

# Thinking about retirement?

Tips from your union to help you understand the Boeing retirement process and make an informed decision that's best for you!



## Getting Started With Retirement

- Know your Boeing WorkLife external password (this is different than internal password). NOTE: You can get your external password on a Boeing computer in WorkLife.
- Confirm your eligibility to retire (see below)
- Choose a prospective retirement date - the first of any given month after your last day of work
- Gather your documentation (see below)

## Confirm Your Eligibility

- Hired before January 3, 2014
- Age 55 but younger than age 62, you must have at least 10 years of vesting service
- Age 62 or older with at least one year of credited service (does not need 10 years vesting time)

## Gather Your Documentation

What you may need:

- Proof of age for your spouse, if married
- Proof of marriage or qualified domestic partner, if applicable
- Proof of name change, if applicable
- A voided check/bank information
- Beneficiary info – birthdates, addresses, phone numbers, Social Security numbers
- All divorce/QDRO paperwork

## Fidelity Net Benefits

You can access all of your retirement benefit income information in one place when you log into NetBenefits.com/Boeing, including your pension benefits (if eligible), your 401(k) account, and benefits under any other Boeing retirement plan in which you may have. There is also a Net Benefits app in the app stores for android and iPhone.

Reminder: This process can be done over the phone or online. A Retirement Benefits Coordinator can assist you through the process.



Boeing Financial Benefits Service Center  
866-422-3539



*NetBenefits.com/Boeing*

## Pension Benefit Payment Methods

(you have to select one)

- Single life annuity (everyone eligible)
- 50%, 75%, or 100% Survivor option
- Life annuity with a 10 year guaranteed option - Beneficiary can be anyone (everyone eligible), but benefit is only payable for up to 10 years after retirement date.

**NOTE: All payment methods have accelerated options for those younger than age 62.**

## Monthly benefit payment examples:

- Single life annuity: \$1,530.90
- Survivor annuity - 3 levels to choose from:

| Option | Participant | Survivor Benefit |
|--------|-------------|------------------|
| 50%    | \$1,454.35  | \$727.17         |
| 75%    | \$1,377.81  | \$1,033.36       |
| 100%   | \$1,301.26  | \$1,301.26       |

- Life with a 10 year guaranteed option: \$1,516.36.

## Collect Your Pension In 3 steps:

1. Model your pension benefit to see estimates of different payment options; you may do this online, over the phone, or you may request a written estimate over the phone.
2. Make your pension elections via phone or online at NetBenefits.com/Boeing
3. Complete and submit your Election Authorization Statement and any required supporting documentation (such as spousal consent if applicable) via fax, mail, or upload the requested documents directly to NetBenefits.

**\*Please allow 7-10 business days for mailing of any documents during each step if that is the method you choose.**

\* You can start this process as early as 90 days before the commencement date of your pension. If you have a QDRO, you should submit that as soon as possible so that it is ready for when you wish to begin the retirement process.

## Pension Payments

- Payments are paid by direct deposit on the first banking day of each month.

- The first and second pension payments generally are paid one month after your benefit commencement date.

## Pension Cancellation (second thoughts?)

- If you already have returned your pension election packet, the Boeing Pension Services Center must receive your written cancellation AND a phone call to Pension Services at least 10 days before your first payment date.
- If you have already processed a termination transaction through Boeing WorkLife, you MUST submit a WorkLife Ticket to cancel your termination transaction.

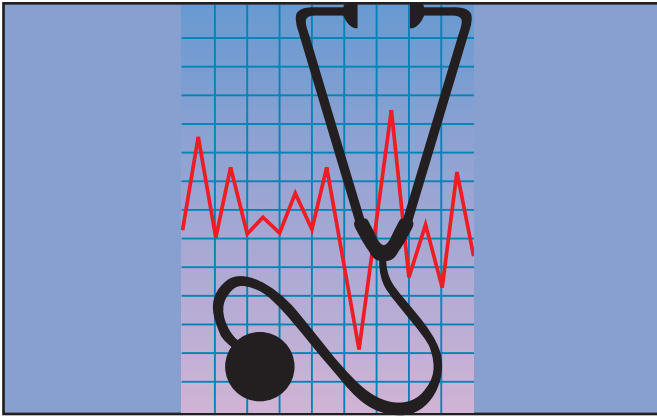
**NOTE: If you are not being laid-off or terminated, you must go into WorkLife and self terminate. Your pension paperwork does not do that.**

## 401(k) (formerly VIP)

- Prior to deciding to retire, review your options from the Boeing 401(k) savings plan (Fidelity Investments). Periodically, you should review your 401k to see potential accumulation, payout options, etc.
- If possible make an appointment with a financial planner to review your defined pension benefit, 401(k), Social Security, and any other financials you may have.
- Soon after your employment ends, Fidelity will send you information about the Plan's distribution options.
- Review your savings plan allocations and disbursement options "401(k)" savings (Fidelity Investments).
- You do not have to do anything immediately after retiring. You have the option to leave your money in Fidelity.
- Be sure your beneficiary information is up to date.

## Taxes on 401(k) Distributions

- 20% of the taxable distribution will be withheld for Federal income tax, unless you make a direct roll-over into another qualified plan or IRA. Applicable state taxes also will be withheld.



### **Retiree Medical Advisor**

When you begin the process of collecting your pension, notification is provided to a retiree medical advisor to contact you. They will setup an appointment with you to go over your retiree medical options after your last day of employment. They will assist you in setting up your retiree medical or transitioning to Medicare.

### **When Your Active Insurance Ends**

Your active insurance benefits will end at the end of the month following the month your active employment ends. Retiree medical will begin the month after active medical ends. Example: Your last day is June 29th, you commence July 1st, and your retiree medical begins August 1st.

### **Retiree Medical**

To be eligible for retiree medical, you must:

- Be between age 55 and 65 and not otherwise eligible for Medicare,(SSDI) AND have 10 or more years of pension vesting time.
- Not be covered under any other Boeing medical plan.

### **Dependent Eligibility**

- You may request coverage for the following dependents: your legal spouse and your children under age 26.
- You may add new dependents through marriage, birth, adoption, or placement of adoption within 60 days of event. This is considered a qualified status change.
- You will be billed directly for your coverage. You can request to have the cost deducted from your pension check by contacting WorkLife.

### **Monthly Premiums**

- If you hired before January 1, 1993, Selections Plan and Kaiser Permanente premiums run \$10-\$30 a month for you and your family. The Traditional Medical Plan premiums are \$20-\$60 per month for you and your family.
- Hired on or after January 1, 1993 - partial company subsidy at 3-1/3% of the cost of the plan per year of company service. You pay the remaining balance. For example: If you have 18 years of service. Multiply 18 years of service X 3.333 = 59.994% of the cost of the plan the company pays toward retiree medical. You are responsible for the other 40.1%. Call WorkLife to get your contribution amount.

### **Effective Date of Coverage**

You may start your retiree medical immediately following the end of active employment coverage or when you lose other coverage through COBRA, other employer coverage, or coverage through a spouse.

### **Coverage Options:**

- Traditional Medical Plan (PPO)...may be best if you often travel outside of the Puget Sound area.
- Selections (CCP)
- Kaiser Permanente (HMO)

### **Dental COBRA**

Decide whether to continue COBRA coverage for dental at the cost of 102%. The cost is based on plan and level of coverage. Note that costs change annually. WorkLife will send you COBRA information by mail. COBRA coverage will continue up to 18 months.

### **Vision**

Vision coverage is only available through the Retiree Selections Plan.



## Retiree Medical If You Have Other Coverage

If you are married to another active Boeing employee, and you enroll as a spouse on his or her plan, you may delay enrollment in your retiree medical plan.

When your spouse retires and coverage ends, you must request within 60 days that your retiree coverage be activated. This is considered a “qualified status change.”

**IMPORTANT: If age 65 or Medicare eligible, make sure you have already selected a good supplemental Medicare plan prior to your retirement date. For information on Medicare supplement plans, contact SHIBA (Statewide Health Insurance Benefits Advisors) at 800-562-6900. You can also find more about SHIBA from their website:**



<https://www.insurance.wa.gov/statewide-health-insurance-benefits-advisors-shiba>

## Transitioning To Medicare After 65

If you or your spouse are over 65 and have missed the Initial Enrollment Period for Medicare because you were covered by your active insurance, you will need an insurance verification form from the company to avoid penalties for late enrollment in Medicare. Your Retiree Medical Advisor can order this form for you. You can also get it by contacting SSDC at 877-768-3011.

## Things to Do Prior to Retirement

- Get new glasses or contacts prior to retirement.



- Complete any needed dental work.



- Get new prescriptions refilled (preferably a 90-day supply).



## Things to Consider

- Keep your address updated through Boeing WorkLife and also with the union.
- Remember your BEMS ID number and BoeingWorkLife external password.

## Essential Actions

- Follow the termination checklist.
- Return any Boeing property, phones, keys, etc.

## Questions or More Information

- For more information, you can always visit Boeing WorkLife OR
- Contact your IAM Union



Health & Benefits Representatives:

Jim McKenzie 206-764-0351

Joe Ruth 206-764-0355

H&B fax 206-764-0353

- You can also schedule an appointment at 206-764-0350.

