

# RETIREMENT PLAN

## *Eligibility & Participation*

### **Who is Eligible**

As an employee, you are eligible to participate in the Retirement Plan unless:

- You are covered by a collective bargaining agreement that does not provide for plan participation;
- You are a leased employee; and/or
- You are not a U.S. resident and are covered by a foreign retirement system to which the Getty contributes.

### **When Participation Begins**

An eligible employee shall become a participant as of the first day he or she is credited with an hour of service if he or she is expected to complete at least 1,000 hours of service within a 12-consecutive month period.

If an eligible employee is not expected to complete 1,000 hours of service within a 12-consecutive month period (when hired), then the employee shall become a participant after completing a year of service, provided he or she is an eligible employee on that date. An employee is credited with a year of service if he or she completes at least 1,000 hours of service in his or her first anniversary year of hire or during any plan year beginning on or after his or her hire date.

## How to Enroll

No enrollment is needed for this plan. You are automatically enrolled as soon as you are eligible.

## Cost

There is no cost to you for the Retirement Plan. The Getty pays the entire cost of the Retirement Plan by making contributions to a trust fund. The amount that the Getty contributes is determined annually on an actuarial basis.

## Important Retirement Plan Terms

The benefit amount you receive at retirement is calculated using a specific formula that uses factors such as your service, age and pay. Throughout this booklet, you'll encounter certain terms that describe how your Retirement Plan benefit is calculated. Knowing what these terms mean will help you understand how the plan works.

## Average Monthly Earnings

Your *average monthly earnings* are the average of your base pay for your 60 highest-paid consecutive calendar months of the final 120 months that you are employed. *Earnings during a plan year in which you do not work at least 1,000 hours are not included in calculating your average monthly earnings (except in your first plan year of participation and the plan year you leave Getty employment).* Your average monthly earnings are used in the Retirement Plan formula to calculate your benefits.

For example, let's say you are retiring at the end of January 2006, and you reached your highest earnings during the period of February 2005:

Highest 60 Months As of January 2006	Earnings
February 2005 – January 2006	\$40,000
February 2004 – January 2005	\$39,500
February 2003 – January 2004	\$39,000
February 2002 – January 2003	\$38,000
February 2001 – January 2002	\$36,500
<b>Total</b>	<b>\$193,000</b>

The average of these years is \$38,600 ( $\$193,000 \div 5$ ). Divide \$38,600 by 12 to get a monthly average of \$3,216.67.

## Benefit Service

Your *benefit service* determines:

- The amount of the benefit you have earned;
- Whether you are vested in your benefit (see page 4); and

- Whether you are eligible for early retirement or the early commencement of benefits.

In general, you earn a year of benefit service for each plan year (calendar year) in which you complete 1,000 hours of service. You may earn a partial year of benefit service in the year you are hired, and in the year in which you leave the Getty, even if you work less than 1,000 hours in those years. The maximum number of years of benefit service used to calculate your benefit is 25.

Note: IRS regulations prohibit using base pay in excess of the legal limit (\$220,000 for 2006) in calculating retirement benefits.

### **Covered Compensation**

*Covered compensation* is the 35-year average of the Social Security Taxable Wage Base in effect for each calendar year (ending in the year you reach your Social Security normal retirement age). This amount, which is used in the benefit formula, changes annually and is based on your date of birth. The Covered Compensation in effect for 2006 is shown on page 19. The Covered Compensation used to calculate your benefit will be taken from the table in effect for the year in which you retire.

### **Earnings**

*Earnings* refers to the amount of your base salary, including before-tax payroll deductions for medical coverage, Flexible Spending Accounts and Employee Investment Plan contributions. Bonuses, lump-sum payments, over-time payments, and other allowances or payments are **not** considered part of your earnings for calculating your benefits under the Retirement Plan.

### **Hour of Service**

In general, you are credited with one *hour of service* for each hour for which you are paid, or entitled to payment, by the Getty. Special rules apply for certain periods during which no duties are performed, such as during a leave of absence or for military service.

### **Vesting**

*Vesting* is the nonforfeitable right to receive benefits from the plan. Your vesting is based on your years of vesting service. You are fully vested after five years of vesting service. You earn a year of vesting service for each plan year (calendar year) in which you complete at least 1,000 hours of service. Vesting service is used to determine when you are vested in your benefit, whether you are eligible for early retirement or the early commencement of benefits, and whether your service is restored after you have a break in service. Once you become vested, you have a nonforfeitable right to a benefit. This means the benefit you have accrued is yours and cannot be taken away.

If you leave the Getty before age 65 and before you are vested, you will not be eligible for any benefits from the plan.

**Deferred Vested Benefit**

If you leave the Getty after becoming vested but before becoming eligible to retire (having reached age 65 or having reached age 55 with at least 10 years of vesting service), you are eligible to receive a benefit—called a *deferred vested benefit*—from the Retirement Plan. Your *deferred vested benefit* is calculated using the normal retirement formula, based on your average monthly earnings, Covered Compensation, and benefit service as of the date you leave the Getty. Your deferred vested benefit amount is fixed as of your termination date. It will not increase or decrease after your termination, and is generally payable when you reach age 65.

If you have at least 10 years of vesting service when you leave the Getty, you may choose to have your monthly benefit payments start any month after you reach age 55 and before age 65. However, the amount of your benefit will be reduced by an early commencement adjustment factor, as shown below.

Benefit payments will not start before:

- The date that you request in writing that payments should start; and
- The date you reach age 55, if you have at least 10 years of benefit service.

In all events, however, benefit payment must start on or before the first of the month coinciding with or following your 65<sup>th</sup> birthday.

Age When Vested Benefit Payments Begin	Early Commencement Adjustment Factor
65	100%
64	100%
63	100%
62	100%
61	94%
60	88%
59	82%
58	76%
57	70%
56	64%
55	58%

*Shading indicates when early retirement adjustment factor is equal to 100%.  
Actual factor is prorated based on age in years and months.*

If you no longer work at the Getty and are eligible for a deferred vested benefit under the plan, you are responsible for notifying the plan administrator, in writing, of:

- Any change in your address;
- Your current marital status; and,
- If you are married, the name, birth date and Social Security Number of your spouse.

### **Maximum Benefits**

Federal regulations limit the maximum benefit amount that can be paid from the plan. In addition, there are other regulations that limit the compensation used to determine benefits. If these limits apply to you, you will be notified by HR Benefits.

### **If You Leave and are Rehired**

In some situations, you may leave the Getty and be rehired after a "break in service", which is defined as a plan year in which you work fewer than 500 hours. If your employment ends **before** you are vested, and you are then rehired following a break in service, your total benefit and vesting service for purposes of the Retirement Plan will vary as follows:

- If your "break in service" is five consecutive years or longer, you will not receive credit for any prior benefit or vesting service.
- If your "break in service" is shorter than five consecutive years, you will receive credit for **all** your prior benefit or vesting service.

If your employment ends **after** you are vested, and you are then rehired, your prior vesting service will be taken into account for purposes of determining your new benefit.

You receive benefit service credit during a period of absence only in limited circumstances:

- If you become disabled and receive payments from the Long-Term Disability Plan, and are no longer performing any duties for the Getty, you will receive hours of service credit for your time on disability, provided your period of absence started on or after June 1, 2001. However, for purposes of determining your benefit service, you will not receive more than 501 hours of service for such a disability period.

- You will be credited with up to 501 hours of service for an approved maternity or paternity leave (either in the plan year in which your absence begins or the following plan year), but only to prevent a break in service from occurring during that leave.
- You will be credited with benefit and vesting service while on qualified military leave, provided you return to the Getty when the military leave ends. Your compensation for your average monthly earnings calculation will be computed at the rate you would have earned if you were not on military leave or your average earnings rate during the 12 months preceding your leave. If you do not return after your military leave, you will not receive any service or benefit accrual for your leave.

HR Benefits can provide you with more information on breaks in service and leaves of absences.

### ***Retirement Benefit***

When you retire, you will receive one of three types of retirement benefits from the Retirement Plan: a *normal*, *early*, or *delayed* retirement benefit. If you leave the Getty before qualifying for retirement but after you are vested in your Retirement Plan benefit, you will be entitled to a deferred vested benefit. See "Deferred Vested Benefit" on page 5 for more information. Payments for all types of retirement benefits will begin on the first of the month coinciding with or next following your retirement date, according to your written election. For example, if you retire at age 65 on May 15, your first payment will be June 1.

### **Normal Retirement**

Under the Retirement Plan, the normal retirement age is 65. The monthly amount of your normal retirement benefit is calculated as follows:

1.4% of your average monthly earnings	X	Your years of benefit service up to 25 years*
	+	
0.55% of your average monthly earnings minus Covered Compensation—but not less than zero	X	Your years of benefit service up to 25 years*
*If you had 15 years of vesting service on or before July 1, 1995, then up to 35 years of benefit service may be taken into account to calculate your benefit under the Retirement Plan.		

**Example: Normal Retirement.** Let's assume you retire at age 65 with 20 years of benefit service and average monthly earnings of \$5,000. Also assume that

the monthly Covered Compensation for a person age 65 is \$4,271. Your benefit would be calculated as follows:

1.4% of \$5,000 x 20	=	\$1,400
+		
0.55% x (\$5,000 - \$4,271) x 20	=	\$80.19
<b>Monthly retirement benefit</b>	=	<b>\$1,480.19</b>

If you are **single** when your payments begin, your normal retirement benefit is \$1,480.19 per month for life. If you are **married** when your payments begin, your normal retirement benefit will be reduced to provide a monthly benefit to you for your lifetime and after your death, 50% of your monthly benefit to your spouse for the remainder of his or her lifetime. This is known as the 50% joint and survivor benefit. You may choose another payment method and a beneficiary other than your spouse, provided your spouse consents in writing and the consent is notarized or witnessed by a plan representative.

### Early Retirement

If you have completed at least 10 years of vesting service, you may retire from the Getty between ages 55 and 65 and receive an early retirement benefit from the plan. Your early retirement benefit is calculated the same way as your normal retirement benefit, except:

- It is based on your benefit service, average monthly earnings and Covered Compensation at early retirement.
- It will be multiplied by an early retirement adjustment factor related to your age when benefits begin. This reduction reflects the probability that your benefit will be paid over a longer period of time. However, if you elect to receive benefits starting after you reach age 62 or older, there is no reduction.

The early retirement adjustment factors are shown in this table:

Age When Early Benefit Payments Begin	Early Commencement Adjustment Factor
65	100%
64	100%
63	100%
62	100%
61	94%
60	88%
59	82%
58	76%
57	70%
56	64%
55	58%

*Shading indicates when early retirement adjustment factor is equal to 100%.*

The factor that will apply to you depends on your exact age in years and months when you start to receive plan payments. For example, if you are age 59 and 4 months when your payments begin, your adjustment factor will be between those shown in the table for ages 59 and 60.

**Example: Early Retirement.** Let's assume you retire at age 60 with 20 years of benefit service and average monthly earnings of \$6,000, and that you elect to start your Retirement Plan benefit right away. Also assume that your estimated Covered Compensation is \$5,226 a month. Your benefit under the plan formula is calculated this way:

1.4% of \$6,000 x 20	=	\$1,680.00
+		+
0.55% x (\$6,000 - \$5,226) x 20	=	\$85.14
<b>Monthly retirement benefit, payable at Normal Retirement Date</b>	=	<b>\$1,765.14</b>

If you start receiving plan payments at age 60, this amount is adjusted as follows:

<b>Monthly retirement benefit payable at Normal Retirement Date</b>	=	\$1,765.14
Early Retirement Adjustment Factor at age 60	x	88%
<b>Monthly retirement benefit payable at age 60</b>	=	<b>\$1,553.32</b>



In this example, your monthly early retirement benefit payable at age 60 is \$1,553.32. If you are **single** when your payments begin, your early retirement benefit is \$1,553.32 per month for life. If you are **married** when your payments begin, your early retirement benefit will be reduced to provide a benefit for your lifetime and after your death, your spouse will receive 50% of your monthly benefit for the remainder of his or her life (50% joint and survivor benefit). This lifetime benefit will be based on your age and that of your spouse when your benefit begins. You may choose another payment method and a beneficiary other than your spouse, provided your spouse consents in writing and the consent is notarized or witnessed by a plan representative. Please see page 11 for a list of optional payment methods.

### **Delayed Retirement**

Once you are eligible for retirement at age 65, you may delay your benefit if you continue to work. Your delayed retirement date is the date you retire after reaching age 65. Your benefit for delayed retirement is determined as the **larger** of two amounts:

- The benefit based on your average monthly earnings and benefit service to your delayed retirement date, calculated in the same way as the benefit for normal retirement (see page 7); or
- Your normal retirement benefit (calculated using your average monthly earnings, Covered Compensation, and years of benefit service at age 65), increased for the value of the benefits that have not been paid to you since your normal retirement age (age 65).

Let's assume you retire at age 66 with 20 years of benefit service, average monthly earnings of \$5,000, and your estimated Covered Compensation is \$4,058 a month. Let's also assume that at age 65, your average monthly earnings were \$4,500.

Your benefit would be calculated as follows:

<b>Benefit 1</b>		
Age 66 Monthly Benefit	$1.4\% \times \$5,000 \times 20 =$	\$1,400.00
	+	+
	$0.55\% \times (\$5,000 - \$4,058) \times 20 =$	\$ 103.62
Age 65 Monthly Benefit	=	\$1,503.62
<b>Benefit 2</b>		
Age 65 Monthly Benefit	$1.4\% \times \$4,500 \times 19 =$	\$1,197.00
	+	+
	$.55\% \times (\$4,500 - \$4,058) \times 19 =$	\$46.19
Age 65 Monthly Benefit	=	\$1,243.19
Increase for \$1,243.19 (age 65 monthly benefit) not paid from age 65 to age 66 by $11.74\% \times \$1,243.19$	=	\$ 145.95
		+
		\$1,243.19
Age 65 Monthly Benefit increased for delayed retirement	=	\$1,389.14
Your delayed retirement benefit equals the larger of Benefits 1 or 2 (expressed as a single life annuity).	=	\$1,503.62

\*In this example, the delayed retirement factor is 11.74%. However, the delayed retirement factor is individually determined and depends on how many years your retirement age is delayed.

### ***Receiving Your Retirement Benefit***

You have a choice of how your retirement benefit is paid to you. If you do not specify the method you want within 30 days before benefits begin, you will receive *the normal payment method*.

### **Normal Payment Method**

Unless you choose an optional payment method, you will receive your retirement benefit as shown below, depending on your marital status when your plan benefits begin.

**If you're single: single life annuity.** If you are single when your Retirement Plan benefit payments begin, you will receive a monthly income payable for your lifetime. All payments cease at your death.

**If you're married: 50% joint and survivor benefit.** If you are married when your benefit payments begin, you will receive a reduced monthly benefit for the rest of your life. After your death, your surviving spouse will receive 50% of your benefit for the remainder of his or her life. The payments you receive are reduced to account for the fact that your beneficiary may also receive payments from the plan.

If the value of your age 65 plan benefit is \$5,000 or less, the Retirement Committee will authorize payment of your Retirement Plan benefit in a lump sum. Under Section 401(a)(31)(B) of the Internal Revenue Code, if a plan provides for mandatory distributions of amounts under \$5,000 and a participant does not affirmatively elect to have such a distribution paid to directly to the participant, the plan must roll over the account balance to an individual retirement account that satisfies the requirements set forth in the Code.

The Retirement Plan provides for mandatory distributions of amounts under \$5,000. If your account balance is under \$5,000 and you do not elect to have the lump-sum distribution of your benefit paid directly to you or rolled over to another eligible retirement plan, your lump-sum will be automatically rolled over to an individual retirement account. As required by law, this account will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. Fees and expenses related to the account will be paid.

### **Optional Payment Methods**

Instead of the normal payment method, you may choose another payment method that better suits your personal needs (with written spousal consent, as necessary). The options available to you are:

#### **Single life annuity**

Under this option, which is available to married employees with spousal consent, you receive a monthly retirement benefit for as long as you live. When you die, payments stop.

#### **Life annuity with 120 certain payments**

Under this option, you receive a reduced monthly retirement benefit for as long as you live even if you live longer than 120 months (10 years). If you die before receiving 120 monthly payments, the balance of the remaining payments is paid to your beneficiary. If he or she dies before all 120 payments are made, the balance of the remaining payments will be paid to your beneficiary's estate.

**50% joint and survivor benefit**

Under this option, you receive a reduced monthly retirement benefit for as long as you live, and after your death, your beneficiary—who can be anyone—will receive 50% of your monthly benefit for the remainder of his or her lifetime. If you designate someone other than your legal spouse as beneficiary, your spouse's notarized signature is required.

**100% joint and survivor benefit**

Under this option, you receive a reduced monthly retirement benefit for as long as you live. After your death, your beneficiary—who can be anyone—will receive 100% of your monthly benefit, for the remainder of his or her lifetime. If you designate someone other than your legal spouse as beneficiary, your spouse's notarized signature is required.

You may not change your beneficiary after your benefit payments begin.

If the value of your (or your spouse's or survivor's) benefit is \$5,000 or less, your Retirement Plan benefit will be paid in a lump sum.

If you (or your spouse) will receive an automatic lump sum, you (or your spouse) may elect to roll over that lump sum to an IRA or other eligible retirement plan that accepts such rollovers. At least 30 days before your lump sum is paid, you will be given information about your rollover rights. Amounts rolled from one type of plan to another may be subject to different distribution restrictions and tax rules after the rollover.

**Applying For Your Retirement Benefits**

All benefits from the plan must be applied for in writing and approved by the Retirement Committee. If you are employed at the Getty, send a letter to HR Benefits stating your election to retire along with the date of retirement, your marital status, and name and date of birth of your spouse or beneficiary. You must also submit copy birth certificates for you and your spouse and your marriage license.

In general, benefit elections must be made within 90 days before your benefit will begin. You will be provided with required information about your benefit payments; you and your spouse must have at least 30 days to consider your "normal" and "optional" payment methods. You and your spouse may waive that 30-day period, but your payments cannot begin until at least seven days after you receive the required benefit payment information. You may revoke any election within the 30 days. Once payment begins you cannot change your election.

No payments can be made for any month before HR Benefits receives your request and all required documents. If you have terminated employment and are eligible for a deferred vested benefit, you must file your written request with the Retirement Committee no sooner than 90 days before you are eligible to receive the benefit.

If you don't request an earlier start date (if available), retirement and deferred vested benefits will start as of the first of the month coinciding with or next following your 65<sup>th</sup> birthday.

Your benefit will become taxable when it is paid. You will receive more information on taxes and withholding on your monthly payment or lump sum in your election materials.

The Plan Administrator or its designee may recover any excess payments of benefits not paid according to the plan.

### ***Death Benefit***

The primary purpose of the Retirement Plan is to provide income for you during retirement. However, the plan may also provide income for your surviving spouse after you die, in the form of a *death benefit*. If you are **not** married at the time of your death, no death benefit will be paid, except according to the terms of an optional form of benefit that has already started (see page 12).

If you are married, you should review the following conditions with your spouse so he or she will be familiar with this information.

### **If You Die While Employed at the Getty**

The Retirement Plan will pay a death benefit to your spouse if you die while actively employed at the Getty and if you have:

- Earned a vested benefit, and
- Been legally married to your spouse for the 12-month period immediately preceding your death.

If you die, your benefit will be paid to your spouse as follows:

### **If you die before age 55:**

- If you have a least 10 years of benefits service, your surviving spouse will receive a benefit from the plan equal to the 50% survivor benefit of a 50% joint and survivor annuity (see page 13) beginning on the first day of the month coinciding with or next following the date **you would have** reached age 55. For this purpose, it is assumed that you terminated employment on your date of death, lived to age 55, and requested your

benefit payments to begin at that time in the 50% joint and survivor form.

**If you die after reaching age 55 but before your benefit payments begin:**

- If you have a least 10 years of benefits service, your surviving spouse will receive a benefit equal to 50% of the benefit that would have been paid to you if you had retired on the day before your death. For this purpose, it is assumed that you requested your benefit payments to begin immediately in a 50% joint and survivor payment form.

**If You Die After Leaving the Getty But *Before* Payments Begin**

The Retirement Plan will pay a death benefit to your surviving spouse if you die after leaving the Getty provided:

- You are eligible for a deferred vested benefit
- Payments to you have not begun; and
- You and your spouse were legally married for the 12 months preceding your death.

**If you die before reaching age 55:**

- Your surviving spouse will receive the 50% survivor benefit of a 50% joint and survivor annuity (see page 13).
- Your spouse's payments will begin on the first day of the month coinciding with or next following the date **you would have** reached age 55.

**If you die after reaching age 55 but before reaching age 65:**

- Your surviving spouse will receive the 50% survivor benefit of a 50% joint and survivor annuity (see page 13)
- Your spouse's payments will begin on the first day of the month coinciding with or next following your death.

**If you are eligible for normal or delayed retirement:**

- The death benefit is paid to your spouse according to the payment method you elected (or as the 50% survivor benefit of a 50% joint and survivor annuity, if no method was selected), with payment beginning on the first day of the month coinciding with or next following your death.

## **If You Die After Leaving the Getty But *After* Payments Have Begun**

Payments will continue according to your payment selection. Remember, if you chose a single life annuity, payments stop at your death.

## ***Important Retirement Information – Continuing the Plan***

The Getty intends to continue the plan indefinitely, but reserves the right to change, reduce benefits or end the plan in whole or in part at any time for any reason to the extent permitted by law.

If the plan is terminated, you automatically will become 100% vested in the benefit you earned as of the date the plan ends to the extent funded or guaranteed, regardless of your age or years of vesting service at that time. If the plan has ended and all expenses have been paid and benefit liabilities under the plan have been satisfied (through distributions, the purchase of annuity contracts, or both) any remaining plan assets will revert to the Getty.

## ***Losing the Right or Value of Benefits***

There are ways in which you could lose your right to benefits under the Retirement Plan. Also, there are some circumstances in which the value of your benefits may be reduced.

- If you leave the Getty before you are fully vested (as described on page 4), you will not have a right to benefit payments from the Retirement Plan. If you die before payments start and either you are not vested or you have not been married for at least 12 months, no benefits will be paid.
- If, before you are vested, you complete 500 or fewer hours of service during 5 or more consecutive 12-month periods (see page 6), then any vesting service you have completed at that time will be disregarded for purposes of determining vesting and any pay or benefit service you earned before that time will be ignored in calculating any benefit payments.
- If the Retirement Plan is terminated, you could lose some benefits if the plan is not adequately funded and the PBGC does not guarantee all of your benefit (see page 17).
- If you provide no notice to the plan administrator that you are retiring or are applying for benefits, or if you do not keep your current address on file with the Human Resources Department, the payment of your benefits could be delayed.

- A portion or all of your benefit under the Retirement Plan may be assigned under a "qualified domestic relations order" See Assignment of Benefits.

### **Special Rules for "Top-Heavy" Plans**

The Internal Revenue Service has issued special rules establishing minimum vesting and benefit formulas for plans that become "top heavy," that is, if more than 60% of the benefits are provided to "key employees." It is not expected that this plan will ever become top heavy. If this should happen, however, you will receive complete information on any required plan benefit adjustments.

### **Assignment of Benefits**

The plan is maintained for the exclusive benefit of employees. For the protection of your interests and those of your dependents, your benefit under this plan cannot be assigned to someone else, pledged, borrowed against or otherwise promised before that benefit is received. To the extent permitted by law, your benefit is not subject to garnishment or attachment or subject to the claim of creditors.

However, if a valid "qualified domestic relations order," (QDRO) from a state court, as determined by the plan administrator, requires the plan to set aside a portion of your benefit for your ex-spouse or children or other dependent(s), you will have no rights to that portion of your benefit. The plan has procedures covering QDRO determinations. You may request to receive a copy of those procedures without charge by writing to the Plan Administrator, named on page 36.

### **Pension Benefit Guaranty Corporation (PBGC)**

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

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

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than 5 years at the time the plan terminates; (3) benefits that are not vested because you have not worked long



enough for the Getty; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

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

For more information about the PBGC and the benefits it guarantees, ask your Plan Administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the Federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

## Covered Compensation Amounts

*Note: This table is updated annually.*

Calendar Year of Birth	2006 Annual Covered Compensation	Calendar Year of Birth	2005 Annual Covered Compensation
1929	24,312	1951	72,492
1930	25,920	1952	74,160
1931	27,576	1953	75,780
1932	29,304	1954	77,340
1933	31,128	1955	80,268
1934	33,060	1956	81,512
1935	35,100	1957	82,992
1936	37,212	1958	84,216
1937	39,444	1959	85,380
1938	43,992	1960	86,484
1939	46,344	1961	87,540
1940	48,816	1962	88,500
1941	51,252	1963	89,436
1942	53,628	1964	90,336
1943	55,944	1965	91,164
1944	58,236	1966	91,896
1945	60,492	1967	92,520
1946	62,712	1968	93,024
1947	64,896	1969	93,420
1948	66,936	1970	93,684
1949	68,880	1971	93,900
1950	70,728	1972	94,080
		1973 and later	94,200