



THE PENSION TRANSITION: EXPLAINED

WHAT IS IT?

- ULA **Pays Ahead** and Fully Funds Your Pension **Now**
- ULA **Transfers Our Pension Fund to a Major Financial Institution** to Administer on Your Behalf

WHY DO THIS?

- By Paying Ahead Now in 2018-2019, Launch Services starting in 2020 Will be Cheaper and **More Competitive**
- Fully Funding the Plan and Transferring it to a Major Financial Institution, **Secures Your Pension** from the Fortunes of ULA in the Intensely Competitive and Volatile Marketplace

HOW WILL THIS BE DONE?

- ULA Uses **Cash on Hand Now to Pay Ahead and Fully Fund** the Plan in 2018 and 2019
- An **Impartial Third Party** is Appointed to **Select a Nationally Recognized, Well-Established Financial Institution** and Oversee the Transfer
- The Financial Institution Administrates the Pension with **No Change in Benefits**

WILL ANYTHING CHANGE?

- Your Pension will be **More Secure**
- Your **Benefits Will Not Change**
- You will Have **New Choices** on How to Receive Your Pension
 1. You Can Begin Receiving Your Pension **When You Retire** (Like Today)
 2. You May Take the **Lump Sum** Value of Your Pension Account and Invest It As You Choose
 3. You May Choose to Begin Receiving Your Pension While Still Working, **Receiving Both a ULA Paycheck and a Pension at the Same Time**, Also Sometimes Called "Double Dipping"

WHO DOES THIS AFFECT?

- **All ULA Employees** Who Have a Pension
 - Hourly, Salary, Managers and Executives
- **All Other Plan Participants**
 - Retirees, Beneficiaries and Alternate Payees