor Fac					(cc) Tier 2 Accrual \$136.91								
3. Tier 2 Minim				then Tier 2 Suspens	ion Cap (i))				(dd) Tier 2 Minimum \$107.30 (ee) Tier 2 Benefit						Computati Proposed I Suspensio	Benefit	
10. Tier 2 Bene	fit (ee) = the g	greater of Tier 2	Accrual (cc) or	Tier 2 Minimur	m (<i>dd</i>)				\$136.91								

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,769.05	\$130,250.20	\$12,103.20	\$15,802.00	\$102,345.00	26.156	26.981	1.0%	50%	40%	67 years; 6 months	1	65	Joint and 50% Surviving Spouse	0.8664	1	60	\$0.00
	Survivo $(gg) = if ($ Tier	Retirement Factor r Benefit Factor Contributory Ser	or (I) x Joint and (p) vice (f) >= 20	nd Survivor Fact	or (0) X		LANE 1	LANE 2	LANE 3	(ff) Tier 3 Accrual \$886.72 (gg) Tier 3 Minimum \$834.07	LANE S	LANE 6	LANE 7				
	fit (hh) = the g $Benefits (ii) =$									(hh) Tier 3 Benefit \$886.72	(ii) Sum of Tier Benefits \$1,122.22						
	uspendable (jj)	= Monthly Ber Guarantee (v),	nefit (a) - the Sum of Tier Bo on Disability (r)	greater of 110°	% PBGC							(jj) Maximum Suspendable \$646.83			Applicatic Guarante Limitation		
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Applicable Percentage 100.00%	(II) ➤ Suspended		Based Lir	nitation, and the	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) x	Applicable Perc	centage (kk)								Amount \$646.83		After the	Benefit Amount Proposed Beni on is Applied.	
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	unt (II)								Benefit \$1,122.22				

A portion of the benefit suspension of the retiree's monthly benefit of \$1,769.05 (Monthly Benefit - a) is applied to the maximum extent permissible because 9.29% (Tier 1 Percentage - w) of the retiree's benefit is attributable to service with Tier 1 employers. The portion of the retiree's benefit attributable to service with Tier 2 and Tier 3 employers (Tier 2 Percentage - x and Tier 3 Percentage - x and Tier 3 Percentage - y) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$15,802 (Tier 2 Contributions - e). In this example, there is no applicable age-based limitation because the retiree has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no disability - r) of the retiree's benefit is based on disability. The guarantee-based limitation does not apply because \$1,061.03 (110% PBGC Guarantee - v) is lower than \$1,122.22 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the retiree's monthly benefit would be reduced to \$1,122.22 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap			Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,769.05	\$130,250.20	\$12,103.20	\$15,802.00	\$102,345.00	26.156	26.981	1.0%	50%	40%	67 years; 6 months	1	65	Joint and 50% Surviving Spouse	0.8664	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 50 (continued)

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

1	EXAMPLE 51	Calculation of the	e Proposed Benef	it Suspension of a	a Tier 1, 2, and 3 T	erminated Veste	d Participant with	less than 20 Years	s of Contributory Ser	vice								
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
	Monthly	Total	Tier 1	Tier 2	Tier 3	Contributory	PBGC Years	Contribution	Tier 2	Tier 3	Participant Age	Early Retirement	Spouse Age at	Form of Payment	Joint and	Survivor	Months To	Amount
	Benefit	Contributions	Contributions	Contributions	Contributions	Service	of Service	Accrual Rate	Suspension Cap	Suspension Cap	at Retirement	Factor	Retirement		Survivor Factor	Benefit Factor	Age 80	Based On Disability
			_															_
	\$1,856.41	\$113,483.60	\$48,209.00	\$20,326.60	\$44,948.00	15.95	16.442	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
								LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				
								(s) Benefit										
	L Danafit Ass	wald > - Man	thi. Donafit ()	/ DDCC Veers	of Coming ()			Accrual \$112.91										
	. Bellelli Acci	$\operatorname{Tual}(s) = \operatorname{Mon}(s)$	ithly benefit (a)	/ PBGC feats	s of Service (g)			\$112.51										
								(t) PBGC										
	DDCC Asset		/ af tha first 044	in () . 750/	af the mout (*22)	in ()		Accrual \$35.75									on of the PBG	С
	2. PBGC ACCI	uai(t) = 1009	o or the first \$11	in(s) + 75%	of the next \$33	ın (s)		\$33.73								Guarantee	1	
								(u) PBGC										_
	B PRCC Guar	antoo (w) = P	RGC Accrual (+)	v PRCC Vor	ars of Service (g)			Guarantee \$587.80										
	o. FBGC Guai	antee (u) = F	BGC Accidal (t)	X FBGC Tea	als of Service (g)	,		\$307.00										
								(v) 110% PBGC										
								Guarantee										
	1. 110% PBG0	C Guarantee (ν)	= PBGC Gua	rantee (u) X 1	10%			\$646.58					\neg					
	: Tier 1 Perce	entage (w) = T	ier 1 Contributio	ons (c) / Total	Contributions (b	١٠			(w) Tier 1	(x) Tier 2	(y) Tier 3							
	Tier 2 Perce	entage $(x) = T$	ier 2 Contributio	ons (d) / Total	Contributions (b));			Percentage 42.48%	Percentage 17.91%	Percentage 39.61%							
	1161 3 1 6166	inage (/) = 1	iei 3 Contributio	ons (e) / Total	Contributions (b	,			121.1070		J 56.61.70							
										(z) Tier 2 Share	(aa) Tier 3 Share							
					onthly Benefit (a					of Benefit \$332.50	of Benefit \$735.27							
	Her 3 Share	or Benefit (aa)	= Her 3 Perc	entage (y) X N	Monthly Benefit (a)			\downarrow	\$332.50	\$735.27							
									(bb) → Tier 1									
	7. Tier 1 Benef	fit (bb) = Tier	1 Percentage (w) x 110% PB	GC Guarantee (v)			Benefit									
									\$274.67									
	3. Tier 2 Accru				oution Accrual Ra					(<i>cc</i>) Tier 2								
			or Benefit Facto		and Survivor 1 ac	(0) X				\$101.63								
										\$.51.65								
	Tion 2 Minim	um (dd) — # C	`antributan, C	/ico (f) >= 20	thon					(dd) Tier 2								
	9. 11 0 1∠1VIII1III		2 Share of Bene		Tier 2 Suspens	ion Cap (i))				Minimum \$0.00						Computation Proposed I	on of the	
		otner	wise \$0							\$0.00			}			Suspensio	n By Tier	
										(ee) Tier 2						I <u></u>		
										Benefit								
	10. Tier 2 Benef	fit (ee) = the g	reater of Tier 2	Accrual (cc) or	Tier 2 Minimun	n (<i>dd</i>)				\$101.63			l					1

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

				1		•			1								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,856.41	\$113,483.60	\$48,209.00	\$20,326.60	\$44,948.00	15.95	16.442	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru	Early I Survivo num (gg) = if (Tier othe	Retirement Factor benefit Factor Contributory Ser 3 Share of Benefixies \$0	or (r) x Joint and r (p) vice (r) >= 20 efit (aa) x (1	nd Survivor Fact then Tier 3 Susper	tor (o) x		LANE 1	LANE 2	LANE 3	(gg) Tier 3 Accrual \$224.74 (gg) Tier 3 Minimum \$0.00 (hh) Tier 3 Benefit \$224.74	(ii) Sum of Tier	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit ((<i>bb</i>) + Tier 2 Be	enefit (ee) + Tie	r 3 Benefit (hh)						Benefits \$601.04						
15. Maximum S		Guarantee (v),	Sum of Tier B on Disability (r)									(jj) Maximum Suspendable \$1,209.83			Based Lin	n of the e-Based , the Disability nitation, and th d Limitation	
16. Applicable F	Percentage (kk)	= Months to A	Age 80 (q) / 60									100.00%	(II) Suspended Amount				
17. Suspended18. Post Suspe													\$1,209.83 (mm) Post Suspension Benefit \$646.58		After the I	denefit Amount Proposed Bend on is Applied.	

A portion of the benefit suspension of the participants monthly benefit of \$1,856.41 (Monthly Benefit - a) is applied to the maximum extent permissible because 42.48% (Tier 1 Percentage - w) of the participants benefit is attributable to service with Tier 2 and Tier 3 employers (Tier 2 Percentage - x and Tier 3 Percentage - y) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h) of \$20,326.60 (Tier 2 Contributions - e). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension of the participant has not reached age 75 as of the effective date of the suspension expension. As a result, the maximum amount that can be suspended is \$1,209.83 (Maximum Suspendable - jj) and the participants monthly benefit would be reduced to \$646.58 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,856.41	\$113,483.60	\$48,209.00	\$20,326.60	\$44,948.00	15.95	16.442	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 51 (continued)

EXAMPLE 5	2 Calculation of	the Proposed Bene	fit Suspension of a	a Tier 1, 2, and 3 T	Terminated Veste	ed Participant with	20 or more Years	of Contributory Serv	rice								
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contribution	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,526.7	\$153,388.8	\$39,112.60	\$82,144.20	\$32,132.00	31.581	31.952	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
 Benefit PBGC PBGC Tier 1 frier 2 frier 3 f	Accrual $(s) = N$ Accrual $(t) = 10$ Guarantee $(u) = 10$ Percentage $(w) = 10$ Percen	onthly Benefit (a) 0% of the first \$1: PBGC Accrual (a) V) = PBGC Guarantia Tier 1 Contribution Tier 2 Contribution Tier 3 Contribution Tier 3 Percentage (a)	/ PBGC Years I in (s) + 75% I in (s) + 75% x PBGC Year arantee (u) x 1 cons (c) / Total cons (d) / Total ntage (x) x M entage (y) x M v) x 110% PB (d) x Contrib	s of Service (g) of the next \$33 ars of Service (g) 110% Contributions (b) Contributions (b) onthly Benefit (a) Monthly Benefit (c) Contributions (b) contributions (b)	in (s));););); a)	31.952	1.0% LANE 1 (s) Benefit Accrual \$79.08 (t) PBGC Accrual \$35.75 V (u) PBGC Guarantee \$1,142.28 V (v) 110% PBGC Guarantee \$1,256.51	(w) Tier 1 Percentage 25.50% (bb) Tier 1 Benefit \$320.40	(x) Tier 2 Percentage 53.55% V (z) Tier 2 Share of Benefit \$1,353.12	(v) Tier 3 Percentage 20.95% (aa) Tier 3 Share of Benefit \$529.29	1 LANE 5	N/A LANE 6	N/A LANE 7	1		on of the PBG	
	Sun finimum (dd) = Ti Ott	ty Retirement Factorivor Benefit Factoric Factor	or (p) vice (f) >= 20 effit (z) x (1 -	then Tier 2 Suspens	ion Cap (<i>i</i>))				\$821.44 \$821.44 (dd) Tier 2 Minimum \$676.56 V (ee) Tier 2 Benefit \$821.44						Computati Proposed Suspensio	Benefit	

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,526.70	\$153,388.80	\$39,112.60	\$82,144.20	\$32,132.00	31.581	31.952	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
11. Tier 3 Accru 12. Tier 3 Minim 13. Tier 3 Benet	Early F Survivo num (gg) = if C Tier: other	Retirement Factor r Benefit Factor Contributory Ser 3 Share of Benefits wise \$0	or (I) \mathbf{x} Joint ar (P) vice (f) >= 20 stit (aa) \mathbf{x} (1	nd Survivor Fact then Tier 3 Susper	or (o) x		LANE 1	LANE 2	LANE 3	LANE 4 ↓ (ff) Tier 3 Accrual \$321.32 ↓ (gg) Tier 3 Minimum \$317.57 ↓ (hh) Tier 3 Benefit \$321.32	(ii) Sum of Tier	LANE 6	LANE 7				
14. Sum of Tier	Benefits (ii) =	Tier 1 Benefit (<i>bb</i>) + Tier 2 Be	nefit (ee) + Tie	r 3 Benefit (hh)						\$1,463.16						
15. Maximum S		Guarantee (v),	Sum of Tier Boon Disability (r)									(jj) Maximum Suspendable \$1,063.54 (kk) Applicable Percentage			Based Lir	e-Based , the Disability- nitation, and th	
16. Applicable F	Percentage (kk)	= Months to A	.ge 80 (q) / 60									Percentage 100.00%	(Ⅱ) Suspended		Age-Base	d Limitation	
17. Suspended	Amount (II) =	Maximum Susp	endable (jj) X	Applicable Pero	centage (kk)								(mm) Post Suspension Benefit		After the	Benefit Amount Proposed Bene on is Applied.	
18. Post Susper	nsion Benefit (m	m) = Monthly	Benefit (a) - S	Suspended Amo	ount (II)								\$1,463.16		1		

A portion of the benefit suspension of the participant s monthly benefit of \$2,526.70 (Monthly Benefit - a) is applied to the maximum extent permissible because 25.5% (Tier 1 Percentage - w) of the participant s benefit is attributable to service with Tier 2 and Tier 3 employers. The portion of the participant s benefit attributable to service with Tier 2 and Tier 3 employers (Tier 2 Percentage - x and Tier 3 Percentage - y) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$32,132 (Tier 3 Contributions - e). In this example, there is no applicable age-based limitation because the participant has not reached age 75 as of the effective date of the suspension (see Months To Age 80 - q) and there is no disability-based limitation because \$0 (Amount Based on Disability - r) of the participant s benefit is based on disability. The guarantee-based limitation does not apply because \$1,256.51 (110% PBGC Guarantee - v) is lower than \$1,463.16 (Sum of Tier Benefits - ii), the reduced benefit amount per the proposed suspension. As a result, the participants monthly benefit would be reduced to \$1,463.16 (Post Suspension Benefit - mm).

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions		Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap		Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,526.70	\$153,388.80	\$39,112.60	\$82,144.20	\$32,132.00	31.581	31.952	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00
							LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7				

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 52 (continued)