

**ASSOCIATE REFORMED PRESBYTERIAN RETIREMENT PLAN
QUALIFIED PRERETIREMENT SURVIVOR ANNUITY**

Article VI (1) of the Associate Reformed Presbyterian Retirement Plan, as amended to July 1, 1987, allows Participants who have terminated employment in accordance with Article III (5), to elect a Qualified Preretirement Survivor Annuity (QPSA) for a surviving spouse, provided that:

- a. the Participant terminating after September 1, 1974 and prior to August 23, 1984, has elected to receive this benefit; and
- b. the Participant terminating on or after August 23, 1984, has not elected to waive this benefit.

The election of the QPSA may be made from the date of termination and will result in a further reduction to the retirement benefit, determined by the Joint and Survivor Election and the number of years between the date of election of the Preretirement Spouse's Benefit and the Participant's 65th birthday, according to the following:

For Each Year of Coverage	Percentage Reduction For Each Year of Coverage			
	50%	66 ² / ₃ %	75%	Full
Under Age 35	Free	Free	Free	Free
Age 35 to 44	.06%	.08%	.09%	.12%
Age 45 to 54	.12%	.16%	.18%	.24%
Age 55 to 64%	.25%	.33%	.38%	.50%

As an example, a male Participant has properly elected the Joint and Survivor Annuity at the 75% Continuation Rate, and elects the QPSA. Assume career Earnings of \$150,000, Participant and spouse are both 45, and the applicable defined benefit is an annual benefit equal to 2.2% of career Earnings:

Normal Form of Life Annuity (150,000 x 2.2%) =	\$ 3,300.00
Joint and Survivor Factor for J&S at ³ / ₄ Rate	<u> x .8248</u>
Annual Benefit Participant Would Have Received at Age 65 Without Election of Preretirement Spouse's Benefit	\$2,721.84
Percentage Reduction	
• Age 43 to 44 = .09 x 1 =	.09%
• Age 45 to 54 = .18 x 10 =	1.80%
• Age 55 to 64 = .38 x 10 =	<u>3.80%</u>
TOTAL REDUCTION	5.69%
(100.00% - 5.69% = Preretirement Spouse's Benefit Factor	<u> x .9431</u>
Annual Benefit Participant will receive at Age 65 if alive	\$2,566.97
J&S Survivor Election	<u> x .75</u>
Annual Benefit Surviving Spouse will receive commencing at the Participant's attained age of 65 or the annual Benefit the Surviving Spouse will receive commencing at the Participant's death if death occurs after age 65.	<u><u>\$ 1,925.23</u></u>

_____ Having elected a Joint and Survivor Annuity, or having accepted the automatic Joint and Survivor Annuity at the $\frac{1}{2}$ Continuation Rate, I hereby elect the Qualified Preretirement Survivor Annuity.

_____ Having elected a Joint and Survivor Annuity, or having accepted the automatic Joint and Survivor Annuity at the $\frac{1}{2}$ Continuation Rate, I hereby decline the Qualified Preretirement Survivor Annuity. My spouse, by signature, consents to this declination with the understanding that should I die prior to retiring, by surviving spouse shall not be entitled to any benefit from the Associate Reformed Presbyterian Retirement Plan.

Participant's Name _____ Social Security No. _____

_____	_____	_____	_____
Notary Signature	Date	Participant's Signature	Date

_____	_____	_____	_____
Notary Signature	Date	Spouse's Signature	Date