

Pensions - Handbooks (Company)
11760 5044-9



Employees' RETIREMENT PLAN



INSTITUTE OF INDUSTRIAL
RELATIONS LIBRARY

OCT 3 1960

UNIVERSITY OF CALIFORNIA
BERKELEY

WESTERN GREYHOUND PENSION TRUST • 1959 •

[San Francisco] 1959



Foreword

This booklet is divided into two parts. The first part is designated as the informal explanation, as expressed by the Administrator.

The formal part of the booklet is in more technical language and the portion describing the benefits under the Group Annuity contracts has been approved by the Aetna Life Insurance Company and the Connecticut General Life Insurance Company who underwrite the Group Annuity contracts which form a part of the Retirement Plan.

The Retirement Plan was created for your benefit and in order to participate in its benefits you must be an active member.

<u>Union Trustees</u>	<u>Administrator</u>	<u>Management Trustees</u>
Joseph Adornetto	Edward Bezore	Earl N. Cannon
Dan Banta		E. A. Croce
Roger K. Cross	<u>Attorney</u>	H. T. Dotson
F. L. Johnson	Stanley Neyhart	M. C. Frailey
Helen Miller		Walter W. Hanes
D. L. Rhodes		Walter Myalls
Lawrence J. Robertson		A. P. Sledz
Paul Young		D. E. Stucker

Consultant

McCready Pension Engineers, Inc., Indianapolis

TO: All Covered Greyhound Employees

FROM: The Board of Trustees

This is the 1959 edition of your pension plan. This booklet contains an easy-to-read explanation of most of the important provisions of your retirement plan. The revised plan presented here reflects improvements that will enable you to look expectantly toward retirement with financial security.

You will find that there are new and substantial guarantees for those retiring between ages 55 and 60.

You will find notable improvements for those physically disqualified after 20 years of service or for those totally and permanently disabled through on-the-job injury.

You will continue to be assured of minimum guarantees if you retire between ages 60 and 65. Employees retiring at age 65 will discover a new and improved method of computing their average final salary for pension purposes.

You will now have the right to retire with a guaranteed pension as early as age 55.

Those present pensioners who retired under a previous pension plan, based on an amount including Social Security, will find that the recent deductions from their minimum benefits because of Social Security increases, have been restored.

Where member's contributions are refunded to the member's beneficiary in case of death, interest on such contributions have been increased to 3% with the additional 1%, to be paid by the Trust.

Additional benefits provided in this improved plan involve no additional cost to you. Such additional costs are provided by your employer.

The improvements are the result of collective bargaining between Western Greyhound Lines and the Council of Western Greyhound Amalgamated Divisions.

The Trust is administered and negotiations are conducted by both parties with YOU and YOUR SECURITY in mind. Younger employees can look forward to substantial retirement benefits that should exceed the minimum guarantees. Senior employees will be particularly interested in the increased guarantees provided at earlier ages or under new disability provisions.

You have an equal voice in the pension program and its administration through the Amalgamated representatives who sit on the Board of Trustees together with an equal number of Management Trustees. The Trust has a full-time Administrator of the program. His office is available to you to provide you with personal attention for your retirement problems. Your questions and suggestions are welcome. The Trustees are pleased that so many employees have taken advantage of the facilities of the Trust office during the past two years.

We believe that this Plan is one of the outstanding private plans in the country. You will be pleased to know that it has been endorsed by leading pension experts. It was developed after actuarial studies, is soundly financed and is realistically tailored to your needs. The new benefits will be funded as are all the other benefits under this program.

Our efforts will be aimed at assisting every person to obtain the type of pension benefit best fitting his financial security, so that his retirement years will provide happiness and security.

Sincerely yours,

BOARD OF TRUSTEES

ABOUT THIS BOOKLET . . .

For your convenience, this booklet is divided into an informal section and a formal section. Parts 1-6 of this booklet contain a brief explanation of the most frequent questions that arise in connection with the pension and retirement program. We suggest that you keep this booklet handy for future reference. Informative material or amendments made by the Trustees will be furnished to you from time to time in printed form to place herein.

After reading through the booklet, if you have any questions, feel free to send them to the Administrator* of the Western Greyhound Pension Trust. Any time that it may be convenient for you, feel free to visit the office of the Administrator, and he will be happy to discuss any of the provisions of the pension plan with you. If you are coming in from outside the San Francisco area, please make sure of receiving personal attention and avoid delay by writing in advance for an appointment. The Administrator will make occasional announced visits to the outside areas for your further convenience.

***MR. EDWARD BEZORE, ADMINISTRATOR
WESTERN GREYHOUND PENSION TRUST
MARKET AND FREMONT STREETS
SAN FRANCISCO 5, CALIFORNIA**

I N F O R M A L
E X P L A N A T I O N

Table of Contents

- I. How do I join the Pension Plan?
 - . . . Enrollment.
- II. Now, for the big questions . . . About how much will I get and when?
 - . . . Annuities and Minimum Pensions.
- III. Suppose I get sick or hurt, or quit, or die? Then what?
 - . . . Disability benefits, dismissal, resignation and death benefits.
- IV. Sounds good . . . but who pays?
 - . . . Costs.
- V. I hear I have some Pension choices . . . tell me about them.
 - . . . Options.
- VI. Now, for a few more questions.
 - . . . General information.

SECTION I

I. *How do I join the Pension Plan?*

. . . Enrollment.

WHEN DO I SIGN UP?

We have made arrangements for your employer to supply you with the proper forms when you come to work for Western Greyhound. If you were missed, write to the Administrator of the Western Greyhound Pension Trust and an application will be sent to you.

WHEN DO I START TO PARTICIPATE IN THE PENSION PLAN?

You and your employer start to make contributions on your behalf on July 1, following the anniversary of your first year with the company. For example, if you were hired on March 1, 1958, you will come into the Plan on July 1, 1959. Likewise, any employee hired between July 1, 1957 and June 30, 1958 will also come into the Plan on July 1, 1959. Employees hired between July 1, 1958 and June 30, 1959 will start participating on July 1, 1960.

Older employees, who missed out earlier on benefits under the Plan, may join on any July 1, of any year. However, your delayed enrollment means that your benefits will be less.

SECTION II

II. *Now, for the big questions . . . About how much will I get and when?*

. . . Annuities and Minimum Pensions.

WHAT IS THE LEAST I WILL GET WHEN I RETIRE?

The amount that you will receive at retirement, will depend on your age, your earnings and your years of service. When you retire you will get the annuities purchased for you during your working years or a guaranteed minimum pension, whichever is greater. The very least that you can get is the minimum guaranteed pension if you enrolled when first eligible. So there is no ceiling on your benefits — only a floor.

HOW ARE THESE ANNUITIES FIGURED, ANYWAY?

Let's take, as an example, your earnings with Greyhound since July 1, 1953. At age 65 you are entitled to an annual annuity, payable monthly, of $11\frac{1}{2}\%$ of all of your earnings after that date. To make it easier, let's say that you average \$450 per month. Then your monthly annuity at age 65 for each year would be \$6.75 per month. You will get a statement each year showing the amount of the annuity that you have earned.

The annuity percentage on earnings prior to July 1, 1953 is slightly less. If you are interested in the manner of computing your pension prior to that time, you will find the table for this on page 28 of this booklet.

Here are some examples of the way to figure an annuity:

Example 1

If you are 30 years of age when you join the Plan, and if your salary is \$6,000 a year, and assuming you remain in service and continue to receive the same salary each year for the 35 years until your Normal Retirement Date, the Retirement Annuity for this entire period will be $1\frac{1}{2}\%$ of \$6,000, or \$90.00 per year multiplied by 35 years, or \$3,150.00 per year, or \$262.50 per month. Social Security, of course, would be in addition to this benefit.

Example 2

If you are 35 years of age when you join the Plan, and if your salary is \$5,000 per year for the 10 years from age 35 to 45, \$6,000 per year for the 10 years from age 45 to 55, and \$6,500 per year for the 10 years from age 55 to 65, your Retirement Annuity will be as follows:

Age	Salary	Annual Retirement Annuity	Total Retirement Annuity
35 to 45	\$5,000	\$75.00	10 years at \$75.00 equals \$ 750.00
45 to 55	6,000	90.00	10 years at 90.00 equals 900.00
55 to 65	6,500	97.50	10 years at 97.50 equals 975.00
			<hr/> \$2,625.00

This would be payable at the rate of \$218.75 per month. Social Security, of course, would be in addition to this benefit.

WHAT IS THE LEAST I WILL GET IF I RETIRE AT AGE 65?

If you retire at age 65 with 20 years of service, you will be guaranteed a lifetime minimum pension (including insured annuities) of 35 % of your average final earnings. This is, of course, in addition to Social Security benefits. However, for your protection, if half of your average salary, including Social Security, is higher — then you get the greater figure.

HOW MUCH DO I GET IF I RETIRE BETWEEN AGE 55 AND 65?

If you have 20 years of service and retire at any of the following ages, you will be guaranteed the amount shown below. Social Security, of course, will be additional when you are eligible.

Chart		
Percentage of Average Final Earnings Exclusive of Social Security		
Retirement Age	Payable from Early Retirement Date to Age 65	Payable for Life After Age 65
64	38 $\frac{1}{2}$ %	31 %
63	38 $\frac{1}{2}$	29
62	38 $\frac{1}{2}$	27
61	38 $\frac{1}{2}$	26
60	38 $\frac{1}{2}$	25
59	24	24
58	23	23
57	22	22
56	21	21
55	20	20

Just remember the least you can get at ages 55 through 65 is the minimum guaranteed pensions. If, by any chance, you should happen to have less than 20 years of service at any of the above ages you will find a handy chart for figuring the reduced amounts on page 38 of the booklet.

**HOW SOON DO I HAVE TO LET YOU KNOW
IF I WANT TO RETIRE BEFORE AGE 65?**

You must let the Trust and your employer know at least 90 days in advance of retirement in writing.

**CAN I WORK AT OTHER JOBS WHEN I RETIRE
WITHOUT HURTING MY PENSION?**

Yes, you can. Other earnings will not hurt your pension, but if you earn over \$1,200 per year after age 65 it will probably affect your Social Security.

HOW MUCH WILL I GET FROM SOCIAL SECURITY?

At present, both you and your employer are making equal payments toward your Social Security benefits. The provisions of the Federal Social Security Act provide that persons who are covered and retire, will receive pensions based upon the amount of wages on which they and their employers have paid Social Security taxes.

In order to be eligible for full Social Security pension benefits, a male must be 65 years old, have earnings of not less than \$1,200 a year in covered employment, and be a qualified individual under the act. Eventually the maximum Primary Social Security benefit will be as shown in the table below and such benefit will be increased 50 % when his wife attains the age of 65. For current retirements, such maximum is \$120.

<u>Average Monthly Wage</u>	<u>Primary Monthly Social Security Benefit</u>	<u>Additional Monthly Benefit Payable When Wife Reaches Age 65</u>	<u>Total Monthly Social Security Benefits</u>
\$400 and over	\$127.00	\$63.50	\$190.50

We suggest that you check with the local office of the Federal Social Security Administration to determine the amount of benefits which you may expect to receive.

DO I HAVE TO PAY FEDERAL INCOME TAX ON MY PENSION?

Broadly speaking, you have to pay income tax on that part of your pension (except Social Security) that exceeds your own contributions. Disability pensions are not taxable on amounts currently paid by the Trust.

HOW DO I APPLY FOR RETIREMENT?

If you're working up until age 65, we will see that the forms are sent to you. If you plan to retire before age 65, when you notify us 90 days in advance, we will see that the forms are sent to you.

IF I RETIRE, WHEN WILL I BE ENTITLED TO MY FIRST CHECK?

Your first pension payments will start on the first of the month following your retirement.

IS THERE ANYTHING ELSE THAT I MIGHT WANT TO KNOW ABOUT MY PENSION PAYMENTS?

Yes, you might like to know how the average final earnings are figured for your last five years of service. This average is computed by dividing the total earnings of this period by the number of months you worked. Any month that you did not work at least one half or more of the month is excluded in computing your average salary.

In the case of an employee retiring at age 65, average final earnings shall not be less than the average of earnings during the calendar year when he reaches age 63.

You may also be interested in knowing that your pension check is almost entirely free from deductions. Your pension check is not subject to deductions for Social Security, Unemployment Compensation, or Income Tax.

SECTION III

- III. *Suppose I get sick or hurt, or quit, or die? Then what?*
 . . . Disability benefits, dismissal, resignation and death benefits.

IS THERE ANYTHING FOR ME, IF I AM PHYSICALLY DISQUALIFIED FROM MY JOB WITH GREYHOUND?

There certainly is, if you have been working for Greyhound for 10 or more years. You will have a lifetime guarantee of \$90 per month or 20 % of your average earnings, whichever is greater. Employees with 20 or more years of service, who are physically disqualified, will be guaranteed either \$90.00 or 25 % of average final earnings, whichever is greater. You can even work for another employer and only 70 % of your earnings over and above 50% of your average final earnings will be deducted from your guarantee.

Regardless of your age, or years of service, if, as a result of employment, you are totally and permanently disabled from engaging in any occupation, you will be guaranteed a pension of 50 % of your average monthly earnings during the 12 months preceding your disability, not to exceed \$300. Any Annuities, group insurance, compensation insurance, unemployment insurance, or Social Security or other similar benefits will be included in the 50 % guarantee.

Furthermore if early retirement or benefits under some other part of the pension plan exceed the above amount, you will be entitled to the higher benefit.

WHAT HAPPENS TO MY CONTRIBUTIONS IF I LEAVE GREYHOUND?

You can get all your money back, plus 2 % interest, or take a paid-up Annuity. This Annuity would be based on your own contributions plus part or all of your employer's contributions depending on your years of service. (See page 33 for chart.)

IF I SHOULD DIE WHAT HAPPENS TO THE MONEY THAT I PUT IN?

If you should happen to die before retirement, your contributions will go in full to your beneficiary with interest. If you should happen to be on pension at that time, and

have not received back from the Insurance Company all the money you put in, then the difference between what you paid in and what you have received will go to your beneficiary. No deductions are ever made because of any of the guarantees that may be paid to you from the Trust. Interest at the rate of 2% is paid by the Insurance Company on your contributions. In the case of your death, an additional 1% will be paid to your beneficiary by the Trust in the same manner as that paid by the Insurance Company. So you see—you just can't lose.

SECTION IV

IV. *Sounds good . . . but who pays?*

. . . Costs.

HOW MUCH DO I PAY?

You pay 4% of your earnings and this money goes exclusively to purchase your Annuities.

WHO PAYS FOR ALL THE OTHER BENEFITS?

Western Greyhound must pay the additional amounts to the Insurance Companies required to purchase your Annuities. They also pay to the Trust the money necessary to provide the guarantees and disability benefits and the expenses of administering the Trust. The very least that Greyhound will have to pay into the retirement program is \$6 for each \$4 paid by you. Greyhound is currently paying more than \$6.

WHAT IS A PENSION PLAN LIKE THIS WORTH TO ME?

An insured life annuity of \$200 per month for a man age 65 has a value of \$30,172. Larger or smaller annuities are worth more or less in proportion.

IS THIS PLAN SAFE? HOW LONG CAN I BE SURE THE CHECKS WILL KEEP ROLLING IN?

The insured annuity portion of the Pension Plan is completely funded. The checks payable to you by the Insurance Companies are guaranteed to you as long as you live. All benefits paid by the Trust are funded on a sound actuarial basis.

SECTION V

V. *I hear I have some Pension choices . . . tell me about them.*
 . . . Options.

DO I HAVE ANY OPTIONS?

You certainly do. The most popular options which are available are the Social Security Adjustment Option, the Contingent Annuitant Option, and the Certain and Continuous Annuity Option. Individual Options may also be worked out to suit your personal problems.

Supplemental payments by the Trust and annuities paid by the Insurance Company will both be affected by any of the options that you select. They are computed on an actuarial basis.

CAN IT BE ARRANGED FOR ME TO GET A LITTLE MORE PENSION UNTIL MY SOCIAL SECURITY ARRIVES?

This type of arrangement is called the Social Security Adjustment Option. By taking a lesser benefit after age 65, you can get greater benefits before age 65 to help you get by until you become eligible for Social Security.

Here is an example of the way the Social Security Option works:

If you enroll in the Plan at age 30 and if you earn \$6,000 per year until age 62, when you retire, the Retirement Annuity provided for you to start at age 65 would be $1\frac{1}{2}\%$ of \$6,000, or \$90.00 per year, multiplied by 32 years, or \$2,880 per year or \$240.00 per month.

Current Social Security Benefit, according to the present law, is estimated at \$120.00 to start at age 65. If you elect this Option you will receive from the Insurance Companies about \$274.68 per month from age 62 to age 65. After age 65 you would receive only \$154.68 per month from the Insurance Companies but this plus your estimated Social Security Benefit would still total \$274.68 per month.

**COULD MY WIFE OR MOTHER OR SOME OTHER DEPEND-
ENT GET A PENSION FOR LIFE IF I TAKE LESS PENSION
FOR MYSELF?**

Yes, through what we call the Contingent Annuitant Option. The best way to tell you about this is to show you how it works.

Here are some examples:

If you are entitled to a regular monthly annuity at age 65 of \$250 and if all of the annuity is to be continued for life after your death to your wife, who is also age 65, the monthly reduced annuity will be \$179.00. If 50% of the annuity is to be continued for life after your death to your wife, your monthly annuity will be \$208.75. In the event of your death, your wife will get \$104.38 per month for life.

This option must be elected five years in advance of retirement or a physical examination may be required.

**FOR PERSONAL REASONS, I WOULD LIKE TO BE SURE
THAT MY PENSION IS PAID FOR 5, 10, 15, OR 20 YEARS,
WHETHER I LIVE OR NOT . . . CAN THIS BE ARRANGED?**

Yes. We call this the Certain and Continuous Annuity Option. It is easier to understand the way this works, if you look at the example below.

Employee entitled to a regular monthly annuity

at age 65 \$250.00

Annuity Payments guaranteed for the number of years designated:	The reduced monthly annuity will be as follows:	
	Male	Female
5 Years Certain	\$243.00	\$245.75
10 " "	224.00	233.50
15 " "	199.00	215.50
20 " "	174.25	195.25

This option must be elected at least one year prior to retirement.

SECTION VI

VI. *Now, for a few more questions.*

. . . General information.

WHO ADMINISTERS THE PLAN?

The plan is administered by the Western Greyhound Pension Trust. The board of trustees consists of 16 members, 8 members from the Amalgamated Unions and an equal number from the Greyhound management. They have selected an administrator. The location of his office may be found in the front of this booklet.

CAN I BORROW AGAINST MY PENSION?

No.

CAN I WITHDRAW MY MONEY?

No, not as long as you are employed by Greyhound.

CAN MY PENSION BE ASSIGNED?

Generally speaking, no. When you leave the service of the Company and state laws permit, you may designate someone who can receive your pension contributions. However, no pension benefits may be assigned.

IS RETIREMENT COMPULSORY?

For all practical purposes, retirement age of 65 is compulsory. Although the pension agreement permits the Company to allow you to remain in service after age 65, it is the general practice and policy of the Company to retire you at that age. However, if you continue working after age 65, your benefits will not be greater than the benefits due you at age 65.

Earlier retirement is strictly at the option of the employee.

WHAT IS THE HISTORY OF THE GREYHOUND PENSION PLAN?

The Greyhound Pension Plan was established in 1941, establishing certain Annuity benefits for those who have been in service since July 1, 1926. The plan has periodically been amended and improved since 1941.

Outstanding improvements were made in the plan in 1949, 1953, 1957 and again in 1959. In addition to other benefits, since 1957 the Plan has been jointly administered by the Company and the Union.

MY PROBLEM IS A LITTLE DIFFERENT. HOW CAN I GET SOME ANSWERS?

Any other information that you may desire on the Pension Plan is available through the office of the Administrator of the Western Greyhound Pension Trust. His address can be found in the front portion of this booklet.

IS THE PENSION PLAN COMPULSORY?

Participation is compulsory for all employees hired after January 1, 1956.

F O R M A L
E X P L A N A T I O N

Introduction

1. The Plan was established on July 1, 1941.

Effective July 1, 1955 there was an indefinite suspension for all supervisory employees and all other employees not represented by a collective bargaining agent, by reason of a successor Retirement Trust Plan covering this group.

Prior to January 1, 1957, the benefits under the Plan were partially funded for participating employees through two group annuity contracts — sometimes referred to as the “group contracts” — one with Aetna Life Insurance Company, No. GA-242, and the other with Connecticut General Life Insurance Company, No. GR-122. The remaining benefits for all such employees were payable by Greyhound Lines.

Effective January 1, 1957, pursuant to an agreement with the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the several Divisions thereof, sometimes referred to as the “Pension Agreement”, it was agreed that the Plan would be jointly administered by a Board of Trustees consisting of eight representatives of the Divisions and an equal number of representatives from the Company. The Board is provided with all data it deems necessary in the administration of the Plan.

Monthly contributions by Western Greyhound Lines, Division of the Greyhound Corporation, to amortize the accrued and accruing benefits under this Plan began as of January 1, 1959.

Who Is Eligible

2. Membership in the Plan is mandatory for all employees hired on or after January 1, 1956. You become eligible to participate in the Plan on the July 1 after you have completed at least one year of service with the Greyhound Lines if you are under age 65 at nearest birthday. Employees hired prior to January 1, 1956 who have not previously enrolled may join the Plan on any July 1, Anniversary Date.

In cases where operations become a part of the Greyhound Lines through acquisition by the Greyhound Lines of Properties and rights of other operators or control thereof, the period of service required for eligibility to join the Plan of employees of the former operator who become employees of the Greyhound Lines as a result of such transaction shall be computed from the date when they last entered the employment of such former operator, but no such employees shall be entitled to benefits under this Plan on account of service prior to the date when they become employees of the Greyhound Lines.

If an employee covered by this Plan transfers to or from a successor Retirement Trust Plan such transfer shall become effective on the July 1 following the date of transfer.

How To Join

3. When eligible to join or participate in the Plan you sign the form provided and authorize the required payroll deductions. If you are absent on the effective date of eligibility due to sickness or authorized leave of absence, your membership will become effective on the day you return to work.

Normal Retirement

5. Your normal retirement date is the first day of the month coincident with or next following your 65th birthday. For normal retirement at an earlier age refer to Sections 7 and 27(a).

6. You may at your own discretion retire at age 65, or you may be retired at the discretion of your employer at age 65, the normal retirement date, and receive the Retirement Annuity and other benefits which have been provided to commence on such date.

Earlier Optional Retirement

7. Upon 90 days' written notice to your employer you may advance your Retirement Date to the first day of any month not more than 10 years before your Normal Retirement Date.

In case of such earlier retirement your contributions and the contributions of your employer will then cease and the Retirement Annuities already provided under Section 12 will commence at that time, but for a reduced amount as determined by your age at such time.

8. If the Contingent Annuitant Option (provided in Sections 17-20) has been elected previously, commencement of Retirement Annuity payments before the Normal Retirement Date will be subject to the approval of any Insurance Companies or trust involved.

Postponed Retirement

9. You may, with the consent of your employer, be allowed to remain in service after the Normal Retirement Date. In such event your contributions and those of your employer will cease on your Normal Retirement Date and payment of Retirement Annuities provided under Section 12 will then commence regardless of the fact that you remain in service.

Contributions

10. The Plan calls for contributions from both you and your employer. The rate of contribution by an employee in each year will be 4% of earnings in that year.

11. Your contribution will be deducted currently from your earnings and your employer will contribute the additional cost necessary to purchase or provide the Retirement Benefits to which you are entitled under the Plan.

Retirement Annuity For Service After July 1, 1953—(Future Service)

12. The amount of yearly Retirement Annuity for service after July 1, 1953, payable monthly as long as you live from Normal Retirement Date, is equal to $1\frac{1}{2}\%$ of the aggregate

earnings after July 1, 1953 on which you have contributed. This Retirement Annuity, which shall be known as the Single-Life Annuity, will be built up by the combined contributions by you and your employer over the whole period of your participation in the Plan.

Retirement Annuity For Service Prior to July 1, 1953

If you have been a participant in the Pension Plan at any time since July 1, 1941 your Retirement Annuities for service prior to July 1, 1953 will be computed on the following percentages of your aggregate earnings during the period of participation in the Plan.

<u>Period of Participation</u>	<u>Percentage of Earnings</u>
Basic Plan	
July 1, 1941 to June 30, 1953	1.00%
Supplementary Plan	
July 1, 1949 to June 30, 195323%

Payment of Retirement Annuities

15. The first payment of your Retirement Annuities will be made on your Normal Retirement Date, unless an Earlier Optional Retirement Date has been elected as provided in Sections 7 and 8. Subsequent payments ordinarily will be made monthly thereafter, ceasing with the last payment preceding death, subject, however, to the continuation of payments to a surviving Contingent Annuitant if one has been designated (as provided in Sections 17-20).

Social Security Adjustment Option

16. At present, Primary Insurance Benefits under the Social Security Act do not ordinarily commence before the 65th birthday for both men and women. Accordingly, an employee re-

tiring on an Earlier Retirement Date may elect to provide for larger monthly Retirement Annuity payments, commencing at his retirement date, to be reduced after his 65th birthday by the estimated amount of his Primary Insurance Benefit in order to produce insofar as is practicable a uniform amount of income, inclusive of his monthly Primary Insurance Benefit under the Federal Social Security Act, throughout his lifetime after retirement.

Contingent Annuitant Option

17. In lieu of the Single Life Annuities payable at Normal Retirement Date, an employee may elect to receive reduced Retirement Annuities, all or a designated portion of which will be continued for life to a designated Contingent Annuitant after the employee's death after retirement. (The Contingent Annuitant is usually the husband or wife or a dependent of the employee). The amount of the reduced Retirement Annuities depends upon the age and sex of the Contingent Annuitant and of the employee and upon the portion of the reduced Retirement Annuities elected to be continued to the Contingent Annuitant.

Examples

Assuming a male employee is entitled to a regular monthly annuity at age 65 \$260.00

1. If all of annuity to be continued for life to wife,
who is also age 65, after death of the employee:

Monthly reduced annuity to employee . . .	\$186.16
Social Security — Employee and wife . . .	190.50

Total	\$376.66
-----------------	----------

After death of employee after retirement:

Monthly annuity to wife	\$186.16
Social Security	95.30

Total	\$281.46
-----------------	----------

2. If 50% of annuity to be continued for life to wife after death of the employee:

Monthly annuity to employee	\$217.10
Social Security — Employee and wife	190.50

Total	\$407.60
-----------------	----------

After death of employee after retirement:

Monthly Annuity to wife	\$108.55
Social Security	95.30

Total	\$203.85
-----------------	----------

18. If this Option is elected at least five years before the employee's Normal Retirement Date, or Earlier Optional Retirement Date, no medical examination is required. If it is elected later, the employee may be required to furnish evidence of good health satisfactory to any Insurance Companies involved. The Contingent Annuitant is to be designated by the employee when he elects this Option.

19. If this Option is elected, it cannot subsequently be changed or rescinded, nor can the date for commencement of Retirement Annuity payments be changed without the consent of any Insurance Companies or the trust involved, which consent may be made subject to satisfactory evidence of either the Contingent Annuitant's or the employee's good health. However, if either the employee or the designated Contingent Annuitant should die before the Normal Retirement Date or Earlier Optional Retirement Date, the election of the Option becomes void.

Certain and Continuous Annuity Option

20. In lieu of a Single Life Annuity payable at Normal Retirement Date, an employee may elect a 5, 10, 15 or a 20 year Certain and Continuous Annuity Option, which would provide monthly annuity payments, in a reduced amount, as long as

the employee lives. In the event of his death before the monthly annuities have been paid to him for the number of years certain, elected under this Option, then such monthly payments will be continued to the named beneficiary until the expiration of the 5, 10, 15 or 20 year period elected. This Option must be elected at least one year prior to retirement date.

Example

Employee entitled to a regular monthly annuity at
 age 65 \$250.00

Annuity Payments
 guaranteed for the
 number of years
designated:

The reduced monthly
 annuity will be as follows:

	Male	Female
5 Years Certain	\$243.00	\$245.75
10 " "	224.00	233.50
15 " "	199.00	215.50
20 " "	174.25	195.25

If the employee lives beyond the number of years designated the annuity payments will be continued until he dies.

Other Annuity Options

20a. An employee may elect a different Optional Form of Retirement Annuity on terms acceptable to any Insurance Companies involved (or to the Trust in the case of any income payable from the Trust).

Death Benefit

21. If you die before your Normal (or Earlier) Retirement Date, an amount equal to your total contributions under the Plan with 2% interest compounded annually will be paid to your beneficiary. Interest will be credited on each contribution from the July 1, following the date on which it is made to the first day of the month in which death occurs.

22. If you die after your Normal (or Earlier) Retirement Date, and if neither the Contingent Annuitant Option nor the Certain and Continuous Annuity Option is in effect, the excess, if any, of your total contributions under the Plan with 2 % interest compounded annually over the total Retirement Annuity payments which have been made, will be paid to your beneficiary. Interest will be credited on each contribution from the July 1, following the date on which it is made to your Normal (or Earlier) Retirement Date.

23. If you die after your Normal (or Earlier) Retirement Date, and if the Contingent Annuitant Option is in effect, the excess, if any, of your total contributions under the Plan with 2 % interest compounded annually over the total Retirement Annuity payments which have been made to you and the Contingent Annuitant, will be paid to your beneficiary upon your death or upon the death of the Contingent Annuitant which ever is last to occur. Interest will be credited on each contribution from the July 1 following the date on which it is made to your Normal (or Earlier) Retirement Date.

23a. If any interest is payable under paragraphs 21, 22 or 23 above, an additional 1 % similarly computed will be paid by the Trust to the beneficiary.

Termination of Service

24. If your service is terminated before retirement for any reason other than death, you will be entitled to the following rights or options, dependent upon your period of service at the time of termination.

(1) If In Service Less Than Five Years

- (a) You may have all your own contributions returned to you with 2 % interest compounded annually, or
- (b) You may leave your contributions and without further contributions you will be entitled to receive an annuity commencing on your Normal Retirement Date, in the amount which your own contributions have provided.

(2) If In Service Five Years or More

- (a) You may have all your own contributions returned to you with 2 % interest compounded annually, or
- (b) You may leave your contributions and without further contributions you will be entitled to receive an annuity commencing on your Normal Retirement Date, in the amount provided by your own contributions plus a portion or all of the Retirement Annuity already provided for by your employer's contributions.

<u>Termination of Service After:</u>	<u>Portion of Retirement Annuity Provided by Your Employer's Contri- butions Which Is Included:</u>
5 years but less than 10	One-fourth
10 years but less than 15	One-half
15 years but less than 20	Three-fourths
20 years or more	All

In determining length of service for the purposes of this Section, any service prior to July 1, 1926, will be disregarded.

If you withdraw your own contributions at a later date, you will receive no benefit under the annuities provided by your employer's contributions.

In the case of the return of your contributions in cash under this Section interest will be credited on each contribution from the July 1st following the date on which it is made to the first day of the month in which the Option is exercised. The cash payment may be spread over one year.

25. Upon termination of service after July 1, 1956, by reason of physical disqualification for your job with Greyhound Lines (not constituting total and permanent disability, as defined in Section 27 hereof, and not constituting cause for discharge), if you elect to take your accumulated annuity, and if you have had at least 10 years of service with Greyhound Lines, and if you are under 65 years of age, you will be entitled to an annuity equal to the sum of the monthly amount of Retirement Annuities which have then been provided for you, payable at age 65.

If service is terminated during any leave of absence, termination of service shall be deemed to have occurred at the date of interruption of active service for the purpose of this Section 25. Furthermore, if physical disqualification shall be deemed to exist, such physical disqualification shall be deemed to have occurred at the date of interruption of active service for the purpose of this Section 25 and the following Section 26, anything herein to the contrary notwithstanding.

NOTE: The benefits described in Sections 26, 27, and 27(a) below are provided by the Western Greyhound Pension Trust, herein referred to as the Trust, and are not covered by any Group Annuity Contracts.

26. In cases covered by Section 25, the Trust will pay you from the date of your physical disqualification (so long as such disqualification continues), a monthly allowance equal to the monthly amount of the Retirement Annuities including any pension from a predecessor company plan, which have then been provided for you with your own and your employer's contributions; provided, however, that if you accept other employment with the Greyhound Lines you will not be entitled

to such payments so long as such employment continues. When an employee, receiving an allowance under this section, reaches age 65, the allowance will be reduced by the amount of Retirement Annuity then becoming payable.

The minimum monthly payment for physical disqualification will be \$90 or 20 % of average final earnings, whichever is greater, for employees with ten but less than 20 years of service who are members of the Plan on July 1, 1953, or become members at the earliest date they are eligible. The minimum monthly payments for physical disqualification will be \$90 or 25 % of average final earnings, whichever is greater, for employees with more than 20 years of service who are members of the Plan on July 1, 1953, or become members at the earliest date they are eligible. The Trust will pay any allowance necessary to provide this minimum.

Any benefits under this Section payable by the Trust will be reduced by 70 % of the amount of earned income from other sources in excess of 50 % of your average final earnings during your last twelve months of service.

A disabled employee returning to active service shall resume participation in the Plan and his period of continuous service shall not be considered broken by reason of receipt of disability payments under this Section. However, the period of time during which such employee is drawing disability payments (or is eligible to draw) shall not be used as service in determining benefits under this Plan.

27. Effective January 1, 1957, if in line of duty, i.e., as the result of an accident occurring, or an occupational disease contracted, in the course of your employment, you are totally and permanently disabled from engaging in any occupation for wages or profit regardless of age or length of service, and if you elect to take your accumulated annuity, the Trust will undertake to assure you a monthly income for life (so long as such

disability continues) equal to 50 % of your average monthly earnings during the twelve full months next preceding your disability, but not to exceed \$300.00 per month, and will pay you the difference between this amount and any amounts to which you are entitled pursuant to the Group Annuity Contract, group insurance, compensation insurance, unemployment insurance, and any Social Security or other similar benefits to which you may be entitled under any present or future legislation. Any failure on the part of the employee to take the necessary steps to collect the amounts to which he may be entitled from any such sources or any action taken by the employee which results in a waiver of or a bar to his right to collect any such benefits shall not change the Trust's obligation, and the Trust will be entitled to credit for the amount the employee could have collected had he taken the necessary steps or had he refrained from taking action resulting in a waiver of or a bar to the collection of such benefits. If benefits under this section are less than benefits available to the employee under any other section, then the benefits under such section shall apply and the employee shall be considered to be covered by such section.

In computing Social Security there shall not be included therein any increase in said Social Security that took effect on January 1, 1959. It is understood that any future increase in said Social Security after January 1, 1959, one-half of said increase will be included in computing Social Security to determine employees benefit.

No representative of Greyhound or the Trust has any power or authority to waive or otherwise modify the right to credits against obligations under this section of the pamphlet.

Greyhound Minimum Pension
(Effective July 1, 1956)

27a. If at retirement date, age 65 or over, you have completed at least 20 consecutive years of service with the Greyhound Lines, including service with a recognized predecessor

company, you will be entitled to a minimum retirement allowance of either 50% of your average final earnings inclusive of Social Security, or 35% of such amount, exclusive of Social Security, whichever is higher. The applicable minimum shall be reduced pro rata if you have less than 20 but more than 10 consecutive years of service. In computing the minimum retirement allowance, such minimum shall not include any increase in said Social Security that took effect on January 1, 1959. It is understood that any future increase in said Social Security after January 1, 1959, one-half of said increase will be included in computing Social Security to determine employees' benefits. The minimum shall be computed on the basis of a Single Life Annuity payable under the Plan, including any pension from a predecessor company plan. The Trust will undertake to pay you any supplement necessary to provide the minimums under this Section.

Average final earnings shall mean the monthly average of earnings of the last five years of employment. Such average shall be computed by dividing the total earnings of such period by the number of months the employee has actually worked on one-half or more of his scheduled working days of said months, excluding all months (and earnings) which the employee did not work one-half of his scheduled working days of such month. Social Security shall mean your Primary Social Security Benefits.

In cases where the employee retires at age 65, he shall have his average final earnings computed in accordance therewith, except that such average final earnings shall not be less than his average earnings during the calendar year when the employee reached age 63.

The following table sets forth the minimum percentages provided for retirements on or after age 65.

<u>Consecutive Years of Service</u>	<u>Percentage of Average Final Earnings (Whichever is Higher)</u>	
	<u>Inclusive of Social Security</u>	<u>Exclusive of Social Security</u>
20 or over	50 %	35 %
19 - 20	47½	33¼
18 - 19	45	31½
17 - 18	42½	29¾
16 - 17	40	28
15 - 16	37½	26¼
14 - 15	35	24½
13 - 14	32½	22¾
12 - 13	30	21
11 - 12	27½	19¼
10 - 11	25	17½

The following table sets forth the minimum percentages provided for retirements between ages 55 to 65.

<u>Retirement Age</u>	<u>Percentage of Average Final Earnings Exclusive of Social Security</u>	
	<u>Payable from Early Retirement Date to Age 65</u>	<u>Payable for Life After Age 65</u>
64	38½ %	31 %
63	38½	29
62	38½	27
61	38½	26
60	38½	25
59	24	24
58	23	23
57	22	22
56	21	21
55	20	20

The minimum for employees retiring between the ages of 55 and 65 with 20 or more consecutive years of service shall be as set forth in the table above reduced pro-rata for service under 20 years but more than 10 years.

The annuity options as provided for in the Employee's Retirement Annuity Plan shall be applicable to the above supplements.

The above minimums are predicated on the basis that the employee joined the Plan when first eligible and continued active participation during his entire service with Greyhound. If such employee had not joined the Plan when first eligible nor continued active participation during his entire service with Greyhound, the aggregate retirement benefits to which he would otherwise be entitled hereunder shall be reduced by the amount he would have accumulated through his own and the Company's contributions had he so participated.

Withdrawal of Contributions

28. You may not withdraw your contributions so long as you remain in the service of the Greyhound Lines, nor borrow against them at any time, for to do so would defeat the purpose of the Plan.

Leave of Absence

29. Your Retirement Annuity is in every case dependent upon your contributions, and no such Retirement Annuity will be provided for any period during which such contributions are not made. Interruption of active service on account of sickness, accident, military service or leave of absence authorized by your employer for other cause (either with or without pay) will not be considered termination of service. In such a case, during the period when the employee is paid, contributions will be continued and Retirement Annuity will be provided. During such a period when an employee is not paid, contributions

will cease but the Retirement Annuity previously provided will not be affected. Upon resumption of active service, contributions will be resumed.

An employee who returns to the service of the Company from the armed services or the Merchant Marine within the period prescribed by law, if any, and who remains in the service of the Greyhound Lines until retirement after such return, shall be credited with all years of service under the Plan as though he had been in the service of the Company during such leave of absence.

Compensation not exceeding \$7,500 per annum received as a result of an employee engaging in duties pertaining to the relationship of the various amalgamated divisions with the Western Greyhound Lines shall be considered as salary paid within the meaning of this Section and the employee will be required to make contributions when so paid.

31. If your service is terminated for any reason during a period of sickness, accident or authorized leave of absence, the provisions of the Section headed "Termination of Service" (Section 24) will apply.

Re-Employment

32. If your service terminates for any reason and you are later re-employed, for the purposes of the Plan you will be considered a new employee.

Beneficiary

33. When you join the Plan, you designate a beneficiary to receive any death benefit under the Plan, and you may change the beneficiary from time to time by completing a form furnished for that purpose.

Retirement Plan

34. The information contained in this Booklet is intended to be only a summary of the principal features of the Plan. Certain of the benefits provided by the Plan are presently covered by, and will be governed in every respect by the Group Annuity Contracts between the Greyhound Corporation, acting on behalf of all companies comprising the Greyhound Lines, and the Insurance Companies. The Aetna Life Insurance Company and the Connecticut General Life Insurance Company each hold half of the contributions under the Plan and each guarantees half of the benefits and refunds afforded by these contributions.

Benefits not covered by the Group Annuity Contracts will be governed in every respect by the Pension Agreement.

Certificates

35. When you join the Plan you will receive a certificate describing your benefits under the Group Annuity Contracts. At the time of retirement you will receive a supplemental certificate outlining the amount of annuity to be received and the conditions of payment.

Limitation of Assignment

36. Unless otherwise provided by law, the benefits provided by this Plan are non-assignable.

Right To Employment or Retirement Annuity

37. This Plan shall not be construed to give any employee the right to be retained in the service of the Greyhound Lines, or any right or claim to a Retirement Annuity unless the right to such Retirement Annuity has specifically accrued under the terms of this Plan.

Joint Administration

38. The Plan as hereby amended shall be (jointly) administered by a Board of Trustees operating under the Western Greyhound Pension Trust. The Board shall decide all questions arising in the administration of the Plan consistently with the terms of the Group Annuity Contracts and the Pension Agreement by which this Plan has been amended. The benefit increases provided in this amended 1959 booklet are effective for retirements on or after March 1, 1959, unless otherwise specifically provided.

Future of the Plan

39. It is the hope and expectation to continue the benefits under the Plan indefinitely, and every effort has been made to arrange the Plan so that it will meet future conditions insofar as they can be foreseen.

If the Plan is discontinued, each employee will be entitled to receive a Retirement Annuity commencing at Normal Retirement Date, including the regular death benefit provisions, but without the right to withdraw contributions. Whether or not the employee remains in the service of the Greyhound Lines, the amount of such Retirement Annuity will be that purchased by both the employee's and his employer's contributions before discontinuance.

The employer shall have no beneficial interest in the Trust fund or any part thereof, and no part of the Trust fund shall ever revert or be repaid to the employer, either directly or indirectly, unless payment by the employer to the Trust fund is made in excess of its legal obligation because of a mistake in fact or because of an erroneous actuarial computation.



(PRINTED IN U.S.A.)



(GAH-9-B)