

Total Rewards. Totally You.

As you near retirement, we want to congratulate you on a successful career and thank you for your contributions to Corning's success.

This guide shows you the steps you need to take to initiate your Corning Pension Plan benefit and enroll in a Corning Retiree Medical Plan.

Quick Overview: Important Milestones Leading up to Retirement

You can begin the retirement process as early as 90 days from your planned retirement date. By starting early, you can ensure that your pension payments and retiree medical elections are in place before you separate service from Corning.

When do I become a “Corning Retiree”?

You are considered a Corning Retiree if you are age 55 or older with at least five years of service when you leave Corning.

Generally, Corning's retiree benefits begin on the first day of the month following your separation date (your last day of employment with Corning). Your active employee benefits end at the end of the month of your separation date. For example: if your separation date is Dec. 15, active medical coverage will remain in effect through Dec. 31 and your retiree medical coverage becomes effective on Jan. 1, assuming you enroll on a timely basis.

Ayco financial coaches put YOU first

Schedule a call with an Ayco financial coach. Your coach will:

- Get to know your overall financial picture
- Listen to your retirement goals
- Help you move confidently into retirement

Call **+1 888-741-7766**, 9 a.m. to 5 p.m. ET, Monday through Friday. Evening appointments are available until 8 p.m. ET.

However, there is always a time lag between when your status changes from “Active” to “Retired” in True Blue, and when our benefit plan administrators receive the new change in status. This time lag results in two situations that you need to be aware of:

- ① **Your first pension benefit payment will be delayed by one month** — Using the example on the left, you will receive your first pension payment on Feb. 1, retroactive to Jan. 1. So, the first pension check you receive will be for two months. You will need to plan for this delay in your monthly cash flow.
- ② **Your retiree medical ID card(s) from UnitedHealthcare will be delayed by at least two weeks** — As long as you enroll in retiree medical on time (see page 3), your coverage will be retroactive to your retirement date. However, if you need to seek medical care before you receive your new medical ID card, you may have to pay the provider up front and file claims for reimbursement. You may want to schedule routine care and prescription renewals prior to your retirement or the month after retirement. In the event you need to schedule care prior to receiving your medical ID cards, please call the Corning Benefits Network for help.

If any statement in this brochure or any other communication conflicts with applicable plan documents, the plan documents will govern. Corning Incorporated retains the right to amend or terminate benefit plans for active or former employees or their beneficiaries at any time, for any reason. Participation in these plans is not an offer or guarantee of employment or an employment contract.

AT-A-GLANCE

90 days before

60 days before

30 days before

90 DAYS BEFORE

90 Days Before Retirement



Engage with a Retirement Counselor

Call the Corning Benefits Network (**+1 800-858-3875**) and ask to be connected with the Retirement Counseling Team. You will be assigned a Retirement Counselor who will work with you throughout the retirement initiation process to answer questions and help you in completing paperwork, etc.



Notify Corning

Inform both your supervisor and HR manager of your intent to retire and planned retirement date. Be sure to keep them informed if anything changes regarding your retirement start date.



Request a Retirement Kit (Pension benefits only)

You can submit your Pension Plan request online or by calling the Corning Benefits Network.



Begin the Retiree Medical Election Process

If you or your spouse/domestic partner are under age 65

- You may enroll in either the Corning Retiree Consumer Health Plan or the Corning Retiree PPO plan. Elections can be made online or by speaking with a Benefit Services Representative at the Corning Benefits Network. See page 8 for instructions on making your election online or call **+1 800-858-3875**.

If you or your spouse/domestic partner are age 65 or older

- You will make your Medicare elections through UnitedHealthcare Medicare Solutions, not on the Employee Self-Service website.
- Before contacting UnitedHealthcare Medicare Solutions to learn about your options, you must first enroll in Medicare Part A and Part B and you must provide proof that you had health plan coverage within the last eight months in order to enroll for Medicare Part B.
- Download Medicare Form CMS-L564 – Request for Employment Information from the Medicare website <https://www.cms.gov/Medicare/CMS-Forms/CMS-Forms-Items/CMS009718> to document your active medical coverage when

applying for Medicare Part A and Part B. Complete Section A and submit the form to the Corning Benefits Network for them to complete Section B.

- Bring the completed CMS-L564 Form with you to your local Social Security office to enroll in Medicare Part A and Medicare Part B. Enrolling for Medicare at your local Social Security office is faster than applying online, however you can also complete this process by going to www.ssa.gov/benefits/medicare. To find a Social Security office near you, go to <https://secure.ssa.gov/ICON> or call **+1 800-772-1213** (TTY/TDD users: **+1 800-325-0778**).

You and your spouse/domestic partner have a one-time opportunity to select one of the Medicare plans available through UnitedHealthcare Medicare Solutions. If you do not enroll during your one-time opportunity, you, your spouse/domestic partner, and any dependent(s) will become ineligible for Corning retiree medical coverage, regardless of their age. You will also lose RRA eligibility.

60 Days Before Retirement



Pension

Sign and return your completed Retirement Kit to the Corning Benefits Network.



Retiree Medical

Complete the election process. You must have these elections completed within 30 days of your separation date in order for your retiree medical coverage to be effective on your retirement date. If you enroll within 31 days after your retirement date, your coverage will be retroactive to your official retirement date. Otherwise, you may not re-enroll until the next annual enrollment period unless you experience a qualifying status change.

You are eligible to continue medical, vision, and/or dental coverage under COBRA for up to 18 months provided you pay the full cost of coverage, which includes Corning's full cost for providing you coverage, plus an additional 2% to cover the cost of administrative services. You can obtain the current year COBRA costs by calling the Corning Benefits Network and speaking with a Benefit Services Representative.



Investment Plan

Schedule a call with an Empower retirement consultant to make decisions on how and when you want to begin receiving distributions from your Investment Plan account. This step is optional and does not have to be completed prior to retirement. Call **+1 800-858-3875, option 2** to contact Empower.

30 Days Before Retirement



Meet with your Retirement Counselor at the Corning Benefits Network

This is important to make sure all your retirement paperwork or online elections have been received and your elections are in process. You will also receive a confirmation of your elections.



Consider whether to convert your Basic Life Insurance benefit to an individual life insurance policy

MetLife will send you a Group Life Conversion Notice and Packet once they receive notice of your eligibility status change. The packet will outline instructions on what you need to do if you are interested in converting your policy to an individual policy. You will have 30 days from the date of the notice to complete the information and return it to MetLife.



Make sure that your home mailing address and email address are updated

Refer to the information on the right for changing your home mailing address and phone number. However, you should update your preferred email address on the Employee Self-Service website or by calling the Corning Benefits Network.



Consider your dental options

MetLife TakeAlong Dental is an individual dental insurance policy available directly through MetLife. Visit www.metlifetakealongdental.com or call **+1 844-263-8336** to learn the cost of coverage in your area, enroll, and find MetLife dentists.

It's important to keep your telephone and address information up to date with the Corning Benefits Network so we can continue to send you important benefits information. To change your mailing address or telephone number:

- If you're within one year of your retirement date: contact Payroll Services at **+1 607-248-1200** or payrolladm@corning.com.
- If it's been more than one year since your retirement date: log on to <http://mytotalrewards.corning.com> or call the Corning Benefits Network to speak with a Benefit Services Representative.

Paying for Retiree Medical Expenses

Paying for Retiree Medical Premiums – Under Age 65

Retiree medical premiums can be deducted from your Corning pension payment each month. However, if your premium contribution is larger than 70% of your pension payment or if you do not receive a pension payment, you are billed directly each month. If you are billed directly and do not make timely payments to the Corning Benefits Network, your coverage will be discontinued, and you may not re-enroll until the next annual enrollment period unless you experience a qualifying status change.

You can avoid the risk of missing a monthly payment by having your premium contributions debited directly from your bank account. The Corning Benefits Network can help you set up both trust deductions and direct-debit payments. If you would like to set up trust deductions to pay for your medical plan, please contact the Corning Benefits Network. Otherwise, the default payment method is through direct billing.

Paying for Retiree Medical Premiums — Over Age 65

Because these plans are UnitedHealthcare's plans and not Corning's, you are not eligible to have premium contributions deducted from your monthly pension payments or receive invoices from the Corning Benefits Network. If eligible, your premium contributions will be paid from your Retiree Reimbursement Account (RRA), (see below) initially, until your RRA is fully spent. Then, UnitedHealthcare will invoice you directly each month.

If you were hired or rehired after Jan. 1, 2007, or if you were employed at certain acquired companies or subsidiaries, you pay 100% of the cost of your Corning Retiree Medical coverage.

Retiree Reimbursement Account for Medicare-eligible Retirees (if you were hired or rehired before Jan. 1, 2007)

Corning's contribution toward your retiree medical coverage will be made in the form of a \$1,350 annual contribution to a Retiree Reimbursement Account (RRA) that will be administered by UnitedHealthcare. Separate RRAs will be established for you and your spouse/domestic partner if they also enroll in a UnitedHealthcare AARP® Medicare Advantage or Medicare Supplement plan.

An RRA is a special type of health reimbursement arrangement designed exclusively for use during your retirement. You can use your RRA to reimburse yourself for various out-of-pocket health care expenses. Some examples of eligible expenses include:

- Medicare Part B premiums
- UnitedHealthcare medical and prescription drug premiums
- Copays, deductibles, and coinsurance

UnitedHealthcare will process your reimbursements and answer any questions once the account is established. You will receive an RRA Welcome Kit after you enroll in one of the plans offered through UnitedHealthcare Medicare Solutions.

You will pay the full premiums directly to UnitedHealthcare and be reimbursed from your RRA. You can pay by check or set up automatic payments from your bank account. After you pay, you may submit a claim for reimbursement from your RRA to UnitedHealthcare. Money from your RRA will be sent in a check or deposited directly into your bank account. You will be able to set up this arrangement once a year and be reimbursed automatically each month.



Ready to go?

Follow these steps
to retirement

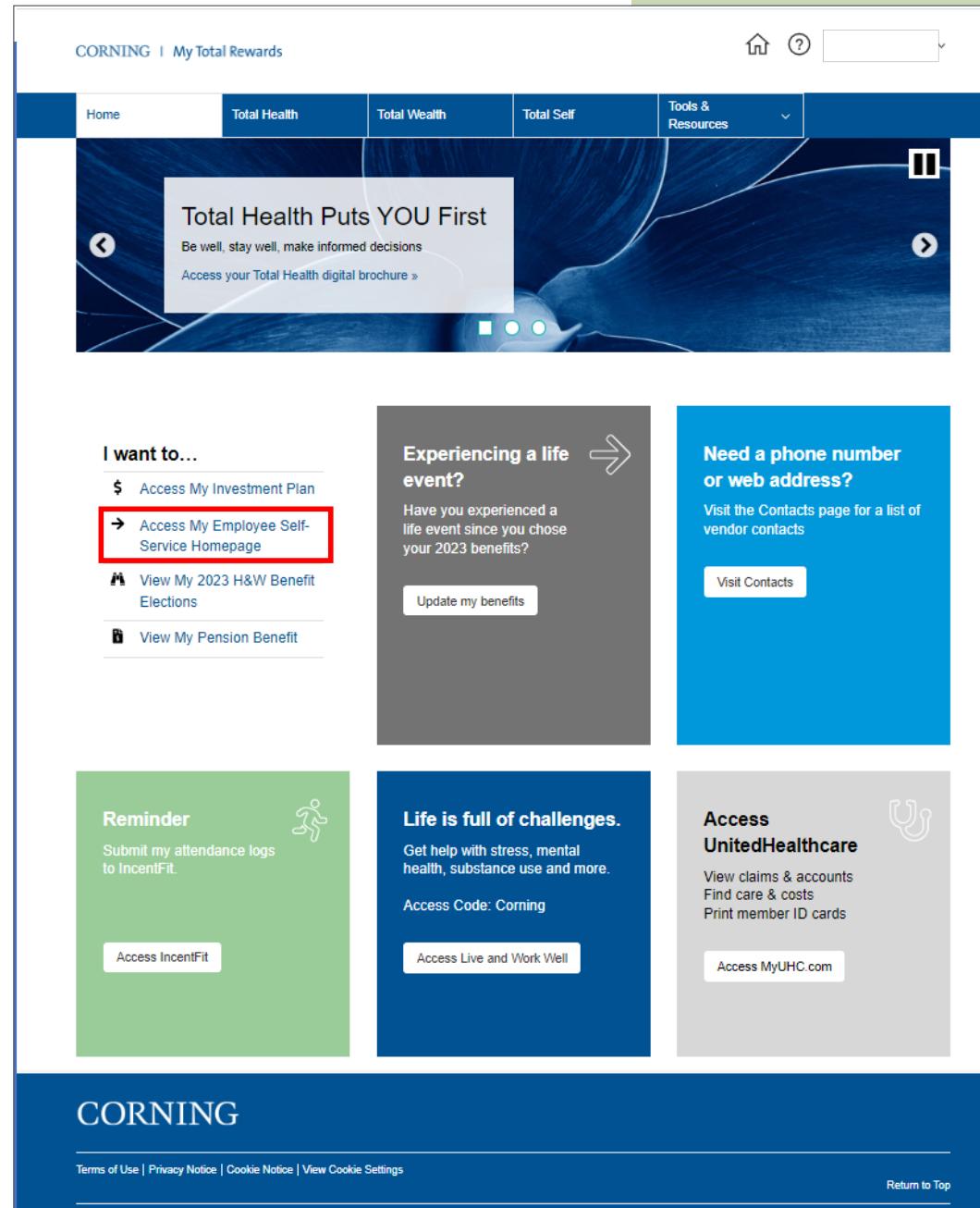
Start by accessing My Total Rewards

To initiate the retirement process for your retiree medical and pension benefits, you'll need to access the Employee Self-Service (ESS) website from My Total Rewards:

Go to True Blue at <http://trueblue.corning.com> and click on the My Total Rewards tile, or log on directly at <http://mytotalrewards.corning.com>.

Click 'Access My Employee Self-Service Homepage' to navigate to the ESS website.

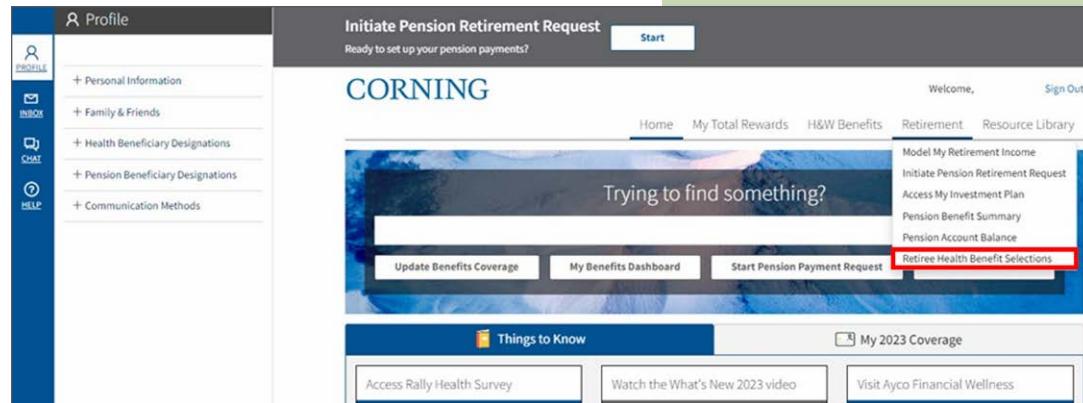
Once you have retired, you may access My Total Rewards directly at <http://mytotalrewards.corning.com>. You will need to establish a username and password the first time you access this website by logging on directly.



Retiree Medical Election Process

To make your Retiree Medical elections, follow the steps below.

Under the ‘Retirement’ tab, click ‘Retiree Health Benefit Selections’ to begin the selection process.

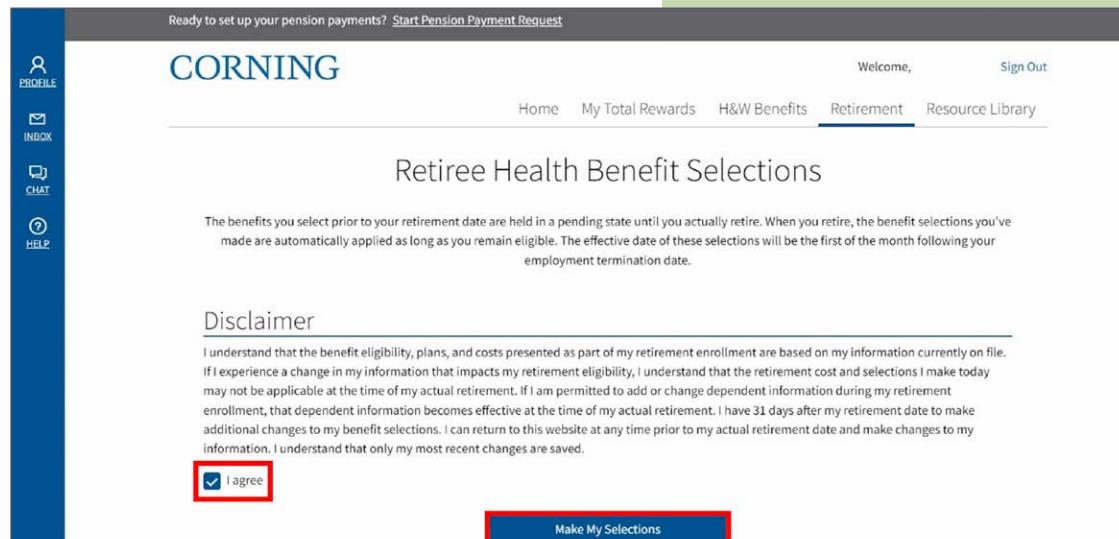


Next, input the date that you intend to retire. The date you choose cannot be more than 90 days in the future, and must be on the first day of the month. Once you've input your retirement date, click ‘Next’.



Retiree Medical Election Process

Read the disclaimer and, if you agree with the statement, click 'I agree'. Then, click 'Make My Selections'.



If You or Your Spouse/Domestic Partner are Age 65 or Older...

You will make your Medicare elections through UnitedHealthcare Medicare Solutions, not on the Employee Self-Service website. The Corning Benefits Network will advise UnitedHealthcare of your intended retirement date approximately one week after you have agreed to this disclaimer.

Once UnitedHealthcare Medicare Solutions has received this information, they will be able to discuss your Medicare options and whether you are eligible for the Corning Retiree Reimbursement Account (RRA).

Contact UnitedHealthcare to find out about your Medicare plan options: **+1 866-658-9432, TTY 711**, 8 a.m. to 8 p.m. local time, 7 days a week. You can also view the plans available where you live at <https://www.myuhcplans.com/corning>.

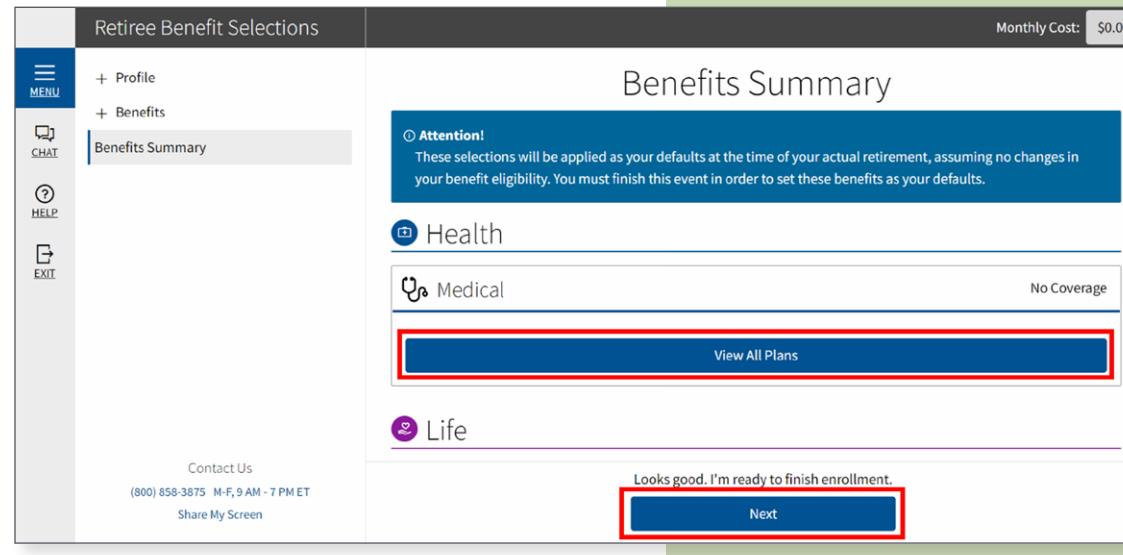
Retiree Medical Election Process

Pre-65 Coverage Options

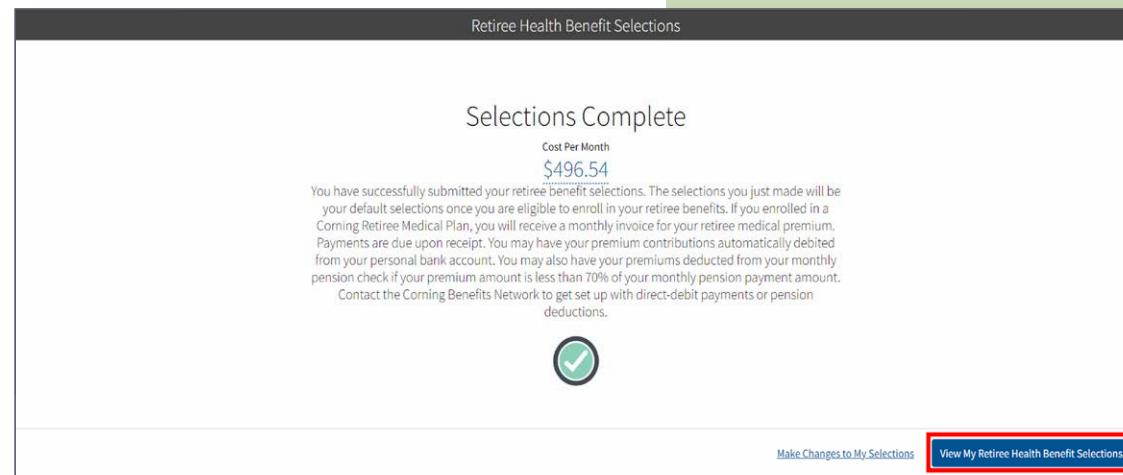
You will be taken to the Retiree Benefit Selections page, where you can choose your plan option for yourself and your under age 65 covered dependents.

On this page, you can view your options by clicking 'View All Plans'. Once you choose your plan option, click 'Next'.

Next, you'll find the Selections Complete page, which includes a Cost Per Month estimate for the plan you chose, as well as an explanation for how you'll pay for your Corning retiree medical coverages. If you would like to rethink your choices, click 'Make Changes to My Selections'. If not, click 'View My Retiree Health Benefit Selections', which will take you to the My Health & Welfare Benefits Dashboard.



The screenshot shows the 'Retiree Benefit Selections' page. On the left, a vertical menu includes 'MENU', 'CHAT', 'HELP', and 'EXIT'. The main content area has a header 'Retiree Benefit Selections' and a sub-header 'Benefits Summary'. A sidebar on the right shows 'Monthly Cost: \$0.00'. The 'Benefits Summary' section contains an 'Attention!' box with a note about default selections. Below it, the 'Health' section shows 'Medical' with 'No Coverage' and a 'View All Plans' button highlighted with a red box. The 'Life' section shows a 'Looks good. I'm ready to finish enrollment.' message with a 'Next' button highlighted with a red box. At the bottom left, there are 'Contact Us' and 'Share My Screen' links.

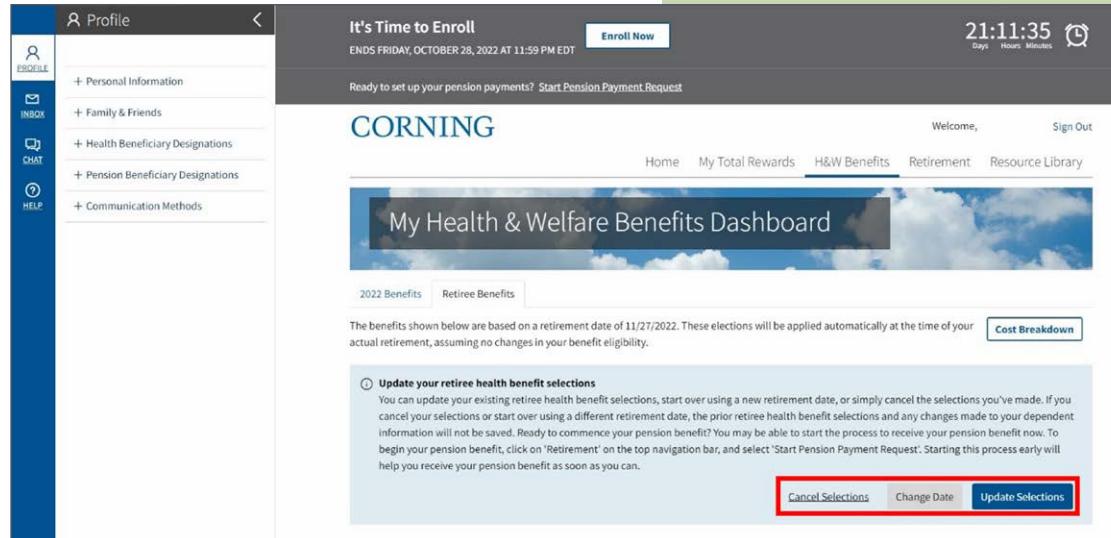


The screenshot shows the 'Retiree Health Benefit Selections' page with a 'Selections Complete' header. It displays a 'Cost Per Month' of '\$496.54'. Below this, a message explains that selections are now default and describes the payment process. A large green checkmark icon is in the center. At the bottom, there are 'Make Changes to My Selections' and 'View My Retiree Health Benefit Selections' buttons, with the 'View My Retiree Health Benefit Selections' button highlighted with a red box.

Retiree Medical Election Process

Once you have completed the process, you are still able to update your existing retiree medical selection, start over using a new retirement date, or simply cancel the selection you've made. You'll find each option under the 'H&W Benefits' tab on the My Health & Welfare Benefits Dashboard in the blue call-out box.

If you'd like to make any additional changes after you retire, you will have 31 days to do so.



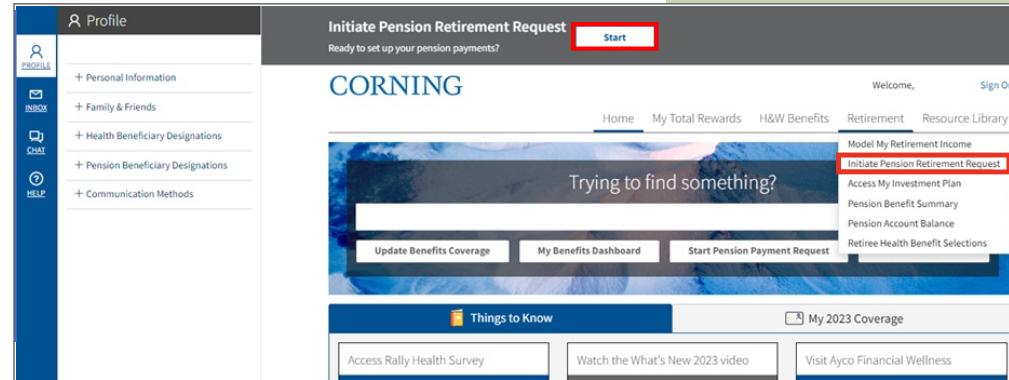
The screenshot shows a web-based dashboard for managing health and welfare benefits. On the left, a vertical sidebar menu includes 'PROFILE' (selected), 'INBOX', 'CHAT', and 'HELP'. The main content area has a header 'It's Time to Enroll' with a deadline 'ENDS FRIDAY, OCTOBER 28, 2022 AT 11:59 PM EDT' and a 'Enroll Now' button. Below this, a sub-header 'CORNING' is displayed. The top navigation bar includes 'Welcome', 'Sign Out', 'Home', 'My Total Rewards', 'H&W Benefits' (selected), 'Retirement', and 'Resource Library'. A large banner at the top says 'My Health & Welfare Benefits Dashboard'. Below the banner, there are tabs for '2022 Benefits' and 'Retiree Benefits'. A callout box highlights the 'Update your retiree health benefit selections' section, which contains text about updating selections, starting over, or canceling them. It includes a 'Cost Breakdown' link and three buttons: 'Cancel Selections' (red box), 'Change Date', and 'Update Selections' (red box).

Pension Payment Process

To initiate Pension Plan payments, follow the process outlined to the right.

Access ESS. If you are not already on the ESS site, please follow the steps under the, **Start by accessing My Total Rewards** (page 8), section of this guide to navigate to the site.

Once on the ESS site, under the **'Retirement'** tab, click **'Initiate Pension Retirement Request'**. You can also click the **'Start'** button at the top of the page.



Pension Payment Process

You'll come to the Initiate My Retirement screen shown on the right. Based on the separation date that you enter, the system will provide you with one or two pension payment start dates, which are the first day of the month within 30-90 days from the day you complete the form. Choose your preferred date, fill out the rest of your retirement information, and then click '**SUBMIT RETIREMENT PROFILE**' at the bottom of the page to advance.

Initiate My Retirement

CORNING | My Total Rewards

Welcome to the Initiate My Retirement online process. To get started with your retirement request, please complete your retirement profile below.

Your Retirement and Benefit Commencement Dates

What is your Separation Date?

When would you like to start receiving your pension?

1/1/2023

Your Beneficiary Selections

Review and/or update your beneficiary selection below.

If you are not married, please check the box to certify that you are single. Otherwise, please click the Add Beneficiary icon to enter your spouse's information.

Please note: If you are married and select anyone other than your spouse as beneficiary, you will need to complete and have notarized a spousal waiver form in order to begin receiving your benefit.

I certify that I am single

Corning Incorporated Pension Plan

Beneficiary:

If you are married and select anyone other than your spouse as beneficiary, you will need to complete and have notarized a spousal waiver form in order to begin receiving your benefit.

Lien Notification

You must disclose if your benefit is subject to a lien. Do you have any of the following liens?

- Qualified Domestic Relations Order(s) (QDRO)
- Pending Domestic Relations Order(s) (DRO)
- Other applicable IRS lien(s)

Yes

No

Your Contact Details

The contact information you provide here enables us to contact you, when necessary, after you work your last day at Corning.

Phone Number:

Email Address:

Cancel this retirement request?

Done filling out your retirement profile information?

Pension Payment Process

Next, you'll find the Pension Payment Options page. Choose your pension form of payment from the available options listed. Use the **Learn more about your payment options** and **Terms to Know** pages to understand each option.

Read the **Statements and Disclosures**, and, if you'd like, download the **Corning Pension Plan Retirement Kit** to guide you through the process. Once you've made your decision, click '**Next**' at the bottom of the page.

Pension Payment Options

The following Pension Payment Process (for illustration only) exemplifies an employee that chooses a lump sum option for their pension payment. Please note that this is not the only option that you have. You also have the opportunity to choose a monthly annuity payment option.

CORNING | My Total Rewards

PENSION PAYMENT OPTIONS

PAYMENT METHOD AND TAXES

REVIEW SELECTIONS

Corning Incorporated Pension Plan

You are eligible to select one option from the choices below. If you are married and elect a form of payment other than the Joint & Survivor Annuity with at least 50% continuing to your Spouse as the Beneficiary after your death, your Spouse will need to provide written, notarized consent.

These payment options are payable starting 2/1/2023.

Payment Option	Payment to You	Payment to Your Beneficiary
<input checked="" type="radio"/> Lump Sum	\$133,116.01	N/A
<input type="radio"/> Single Life Annuity with Full Cash Refund	\$728.18	N/A
<input type="radio"/> 50% Joint & Survivor	\$713.16	\$356.58
<input type="radio"/> 75% Joint & Survivor	\$697.59	\$523.19
<input type="radio"/> 100% Joint & Survivor	\$682.69	\$682.69

[Learn more about your payment options](#)

Your Retirement Kit
Contains additional information that can be used to understand options and benefits.
[Corning Pension Plan Retirement Kit](#)

Statements and Disclosures

Corning Pension Plan
[Descriptions of Payment Options](#)
[Relative Value Notice](#)
[Right To Defefer Notice](#)
[Rollover Options](#)

Terms to Know →

Cancel this retirement request? [CANCEL →](#)

Save and continue later? [CONTINUE LATER →](#)

Next, select payment method and tax withholdings. [NEXT →](#)

Pension Payment Process

On the Payment Method and Taxes page, input your payment delivery method for your pension payment and complete the tax withholding elections prompts. Once finished, click 'Next' to review and confirm your selections.

[< Return to home page](#) Sign Out

Initiate My Retirement

CORNING | My Total Rewards

3 REVIEW SELECTIONS

1 PENSION PAYMENT OPTIONS **2 PAYMENT METHOD AND TAXES** **3 REVIEW SELECTIONS**

[Edit payment option selections](#)

Select your payment delivery method and tax withholding elections.

Payment Method
Select your preferred payment method.

Direct Deposit
 Check

Direct Deposit To:
Account Nickname: bank
Bank Name: bank
Account type: CHECKING
Routing Number: *****0000
Account Number: *****0000
[Edit Bank Account →](#)

Tax Withholding Election
Review and update your federal and state tax elections below.

Federal Taxes

Tax Rule: TAX TABLE
Filing Status: MARRIED
Exemptions: 0

State Taxes

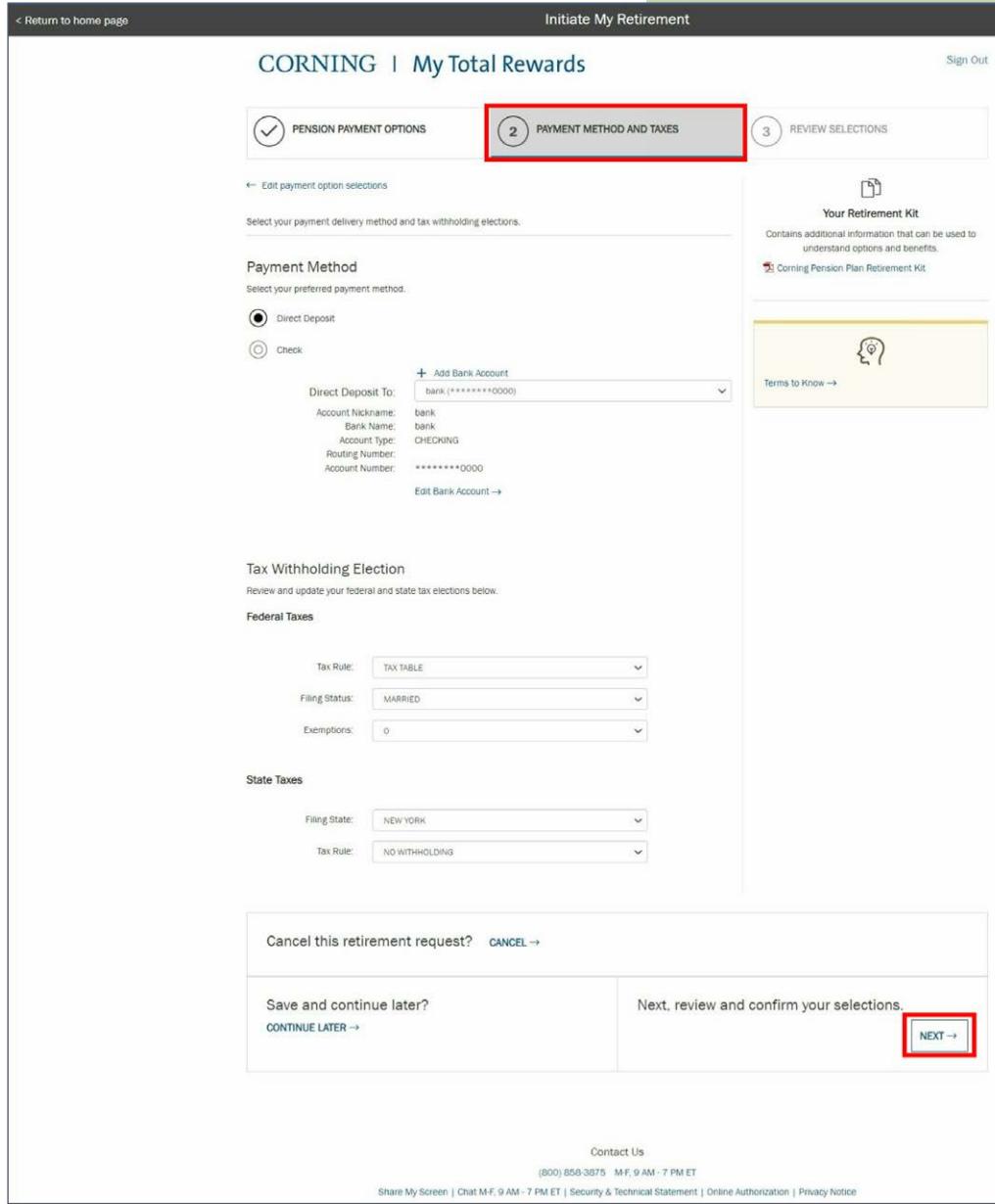
Filing State: NEW YORK
Tax Rule: NO WITHHOLDING

Cancel this retirement request? [CANCEL →](#)

Save and continue later? [CONTINUE LATER →](#)

Next, review and confirm your selections. [NEXT →](#)

Contact Us
(800) 858-3875 - M-F, 9 AM - 7 PM ET
[Share My Screen](#) | [Chat M-F, 9 AM - 7 PM ET](#) | [Security & Technical Statement](#) | [Online Authorization](#) | [Privacy Notice](#)



Pension Payment Process

Next, you'll come to the Review Selections page. Make sure to review and confirm your Pension Benefit Selections in detail. If you'd like to make any changes, click *Edit Payment Options* or *Edit Payment Method and Taxes*. Otherwise, scroll to the bottom of the page and confirm that you've read and understood the Statements and Disclosures provided. Then, finalize your pension benefit selections by clicking '**Submit Request**'.

CORNING | My Total Rewards

[Sign Out](#)

[PENSION PAYMENT OPTIONS](#) [PAYMENT METHOD AND TAXES](#) [3 REVIEW SELECTIONS](#)

Review your selections and submit your retirement request.

Your Retirement Selections

Separation Date: 11/6/2022
Benefit Commencement Date: 2/1/2023

The timing of the delivery of your first payment is dependent on when you return your Online Retirement Confirmation Packet to the Corning Benefits Network. Payments cannot begin until the Corning Benefits Network has received your completed Online Retirement Confirmation Packet and all of your final employment information. When payments begin they will be retroactive to your Benefit Commencement Date. You may also have your premiums deducted from your monthly pension check if your premium amount is less than 70% of your monthly pension payment amount. Contact the Corning Benefits Network to get set up with the direct-debit payments or pension deductions.

Your Pension Benefit Selections

[Edit Payment Options →](#) [Edit Payment Method and Taxes →](#)

QUALIFIED MONTHLY ANNUITY - CORNING PENSION PLAN			
Payment Option	Payment Method	Tax Election	Gross Payment
Single Life Annuity with Full Cash Refund	Check to 123 Clone St. Suite 456 Clone City, NY 14830 USA	Federal Tax: Exemptions 3 Filing Status: MARRIED State Tax: State Tax Rule: NY No Withholding	\$728.18 Effective 2/1/2023
Gross Monthly Payment (Effective 2/1/2023)			\$728.18

Statements and Disclosures Affirmation

You may download and print any of the statements and disclosures you've seen throughout the process.

[Descriptions of Payment Options](#)
[Relative Value Notice](#)
[Right To Defeer Notice](#)
[Rollover Options](#)

[I have read and understood the statements and disclosures presented above.](#)

Cancel this retirement request? [CANCEL →](#)

Save and continue later? [CONTINUE LATER →](#)

Done reviewing your retirement and pension benefit selections? [SUBMIT REQUEST →](#)

Pension Payment Process

Once completed, you'll come to a confirmation page verifying your completion of the online retirement submission process. Save this page for your records. Be sure to read the callout in the yellow box, and then click 'Return to the Home Page'. If you'd like to make changes to your submission, please call the Corning Benefits Network. If you would like to cancel your submission you can do so online or by calling the Corning Benefits Network prior to being paid your pension benefit.

You will receive a paper copy of your Online Retirement Confirmation Packet in the mail 15 days after your confirmation (in addition to standard mailing time). You will need to sign and return the final election form. If you elected a beneficiary other than your spouse, your spouse will need to sign a waiver witnessed and signed by a Notary Public. Payments cannot begin until your completed Online Retirement Confirmation Packet and all of your final employment information is received by the Corning Benefits Network.

< Return to home page

Initiate My Retirement

CORNING | My Total Rewards

PRINT FOR YOUR RECORDS

Confirmation – Thank you for your submission! You have completed the online retirement submission process.

We will review your retirement request and calculation details. Retirement paperwork will be sent to you in the next 15 business days for you to review, sign, and return.

Please note this process is only for initiating your pension benefit; there is a separate process to start retiree health benefits. If you're eligible, See the Retiree Health Benefit Selections page on this website for further information and instructions.

Separation Date: 12/25/2022

Benefit Commencement Date: 1/1/2023

The timing of the delivery of your first payment is dependent on when you return your Online Retirement Confirmation Packet to the Corning Benefits Network. Payments cannot begin until the Corning Benefits Network has received your completed Online Retirement Confirmation Packet and all of your final employment information. When payments begin they will be retroactive to your Benefit Commencement Date. You may also have your premiums deducted from your monthly pension check if your premium amount is less than 70% of your monthly pension payment amount. Contact the Corning Benefits Network to get set up with the direct-debit payments or pension deductions.

QUALIFIED MONTHLY ANNUITY - CORNING PENSION PLAN

Payment Option:	Single Life Annuity with 6-year Certain Period \$1,351.35 monthly payment effective on 1/1/2023 followed by \$1,351.35 monthly payment effective on 1/1/2029
Payment Method:	Direct Deposit to bank (*****0000)
Federal - Filing Status	MARRIED
Exemptions	0
State - State	NY
Tax Rule	No Withholding

Communication regarding your retirement will be sent to your preferred address.

Your preferred email address is:
000015884@bc4cloneprocess.com

Edit Communication Preferences →

Retirement paperwork will be sent to you in the next 15 business days for you to review, sign, and return. Your pension payment(s) will not begin until your retirement forms have been fully completed and returned.

Cancel this retirement request? [CANCEL →](#)

Finished with this request? [RETURN TO THE HOME PAGE →](#)

Contact Us
(800) 858-3875 M-F, 9 AM - 7 PM ET

Share My Screen | Chat M-F, 9 AM - 7 PM ET | Security & Technical Statement | Online Authorization | Privacy Notice

Total Rewards After Retirement: Salaried and Union-free Hourly Employees

The following information applies to salaried and union-free hourly employees who retire from Corning at age 55 or older with five or more years of service. Different rules apply if you leave Corning and are under age 55 or have fewer than five years of service. "Retirement Date" for benefits purposes is always the first day of the month following your last day of employment with Corning "Separation Date".

Medical, Dental, and Vision Benefits:

If elected, your medical, dental, and vision, coverages end at retirement. You may continue coverage through COBRA for up to 18 months after retirement or you may enroll in the Corning retiree medical plan.

Retiree Medical – You are eligible for coverage under the Corning retiree medical plan if you retire from Corning at age 55 or older with five or more years of service. You must complete the retiree medical election process within 30 days of your separation date in order for your coverage to be effective on your retirement date. Refer to the *Retirement How-To Guide* for details.

If you (or your covered spouse/domestic partner) are already age 65 or older, or when you (or your covered spouse/domestic partner) reach age 65, you will have a **one-time opportunity** to select an individual medical plan with UnitedHealthcare® Medicare Solutions. Refer to the *Retirement How-To Guide* for details.

COBRA – You are eligible to continue medical, dental, and vision benefits under COBRA for up to 18 months, provided you pay the full cost of coverage, which includes Corning's full cost for providing your coverage, plus an additional 2% of that amount to cover the cost of administrative services. If Corning's cost for providing coverage changes, your cost will also change.

You will receive a letter from Corning's COBRA administrator approximately 14 days following your Separation Date explaining the COBRA options available to you. If elected, the COBRA administrator will send payment instructions and other important information to your home address.

Employee Assistance Program (EAP):

Corning will extend Corning EAP coverage for 36 months following your Retirement Date.

Basic Life Insurance Benefits:

Your Basic Life Insurance coverage ends at retirement. You may convert your Basic Life Insurance coverage to an individual policy (less the amount of any Retiree Life Insurance). MetLife will send you a Group Life Conversion Notice and Packet once they receive notice of your eligibility status change. The packet will outline instructions on what you need to do if you are interested in converting your policy to an individual policy. Refer to the *Retirement How-To Guide* for details.

Retiree Life Insurance – Your coverage under the Corning Retiree Life Insurance Plan begins the first of the month following your Separation Date.

Voluntary Accidental Death & Dismemberment (AD&D) Insurance Benefits:

If elected, Voluntary AD&D Insurance coverage ends at retirement. This coverage is not convertible to an individual policy.

If any statements in this document or any other communication conflict with applicable plan documents, the plan documents will govern. Coming Incorporated retains the right to amend or terminate benefit plans for active or former employees at any time, for any reason.

Total Rewards After Retirement: Salaried and Union-free Hourly Employees

Group Universal Life Insurance:

If elected, you may continue your Group Universal Life coverage by paying premiums directly to MetLife or you may have them deducted from your optional cash fund (if previously elected). MetLife will send you an Options Letter within 10 business days from the date it receives your retirement status change from the Corning Benefits Network. You may also contact MetLife directly to discuss your options at +1 800-GET-MET8.

Critical Illness Insurance:

If elected, Critical Illness Benefit coverage ends at retirement. You may transition to an individual policy by paying premiums directly to MetLife. MetLife will send you a Continuation of Coverage packet. Once you have received this packet, you may contact MetLife at +1 866-626-3705 to transition your policy and discuss your direct payment options. If you want to transition to an individual policy, you must sign and return the Continuation of Coverage Packet or contact MetLife within 31 calendar days from the date MetLife sends it to you.

Accident Insurance:

If elected, Accident Insurance Benefit coverage ends at retirement. You may transition to an individual policy by paying premiums directly to MetLife. MetLife will send you a Continuation of Coverage Packet. Once have received your packet, you may contact MetLife at +1 866-626-3705 to transition your policy and discuss your direct payment options. If you want to transition to an individual policy, you must sign and return the Continuation of Coverage Packet or contact MetLife within 31 calendar days from the date of the notice MetLife sends you.

Health Care Flexible Spending Account (FSA):

If elected, your Health Care FSA contributions stop at retirement. Health care costs incurred after your Retirement Date will not be eligible for reimbursement unless you continue your Health Care FSA coverage under COBRA. You may submit claims for reimbursement for eligible expenses incurred prior to your Retirement Date. The deadline for claims submissions is March 31 of the year following the year in which the expenses were properly incurred. You are able to use the full goal amount of your Health Care FSA prior to your Separation Date. Any remaining FSA account balance will be forfeited.

COBRA – You may continue making contributions to a Health Care FSA through the end of the current tax year via COBRA. If elected, your FSA contributions will be made on an after-tax basis, plus a 2% administration fee. A letter will be sent to you by Corning's COBRA administrator approximately 14 days after your Separation Date, explaining the COBRA options available to you. If elected, Corning's COBRA administrator will send payment coupons, along with payment instructions and other important information, to your home address.

Dependent Care Flexible Spending Account (FSA):

If elected, your Dependent Care FSA contributions end on your Separation Date. Dependent care costs incurred after your Retirement Date will not be eligible for reimbursement. However, you may continue to submit claims for reimbursement for eligible expenses that were incurred up to your Retirement Date through March 31 of the year following the year in which the expenses were properly incurred. Any remaining account balance will be forfeited. The Dependent Care FSA is not eligible for continuation through COBRA.

Health Savings Account (HSA):

If elected, your Health Savings Account is your personal bank account, and you may continue to access it at www.optumbank.com. Your HSA account balance may be carried forward year after year and used for any future eligible expenses, regardless of when they are incurred.

If any statements in this document or any other communication conflict with applicable plan documents, the plan documents will govern. Coming Incorporated retains the right to amend or terminate benefit plans for active or former employees at any time, for any reason.

Total Rewards After Retirement: Salaried and Union-free Hourly Employees

Corning Incorporated Investment Plan:

You will not be eligible to make contributions to the Investment Plan after you receive your final paycheck. You will become eligible for a distribution of your entire vested account balance no earlier than 30 days after your Separation Date.

If your total vested account balance is \$5,000 or less, the Investment Plan administrator (Empower) will establish an Individual Retirement Account (IRA) in your name and rollover your entire account balance approximately 90 days after your Separation Date.

If your total vested account balance is greater than \$5,000, you may continue to maintain your account in the Investment Plan; however, you generally must begin receiving minimum annual distributions once you reach age 72. You are eligible for distribution options, including installment distributions and partial withdrawals.

If you have an outstanding loan balance: If you do not fully repay your loan or arrange with Empower to make monthly loan repayments, your outstanding loan balance will be treated as a distribution and will be subject to the same income taxes and tax penalties as other distributions and withdrawals from the Investment Plan. If you have an outstanding loan and elect a distribution, your account balance and the amount of your outstanding loan balance will be taxed accordingly.

In general, you may request a distribution of your entire account balance at any time 30 days following your Separation Date. Distributions will be subject to applicable taxes and, possibly, tax penalties. Please refer to the *Notice of Special Tax Rules on Distributions* on the Empower website under *Plan Information >> Plan Forms*. Please speak with a Benefit Services Representative at Empower to discuss your distribution and loan repayment options at +1 800-858-3875, option 2.

Corning Incorporated Supplemental Investment Plan (SIP) (if eligible):

If you are a SIP participant, you will not be eligible to make contributions to the SIP after you receive your final paycheck. Your account will be paid in the form (either lump sum or up to five annual installments) that you elected upon entry to the plan. Retirement distributions under the SIP are made on an annual basis and generally begin within 60 days after the sixth month anniversary of your Separation Date. If no valid election is on file, your entire account balance will be paid in a lump sum amount.

Corning Incorporated Pension Plan:

You will stop accruing benefits under the Corning Incorporated Pension Plan (Pension Plan) after your Retirement Date. To request a Retirement Package, contact the Corning Benefits Network 60-90 days prior to your intended payment start date.

Cash Balance Pension Plan Participants – Your total account balance under the Cash Balance provision of the Pension Plan may be distributed after your Separation Date as a single lump sum or in the form of an annuity.

Career Average Plan Participants – You will be eligible for retiree distribution options under the Career Average provision upon retirement.

For information on taxation of distributions from the Pension Plan, please refer to the *Your Rollover Options* notice available in the Resource Library on My Total Rewards or by calling the Corning Benefits Network at +1 800-858-3875.

Total Rewards After Retirement: Salaried and Union-free Hourly Employees

Ayco Financial Planning Services:

Corning continues your eligibility for Ayco Financial Planning Services for six months following your Retirement Date.

Disability Benefits (if eligible):

Short-term Disability and Basic and Optional Long-term Disability coverage end at retirement. When your coverage ends, you may not convert it to an individual policy. Please note that different provisions may apply if you are currently disabled and receiving disability benefits.

Group Legal Services:

If elected, your Group Legal Services coverage ends at retirement. To continue coverage, you should contact MetLife Legal directly. MetLife Legal will direct bill you in a lump sum amount for the entire period of portability (currently 12 months). For more information, call MetLife Legal's Client Service Center at +1 800-821-6400 within 30 days of your Retirement Date.

Corning Fitness Program:

Your IncentFit account will be deactivated at retirement. You must submit all required documentation to IncentFit before your Separation Date at Corning. If you are unable to submit required documentation before your Separation Date, you may email the required documentation to the IncentFit support team at Support@IncentFit.com with "ATTN: Corning Client Manager" included in the subject line.

Recognizing Excellence Awards:

If you have Recognizing Excellence awards that you have not yet redeemed from the Workhuman website before your last day of work, you will need to call the Workhuman customer service center at +1 844-732-5501 to redeem your award.

GoalSharing and PIP (if eligible) Bonuses:

You will receive your GoalSharing and PIP (if eligible) bonuses prorated for the time worked during the GoalSharing and PIP plan year. Corning Payroll will mail a check to your home address on record in True Blue. GoalSharing payments are made in late February and PIP payments are made in early March.

Equity Awards:

If you have any outstanding equity awards such as stock options or restricted stock awards/units (RSAs/RSUs), please refer to the Terms and Conditions that apply to these grants to ensure you understand the unique terms that apply to your award(s) at retirement. You can access the Terms and Conditions for each award within your UBS One Source account at www.ubs.com/onesource/GLW.

Total Rewards After Retirement: Salaried and Union-free Hourly Employees**Important Contact Information:****Corning Benefits Network**

(Willis Towers Watson and Empower)

+1 800-858-3875

+1 678-981-2762 outside the U.S.

HSA Administrator

(Optum Financial)

+1 866-234-8913

www.optumbank.com**My Total Rewards**<http://mytotalrewards.corning.com>**Group Universal Life, Life Insurance, Critical Illness and Group Accident Benefits**

(MetLife)

+1 800-GET-MET8

UnitedHealthcare

+1 877-644-4334

www.myuhc.com**COBRA Administrator**

(Willis Towers Watson)

+1 877-292-6272

+1 858-314-5108 outside the U.S.

Corning Payroll Services

+1 607-248-1200

payrolladm@corning.com**Corning Fitness Program**

(IncentFit)

support@incentfit.com

(Attn: Corning Client Manager)

Employee Assistance Program (EAP)

(Optum)

+1 877-683-8546

www.liveandworkwell.com**Group Legal Services Administrator**

(MetLife Legal Plans)

+1 800-821-6400

www.legalplans.com**Recognizing Excellence**

(Workhuman)

+1 844-732-5501

Financial Planning Services

(Ayco Personal Financial Management)

+1 888-741-7766

<http://www.ayco.com/login/corning>