

Type of Plan	Defined Benefit	
Employer's Contribution	100%	
Employee's Contribution	0%	
Salary for calculation of End of Service (GS)	Salary for End of Service Valuation (as provided by the company)	
End of Service – (SER)	Complete years of Continuous Service with part thereof to the nearest day	
Benefits on Normal Retirement	<u>Service</u> Up to 5 years	<u>Benefits</u> $15/30 * SER * GS$
	Above 5 years	$(15/30 * 5 + 30/30 * (SER - 5)) * GS$
Benefit on early exit due to early retirement/withdrawal/resignation	<u>Service</u> Between 2 – 5 years	<u>Benefits</u> $(1/3) * (15/30 * SER * GS)$
	Between 5 – 10 years	$(2/3) * (15/30 * 5 + 30/30 * (SER-5)) * GS$
	Above 10 years	$(3/3) * (15/30 * 5 + 30/30 * (SER-5)) * GS$
Benefit on death in service	<u>Service</u> Up to 5 years	<u>Benefits</u> $15/30 * SER * GS$
	Above 5 years	$(15/30 * 5 + 30/30 * (SER - 5)) * GS$
Normal Retirement Age (in Years)	60 Years (One Year is added to the Current Age and considered as Retirement Age where the Current Age is greater than or equal to the Normal Retirement Age)	
Vesting Period	2 Years in case of Resignation	
Prescribed Ceiling on End of Service	No Limit	