Allegheny Energy Retirement Plan

Summary Plan Description

January 2018

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This Summary Plan Description (SPD) is created for eligible participants in the Allegheny Energy Retirement Plan (also known as "FirstEnergy Corp. Master Pension Plan - Parts A and Part K").

For purposes of this SPD, the term "Plan" means the Allegheny Energy Retirement Plan and "Company" means FirstEnergy Corp. "Company" includes any of FirstEnergy Corp.'s affiliates or operating companies that have employees represented by UWUA Local 102 and the provisions of the Plan apply to them (see the section entitled "Participating Employers and Identification Numbers").

This SPD explains how your Plan currently works, when you qualify for benefits, and other information contained in the Plan document. The Plan document is written in much more technical and precise language and is designed to comply with applicable legal requirements. If the non-technical language in this SPD and the technical, legal language of the Plan document conflict, the Plan document always governs. If you wish to receive a copy of the Plan document, please contact the Plan Administrator, or go to https://firstenergycorp.sharepoint.com/sites/compben/Retirement%20Programs/Cash%20Balance%20Plan.pdf.

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Introduction

Planning for a safe and secure retirement must begin long before the day you finally decide to stop your regular employment and begin a new chapter in your life.

The Allegheny Energy Retirement Plan ("Plan") is sponsored by FirstEnergy Corp. to help you build financial security for your future. It represents only a part of the income you should take into account to make the most of your retirement years. When combined with your personal savings, your account balance under the FirstEnergy Corp. Savings Plan, and your Social Security benefit, you can increase the potential for a sound financial future.

Your pension is based on your pay, the length of time you work for the Company and your age. The Company pays the entire cost of the Plan. The Plan is a defined benefit plan and is intended to be qualified under the Internal Revenue Code ("Code").

Benefits are paid from the FirstEnergy Corp. Master Pension Trust. The Trust pays benefits not only for the Plan, but also for all the other constituent plans maintained as a part of the FirstEnergy Corp. Master Pension Plan.

If you have any questions after reading this summary, please contact the Human Resources Service Center at 1-800-543-4654.

The Plan Administrator has outsourced certain aspects of the pension process to Aon.

- If you have not commenced your pension benefits, you can create a pension estimate by accessing "Your Pension Resources" (YPR) at http://ypr.aon.com/firstenergy and completing the security profile. There isn't a limit as to the number of estimates you can create.
- If you are an active employee, when you are ready to commence your pension benefits, contact your Local HR Representative. They will arrange for your retirement session and request the necessary paperwork from Aon.
- If you are not an active employee when you are ready to commence your pension benefits, contact the FirstEnergy Pension Center at Aon toll-free at 855-326-8167.

The provisions of the Plan and eligibility for participation do not constitute an employment contract with any individual. Being a participant in this Plan does not grant any current or future employment rights. Generally, employment is not for a definite period and may be terminated at will by either the Company or the employee, subject to the collective bargaining agreement. Your right to any payment under the Plan is determined solely under the Plan's provisions.

Definitions

Throughout this SPD, you will come across certain words or terms which are used frequently and which you should know. These terms will help you better understand your benefits. You may wish to refer back to them as you read through the SPD.

Base Annual Rate	Used in determining benefits payable under the Normal and "J" Formulas for this Plan. It is the lower of: (a) an Employee's highest Base Rate of Pay determined on any given July 1, or (b) an Employee's highest average annual Compensation during any 60 consecutive months.
Base Rate of Pay	It is determined on July 1 of each year by (a) multiplying your monthly base salary by 12, or (b) multiplying your hourly rate by the number of normally scheduled hours worked during any given year. After June 30, 1999, lump sum payments received under the annual base salary administration program will be included for the July 1 following receipt.
Beneficiary	The person who receives or is designated by you to receive benefits if you die.
Benefit Commencement Date	The first day with respect to which retirement income is payable to you, even though the day the payment is actually made to you may be later (e.g., due to mail or bank procedures).
Compensation	Generally, it is all wages and salaries payable by the Company during any year determined prior to all pre-tax contributions made to any Company-sponsored plan, including, but not limited to, base pay, overtime pay, shift differential, premium pay, commissions, differential wage payments made during a period of qualified military service (effective January 1, 2009). Compensation does not generally include such amounts as awards, relocation expenses, reimbursements of medical or dental premiums, educational assistance, and any separation or severance payments or similar items.
Computation Year	For periods ending prior to July 1, 2012, the Plan Year; and for periods commencing on or after July 1, 2012, a period beginning with July 1 and ending on the following June 30.
Covered Compensation Level	A threshold, determined on July 1 of each year, used in the calculation of benefits under the Plan based on the average annual Social Security wage base during the last 35 years ending on the December 31 of the prior calendar year , rounded to the nearest multiple of $600.
Earnings	As used under the Grandfathered Formula, includes the *lower of* your highest Base Rate of Pay as of July 1 of any year through July 1, 1988, or your highest average annual Compensation during the highest 60 consecutive months prior to July 1, 1989.

Hours of Service	Hours for which you are paid or entitled to be paid. An Hour of Service does not include hours when you are on strike, on an unauthorized absence, on suspension without pay for disciplinary reasons, on unpaid lay-off or on union business without pay unless on leave of absence in accordance with the applicable collective bargaining agreement. Hours of Service also do not include hours for which you are paid instead of unpaid vacation benefits after termination of employment.
Normal Retirement Age	Age 65.
Normal Retirement Date	The first day of the month coinciding with or next following your attainment of your Normal Retirement Age.
Service	There are two (2) kinds of service. Eligibility Service determines your right to receive a benefit from the Plan. Benefit Service determines the amount of the benefit you will receive.

Eligibility and Participation

You are eligible to participate in the Plan, if you meet all of the following:

- You are a bargaining unit employee represented by UWUA Local 102 and covered by a collective bargaining agreement that provides for participation in this Plan,
- You are employed:
  - on a regular full-time or probationary full-time basis, or
  - on a part-time or temporary basis and are scheduled to complete, or actually complete, at least 1,000 Hours of Service within a 12-month period beginning on your date of employment or within a Plan Year
- You were hired or rehired before January 1, 2015.

Other former Allegheny employees may also be participants. However, their accrual is restricted as outlined in the frozen formula table found on page 6. You are not eligible to participate in the Plan if you are a leased employee.

If you have any questions about your eligibility, please contact the Human Resources Service Center (1-800-543-4654).

Crediting of Service

It's important to know how the Plan recognizes service. Service determines both your right to receive a benefit from the Plan and the amount of the benefit you will receive.

How is Service determined for vesting?

You will receive a Year of Service for each calendar year during which you are credited with at least 1,000 Hours of Service.

How is Service determined for calculating my retirement benefit?

Service, for purposes of calculating your retirement benefit, is generally the number of years and full months of your employment. If you were hired in the first half of the month, you will receive credit for a full month of Service.

If you were an active participant in a predecessor plan during a time when it was contributory and elected not to make contributions to the predecessor plan, you do not receive Service for this period of time.

Absence on account of temporary layoff or leave of absence granted by the Company shall not be a break in your employment.

If you go on a military leave and return to work before your veteran's reemployment rights end, that time will not be a break in your employment.

If you ceased to be actively employed as a result of a maternity/paternity absence, you may be entitled, in some cases, to as much as 104 weeks of service in determining your period of absence.

Maternity or paternity absence includes absence from employment for the following reasons:

- Pregnancy of the employee,
- Birth of the employee's child,
- Placement of a child with the employee for adoption, and
- Caring for the child immediately following birth or placement for adoption.

Please note that if you leave your employment with the Company, your Service may be affected. For more details, please see "What happens if I leave the Company before I am vested?" beginning on page 6 and "What happens if I am reemployed by the Company after retirement?" beginning on page 22.

Eligibility for Retirement Income

Types of Retirement

Whether or not you are eligible for retirement income depends on your age and the number of Years of Service you have when you terminate employment. In order to be entitled to a pension benefit ('vested') you must have acquired at least 5 Years of Service or be 55 or older when you terminate employment.

There are four (4) retirement types at FirstEnergy:

Normal Retirement

Normal Retirement occurs when you terminate employment and commence your pension benefit on the first day of the month following your 65th birthday. There is no age-related reduction factor applied under Normal Retirement.

Deferred Retirement

Deferred Retirement occurs when you choose to work beyond your Normal Retirement Age. Up to the point that you actually retire, you will continue to earn credit for Service and pay, and your pension benefits will not start until you actually terminate employment. As with Normal Retirement there is no age-related reduction factor applied under Deferred Retirement.

Early Retirement

Early Retirement occurs when you terminate employment before Normal Retirement but after you are at least age 55. Under Early Retirement you can choose to commence your pension benefit as early as age 55. But you should know that if you choose to commence before age 65, the amount you receive will be reduced based on your age – in years and months – at commencement. (See Early Retirement Benefit beginning on page 10.)

Terminated Vested Retirement

Terminated Vested Retirements occur when a vested employee terminates employment before they are eligible for Early Retirement.

If you have completed at least five full Years of Service then you are vested, and you are eligible to begin receiving your pension benefit at Normal Retirement, as described above. Your benefit will be based on your pay at the time of your termination.

You may also elect to begin receiving your pension benefit at any time after your 55th birthday. Your benefit will be based on your pay at the time of your termination. But if you choose to commence your benefit before age 65, the amount you receive will be reduced. (See Terminated Vested Retirement Benefit beginning on page 11.)

If you are eligible for terminated vested retirement and you made contributions under one of the prior contributory plans, you can withdraw these contributions, with the consent of your spouse, if applicable, at termination of employment and before payment of any retirement benefits. Remember that pension benefits are forfeited for service accrued during the time you were contributing to the Plan.

What happens if I leave the Company before I am vested?

If you leave the Company before you are vested, you will not be entitled to receive any benefits from the Plan. You are vested if you satisfy the requirements for normal, early, deferred or terminated vested retirement described above.

Retirement Income

How is my benefit calculated?

If you retire on your Normal Retirement Date, you will receive an annual benefit based on the **greater** of A and B below. However, if you were covered under this Plan prior to July 1, 1989, your annual benefit will be based on the **greater** of A, B and C.

A. The Normal Formula

B. The "J" Formula

C. The Grandfathered Formula (only for Employees hired prior to July 1, 1989)

   Important: To be eligible for this formula the participant must have remained an employee from 1989 until retirement.

Important: Accrual of Benefits under these formulas will be frozen as of the following dates:

For all Participants except those represented by UWUA Local 102 or UWUA Local 304	As of December 31, 2011 (2011 Freeze Date)
For all Participants who cease to be represented by UWUA Local 102 on or after January 1, 2012, but who remains employed by the Company or an affiliate	As of the date that you cease to be represented by UWUA Local 102 (your "transfer date")
For all Participants represented by UWUA Local 304	Earlier of the date that you cease to be represented by UWUA Local 304 (your "transfer date") or December 31, 2014 (2014 Freeze Date)

No Service and no Earnings or other compensation earned or paid after the applicable Freeze Date or the applicable transfer date, will be taken into account for purposes of calculating benefits under the formula being discussed.

However, if you participated in either the 2011 or 2014 Freeze Dates your Retirement Benefit will be computed under the Normal or the "J" formulas and will be equal to the ***greater*** *of (1) your Frozen Benefit or (2) your Run Up Benefit which is your frozen benefit calculated without regard to any freeze of your Base Annual Rate and Covered Compensation Level and therefore takes into account any such increases while employed by the Company or an affiliate. This "greater of" calculation will also apply to employees represented by UWUA Local 304 or Local 102 who transfer into a non-bargaining unit position.*

Your Run Up Benefit will no longer accrue if you were a member of the collective bargaining unit(s) who participated in either the 2011 or 2014 Freeze Dates and you transfer to a bargaining unit whose members are not eligible for a Run Up Benefit, or if you terminate employment.

There is no Run Up Benefit for the Grandfathered formula. If frozen, it remains unchanged until you retire. As noted earlier, you must remain an employee until retirement to be eligible for a benefit based on the Grandfathered formula.

IMPORTANT: The results shown below are based on an employee represented by UWUA Local 102. Therefore, there will be no Freeze or Run Up Benefit examples.

A. Normal Formula

The following describes the calculation of annual benefits under the Normal Formula:

Part I

1.1% of Base Annual Rate below the Covered Compensation Level

X

Full years and months of Service, up to a maximum of 35 years

(counting each month as 1/12 of a year)

PLUS

Part II

1.5% of Base Annual Rate in excess of the Covered Compensation Level

X

Full years and months of Service, up to a maximum of 35 years

(counting each month as 1/12 of a year)

PLUS

Part III

1.3% of Base Annual Rate

X

Full years and months of Service in excess of 35 years

(counting each month as 1/12 of a year)

An example of the Normal Formula

The following assumes a retirement date of 10/1/2016, a Base Annual Rate of $75,254 (lesser of $75,254 Base Rate and $94,369 highest average Compensation), a Covered Compensation Level of $72,600 and 29.0833 years of Service. For this example the employee has chosen to defer commencement of their pension.

Age and service at retirement	59 and 29.0833 years of Service
Normal Formula – Part I	$23,226
Normal Formula – Part II	$1,158
Normal Formula – Part III	$0
Accrued and Vested annual benefit	$24,384
Accrued and Vested monthly benefit	$2,032

B. "J" Formula

The "J" formula is calculated the same as the Normal formula except that the service, Base Annual Rate and Covered Compensation Level in effect on the June 30th immediately preceding their actual retirement date are used.

An example of the "J" Formula

The following assumes a retirement date of 10/1/2016, therefore the "J" formula is determined as of June 30, 2016. As a result the calculation used a Base Annual Rate of $73,424 (lesser of $73,424 Base Rate and $93,261 highest average Compensation), a Covered Compensation Level of $70,200 and 28.8333 years of Service.

Age and service at "J" retirement date	59 and 28.8333 years of Service
"J" Formula – Part I	$22,265
"J" Formula – Part II	$1,394
"J" Formula – Part III	$0
Accrued and Vested annual benefit	$23,659
Accrued and Vested monthly benefit	$1,972

C. Grandfathered Formula

The following describes the calculation of annual benefits under the Grandfathered Formula:

Part I

.85% of the first $16,800 in Base Annual Rate as of June 30, 1989

X

Full years and months of Service prior to July 1, 1988

(counting each month as 1/12 of a year)

PLUS

Part II

1.5% of Base Annual Rate as of June 30, 1989 in excess of $16,800

X

Full years and months of Service prior to July 1, 1988

(counting each month as 1/12 of a year)

PLUS

Part III

1.125% of Annual Earnings up to $45,000

(for 1988-1989 Plan Year, or portion thereof)

PLUS

Part IV

2% of Annual Earnings over $45,000

(for 1988-1989 Plan Year, or portion thereof)

PLUS

Part V

For each Computation Year (or portion) thereafter

1.5% of Annual Earnings

For purposes of the Grandfathered Formula, “Annual Compensation” is the **greater** of (1) your annualized July 1 Base Rate of Pay for that year, or (2) your Compensation for the prior calendar year. “Earnings” are the **lesser** of (1) your highest Base Rate of Pay as of July 1 of any year through July 1, 1988, or (2) your highest average annual Compensation during the highest 60 consecutive months prior to July 1, 1989.

Since the employee was and continues to be represented by UWUA Local 102, all service and earnings will be taken into account for purposes of calculating benefits under the Grandfathered Formula.

An example of the Grandfathered Formula

Because the employee was hired in 1987 they are eligible for the Grandfathered formula. As with the Normal and “J” examples, the following results assume a 10/1/2016 retirement.

Age and service at retirement	59 and 29.0833 years of Service
Grandfathered Formula - Part I	$143
Grandfathered Formula - Part II	$25
Grandfathered Formula - Part III	$208
Grandfathered Formula - Part IV	$0
Grandfathered Formula - Part V	$24,839
Accrued and Vested annual benefit	$25,187
Accrued and Vested monthly benefit	$2,099

At this point the employee has three (3) accrued and vested amounts:

Formula	**Accrued & Vested Monthly Amount**
Normal	$2.032
"J"	$1,972
Grandfathered	$2,099

Early Retirement Benefit

Instead of deferring, the employee chooses to commence when they retire and receive an early retirement benefit. As described previously, the accrued and vested amounts may be reduced because they are commencing before the Normal Retirement Date. The actual annual benefit will be based on the **greater** of the applicable formulas after reduction factors have been applied. Each formulas reduction factors are described below:

- Part II and III of the Normal and "J" formulas will be reduced using the early retirement factors from Table 1 in the Appendix. The reduction percentage is prorated per your exact age in years and months.
- Early Retirement reductions for the Grandfathered Formula depend on the employee's age when they commence payment. In the example provided the employee was under age 60. As a result, three (3) adjustments are made to the accrued & vested calculation to determine the benefit paid.
  1. From date of commencement to age 60 the portion of the benefit calculated in Parts I and Part III of the formula will be calculated using the age based (bridge) factors from Table 2 in the Appendix. In addition, the sum of all 5 parts will be further reduced

by .33% for each month prior to age 60 to determine the benefit paid between commencement and age 60.

2. Between age 60 and age 65 the .33% reduction is removed – the age based factors in Parts I and III remain unchanged and that is the amount paid.
3. At age 65 the accrued and vested amount is paid.

Early Retirement Results

The following assumes a commencement date of 10/1/2016 when the employee is 59 years old.

	Monthly Amount			
Formula	**Accrued & Vested**	**Commencement (59) to Age 60**	**Age 60 to Age 65**	**Age 65**
Normal	$2,032	$2,023	No Change	No Change
"J"	$1,972	$1,961	No Change	No Change
Grandfathered	$2,099	$2,022	$2,106	$2,099

Deferred Retirement Benefit

If you retire after your Normal Retirement Age, your retirement benefit will be calculated exactly the same way as a Normal Retirement Benefit, and will be based on your Service at the time you terminate employment, provided you were credited with an Hour of Service after June 30, 1988.

No special actuarial adjustment will be made to your retirement benefit because you elected to defer retirement. Additionally, your benefit can never be less than the benefit you would have received at Normal Retirement Age, assuming you were eligible to retire at that time. You should also know that applicable law requires that your benefit start no later than April 1 of the year following the year you reach age 70-½.

Terminated Vested Retirement Benefit

If you are eligible for Terminated Vested Retirement (see **Terminated Vested Retirement** under **Eligibility for Retirement Income** above), you will begin receiving your pension benefit at normal retirement, as described above. Your benefit will be based on your pay at the time of your termination.

If you want to accelerate the payment of your pension benefit, you may elect to receive your vested benefits beginning on the first day of any calendar month coincident with or following your 55th birthday. The amount you receive will be reduced the appropriate factor found in Table 3 in the Appendix.

An Example of Terminated Vested Retirement

A former employee who terminated when they were age 53 with a $15,761 annual accrued and vested benefit decides to start their pension at age 62.

Age at date benefits begin	62
Accrued and vested annual benefit	$15,761
Accrued and Vested monthly benefit	$1,313
Terminated vested reduction factor (Table 2)	.80
Terminated Vested Early Retirement benefit	$1,051

<u>Special Circumstances</u>

Employees who terminate employment under the special circumstance listed below may elect to commence their benefit as early as age 55 using the early retirement factors from Table 1 in the Appendix instead of the terminated vested early retirement factors from Table 3 in the Appendix. To be eligible, at termination, the employee must be:

- Between ages 50 and 54; and
- Have 10 or more years of Eligibility Service; and
- Either
    - Involuntarily separated from the Company on or after January 1, 2012 and qualify for and elect to receive benefits under the FirstEnergy Severance Benefits Plan, or
    - Involuntarily separated from the Company as a result of the sale of the business unit in which they are employed, to an unrelated entity in a sale that closes no later than the date specified in the Pension Plan, and they remain employed by the buyer until they attain age 55 or they are terminated by the buyer prior to age 55 under circumstances that would qualify them to receive benefits under the FirstEnergy Severance Benefits Plan.

Disability Status

You are considered disabled if (1) you meet the requirements under a Participating Employer's long term disability plan or, (2) if you are not a participant in a Participating Employer's long term disability plan, a physician chosen by the Participating Employer determines you are permanently and totally disabled from any and all gainful employment. You will be required to provide documentation of your continuing disability from time to time.

While you are disabled you will not accrue additional benefits under this Plan, nor be credited with Hours of Service for vesting purposes. In addition, you will not be credited with any increase in Service, Annual Pay, Base Annual Rate or Covered Compensation.

However, if you are less than age 55 when you become disabled and then attain age 55 while you are a disabled Allegheny participant, you will be considered to be continuously employed during such period solely for the purpose of determining your eligibility for Early Retirement and the reduction for the commencement of your Early Retirement Benefit.

Forms of Benefit Payment

All Forms of Benefit Payment examples will be based on a 65 year old participant who has a 63 year old spouse. The participant's accrued and vested benefit is $1,698 per month.

What is the normal form of benefit payment?

If you are married, the normal form of benefit payment is an Automatic Joint & Surviving Spouse Annuity Option. This form reduces the amount of your annual pension benefit, but in the event of your death, continues to pay 50% of the reduced benefit to your spouse for the remainder of his or her life.

<u>An Example of 50% Joint & Surviving Spouse Annuity Option</u>

Ages of participant and spouse at commencement	65 and 63, respectively
Monthly accrued and vested benefit	$1,698
Participant monthly benefit amount under the 50% surviving annuity option	$1,548
Surviving spouse monthly benefit after participant's death	$774

If you are <u>not</u> married, the normal form of benefit payment is a Single Life Annuity Option. You will receive monthly pension benefits for the rest of your life. No payments will be made after your death.

What are the optional forms of benefit payment?

All optional forms of benefit payment are subject to any applicable spousal consent described beginning on page 18 of this SPD. To comply with federal regulations, if you designate a Beneficiary other than your spouse, the Joint and Surviving Spouse Annuity Option percentage may be reduced, to no less than the 50% Joint & Survivor payment option, if your designated Beneficiary is significantly younger than you are.

Single Life Annuity Option

Under this option, your retirement benefit will be paid to you in a monthly amount for your lifetime.

<u>An Example of a Single Life Annuity Option</u>

Ages of participant and spouse at commencement	65 and 63, respectively
Monthly accrued and vested benefit	$1,698
Participant monthly benefit amount under the single life annuity option	$1,698
Surviving spouse monthly benefit after participant's death	$0

Joint and Survivor Annuity Option

Under this option, the monthly amount you receive during your lifetime is less than the amount you would receive under a Single Life Annuity. The amount of the reduction depends on the ages of you and your Beneficiary, and the percentage to be continued after your death. You can elect that after your death 25%, 50%, 75% or 100% of the monthly amount you receive will be paid to your Beneficiary for his or her life. If your Beneficiary predeceases you, the amount of your monthly benefit will not change.

Modified Joint and Survivor Annuity Option

Under this option, the monthly amount you receive during your lifetime is less than the amount you would receive under a Single Life Annuity or under the Joint and Survivor Annuity Option without the "Pop Up" feature. The amount of the reduction depends on the ages of you and your Beneficiary, and the percentage to be continued after your death. You can elect that after your death 25%, 50%, 75% or 100% of the monthly amount you receive will be paid to your Beneficiary for his or her life. If your Beneficiary predeceases you, your monthly benefit "pops up" to the Single Life Annuity amount.

An Example of 50% Joint & Surviving Annuity Option with Pop Up

Ages of participant and Beneficiary at commencement	65 and 63, respectively
Monthly accrued and vested	$1,698
Participant monthly benefit under the 50% surviving annuity with pop-up option	$1,526
Surviving Beneficiary monthly benefit after participant's death	$762
Participant's monthly benefit after Beneficiary's death	$1,698

Period Certain Annuities

This payment form provides a reduced monthly annuity for your life with a guaranteed period of 5, 10 or 15 years. If you die before receiving all of the payments for the guaranteed period, your Beneficiary will receive the remaining payments. If your Beneficiary predeceases you and payments have not started or there are still guaranteed payments remaining, you may choose a new Beneficiary. If the selected guaranteed period ends, you will continue to receive monthly benefits for your life, but when you die your Beneficiary will not receive any benefits. If both you and your Beneficiary die before the selected guaranteed period ends, the remaining payments will be paid in a single sum to the estate of the last person to die.

An Example of 10-year Period Certain Annuity Option

Age of participant at retirement	65
Monthly accrued and vested benefit	$1,698
Participant monthly benefit for life under the 10 year period certain annuity option	$1,621
Beneficiary monthly when participant dies 5 years after commencement	$1,621 for 5 years
Beneficiary monthly benefit when participant dies more than 10 years after commencement	$0

Single Sum

If the present value of your benefit is at least $5,000 and not more than $25,000 at your Benefit Commencement Date or later, if applicable, you have the option of electing an immediate single sum payment of the actuarial equivalent of your benefit.

Small Benefits

Your benefit will automatically be paid to you in a single sum if, when you terminate, the present value of your benefit is less than $1,000. If the present value of your benefit is at least $1,000 and less than $5,000, you have the option of electing an annuity starting as early as age 55 or an immediate single sum payment of the present value of your benefit. If you are eligible for benefits under another part of the Master Plan, please contact the Plan Administrator to see if there are additional forms of payment available to you.

How do I commence my pension benefit and elect a benefit option when I terminate employment or retire?

You are asked to give between 60 and 90 days' notice of your retirement. This will allow time to calculate all of the available options, provide you with estimates of those options, and give you time to review them with your tax or other financial advisor.

Once you (and your spouse, if applicable) have decided on the best option for you, you must complete and return the Pension Benefit Election Form by the date designated in your Retirement Kit from Aon. This date is typically the later of your commencement date or 45 days after the Kit was prepared.

Does my spouse have to agree to a benefit option?

If you are married, your spouse must agree in writing to the election of your retirement benefits in a form other than the Automatic 50% Joint & Surviving Spouse Annuity Option normal form of benefit payment.

Your spouse's written consent must be signed and returned by the later of your commencement date or 45 days after your Retirement Kit was prepared. In addition, the signature must be witnessed by a notary or by an authorized Plan representative.

Can I change my benefit election?

You may change your election as to the form of payment of your retirement benefit up to the date designated in your Retirement Kit from Aon, with proper spousal consent as necessary. As soon as payment of benefits begins, you may not change the form of payment after this date.

Can I change my Beneficiary?

When and how you can change your Beneficiary depends on the form of benefit payment you elected, and when you want to make the change. Proper spousal consent (see above), or a waiver of the right to consent, must be obtained if you are married. Beneficiary designation forms may be obtained from the Human Resources Service Center.

Your only opportunity to change the Beneficiary of a Joint and Survivor Annuity Option is the later of the date of the commencement of your pension benefit or the receipt of the beneficiary designation form by the Plan Administrator. Please Note: Changing your beneficiary will result in new Joint and Survivor Annuity Option amounts and require a new Retirement Kit.

If the Beneficiary of a Joint and Survivor Annuity Option dies before the Benefit Commencement Date, the option is automatically revoked, and you may elect a new optional form of benefit payment and/or Beneficiary.

If the Beneficiary of your Period Certain Annuity Option dies before your Benefit Commencement Date, you may name another Beneficiary or revoke the option. If the Beneficiary dies after your Benefit Commencement Date, you may name another Beneficiary for the balance of the guaranteed payment period. If married and you designate a non-spousal beneficiary, spousal approval would be required to make the change.

What happens when there is no designated Beneficiary for the Period Certain Annuity Option?

If you die during the guaranteed payment period under your selected Period Certain Annuity Option without designating a Beneficiary, then the Beneficiary is your surviving spouse or, if there is no surviving spouse, your estate. If paid to your estate, it will be paid in a single sum equal to the present value of the remaining payments.

Death Benefits

The primary purpose of the Plan is to provide you with income during retirement. However, the Plan may help provide financial security for your surviving spouse after your death.

What happens if I die before I have met the requirements for normal retirement, early retirement, or terminated vested retirement?

If you die before you **become vested in the Plan**, your surviving spouse is not entitled to a benefit from the Plan.

What happens if I die after I have met the requirements for normal retirement, early retirement, or terminated vested retirement?

If you **have met the requirements for normal retirement, early retirement, or terminated vested retirement,** and die before your benefit payments begin, your surviving spouse may be eligible for benefits under the Plan. The amount payable to your spouse is based on a number of factors, such as your age and when your spouse elects to commence benefits.

If you are married, vested and die before your Benefit Commencement Date, your surviving spouse will be entitled to a lifetime benefit from the Plan. The amount of the benefit is equal to the amount your spouse would have received had you elected the 50% Joint and Survivor Annuity Option.

Your surviving spouse may elect to commence benefits as early as the first day of the month following the later of (1) the date you would have attained age 55, or (2) the date of your death.

If payments to your spouse begin before you would have attained age 65, the payment amount may be reduced due to an early (pre-age 65) commencement. However, your spouse may elect to defer commencement to the first day of any later month (but no later than the date you would have reached age 65 or the date when your reduction factor is 100%, if earlier). The reduction factor used will be based on the date your surviving spouse commences payment.

If you die while receiving benefits:

If you die while receiving benefits under the Plan, any benefits to your spouse or your designated Beneficiary will be controlled by the form of payment you selected (see *Forms of Benefit Payment*). For example, if you were receiving payments as a single life annuity, then no amounts are payable after your death.

Other Information You Should Know

The preceding sections of this SPD have described major provisions of the Plan. This section concerns other relevant information, including the Plan's claims procedure.

What do I do if my application for a pension benefit is denied?

If you or your beneficiary feels that you are entitled to benefits from the Plan, you or your beneficiary may file a written claim with the Plan Administrator. The Plan Administrator has delegated the fiduciary obligation of paying benefits and initial claims determination to the FirstEnergy Retirement Programs section of the Human Resources Department ("Retirement Programs"). The decision of Retirement Programs concerning your claim will be given to you within a reasonable period of time, but generally not later than 90 days (45 days for claims regarding disability) after receiving the claim. If Retirement Programs determines that special circumstances require a longer period to act on your claim, you will be given notice that the additional time is needed before the end of the 90-day period (45-day period for claims regarding disability). The extension will not exceed a period of 90 days (30 days for claims regarding disability) from the end of the initial 90-day period (45-day period for claims regarding disability).

If your claim is denied, in whole or in part, you will be notified. The notice will be written in a manner to be understood by you and will include the following:

- ➢ The specific reason or reasons for the adverse benefit determination.
- ➢ The specific Plan provisions on which the adverse benefit determination is based.
- ➢ A description of any further material or information which is necessary for you to perfect (complete) your claim and an explanation of why the material or

- An explanation of the Plan's claim review procedure and time limits applicable to the Plan's claim review procedures, including a statement of your right to bring a civil action under ERISA Section 502(a) following an adverse determination on review.

- In the case of an adverse benefit determination regarding disability the notice must include:

  - A discussion of the determination, including an explanation of the basis for disagreeing with or not following: (A) the views presented by you of health care professionals treating you and vocational professionals who evaluate you, (B) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your determination, without regard to whether the advice was relied upon in making the determination, and (C) a disability determination regarding you made by the Social Security Administration.

  - Either the specific internal rules, guidelines, protocols, standards or other similar criteria of the Plan relied upon in making the determination or a statement that such rules, guidelines, protocols, standards or other similar criteria of the Plan do not exist.

  - If the adverse benefit determination is based on medical necessity or experimental treatment or similar exclusion or limit, a statement that an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, will be provided free of charge upon request.

  - A statement displayed in any applicable non-English language (i.e., if 10% of more of the population residing in the county to which the notice is sent are literate only in some non-English language) clearly indicating how to access the language services provided by the Plan.

You have the right to ask for a review of an adverse benefit determination by making a request in writing to the Retirement Board within 60 days (180 days for claims regarding disability) after the adverse benefit determination is made. Your request must contain the following information:

- The date on which your request was filed with the Retirement Board (although the actual date of filing will govern the timeliness of the request).

- The specific portions of the adverse benefit determination that you request the Retirement Board to review.

- A statement by you setting forth the basis upon which you believe the Retirement Board should reverse the previous adverse benefit determination and accept your claim as made.

- Any written material (offered as exhibits) which you desire the Retirement Board to examine in its consideration of your position.

You or your authorized representative may (i) submit written comments, documents, records and other information relating to your claim for benefits, (ii) review pertinent documents, (iii) upon request in the manner and form required by the Retirement Board and free of charge, be provided reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, and (iv) make an oral presentation to the Retirement Board (notice will be provided to you at least 10 days prior to the hearing date).

Before the Plan issues an adverse determination on review regarding disability, the Plan will provide you, free of charge, with the following as soon as possible and sufficiently in advance of the date on which notice of the determination is required to give you a reasonable opportunity to respond prior that date:

- Any new or additional evidence considered, relied upon, or generated by (or at the direction of) the Plan, insurer, or other person making the determination in connection with your claim.
- If the determination is based on a new or additional rationale, the rationale.

The review by the Retirement Board will take into account all comments, documents, records and other information submitted by you relating to the claim, without regard to whether the information was part of the initial benefit determination. For claims regarding disability, (i) the review will not afford deference to the initial adverse benefit determination and will be conducted by an appropriate named fiduciary who is neither the individual who made the adverse benefit determination nor the subordinate of such individual, and (ii) if the adverse benefit determination is based in whole or in part on a medical judgment, the appropriate named fiduciary will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment, and is not the health care professional who was consulted in connection with the initial adverse benefit determination or the subordinate of such individual.

The decision of the Retirement Board on your appeal will be given to you in writing within a reasonable period of time, but generally not later than 60 days (45 days for claims regarding disability) after receiving your appeal request. If the Retirement Board determines that special circumstances require a longer period to act on your claim, you will be given notice that the additional time is needed before the end of the 60-day period (45-day period for claims regarding disability). The extension will not exceed a period of 60 days (45 days for claims regarding disability) from the end of the initial 90-day period (45-day period for claims regarding disability).

The decision on review, if adverse, will be written in a manner to be understood by you and will include the following:

- The specific reason or reasons for the adverse benefit determination.
- The specific Plan provisions on which the adverse benefit determination is based.
- A description of any further material or information which is necessary for you to perfect (complete) your claim and an explanation of why the material or information is needed.
- An explanation of the Plan's claim review procedure and time limits applicable to the Plan's claim review procedures, including a statement of your right to bring a civil action under ERISA Section 502(a) following an adverse determination on review.
- In the case of an adverse benefit determination regarding disability the notice must include:
    - A discussion of the determination, including an explanation of the basis for disagreeing with or not following: (A) the views presented by you of health care professionals treating you and vocational professionals who evaluate you, (B) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your determination, without regard to whether the

advice was relied upon in making the determination, and (C) a disability determination regarding you made by the Social Security Administration.

- If an internal rule, guideline, protocol or other similar criterion was relied upon in making the adverse determination, a statement that such rule (etc.) will be provided free of charge to the claimant upon request, or a statement that such rules, guidelines, protocols, standards or other similar criteria of the Plan do not exist,
- If the adverse benefit determination is based on medical necessity or experimental treatment or similar exclusion or limit, a statement that an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, will be provided free of charge upon request.
- A statement displayed in any applicable non-English language (i.e., if 10% of more of the population residing in the county to which the notice is sent are literate only in some non-English language) clearly indicating how to access the language services provided by the Plan.
- Any applicable contractual limitations period that applies to the claimant's right to bring an action under Section 502(a) of ERISA, including the calendar date on which the contractual limitations expires for the claim.

Until your appeal rights outlined in this section have been exercised to recover any Plan benefits denied in whole or in part, you cannot bring legal action against the Plan, the Company, the Plan Administrator or the Retirement Board to try to recover those benefits. If you choose to bring suit, you must bring suit within 180 days after the Retirement Board's decision and you may file it only in the United States District Court for the Northern District of Ohio.

What if I receive a benefit overpayment?

If the Plan pays benefits that are in excess of your actual benefit amount, due to error (including, for example, a clerical error), fraud or for any other reason, the Plan reserves the right to recover such overpayment plus interest and costs, through whatever means are necessary, including legal action or by offsetting future benefit payments to you, your beneficiary, or you or your beneficiary's heirs, assigns or estate.

Can the Plan be amended or terminated?

The Company intends to continue the Plan, but reserves the right, subject to negotiation, to discontinue, change or terminate the Plan at any time by action of its Board of Directors. If a Plan amendment affects your Plan benefit, the benefit you have earned up to the date of the amendment will not be reduced, except as permitted by law.

If the Plan terminates or partially terminates, you will be fully vested in your accrued benefit, and you will receive a distribution, generally in the form of a deferred annuity contract, with payments beginning when you reach retirement age. Assets in the Trust Fund will be used to provide these benefits, and no assets will be used for any other purpose until the complete satisfaction of all accrued benefits. After these obligations are met, any excess assets may revert to the Company.

Are my benefits protected?

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

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

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than 5 years at the time the Plan terminates; (3) benefits that are not vested because you have not worked long enough for the company; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

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

For more information about the PBGC and the benefits it guarantees, ask the Plan Administrator or contact the PBGC, P.O. Box 15175, Alexandria, Virginia 22315-1750 or call 1-800-400-7242. TTY/TTD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-800-400-7242. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at www.pbgc.gov.

Is there a limit on how much can be paid to me from the Plan?

IRS regulations impose certain limitations on the amount of benefits that can be paid to you.

Compensation Limits Under the Plan

Compensation that may be used to calculate your benefit under the Plan is limited by federal law and may be adjusted annually.

Maximum Payment

The IRS places maximum limits on pension Plan benefits. If your benefits are affected by this limit, you will be notified when you retire.

What happens if I am reemployed by the Company after retirement?

If you begin to receive retirement benefits, you should know that your benefit payments will be suspended following the month in which you exceed 960 hours of work for the calendar year in which you are reemployed by the Company (i.e., credited with 80 or more hours of service), unless the benefits you are receiving are the required distributions described under “Deferred Retirement” on page 14. You will receive a notice from the Employer prior to or during the first calendar month or payroll period in which payments are withheld that (1) explains the reason for the suspension, (2) provides a copy of the suspension provisions found in the Plan and an explanation of it, and (3) states where you can obtain additional information, such as the fact that applicable Department of Labor regulations can be found in Section 2530.203-3 of the Code of Federal Regulations.

Under what circumstances can my benefits be used as collateral or paid to someone other than me?

You cannot assign, transfer or attach your benefits, and you cannot use them as collateral for a loan. Your benefits can be assigned or attached by others in certain circumstances (e.g., wrongdoing involving the Plan, offsets for overpayments, a federal tax levy and certain domestic relations orders).

Federal law requires the Plan to comply with a valid Qualified Domestic Relations Order (QDRO). A QDRO is a legal judgment, order, or decree that recognizes the rights of another person under the Plan with respect to child support, alimony payments, or marital property rights, and that is approved by QDRO Consultants. Domestic relations orders must be submitted to the Plan for a determination by QDRO Consultants as to whether the orders are qualified. Participants and beneficiaries can obtain from the QDRO Consultants, without charge, a copy of the Plan's procedures governing QDROs.

All QDROs are processed by QDRO Consultants Co. whose mailing address is 3071 Pearl Road, Medina, OH 44256, Attention: FirstEnergy QDRO Compliance Team. The telephone number is 800-527-8481.

What rights do I have under ERISA?

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants will be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator’s office, all documents governing the Plan and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.
- Receive a summary of the plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of the Annual Funding Notice.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (generally age 65) and, if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have the right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, or any other person, may fire you or otherwise discriminate against you in a way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights

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

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

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. You and your beneficiaries can also obtain, without charge, a copy of the QDRO procedures from the Plan Administrator.

As a reminder, before you file you must first comply with the claims procedures described in this SPD, including all timing requirements. If you do not follow these claims procedures accordingly, you will have no right of appeal and no right to file a lawsuit for plan benefits, and any denial of a claim for benefits will become final and binding.

If it should happen that the plan fiduciaries misuse the plan's money or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay court costs and legal fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim is frivolous).

Assistance With Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have questions about this statement or your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest area office of the Employee Benefits Security Administration (EBSA), U.S. Department of Labor (listed in your telephone directory) or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of EBSA.

Required Legal Information

Under the Employee Retirement Income Security Act of 1974 (ERISA), each employee is to be provided with certain details about benefit plans. This information is listed below. If you need additional information, please contact the Human Resources Service Center or your local U.S. Department of Labor.

Plan Name

Allegheny Energy Retirement Plan

The provisions of the Plan can be found in Parts A and K of the FirstEnergy Corp. Master Pension Plan.

Plan Sponsor's Name and Address

FirstEnergy Corp.
76 South Main Street
Akron, OH 44308

Plan Sponsor's Employer Identification Number (EIN)

34-1843785

ERISA Plan Number

001

Plan Year

January 1 to December 31

Type of Plan

Defined Benefit Pension Plan

Funding of Plan

All money that is contributed by the Company to the Plan is held in a trust fund. No contributions are required of or accepted from you. If we fail to meet minimum funding requirements, we can be subject to penalties, benefit payments may be restricted, and certain notices to participants may need to be provided.

The Trustee is responsible for the safekeeping of the trust fund and must hold and invest Plan assets in a prudent manner and in the best interest of you and your beneficiaries. The trust fund established by the Plan's Trustee will be the funding medium used for the accumulation of assets from which benefits will be distributed.

Plan Trustee

The Bank of New York Mellon, Trustee
One Wall Street
New York, NY 10286

Plan Administrator

FirstEnergy Corp. Retirement Board
76 South Main Street
Akron, OH 44308
(330) 384-5417

The Plan Administrator controls and manages the Plan in its discretion. The Plan Administrator's powers include the power, in its discretion, to:

- Interpret the Plan,
- Construe or apply any of the Plan's provisions and
- Make all final determinations as to the rights of any person to benefits under the Plan.

The Plan Administrator's interpretations, constructions and applications of the Plan, and its determinations as to the rights of any person to benefits under the Plan, are conclusive and binding except as may otherwise be provided by applicable law.

In the exercise of its powers, the Plan Administrator may appoint one or more entities to administer benefit claims and payments made under the Plan.

The Plan Administrator has delegated the administration of benefit payments and claims to Retirement Programs, which has been given the authority to interpret, construe, and apply the provisions of the Plan in determining the extent to which an initial claim will be paid. The Retirement Board is responsible for making determinations upon the appeal of a claim that has been denied.

Agent for Service of Legal Process

Legal process may be served on the Plan Administrator or the Retirement Board, or, with respect to any matters relating to benefit payments and claims to the FirstEnergy Retirement Programs. These documents have to be filed with:

CT Corporation System
400 Easton Commons Way
Suite 125
Columbus, OH 43219

Legal process may also be served on the trustee of assets held under the Plan at the following address:

The Bank of New York Mellon
One Wall Street
New York, NY 10286

Any civil suit brought against the Plan, Plan Administrator, Plan Sponsor or any other Plan fiduciary may only be submitted and filed in the United States District Court for the Northern District of Ohio.

Participating Employers and Identification Numbers

Monongahela Power Company	13-5229392
The Potomac Edison Company	13-5323955
West Penn Power Company	13-5480882

Additions or deletions to the list of Participating Employers may be made at any time. An up-to-date listing of Participating Employers may be obtained from the Plan Administrator.

Participating Unions

The Plan is maintained pursuant to the collectively bargained agreements between Participating Employers and the Utility Workers Union of America, Local 102. Any terms of the collective bargaining agreement that relate to pension plan benefits are considered to be incorporated into the Plan. Participants or beneficiaries may request in writing to the Plan Administrator a copy of the collective bargaining agreements related to the Plan. In addition, collective bargaining agreements related to the Plan are available for examination by contacting your local union representative.

Appendix

Table 1 – Normal and "J" Formula Early Retirement Reduction Factors:

	Age in Months											
Years	0	1	2	3	4	5	6	7	8	9	10	11
55	0.7900	0.7925	0.7950	0.7975	0.8000	0.8025	0.8050	0.8075	0.8100	0.8125	0.8150	0.8175
56	0.8200	0.8225	0.8250	0.8275	0.8300	0.8325	0.8350	0.8375	0.8400	0.8425	0.8450	0.8475
57	0.8500	0.8525	0.8550	0.8575	0.8600	0.8625	0.8650	0.8675	0.8700	0.8725	0.8750	0.8775
58	0.8800	0.8825	0.8850	0.8875	0.8900	0.8925	0.8950	0.8975	0.9000	0.9025	0.9050	0.9075
59	0.9100	0.9125	0.9150	0.9175	0.9200	0.9225	0.9250	0.9275	0.9300	0.9325	0.9350	0.9375
60	0.9400	0.9425	0.9450	0.9475	0.9500	0.9525	0.9550	0.9575	0.9600	0.9625	0.9650	0.9675
61	0.9700	0.9725	0.9750	0.9775	0.9800	0.9825	0.9850	0.9875	0.9900	0.9925	0.9950	0.9975
62 +	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000

Table 2 – Grandfathered Formula – Bridge Factors:

Age at Retirement	Part I	Part III
55	1.27%	1.645%
56	1.24%	1.605%
57	1.21%	1.545%
58	1.16%	1.475%
59	1.11%	1.395%
60	1.05%	1.295%
61	.88%	1.125%
62	.85%	1.125%
63	.85%	1.125%
64	.85%	1.125%
65	.85%	1.125%

Table 3 – Normal and "J" Term Vested Reduction Factors:

	Age in Months											
Years	0	1	2	3	4	5	6	7	8	9	10	11
55	0.5000	0.5028	0.5056	0.5083	0.5111	0.5139	0.5167	0.5194	0.5222	0.5250	0.5278	0.5305
56	0.5333	0.5361	0.5389	0.5417	0.5444	0.5472	0.5500	0.5528	0.5556	0.5584	0.5611	0.5639
57	0.5667	0.5695	0.5723	0.5750	0.5778	0.5806	0.5834	0.5861	0.5889	0.5917	0.5945	0.5972
58	0.6000	0.6028	0.6056	0.6083	0.6111	0.6139	0.6167	0.6194	0.6222	0.6250	0.6278	0.6305
59	0.6333	0.6361	0.6389	0.6417	0.6444	0.6472	0.6500	0.6528	0.6556	0.6584	0.6611	0.6639
60	0.6667	0.6723	0.6778	0.6834	0.6889	0.6945	0.7000	0.7056	0.7111	0.7167	0.7222	0.7278
61	0.7333	0.7389	0.7444	0.7500	0.7555	0.7611	0.7667	0.7722	0.7778	0.7833	0.7889	0.7944
62	0.8000	0.8056	0.8111	0.8167	0.8222	0.8278	0.8334	0.8389	0.8445	0.8500	0.8556	0.8611
63	0.8667	0.8723	0.8778	0.8834	0.8889	0.8945	0.9000	0.9056	0.9111	0.9167	0.9222	0.9278
64	0.9333	0.9389	0.9444	0.9500	0.9555	0.9611	0.9667	0.9722	0.9778	0.9833	0.9889	0.9944
65	1.0000											