

What to know if you are 65 and transitioning to Long Term Disability

Long Term Disability payments from MetLife:

Here are the maximum MetLife LTD benefit periods if you were 64 or over on the date you became disabled from work:

Age on disability date	Benefit period
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 or over	12 months

There are many income sources that reduce LTD benefits including social security payments, Worker's Compensation and the company-sponsored Retirement Plan. The minimum monthly LTD benefit is \$100 per month. Notify MetLife of your income sources for proper calculation of your benefit.

PSE Benefits & Employment

When you are approved for LTD and are aged 65 or older, you are no longer eligible for PSE benefits. This includes medical, dental, vision, life insurance, and any optional benefits you may be electing. Because you are not actively working and no longer eligible for benefits, your employment ends on the date PSE is notified of your LTD approval, and your active benefits end on the last day of that month. You may be eligible to continue benefits under COBRA at your cost, or you will also have the option to purchase benefits using VIA Benefits.

- You will receive information from Alight about COBRA medical, dental and vision coverage, including your options and costs to continue your coverage at your expense. You may contact the PSE Benefits Service Center with any questions at 1-844-839-3773.
- You will receive a letter with detailed instructions regarding Via Benefits, who is available to assist retirees in selecting individual health care plans. Please call them as soon as possible to start the process at 1-866-228-2064.

Medicare

You will also be eligible to start receiving Medicare and it is important that you sign up to avoid late enrollment penalties. You can sign up online for Medicare at

www.socialsecurity.gov/medicare/apply.html.

Life Insurance

For life insurance, MetLife will reach out to you with options to convert or port your policy. Please contact MetLife with questions about the opportunity to convert or port your basic life insurance at 1-877-ASKMET7 (877-275-6387) or solutions@metlife.com.

PTO

Your PTO will be cashed out when your LTD is approved.

Pension

If you have a PSE pension, your pension benefit payments must commence when you are age 65 and no longer employed by PSE. Please contact Milliman, PSE's Retirement Plan administrator, to request your retirement packet at 1-800-727-6915. You will need to complete and return your election forms to Milliman.

401k

You will be eligible to withdraw your 401k account balance if you are approved by MetLife to receive LTD benefits. Alternatively, you may elect to defer receiving your account balance until age 72.

If you have an outstanding 401k loan you must continue to make loan payments while on LTD in the same amount and frequency as previously taken through payroll. Your loan will be delinquent if you do not make payments when due. If your loan is delinquent for 90 days, it will be in default and the entire unpaid loan balance will be treated as a taxable distribution to you and early withdrawal penalties may apply. T. Rowe Price will notify you prior to the occurrence. Call T. Rowe Price at 1-800-922-9945 for assistance.

If you have additional questions, please contact Rachel LaPrete at rachel.laprete@pse.com or 425-456-2648.