

HIGHLIGHTS

Here is a summary of some features of the Life Insurance Plans.

Plan Feature	Summary
Eligibility	<p>You are eligible for Company-paid basic life insurance coverage under the Life Insurance Plans if you are an eligible retiree.</p> <p>You are eligible for supplementary life insurance coverage if you had supplementary life insurance coverage immediately before your retirement.</p>
Enrollment	<p>If you are an eligible retiree, the Life Insurance Plans automatically provides you with Company-paid basic life insurance coverage when you retire. The Insurer (see "Important Contacts") will direct bill you for your supplementary life insurance coverage.</p>
Coverage Provided	<p>If you are an eligible retiree, the Company provides you with basic life insurance coverage of generally one times your total annual pay (limited to \$1 million). Beginning at retirement (or age 66 if retired prior to October 1, 2001 or retired under the 2001 Voluntary Pension Enhancement Program), the amount of your Company-paid basic life insurance coverage is subject to reduction.</p> <p>You are eligible for supplementary life insurance coverage up to the amount you had at the time of your retirement until age 95. You may not increase or elect coverage once you have retired. If you cancel or decrease your coverage, you may not reenroll or increase your coverage at any time.</p>
When Benefits Are Paid	<p>Your basic and supplementary life insurance benefit is paid to your beneficiary(ies) if you die while coverage is in effect.</p> <p>You may have access to part of your basic life and supplementary life insurance benefits through an Accelerated Benefit Option if you become terminally ill, with a life expectancy of six months or less.</p>
When Coverage Ends	<p>If you are an eligible retiree, your Company-paid basic life insurance coverage continues for life.</p> <p>Your supplementary life insurance coverage continues to age 95 as long as you continue paying for this coverage.</p>

Plan Feature	Summary
Cost	The Company pays the full cost to provide eligible retirees with basic life insurance coverage. If you elect to continue supplementary life insurance coverage, you pay the full cost for that coverage.