
QUALIFICATIONS FOR RETIREMENT

Qualifications for SPT

Steelworkers Pension Trust

1. You must be 55 years old.
2. You have to have 5yrs. worth of contributions.
 - a. Anything less than 5yrs. is forfeited.
3. Rule of 85 (age + yrs. of service = 85) for early retirement (before age 65) pays out the same as if you were 65yrs. Old.

Qualifications for VEBA

Voluntary Employee Beneficiary Association

1. Must be 55 years old.
2. Must have at least 10 Consecutive years of service.
3. Must retire from Titan and be actively receiving a pension.

Qualifications for Titan Bryan Pension Plan

1. Employed at Continental Tire before 1991
2. Must be 55 years old.
3. Kicker is early retirement bonus until age 62.

Qualifications for Continental Tire Pension

1. Employed with CTNA between 2001 and 1991
2. Did not take a buyout from CTNA.
3. Must be age 65.

PREPARING FOR RETIREMENT

Getting Estimates

1. Contact SPT and request an estimate.
 - a. Ask for a verification of points (certified yrs. of service) towards rule of 85.
 - b. Let them know you are just running the numbers to find your retirement date.
 - c. If you don't have your last annual statement, you can request them to send a copy with estimate.
2. Contact Empower (Milliman) and request estimate of your Titan Bryan Pension.
 - a. If you are between 55yrs. and 62yrs. old verify that estimate includes kicker.
3. Contact Continental Tire and request an estimate (Applies to CTNA employees from 1991 to 2001 that didn't take buyout)
4. Contact VEBA and ask about the most current PPO Insurance cost.
5. Talk to the current Union Pension and Insurance rep.
6. Consider talking to a financial advisor with pension estimates, 401k's, IRA's, and savings. To determine best options when choosing pension elections.

Picking a date

1. Titan Bryan Pension and SPT will not consider you retired until the 1st of the month following your last day.
2. VEBA PPO insurance will not start coverage until the 1st of the month after retirement.
 - a. If you retire the second day of the month you'll be 4 weeks without insurance unless you buy the cobra insurance.
3. It will take 30 to 60 days to get money from Empower. If they are not satisfied with the paperwork, they won't start payments. And they don't retro pay back to the date you retired.
4. It takes SPT 60 to 90 days to receive first payment. First payment will retro back to the 1st of the month after last day worked.
5. VEBA PPO insurance. The first billing could be for two months, then after that will be once a month.
6. Take into consideration your vacation hours, it might be worth working an extra month to gain another weeks paid vacation.

I'M READY TO RETIRE

The paperwork

1. Contact Titan H.R. to fill out application for retirement. H.R. will contact Empower (Milliman). They will mail packet to you.
 - a. You should do this 60 to 90 days before retirement date. (per Milliman)
 - b. You need to complete packet within time limits. Or it starts paperwork over.
2. Contact SPT let them know retirement date and request packet.
 - a. SPT. 1-800-848-1953
 - b. You should do this 45 days before retirement date.
3. Contact VEBA to let them know retirement date and request packet.
 - a. VEBA 1-866-558-8849
 - b. You should do this 30 days before retirement date.
4. Fill out packets. If unsure of the meaning of the different elections, **make sure you ask!**
 - a. Current Union P&I rep. Dek Kittle 567-239-9130
 - b. Titan Tire Bryan H.R. Susan Carter 419-633-4204
 - c. Your financial planner.
 - d. Empower (Milliman) 1-844-465-4455 automated options say "pension" (might have to say a couple times).
 - e. SPT 1-800-848-1953
5. Have H.R. copy Titan Pension and SPT packets. They will put in your employee records for documentation if needed. (Optional but encouraged).
 - a. Get copies of Titan Pension and SPT for personal records.
6. The original Titan Pension packet has to be mailed back. (Recommend Certified mail).
 - a. Retire service center-Empower. P.O. Box 60087. Dallas, Texas 75360.
7. The original SPT packet has to be mailed back. (recommend Certified mail) They include return envelope with packet.
8. VEBA can be mailed or faxed.
 - a. VEBA fax 1-412-802-2058
 - b. VEBA address: 60 Boulevard of the Allies, 5th floor. Pittsburgh, PA 15222

THINGS I WILL NEED

Documents

1. Proof of birth
2. Marriage Certificate
3. Qualified Domestic Relations Orders / Divorce documents
 - a. You can get copies from the county court that issued them.
4. Proof of Date of Birth for Beneficiary.
5. Voided check for direct deposit. May need more than one.
6. Depending on Elections you may need a notary.
7. Medicaid identification card.

Contact info.

Steelworkers Pension Trust.

Phone# 1-800-848-1953

Address: Steelworkers Pension Trust c/o GEMGroup.

Three Gateway Center 401 Liberty Avenue, Suite 1200

Pittsburg, PA 15222

Empower (Milliman).

Phone# 1-844-465-4455

Address: Retire Service Center-Empower.

Dallas, Texas 75360

VEBA.

Phone# 1-866-558-8849 Fax# 1-412-802-2058

Address: Titan Tire Corporation Retiree VEBA

60 Boulevard of the Allies, 5th Floor

Pittsburg, PA 15222