

City Carrier Assistants Retirement Savings Plan

As provided by the DAS Award in 2013, the National Association of Letter Carriers (NALC) created the NALC Retirement Savings Plan (RSP) for City Carrier Assistants who are members of the NALC. The CCA RSP is administered by the Mutual Benefit Association (MBA) to give CCAs a tax-deferred way to save for retirement. It is organized as a Traditional Individual Retirement Account (IRA), which means contributions to the plan may be tax-deductible and its earnings and principal are tax-deferred – that is, not taxable until they are withdrawn during

retirement. The CCA Traditional RSP allows CCAs to begin saving now for retirement and provides the option to transfer the funds to the Thrift Savings Plan when they become career letter carriers.

The CCA may choose to leave the funds in the Retirement Savings Plan. CCAs can also open Roth IRAs but they cannot be transferred to the TSP.

Family Retirement Savings Plan

The Family Retirement Savings Plan allows the family members of the NALC member to save funds for their retirement. The plans are available to the NALC member's children, grandchildren, great-grandchildren, step-children, step-grandchildren, or step-great-grandchildren. The annuitant must be 18 years of age or older.

The annuitant can make small contributions while they are working (as little as \$25.00 per month, with a \$1,000 initial deposit) into an interest-bearing annuity that guarantees above-market returns. The annuitant may choose to invest the contributions into a Traditional Individual Retirement Account (IRA), a Roth IRA, or a Non-Qualified Deferred Annuity plan. The amount contributed each year may not exceed the annuitant's earned income for a traditional IRA or Roth IRA. The plans are tax-deferred, which means the annuitant does not pay taxes on any of the interest until a withdrawal is made from the plan. The options available at retirement are the same as the MBA Retirement Savings Plan.



Accident and Health Plans Hospital Plus

If you're hospitalized for illness or injury, the MBA will pay a benefit of \$30, \$50, \$75, or \$100 a day. Benefits start on the first day you are hospitalized, and continue for up to 365 days.

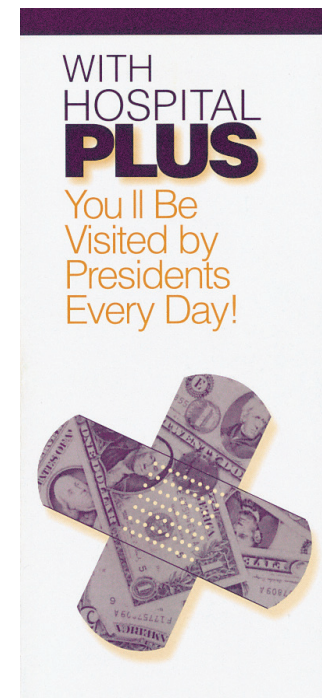
You may cover your spouse and children. The spouse benefit is the same as yours. Children's benefits are \$18, \$30, \$45, or \$60 a day. Cash benefits are paid directly to you and may be used for any purpose.

All NALC applying members, regardless of age, and their eligible dependents may be covered. As long as you pay your premium, you may keep your policy, regardless of prior

benefits received or future health conditions. Rates will not be individually raised.

Repeat claims for the same or related causes will be treated as claims for the same cause (and included in a single 365-day limit), if recurring hospital stays are not separated by 6 months. Such claims will be covered only if the policy is then in force.

The policy contains a benefit restriction for pre-existing conditions—a condition for which medical advice or treatment was received during the 12 months before the effective date of your policy. Also, a pre-existing condition will not be covered until 12 consecutive months have passed in which no medical advice or treatment is received for such condition, or until your policy has been in effect for 1 year, whichever occurs first.



Disability Income Insurance

If you are totally disabled from working and under the care of a physician for a covered disability, the MBA will pay a monthly benefit of \$650, \$1,350, or \$2,000 for a period of 6 or 12 months.

Benefits will begin after an Elimination Period (the number of days, beginning with the day your total disability starts, for which no disability benefits are provided). The Elimination Period is 14 days.

Total Disability for this policy is defined as:

Due to injury or sickness:

- You cannot perform the substantial and material duties of your occupation; and*
- You are under a physician's care. Treatments, consultations, and diagnostic services must be received in-person and at a frequency suitable for the condition that caused the disability; and*
- You are not engaged in any other gainful job or occupation for wage or profit.*

Benefits are payable directly to the NALC member and may be used for any purpose.

The policy is only available to active NALC members.

The policy is guaranteed renewable. You may continue the policy to Age 65 by payment of the premium on each renewal date. As long as the premium is paid on time, we cannot change any benefits or refuse to renew your policy.

An individual's claim experience or age, will not cause a premium rate increase. Premiums will not be individually increased; however, we reserve the right to change the rate on the Disability Income Insurance plan of insurance.

The policy contains a restriction for a Pre-Existing Condition, which is a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one (1) year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two (2) year period preceding the policy issue date.

If total disability starts within two (2) years from the policy issue date, and is due to a Pre-Existing Condition, benefits will not be paid unless the member has gone for a period of one (1) year while the policy is in force without receiving any medical advice or treatment for that condition.

Other exclusions may apply.



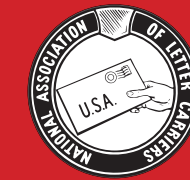
For more information contact your local branch office or call the MBA at
(202) 638-4318
Monday–Friday • 8:00 AM–3:30 PM Eastern Time
Or visit our website at www.NALC.org/MBA

MBA Insurance Programs

National Association of Letter Carriers

U.S. Letter Carriers Mutual Benefit Association
Brian L. Renfroe President James W. "Jim" Yates Director

Lawrence D. Brown, Jr. Chairman Sandra D. Laemmel Charles P. Heege



United States Letter Carriers Mutual Benefit Association
100 Indiana Avenue, N.W., Suite 510
Washington, D.C. 20001-2144

Insurance plans offered by the MBA are designed to give NALC members and their families the best possible protection for the lowest cost.

General Information

Life Insurance: The MBA offers both Term and Whole life insurance policies for an insured in any value from \$10,000 to \$150,000.

Hospital Plus: The MBA offers daily benefits for confinement to a hospital in the amounts of \$30.00, \$50.00, \$75.00, \$100.00. Policies can cover the NALC member, spouse, and dependent children.

Disability Income Insurance: The MBA offers monthly benefits when an insured is totally disabled in the amounts of \$650, \$1,350 and \$2,000. Benefits are paid for 6 months or 12 months.

MBA Retirement Savings Plans: RSPs are offered to NALC Career Carriers, City Carrier Assistants (CCAs), spouses and family members. The plans are available as Traditional Individual Retirement Accounts (IRAs), Roth IRAs, and Non-Qualified Deferred Annuities.

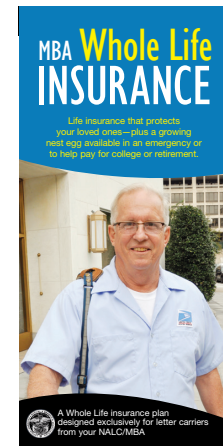
Premiums: The premiums on all MBA policies may be paid once a year, 12 times a year or biweekly under the payroll deduction agreement. Retirees may choose to pay premiums annually or monthly. Sorry, retirees are not eligible to use payroll deduction.

The MBA also offers the convenience of **Electronic Funds Transfer (EFT)** for the payment of premiums.

For additional details on any of the plans offered by the MBA, visit our website at www.nalc.org/mba or contact our executive office.

Life Insurance MBA Whole Life

MBA Whole Life is a whole life insurance plan that lets you choose the amount of coverage.



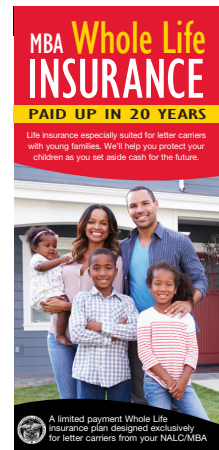
Premiums are based on the amount of the policy benefit and your age at the time of purchase. With this plan, premiums remain the same throughout the life of your policy. You may pay premiums once a year, 12 times a year or biweekly under the payroll deduction plan.

Premiums on this policy are paid for the lifetime of the insured. You can borrow against your cash buildup and still keep your plan in force, or you may trade in your policy for the cash value (which you can take as a lump sum, or as an income).

MBA 20 Pay Whole Life

MBA 20 Pay Whole Life is a limited-payment life insurance policy especially suited to letter carriers who want to insure their young children. It lets you build up cash for your children's future. You only pay premiums for 20 years. In the event of the insured's death, MBA 20 Pay Whole Life will pay survivors the full amount of the policy.

After the 20 years, you may keep the coverage at no cost, or surrender your policy for its cash value. If you choose to keep the policy in force, your cash value will continue to build. You may borrow against or surrender your policy any time.



MBA Life Paid-Up at Age 65 Whole Life

MBA Life Paid-Up at Age 65 is a limited payment whole-life insurance policy. This plan allows the insured to reduce their financial obligations upon retirement while maintaining their insurance coverage.

Premium payments are required up to the policy's anniversary date after the insured's 65th birthday. At that time the policy is fully paid up, yet coverage stays in force throughout the insured's lifetime. This coverage continues in full, unless you decide to surrender the policy for its cash value. You may borrow against or surrender your plan any time.



Independence—Single Premium

Independence—Single Premium is one of the most convenient whole life plans available. For a single, once-in-a-lifetime premium payment you, or any eligible member of your family, can have life insurance coverage.

With this plan you not only get immediate real-cash value, but also investment advantages like favorable tax-free interest earnings, easy low-interest loan availability, an instant cash value option, a no cancellation guarantee, and of course, full death benefits.

Single Premium is especially advantageous to purchase for a young child or grandchild giving them a paid-up life insurance policy from the start.



MBA 10-Year Renewable and Convertible Term

This Term Life is a 10-year renewable and convertible term policy. In the event of your death, the policy will pay your beneficiaries the full amount of your policy for as long as it's in force.

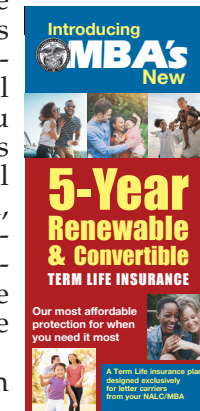
Your premium will remain the same until the 10-year term has ended. You can renew for another 10 years of coverage without a medical exam. At each renewal period, your premium increases according to your age. You may continue your MBA 10-Year Renewable and Convertible Term coverage until age 80.

You can also convert your term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65. Term Life is available for your family at the same benefit amounts open to you.

MBA 5-Year Renewable and Convertible Term

This is a 5-Year renewable and convertible term policy. In the event of your death, the policy will pay your beneficiaries the full amount of your policy as long as it's in force. Your premium will remain the same until the 5-year term has ended. You can renew for another 5 years of coverage without a medical exam. At each renewal period, your premium increases according to your age. You may continue your MBA 5-Year Renewable and Convertible Term coverage until age 80.

You can also convert your term life policy to a whole life policy, such as MBA Whole Life, without taking a medical exam, if the insured is under the age of 65. Term Life is available for your family at the same benefit amounts open to you.



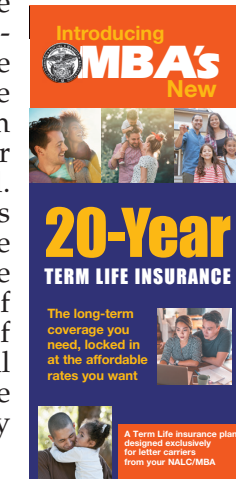
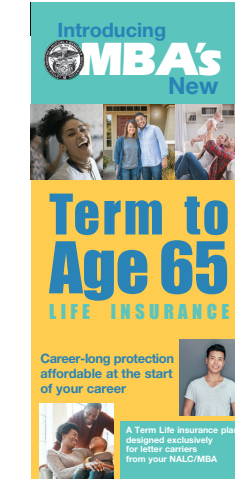
MBA Term To Age 65

This **Term to Age 65** plan offers insurance protection until the insured reaches age 65. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65. The premium rate is based on the current age of the proposed insured and the amount of insurance desired. The premium rate will never increase during the lifetime of the policy. As long as the premiums are paid on the policy, the insured is guaranteed life insurance until the policy anniversary date after the insured's 65th birthday.

In the event of your death, the policy will pay your beneficiaries the full amount of your policy as long as it's in force. This plan of term insurance is especially valuable to those individuals who will not need additional insurance during their retirement years.

MBA 20-Year Term

The **20-Year Term Life** plan offers insurance protection for a period of 20 years. The premium rate is based on the current age of the proposed insured and the amount of life insurance applied for. The premium rate will never increase for the entire 20 year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for a period of 20 years. In the event of your death, the policy will pay your beneficiaries the full amount of your policy as long as it's in force.



MBA Retirement Savings Plan

Retirement Savings Plan is a plan designed to supplement your pension. You make small payments to the plan while you're young, so you can receive a lifetime of monthly payments after you retire.

You choose the amount you want to contribute to your Retirement Savings Plan. It can be as little as \$15 per pay period (the minimum amount allowed). As your Retirement Savings Plan grows, you can expect to earn competitive interest rates. The plan is tax-deferred, which means you do not pay taxes on any of your

interest until you draw on it—further improving your yield.

When you're ready to retire, MBA offers a choice of four ways to collect monthly benefits: **Life Annuity With Period Certain.** Receive a lifetime of monthly payments. You're guaranteed this income for as long as you live. If you die during a specified period (5, 10, 15, or 20 years), payments go to your beneficiary until the end of the period.

Life Annuity. Receive monthly payments through your lifetime. No further benefits will be paid after your death.

Joint Life Annuity. You or your beneficiary receive monthly payments as long as either of you live.

Full Cash Refund. Receive monthly payments as long as you are alive. When you die, the MBA will pay any money remaining in your account to your beneficiary.

