Your Pension Plan Benefits

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Your Pension Plan Benefits

The Verizon Pension Plan for Mid-Atlantic Associates (the “Mid-Atlantic Plan”) is a component plan of the Verizon Pension Plan for Mid-Atlantic and South Associates (the “Plan”). The Plan is designed to provide you with a financial resource for your retirement. Combined with your Social Security benefit and your retirement savings, the Plan can help provide the security of a steady source of income for your retirement years. In general, the longer you work for the Company, the higher the benefit you can receive based on your pension band and the length of your service.

Verizon pays the entire cost of providing your pension benefits from the Plan. The Company makes contributions to a trust fund. There is no cost to you.

About this SPD

This document is the summary plan description (“SPD”) for the Mid-Atlantic Plan component of the Plan, a defined benefit pension plan subject to federal law under the Employee Retirement Income Security Act of 1974 (“ERISA”) and its subsequent amendments. This document meets ERISA’s requirements for an SPD and is based on Plan provisions effective July 1, 2017 (including amendments through December 31, 2016) for eligible associates employed on or after that date. It updates and replaces all previous SPDs and other descriptions of the Mid-Atlantic Plan. Keep it on hand, and refer to it when you have questions.

If you are employed by Verizon TeleProducts Corp., this SPD does not describe how your benefits are determined and paid. You will be provided separate summary materials describing your benefits under the Plan.

Every effort has been made to ensure the accuracy of the information included in this SPD, which is based on the Plan document. If, however, there is a discrepancy between the information contained in this SPD and the official Plan document, the Plan document will govern. Copies of Plan documents are available by contacting the Plan administrator in writing at the address provided in the “Additional information” section.

References in this SPD to “Verizon”, “Verizon affiliate” or “Affiliate Company” refer to companies that are at least 80% owned by Verizon Communications Inc. References in this SPD to “the company“ refer to the plan sponsor and/or other Verizon companies that co-sponsor the Plan.

This SPD is divided into the following major sections:

- **Participation and service.** This section describes when your participation begins and how service is counted.
- **How your benefit is determined.** Here you will learn how much you can expect to receive.
- **Receiving your benefit.** This section explains when you can start receiving your benefit.
- **Payment options.** You have choices available in the form of payment you receive. This section describes your choices.
- **Benefits for survivors.** If you die, your survivors may be eligible to receive a benefit from the Plan.

- **Additional information.** This section provides additional details about the administrative provisions of the Plan and your legal rights.

- **Glossary.** Certain terms used in this SPD are defined in the glossary.

Important note:

The Plan administrator and the Plan's claims and appeals administrators have the discretionary authority to interpret the terms of the Plan, including this SPD, and determine your eligibility for benefits under the Plan's terms.

Contact information

Source of information	How you can access	Reasons to access
Your BenefitsConnection website	Via the Internet at: verizon.com/BenefitsConnection Via the VZWeb on About You (select "BenefitsConnection")	• Verify your eligibility and participation. • Review benefits-related personal information. • Review details about your Plan. • Estimate the value of your pension benefit. • Find out information on payment options. • Designate or update your beneficiary. • Request commencement of your pension benefit.
Verizon Benefits Center	Via the Internet at: verizon.com/BenefitsConnection 855.4VzBens (855.489.2367). Representatives are available from 9 AM to 5PM, Eastern time, Monday through Friday.	• Receive assistance with information that is not provided on BenefitsConnection. • Request your Summary Plan Description, a Beneficiary Designation form, or a Claim form.

Accessing your benefits information

This SPD is available online on the **BenefitsConnection** website. Generally, the SPD on the BenefitsConnection website is the most up to date version of the SPD.

To access it, go to:

verizon.com/BenefitsConnection on the Internet.

Active employees can also access the "About You" section on Verizon's VZWeb, where you can link to the **BenefitsConnection** website

Once you have logged on to BenefitsConnection, select Library to locate the SPD.

You also can access your personalized benefits information:

- On the BenefitsConnection website.

- By speaking with a Verizon Benefits Center representative at 855.4VzBens (855.489.2367)

If you want to change your User ID or password or if you have forgotten them and want to request a new User ID or password, you can do so on the BenefitsConnection website or by calling the Verizon Benefits Center.

For a free printed copy of this SPD, contact the Verizon Benefits Center.

Getting more information

If you have questions about the Plan or need additional information after reading this SPD, call the Verizon Benefits Center. See "Accessing your benefits information" above for contact information.

Changes to the Plan

Your eligibility for, and the amount of your Plan benefits, if any, will be determined by the terms of the Plan as amended from time to time.

Although it is the company's current intention to continue the benefits outlined in this document for eligible participants, the company reserves the unlimited right to act, generally through its Board of Directors ("Board") or a designee of the Board, to amend, modify, suspend or fully or partially terminate the Plan at any time for any reason, in its discretion, to the extent permitted by law and applicable bargaining agreements. In addition, the company's general counsel or the chief ERISA counsel for Verizon may amend the Plan to comply with applicable laws and regulations, including the documentation of changes agreed to in bargaining with applicable unions. Furthermore, this SPD does not constitute a contract of employment or guarantee any particular benefits.

As a matter of prudent business planning, Verizon is continually reviewing and evaluating various proposals for changes in benefit programs. Because of the need for confidentiality, such proposals are not discussed or evaluated below the highest level of management. Verizon employees below such levels do not know whether Verizon will or will not adopt any future changes and/or new benefit programs. Unless and until Verizon formally announces such changes, no one is authorized by Verizon to give assurances that such changes will or will not occur.

Participation and service

Eligibility

You are eligible to participate in the Plan if you're an associate (non-management employee) on the payroll of a participating company that has co-sponsored this Plan on behalf of those employees whose bargaining agreement has provided for participation in this Plan and you do not fall under one of the ineligible classifications described below. You will continue to be eligible to participate during any temporary promotion to management that lasts less than one year.

You are **not** eligible for the Plan if you are:

- An individual who is first hired as a union-represented associate on or after **October 28, 2012.**
- An individual who is identified as a "Pension New Hire" in a written agreement with an applicable bargaining agent.
- An individual working under an independent contracting agreement or an agreement for leasing of services and not treated as an employee for purposes of withholding federal employment taxes.
- An individual who provides services to a participating company but who is paid by a temporary service agency.
- A retiree rehired under the terms of a written offer of employment stating that you will be subject to the specially-bargained rules for "Working Retirees".
- A nonresident alien employed outside of the United States.

Note: If a court, the Internal Revenue Service or any other enforcement authority or agency finds that an independent contractor or leased employee should be treated as a regular employee of a participating company, for example, for purposes of W-2 income reporting or tax withholding, such individual is nonetheless expressly excluded from the definition of eligible employee and is expressly ineligible for benefits under the Plan.

When participation begins

As an eligible associate, your participation begins automatically on the **later** of:

- The day you reach age 21
- The date you complete one year of ERISA service for participation.

You earn one year of ERISA service for participation in the Plan when you have completed one year of employment in which you are credited with at least 1,000 hours of service. If you are not credited with 1,000 hours of service as of the first anniversary of your employment, you can receive credit for a year of service on any subsequent anniversary of your employment date or based on a calendar year in which you are credited with at least 1,000 hours of service. See "How service is counted" for information on how you earn hours of service.

Importance of naming a beneficiary

Even though you do not have to enroll to participate, it is important that you name a beneficiary under the Plan. You can request a Pension Plan Preretirement Beneficiary Authorization Form by contacting the Verizon Benefits Center or by going online on the BenefitsConnection website. It is important to complete this form if you wish for your designated beneficiary to receive a survivor benefit if you should die after earning the right to a vested benefit (see “Preretirement survivor death benefit” in the “Benefits for survivors” section for more information).

Effective May 30, 2016, a pension pre-retirement death benefit will no longer be forfeited if you are not married and don’t have a beneficiary on file when you die. Vested participants who are eligible to name non-spouse beneficiaries but who die prior to payment without having a valid beneficiary on file will have a pre-retirement death benefit paid to their estate. This benefit will be paid as a lump sum in the amount that would have been paid to a single beneficiary of the same age as the participant.

If you’re laid off and then recalled to work

If you are hired before October 28, 2012, laid off and then subsequently recalled to employment other than as a Pension New Hire, you will be eligible to continue to participate in the Pension Plan.

If you’re reemployed or transferred

If you are reemployed in or transferred to a position as an eligible associate of a participating company, you are not designated as a Pension New Hire and you were previously employed by the company as a union represented associate prior to October 28, 2012, you are immediately eligible to participate in the Plan if you are at least age 21 and you had at least one year of ERISA service at any Affiliate Company at the time you’re reemployed or transferred, and:

- You previously had terminated with a vested right to your benefit from the Plan. (Under the Plan, you are “vested” if you are credited with at least five years of ERISA service after age 18 or if you are employed by a participating company or an Affiliate Company at normal retirement age (age 65).)
- You directly transferred from another Affiliate Company.
- You are recalled to employment within 36 months of a layoff.
- You are reinstated to employment as a result of settlement of a grievance or arbitration of your dismissal, unless the settlement or arbitration award provides otherwise.
- You had an interruption of employment, but you still completed more than 500 hours of service during each calendar year affected by the interruption.

If you do not meet any of the above criteria, you must complete one year of ERISA service for participation (measured from your reemployment or transfer date or a subsequent calendar year) before participation in the Plan begins or resumes.

For example, assume you are age 25 and worked at a participating Verizon company for one year and six months when you terminated employment. Then, you return two years later to work as an eligible associate at a participating company. Because you do not meet any of the above criteria, you will meet the eligibility requirement to resume participation in the Plan only after you complete one year of ERISA service for participation following your return.

Important note

Rules in effect for Plan periods prior to January 1, 2014 may differ and affect how your service is counted for certain prior periods. Call the Verizon Benefits Center if you have questions about the service you have accumulated.

How service is counted

Once you earn one year of ERISA service for participation in the Plan, you continue to earn service during your continuous participation for purposes of determining the amount of your benefit (pension accrual service), during your continuous employment for your eligibility for a service pension (net credited service) and service for vesting in your benefit if you leave before you are eligible for a service pension (ERISA service). A general description of each type of service follows. (See "Effect of break in employment" in the "Participation and service" section for additional information about the effect of a break in service.)

Type of service	General purpose	How it's counted
Net Credited Service	Used to determine service pension eligibility	In general, net credited service is your total years, months and days of continuous employment as an eligible associate with any participating company(ies). Your net credited service may be affected if you have a non-credited period of absence or if you are a rehired associate who previously received a pension in the form of a lump-sum cashout. See the "Effect of break in employment" and "'Bridging' after a break in employment" sections for more information.
Pension Accrual Service	Used to determine amount of pension benefit	In general, pension accrual service is counted the same way as net credited service – in years, months and days. However, there are periods for which you may receive net credited service – for example, while employed by a nonparticipating Affiliate Company or while participating in another company- sponsored pension plan – which will not count as pension accrual service for this Plan. Carrier call representatives who became eligible to participate in the Plan on January 1, 2001 will have taken into account, for purposes of determining net credited service and pension accrual service, any period of associate employment as a carrier call representative with a participating company that occurred on or after January 1, 1996 and prior to January 1, 2001. This is true even though the associate was not eligible to participate in the Plan during that service.

Type of service	General purpose	How it’s counted
ERISA Service	Used to determine eligibility to participate and vesting	ERISA service is used to determine your eligibility to participate and for vesting in your benefit. You “vest” or gain ownership in your Plan benefit after you complete 5 years of ERISA service with a participating company or an Affiliate Company or if you are employed by a participating company or an Affiliate Company at normal retirement age (age 65). For purposes of vesting, ERISA service is counted the same way as net credited service – in years, months and days, but excluding service before you reach age 18. (For participation purposes only, you also must be credited with at least 1,000 hours of service in the year you are hired, any 12 consecutive-month period beginning on an anniversary of the date you are hired or any subsequent calendar year.)
Hours of Service	Used to determine ERISA service for participation	Hours of service are hours you are paid by the Company (including paid vacation, holidays, sick days and other days for which you are entitled to receive pay) up to the date you terminate employment. These government rules are used for counting your hours of service: • If you are a full-time employee, you will be credited with 45 hours of service for each week you complete 1 hour of service or more. • If you are a part-time employee or you are employed 30 days or less in a calendar year and work no more than 3 consecutive weeks, you will be credited with 10 hours of service for each day you work 1 hour or more.

Effect of part-time service

If you have worked part-time during your career (with the exception of part-time work under a Gradual Return to Work arrangement – see below), your total ERISA service and net credited service – part-time and full-time service combined – will be used to determine whether or not you are eligible for a pension benefit. However, in determining your basic pension (see "Basic benefit formula" and "Pension band basic monthly benefit" in the "How your benefit is determined" section for more information), pension accrual service will be prorated and adjusted accordingly to reflect your part-time service. (Any supplemental pension benefit is determined without regard to part-time service.)

If you worked part-time under a Gradual Return to Work arrangement during your career, you will continue to have the same status, for purposes of determining service, that you had prior to going on leave. For instance, if you worked full-time prior to your Gradual Return to Work arrangement, you will earn service as a full-time employee – even though you may be working fewer hours.

Service during an absence

You continue to earn service (net credited service, pension accrual service and ERISA service) during certain credited periods of approved absence:

- While you are on an excused absence of less than one month, you continue to earn service for the first 30 days of absence.

In addition, you continue to earn service beyond 30 days for the following types of approved absences and leaves.

- **Sickness and accident disability absence.** While you are receiving sickness disability benefits (for up to 52 weeks) or accident disability benefits under the Verizon Sickness and Accident Disability Benefit Plan for Mid-Atlantic Associates ("Sickness and Accident Plan")
- **Temporary layoff.** Up to the first 12 months of a temporary layoff of less than 36 months
- **Temporary layoff.** Up to the first 12 months of a temporary layoff of greater than 36 months if you meet all of these requirements:
    - Complete one year of ERISA service to resume participation
    - Had at least six months of net credited service before the break
    - Generally, complete one year of continuous net credited service after reemployment (See "Effect of break in employment" section for additional information about the effect of a break in service.)
- **Leave of absence.** Any leave of absence after January 1, 1990, of up to 12 months
- **Military leave.** Any military leave of absence from which you return to active employment within the period during which your re-employment rights are protected by law.
- **Settlement, award or order**. A former associate who is reemployed by a participating company due to a settlement, award or order involving either litigation, arbitration or a grievance under the applicable collective bargaining agreement relating to the associate's earlier termination may receive none, some or all of the period of time the employee is not on the payroll for net credited service, pension accrual service and ERISA service based on the terms of the Plan, your bargaining agreement, and the settlement, award or order.

Please contact the Verizon Benefits Center for more information about each type of absence.

Losing service during an absence

You will keep the net credited service and ERISA service you earned before an absence, but you will **not** receive service for the period of absence if your absence from employment is for any of the following reasons:

- A temporary layoff of more than 12 months but less than three years. **Note:** you will receive service credit for the first 12 months of your layoff.

- A leave of absence following the expiration of Sickness Disability Benefits under the Sickness and Accident Plan, provided the Company grants you a leave of absence.

- Any leave of absence lasting longer than 12 months, unless it has been specified that net credited service and/or vesting service will be granted beyond the first 12 months.

- Any break in employment of six months or less. However, you will be credited with vesting service but **not** net credited service or pension accrual, for any break in employment of 12 months or less.

Effect of break in employment

If you have an absence that does **not** qualify for credit under any of the categories discussed above, you will have a break in employment, which may result in a loss of net credited service, pension accrual service and/or ERISA service for vesting that you earned before the absence that caused the break.

If your break in service was less than six months, you can regain "lost" service under the "bridging" rules upon your rehire. If your break in service was more than six months and you had at least six months of continuous net credited service before the break in employment began, you can regain "lost" service under the "bridging" rules shown in the chart under "'Bridging' after a break in employment." These rules require you to complete a certain amount of additional service to regain your prior service for purposes of ERISA service for vesting, pension accrual service for calculating your pension and net credited service for determining your eligibility for a service or disability pension. If you do not complete the additional service needed to regain your prior service, that prior service will be lost.

Special rule for anticipated disability leave, sickness disability and/or care of newborn child leave: If you are absent due to your pregnancy, birth of your child or care of your child following birth, adoption or placement of a child in your home for adoption, and you notify the company that your absence is for one of these reasons, special rules apply in determining whether you have a break in employment of more than 12 months. In general, your break in employment (for purposes of applying the chart under "'Bridging' after a break in employment") will be treated as beginning on the second anniversary of the start of your absence, although you will not receive credit for service for more than one year of the absence.

Special rule for certain rehired service pensioners: If you are a service pensioner who is rehired as an eligible associate represented by the Communications Workers of America, and you previously terminated as a result of a surplus condition for which you received severance benefits under the Income Security Plan or under circumstances leading to your reemployment under the terms of an arbitration award or grievance proceeding, your ERISA service, pension accrual service and net credited service immediately will be bridged when you are rehired. Other rehired service pensioners will qualify for bridging, as described in the chart under "'Bridging' after a break in employment."

Special rule for certain rehired employees who received cashouts: If you received a lump- sum distribution of your benefit from the Plan when you previously terminated employment and you are rehired as an eligible associate, you might qualify for immediate bridging of your prior service under one of the following rules:

- Your prior ERISA service, pension accrual service and net credited service immediately will be bridged upon your rehire as an eligible associate if:

    - You received a cashout of your Plan benefit on or after January 1, 1994;

    - You are rehired as an eligible associate represented by the Communications Workers of America or Local 827 of the International Brotherhood of Electrical Workers (IBEW); and

    - You previously terminated employment as a result of the Company's declaring your position surplus or under circumstances leading to your reemployment as a result of a ruling of a court, an arbitrator, the Plan's claims or appeals administrator or a settlement of a grievance or other dispute.

    - Your prior ERISA service, pension accrual service and net credited service immediately were bridged and you received credit for your period of layoff if you were laid off in 2002 or 2003 and you returned to work under an arbitration agreement agreed to by your bargaining unit after receiving a cashout of your Plan benefit.

    - you are reemployed by a participating company due to a settlement, award or order involving either litigation, arbitration or a grievance under the applicable collective bargaining agreement.

If you qualify for bridging after a cashout under either of the rules described above, your pension amount at your subsequent termination of employment will be calculated based on all of your service, but will be reduced for your prior lump sum, as described below:

- **Deferred vested pension to deferred vested pension**: Your pension benefit, calculated using all of your service earned before and after your cashout, that is payable at normal retirement age is reduced by the benefit, expressed as a single life annuity, payable at your normal retirement age that was previously cashed out.

- **Deferred vested pension to service pension**: Your pension benefit, calculated using all of your service earned before and after your cashout, that is payable at normal retirement age is reduced by the benefit that was previously cashed out, expressed as a single life annuity, payable at your age at second termination, reduced for payment prior to normal retirement age using the reduction factors for deferred vested pensions.

- **Service pension to service pension**: Your pension benefit, calculated using all of your service earned before and after your cashout, that is payable at your second termination is reduced by the benefit that was previously cashed out, expressed as a single life annuity payable at your age at your first termination, reduced for early payment using the reduction factors for service pensions.

If you do not qualify for bridging after a cashout as described above, your prior ERISA service will be bridged upon rehire, as described in the chart under "'Bridging' after a break in employment." However, your prior net credited service and pension accrual service will not be counted upon your rehire and your pension amount will be calculated based only on your net credited service and pension accrual service earned after your rehire.

Important note:

When you have a break in employment, you may lose service previously earned.

“Bridging” after a break in employment

If you return to work after an absence of:	Then:
6 months or less	You immediately will be credited with the full amount of your prior ERISA service. You also receive ERISA service for the period of your absence. If you did not receive a lump-sum cashout of your benefit when you previously terminated employment or, if you qualify for bridging after a cashout as described under “Special rule for certain rehired employees who received cashouts”, you also immediately will be credited with the full amount of your prior net credited service and pension accrual service.
More than 6 months, but 12 months or less**	• You immediately will be credited with the full amount of your prior ERISA service. You also receive ERISA service for the period of your absence. • You immediately will be credited with the full amount of your prior pension accrual service if you did not receive a lump-sum cashout of your benefit when you previously terminated employment. If you received a lump-sum cashout, your prior pension accrual service will not be credited unless you qualify for bridging under the “Special rule for certain rehired employees who received cashouts” above. • You will be credited with your prior net credited service if you did not receive a lump-sum cashout of your benefit when you previously terminated employment and: If you were not eligible for a service or disability pension when you terminated employment, you complete 12 or more months of continuous net credited service as an eligible associate immediately following your return from the break, or If you were eligible for a service or disability pension when you terminated employment (and you do not qualify for bridging under the “Special rule for certain rehired service pensioners”), you complete 5 or more years of continuous net credited service as an eligible associate immediately following your return from the break. If you received a lump-sum cashout, your prior net credited service will not be credited unless you qualify for bridging under the “Special rule for certain rehired employees who received cashouts” above. If pre-break service is not bridged, your net credited service date is your reemployment commencement date.

If you return to work after an absence of:	Then:
More than 12 months and you had 5 or more years of ERISA service when you left**	• You will be credited with the full amount of your prior ERISA service if you complete 1 year of ERISA service after you return to work for Verizon • You will be credited with the full amount of your prior pension accrual service if you complete 1 year of ERISA service after you return to work and you did not receive a lump-sum cashout of your benefit when you previously terminated employment. If you received a lump-sum cashout, your prior pension accrual service will not be credited unless you qualify for bridging under the “Special rule for certain rehired employees who received cashouts” above. • You will be credited with your prior net credited service if you did not receive a lump-sum cashout of your benefit when you previously terminated employment and: If you were not eligible for a service or disability pension when you terminated employment, you complete 12 or more months of continuous net credited service as an eligible associate immediately following the your return from the break, or if you were eligible for a service or disability pension when you terminated employment (and you do not qualify for bridging under the “Special rule for certain rehired service pensioners”), you complete 5 or more years of continuous net credited service as an eligible associate immediately following your return from the break. If you received a lump-sum cashout, your prior net credited service will not be credited unless you qualify for bridging under the “Special rule for certain rehired employees who received cashouts” above. If pre-break service is not bridged, your net credited service date is your reemployment commencement date.
More than 12 months, but less than 5 years and you did not have 5 or more years of ERISA service (or otherwise have a right of a deferred vested pension) when you left**	• You will be credited with the full amount of your prior ERISA service if you complete 1 year of ERISA service after you return to work for Verizon • You will be credited with the full amount of your prior pension accrual service if you complete 1 year of ERISA service after you return to work for Verizon • You will be credited with your prior net credited service if you complete 12 or more months of continuous net credited service as an eligible associate immediately following your return from the break. If pre-break service is not bridged, your net credited service date is your reemployment commencement date.
5 or more years and you did not have 5	You will be credited with the full amount of your prior

If you return to work after an absence of:	Then:
or more years of ERISA service (or otherwise have a right of a deferred vested pension) when you left**	ERISA service, pension accrual service and net credited service for all purposes only if you complete 12 or more months of continuous net credited service as an eligible associate immediately following your return from the break. If pre-break service is not bridged, your net credited service date is your reemployment commencement date.

**As noted above, you generally must have completed at least 6 months of net credited service before your break in employment in order to qualify for service bridging. In addition, you may qualify for immediate bridging of your prior service under the terms of settlement, award, or order involving either litigation, arbitration, or a grievance under your collective bargaining agreement.

Transfers between Verizon pension plans

If you transfer to an ineligible job classification, so that you become eligible for another Company-sponsored pension plan or you are a newly transferred associate who becomes eligible for this Plan, ERISA service under both plans generally will be used to determine whether you are vested in a benefit from this Plan or any other Company-sponsored plan.

How your benefit will be calculated after a transfer is addressed in the more detailed service rules included in the Appendix to the Verizon Pension Plan for Mid-Atlantic Associates and in the provisions of the plan in which you were participating prior to the transfer or the plan you will be participating in after the transfer.

If you have questions about the effect of a transfer on your Plan benefits, call the Verizon Benefits Center.

Interchange or portability agreements and related rules

If you are hired by an interchange company

The Company has interchange agreements with certain prior Bell System companies. These agreements provide for the portability of service and benefits between pension plans. Companies that are covered by such agreements are known as interchange or portability companies. Please note that, in general, former GTE companies and former MCI companies are not interchange or portability companies.

The interchange agreement generally provides that if you are a covered employee who works at any Verizon subsidiary that is a portability company and you are hired by a different portability company and certain conditions are met, your new employer must recognize your prior net credited service and ERISA service under the Verizon Pension Plan for Mid-Atlantic Associates and pay you any future pension benefit. The exceptions are as follows:

- If you sign a Waiver of Portability when you join a new company, or you have previously signed a Waiver of Portability, you cannot transfer prior net credited service or ERISA service under the Plan to your new employer's plan. Instead, you will continue to receive a pension benefit under the Plan and you will begin work at the new portability company with the status of a new hire. If you sign a Waiver of Portability, this applies for any portability company you may work for in the future.

- If you received a lump-sum distribution of your pension benefit, special rules apply. (Check with your new employer.)

If you plan to take a job with an interchange or portability company, you always should check with the hiring company to make certain it is, in fact, an interchange or portability company.

For an employee who leaves a prior portability company and accepts employment with Verizon in a position that makes the employee eligible for portability, the employee may either elect portability treatment or waive it. If portability is waived, any prior pension that is in pay status continues, and any prior right to receive retiree health or insurance benefits continues during employment with Verizon. If portability is accepted, the service is transferred, but prior pension and retirement benefits cease, and the employee agrees that eligibility for pension and retirement benefits will depend on the terms of Verizon's plans.

An employee's prior lump-sum cashout of a pension from a prior portability company does not disqualify the employee from electing to be covered by portability if the employee otherwise is eligible. Instead, the prior service will be credited but the value of the lump-sum cashout eventually will be offset against the pension that eventually is payable under this Plan. Special rules apply to the manner in which the prior lump-sum cashout is offset against the full portability benefit under this Plan. For further information, contact the Verizon Benefits Center.

Essential conditions that must be met to be eligible for portability

You must meet all of the following conditions to be eligible for portability of your service to or from another employer's plan:

1. On December 31, 1983, you must have been employed by a portability company in a covered position or on a leave of absence from a position covered by those pension plans provided that you were reinstated or recalled to that position before the leave expired.

2. On the date of your termination from a portability company after December 31, 1983, you must have been employed in a covered position with that portability company.

3. On the date of your employment with a new portability company, you must be employed in a covered position with the new company.

4. If you were a supervisory employee upon leaving a prior portability company, your pay must not be higher than certain limits (amounts available on request from the Verizon Benefits Center).

What is a portability company?

Former pre-January 1, 1984 Bell System companies, and certain of their affiliated companies formed at or after the January 1, 1984 breakup of the Bell System, are treated as portability companies. If you are considering employment with a company, you may contact the Verizon Benefits Center to find out whether the company you are considering is a portability company.

How your benefit is determined

The amount of your pension is the total of your basic monthly pension benefit and your supplemental monthly pension benefit. This section describes how these benefits are calculated using specific Plan formulas, as well as special situations that can affect how your benefit is determined.

Basic benefit formula

Your basic monthly benefit is determined using a formula that uses your pension accrual service and the benefit amount tied to your pension band number. Your pension band number depends on your job title and classification. Your basic retirement benefit is calculated using the following formula:

> Basic monthly pension benefit in effect for your pension band on the determination date
>
> × Your pension accrual service
>
> = **Your basic monthly pension benefit payable at normal retirement (generally, age 65)**

Note:

In general, your pension benefit payable as a monthly annuity starting at normal retirement age will increase over time, and at retirement or termination, never will be less than the normal retirement benefit that would have been payable if you had retired or terminated at any earlier date. Your benefit as a lump sum may increase or decrease from time to time.

Pension band basic monthly benefit

These are the pension band basic monthly benefit amounts in effect beginning on October 1, 2010 and apply if you are an eligible associate with a “pension effective date” (i.e., the first day following the last day on the payroll) on or after October 1, 2010.

Pension Band Amounts will increase for eligible employees whose Pension Effective Dates (first day off the active payroll) are on or after the Pension Band Effective Dates shown below:

Pension band effective date	Percentage increase
1. September 15, 2016	1.0%
2. September 15, 2017	1.0%
3. September 15, 2018	1.0%

To find out your pension band, please refer to the most current collective bargaining agreement.

Pension Band Number	Monthly Pension Band amount applied for Pension Effective Dates on or after October 1, 2010 and before September 15, 2016	Monthly Pension Band amount applied for Pension Effective Dates on or after September 15, 2016 and before September 15, 2017	Monthly Pension Band amount applied for Pension Effective Dates on or after September 15, 2017 and before September 15, 2018	Monthly Pension Band amount applied for Pension Effective Dates on or after September 15, 2018
101	$38.76	$39.15	$39.54	$39.94
102	$40.36	$40.76	$41.17	$41.58
103	$41.99	$42.41	$42.83	$43.26
104	$43.64	$44.08	$44.52	$44.97
105	$45.27	$45.72	$46.18	$46.64
106	$46.93	$47.40	$47.87	$48.35
107	$48.54	$49.03	$49.52	$50.02
108	$50.15	$50.65	$51.16	$51.67
109	$51.84	$52.36	$52.88	$53.41
110	$53.44	$53.97	$54.51	$55.06
111	$55.08	$55.63	$56.19	$56.75
112	$56.70	$57.27	$57.84	$58.42
113	$58.34	$58.92	$59.51	$60.11
114	$60.01	$60.61	$61.22	$61.83
115	$61.62	$62.24	$62.86	$63.49
116	$63.25	$63.88	$64.52	$65.17
117	$64.84	$65.49	$66.14	$66.80
118	$66.55	$67.22	$67.89	$68.57
119	$68.17	$68.85	$69.54	$70.24
120	$69.78	$70.48	$71.18	$71.89
121	$71.41	$72.12	$72.84	$73.57
122	$73.06	$73.79	$74.53	$75.28
123	$74.69	$75.44	$76.19	$76.95
124	$76.34	$77.10	$77.87	$78.65
125	$77.96	$78.74	$79.53	$80.33
126	$79.58	$80.38	$81.18	$81.99
127	$81.23	$82.04	$82.86	$83.69
128	$82.83	$83.66	$84.50	$85.35
129	$84.50	$85.35	$86.20	$87.06
130	$86.09	$86.95	$87.82	$88.70
131	$87.77	$88.65	$89.54	$90.44
132	$89.41	$90.30	$91.20	$92.11
133	$91.02	$91.93	$92.85	$93.78
134	$92.68	$93.61	$94.55	$95.50
135	$94.26	$95.20	$96.15	$97.11

Pension promotion and pension demotion

If your pension band changes due to a promotion and you have been in your new pension band for less than 18 months, your pension will be calculated using:

- The pension accrual service you earned prior to your promotion and the greatest pension band amount since the promotion based on your pension band prior to the promotion, plus

- The pension accrual service you earned after your promotion and the greatest pension band amount since the promotion based on your pension band after the promotion.

If your pension band changes due to a demotion, your pension will be calculated based on the greater of:

- Your pension band amount in effect immediately prior to the demotion, or

- The greatest pension band amount since the demotion based on your pension band following the demotion.

Special rules apply if you have both a pension promotion and a pension demotion, multiple pension promotions and/or demotions, a temporary pension promotion, or a pension demotion after becoming eligible for a service pension and while under medical work restrictions or on account of a force surplus situation. Contact the Verizon Benefits Center for more information

Your supplemental benefit

If you received supplemental payments (see below) in the three years prior to your termination from employment (or, in the case of transfer to a nonparticipating company or ineligible status, the date of transfer), you also will be eligible to receive a supplemental benefit. Your supplemental benefit is calculated using this formula:

> Average annual supplemental payments you received in the 36 months prior to your termination of employment (or transfer)
>
> × .001
>
> <u>× Years and months of pension accrual service</u>
>
> **Your supplemental monthly benefit payable at normal retirement (generally age 65)**

Supplemental payments generally include:

- Annual Corporate Profit Sharing (CPS) awards (if applicable)
- In charge allowances
- Management team awards earned during a temporary management assignment that are paid while you are eligible to participate in the Plan (see "Special situations that can affect your benefit calculation" in the "How your benefit is determined" section)
- Extra payments for temporary assignments or temporary promotions of one year or less to higher- graded or supervisory positions
- Evening and night differential payments, if your work hours fall within the stated differential period, in whole or in part
- The single lump-sum payment equal to 3% of your basic weekly wage for one year. This payment was calculated as of August 3, 2003 and paid by October 31, 2003.
- Job differentials, with the exception of amounts included as part of base pay and for assigning pension band numbers, as well as amounts related to pension promotions if you are in the higher band for 18 months or more.
- If a benefit was transferred to this Plan from another plan sponsored by an Affiliate Company (but not an interchange company pension plan), pension bearing pay under that other plan other than base salary or wages.

An example: normal retirement benefit

Here is an example of how a normal retirement benefit payable at age 65 is calculated, assuming retirement on January 1, 2017:

- Your pension band number is 116. According to the chart, your monthly benefit is $63.88.
- You had 20 years and three months (or 20.25 years) of pension accrual service when you retired.
- Your average amount of supplemental monthly payments during the last 36 months is $1,000.

Your pension benefit would be calculated like this:

Step 1

$63.88 pension band monthly benefit
× 20.25 years of pension accrual service
= **$1,293.57 basic monthly benefit**

Step 2

$1,000 average annual amount of supplemental payments during the 36 months prior to retirement
× .001
× 20.25 years of pension accrual service
= **$20.25 supplemental monthly benefit**

Step 3

$1,293.57 + $20.25 = $1,313.82 monthly benefit payable as a single life annuity starting on your normal retirement date (or if earlier, your unreduced early retirement date).

Early retirement reduction

If you are eligible for a service pension but have less than 30 years of net credited service and retire before age 55, your benefit will be reduced for early retirement. (See "Early retirement.")

If you're eligible for a deferred vested pension, your benefit is reduced for payment before age 65.

Minimum pension benefit

If you are eligible for a service or disability pension, your monthly pension benefit amount payable as a single life annuity will be (prior to applicable adjustments) $700.

This minimum benefit is not reduced for early retirement but is subject to reduction for payment in a form other than a single life annuity. Also, this minimum benefit will be prorated to the extent you have less than 30 years of net credited service (not counting any service enhancements and adjusted for part-time service).

In addition, if the minimum is paid as a preretirement or post-retirement survivor benefit (see the "Benefits for Survivors" section for more information) it will be adjusted to reflect the percentage payable to your beneficiary.

Special situations that can affect your benefit calculation
Important:

Certain situations can affect how your benefit is determined. You can call the Verizon Benefits Center with any questions about how your benefit may be affected.

If you have service history in more than one pension band

If you have service in more than one pension band within the 18 months prior to your benefit determination date, the different pension band benefit amounts will be taken into account when your basic monthly pension benefit is calculated. Any supplemental benefits you are entitled to will be calculated normally.

If you are rehired and subsequently terminate after prior ERISA service is restored but before qualifying for bridging of your prior pension accrual service and you are vested, your two periods of service will be considered separately for purposes of calculating your benefit, using the pension band amount in effect for each period of service and adding the two benefit amounts together.

If you have part-time service, it will be prorated against the equivalent full-time schedule for calculation purposes.

Special calculations also will be made if you are demoted (see “Pension promotion and pension demotion” above), you have management service (see "If you participate in more than one company pension plan" below) or service with an interchange or portability company (see “Interchange or portability agreement and related rules” for more information).

If you have commission directory advertising sales service plus other service

If you changed jobs during your career at Verizon and have service as a commission directory advertising salesperson, the different benefit formula used for your jobs may be taken into account when your basic monthly pension benefit is calculated. Any supplemental benefits you’re entitled to will be calculated normally.

If you participate in more than one company pension plan

Special rules apply for determining the amount of your benefit if a change in your employment classification, status or location results in a transfer that affects your eligibility to participate in this Plan or another Company-sponsored pension plan. In general, ERISA service, subject to break in service rules, will be accumulated among plans. However, net credited service, pension accrual service and how your benefit is calculated may be subject to special rules based on your particular situation. In addition, if your change in status follows a break in employment, rules similar to those described in “Effect of break in employment” will also apply. The following examples describe the effects of transfers without an intervening break in employment:

- If you participated in the Verizon Management Pension Plan as a management employee of a former Bell Atlantic company and change status (“retreat”) to an associate position so that you become eligible for this Plan, your management benefit will be transferred to this Plan. After transfer to this Plan, your management cash balance benefit will continue to receive interest credits and you will be able to earn service pension eligibility with respect to your management annuity formula benefit, if any, under management plan terms. If you participated in the Verizon Enterprises Management Pension Plan (or in the Verizon Management Pension Plan as a management employee of a former GTE company), your management benefit will remain in the management plan. Your benefit earned while an eligible associate in this Plan will be based on your pension accrual service earned while an eligible associate, but retirement eligibility will be based on your combined net credited service (subject to bridging rules described under “Service ‘bridging’ rules”, if applicable). If your management benefit was transferred to this Plan, once you have completed three years of service as an associate, you are entitled to a “greater of” calculation under the Plan’s benefit formula that takes into consideration service earned under both Plans (subject to bridging). In no case will you receive pension accrual service for any period during which you did not receive a benefit accrual under the management plan.

- If you temporarily are transferred to a management position, you will remain a participant in this Plan until the one-year anniversary of your transfer. At that point in time, if you continue in a management position, the value of your benefit earned under this Plan will remain in this Plan. The benefit you ultimately receive for associate Plan participation will be based on the pension band you were in at the time of transfer to management and the monthly pension amount in effect for that band at the time your active participation in this Plan ends. Your pension accrual service is measured to the date of your termination as an active Plan participant, but your ERISA service and net credited service generally include all your Verizon service. (If you become a manager, contact the Verizon Benefits Center for information on how that affects your associate plan benefits.)

- If you permanently are transferred to a management position, your benefit will remain in this Plan. Your benefit will be calculated based on the pension accrual service that you earned before your transfer to management and on the monthly pension amount in effect for the pension band at the time your active participation in this Plan ends. Your ERISA service and net credited service generally include all your Verizon service. (If you become a manager, contact the Verizon Benefits Center for information on how that affects your associate plan benefits.)

- If you participated in the Verizon Pension Plan for New York and New England Associates (the "New York and New England Plan") and change status to an associate position in which you are eligible for this Plan, your pension benefit will be transferred to this Plan. Your benefit under this plan will be the greater of the benefit transferred from the New York and New England Plan plus the benefit earned under this Plan based on pension accrual service after your transfer, or the benefit calculated under this Plan using all of your pension accrual service earned under both plans. Your ERISA service and net credited service generally include all your Verizon service.

- If you transfer to a position that is covered by the New York and New England Plan, your pension benefit will be transferred to the New York and New England Plan. Your benefit under the New York and New England Plan will be the greater of the benefit transferred from this Plan to the New York and New England Plan plus the benefit earned under the New York and New England Plan based on your pension accrual service after your transfer, or the benefit calculated under the New York and New England Plan using all of your pension accrual service earned under both plans. Your ERISA service and net credited service generally include all your Verizon service.

- If you participated in a West hourly component of a Verizon pension plan, you change status so that you become eligible for this Plan, and your bargaining agreement provided for a transfer of your benefit to this Plan, your benefit under this Plan will be the greater of the benefit transferred from the West hourly pension plan plus the benefit earned under this Plan based on pension accrual service after your transfer, or if you complete 3 years of net credited service after ratification of your bargaining agreement, the benefit calculated under this Plan using all of your pension accrual service earned under both plans. Your ERISA service and net credited service generally include all your Verizon service.

- If you participated in a West hourly component of a Verizon pension plan, you change status so that you become eligible for this Plan, and you are not covered by a bargaining agreement that provides for a transfer of your benefit to this Plan, your pension benefit will remain in the West hourly pension plan. Your vesting and retirement eligibility under this Plan will be based on your combined ERISA service and net credited. Your benefit under this Plan will be based on your pension accrual service earned as an eligible associate under this Plan only.

- If you transfer to a position eligible for benefits from a West hourly component of a Verizon pension plan, your pension benefit will remain in this Plan, and the benefit you ultimately receive from this Plan will be based on the pension band you were in and the monthly pension amount in effect for that band at the time of your transfer. Your pension accrual service is measured to the date of your transfer, but your ERISA service and net credited service generally include all your Verizon service.

If you are transferred or have a change in status, please contact the Verizon Benefits Center with any questions about the effect on your pension benefits. Keep in mind, your accrued benefit payable at normal retirement can never be decreased from the amount you had earned up to the date you are transferred or have a change in status.

Special Enhanced Income Security Plan (Special EISP)
If Verizon chooses to offer a Special Enhanced Income Security Plan ("Special EISP") and you have a Separation From Service under that Special EISP, the following pension enhancements apply:

- The Lump Sum Interest Rate is the better of (i) the interest rate and mortality basis as of your actual Annuity Start Date or (ii) the interest rate and mortality basis as of the earliest possible Annuity Starting Date for a Participant who has a Separation From Service under that Special EISP. The age used for the lump sum calculation is your age at your actual Annuity Start Date regardless of whether (i) or (ii) applies.
- The age-based early retirement reduction for Service Pension Eligible participants will be waived if you commence your benefit prior to age 55.
- Your benefit will be determined using the next-scheduled Pension Band Increase amount provided in the Pension Band Tables above, if another Pension Band Increase is available under the schedule pursuant to the 2016 bargaining agreements. For example, if you leave under a Special EISP on December 31, 2017, the pension calculation will be based on the pension band multiplier effective September 15, 2018, as that is the next scheduled Pension Band Increase.

If you were part of the Idearc spin-off

Following the spin-off of certain Verizon companies to form Idearc Inc. (Idearc Inc., its subsidiary companies, its affiliated companies and any successor companies are collectively referred to as, "Idearc"), the assets and liabilities for pension obligations for associates whose employment was directly transferred to Idearc, or whose last employment with Verizon was with a spun-off company, were transferred to a pension plan maintained by Idearc. Therefore, any net credited service and pension accrual service, and any right to the restoration of such service, also was transferred to a pension plan maintained by Idearc. Furthermore, on the effective date of the spin-off, Idearc companies no longer were affiliates of Verizon. In addition, please be aware of the following rules:

- If you leave Verizon and are hired by Idearc (other than via a direct transfer in connection with the spin-off), you are considered a terminated employee under this Plan, and your benefit under this Plan will be calculated as of your termination date. Your service with Idearc will not count for any purpose under the Plan. (For example, if you are not eligible for a service pension when you terminate employment with Verizon, you will not become eligible for a service pension under the Plan based on your Idearc employment.)

- If your benefit was transferred to a pension plan maintained by Idearc and you later are rehired by a Verizon participating company as an eligible employee, your service with a Verizon company prior to the Idearc spin-off will be recognized for ERISA service, but your net credited service and your pension accrual service will be counted only from the date of your rehire with Verizon. We do not believe your service with Verizon will count for any purpose under the Idearc pension plan, but you should check on that with Idearc if this is relevant to you. (For example, if you are not eligible for a service pension under the Idearc pension plan when you leave Idearc, we do not believe you will become eligible for a service pension under the Idearc pension plan based on your Verizon employment.)

Notwithstanding the foregoing, please note that, if you meet the conditions to be eligible for portability, your net credited service and pension accrual service and prior pension benefit may be transferred to and recognized by the Plan under the interchange agreement (see “Interchange or portability agreements and related rules”).

Receiving your benefit

Service pension eligibility

Your eligibility to retire and start receiving a service pension depends on your age and net credited service when you terminate employment.

If you meet any of the following age and net credited service requirements, you may retire on or after that age and receive a service pension.

Service pension eligibility requirements

Your age	Net credited service
Any age	30 years or more
At least age 50	25 years or more
At least age 55	20 years or more
At least age 60	15 years or more
Age 65 or older	10 years or more

Early retirement with a service pension

If you qualify for a service pension, you can retire and start receiving your pension benefit right away. Payments may or may not be reduced for early retirement depending on your age and net credited service as described below.

Unreduced pension

If you retire with 30 or more years of net credited service, your service pension can be paid in full without reduction for early payment, regardless of your age when you terminate employment.

If you qualify for a service pension and retire when you are age 55 or older, you also can receive your benefit without reduction for early payment.

Example: service pension retirement benefit

A Service Pension Retirement benefit payable at age 58.5833 assuming last day worked on December 31, 2016, retirement on January 1, 2017 and:

- pension band number is 124; according to the table, the monthly benefit is $77.10.
- 20 years and 7 months (or 20.5833 years) of pension accrual service at retirement.
- average amount of supplemental monthly payments during the last 36 months is $1,000.

The pension benefit is calculated as follows:

Step 1

	$ 77.10	pension band monthly benefit
×	20.5833	years of pension accrual service
=	$1,586.98	basic monthly benefit

Step 2

	$1,000.00	average annual supplemental pay during the 36 months prior to retirement
×	0.001	
×	20.5833	years of pension accrual service
= $	20.59	supplemental monthly benefit

Step 3
$1,586.98 + $20.59 = $1,607.57 monthly benefit payable as a single life annuity starting on the early retirement date (the early retirement benefit is unreduced because the participant is Service Pension Eligible and is over age 55 on the last day worked).

In this example, the benefit paid as a straight life annuity would be **$1,607.57** per month.

Reduced pension

If you retire before age 55 and have less than 30 years of net credited service, your benefit permanently will be reduced by 1/2 percent a month (or six percent a year) for each full or partial month that you retire before you reach age 55, regardless of when you begin receiving your pension.

Example: Here's an example of how a service pension is reduced for early retirement. Assume:

- You retire at age 53.
- You have 25 years of net credited service.
- Your unreduced service pension is $1,000 a month.

Since you have less than 30 years of net credited service and you are retiring 24 months before age 55, your early payment reduction is 12 percent (1/2 percent × 24 months = 12 percent).

So, your reduced early retirement benefit would be calculated like this:

Step 1: $1,000 × 12 percent (.12) reduction = $120 early retirement reduction

Step 2: $1,000 - $120 = **$880 reduced early retirement monthly benefit starting at age 53 or any later age.**

Normal retirement or later

You can retire any time after your normal retirement age and receive an unreduced benefit regardless of the length of your service. Your normal retirement age is 65, and your normal retirement date is the day you turn age 65.

If you continue working until April 1 of the year after you reach age 70-1/2, your monthly pension benefit automatically will begin. Your benefit will be re-determined each year to reflect the additional benefit value you have earned from continued employment.

If you leave before retirement

Deferred vested pension

If you leave Verizon with at least five years of ERISA service (after age 18) or you are employed by a participating company or an Affiliate Company when you reach normal retirement age, you are eligible for a deferred vested pension. (See "How service is counted" in the "Participation and service" section for details on ERISA service.)

If you terminate employment with Verizon before completing five years of ERISA service and before your normal retirement age, you are not entitled to a benefit from the Plan.

If you leave the Company with the right to a deferred vested pension, you will receive a statement showing the amount of your deferred vested pension benefit payable when you reach your normal retirement date. You are not eligible for any other benefits Verizon provides to those participants who are eligible for a service or disability pension.

Your full, unreduced deferred vested pension can begin on your normal retirement date, or you can elect to have your benefit start at any time after you reach age 50 in a reduced amount, if you have the required years of net credited service at the time your employment ends. A reduced monthly pension is payable:

- At or after age 50, if you have at least 25 years of net credited service
- At or after age 55, if you have at least 20 years of net credited service
- At or after age 60, if you have at least 15 years of net credited service.

(Note that if you terminate during the Cashout Window, you can receive an annuity at any age.)

The table below reflects the percentage of the pension payable as a single life annuity if you terminate employment and begin receiving deferred vested pension payments prior to age 65. Please note that this table is based on your age, in complete years and months, at the time pension payments begin (for example, at 50 years and three months, 25 percent of your pension is payable).

Your age in completed years...	**...And any completed months in addition to years**											
	0	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**
25	3.3%	3.3%	3.3%	3.3%	3.3%	3.3%	3.4%	3.4%	3.4%	3.4%	3.5%	3.5%
26	3.5	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.7	3.7	3.8
27	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0	4.0	4.0	4.0	4.1
28	4.1	4.1	4.2	4.2	4.2	4.2	4.3	4.3	4.3	4.3	4.4	44
29	4.4	4.5	4.5	4.5	4.5	4.6	4.6	4.6	4.7	4.7	4.7	4.8
30	4.8	4.8	4.8	4.9	4.9	4.9	5.0	5.0	5.0	5.1	5.1	5.1
31	5.2	5.2	5.2	5.3	5.3	5.3	5.4	5.4	5.5	5.5	5.5	5.6
32	5.6	5.6	5.7	5.7	5.7	5.8	5.8	5.9	5.9	5.9	6.0	6.0

Your age in completed years...	...And any completed months in addition to years											
	0	1	2	3	4	5	6	7	8	9	10	11
33	6.0	6.1	6.1	6.2	6.2	6.3	6.3	6.3	6.4	6.4	6.5	6.5
34	6.5	6.6	6.6	6.7	6.7	6.8	6.8	6.9	6.9	6.9	7.0	7.0
35	7.1	7.1	7.2	7.2	7.3	7.3	7.4	7.4	7.5	7.5	7.6	7.6
36	7.7	7.7	7.8	7.8	7.9	7.9	8.0	8.0	8.1	8.1	8.2	8.2
37	8.3	8.3	8.4	8.5	8.5	8.6	8.6	8.7	8.7	8.8	8.9	8.9
38	9.0	9.0	9.1	9.2	9.2	9.3	9.3	9.4	9.5	9.5	9.6	9.7
39	9.7	9.8	9.9	9.9	10.0	10.1	10.1	10.2	10.3	10.3	10.4	10.5
40	10.5	10.6	10.7	10.8	10.8	10.9	11.0	11.1	11.1	11.2	11.3	11.3
41	11.4	11.5	11.6	11.7	11.7	11.8	11.9	12.0	12.1	12.1	12.2	12.3
42	12.4	12.5	12.6	12.7	12.7	12.8	12.9	13.0	13.1	13.2	13.3	13.4
43	13.4	13.5	13.6	13.7	13.8	13.9	14.0	14.1	14.2	14.3	14.4	14.5
44	14.6	14.7	14.8	14.9	15.0	15.1	15.2	15.3	15.4	15.5	15.6	15.7
45	15.9	16.0	16.1	16.2	16.3	16.4	16.5	16.7	16.8	16.9	17.0	17.1
46	17.2	17.4	17.5	17.6	17.7	17.9	18.0	18.1	18.2	18.4	18.5	18.6
47	18.7	18.9	19.0	19.1	19.3	19.4	19.6	19.7	19.8	20.0	20.1	20.2
48	20.4	20.5	20.7	20.8	21.0	21.1	21.3	21.4	21.6	21.7	21.9	22.0
49	22.2	22.4	22.5	22.7	22.9	23.0	23.2	23.4	23.5	23.7	23.9	24.0
50	24.0	24.0	24.0	25.0	25.0	25.0	25.0	25.0	25.0	26.0	26.0	26.0
51	26.0	26.0	26.0	27.0	27.0	27.0	27.0	27.0	27.0	28.0	28.0	28.0
52	28.0	28.0	29.0	29.0	29.0	29.0	30.0	30.0	30.0	30.0	31.0	31.0
53	31.0	31.0	32.0	32.0	32.0	32.0	33.0	33.0	33.0	33.0	34.0	34.0
54	34.0	34.0	35.0	35.0	35.0	35.0	36.0	36.0	36.0	36.0	37.0	37.0
55	37.0	37.0	38.0	38.0	38.0	38.0	39.0	39.0	39.0	39.0	40.0	40.0
56	40.0	40.0	41.0	41.0	41.0	42.0	42.0	42.0	43.0	43.0	43.0	44.0
57	44.0	44.0	45.0	45.0	45.0	46.0	46.0	46.0	47.0	47.0	47.0	48.0
58	48.0	48.0	49.0	49.0	50.0	50.0	51.0	51.0	51.0	52.0	52.0	53.0
59	53.0	53.0	54.0	54.0	55.0	55.0	56.0	56.0	56.0	57.0	57.0	58.0
60	58.0	59.0	59.0	60.0	60.0	61.0	62.0	62.0	63.0	63.0	64.0	64.0
61	65.0	66.0	66.0	67.0	67.0	68.0	69.0	69.0	70.0	70.0	71.0	71.0
62	72.0	73.0	73.0	74.0	75.0	75.0	76.0	77.0	77.0	78.0	79.0	79.0
63	80.0	81.0	82.0	82.0	83.0	84.0	85.0	85.0	86.0	87.0	88.0	88.0
64	89.0	90.0	91.0	92.0	93.0	94.0	95.0	95.0	96.0	97.0	98.0	99.0
65	100.0	—	—	—	—	—	—	—	—	—	—	—

Special early payment rule through the term of the 2016 bargaining agreements, which expire August 3, 2019 (the "Cashout Window")

If you terminate employment during the Cashout Window (see "Optional methods of payment" in the "Payment options" section) and you are eligible for a deferred vested benefit, you have the option to elect an immediate reduced monthly benefit or a lump-sum distribution, regardless of your age and years of net credited service at the time your employment ends.

If you become disabled

If you are not eligible for a service pension

If you become totally disabled due to a sickness or injury (other than an on-the-job accident) while you are an eligible associate, and you are not yet eligible for a service pension, you will be eligible for a disability pension if you have not reached normal retirement age and:

- You have at least 15 years of net credited service.
- You totally and permanently are disabled due to a sickness or an off-duty accidental injury for which you are eligible to receive sickness disability benefits under the Sickness and Accident Plan, and you remain disabled after receiving 52 weeks of sickness disability benefits or if later, until the expiration of any approved leave of absence. The Plan's claims administrator may require you to have your disability confirmed by a physician from time-to-time (at reasonable intervals).

Disability pensions are calculated using the same formula as service pensions. However, there is no reduction for early payment regardless of your age when you become eligible for and commence a disability pension. Also, your benefit is subject to reduction for Workers' Compensation benefits, if applicable, that are paid to you at the same time.

Your disability pension benefits will be paid as long as you remain unable to resume active employment with a participating company. In order to continue your disability pension payments prior to normal retirement age, you may be asked to submit to periodic medical examinations or to cooperate with a recommended rehabilitation program.

If you still are receiving a monthly disability pension when you reach your normal retirement age, the disability pension will be changed to a service pension in the same monthly amount and in the same form of payment that you elected when your disability pension began. If you die while receiving a disability pension, any death benefit will be based on the form of payment in effect for your disability pension at the time of your death.

If you terminate employment during the Cashout Window (see "Optional methods of payment" in the "How your benefit is paid" section) due to exhaustion of your sickness disability benefits, you may elect a lump sum calculated based on the value of the deferred vested pension that you would otherwise have been eligible to receive if not for your disability. If you elect a lump sum distribution, you will not be eligible to receive a disability pension.

If you are receiving accident disability benefits under the Sickness and Accident Plan because of an **on-the-job** accident, a disability pension is **not** an option. Accident disability benefits will continue under the

Sickness and Accident Plan for the entire period of total disability. While you remain totally disabled, you will continue to be credited with net credited service and pension accrual service until you elect to retire on a service pension. (Call the Verizon Benefits Center for information regarding coverage for partially disabled employees.)

If you are eligible for a service pension

If you remain totally disabled after receiving 52 weeks of sickness disability benefits under the Sickness and Accident Plan and you are eligible for a service pension, you will receive a service pension that is not reduced for early retirement instead of a disability pension. You also will be entitled to the same retiree benefits as any other individual who receives a service pension.

If you recover from your disability and return to work

If you recover from your disability to the extent you no longer meet the total disability definition, your disability pension benefit will stop. If you are re-employed, your participation can resume and you again can begin accumulating pension accrual service. If you do not return to work, you will be entitled to the deferred vested pension you had earned as of the date you terminated employment due to disability.

If you leave or retire and return to work

If you were receiving a monthly benefit

In general, if you retire and start to receive a monthly pension benefit from this Plan but later return to work as an associate participating in this Plan or an interchange company to whom portability provisions apply, your pension benefits will stop while you continue to work.

Exception: Pension benefits will continue if you're over age 65 and working less than 40 hours in a calendar month, if you're over age 70 1/2 or if you're rehired as a Working Retiree.

How your benefit is determined upon subsequent termination

If you return to work for Verizon, your benefit from the Plan when you subsequently terminate employment depends on your benefit payment status when you returned and the length of time between your periods of Verizon employment:

- In general, if you started monthly benefit payments or postponed payment and, in either case, are rehired within six months of your prior termination date, your benefit upon subsequent termination will be based on your total net credited and pension accrual service from both periods of employment and the pension band rate or rates in effect when you leave.

- If you started monthly benefit payments or postponed payment and are rehired after a period of more than six months, then your ERISA service for vesting, net credited service and pension accrual service will be "bridged" only if you meet the requirements. If you do not meet the bridging requirements, you generally will not be eligible for any additional pension benefits as a result of your rehire.

If you received a lump-sum distribution of your prior service benefit, regardless of how long you were gone, your benefit upon subsequent termination will be based only on net credited service and pension accrual service after you are rehired unless you qualify for bridging of your prior service under the "Special rule for certain rehired employees who received cashouts". Examples of qualifying for bridging of your prior service include if you were laid off in 2002 or 2003 and returned to work under an arbitration agreement or if you are reemployed by a participating company due to a settlement, award or order involving either litigation, arbitration or a grievance under the applicable collective bargaining agreement. If you qualify for bridging after a cashout, your pension amount at your subsequent termination of employment will be calculated based on all of your service, but will be reduced for your prior lump sum, as described under the “Special rule for certain rehired employees who received cashouts”.

If you participated in a plan sponsored by an Affiliate Company other than this Plan during your prior period of employment, please call the Verizon Benefits Center for more information.

While you are on the active payroll

At the time your pension payments are suspended, your prior payment election becomes invalid. However, the Plan provides a pension benefit to your spouse or other designated beneficiary if you die before pension payments resume (see "Preretirement survivor death benefit" in the "Benefits for survivors" section for more information).

When pension payments resume, you will be asked to elect a new form of payment (see "How your benefit is paid") for your entire benefit, including amounts earned before and after you returned to work. Your old form of payment election becomes invalid on the date your benefit is suspended due to your rehire.

Adjustment for prior monthly benefit payments if service is bridged

If you were receiving monthly deferred vested benefit payments before you were rehired, your subsequent benefit will be adjusted for the value of the prior payments you received. The adjustment is made by determining your full service benefit based on pension accrual service for both eligible periods of employment and subtracting the amount earned during the prior period of service after applying an adjustment ratio. The adjustment ratio is one minus the fraction determined by dividing the monthly benefit amount you were previously receiving by the monthly amount you would have received if your annuity starting date (sometimes referred to as the pension commencement date) was the date you were reemployed as an eligible employee. Note that this adjustment does not apply if you were receiving monthly service or disability pension payments before you were rehired.

Payment options

Standard payment options

Single life annuity

If you are not married at the time payment begins, the standard form of payment is a single life annuity. If you choose this form of payment, your benefit will be paid as regular monthly income for as long as you live. Payments are not continued to a beneficiary. You will receive this method of payment, unless you elect an optional method.

Note: For plan purposes, your spouse is the person to whom you are legally married on your pension commencement date or your death, whichever is first.

Joint and survivor annuity

If you are married at the time payment begins, the standard form of payment is a 50 percent joint and survivor annuity. Under this payment method, you receive a reduced monthly pension benefit (see "Joint and survivor annuity option reductions" under the "Optional methods of payment" section for an example). If you die before your spouse to whom you were married when your benefit began, your spouse starts receiving 50 percent of your monthly pension benefit for the remainder of his or her lifetime. On the other hand, if your spouse dies before you and you are receiving a service or disability pension (but not a deferred vested pension), your monthly benefit increases to the original single life annuity amount and no additional benefits are paid after your death. The increase to the original benefit amount will be effective in the month following your spouse's death. However, if you notify the Verizon Benefits Center of your spouse's death more than one year after death occurs, the increase will apply only to months after your notification is received.

Note: If you terminate employment during the Cashout Window (See "Special early payment during cashout window through August 3, 2019") and you're eligible to receive a service or deferred vested pension benefit, you're eligible to receive your benefit immediately in a reduced monthly benefit under any of the annuity forms described in this section or as an immediate lump sum distribution.

Important note:

Unless you elect an optional method of payment, the Plan pays your benefit in the automatic form based on your marital status at the time payment begins. However, if your benefit value is small ($3,500 or less), payment automatically will be made in a lump-sum distribution (cashout). (See "Lump-sum distribution option" under the "Optional methods of payment" section.)

Optional methods of payment

You may decline the automatic form of payment in writing and elect one of the optional methods described below. Note that if you are married, the single life annuity is an optional method of payment for you as well.

You will receive written notification prior to the starting date of your benefit with an explanation of the methods of payment available to you and timing requirements for your election.

Joint and survivor annuity option

If you are eligible to receive a service or disability pension, you have four joint and survivor annuity payment options from which to choose: The 50 percent survivor annuity, the 60 percent survivor annuity, the 70 percent survivor annuity, and the 75 percent survivor annuity. All joint and survivor payment options pay you a reduced monthly pension benefit for as long as you live. In the event that you die before your beneficiary, each option pays a different percentage of your monthly pension benefit to your beneficiary. For example, the 50 percent survivor annuity continues half of your monthly pension benefit to your beneficiary if you die (the 70 percent annuity option continues 70 percent of your monthly benefit, etc.).

If you are eligible for a deferred vested pension, you have the 50 percent survivor annuity or the 75 percent survivor annuity available (but not the 60 percent or 70 percent option).

If you choose any of the joint and survivor annuity options, your monthly pension benefit will be reduced for the cost of the option, because the payments are expected to be made over two lifetimes. The reduction charges depend on your age and your beneficiary's age in whole years on your annuity starting date. To understand the reduction to your monthly benefit under a joint and 50%, 60%, 70%, or 75% survivor annuity option, contact the Verizon Benefits Center.

Note: For the 50 percent, 60 percent, 70 percent, and 75 percent joint and survivor annuity options for service and disability pensions (but not for deferred vested pensions), if your beneficiary dies before you, your monthly pension will be increased by the amount it had been reduced for the original cost of the option. The increase to the original benefit amount generally will be effective in the month following your beneficiary's death. However, if you do not notify the Verizon Benefits Center of your beneficiary's death within one year after the death, the increase will be applied only to pension payments made after your notification is received.

You can choose any living individual as your beneficiary under any of the joint and survivor annuity options (for service, disability or deferred vested pensions). If you are married, however, your spouse must be your beneficiary, unless you obtain your spouse's notarized, written consent to another beneficiary. Your spouse's written consent with respect to a change in beneficiary is irrevocable upon the annuity starting date.

Also, there are certain age restrictions that limit the joint and survivor annuity options available to certain non-spouse beneficiaries. Please contact the Verizon Benefits Center for information about these restrictions.

Minimum joint and survivor annuity

The monthly amount of a qualified joint and survivor annuity with an annuity starting date on or after May 1, 2010 will be at least as valuable as any other optional form of benefit payable under the plan at the same time. In order to determine the value of the lump sum form of benefit for comparison purposes, the lump sum payable to the Participant shall be converted to an actuarially equivalent joint and survivor annuity using the "applicable mortality table" under Code section 417(e)(3) (as first set forth in Revenue Ruling 2007-67) and the annual rate of interest on 30-year Treasury securities for the second month preceding month preceding the first day of the calendar quarter containing applicable annuity starting date occurs.

Single life annuity (optional form for married participants)

Under this payment method, your benefit is paid as regular monthly income for as long as you live. Payments are not continued to a beneficiary. You will need your spouse's written, notarized consent to choose this payment method.

Lump-sum distribution option (available during cashout window)

A lump-sum "cashout" distribution is available as an option for an eligible associate who terminates employment with the right to receive a service pension or deferred vested pension during the Cashout Window. (A disability pension cannot be paid in a lump sum.) In general, the Cashout Window applies for eligible associates who terminate employment on or after November 1, 2004 and on or before August 3, 2019.

You may choose to receive a lump-sum distribution on a commencement date you elect in advance following procedures set up by the pension plan administrator and that is either the day following termination of employment or the first day of any following calendar month.

If you're married, you'll need your spouse's signed and notarized consent to receive a lump-sum distribution (unless your cashout value is $3,500 or less).

A lump-sum distribution provides a single payment that's equivalent in value to the monthly pension benefit you otherwise would be entitled to receive over your lifetime. The equivalent value is based on the monthly pension benefit payable as of your commencement date for a service pension or your normal retirement age for a deferred vested pension. The lump-sum factor used to convert your single life annuity benefit into a lump-sum amount takes into account current interest rates and standard mortality tables. Three calculation methods are used:

PBGC calculation. The PBGC method uses:

- 120 percent (or 100 percent if your lump sum is not more than $25,000) of the Pension Benefit Guaranty Corporation (PBGC) interest rate in effect for the month prior to the first month in the calendar quarter that contains your termination date
- The Non-Insured Unisex Pension 1984 (UP84) Mortality Table
- Your age in whole years and whole months, as of the 15th day of the second month in the calendar quarter that contains your termination date.

GATT calculation. The GATT (General Agreement on Tariffs and Trade) method uses:

- 100 percent of the annual interest rate on 30-year Treasury securities (published in the Federal Reserve Statistical Release) for the second month preceding the first day of the calendar quarter containing your pension commencement date
- Effective December 31, 2016, the mortality table specified in the Internal Revenue Code in effect for 2016
- Your age in whole years and whole months, as of the 15th day of the second month in the calendar quarter that contains your pension commencement date.

Internal Revenue Code (IRC) calculation. The IRC method uses:

- — The interest rate specified in the Internal Revenue Code for the second month preceding the first day of the calendar quarter containing your pension commencement date
- — The mortality table specified in the Internal Revenue Code
- — Your age in whole years and whole months, as of the 15th day of the second month in the calendar quarter that contains your pension commencement date.

Your lump-sum distribution is determined by the lump-sum basis that produces the largest cashout value for you. Additional details will be provided at the time your lump-sum distribution is determined.

Important points:

- Interest rates on which lump-sum calculations are based change each quarter. Therefore, it is possible for the lump sum payable to you based on a termination date in an earlier calendar quarter to be more or less than the lump sum that would be payable to you if you delayed your termination to a later calendar quarter.
- If you are eligible for a disability pension, you may refuse your monthly disability pension and receive a lump-sum distribution of your deferred vested pension instead. However, if you take your deferred vested pension in a lump sum instead of receiving a monthly disability pension, you will forfeit your right to retiree health and insurance benefits that normally are paid to a disability pension retiree.
- If you elect a lump-sum distribution, no additional benefit is payable to you or your beneficiary in the future, including survivor benefits that otherwise might be payable if you were receiving a monthly benefit for your lifetime. However, the eligible survivor of a service pension retiree who otherwise is eligible for a Sickness Death Benefit still will qualify for the death benefit regardless of whether a lump-sum distribution is elected by the retiree.
- If you receive a lump-sum distribution and later are rehired, you will receive credit for prior ERISA service but will be treated like a new hire for purposes of net credited service and pension accrual service unless you qualify for bridging of your prior service under the “Special rule for certain rehired employees who received cashouts”. Examples of qualifying for bridging of your prior service include if you were laid off in 2002 or 2003 and returned to work under an arbitration agreement or if you are reemployed by a participating company due to a settlement, award or order involving either litigation, arbitration or a grievance under the applicable collective bargaining agreement. If you qualify for bridging after a cashout, your pension amount at your subsequent termination of employment will be calculated based on all of your service, but will be reduced for your prior lump sum, as described under the “Special rule for certain rehired employees who received cashouts”.

Automatic cashout of small benefit amount

If the total cashout value of your deferred vested pension benefit is $3,500 or less (whether or not you terminate during the Cashout Window), you will receive your benefit in a lump-sum distribution no later than July 1 of the year following the year you terminate. If you terminate during the Cashout Window, all three lump-sum calculation methods described above will be used; outside the Cashout Window, only the IRC method applies.

- If the present value of your vested pension is $1,000 or less, your pension automatically will be distributed to you in the form of a lump-sum cash payment unless you complete the necessary paperwork for a direct rollover to an eligible employer plan or IRA.

- If the present value of your vested pension is more than $1,000, but not more than $3,500, your pension automatically will be rolled over to an IRA with Fidelity Management Trust Company unless you complete the necessary paperwork for a direct rollover to an eligible employer plan or IRA or payment directly to you by check.

- Distributions automatically rolled over to a Fidelity IRA will be invested in the Fidelity Cash Reserves Fund (FDRXX), a money market vehicle designed to preserve principal and provide a reasonable rate of return and liquidity. The Cash Reserves Fund investment management and other expense fees will be charged to your rollover IRA (the rate as of January 2017 is 0.38%) and will not be paid by Verizon or the Plan. Other fees may apply if funds are transferred from the Cash Reserves Fund to another Fidelity fund. The expenses and fees of the Fidelity IRA will not be any higher than the expenses and fees charged by Fidelity for other Fidelity IRAs. If a rollover IRA is set up for you, Fidelity will provide you with information about your IRA and how to access it.

Paying taxes on your pension benefit

In general, your pension payments are fully taxable in the tax year you receive them. If you are receiving monthly benefit payments, you can choose to have taxes withheld from your payments.

Special tax rules apply to a lump-sum distribution. For example, 20 percent of your payment automatically will be withheld as an advance estimated payment for federal income taxes, unless you request a direct rollover of your distribution into an IRA or an eligible employer qualified plan that accepts rollovers. You also may owe a 10 percent additional tax if you terminate employment before the year you turn age 55 and receive a lump-sum distribution before age 59-1/2. Before your distribution is processed you will have the opportunity to elect a direct rollover. You are responsible for providing the name of the IRA or qualified plan to which the direct rollover will be made to the Verizon Benefits Center.

If you have questions regarding tax issues on your pension benefits, you may want to consult a tax advisor. In particular, the tax rules related to a lump-sum distribution can be complicated and are subject to change in the future. You also may request a copy of the “Special tax notice regarding plan payments” from the Verizon Benefits Center, which provides additional information with respect to taxation of your pension benefits.

Applying for benefits

In general, your pension benefits will not be paid automatically after you separate from active service. Exceptions are if you are age 70-1/2 or older, if you elected to defer payment of your benefit and you reach age 65 or if your benefit is subject to the small benefit amount cashout rule.

When you are ready to receive your pension, go to the BenefitsConnection website to request your pension online or call the Verizon Benefits Center to request a pension commencement package. You may request your pension commencement package up to 90 days before your desired pension commencement date.

If you are eligible for a service pension, you may start a monthly service pension on the day following your last day of work or the first day of any following month up to your normal retirement age, even if that date has already passed when you request it. However, for a service pension lump sum or any deferred vested pension, you may not request a pension commencement date that is a date in the past. If you are eligible for and choose to take a disability pension, your pension commencement date will be the day after the date you leave Verizon due to your disability. You may not elect an alternate pension commencement date for a disability pension.

Your pension distribution package will contain an estimate of your benefit and will show the end results of the calculations, including the amounts you can receive in the various payment options if you choose the pension commencement date shown in the package. After reviewing your pension distribution package, you must go to the BenefitsConnection website and complete the online pension request, or complete and return the payment election forms in your pension commencement package.

Your payment election forms must be properly completed, signed and returned to the Verizon Benefits Center within 90 days after your pension distribution package was sent to you. If you do not return your payment election forms in a timely manner, then you must restart the pension payment process, i.e., complete another request online at BenefitsConnection or request another pension distribution package and, if required, select a new future pension commencement date. Your pension payment election forms (and the commencement date and form of payment shown on those forms) are not valid until you (and your spouse if applicable) properly complete and sign the forms and return them in a timely manner to the Verizon Benefits Center.

If you terminate during the Cashout Window and elect to receive a lump sum, your lump sum will be calculated as of your pension commencement date and, if the actual payment occurs more than 90 days after your pension commencement date, you will receive interest after your pension commencement date up to the actual payment date.

If you elect to receive a monthly pension, your payment will be retroactive to your pension commencement date. You will receive interest on back monthly payments relating to a “retroactive annuity starting date,” which is a pension commencement date on or before the date your pension distribution package is provided (e.g., if you make a late election of a monthly service pension or if an administrative delay causes your package to be mailed late). Interest also may be credited on late monthly payments not relating to a retroactive annuity starting date in accordance with plan procedures.

If your requested pension commencement package was sent to you before your pension commencement date, you generally may revoke your payment election by filing a written revocation with the Verizon Benefits Center or by any other method established by the Plan Administrator at any time prior to your pension commencement date. Your payment election is irrevocable on and after your pension commencement date.

If your requested pension commencement package was sent to you on or after your pension commencement date, you generally may revoke your payment election by filing a written revocation with the Verizon Benefits Center or by any other method established by the Plan Administrator at any time before the date of your first pension payment. Your payment election is irrevocable on and after your first pension payment.

If your pension is required to begin under Plan terms because you have reached age 70-1/2, (this applies whether or not you are still working), you will be contacted regarding the commencement of your pension. If you fail to complete and return your pension election forms before payments are required to begin, your pension will be paid in the automatic method of payment based on your marital status. You will not be eligible to change your form of payment once payments have begun. (However, if your pension starts while you are working after age 70-1/2, you may be able to change your form of payment when you terminate employment. Contact the Verizon Benefits Center for more information.)

If your pension is required to be paid in a lump-sum amount because the total value of your vested pension is $3,500 or less, you will be contacted regarding completing the necessary paperwork for a direct rollover to an eligible employer plan or IRA or payment directly to you by check. If you do not complete the necessary paperwork your lump-sum amount will be paid either directly to you by check or rolled over to an IRA with Fidelity Management Trust Company.

If you want to defer your benefit payments

If you are under age 65, you can defer receipt of your pension benefit up to age 65. If you choose to do this, your accrued pension benefit will be frozen as of your termination date and paid to you on the early payment date you choose. The Company will use your age at the time of your termination to determine any early retirement reduction for a service pension and your age at the time payments begin to determine any early retirement reduction for a deferred vested pension.

Note: If you defer your pension beyond the earliest payment date, in many cases you permanently will forfeit your pension benefit for the period of deferral. You also forfeit any special pension increases that may be granted during your deferral period.

If your benefits are denied

If your claim for a pension benefit is denied, you are entitled to a written explanation of the denial. You also may file a written request for review of the decision. For details, refer to “Claims and appeals procedures.”

Benefits for survivors

Important note

Special rules apply for naming a beneficiary (see "Beneficiary designation and eligibility rules" below).

Preretirement survivor death benefit

The Plan provides a monthly pension survivor benefit to your spouse or other beneficiary (see “Beneficiary designation and eligibility rules” below) if you die after you have a vested right to receive a pension benefit but before you start receiving payments (or while your pension payments are suspended during rehire – see “While you are on the active payroll” under “If you leave or retire and return to work”).

- If your beneficiary is your spouse, the benefit amount payable to your spouse is based on a 65 percent joint and survivor annuity.
- If your beneficiary is not your spouse, your beneficiary’s benefit is based on a 65 percent joint and survivor annuity, unless your beneficiary is more than 25 years younger than you; then, the survivor’s benefit is based on a 50 percent joint and survivor benefit.

Note: If you have elected another joint and survivor form of payment within the 90-day election period prior to your annuity starting date that provides a greater benefit to your spouse, payment then will be made based on the provisions that provide a greater benefit.

See “When a survivor benefit is payable” below for more details regarding when a survivor benefit is payable and how the monthly amount of the survivor benefit is determined.

Lump-sum distribution rules

An immediate or deferred lump-sum “cashout” distribution is available as an alternative to the monthly survivor benefit if your beneficiary is your surviving spouse and you die during the Cashout Window or you terminate employment during the Cashout Window and die before your pension commencement date. An immediate lump-sum distribution is the only form of payment available to your eligible non-spouse beneficiary if you die under the circumstances described in the preceding sentence.

Except as noted below, a lump-sum distribution provides a single payment that’s equivalent in value to the monthly survivor benefit your beneficiary otherwise would have been entitled to receive over his or her lifetime starting on the beneficiary’s pension commencement date. The equivalent value generally is determined in the same manner as described for associates (see “Lump-sum distribution option” under “Optional methods of payment” in the “Payment options” section) who are eligible for a lump-sum distribution.

If you die after terminating employment during a Cashout Window, before your pension commencement date, and when you were eligible to elect a lump sum, the lump sum survivor benefit payable to your spouse or other beneficiary will equal the larger of:

- The lump-sum value of the 65 percent preretirement survivor death benefit (or in the case of a non-spouse beneficiary who is more than 25 years younger, the 50 percent preretirement survivor death benefit) that is otherwise payable, or

- The lump-sum benefit you would have received on the commencement date for a lump sum elected by you prior to your death, or if no lump-sum election was in effect, the lump-sum benefit you would have received on your beneficiary's commencement date.

(**Note**: If your spouse beneficiary is eligible for the lump sum described in the bullets above but elects to receive a monthly benefit instead, your spouse will receive a monthly benefit that is equivalent in value to the lump sum your spouse is otherwise eligible to receive.)

Taxation will be based on rules in effect at the time the benefit is paid. Your survivor should contact a tax advisor if he or she has questions.

Automatic cash out of small benefit amount

If the total cashout value of the preretirement survivor death benefit is $3,500 or less at the time you die (whether or not your death or termination occurred during a Cashout Window), your beneficiary will receive the benefit in a lump-sum distribution. However, if your beneficiary is your spouse or a former spouse who is treated as a surviving spouse under a qualified domestic relations order:

- If the lump-sum value of your death benefit is $1,000 or less, the death benefit automatically will be distributed to your beneficiary in the form of a lump-sum cash payment unless your beneficiary completes the necessary paperwork for a direct rollover to an eligible employer plan or IRA.

- If the lump-sum value of your death benefit is more than $1,000, but not more than $3,500, the death benefit automatically will be rolled over to an IRA with Fidelity Management Trust Company unless your beneficiary completes the necessary paperwork for (i) a direct rollover to an eligible employer plan or (ii) payment directly to your beneficiary by check. Distributions automatically rolled over to a Fidelity IRA will be invested in the Fidelity Cash Reserves Fund (FDRXX), a money market vehicle designed to preserve principal and provide a reasonable rate of return and liquidity. The Cash Reserves Fund investment management fee (the rate as of January, 2017 is 0.38%) will be charged to the IRA and will not be paid by the company or the plan. Other fees may apply if funds are transferred from the Cash Reserves Fund to another Fidelity fund. A distribution fee (currently $50) will be charged upon distribution from the Fidelity IRA. The expenses and fees of the Fidelity IRA will not be any higher than the expenses and fees charged by Fidelity for other Fidelity IRAs.

When a survivor benefit is payable

If you are eligible for a pension benefit, a preretirement survivor benefit may be available to your beneficiary if you die and:

- **You still are working and have at least 15 years of net credited service or are eligible to retire with a service pension.** Your pension benefit is calculated, taking into account any minimum benefit, as if you had retired and started payment of a service pension the day you died and elected a joint and survivor annuity (65 percent or 50 percent, as described above). The monthly payment is reduced for the cost of this survivor benefit. Your beneficiary receives 65 percent (50 percent, for a non-spouse beneficiary more than 25 years younger) of the benefit for his or her life – with no early retirement reduction – even if you are younger than the early retirement age when you die. The benefit is payable to your beneficiary immediately following your death. However, your spouse may defer payment to as late as the date you would have reached your normal retirement age. If your spouse defers payment, the monthly payment amount will not increase.

- **You terminated while eligible for a service pension and die before your benefit begins.** Your pension benefit is calculated, taking into account any minimum pension benefit, as if you had elected to start payment on the day you died and elected a joint and survivor annuity (65 percent or 50 percent, as described above). The monthly payment is reduced for the cost of this survivor benefit and any applicable early retirement reduction will apply based on your age and service at the time you terminated employment. Your beneficiary receives 65 percent (50 percent for a non- spouse beneficiary more than 25 years younger) of the reduced benefit for his or her life. The benefit is payable to your beneficiary immediately following your death. However, if your spouse is your beneficiary, your spouse may defer payment to as late as your normal retirement age. If your spouse defers payment, the monthly payment amount generally will not increase since early retirement reductions for service pensions are determined based on your age at termination of employment.

- **You terminated while eligible for a deferred vested pension benefit and die before your benefit begins or if you die while working at a time when you have at least five years of ERISA service but less than 15 years of net credited service and are not eligible for a service pension.** Your pension benefit is calculated as if you had started payment on the date payment commences to your beneficiary in the form of a joint and survivor annuity (65 or 50 percent). The monthly payment is reduced for the cost of this survivor benefit and any applicable early retirement reduction will apply (see "If you leave before retirement") based on the age you would have reached as of the commencement date. Your beneficiary receives 65 percent (50 percent for a non-spouse beneficiary more than 25 years younger) of the reduced benefit for his or her life. If your beneficiary is not your spouse, the benefit is payable to your beneficiary immediately following your death. If your spouse is your beneficiary, your spouse may elect between immediate or deferred payment within the 90-day election period indicated by the Verizon Benefits Center. If your spouse does not elect immediate payment within the election period, your spouse may start payments on or after the earliest date you could have started payment had you survived but not later than your normal retirement age (age 65), and receive a larger monthly payment due to the later age upon which early retirement reductions will be based. However, if you terminated employment during the Cashout Window, your spouse may elect any commencement date up to your normal retirement age.

Beneficiary designation and eligibility rules

Effective May 30, 2016, a pension pre-retirement death benefit will no longer be forfeited if you are not married and don't have a beneficiary on file when you die. Vested participants who are eligible to name non-spouse beneficiaries but who die prior to payment without having a valid beneficiary on file will have a pre-retirement death benefit paid to their estate. This benefit will be paid as a lump sum in the amount that would have been paid to a single beneficiary of the same age as the participant. You should consider the following rules when you make your beneficiary designation for your preretirement survivor benefit. It is your responsibility to keep the Verizon Benefits Center up-to-date regarding your marital status and beneficiary information. You may change your beneficiary at any time by submitting a new Beneficiary Designation Form. Also, please note that the terms of a Qualified Domestic Relations Order (QDRO) issued upon divorce may require that your former spouse remain your beneficiary for some or all of the preretirement survivor benefit. In this case, your beneficiary designation choices may be limited based on the terms of the court order.

- **If you are married**, your spouse, at the time of your death, automatically is your primary beneficiary for any preretirement survivor benefit, unless you complete and return a Preretirement Survivor Benefit Designation Form designating another living person as your primary beneficiary. For your designation of another primary beneficiary to be valid, your spouse's irrevocable, written and notarized consent to the beneficiary you name must be provided in the Spouse's consent section. Your spouse's consent is not necessary when you designate a contingent beneficiary to receive the benefit in the event that your spouse (who is your primary beneficiary) dies before you. Since no preretirement survivor benefit is payable without a valid beneficiary designation,

designation of a contingent beneficiary is recommended in case your primary beneficiary predeceases you.

- If you name a beneficiary other than your spouse, and your beneficiary (including any contingent beneficiary) dies before you, the preretirement survivor benefit will be paid to your spouse. If your spouse also dies before you, a death benefit will be paid to your estate.

- After you die, a preretirement survivor benefit is payable to the individual who survives you, who is determined to be your beneficiary (if any) for this benefit.

- If you divorce and remarry after making a beneficiary designation for the preretirement survivor benefit, your new spouse automatically will become the primary beneficiary and your prior designation will become null and void. If you would like to name a beneficiary other than your new spouse, you must complete a new form in which your new spouse consents to the beneficiary you name.

Important point if you are married and under age 35

If you are married and with your spouse's consent, name someone other than your spouse as primary beneficiary before January 1 of the year in which you reach age 35, the beneficiary designation will become invalid on that January 1 of the year in which you reach age 35. If you still wish to name a primary beneficiary other than your spouse at that time, you must submit a new Beneficiary Designation Form. In all cases, if you wish to name a primary beneficiary other than your spouse, your spouse must consent by signing the Beneficiary Designation Form in the presence of a Notary Public.

- **If you are not married**, you may name anyone as your beneficiary. Effective May 30, 2016, a pension pre-retirement death benefit will no longer be forfeited if you are not married and don't have a beneficiary on file when you die. Vested participants who are eligible to name non-spouse beneficiaries but who die prior to payment without having a valid beneficiary on file will have a pre-retirement death benefit paid to their estate. This benefit will be paid as a lump sum in the amount that would have been paid to a single beneficiary of the same age as the participant. If you are not married, the following additional rules apply to payment of the preretirement survivor benefit:

- You may name any living person you choose as your beneficiary; however, if your beneficiary is more than 25 years younger than you, the survivor's portion of the benefit is based on a 50 percent joint and survivor benefit (**not** a 65 percent joint and survivor benefit).

- If you marry after making a beneficiary designation for the preretirement survivor benefit, your new spouse automatically will become the primary beneficiary and your prior designation will become null and void. If you would like to name a beneficiary other than your new spouse, you must complete a new form in which your new spouse consents to the beneficiary you name.

Special note regarding separate death benefits payable under the Plan

Your designation of a beneficiary for the preretirement survivor benefit as described in this section, will not affect the payment of any Sickness Death Benefit or Accident Death Benefit that may be payable under Plan provisions that specify mandatory beneficiary(ies) for these benefits. (See "Sickness death benefit" for more information.)

Sickness death benefit

If you were an eligible associate on August 9, 1986, are employed continuously (except for certain layoff or retirement situations) as an eligible associate after this date and die from an illness or an off-duty accident (as defined in the Verizon disability program), your first mandatory beneficiary may receive a sickness death benefit. If no first mandatory beneficiaries are living, the benefit may be paid to a second mandatory beneficiary.

To be eligible for this death benefit, you must remain continuously employed as an eligible associate until death or remain continuously employed and then retire with a service or disability pension. Eligible associates who are hired or rehired after August 9, 1986 are not eligible, even if they are covered under the interchange agreement and have a net credited service date prior to August 9, 1986. If a participant terminates employment with a deferred vested benefit, the participant is no longer eligible for the sickness death benefit. A participant who terminates employment with a deferred vested pension, is rehired, and then terminates again with a service pension is not eligible for the sickness death benefit since the participant did not remain continuously employed. There are, however, exceptions to this rule. You should contact the Verizon Benefits Center for detailed information about these exceptions.

The sickness death benefit is a single cash payment equal to one year of pay (including any differentials and any corporate profit sharing awards, but not including overtime), capped at $39,000, determined as of your date of death.

First mandatory beneficiaries

Your first mandatory beneficiary for the death benefit is one or more of the following:

- Your spouse, if he or she is living with you when you die
- Your unmarried, dependent children under age 23 (unmarried, dependent children age 23 or over qualify as beneficiaries if they are disabled and incapable of self-support)
- A dependent parent, if he or she is living with you or is living in a separate household you provide.

If you have more than one first mandatory beneficiary at the time of your death, the Verizon Employee Benefits Committee (“VEBC”) will use its discretion in determining how to administer the benefit.

Special rules apply to sickness death benefits, which are provided for employees who transfer from the Verizon Pension Plan for New York and New England Associates. For more information on sickness death benefits for which you may qualify, you or your beneficiary should contact the Verizon Benefits Center.

Second mandatory beneficiaries

If you die and no individual qualifies as your first mandatory beneficiary, a sickness death benefit may be paid to your spouse, dependent child or other dependent relative who is entitled to receive support from you at the time of your death. The VEBC determines when benefits will be paid and the amount.

If there is no beneficiary

In the event there is no beneficiary who is qualified to receive the sickness death benefit, the VEBC may authorize payments of up to $500 to cover burial costs, as long as the amount authorized is not higher than the maximum benefit payable to a beneficiary.

Accident death benefit

If you die as a result of an accidental injury arising out of and in the course of employment as an eligible associate by a participating company regardless of when you were hired, your first or second mandatory beneficiary may receive a benefit equal to the lesser of $50,000 or three years of pay, determined as of your date of death. In addition, the Plan may pay your necessary burial expenses, up to $500.

Your pay for this purpose is your annual rate of pay at death (including differentials and any Corporate Profit Sharing awards, but not including overtime). The accident death benefit is subject to offsets described in the Plan. Such offsets may reduce to zero the accident death benefit payable from the Plan.

Claims must be submitted promptly

Claims for sickness or accident death benefits must be received within one year following the death of the active or retired employee. Claims received after that time will not be recognized. No death benefits (other than the survivor annuities) will be payable if a suit for damages or other legal action on account of the death of an employee is brought against Verizon, any participating company or any officer or employee of any of them.

Death benefit payments will be made in a single payment within a reasonable period after the date on which the Plan administrator is notified of your death.

If you are a retiree, former vested participant or beneficiary

Your benefit amount

In general, this summary plan description ("SPD") describes the Plan based on provisions effective July 1, 2017 for participants who currently are employed as an eligible associate under the Plan on or after that date. If you are a retiree or a former associate entitled to a deferred vested benefit, your benefit amount generally is based on Plan provisions in effect when your employment as an eligible associate ended. Please note that this version of the SPD will contain provisions that have been adopted subsequent to your retirement and, therefore, will not be applicable to you or your Plan benefit. As a result, updated SPDs can create confusion for existing retirees and participants who have not commenced their Plan benefit. Any questions you may have with respect to your Plan benefit should be directed to the Verizon Benefits Center. The SPD in effect at the time of your retirement will continue to govern your Plan benefit and will continue to be the most relevant document with respect to your plan benefit.

If you are entitled to a benefit because you are a surviving beneficiary, the determination of your benefit is generally based on Plan provisions in effect at the time the former participant's employment as an eligible associate ended. As a result, there might be provisions discussed in this SPD that differ from those that apply to the determination of your benefit. The SPD in effect at the time the former participant's employment ended will continue to govern your Plan benefit and will be the most relevant document with respect to your Plan benefit. Please contact the Verizon Benefits Center for a copy of the SPD which applies to you.

Receiving your benefit

In general, if you are retired and receiving your monthly benefit or if you are receiving a surviving beneficiary benefit, the amount of your benefit will continue to be paid by the pension trust without change. If you are a deferred vested participant, payments can begin on the basis of Plan provisions in effect at the time your employment ended. When you are ready to receive your pension, go to the BenefitsConnection website to request your pension online or call the Verizon Benefits Center to request a pension commencement package. You may request your pension commencement package up to 90 days before your desired pension commencement date.

If you are receiving monthly benefit payments, your payments will continue for your lifetime, unless you are reemployed by Verizon Communications Inc. as an associate eligible for this Plan. In this case, payments are stopped while you are employed, unless you are age 65 or older and working less than 40 hours per month, you are over age 70-1/2, or you are a “Working Retiree” (see “If you leave or retire and return to work” for more information). If you are receiving a disability pension, your payments may stop if prior to normal retirement age you recover from disability, fail to submit to periodic medical exams or fail to cooperate with a recommended rehabilitation program (see “If you become disabled” for more information).

If you have a change of address or any questions about receiving your benefit, call the Verizon Benefits Center.

As a retiree, a former participant entitled to a deferred vested pension benefit or a surviving beneficiary, you have certain Plan rights provided under the Employee Retirement Income Security Act (ERISA) of 1974 and its subsequent amendments. See the “Administrative information” section for details.

Additional information

Assignment of benefits

As a Plan participant, you may not sell, assign, transfer or pledge your pension benefit or have it garnished under most circumstances.

When you retire, your Plan benefit belongs solely to you or to your beneficiary, if survivor benefits apply. If you are divorced or separated, however, certain court orders – known as qualified domestic relations orders ("QDRO") – could require part of your benefit to be paid to someone else, such as your former spouse or your child. The Plan administrator is required to furnish a copy of the procedures governing QDRO determinations without charge. You may request a copy of the Plan's QDRO procedures by contacting:

Verizon QDRO Administration Center
P.O. Box 8998
Norfolk, VA 23501-8998

The telephone number is 877.447.7788 Monday through Friday, 9 AM to 5 PM, Eastern time.

You may also call the Verizon Benefits Center and ask to be transferred to the Qualified Order Team or log into the QDRO website at https://www.verizonbenefitsconnection.com/qdro to review sample DRO language or check on the status of an existing order.

If you or your beneficiary is unable to care for your own affairs, or if your beneficiary is a minor, any payments due may be paid to a court-appointed guardian.

Maximum benefit levels

The Internal Revenue Service ("IRS") imposes certain limitations on the amount of benefits that may be paid under the Plan. There also are limits on the amount of pay that can be recognized by the Plan each year. If you're affected by these limitations, you'll be notified. Similarly, Section 436 of the Internal Revenue Code requires defined pension plans such as the Plan to impose certain restrictions on benefit accruals under, and distributions from, certain underfunded defined benefit plans. You will be notified if any of these restrictions apply to the Plan. For more information, call the Verizon Benefits Center.

How benefits could be reduced, lost, suspended or delayed

Pension benefits under the Plan will be reduced, lost, suspended or delayed if one of the following conditions applies (note, the below conditions are examples only and may not be exhaustive):

- You are first hired as a union-represented associate on or after **October 28, 2012.**
- You are identified as a "Pension New Hire" in a written agreement with an applicable bargaining agent.
- Your employment with all Verizon companies terminates for any reason before you have earned at least five years of ERISA service and before reaching your normal retirement age.
- You are rehired after a break in employment and fail to complete the period of service necessary to bridge your prior service (see "Service 'bridging' rules").

- You are re-employed by a Verizon company or an interchange company and your benefits temporarily are suspended (see “Interchange or portability agreements and related rules”).

- Your benefits are attached or otherwise assigned to someone else under a QDRO, in which case any portion of your benefits that are not attached or assigned will be paid to you. (See above.)

- Your benefits are subject to a federal tax levy.

- You do not provide the Verizon Benefits Center with your most recent address and you cannot be located.

- You fail to make proper application for benefits or fail to provide necessary information.

- You are rehired after receiving a lump sum cashout and you are treated like a new hire for purposes of net credited service and pension accrual service.

- Your benefit is reduced to reflect that you are receiving another Verizon pension for the same years of employment.

- Your disability pension or a death benefit payable to your beneficiary is reduced by Workers’ Compensation benefits.

- You transfer to another Verizon company or to a portability company (see “Interchange or portability agreements and related rules”) and your Plan benefit is transferred to and paid from another pension plan maintained by such other company.

- You transfer to another company as a result of a sale, spinoff or outsourcing arrangement and your benefit is transferred to and paid from another pension plan maintained by such other company.

- You are receiving a disability pension and your benefits are stopped prior to normal retirement age because you recover from disability, fail to submit to periodic medical examinations or fail to cooperate with a recommended rehabilitation program.

- You choose to forego receipt of a disability pension and elect to receive a lump-sum payment of your deferred vested pension.

- Your monthly benefit is reduced because you elect to retire with a service pension or start payment of a deferred pension before the age at which you are entitled to an unreduced benefit.

- Your monthly benefit is reduced because you receive payment in an annuity form of payment other than a single life annuity.

- You do not have a valid beneficiary designation for the preretirement survivor death benefit when you die prior to starting your pension.

- You die before your pension commencement date and the benefit payable to your beneficiary is less than the benefit that you would have been eligible to receive if you had lived until your pension commencement date.

- You have received your benefit as a lump sum cashout or a single life annuity and no death benefits are payable as a result. See “Optional methods of payment” in the “Payment options” section.

- Your prior net credited service and pension accrual service are bridged after a lump-sum cashout under the special rule (see "Effect of break in service") and the benefit you receive at your later termination is reduced for the benefit previously cashed out.

- You separate from service before age 65 but at a time when you are eligible to receive payment and you choose to defer receipt of your benefit.

- You fail to apply to start your benefit on the earliest date that you are eligible for an unreduced pension.

- Your benefit payments are suspended while you work after you reach normal retirement age.

- Your benefit is reduced to reflect payments that you previously received from the Plan (such as those received while working after age 70-1/2).

- Interest rates on which lump-sum calculations are based change periodically. Therefore, it is possible for the lump sum payable to you based on a later date to be less than the lump sum that would have been payable to you based on an earlier date.

- The mortality calculations on which lump-sum amounts are based change at different ages. Therefore, it is possible for the lump sum payable to you based on a date in a later month to be less than the lump sum that would have been payable to you based on an earlier month.

- You are receiving a joint and survivor annuity and you notify the Plan administrator of your beneficiary's death more than one year after the death occurs, causing the pop-up adjustment to apply to future payments only.

- Your benefit is reduced under Internal Revenue Code Section 415, which governs the maximum amount that can be paid to a participant from qualified pension plans.

- Your benefit is reduced under Internal Revenue Code Section 436 which imposes certain restrictions on benefit accruals under, and distributions from, certain underfunded defined benefit plans.

- The actual amount of your benefit will be determined under the terms of the official plan document based on final data. If there is a difference between the amount of your benefit determined under the official Plan document and the amount described in any benefit estimate you are provided, the Plan will pay the amount determined under the Plan document, even if that is less. In addition, the Plan administrator reserves the right to take steps to correct or recover any erroneous benefit payments.

- The Plan is terminated before sufficient assets have been accumulated to pay all benefits. (In this case, you may be protected by the Pension Benefit Guaranty Corporation.)

- Your benefit is transferred to an insurance company as a result of an annuity purchase program and your benefit becomes the responsibility of such insurance company.

If the Plan becomes top-heavy

If more than 60% of the benefits from the Plan are payable to "key" employees, the Plan is "top-heavy." Both "key" employees and "top-heavy" are terms defined under the Internal Revenue Code. Certain rules apply while this situation exists:

- The schedule for earning a deferred vested pension is accelerated;

- The minimum pension payable to everyone except key employees is 2% of compensation times years of adjusted accredited service during which the Plan is top-heavy (up to 10 years); and

- Benefits for key employees are restricted.

The Plan is unlikely to become top-heavy.

If the Plan is terminated

Upon termination or partial termination of the Plan, the accrued benefits of each participant affected by the termination or partial termination (as determined by the Plan administrator) shall become fully vested to the extent funded. Upon termination of the plan, no further benefits are earned, and no increases in previously earned benefits will occur by reason of future service or compensation.

In the event the Plan is terminated in full, Plan assets will be allocated, after payment of Plan expenses for administration or liquidation, to pay benefits accrued to the date of termination, to the extent and in the order required by section 4044 of the Employee Retirement Income Security Act of 1974 (ERISA) and the terms of the plan. After all liabilities of the Plan have been satisfied, remaining assets are distributed to the company, unless the plan termination occurs within five years of a change in control.

Mergers, consolidations or transfers

If the plan is merged or consolidated, or if Plan assets are transferred to another plan, your current accrued pension benefit will be protected. Your accrued pension under the new plan, if that plan were to terminate immediately after the change, would at least equal the amount you would have been entitled to receive if this plan had been terminated just before the change.

Pension Benefit Guaranty Corporation

Certain benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits. The PBGC guarantee generally covers:

- Normal and early retirement benefits

- Disability benefits, if you become disabled before the Plan terminates

- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates

- Some or all of benefit increases and new benefits based on Plan provisions that have been in place for less than five years at the time the Plan terminates

- Benefits that are not vested because you have not worked long enough for the Company

- Benefits for which you have not met all of the requirements at the time the Plan terminates

- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age

- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your Plan administrator, or write to the PBGC at:

Technical Assistance Division
PBGC
1200 K Street N.W., Suite 930
Washington, DC 20005-4026

The PBGC also may be reached by calling 800.400.7242 or 202.326.4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 800.877.8339 and ask to be connected to 202.326.4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at http://www.pbgc.gov.

Pension service credit during the 2016 strike

Employees who went on strike will be entitled to service credit for the period they were on strike for all purposes (for example, Pension Accrual Service, Net Credited Service and ERISA Service).

Claims and appeals procedures

As claims administrator, the Verizon Benefits Center has discretionary authority to determine claims for the Plan. The Verizon Claims Review Committee ("VCRC") is the appeals administrator for the Plan. (See "Administrative information" in the "Additional information" section for the address of the claims and appeals administrators). The Plan grants the claims and appeals administrators discretionary authority to:

- Interpret the Plan based on its provisions and applicable law and make factual determinations about claims arising under the Plan

- Determine whether a claimant is eligible for benefits

- Decide the amount, form and timing of benefits

- Resolve any other matter under the Plan that is raised by a participant or a beneficiary, or that is identified by either the claims or appeals administrator.

The appeals committee has the authority to resolve any other matter under the Plan that is raised by a participant or a beneficiary, or that is identified by the claims administrator.

The claims and appeals administrators have sole authority to decide claims under the Plan and review and resolve any appeal of a denied claim.

If you have an ERISA claim for a pension plan benefit, you need to follow the procedures outlined below.

	Non-disability pension claims	Disability pension claims
Step 1:		
How to file a claim	To file a claim, request a Claim Initiation Form by calling the Verizon Benefits Center at 855.4VzBens. You (or your authorized representative) must return the form to the: Verizon Claims Review Unit c/o Verizon Benefits Center P.O. Box 8998 Norfolk, VA 23501-8998 You must include: • A description of the benefits for which you are applying. • The name of the plan to which your request relates. • The reason(s) for the request. • Relevant documentation.	To file a claim, request a disability kit from the Verizon Benefits Center at 855.4VzBens. You (or your authorized representative) must return the disability pension request form ("Disability Form") to the Verizon Benefits Center at the address on the form. You must include: • A description of the benefits for which you are applying. • The name of the plan to which your request relates. • The reason(s) for the request. • Relevant documentation. If you **do not** return the Disability Form within 90 days, your request expires. If you do return the Disability Form, the ERISA claims process for disability pension benefits begins; e.g., the ERISA claims time frames described in this chart commence upon the Verizon Benefits Center's receipt of your Disability Form. The Verizon Benefits Center forwards your Disability Form to the disability vendor for processing.
When you will be notified of the claim decision	You will be notified of the decision within 90 days of the Verizon Claims Review Unit's receipt of your properly completed Claim Initiation Form. If special circumstances apply, the Claims Review Unit may take up to an additional 90 days to make a decision on your claim. You will be notified in writing before the end of the initial review period if more time is needed.	You will be notified of the decision within 45 days of the Verizon Benefits Center's receipt of your properly completed Disability Form. If special circumstances apply, the disability vendor may take an additional 30 days to make a decision on your claim. You will be notified in writing before the end of the initial review period if more time is needed. If the disability vendor determines that a decision cannot be made in this 30-day extension period, the disability vendor will notify you before the end of the 30-day extension period in writing if more time is needed, and the disability vendor may extend the period for an additional 30 days.

	Non-disability pension claims	Disability pension claims
Failure to provide sufficient information	If you fail to provide sufficient information, the claim may be decided based on the information provided. However, the Verizon Claims Review Unit may notify you within the initial 90-day or 180-day extension period that additional information is needed. You will have 45 days to provide the additional information. Otherwise, the claim will be decided based on the information originally provided within the initial 90-day period or, if special circumstances apply, within the 180-day extension period. If you provide additional information, you will be notified of the decision by the Verizon Claims Review Unit no later than 180 days after the initial claim was submitted.	If you fail to provide sufficient information, the claim may be decided based on the information provided. However, the Verizon Benefits Center or the disability vendor may notify you within the initial 45-day period or within either the 75- or 105-day extension period that additional information is needed. In some cases, you may be required to have an Independent Medical Examination. You will have 45 days to provide the additional information. Otherwise, the claim will be decided based on the information originally provided. If you provide additional information, you will be notified of the decision by the Verizon Benefits Center no later than 105 days after the initial claim was submitted, not including the time that it takes you to provide the additional information.
How you will be notified of the claim decision	If your claim is **approved**, the Verizon Claims Review Unit will provide you with a letter explaining the approval. If your claim is **denied**, in whole or in part, the Verizon Claims Review Unit will provide you with a written denial notice that contains: • The specific reason(s) for the denial. • The plan provisions on which the denial was based. • Any additional material or information you may need to submit to complete the claim and why that material is needed. • The plan's appeal procedures and a statement of your right to bring a civil action under Section 502(a) of ERISA following a denial of a benefit on appeal.	If your claim is **approved**, the Verizon Benefits Center will provide you with a letter explaining the approval. If your claim is **denied**, in whole or in part, the Verizon Benefits Center will provide you with a written denial notice that contains: • The specific reason(s) for the denial. • The plan provisions on which the denial was based. • Any additional material or information you may need to submit to complete the claim and why that material is needed. • Any internal procedures or clinical information on which the denial was based. • The plan's appeal procedures and a statement of your right to bring a civil action under Section 502(a) of ERISA following a denial of a benefit on appeal.
Step 2:		
About appeals and the claims fiduciary	Before you can bring any action at law or at equity to recover plan benefits, you must exhaust the Plan's claims review process. Specifically, you must file an appeal as explained in this Step 2 and the appeal must be finally decided by the Claims Review Committee, the claims fiduciary. As such, the Claims Review Committee is authorized to finally determine appeals and interpret the terms of the plan in its sole discretion. All decisions by the Claims Review Committee are final and binding on all parties.	

	Non-disability pension claims	Disability pension claims
How to file an appeal	If your claim is denied and you want to appeal it, you must file your appeal within 60 days from the date you receive written notice of your denied claim. You may request access to all documents relating to your appeal and copies free of charge. To file an appeal, write to the: Verizon Claims Review Unit c/o Verizon Benefits Center P.O. Box 8998 Norfolk, VA 23501-8998 You should include: • A copy of your claim denial notice. • The reason(s) for the appeal. • Relevant documentation. The review of your appeal will take into account all the related information you submit, whether or not you submitted that information for the initial determination.	If your claim is denied and you want to appeal it, you must file your appeal within 180 days from the date you receive written notice of your denied claim. You may request access to all documents relating to your appeal and copies free of charge. To file your appeal, write to the address specified on your claim denial notice. You should include: • A copy of your claim denial notice. • The reason(s) for the appeal. • Relevant documentation. The review of your appeal will take into account all the related information you submit, whether or not you submitted that information for the initial determination. The individual/committee (and any medical professional) reviewing your appeal will be independent from the individual/committee who reviewed your initial claim. In addition, if your appeal involves a medical judgment, the Claims Review Committee will consult with a healthcare professional who has appropriate experience. You are entitled to the identity of such a professional, upon request.
When you will be notified of the appeal decision	You will be notified of the decision within 60 days of the Claims Review Committee's receipt of your appeal. If special circumstances apply, the Claims Review Committee may take up to an additional 60 days to make a decision on your appeal. However, if your appeal is heard by a committee that meets regularly (at least once each quarter), then your appeal will be heard at the next meeting that is at least 30 days after the date your appeal is received (or not later than the third meeting after your appeal is received when special circumstances require an extension). The Claims Review Committee will notify you in writing before the end of the initial review period if more time is needed. If the Claims Review Committee needs additional information from you in order to decide your appeal, and you receive a notice that the review period is extended	You will be notified of the decision within 45 days of the Claims Review Committee's receipt of your appeal. If special circumstances apply, the Claims Review Committee may take up to an additional 45 days to make a decision on your appeal. However, if your appeal is heard by a committee that meets regularly (at least once each quarter), then your appeal will be heard at the next meeting that is at least 30 days after the date your appeal is received (or not later than the third meeting after your appeal is received when special circumstances require an extension). The Claims Review Committee will notify you in writing before the end of the initial review period if more time is needed. If the Claims Review Committee needs additional information from you in order to decide your appeal, and you receive a notice that the review period is extended because of

	Non-disability pension claims	Disability pension claims
	because of the need for additional information, the period for making the final decision is delayed from the date of the notification that the Claims Review Committee sends to you until you provide the additional information.	the need for additional information, the period for making the final decision is delayed from the date of the notification that the Claims Review Committee sends to you until you provide the additional information.
How you will be notified of the appeal decision	If your appeal is **approved**, the Claims Review Committee will notify you in writing. If your claim is **denied**, in whole or in part, the Claims Review Committee will provide you with a written denial notice that contains: • The specific reason(s) for the denial. • The plan provisions on which the denial was based. • A statement regarding the documents that you are entitled to at no charge. • A description of any voluntary appeal procedures offered by the plan and a statement of your right to bring a civil action under Section 502(a) of ERISA.	If your appeal is **approved**, the Claims Review Committee will notify you in writing. If your claim is **denied**, in whole or in part, the Claims Review Committee will provide you with a written denial notice that contains: • The specific reason(s) for the denial. • The plan provisions on which the denial was based. • Any internal procedures or clinical information on which the denial was based. • A statement regarding the documents that you are entitled to at no charge. • A description of any voluntary appeal procedures offered by the plan and a statement of your right to bring a civil action under Section 502(a) of ERISA. • The following statement: “You and your plan may have other voluntary resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency.”
Step 3:		
How to proceed if necessary	The decision on your appeal is final. As a result, the Claims Review Committee will not review your matter again, unless new facts are presented. You have a right to bring a civil action.	

Your rights under ERISA

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to:

- Examine, without charge, at the Plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

- Obtain, upon written request to the Plan administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description (SPD). The administrator may make a reasonable charge for the copies.

- Receive a summary of the Plan's annual financial report. The Plan administrator is required by law to furnish each participant with a copy of this summary annual report.

- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age as defined in this SPD and, if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. You must request this statement in writing. It is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive it within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits, which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court.

If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court.

The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with your questions

If you have any questions about the Plan, you should contact the Plan administrator.

If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or write to:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, DC 20210

You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Administrative information

Administrative information about the Plan is provided in this section.

Important telephone numbers

You can connect to the Verizon Benefits Center by calling 855.4VzBens when you want to request a distribution, request information or if you have questions.

Plan identification

Name of Plan: The official name of the Plan is the Verizon Pension Plan for Mid-Atlantic and South Associates. The Verizon Pension Plan for Mid-Atlantic Associates is a component of the Verizon Pension Plan for Mid-Atlantic and South Associates. This SPD relates to the Verizon Pension Plan for Mid-Atlantic Associates component of the Verizon Pension Plan for Mid-Atlantic and South Associates.

Type of Plan: The Plan is a defined benefit pension plan that determines benefits using a traditional pension formula.

The plan is listed with the Department of Labor under two numbers: the Employer Identification Number (EIN) of the plan sponsor and the plan number (PN).

Employer Identification Number: The EIN is 23-2259884.

Plan Number: The PN is 002.

Plan sponsor

The Verizon Pension Plan for Mid-Atlantic Associates is a component of the Verizon Pension Plan for Mid-Atlantic and South Associates. The Verizon Pension Plan for Mid-Atlantic and South Associates is sponsored by Verizon Communications Inc.

The Plan sponsor's address is:

Verizon Communications Inc.
One Verizon Way, Mail Code VC34E249
Basking Ridge, NJ 07920

Other Verizon affiliates also may participate in the Plan. Participants and beneficiaries may contact the Verizon Benefits Center to determine whether a particular Verizon affiliate is a participating company in the Plan and, if that Verizon affiliate is a participating company, also may request that affiliate's address.

Plan administrator

The administrator for the Plan is the Verizon Employee Benefits Committee. You can reach the Plan administrator by writing to:

Verizon Employee Benefits Committee
c/o Verizon Benefits Center
P.O. Box 8998
Norfolk, VA 23501-8998

The telephone number is 855.4VzBens (855.489.2367) Monday through Friday, 9 AM to 5 PM, Eastern time.

Type of Administration: The Plan is administered by the plan administrator. The Plan administrator and its designees have the discretionary authority to interpret the Plan, resolve ambiguities, inconsistencies and omissions in the Plan documents, develop rules and regulations to carry out the terms of the Plan, make factual determinations, and resolve questions relating to the eligibility for and the amount of benefits.

Claims and appeals administrators

The claims administrator for the Plan is the Verizon Claims Review Committee. You can reach the claims administrator by writing to:

Verizon Claims Review Committee
c/o Verizon Benefits Center
P.O. Box 8998
Norfolk, VA 23501-8998

The telephone number is 855.4VzBens (855.489.2367) Monday through Friday, 9 AM to 5 PM, Eastern time.

Plan trust/trustee

The assets of the Plan's pension fund are held in trust. The trustee funds all payments under the Plan from the trust. The trustee for the Plan is:

Bank of New York Mellon, Trustee
One Mellon Bank Center
Pittsburgh, PA 15258

Source of Plan contributions: The company pays the full cost of the Plan by making contributions to the trust. The amount that the company contributes is determined by the Plan's actuary. The money in the trust can be used only to pay Plan benefits and administrative costs and cannot be returned to the company until all benefits have been paid or otherwise provided for (for example, in the form of an insurance company annuity).

Plan year

Plan records are kept on a plan-year basis, which is the same as the calendar year.

Agent for service of legal process

The agent for service of legal process is:

Verizon Legal Department

c/o Marc Schoenecker, Esq.
Verizon Communications Inc.
600 Hidden Ridge, HQE03H12
Irving, TX 75038

Legal process also may be served on the Plan administrator or the Plan trustee.

Official Plan document

This SPD describes the main provisions of the Plan, but not every detail is included. Your rights and benefits are governed solely by the official Plan document. It is important, therefore, to ask questions and get clarification on any matters about which you are uncertain.

Collective bargaining agreements

The Plan is maintained pursuant to one or more collective bargaining agreements. You may obtain copies of these agreements from your union representative or by sending a written request to the plan administrator.

The terms of your benefits may also be governed by a collective bargaining agreement between Verizon and your union. You and your beneficiaries may obtain copies of these agreements from your union representative or by sending a written request to the plan administrator.

Participating companies

The following is a list of participating companies as of July 1, 2017. The list may change from time to time.

Verizon Corporate Services Corp.
Verizon Delaware Inc.
Verizon Maryland Inc.
Verizon Services Corp.
Verizon New Jersey Inc.
Verizon Pennsylvania Inc.
Verizon Washington, D.C. Inc.
Verizon West Virginia Inc.
Verizon Global Networks Inc.

Glossary

A

Affiliate company

Any company that is 80 percent to 100 percent owned by the parent company (Verizon Communications Inc.).

B

Break in employment

A break in employment occurs when you leave Verizon employment. If you return to work following a break, your prior service may be restored based on the length of the break in your employment and your status before your break occurred (see the chart under "'Bridging' After a Break in Employment").

Bridging service

Bridging service refers to rules used for linking periods of net credited service when service is interrupted by a non-credited period or subject to a collective bargaining agreement where service is recognized from an affiliate company.

C

Cashout Window

If you retire or terminate employment on or after November 1, 2004 and on or before August 3, 2019 – Cashout Window, you may elect to receive a cashout – that is, a single sum payment of the actuarial equivalent of your pension instead of monthly payments for your lifetime. The cashout is available for service and vested pensions, but not for disability pensions.

D

Deferred vested pension

You qualify for a deferred vested pension if you have at least five years of ERISA service after age 18 or have reached age 65 when your employment ends, but you are not eligible for a service pension. In this case, your unreduced benefit can begin on your normal retirement age or you may qualify to receive a reduced benefit at an earlier age.

Determination date

The date through which an employee's pension benefit amount is calculated.

Disability pension

You qualify for a disability pension if you meet all of the following:

- You become totally disabled due to sickness or injury other than one related to an on-the-job accident while participating in the Plan before you are eligible for a service pension or reach age 65.

- You receive 52 weeks of sickness benefits.
- You have at least 15 years of net credited service.

Your disability pension is paid without reduction for early payment, regardless of your age when you become disabled. In addition, you will be eligible for other retiree benefits in effect at the time you retire. Disability pensions are reduced by any payments received under State Workers' Compensation laws or similar laws.

E

Early retirement

You qualify for early retirement if you are eligible for a service pension before age 65. That means your monthly benefit payments can begin right away. Your benefit will not be reduced for early payment if you have at least 30 years of net credited service or retire at age 55 or older. Otherwise, your benefit is reduced by half of one percent for each month your termination occurs before age 55

ERISA service

ERISA (Employee Retirement Security Act of 1974 and its subsequent amendments) service is used to determine your eligibility to participate and for vesting in your benefit (see "If you leave before retirement" for more information).

G

GATT calculation

The methodology used to calculate the lump-sum value during the Cashout Window, using the interest rate on 30-year Treasury Securities for the second month preceding the first day of the calendar quarter containing your pension commencement date, plus your age as of the 15th day of the middle month of the quarter.

I

Interchange company

A company that has entered into an interchange agreement with Verizon to provide for portability of service and benefits between pension plans when certain interchange or portability agreement criteria are met.

IRC calculation

The methodology used to calculate the lump-sum value during the Cashout Window, using the interest rate specified in the Internal Revenue Code for the second month preceding the first day of the calendar quarter containing your pension commencement date, plus your age as of the 15th day of the middle month of the quarter.

J

Joint and survivor annuity (50, 60, 70 or 75 percent)

This form of benefit payment pays a reduced monthly benefit to you for your lifetime. When you die, a percentage of your monthly benefit (50, 60, 70 or 75 percent depending on your election) continues to be paid to your beneficiary. If you are married at the time your benefit begins, the 50 percent joint and survivor annuity is the standard form of payment. You will need your spouse's consent to choose a form of payment other than a joint and survivor annuity with your spouse as beneficiary.

L

Lump-sum cashout

Subject to your collective bargaining agreement, you may receive your benefit in the form of a lump- sum payment provided that you terminate employment within the Cashout Window. This optional form of payment requires spousal consent and the amount is determined using the greater of the PBGC calculation, IRC calculation or GATT calculation with their applicable Mortality tables (see below).

M

Mortality table

Insurance industry standard tables reflecting life expectancy and used in the Plan for the determination of the current lump-sum value of pension benefits during the Cashout Window.

N

Net credited service

In general, net credited service is the sum of all periods of time you have worked measured in years, months and days while an eligible employee with a participating company and adjusted for any noncreditable periods of absence. It is used to determine your eligibility for a service or disability pension and variables of the benefits.

Normal retirement

Your normal retirement date is the day you turn age 65.

P

PBGC calculation

Pension Benefit Guaranty Corporation. The interest rate is based on the PBGC rate in effect one month prior to the calendar quarter in which you retire or terminate employment, plus your age as of the 15th day of the middle month of the quarter.

Pension accrual service

This is your eligible service used to determine your pension benefit. This service discounts periods of part-time, time in a nonparticipating company (where applicable) and service for a rehired employee who commenced a prior benefit in the form of a lump-sum cashout.

Pension band

This is the number assigned to your job title based on your pay schedule, pay zone and company. Each pension band has a specific basic monthly benefit that is used to determine your monthly pension benefit.

S

Service pension

If you qualify for a service pension, you can retire and start receiving your benefit immediately. In addition, you also may be eligible for other retiree benefits in effect at the time you retire. You are eligible for a service pension if, when you terminate employment, you have 30 years of net credited service (regardless of your age); or you are at least age 50 with 25 or more years of net credited service, at least age 55 with 20 or more years, at least age 60 with 15 or more years or at least age 65 with 10 or more years of net credited service.

Single life annuity

This is the normal form of benefit payment if you are single when payments begin. A married employee may choose this form of payment with his or her spouse's consent. A single life annuity pays a monthly benefit to you for your lifetime; when you die, no further payments are made.

Spouse

The terms "spouse" and "married" have the meaning assigned to those terms by applicable law.

Supplemental benefit

If you receive certain supplemental payments in the three years prior to your termination of employment (or in the case of a transfer to a nonparticipating company or inactive status, your date of transfer) you can qualify for a supplemental monthly benefit in addition to your basic monthly benefit. Supplemental payments include in charge allowances, management team awards where applicable paid during service as an eligible associate, extra payments for certain temporary assignments or promotion, evening and night differential payments and Corporate Profit Sharing (subject to your collective bargaining agreement).

V

Vesting/vested

Vesting occurs when you own the right to your pension plan benefit. You vest when you have completed five years of ERISA service after age 18 with Verizon or attain age 65 while employed by Verizon. If you leave before you have completed five years of ERISA service or reach age 65, you are not entitled to a benefit from the Plan.

W

Working retiree

A "Working retiree" is a retiree rehired for a short-term assignment that is subject to the specially-bargained rules relating to working retirees. This should not be confused with a retiree who is rehired as a regular employee.