



facts  
about  
your  
ATLAS

Atlas powder company

INSTITUTE OF INDUSTRIAL  
RELATIONS & LABOR  
UNIVERSITY OF CALIFORNIA  
BERKELEY

MAR 25 1955



PENSION  
PLAN

Wilmington, 1954?

Only the highlights of the Plan are covered in this pamphlet. For complete provisions, reference should be made to the text of the Atlas Pension Plan, a copy of which will be available on request to your supervisor.



## if you want to know about . . .

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# to the Employees of ATLAS

This pamphlet will give you basic facts about one of our most important employee benefits — the Atlas Pension Plan. I hope this information will make it easier for you to think ahead about the financial side of your retirement.

There are three main sources of retirement income. One is the savings we can put aside during our working years. The second is Social Security, to which you and the Company contribute equally. And the third is the Atlas Pension, the total cost of which is paid by the Company.

The need for retirement income was recognized by Atlas long before we had Social Security. In fact, there has been an Atlas Pension Plan ever since the Company began business in 1913, and over the years more than 450 employees have received retirement pensions.

The Plan has been revised and improved from time to time. In 1944, for example, a Trust Fund was set up with one of the nation's largest banks into which the Company's pension contributions are paid. This Fund, which can be used only for the payment of pensions, now has assets of more than \$5,000,000.

The Pension Plan and all other Atlas employee benefits depend on the profitable operations of our Company. By working together effectively and hard, we can help to assure the continuation of a sound employee welfare program.



PRESIDENT

# pension plan features...

## ONE PLAN COVERS ALL

All regular, full-time salary and wage roll employees who qualify for pensions are covered under the same Plan.

## RETIREMENT ELIGIBILITY

**Normal retirement** at age 65, after at least 15 years of service.

**Voluntary early retirement** between ages 60 and 65, after at least 25 years of service.

**Disability retirement** at any age, if permanently disabled after at least 15 years of service.

## PENSIONS INCREASE WITH EARNINGS AND SERVICE

The longer your years of "continuous service" and the higher your "average monthly compensation," the greater your pension.

## SOCIAL SECURITY IS SEPARATE

Your Atlas pension is separate from, and in addition to, your Social Security benefit.

## NO COST TO YOU

You pay nothing for your pension. The entire cost of the Plan is paid by the Company.

## SECURITY OF PENSION PAYMENTS

To help assure the security of your pension payments once you retire under the Plan, the Company makes its pension contributions into a Trust Fund held by one of the country's largest banks. This Fund can be used only for the payment of pensions.



## who qualifies for a pension?

Any regular, full-time employee who was less than 50 years old when hired by the Company, and who meets the specified eligibility requirements, can qualify for retirement on a pension.



## when can I retire on a pension?

### **Normal Retirement at Age 65**

If you have had at least 15 years of "continuous service" immediately preceding age 65, you will be retired on pension on the first day of the month following your 65th birthday.

### **Voluntary Early Retirement After Age 60**

You can retire voluntarily between ages 60 and 65 if you have had at least 25 years of "continuous service" immediately preceding retirement.

### **Disability Retirement**

You can retire at any age if you are permanently disabled after at least 15 years of "continuous service" immediately preceding retirement. "Permanent disability" means that you are found to be permanently incapable, physically or mentally, of performing the normal duties incident to continued employment by the Company.



is my pension in addition to social

security?

Yes. Any Social Security benefits you receive will be separate from, and in addition to, your Atlas pension.

how much does my pension cost me?

Nothing. The total cost of the Plan is paid by Atlas. On the average, it costs about \$15,000 to provide a pension of \$100 a month commencing at age 65.

is retirement at 65 automatic?

Yes. It is the policy of the Company to retire every employee on the first day of the month following his 65th birthday.

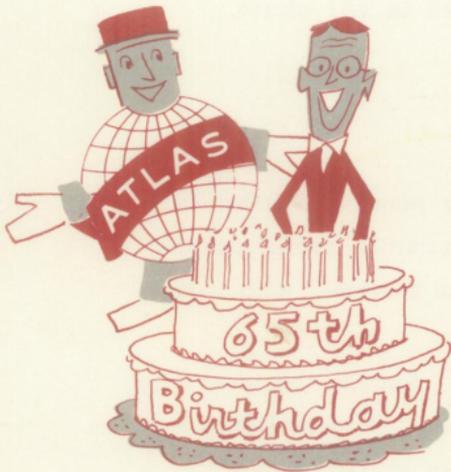
## how is my pension figured?

The amount of your monthly pension will depend on: (1) your "average monthly compensation" during the 10 years prior to your retirement, and (2) your years of "continuous service" with Atlas.

These two factors are used in the following formulas to compute your **monthly pension**:

### **A** Normal Retirement at Age 65

$\frac{1}{2}$  of 1% of your "average monthly compensation" up to the maximum amount\* subject to the Social Security tax at the time of your retirement, times your years of "continuous service."



plus

1.1% of the remainder of your "average monthly compensation," times years of "continuous service."

**Minimum Monthly Pension:**  
\$1.50 times years of "continuous service," up to 30 years.

\* \$350.00 on and after Jan. 1, 1955

## how is my pension figured?



### **B** Voluntary Early Retirement After Age 60

Between ages 60 and 65 your monthly pension will be 1.1% of your total "average monthly compensation," times years of "continuous service," with a minimum of \$60 a month.

At age 65 your monthly pension becomes the amount computed under the "Normal Retirement at Age 65" formula shown in (A) above.

### **C** Disability Retirement

Until age 65 your monthly pension will be 1.1% of your total "average monthly compensation," times years of "continuous service," with a minimum of \$60.00 a month.

At age 65 your monthly pension becomes the amount computed under the "Normal Retirement at Age 65" formula shown in (A) above.

# what are some examples of pension calculations?

**A**

**Normal Retirement at Age 65.** Let's suppose that you're retiring on or after January 1, 1955, at age 65 with 38 years of "continuous service," and that your "average monthly compensation" during the 10 years prior to your retirement is \$400. Of this amount, \$350 will be the maximum subject to the Social Security tax, and \$50 is the remainder.

You figure your monthly Atlas Pension as follows:

$$\begin{array}{r}
 .005 \times \$350 \times 38 = \$66.50 \\
 \text{\small } \frac{1}{2} \text{ of } 1\% \qquad \text{Pay subject to} \qquad \text{Years of "con-"} \\
 \qquad \qquad \qquad \text{Social Security tax} \qquad \text{tinuous service"}
 \end{array}$$

$$\begin{array}{r}
 .011 \times \$50 \text{ plus} \times 38 = 20.90 \\
 \text{\small } 1.1\% \qquad \text{Remainder of pay} \qquad \text{Years of "con-"} \\
 \qquad \qquad \qquad \qquad \qquad \qquad \qquad \text{tinuous service"}
 \end{array}$$

Your total monthly ATLAS PENSION will be ..... 87.40

The minimum pension would be \$1.50 times years of "continuous service" up to 30, or a total of \$45. Since this is less than the amount arrived at under the above formula, you would receive the higher pension of \$87.40 each month.

Your Atlas Pension is in addition to the Social Security benefit to which you become entitled at age 65. Where this benefit is based on \$350 (the maximum amount of monthly compensation subject to Social Security tax), you will receive each month the maximum Social Security benefit of .....

108.50\*

Your total monthly retirement income, therefore, will be ..... 195.90

If you are married and your wife is over 65, she would be eligible to receive from Social Security an amount equal to one-half of your own Social Security benefit, or

54.25\*

Your total family retirement income each month will be ..... \$250.15

\* Under the new Social Security Act, the maximum of \$108.50 will not be effective until July 1, 1956. Until then, the maximum will range between \$98.50 and \$108.50 a month.



## C Disability Retirement

Now, let's suppose that you become permanently disabled at age 47, after 20 years of "continuous service." Since you have had at least 15 years of "continuous service," you would be eligible for retirement on a disability pension. Let's suppose that your "average monthly compensation" during the 10 years preceding your retirement is \$250. Your monthly Atlas Pension then would figure out as follows:

Until you reach age 65

$$.011 \times \$250 \times 20 = \$55$$

1.1%

"Average monthly  
compensation"

Years of "con-  
tinuous service"

The **minimum** pension of \$60 a month is higher than the \$55 figured under the above formula. Until you reach age 65, therefore, you would receive each month the higher pension of .....

**\$60**

After you reach age 65

At age 65, your monthly pension becomes an amount computed under the formula in (A) above for "Normal Retirement at Age 65," using \$250 as "average monthly compensation" and 20 years for "continuous service", or the minimum pension, if larger. In this example, the minimum applies.

Also at age 65, you would be eligible for a monthly Social Security benefit. If you are married and your wife is 65, she also would be eligible to receive from Social Security each month an amount equal to one-half of your own benefit.

## what is "average monthly compensation"?

"Average monthly compensation" is the average of your monthly earnings during the ten-year period ending one month before you retire. This includes all pay from the Company except compensation for occupational injury or disease, amounts received under the Disability Wage Plan, or any Atlas bonus plan other than the Christmas bonus.

## what counts as "continuous service"?

"Continuous service" is the period of years and months that you have been a regular, full-time Company employee, measured from your last hiring date by Atlas to the date you retire.



## does military service count?



In most cases, there will be no break in your "continuous service" with Atlas for any periods of military duty if you are re-employed by the Company within the time period specified by law.

## what happens if I am laid off for lack of work?

You will not lose your credit for "continuous service" if you are laid off for lack of work provided you are recalled within one year.

## how will I receive my pension?

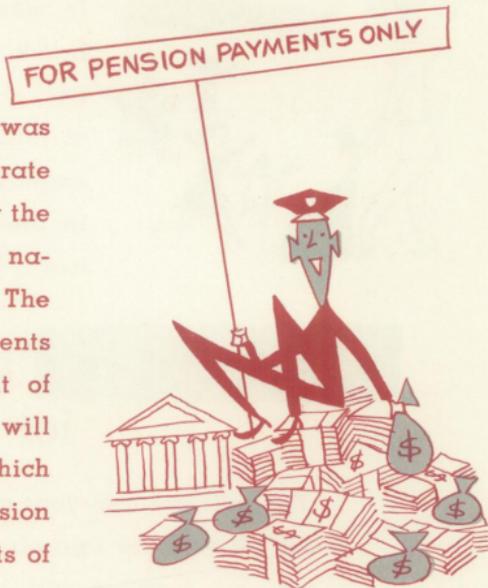
Your Atlas pension check will be mailed to you by the Pension Fund Trustee at the end of each month, starting with the month in which you retire.



## how secure are pension payments?

When the Pension Plan was revised in 1944, a separate Trust Fund was set up by the Company with one of the nation's largest banks. The Company makes payments into this Trust Fund out of which future pensions will be paid. The Fund, which can be used **only** for pension payments, now has assets of more than \$5,000,000.

Since maintenance of the Pension Plan depends on Atlas' continued profitable operations, the Company reserves the right to amend or terminate the Plan should future conditions make this necessary. However, over the 40 years that it has been in effect, the major changes have been to modernize and improve the Plan, which indicates the Company's policy to maintain a sound and progressive Pension Plan as a basic part of its employee benefits program.

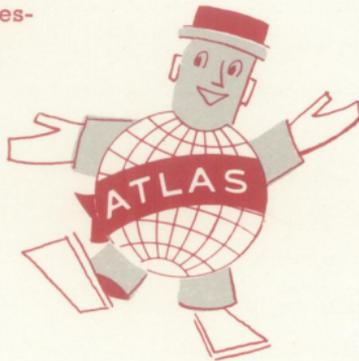


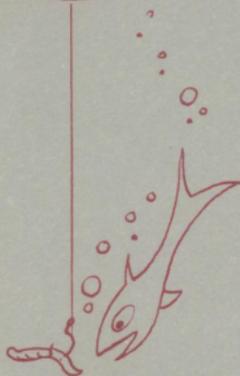
## can an individual pension be suspended or ended?

Pension payments can be suspended if, after due notice to the retired employee, he continues in any business activity which competes with Atlas. After suspension for this reason for a period of two years, the pension may be terminated.

## who supervises the pension plan?

The Plan is administered by a Pension Committee appointed by the Atlas Board of Directors. This Committee interprets provisions of the Plan, decides all questions of eligibility, grants all pensions, and directs the Pension Fund Trustee to make payments.





**ATLAS POWDER COMPANY** WILMINGTON  
DELAWARE