

Attachment A
General Description of Retiree Medical Plan¹

The following reflects a general description of the level of Retiree Medical Benefit coverage contemplated as of January 1, 2010:

Plan Offering	<ul style="list-style-type: none"> • Nationwide HSA-qualified PPO
Monthly Contributions Supporting a total OPEB liability of \$467 million for IUE/USW/Other Splinter Unions	<ul style="list-style-type: none"> • \$95 (single) • \$140 (two) • \$180 (three or more)
Annual Deductible	<ul style="list-style-type: none"> • \$2,500 (single) • \$5,000 (family) (single member may satisfy)
Medical Co-Insurance (after deductible)	<ul style="list-style-type: none"> • 20% (in-network) • 40% (out of network)
Out-of-Pocket Maximum	<ul style="list-style-type: none"> • \$3,500 (single) • \$7,000 (family) (single member may satisfy)
Behavioral Health (after deductible)	<ul style="list-style-type: none"> • Same as medical.
Rx Retail (after deductible)	<ul style="list-style-type: none"> • 20% (in-network) • 40% (out-of-network)
Rx Mail (after deductible)	<ul style="list-style-type: none"> • 20% (in-network) • 40% (out-of-network)
Vision Program	No longer offered.
Dental Program	No longer offered.
Coverage Termination (Participant level)	<ul style="list-style-type: none"> • Retirees, surviving spouses, and eligible dependents who are age 65 or older, and • Retirees, surviving spouses, and eligible dependents who are under age 65 but eligible for Medicare.

¹ This plan description is provided as a general description of the plan design anticipated to be within the limits of the Caps which support a \$467 million total liability to be measured from 7/10/2009 forward using an annual discount rate of 7.2%.