



Federal Employer:

How Will Former Spouse's share of Benefits be determined:

Time Rule: The Time Rule calculates the community property portion of the benefit by comparing length of participant's service during the marriage to length of participant's total service with employer as of Date of Benefit Payment. That comparison yields a fraction which is multiplied by the benefit to yield the community share, of which the Former Spouse would normally receive Fifty Percent (50%).

Instead of Date of Benefit Payment, Date of Separation, Date of Dissolution, Date of Retirement or any other agreed upon date may be used.

Fixed Percentage: Husband and Wife may agree to a fixed percentage of the benefit that should go to the Former Spouse.

Fixed Dollar Amount: Husband and Wife may agree to a fixed dollar amount of the benefit assigned to the Former Spouse.

What form of benefit should the percentage be applied against:

Self-only Annuity: A Self-only Annuity means the amount of monthly recurring payment to a retiree who has elected not to provide a survivor annuity to anyone. Unless the court order provides otherwise, it may include certain lump sum payments

Gross Annuity: Gross Annuity means the amount of monthly annuity payable after reducing the self-only annuity to provide survivor annuity benefits but before any other deduction. It also includes certain lump sum payments.

Net Annuity: Net Annuity means the amount of monthly annuity payable after deducting from the gross annuity any amounts 1) owed by the retiree to the United States; 2)

deducted for health benefit premiums; 3) deducted for life insurance premiums; 4) deducted for Medicare premiums 5) certain property withheld for Federal Income tax purposes; 6) certain property withheld for State income tax purposes. It also includes certain lump sum payments.

Does Former Spouse share in Future Salary Adjustments: Salary adjustments in this context are periodic increases pursuant to a particular index which adjusts pay for all employees or a particular group of employees similar to Cost of Living Increases. Unless the Order specifically orders otherwise, the Former Spouse's share will be adjusted for salary adjustments.

Is Former Spouse to participate in any cost of living adjustments? (COLA): Under the Federal plans, the Plan will from time to time after the parties begin receiving benefits, increase the monthly benefit to adjust for inflation. Unless the Order specifically orders otherwise, the Former Spouse's share will be adjusted for COLAs.

Is Former Spouse to receive a Survivor Benefit if Participant dies after retirement: A Joint and Survivor Annuity, is a joint and survivor annuity where (1) the participant receives a definite amount of money at regular intervals for his/her life, and (2) after the participant dies, the surviving spouse receives a definite amount of money (not less than 50% or more than 100% of the participant's amount) at regular intervals for his/her life. The Former Spouse may be designated as the Surviving Spouse and therefore the beneficiary of the Surviving Spouse Annuity. When a QJSA is elected by the Participant the monthly retirement benefit will be lower to pay for the Surviving Spouse's benefit, since the Plan will have to pay money over the lifetime of both the Participant and the Surviving Spouse. Therefore, you also must determine who pays for this benefit, the Participant, Former Spouse or Shared Equally.

If Participant becomes disabled is Former Spouse to receive share of Disability Benefit that replaces retirement: If the Participant becomes disabled prior to Retirement, the Participant may be eligible for disability benefits from their employer. Some of these benefits may be paid in replacement of retirement benefits. If the QDRO does not specifically state that the Former Spouse is entitled to the retirement benefit portion of the disability benefits, the Former Spouse may lose some or all of the benefit to which he/she is entitled.

If Former Spouse dies should benefits revert to Participant or be paid to a qualified beneficiary: Unless the Order states otherwise, the benefit will revert to the Participant upon the Former Spouse's death. Qualified beneficiaries would be children of the Participant and the Former Spouse.

May Participant elect a refund of contributions: Under the Federal plans under certain conditions, such as termination of employment, the Participant may elect a refund of contributions. If contributions are refunded, the Former Spouse would be eligible for

his/her pro rata share of the refund. If contributions are refunded, there is no further benefit from the Plan. However, the Order could prohibit the Participant from electing such a refund and require the Participant to select an annuity at eligible retirement age.

If Participant is already retired, what form of benefit did Participant elect:

Qualified Joint and Survivor Annuity (QJSA) - A QJSA is a joint and survivor annuity where (1) the participant receives a definite amount of money at regular intervals for his/her life, and (2) after the participant dies, the surviving spouse receives a definite amount of money (not less than 50% or more than 100% of the participant's amount) at regular intervals for his/her life. The joint life selected may be the Former Spouse or some other person. (ie., a previous spouse).

Single Life Annuity: An annuity that pays benefits only for the Participant's lifetime. Once the Participant dies, there are no further annuity payments. Also known as a straight-life annuity.

Should Military Service be added to Civilian Service to determine retirement benefit: If Participant waives any military pension, a Participant may elect to add Military Service to Civilian Service in determining the retirement benefit under the Plan. If Military Service is not added to Civilian Service it may require an additional Domestic Relations Order to Cover the Military Service.

Have any other QDROs been filed with the Plan: This would apply to any interim QDROs filed during your dissolution process, or any previous QDROs filed between the Participant and a spouse previous to the current Alternate Payee.