

## **Important Retirement Information**

**As of January 1, 2024**

**Getting ready to retire?** This document provides a high-level overview of your benefits to help you **learn, plan** and **take action** in accordance with your plans/goals. Please read this information carefully to help you navigate the retirement process. This is not intended to be a full description of the plans. For further detailed information, you will need to read the Benefits Handbook. The Benefits Handbook is available online. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) and click **Pay & Benefits**, then **Benefits Handbook** under Helpful links. If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and click **Benefits Handbook**.

This document is not intended to provide any personal financial/tax advice to any employee, terminated participant or beneficiary. This document may describe plans and/or programs that do not apply to you.

Note: The US Retirement Program\* provides income for your retirement provided you participated in the program before January 1, 2017 and meet its vesting requirements before your final termination with the Company. The Company discontinued benefit accruals under the program effective December 31, 2016. Benefits may be payable from three sources: (i) the Marsh & McLennan Companies Retirement Plan and for certain highly compensated employees, (ii) the Benefit Equalization Plan and (iii) the Supplemental Retirement Plan.

# Table of Contents

<b>GENERAL.....</b>	<b>3</b>
<b>GENERAL - PAYROLL .....</b>	<b>4</b>
<b>PRE-65 RETIREE MEDICAL COVERAGE.....</b>	<b>4</b>
TRANSFERS/STATUS CHANGES/REHIRE.....	7
PRE-65 RETIREE MEDICAL PLAN OPTIONS.....	7
HOW TO INITIATE OR DEFER PRE-65 RETIREE MEDICAL COVERAGE .....	8
PRE-65 RETIREE MEDICAL PLAN COSTS.....	8
COBRA COVERAGE .....	10
TERMINATING PRE-65 RETIREE MEDICAL COVERAGE .....	10
PRE-65 RETIREE MEDICAL PLAN DESIGN CHANGES.....	10
<b>US RETIREMENT PROGRAM.....</b>	<b>11</b>
<b>MARSH &amp; McLENNAN COMPANIES 401(K) SAVINGS &amp; INVESTMENT PLAN .....</b>	<b>13</b>
<b>SUPPLEMENTAL SAVINGS &amp; INVESTMENT PLAN .....</b>	<b>14</b>
<b>CASH BONUS AWARD VOLUNTARY DEFERRAL PLAN.....</b>	<b>16</b>
<b>LONG-TERM INCENTIVE AND/OR MANDATORY BONUS DEFERRAL AWARDS (LTI/MBD AWARDS).....</b>	<b>16</b>

## General

### **After I retire, will I continue to have access to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>)?**

---

No, once you retire you will have access to <https://careers.marshmcclennan.com/global/en/us-benefits>.

Access to <https://careers.marshmcclennan.com/global/en/us-benefits> provides you with access to:

- health and insurance forms
- Transamerica
- Mercer Marketplace Benefits Enrollment Website and
- the Benefits Handbook.

As of your last day of active employment, you will no longer be able to go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) to access personalized information. The personalized site information you will not have access to includes:

- Employee Self Service,
- links (i.e., Fidelity NetBenefits®),
- and certain external sites.

Both active and terminated employees granted Long-Term Incentive and/or Mandatory Bonus Deferral awards can access their award information via the Fidelity Stock Plan Services NetBenefits website [www.NetBenefits.com](http://www.NetBenefits.com).

### **To whom do I return Company property (all property that is owned, leased, rented or has been otherwise paid for or furnished by the Company)?**

---

Return your IT equipment to your Manager or Department Administrator so they can return it to the appropriate party. IT receives all IT equipment; building ID badges go to Security or Facilities, depending on your location.

### **What should I do with my corporate credit card?**

---

You should destroy your corporate credit card(s) upon leaving the company.

### **After I retire, where can I find vendor contact information?**

---

Vendor contact information can be found in the Benefits Handbook on <https://careers.marshmcclennan.com/global/en/us-benefits>.

### **How do I file my final Travel & Expense Report if I no longer have access to the internal system?**

---

Contact Finance at [iExpenses.Support.Nor.Am@mmc.com](mailto:iExpenses.Support.Nor.Am@mmc.com) for assistance.

## General – Payroll

### **Upon termination of employment, is my final paycheck direct deposited or is a Marsh McLennan check issued?**

---

Your final check will be delivered according to your current payroll set up (check or direct deposit).

### **After I retire, when will I receive payment for my unused, accrued vacation?**

---

If you have unused, accrued vacation as of the date of your termination of employment, you will receive payment within 1-3 weeks following your last day of active employment, in accordance with applicable state law.

### **If I am eligible for payment for my unused, accrued vacation, will the payment be direct deposited or will I receive a Marsh McLennan check in the mail?**

---

Your payment will be delivered according to your current payroll set up (check or direct deposit).

### **After I retire, am I eligible to receive payment for any unused personal or floating days?**

---

Unused personal or floating days are forfeited, unless otherwise required by state law. You do not receive payment for unused time.

### **Who should I contact if have payroll-related questions?**

---

If you have payroll-related questions, contact Marsh McLennan's HR Services (HR Services) at +1 866 374 2662, any business day, from 8:00 am to 6:00 pm, ET.

## Pre-65 Retiree Medical Coverage

For those employees thinking about retiring from the Company now or in the future, it's important to note the time periods and procedures that apply to electing pre-65 retiree medical coverage. These time periods apply to eligible employees who terminate employment on or after April 1, 2010.

- Any employee under age 65 who is eligible to elect Company pre-65 retiree medical coverage at time of termination will have his or her active medical, dental, vision and EAP coverage continued through the end of the month in which he or she terminates.
- If you are eligible for Company pre-65 retiree medical coverage, you will have an **opportunity to enroll immediately following your termination of employment or defer** your Company pre-65 retiree medical coverage enrollment to sometime in the future, but prior to becoming Medicare eligible.
- Flexibility to elect pre-65 retiree medical coverage following termination; the Company will allow you to defer coverage. However, if you defer your election, you must elect coverage by the 1st of any month, until no later than the 1st of any month prior to the month you attain age 65. Please note that the Company does not offer retiree healthcare coverage for Medicare-eligible former employees and their Medicare-eligible family members.

## **What are the eligibility requirements for pre-65 retiree medical coverage?**

---

You are eligible to participate if you:

- are a US regular employee of Marsh & McLennan Companies or any subsidiary or affiliate of Marsh & McLennan Companies, (other than (i) Marsh & McLennan Agency, LLC and any of its subsidiaries and generally, either (ii) Mercer Services (which consists of Mercer HR Services LLC, Mercer Trust Company, and Mercer Health and Benefits Administration LLC, and was formerly known as Mercer Outsourcing or Mercer Human Resources Services) who terminates employment at age 55 or older with at least five years of vesting service, and are a current retiree under age 65, or
- are the non-Medicare eligible dependent of a Medicare eligible retiree.

Individuals who are classified on payroll as temporary employees or who are compensated as independent contractors are not eligible to participate.

When you or a covered family member reach age 65 or become eligible for Medicare, those Medicare eligible family members are no longer eligible for coverage under the pre-65 retiree medical plans.

**The Company does not offer retiree healthcare coverage for Medicare-eligible former employees and their Medicare eligible family members.** When you or an eligible family member reach age 65 or become eligible for Medicare, you and/or your eligible family member(s) may obtain individual healthcare insurance coverage in any manner you or they choose. One (but not the only) individual healthcare insurance coverage option is through Mercer Marketplace Retiree, a Mercer Marketplace company, which is a business unit of Mercer (US), Inc., a wholly owned subsidiary of the Company. Mercer Marketplace Retiree will mail information directly to your primary address on file about the individual healthcare insurance options made directly available to you through Mercer Marketplace Retiree. The Company does not sponsor or endorse Mercer Marketplace Retiree or any of the individual healthcare insurance coverage options available through Mercer Marketplace Retiree. The Company's sole function with respect to Mercer Marketplace Retiree is to make you aware of it.

**Note:** Although you may be eligible to participate in pre-65 retiree medical coverage, the opportunity to defer your pre-65 retiree medical coverage election only applies to employees that terminate employment on or after April 1, 2010. As an example, if you are under age 65 and terminated employment prior to April 1, 2010, the rules regarding the deferral of your pre-65 retiree medical coverage election do not apply to you.

## **What happens to my active employee medical coverage upon termination of employment if I am eligible to participate in pre-65 retiree medical coverage?**

---

If you (and your eligible family members) are enrolled in active employee medical coverage, active employee medical coverage for you and your eligible family members ends on the last day of the month in which you terminate employment. If you are eligible to participate in pre-65 retiree medical coverage, you will be given an **opportunity to enroll immediately following your termination of employment or defer** your Marsh McLennan pre-65 retiree medical coverage enrollment to sometime in the future however, prior to your attainment of age 65. If you defer, no immediate action is required at termination unless you wish to elect COBRA.

### **When will my pre-65 retiree medical coverage be effective?**

If you decide to elect to participate, your pre-65 retiree medical coverage participation date (Pre-65 Retiree Medical Coverage Participation Date) will be reflected as the 1<sup>st</sup> of the month following your termination date, or if you defer your election and elect coverage at a later date, the 1<sup>st</sup> of any month when you later elect to participate, but no later than the 1<sup>st</sup> of any month prior to the month you attain age 65 (pre-65 retiree medical coverage participation dates always are on the 1<sup>st</sup> of a month).

### **When should I contact HR Services to elect my pre-65 retiree medical coverage?**

To elect pre-65 retiree medical coverage, you must contact HR Services at +1 866 374 2662, any business day, from 8:00 am to 8:00 pm, ET, at least 30 days prior to your Pre-65 Retiree Medical Coverage Participation Date. The requirement to contact HR Services at least 30 days prior to your Pre-65 Retiree Medical Coverage Participation Date will be waived if you elect to participate in pre-65 retiree medical coverage within 60 days of your termination from Marsh McLennan.

For example:

- If you terminate on June 30<sup>th</sup>, you can contact HR Services on August 15<sup>th</sup> to elect Pre-65 Retiree Medical Coverage effective July 1<sup>st</sup>. This election is valid since it is within 60 days of the loss of your active medical coverage.
- If you terminate on June 30<sup>th</sup>, you cannot contact HR Services on September 15<sup>th</sup> to elect Pre-65 Retiree Medical Coverage effective July 1<sup>st</sup>. This election is beyond the 60 days. If you call on September 15<sup>th</sup>, the earliest you could begin to participate would be November 1.

### **If I terminate after transferring from a participating company to a non-participating company, will I be eligible to participate in pre-65 retiree medical coverage?**

Yes, if you met the retiree eligibility requirements to participate in pre-65 retiree medical coverage prior to your transfer to the non-participating company, you will be eligible to elect to participate in pre-65 retiree medical coverage.

### **If I am not enrolled in active employee medical coverage at the time of my termination, am I eligible to participate in pre-65 retiree medical coverage?**

Yes, if you meet the retiree eligibility requirements you are eligible to participate in pre-65 retiree medical coverage. You will be given an opportunity to immediately elect or defer pre-65 retiree medical coverage following your termination of employment.

Since you were not enrolled in Marsh McLennan's active medical coverage, you will not have the option to elect COBRA medical coverage.

### **What happens to my active employee medical coverage upon termination of employment if I am not eligible to participate in pre-65 retiree medical coverage?**

If you (and your eligible family members) are enrolled in active employee medical coverage but you are not eligible to participate in pre-65 retiree medical coverage, coverage for you and your eligible family members ends on your last day of employment.

COBRA medical coverage will automatically be offered to you. You will have 60 days from the date of the COBRA notice to elect COBRA continuation coverage. Your COBRA premium will be due 45 days from your election date. The COBRA medical coverage effective date will be the day following your last day of employment.

---

**Should I elect to participate in pre-65 retiree medical coverage immediately following my termination date?**

---

This is an individual decision that you must make based on your personal facts and circumstances. Note though, if you defer your pre-65 retiree medical coverage enrollment election beyond 60 days of your termination, you must contact HR Services at +1 866 374 2662, any business day, from 8:00 am to 8:00 pm, ET at least 30 days before you want your coverage to begin.

### **Transfers/Status Changes/Rehires**

---

**Will I retain my eligibility for pre-65 retiree medical coverage if I transfer from a participating to a non-participating company?**

---

Yes, if you met the retiree eligibility requirements to participate in pre-65 retiree medical coverage prior to your transfer to the non-participating company, you will retain the opportunity to immediately elect or defer pre-65 retiree medical coverage participation when you subsequently terminate from employment.

---

**Will I retain my eligibility for pre-65 retiree medical coverage if I my status changes from a regular to a temporary employee within a participating company?**

---

Yes, if you met the retiree eligibility requirements to participate in pre-65 retiree medical coverage prior to your change in status within a participating company, you will retain the opportunity to immediately elect or defer pre-65 retiree medical coverage participation when you subsequently terminate from employment.

---

**Am I eligible for pre-65 retiree medical coverage if I am rehired by a participating company after I terminate from a non-participating company?**

---

Yes, if you meet the retirement eligibility requirements to participate in pre-65 retiree medical coverage at a participating company, you will be given the opportunity to immediately elect or defer participation in pre-65 retiree medical coverage upon subsequent termination from employment.

---

**If I am rehired by a non-participating company after I terminate from a participating company, am I eligible for pre-65 retiree medical coverage?**

---

Yes, if you met the retirement eligibility requirements to participate in pre-65 retiree medical coverage when you terminated from the participating company, you are eligible for the opportunity to immediately elect or defer participation in pre-65 retiree medical coverage when you subsequently terminate from employment.

## Pre-65 Retiree Medical Plan Options

### What are the available Pre-65 Retiree Medical Plan options?

---

If eligible (refer to the Benefits Handbook on <https://careers.marshmcclennan.com/global/en/us-benefits> for eligibility requirements), you can elect pre-65 retiree medical coverage. If you elect this coverage, pre-65 retiree medical coverage is considered an alternative to continuing Marsh McLennan medical coverage through COBRA.

You can elect any of the medical plan options that are available to active employees in the state in which you reside regardless of whether you were enrolled in active employee medical coverage when you terminated employment.

### How to Initiate or Defer Pre-65 Retiree Medical Coverage

#### How do I enroll in pre-65 retiree medical coverage?

---

In order to initiate your pre-65 retiree medical coverage election, you must call HR Services at least 30 days prior to your Pre-65 Retiree Medical Coverage Participation Date. Contact HR Services at +1 866 374 2662, any business day, from 8:00 am to 8:00 pm, ET, to make your election. The requirement to contact HR Services at least 30 days prior to your Pre-65 Retiree Medical Coverage Participation Date will be waived if you elect to participate in Pre-65 retiree medical coverage within 60 days following your termination from the Company.

If you are eligible to participate in pre-65 retiree medical coverage and you elect to participate, your Pre-65 Retiree Medical Coverage Participation Date will be reflected as the 1<sup>st</sup> of the month following your termination date, or if you defer your election and elect coverage at a later date, the 1<sup>st</sup> of any month when you later elect to participate, but no later than the 1<sup>st</sup> of any month prior to the month you attain age 65 (pre-65 retiree medical coverage participation dates always are on the 1<sup>st</sup> of a month).

If you defer your pre-65 retiree medical coverage participation election date beyond 60 days of your termination date, you can elect to participate at a later date (no later than the 1<sup>st</sup> of any month prior to the month you attain age 65). Please note that the Company does not offer retiree healthcare coverage for Medicare-eligible former employees and their Medicare-eligible family members.

#### How do I defer my pre-65 retiree medical coverage participation election?

---

No action is required to defer your pre-65 retiree medical coverage participation election. Once you decide to initiate your pre-65 retiree medical coverage participation election, contact HR Services at +1 866 374 2662, any business day, from 8:00 am to 8:00 pm, ET, to make your election.

## Pre-65 Retiree Medical Plan Costs

### Who pays for pre-65 retiree medical coverage?

---

The Company and eligible retirees share the cost of pre-65 retiree medical coverage, based on retirees' years of service. The Company determines the cost to be borne by the retiree, and the Company pays the remainder of the cost. Retirees with less than 10 years of vesting service pay the full cost of pre-65 retiree medical coverage.



**If I defer my pre-65 retiree medical coverage participation election beyond 60 days of my termination date, will I retain the employer subsidy enhanced severance benefit under the severance plan?**

---

No, if you are eligible for Enhanced Severance Benefits under the Company Severance Pay Plan and choose to defer your pre-65 retiree medical coverage beyond 60-days of your termination date, you will forfeit the Company contribution towards the premium cost of pre-65 retiree medical coverage.

**Am I eligible for Company-subsidized pre-65 retiree medical coverage?**

---

You are eligible for Company-subsidized pre-65 retiree medical coverage (the annual increase in Company contributions for pre-65 retiree medical coverage will not exceed 5%) if you:

- are participating in the Retiree Medical Plan as of January 1, 2006;
- are actively employed by Marsh McLennan or one of its participating subsidiaries as of December 31, 2005 and have, as of that date, either attained age 45 or completed at least 15 years of vesting service; or
- Certain other employees who, in conjunction with a business reorganization in which the employees would no longer be working for an employer participating in the Retiree Medical Plan, retained eligibility for the Retiree Medical Plan provided that they remain employed within Marsh McLennan controlled group.

Eligibility for Company-subsidized medical coverage is dependent upon meeting the pre-65 retiree medical coverage criteria.

**How much do I have to pay if I am eligible for Company-subsidized pre-65 retiree medical coverage?**

---

The cost of Company-subsidized pre-65 retiree medical coverage (if you satisfy the eligibility requirements) depends on your age, length of Company service, date of hire, medical plan election and the level of coverage you choose.

The cost of retiree coverage takes into consideration the increased cost in providing coverage for retirees. The annual increase in Company contributions for pre-65 retiree medical coverage will not exceed 5%.

The current costs can be found in the Benefits Handbook on <https://careers.marshmcclennan.com/global/en/us-benefits>. If you are under age 65, see the "Paying for Coverage" subsection under the "Participating in Pre-65 Retiree Medical Coverage" section. Go to, "How much do I have to pay if I am eligible for Company-subsidized retiree coverage?"

**Will my retiree medical costs change?**

---

Your cost for medical coverage may change. Generally, these changes occur each January 1. The Company reserves the right to change the amount you are required to contribute at any time.

### **How much do I have to pay if I am not eligible for Company-subsidized pre-65 retiree medical coverage?**

---

If you are not eligible for Company-subsidized pre-65 retiree medical coverage, you pay the full monthly cost for coverage based on the Marsh McLennan Retiree Medical Plan's group rates. The cost of unsubsidized pre-65 retiree medical coverage depends on your medical plan election and the level of coverage you choose.

The current costs can be found in the Benefits Handbook on <https://careers.marshmcclennan.com/global/en/us-benefits>. If you are under age 65 see the "Paying for Coverage" subsection under the "Participating in Pre-65 Retiree Medical Coverage" section. Go to, "How much do I have to pay if I am not eligible for Company-subsidized retiree coverage?"

### **Can my medical premiums be deducted directly from my bank account?**

---

If you are eligible and elect to enroll for pre-65 retiree medical coverage, a Benefits Billing Services (BBS) billing record is established for you with My Benefits Service Center, Marsh McLennan's Retiree Medical Billing Administrator. Once your billing record is established with My Benefits Service Center, an "Automatic Payment (ACH) Request" form is sent to you for automatic payment deduction requests from a US checking, savings or money market account.

### **Does eligibility to participate in pre-65 retiree medical coverage impact any benefits other than active employee medical coverage?**

---

Yes, if you are eligible to participate in pre-65 retiree medical coverage, your active employee medical coverage, dental, vision and EAP coverage will be continued through the end of the month in which you terminate.

## **COBRA Coverage**

### **If I defer pre-65 retiree medical coverage, will I automatically receive a COBRA package?**

---

Yes, upon termination, My Benefits Service Center will automatically mail a package, including a COBRA election form and an explanation of your COBRA rights to your home address on file. If you wish to elect COBRA coverage, complete your COBRA election form and return it to My Benefits Service Center within your 60-day COBRA election period.

### **What is the cost of COBRA?**

---

The cost to you and any of your eligible covered family members to continue coverage is the full group rate on an after-tax basis, plus an additional two percent for administrative expenses. To view COBRA Rates, go to <https://careers.marshmcclennan.com/global/en/us-benefits>.

## Terminating Pre-65 Retiree Medical Coverage

### **Can I terminate my pre-65 retiree medical coverage?**

---

Yes, you can terminate your pre-65 retiree medical coverage at any time by sending a letter requesting the discontinuance of your pre-65 retiree medical coverage to:

HR Services  
P.O. Box 622  
Des Moines, IA 50306-0622

You must submit your termination of coverage request 30 days prior to your coverage end date (always the last day of a month). Pre-65 retiree medical coverage cannot be terminated on a retroactive basis, nor can paid premiums be refunded. Also remember, terminated pre-65 retiree medical coverage cannot be reinstated. You have a one-time opportunity to elect pre-65 retiree medical coverage. If you terminate your pre-65 retiree medical coverage, you will not be allowed to elect it again later.

## Pre-65 Retiree Medical Plan Design Changes

### **If I defer my pre-65 retiree medical coverage election, will I remain eligible for the present medical plan design and coverage?**

---

No, if you defer your pre-65 retiree medical coverage election, you will be eligible for the benefit plans and options available at the time of your election to participate.

### **Can the Company change the medical post-termination eligibility rules?**

---

Yes, the Company reserves the right to make changes to plan design including eligibility rules, continuous coverage, etc.

## US Retirement Program

### **How do active employees begin the retirement process?**

---

To request your retirement benefit and begin the retirement process, **you must contact HR Services at +1 866 374 2662 with the information listed below at least 30 days but not more than 90 days before your anticipated retirement date:**

- your termination date
- the date of birth and relationship of your intended contingent annuitant or period certain designated survivor
- the month and year you want to start your benefit.

Generally, a commencement package will be sent within 15 business days after the Request for Retirement Plan Calculation Form is received.

If you are eligible to retire and you do not contact HR Services prior to terminating employment, the Plan Administrator will provide you with a commencement package based on the next available benefit commencement date following your termination date.

If you decide to commence your benefit on the benefit commencement date specified in the commencement package, complete the enclosed forms and provide the requested information as instructed by the date indicated in the commencement package.

If you do not want to commence your monthly benefit payments on the benefit commencement date specified in the commencement package, you do not need to take any action.

**Generally, your qualified benefit will commence the first of the month (end of the month for non-qualified benefits) after HR Services receives your completed forms in good order, as long as your forms were received at least 30 days prior to the 1st of the month. Otherwise, your qualified benefits will commence the 1st of the month (end of the month for non-qualified benefits) following the month in which your completed forms in good order are on file for at least 30 days.**

**Note:** Special rules apply to non-qualified 409A Benefits. Detailed information regarding non-qualified 409A Benefits can be found in the Benefit Equalization Plan and Supplemental Retirement Plan sections of the Benefits Handbook on <https://careers.marshmcclennan.com/global/en/us-benefits>.

### **Terminated Vested or Retired Participant Initiating US Retirement Program Benefits**

If you have a vested accrued benefit and you either left the Company prior to attaining age 55 or you decided to defer the commencement of your monthly benefit payments and you now want to commence monthly benefit payments, you must send a letter to **HR Services at P.O. Box 622, Des Moines, IA 50306-0622** or fax a letter to **+1 888 885 2529, Attn: MMC INC.** In your letter be sure to state your:

- last four digits of your Social Security number,
- termination date,
- date of birth,
- intended contingent annuitant or period certain designated survivor's date of birth and relationship,
- elected benefit commencement date.

Your benefit commencement date can be the first of any month following your termination date but not earlier than your 55<sup>th</sup> birthday or later than the April 1<sup>st</sup> following the calendar year in which you attain age 70½. Benefits may not commence before all completed paperwork in good order is on file for at least 30 days.

The documents submitted must include proof of age for you and your contingent annuitant, such as a copy of your birth certificate(s), driver's license(s) or passport(s). All information that you provide will be deemed true and correct and will be conclusively binding upon you and your contingent annuitant.

**To begin receiving a retirement benefit from the Marsh & McLennan Companies Retirement Plan, you must send all required commencement package information, completed forms and related documents in good order to HR Services at least 30 but not more than 90 days before your anticipated benefit commencement date.**

**Generally, your qualified benefit will commence the first of the month (end of the month for non-qualified benefits) after HR Services receives your completed forms in good order, as long as your forms were received at least 30 days prior to the 1st of the month. Otherwise, your qualified benefits will commence the 1st of the month (end of the month for non-qualified benefits) following the month in which your completed forms are on file for at least 30 days.**

**If you do not Commence your Benefit by the April 1<sup>st</sup> Following the Calendar Year in which you Attain Age 70½.**

If you do not elect to commence monthly benefit payments by the April 1<sup>st</sup> following the calendar year in which you attain age 70½, your benefit will automatically commence as of that date even if you are still working. Your benefit will be paid in the plan's normal form (a 50% contingent annuity if you have a spouse, or a single life annuity if you do not), based on your status on file. However, if you have an ORC Benefit and remain employed beyond the calendar year in which you attain age 70½, your ORC benefit will not commence until you terminate your employment.

**Note:** Detailed information regarding the US Retirement Program plans can be found in the Benefits Handbook on <https://careers.marshmclennan.com/global/en/us-benefits>.

## **Marsh & McLennan Companies 401(k) Savings & Investment Plan**

Note: References within the "Marsh & McLennan Companies 401(k) Savings & Investment Plan" section to the "Company" means Marsh & McLennan Companies, Inc. and its subsidiaries and affiliates (other than Marsh & McLennan Agency LLC).

### **Marsh & McLennan Companies 401(k) Savings & Investment Plan Distribution Eligibility**

**You are entitled to the vested value of your plan account, less any outstanding loan balance when you:**

- retire,
- terminate employment with the Company,
- have been approved for benefits under the Marsh & McLennan Companies Long Term Disability Plan in accordance with that plan's provisions,
- die (your beneficiary will receive your account).

You are always 100% vested in the value of your employee contributions.

**Your Company Matching and Fixed Company Contributions account are subject to a vesting schedule. However, regardless of your years of service, you are 100% vested in the value of Company Matching and Fixed Company Contributions when:**

- you attain age 65 (**reach normal retirement age**) while employed by the Company,
- you are approved for benefits under the Marsh & McLennan Companies Long Term Disability Plan in accordance with plan provisions,
- you die (while employed by the Company),
- the plan is terminated in full or there is a partial termination that affects you. (You will be notified if this occurs.)

## How do I apply for a Marsh & McLennan Companies 401(k) Savings & Investment Plan Distribution?

---

Your distribution will be processed after you complete a Benefit Distribution Form. To obtain a form as an active employee, go to Colleague Connect

(<https://mmcglobal.sharepoint.com/sites/Home>) and click **Pay & Benefits**, then **My Pay & Benefits** select **Transamerica** under Saving & Financial Planning. As a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and click **Transamerica**.

Prior to completing the form, be sure to read the “Special Tax Notice Regarding Plan Payments” to understand your options and the tax impact of your choices.

You may elect to receive a distribution of your account in any of the forms specified in the Marsh & McLennan Companies 401(k) Savings & Investment Plan Benefits Handbook section under the subsection, “How Benefits Are Paid.” Forms received in good order by 4:00 pm, ET will be processed the same day.

If you elect to have your distributions paid in Company’s common stock and rolled over, you should confirm with the receiving institution that it can accept MMC stock and be aware that you may lose special tax benefits associated with the rollover.

If you want, you can reallocate your account balance before requesting a final distribution of your account. As an active employee, go to Colleague Connect

(<https://mmcglobal.sharepoint.com/sites/Home>) and click **Pay & Benefits**, then **My Pay & Benefits** select **Transamerica** under Savings & Financial Planning. As a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and click **Transamerica**. You can also call HR Services at +1 866 374 2662 before submitting your Benefit Distribution Form.

**Note:** Detailed information regarding the Marsh & McLennan Companies 401(k) Savings & Investment Plan can be found in the Benefits Handbook, accessible on Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) if you are active and <https://careers.marshmclennan.com/global/en/us-benefits> if you are terminated.

## Supplemental Savings & Investment Plan

Note: References within the “Supplemental Savings & Investment Plan” section to the term “Company” sometimes refers to Marsh McLennan and all participating employers.

## Impact on Your Account When Leaving the Company

---

If you separate from service (voluntarily or involuntarily) and you are not eligible to retire, your post-2004 account balance will be distributed in a single lump-sum payment automatically.

If you terminate employment (voluntarily or involuntarily) and you are not eligible to retire, your pre-2005 account balance will be distributed in a single lump-sum payment automatically.

## When Benefits Are Paid - Distribution Eligibility

---

**Note:** For the post-2004 and pre-2005 distribution purposes, you are considered eligible to retire if you terminate your employment with the Company when you are at least age 55 with 5 years of vesting service or you are age 65 or older.

You are entitled to payment of your:

Post-2004 account balances as soon as administratively practicable but no longer than 90 days\* after you:

- die,
- become disabled (as defined in the Supplemental Savings & Investment Plan), or
- separation from service on account of retirement,

without regard to when you receive a Marsh & McLennan Companies 401(k) Savings & Investment Plan distribution.

\*This standard ("as soon as administratively practicable") will be objectively determined and although it may change over time, at any given time the standard will be uniformly applied to similarly-situated participants without any discretion to change that time period and, in any event, will never be longer than 90 days following your distribution event date.

### **Post-2004 Distributions account balances:**

Internal Revenue Code (IRC) Section 409A, enacted as part of The American Jobs Creation Act of 2004, imposes rules that govern post-2004 account balances in the Supplemental Savings & Investment Plan. IRC Section 409A impacts post-2004 account balance distributions. Post-2004 account balance distributions must pay as soon as administratively practicable, but no later than 90 days following a permissible IRC Section 409A distribution event.

IRC Section 409A distribution events include:

- Death.
- Disability – you are absent from work due to your own physical or mental condition and you receive six months pay under the Marsh & McLennan Companies Short Term Disability Benefits Payroll Policy and six months pay under the Marsh & McLennan Companies Long Term Disability Plan. The total 12-month payment period under the Short Term Disability Benefits Payroll Policy and Long Term Disability Plan must be continuous and must relate to a single physical or mental condition.
- Separation from Service.

### **Separation from Service**

You are considered to have separated from service when:

- The number of hours you perform service for the Company in a week is 20% or less of the average weekly hours you worked during the previous three-year period.
- You are on an unpaid leave of absence for more than six months (or longer period if required by law or contract).

### **Separation from Service Due to a Reduction in Hours**

In accordance with the rules under IRC Section 409A, a separation from service is deemed to occur when the number of hours you perform service for the Company in a week are 20% or less of the average weekly hours you worked during the previous three year period. If you perform a service as a salaried-paid employee your regularly scheduled hours are used to determine the number of hours performed. If you should perform services as an hourly-paid employee or as an independent contractor, your actual hours will be used to determine if a separation from service has occurred. You do not have to terminate employment to incur a separation from service.

If you terminate your employment but continue to perform service for the Company on any basis, you will be deemed to have incurred a separation from service only if the number of hours



you work per week are 20% or less than the average number of hours you worked per week over the previous three years.

#### **Pre-2005 account balances after you:**

- terminate employment for any reason including Retirement, or
- die,

without regard to when you receive a Marsh & McLennan Companies 401(k) Savings & Investment Plan distribution.

**Note:** Your pre-2005 account balance cannot be paid upon the event of disability since disability does not trigger a termination event. Pre-2005 account balances can only be distributed following termination or death.

If you terminate employment and you are not eligible to retire, your account will be distributed in a single lump-sum automatically.

**Note:** Detailed information regarding the Supplemental Savings & Investment Plan can be found in the Benefits Handbook, accessible on accessible on Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) if you are active and <https://careers.marshmclennan.com/global/en/us-benefits> if you are terminated.

## **Cash Bonus Award Voluntary Deferral Plan**

### **Account Balance in the Cash Bonus Award Voluntary Deferral Plan**

---

To confirm you are in the Cash Bonus Award Voluntary Deferral Plan go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) and click **Pay & Benefits**, then **My Pay & Benefits** select **Transamerica** under Savings & Financial Planning. As a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and click **Transamerica**.

### **Cash Bonus Award Voluntary Deferral Plan Questions**

---

If you have any questions regarding your Cash Bonus Award Voluntary Deferral Plan, contact HR Services at +1 866 374 2662, any business day, from 8:00 am to 8:00 pm, ET, to speak with a representative.

## **Long-Term Incentive and/or Mandatory Bonus Deferral Awards (LTI/MBD Awards)**

### **How do I confirm if I have any outstanding LTI/MBD Awards?**

---

If you have been granted LTI/MBD Awards, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) and click **Pay & Benefits** and select **Fidelity NetBenefits®** under Helpful links.



## What if I have questions about my LTI/MBD Awards?

---

If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>), click **Pay & Benefits** and select **Fidelity NetBenefits®** under Helpful links to view your awards. Both active and terminated employees can access their award information by going directly to Fidelity Stock Plan Services NetBenefits website [www.NetBenefits.com](http://www.NetBenefits.com). Contact Executive Compensation at +1 212 345 9722 or via email at [mmc.compensation@mmc.com](mailto:mmc.compensation@mmc.com) for information about the impact of a termination of employment, including retirement, on your awards.

## Do I need to provide Fidelity with my personal contact information?

---

It is recommended that you provide Fidelity with your personal phone number(s) and email address so you will receive information from Fidelity about your LTI awards and any shares held in your Fidelity account after you are no longer an active employee. You can confirm or update your personal contact information via the Fidelity Stock Plan Services NetBenefits website. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>), click **Pay & Benefits** and select **Fidelity NetBenefits®** under Helpful links to view your awards. Both active and terminated employees can access their award information by going directly to the NetBenefits website [www.NetBenefits.com](http://www.NetBenefits.com).

### Required Legal Notice

This communication is intended to provide easy-to-understand explanation of how the transition to the Company benefit plans and programs affect you. If any conflict arises between this communication and the official plan documents, then the official plan documents will always govern. Participation in a plan or program does not give rise to any right to participate in any other plan or program or to continued employment with the Company. More detailed information about the plan described in this communication is available on Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) if active or (<https://careers.marshmcclennan.com/global/en/us-benefits>) if on short-term disability, long-term disability or a leave of absence, or if terminated.

This communication provides general information about plan provisions. It is not intended to provide tax, investment, financial planning or legal advice. You should consult with a professional tax, investment, financial planning and/or legal advisor for personalized advice.

Not all US employees of Marsh & McLennan Companies, Inc. and its direct and indirect subsidiaries (the Company) are eligible for all of the Company's benefit plans. For example: some subsidiaries are not participating employers in one or more of the Company's plans or programs; some plans require an otherwise eligible employee to attain certain age, service, and/or compensation levels in order to participate; and certain rewards programs are maintained solely for the benefit of employees at one or more subsidiaries. Furthermore, certain voluntary programs are made available to US employees on a payroll deduction basis but are not sponsored, endorsed or paid for by the Company.

While the Company generally intends to maintain the various plans and programs it currently offers, the Company reserves the right to amend or terminate every plan or benefit in its sole discretion to the fullest extent allowed by law at any time, and for any reason it deems advisable, as to any or all of the employees, retirees, former employees, or other participants or beneficiaries who are or may become covered. In fact, as a matter of prudent business planning, the Company periodically reevaluates its plans and programs. Proposed changes that are periodically considered, if finally approved and implemented, might be more or less advantageous to a particular employee than the provisions of the current programs, depending on that employee's individual circumstances. Because of the need for confidentiality, such proposals generally are discussed and evaluated only at the appropriate levels of management. Unless and until these proposals are formally adopted and announced by the Company, they are not binding. The Company may establish the effective date for any changes that are formally adopted.