

## Guide to Retirement for ArcelorMittal Salaried Retirees

An ArcelorMittal salaried retiree is defined as an employee who has at the time of separation from the Company:

- At least 30 years of continuous service (including predecessor company service) without regard to age, or
- At least age 55 with at least 10 years of continuous service (including predecessor company service).

What benefits are available to **all** ArcelorMittal salaried retirees?

- They may retire effective January 1 of any year and be eligible for that year's vacation (without working at least one day in that year), and
- They may use vacation to "creep" to their retirement date (example: an employee with 4 weeks of vacation may stop working on June 1 and use vacation to creep to a retirement date of July 1). Alternatively, they may work until their retirement date and then they will be "paid out" their remaining vacation after they retire, and
- If the retiree is under age 65, they may enroll in the Comprehensive Health Care Plan (CHCP) for Salaried Retirees either at retirement or after their COBRA period of up to 36 months terminates. In general, retirees will pay the full cost of either plan. All retiree coverage ends at age 65 due to eligibility for Medicare. If they are over 65 at retirement and they have eligible dependents who are under age 65, the dependents may enroll in these plans, and
- If they retire in the year in which they turn age 55 they may take distributions from their 401(k) without a penalty (although they will be responsible for any taxes due). If they retire prior to the year in which they turn 55, they must wait until they attain age 59 ½ to take distributions without a penalty. Certain exceptions may apply; contact Fidelity at 800-954-6551 for more information.

### **Other Benefits that may be available upon eligibility:**

#### **SECTION 1--This section applies to Certain Employees of Ispat Inland who are accruing pension benefits in the PRA Plan**

Certain employees of the former Ispat Inland are accruing a benefit in the Personal Retirement Account (PRA). The PRA is administered by Aon. When you decide on a retirement date (must be the 1<sup>st</sup> of the month), contact Aon at 888-279-6025 and request a retirement packet. That information will be communicated back to Employee Benefits and a healthcare/life insurance packet will be prepared and sent to you. Information about these benefits are contained in the Summary Plan Descriptions on the Benefits Website.

Certain employees are eligible for a Company subsidy that will offset the cost of retiree healthcare.

While awaiting your retirement packet, collect copies of your birth certificates, marriage certificates, divorce decrees, death certificates for any deceased prior spouses, etc. as they will be requested by both Aon and the Company for your health care enrollment.

Questions and Answers for Certain Employees of Ispat Inland who are accruing a pension benefit in the PRA Plan:

- **Q-Can I continue to work if I take my pension?**  
**A-You may take an in-service distribution of your pension if you are age 65 or older and continue to work at ArcelorMittal. You must take an in-service distribution of your pension if you continue to work at ArcelorMittal when you reach your required minimum distribution (RMD) date which is April 1<sup>st</sup> following the year you turn age 70 1/2.**
- **Q-May I be reemployed as an employee or contractor after retiring with a pension?**  
**A-You may retire after age 65 and return to ArcelorMittal as an employee or contractor at any time. If you are under age 65 and you retire, you must wait at least 6 months before coming back to ArcelorMittal as an employee or contractor. Your pension status has no impact on employment outside of ArcelorMittal.**
- **Q-Can I work to age 65 and still receive the Temporary Supplement for 12 months?**  
**A-You must retire by the first of the month in which you will turn age 65 in order to receive the Temporary Supplement; if you retire the first of the following month or later you will be ineligible for the Temporary Supplement.**
- **Q-Can I elect to retire and leave my money in the PRA plan where it is earning 5% interest?**  
**A-Yes, until the law requires that you take a mandatory distribution.**
- **Q-If I have questions about the retirement packet is there someone at ArcelorMittal I can call?**  
**A-All customer service regarding your pension should be directed to Aon at 888-279-6025.**
- **Q-Can I take a lump sum and roll it into my ArcelorMittal 401(k)?**  
**A-Yes, special instructions are available from Aon.**
- **Q-Who is eligible for the healthcare subsidy?**  
**A-Employees of the former Ispat Inland who achieved at least 30 years of service or were at least age 55 with at least 10 years of service by 12/31/2006.**
- **Q-If I elect healthcare and/or life insurance in retirement, are the premiums deducted from my pension if I elect an annuity (monthly pension)?**  
**A-No, UMR will bill you for COBRA and/or CHCP premiums and Prudential will bill you for life insurance.**

**SECTION 2--This section applies to Employees who have a PBGC pension through one of the bankrupt steel companies and may be eligible for the Health Care Tax Credit (HCTC)**

When you are terminated in the ArcelorMittal personnel system, information is sent to UMR (Healthcare Administrator) and Prudential (Life Insurance Administrator) and both will send you a packet regarding your eligibility for continued healthcare under COBRA or CHCP and life insurance.

Salaried Retirees or Terminations who are between the ages of 55-65 who are currently in receipt of a PBGC pension are eligible for the newly revived Health Care Tax Credit (HCTC), which covers 72.5% of the premiums for qualified coverage. In addition, retirees who are age 65 or older and therefore not eligible for the HCTC may use the credit for their under age 65 spouse for up to 24 months.

ArcelorMittal salaried retirees and terminations are offered COBRA and COBRA is considered a qualified plan for HCTC. However, COBRA will not be eligible for the advance payment of premiums; you will have to take a credit for the 72.5% of the cost of medical coverage when you file your taxes. If you are interested in learning about qualified coverage that allows for you to pay only 27.5% of the cost of coverage, contact Benistar at 800-236-4782 for information about plans created for Steel retirees. You can also go to [www.hctcplans.com](http://www.hctcplans.com). These plans are administered by Blue Cross Blue Shield of Michigan.

Again, some basic rules for eligibility for HCTC:

1. You must be actively receiving a PBGC pension (generally former ISG salaried employees)-must provide check stub with application, and
2. You are between 55-65 (coverage ends at age 65) for coverage for self and family or over 65 for coverage for spouse under age 65 for up to 2 years, and
3. You must be enrolled in a qualified plan.

ArcelorMittal does not sponsor this program in any way. This is informational only. Please note that currently the HCTC is funded through December 31, 2019. If you elect one of the plans eligible for advance pay and HCTC is not extended beyond December 31, 2019, you may then enroll in CHCP but you may not enroll in ArcelorMittal COBRA at that time. To enroll in CHCP, contact UMR at 866-268-3489.

### **SECTION 3--This section applies to all other Salaried Employees**

When you are terminated in the ArcelorMittal personnel system, information is sent to UMR (Healthcare Administrator) and Prudential (Life Insurance Administrator) and both will send you a packet regarding your eligibility for continued healthcare under COBRA or CHCP and life insurance.

### **Common Questions and Answers for all Salaried Retirees:**

- **Q-Who administers the COBRA plan and the CHCP plan?**  
**A-Anthem is the benefit plan administrator for the COBRA plan (UMR administers eligibility and premiums) and UMR administers the CHCP healthcare plan, and continues to administer eligibility and premiums.**
- **Q-If I am 65 and my dependent spouse is <65, can I elect COBRA or CHCP for my spouse alone?**  
**A-yes.**
- **Q-I am retiring after age 65, can I take COBRA dental?**  
**A-Yes, you may enroll for up to 36 months since Medicare does not cover dental expenses.**
- **Q-I am under 65 and will go on my spouse's plan when I retire. Will I be able to enroll in COBRA or CHCP at a later date?**  
**A-You will not be able to enroll in COBRA once your COBRA election period ends, however you may enroll in CHCP if you are not yet age 65. For more information contact UMR at 866-268-3489.**

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