Consolidated Edison Company

Summary Plan Description for The Consolidated Edison Retirement Plan

Effective January 1, 2021

Table of Contents

THE CONSOLIDATED EDISON RETIREMENT PLAN 1
RETIREMENT PLAN HIGHLIGHTS 3
Corporate Structure 3
Plan Structure 3
Pension Formulas Differ by Group 4
THE RETIREMENT PLAN: IN DETAIL 9
Eligibility – Who Is Eligible To Participate 9
Who Is Not Eligible To Participate 9
When You Become a Participant in the Retirement Plan 10
About Pension Choice 13
Service 15
How You Earn Accredited Service 15
How You Vest in Your Pension Benefit 16
How Vesting Service Is Counted 16
Special Rules for Vesting Service and Accredited Service 17
Break in Service Rules for Vesting and Accredited Service 19
Suspension of Benefit Rule 21
ABOUT PENSION BENEFITS 22
NORMAL RETIREMENT PENSION BENEFITS 23
When You Become Eligible 23
How a Normal Retirement Pension Benefit Is Calculated for a Cash Balance Participant 23
Compensation Credits 24
Interest Credits 29
How a Normal Retirement Pension Benefit Is Calculated for a CECONY Management Participant or a CECONY Weekly Participant 30
Both Formulas Are Closed to New Management Employees, Local 1-2, and Local 3 Members 30
About Annual Compensation 30

Special Variable Pay Rules for CECONY Management Participants Who Transfer 31
Special Variable Pay Rules for Plan Sponsored by CEB 31
About Annual Compensation for CECONY Management Participants 31
About Annual Compensation for CECONY Weekly Participants 32
How a Normal Retirement Pension Benefit Is Calculated for an O&R Management Participant or an O&R Hourly Participant 34
EARLY RETIREMENT PENSION BENEFITS 36
When You Become Eligible 36
If You Are a Cash Balance Participant 36
If You Are a CECONY Management Participant or a CECONY Weekly Participant 36
How Your Early Retirement Pension Benefit Is Calculated and May Be Reduced 36
If You Are a CECONY Weekly Participant or a CECONY Management Participant 36
Special Early Retirement Rules that Apply If You Are a CECONY Weekly Participant 37
Special Early Retirement Rules that Apply If You Are a CECONY Management Participant 37
If You Are an O&R Management Participant or an O&R Hourly Participant . 40
LATE RETIREMENT PENSION BENEFITS 46
When You Become Eligible 46
How a Late Retirement Pension Benefit Is Calculated for All Participants 46
DISABILITY PENSION BENEFITS 47
When You Become Eligible 47
How a Disability Pension Benefit Is Calculated for a CECONY Management Participant or CECONY Weekly Participant 47
How a Disability Pension Benefit Is Calculated for an O&R Management Participant or an O&R Hourly Participant 50
VESTED PENSION BENEFITS 52
When You Become Eligible 52
Receiving a Deferred Vested Pension Benefit 53
For a Cash Balance Participant 53

For a CECONY Management Participant or a CECONY Weekly Participant .. 53
For an O&R Management Participant or an O&R Hourly Participant 54
HOW YOUR PENSION BENEFIT IS PAID – FORMS OF PAYMENT.......................... 55
If You Are Single.. 55
If You are Married 55
Cash Out of Benefits Less than $1,000 55
The Optional Forms of Payment... 56
Cost-of-Living Adjustment (COLA) for CECONY Management Participants and Certain CECONY Weekly Participants.. 75
Pension Benefit Adjustment (PBA) for Certain O&R Management Participants or O&R Hourly Participants 75
DEATH BENEFITS.. 77
If You Are a Single, Vested Cash Balance Participant and Die before Your Pension Begins 77
If You Are a Married, Vested Cash Balance Participant and Die before Your Pension Begins 77
If You Are a Single, Vested CECONY Management Participant or a CECONY Weekly Participant and Die before Your Pension Begins 77
If You Are a Married, Vested CECONY Management Participant or a CECONY Weekly Participant and Have at Least 75 Points and Die before Your Pension Begins... 77
If You Are a Married, Vested CECONY Management Participant or a CECONY Weekly Participant and Do Not Have at Least 75 Points and Die before Your Pension Begins 78
If You Are a Single O&R Management Participant or a Single O&R Hourly Participant or You Have Been Married for Less than One Year and You Die before Your Pension Benefits Begin.. 78
If You Are a Married O&R Management Participant or a Married O&R Hourly Participant and Die while Actively Employed... 78
If You Are a Married O&R Management Participant or a Married O&R Hourly Participant and Die after You Terminate Employment but before You Begin Receiving Your Pension Benefit... 79
Waiving an O&R Management Participant or an O&R Hourly Participant's Spouse's Death Benefit.. 80
SPECIAL SITUATIONS.. 84
Transferred O&R Management Participants 84

CECONY Participants at Divested Operations 85
Affected IP Employees 85
IMPORTANT INFORMATION FOR ALL PARTICIPANTS 87
Maximum Benefits 87
Applying for Pension Benefits 87
Withholding Taxes 87
About Eligible Rollover Distributions 87
Important information for You To Consider when Starting Your Pension Benefit before Normal Retirement Age 88
Offsets and Overpayments 88
ERISA-REQUIRED INFORMATION 89
Additional Rights and Responsibilities 91
Top-Heavy Plan Provisions 91
Plan Administrator's Discretion 91
Collective Bargaining Agreements 92
Claims 92
Claim Denial 93
Special Rules Applicable to Claims for Disability Benefits where the Plan Administrator Must Make a Disability Determination ("Disability Claim") 93
Appeal of Claim Denial 94
Appeal Denial 95
Special Rules Applicable to Appeals of Disability Claims 95
Plan Documents 97
Contribution and Funding 97
Benefits Insured by the Pension Benefit Guaranty Corporation 97
Plan Continuance and Plan Amendment 98
Receiving Advice 99
Employment Rights 99
Qualified Domestic Relations Order 99
Protecting Your Benefits 100
STATEMENT OF ERISA RIGHTS 101
Prudent Actions by Plan Fiduciaries 101

Enforce Your Rights 102
Assistance with Your Questions 102
APPENDICES 103
Appendix A – If You Are a Cash Balance Participant 104
Normal Retirement Example 104
Normal Retirement Example 107
Normal Retirement Example 110
Early Retirement Example 113
Appendix B – If You Are a CECONY Management Participant 114
Normal Retirement Example 114
Early Retirement Example 118
Appendix C – If You Are a CECONY Weekly Participant 120
Normal Retirement Example 120
Early Retirement Example 124
Appendix D – If You Are an O&R Management Participant 125
Normal Retirement Example 125
Early Retirement Example 128
Appendix E – If You Are an O&R Hourly Participant 129
Normal Retirement Example – O&R Hourly Participant Retiring after January 1, 2023 under the Career Average Formula 129
Early Retirement Example 132

THE CONSOLIDATED EDISON RETIREMENT PLAN

Retirement marks a momentous occasion in our lives and saving and planning for our retirement years affects us all. As you plan for your retirement, consider The Consolidated Edison Retirement Plan (Retirement Plan or the Plan) as one source of income that can help you during your retirement years. If you are entitled to a vested pension benefit and you choose an annuity form of payment, then, throughout your retirement years, the Retirement Plan can provide a monthly benefit to you.

Your pension benefit from the Retirement Plan is an important part of your retirement income. Other sources of retirement income can include:

- Savings you have set aside in the Consolidated Edison Thrift Savings Plan
- Your Social Security retirement income
- Any personal investments, and
- Other savings

This booklet, referred to as a Summary Plan Description (SPD), describes the Retirement Plan. The content and delivery of this booklet are intended to comply with the Employee Retirement Income Security Act of 1974, as amended (ERISA). The SPD provides you with the following information on your pension benefit under the Retirement Plan:

- When you become entitled to it (vested)
- When you can receive it
- How it will be calculated, and
- In what form of payment it can be distributed

Since it was first established, the Retirement Plan has undergone many changes. The provisions described in this booklet are effective January 1, 2021, unless otherwise noted. Pension benefits under the Plan for eligible employees who retired or terminated employment before January 1, 2021, may differ from the benefits described in this booklet.

While most of the information provided in this booklet applies to all participants, some of the provisions differ, depending on the participant group to which you belong, whether you are a management or union employee, the union you belong to, and for which Employer you work or worked.

Note that the SPD is only a summary of the provisions of the Retirement Plan as of the date of its publication. Complete details of the Retirement Plan are contained in the legal plan documents which govern the Retirement Plan's actual operation and the determination of benefits. Every effort has been made to provide an accurate summary of the Retirement Plan, but in the event of any conflict between this SPD and the Retirement Plan document, the Retirement Plan document will prevail.

Generally, the Retirement Plan covers all the eligible employees of the following subsidiaries of Consolidated Edison, Inc. (participating CEI subsidiaries):

- Consolidated Edison Company of New York, Inc. (CECONY)
- Orange and Rockland Utilities, Inc. (O&R)
- Con Edison Transmission, Inc. (CET), and
- Certain employees of Con Edison Clean Energy Businesses, Inc. (CEB)

Although the Retirement Plan covers the management and union employees of CECONY, O&R, CET and certain employees of CEB, there is only one Retirement Plan. When the word "you" or "Participant" is used, the information applies to all participants or employees. Whenever information applies to a particular group(s) of employees, the SPD will state which group(s).

The Retirement Plan is a tax-qualified defined benefit plan. This means that as long as the Retirement Plan maintains its tax-qualified status, the pension benefits you earn during your employment are not taxable until you actually receive them.

We urge you to read this booklet carefully and keep it for future reference. This SPD replaces previously issued SPDs. The SPD is available on the Company intranet. The Retirement Plan is subject to change from time to time and material changes will be disclosed and made available to you as required by law. Updates, referred to as summaries of material modification, are also published on the Company intranet.

By publishing the SPD on the Company's intranet, the Plan Administrator is fulfilling disclosure obligations to each participant. However, you always have the right to request a paper copy. Also, paper copies will be made available upon request and provided to those Participants for whom electronic disclosure is not available or accessible.

If you have any questions about the Retirement Plan, or if you want a printed copy of the SPD, please contact Employee Benefits, located at 4 Irving Place, Room 1500, Mailbox #23, New York, NY 10003, or by phone at 1-800-582-5056, or email Benefits@coned.com.

The Company reserves the right, subject to collective bargaining obligations, to amend, modify, change or terminate the Retirement Plan at any time for employees, participants, retirees, and their dependents.

RETIREMENT PLAN HIGHLIGHTS

Corporate Structure

Consolidated Edison, Inc. (CEI or the Company) is a holding company and the parent company of the following participating CEI subsidiaries: Consolidated Edison Company of New York, Inc. (CECONY), Orange and Rockland Utilities, Inc. (O&R), Con Edison Transmission, Inc. (CET), and Con Edison Clean Energy Businesses, Inc. (CEB). From time to time, CEI also directly or indirectly forms or acquires affiliates and some of those affiliates may become participating employers in the Retirement Plan (Participating CEI Subsidiaries).

Plan Structure

The Retirement Plan covers employees of the following participating CEI subsidiaries:

- Members of Local 503 of the International Brotherhood of Electrical Workers, AFL-CIO, who are employed by O&R
- Members of Local 3 of the International Brotherhood of Electrical Workers, AFL-CIO who are employed by CECONY
- Members of Local 1-2 of the Utility Workers' Union of America, AFL-CIO, who are employed by CECONY
- Employees who are on the active management payroll of CECONY
- Employees who are on the active management payroll of O&R
- Employees who are on the active management payroll of CET, and
- Certain former employees of CECONY, O&R or CET who directly transferred to CEB

The Retirement Plan also covers former employees of CECONY or O&R who, as of December 31, 2000, have terminated employment, have a vested pension benefit and are receiving their pension benefit or deferring payment of their pension benefit. This SPD describes the Retirement Plan as it applies to employees actively employed and on the payroll of CECONY, O&R, CET or CEB as of January 1, 2021. Earlier SPDs describe the Plan as it applies to employees who terminated before that date.

Under the Plan, the Plan Administrator has been delegated the authority to oversee the administration and operation of the Retirement Plan. The Plan Administrator will apply the terms of the Retirement Plan and will, as appropriate, use discretion in interpreting the terms of the Retirement Plan when reviewing claims for benefits.

Many Retirement Plan provisions apply to all participants in the Plan. When the provisions vary based on what group you belong to – for example, different pension formulas, early retirement requirements, and eligibility requirements by group – the SPD will state how the provision applies to your group.

Pension Formulas Differ by Group

The pension formula is one of the most important factors in determining your pension benefit. Many factors determine which pension formula covers you including, but not limited to:

- Your date of hire
- Your employer
- Whether you are a management employee or a member of a union, and
- If you are a member of a union, which union

The following table summarizes the different formulas by participant group.

At a Glance – Different Plan Formulas by Participant Group		
If You Are:	**You Are Covered by the:**	**And throughout the SPD, You Are Referred to as a:**
A management employee of CECONY hired on or after January 1, 2001 but before January 1, 2017	Cash Balance Formula	Cash Balance Participant
A management employee of O&R hired on or after January 1, 2001 but before January 1, 2017	Cash Balance Formula	Cash Balance Participant
A Local 503 member hired by O&R on or after January 1, 2010 but before June 1, 2014	Cash Balance Formula	Cash Balance Participant
A Local 3 member hired by CECONY on or after January 1, 2010 and before June 25, 2017	Cash Balance Formula (By choice if hired after June 30,2013)	Cash Balance Participant
A Local 503 member hired by O&R before January 1, 2010	Career Average Formula for O&R participants	O&R Hourly Participant

At a Glance – Different Plan Formulas by Participant Group		
If You Are:	**You Are Covered by the:**	**And throughout the SPD, You Are Referred to as a:**
A Local 3 member hired by CECONY before January 1, 2010	Final Average Pay Formula or Career Average Formula (see below)	CECONY Weekly Participant
A Local 1-2 member hired by CECONY before July 1, 2012	Final Average Pay Formula or Career Average Formula (see below)	CECONY Weekly Participant
A Local 1-2 member hired by CECONY on or after July 1, 2012	Cash Balance Formula (By choice if hired after June 25, 2016)	Cash Balance Participant
A CECONY management employee hired before January 1, 2001	Final Average Pay Formula or Career Average Formula (see below)	CECONY Management Participant
An O&R management employee hired before January 1, 2001	Career Average Formula for O&R participants	O&R Management Participant
An employee, hired before January 1, 2001 who initially worked for O&R or CECONY, became a participant in the Retirement Plan and then transferred directly, without any disruption in employment, to CEB	Formula differs depending on whether you were an O&R Participant or a CECONY Participant prior to transferring to CEB; refer to the information applicable based on your prior employment	Group classification differs depending on whether you were an O&R Participant or a CECONY Participant prior to transferring to CEB; refer to the information applicable based on your prior employment

At a Glance – Different Plan Formulas by Participant Group		
If You Are:	**You Are Covered by the:**	**And throughout the SPD, You Are Referred to as a:**
An employee, hired on or after January 1, 2001 and before January 1, 2017 who initially worked for O&R or CECONY as a management employee, became a participant in the Retirement Plan and then transferred directly, without any disruption in employment, to CEB	Cash Balance Formula	Cash Balance Participant
An employee hired before January 1, 2001 who initially worked for O&R or CECONY, became a participant in the Retirement Plan and then transferred directly, without any disruption in employment, to CET	Formula differs depending on whether you were an O&R Management Participant or a CECONY Management Participant prior to transferring to CET; refer to the information applicable based on your prior employment	Group classification differs depending on whether you were an O&R Management Participant or a CECONY Management Participant prior to transferring to CET; refer to the information applicable based on your prior employment

At a Glance – Different Plan Formulas by Participant Group		
If You Are:	**You Are Covered by the:**	**And throughout the SPD, You Are Referred to as a:**
An employee hired between January 1, 2001 and January 1, 2017 who initially worked for O&R or CECONY as a management employee, became a participant in the Retirement Plan and then transferred directly, without any disruption in employment, to CET	Cash Balance Formula	Cash Balance Participant
An employee in a special situation who becomes a Participant as a result of a corporate transaction or a Participant who transfers to an employer as a result of the divestitures of the power plants	Formula differs. See the section Special Situations for clarification	Group classification differs. See the section Special Situations for clarification

In addition to these groups and formulas, there are special situations that arise from time to time that require special rules to adequately address the pension benefit of an affected individual. For example, there are special rules for a participant who transfers from one employer to another and for a participant who transfers from one union to another union or to a management position. If you believe you may be in a special situation, contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com.

You will be entitled to the greater of your pension benefit calculated under the Career Average Formula applicable to CECONY participants or the benefit calculated under the Final Average Pay Formula if you are a member of Local 1-2 or Local 3 and you were actively employed at CECONY and you:

- Terminated employment from CECONY during the month of June 1989
- Were in the employ of CECONY at any time during the period from July 1, 1989 through December 31, 1989, or

- Terminated employment from CECONY with a right to a vested pension benefit prior to July 1, 1989, and
- Were re-employed and repaid any cash-out

You will be entitled to the greater of your pension benefit calculated under the Career Average Pay Formula applicable to CECONY participants or the benefit calculated under the Final Average Pay Formula if you are a CECONY Management Participant and your employment with CECONY commenced prior to January 1, 1983, and:

- You were on CECONY's active payroll during 1989, or
- You terminated employment with a right to a vested pension benefit prior to December 31, 1982, and
- You were re-employed and repaid any cash-out

THE RETIREMENT PLAN: IN DETAIL

The Retirement Plan is designed to pay you a lifetime monthly pension benefit, often referred to as an annuity, based on a formula that takes into account your earnings, length of service, and, in some cases, your age. Each employer contributes to the Retirement Plan – you make no contributions to the Retirement Plan.

Eligibility – Who Is Eligible To Participate

With some exceptions, you are eligible to participate in the Retirement Plan if you are a full-time employee or, if you are a part-time employee, you meet certain hourly requirements, and you are in one of the following groups:

- A CECONY Management Employee – If you are on the active management payroll of CECONY and were hired prior to January 1, 2017
- A CECONY Weekly Employee – If you are on the active payroll of CECONY and a member of the collective bargaining unit represented by Local 1-2 of the Utility Workers' Union of America AFL-CIO (with the exception of Provisional Customer Field Representatives), or a member of the collective bargaining unit represented by Local 3 of the International Brotherhood of Electrical Workers AFL-CIO hired prior to June 25, 2017 (with the exception of Provisional Customer Field Representatives)
- An O&R Management Employee – If you are on the active management payroll of O&R and were hired prior to January 1, 2017
- An O&R Hourly Employee – If you are on the active payroll of O&R, and a member of the collective bargaining unit represented by Local 503 of the International Brotherhood of Electrical Workers, AFL-CIO, and were hired before June 1, 2014
- A CET Employee – If you are on the active management payroll of CET and were hired prior to January 1, 2017, and
- A CEB Employee – If you are an eligible employee who was hired by CECONY or O&R prior to January 1, 2017, you become a Participant in the Retirement Plan and then directly transfer employment – without any break of time – to CEB. Only if you work for CEB and meet this special eligibility rule will you be eligible to participate in the Retirement Plan

Who Is Not Eligible To Participate

You are not eligible to participate in the Retirement Plan if you are not in one of the specific groups of eligible employees described in the section Eligibility – Who Is Eligible To Participate. Also, you are not eligible if you are a leased employee, a co-op employee, a temporary or seasonal employee, a provisional customer field representative or an independent contractor. The Plan Administrator, in his or her sole discretion, will determine whether you are working as a leased employee, a temporary or seasonal employee, or an independent contractor.

You are also not eligible to participate if you are a CECONY Management Participant, an O&R Management Participant, or a CEB Participant and you are hired, rehired, reinstated, reemployed, resume, or otherwise return to employment after a break in employment, other than an Approved Leave of Absence, on or after January 1, 2017, or an O&R Hourly participant hired after May 31, 2014 or a Local 3 participant hired after June 24, 2017, unless you had a vested accrued benefit and deferred, in whole or in part, the distribution of your benefit.

When You Become a Participant in the Retirement Plan

The following chart summarizes when you became a Participant and the category/classification/benefit formula that applies. There is nothing you need to do to enroll.

At a Glance – When Participation Begins		
If You Are:	**You Are Referred to as a:**	**And You Become a Participant:**
A management employee of CECONY hired on or after December 31, 2000 and before January 1, 2017	Cash Balance Participant	On the first day of the month in which you are on the active payroll
A management employee of O&R hired on or after December 31, 2000 and before January 1, 2017	Cash Balance Participant	On the first day of the month in which you are on the active payroll
A Local 503 member hired by O&R on or after January 1, 2010 and before June 1, 2014	Cash Balance Participant	On the first day of the month in which you are on the active payroll

At a Glance – When Participation Begins		
If You Are:	**You Are Referred to as a:**	**And You Become a Participant:**
A Local 3 member hired by CECONY on or after January 1, 2010 and before January 1, 2017	Cash Balance Participant (By choice if hired after June 30, 2013)	On the first day of the month in which you are on the active payroll
A Local 503 member hired by O&R before January 1, 2010	O&R Hourly Participant	On the first day of the month on or after completing one year (at least 1,000 hours) of vesting service or the following January if 1,000 hours were not completed in the first calendar year
A Local 3 member hired by CECONY before January 1, 2010	CECONY Weekly Participant	On the first day of the month in which you were on the active payroll
A Local 1-2 member hired by CECONY before July 1, 2012	CECONY Weekly Participant	On the first day of the month in which you were on the active payroll
A Local 1-2 member hired by CECONY on or after July 1, 2012	Cash Balance Participant (By choice if hired after June 25, 2016)	On the first day of the month in which you were on the active payroll
A CECONY management employee hired before December 31, 2000	CECONY Management Participant	On the first day of the month in which you were on the active payroll

At a Glance – When Participation Begins		
If You Are:	**You Are Referred to as a:**	**And You Become a Participant:**
An O&R management employee hired before January 1, 2001	O&R Management Participant	On the first day of the month on or after completing one year (at least 1,000 hours) of vesting service or the following January if 1,000 hours were not completed in the first calendar year
A former CECONY or O&R employee who was a Participant in the Retirement Plan and transferred directly to CEB hired before January 1, 2001	O&R Management Participant or CECONY Management Participant depending on your prior employer	If you transferred directly from CECONY or O&R and were a participant in the Retirement Plan, you continue to participate
A former CECONY or O&R employee who was a Participant in the Retirement Plan and transferred directly to CEB hired after January 1, 2001 and before January 1, 2017	Cash Balance Participant	On the first day of the month in which you were on the active payroll
A CET employee hired by CECONY or O&R before January 1, 2001	O&R Management Participant or CECONY Management Participant depending on your prior employer	On the first day of the month in which you were on the active payroll for CECONY if you were a CECONY participant or the first day of the month following one year of employment if you were an O&R Management participant

At a Glance – When Participation Begins		
If You Are:	**You Are Referred to as a:**	**And You Become a Participant:**
A former CECONY or O&R management employee hired after January 1, 2001 and before January 1, 2017 who was a Participant in the Retirement Plan and transferred directly to CET	Cash Balance Participant	On the first day of the month in which you were on the active payroll

Once you become a Participant in the Retirement Plan, you begin to accrue (earn), and vest in, a pension benefit. The remainder of this SPD will explain how you become vested in and earn a pension benefit, how your pension grows, what happens if you transfer out of and back into the Retirement Plan, and when you may elect to begin your pension benefit.

About Pension Choice

Certain groups were given a choice between being covered, or remaining covered, under the Cash Balance Formula in the Retirement Plan or enrolling in or transferring to the Defined Contribution Plan Formula in the Consolidated Edison Thrift Savings Plan. The various choice periods applicable to different groups are described below.

Participant Group	Date Pension Choice Begins	Date Pension Choice Ends
Local 3 – If you are a Local 3 member hired before June 30, 2013, and covered under the Cash Balance Formula	No later than January 1, 2014	December 31, 2015
Local 3 – If you are a Local 3 member hired between June 30, 2013 and June 24, 2017	Date of hire	60 days after date of hire

Participant Group	Date Pension Choice Begins	Date Pension Choice Ends
Local 503 – If you are a member of Local 503 hired between January 1, 2010, and June 1, 2014, and covered under the Cash Balance Formula	January 1, 2015 – Choice period #1 January 1, 2020 – Choice period #2	December 31, 2015 – Choice period #1 May 31, 2023 – Choice period #2
Local 1-2 – If you are a member of Local 1-2, hired between July 1, 2012, and June 25, 2016, and covered under the Cash Balance Formula	January 1, 2017	June 20, 2020
Local 1-2 – If you are a member of Local 1-2, hired on or after June 25, 2016	Date of hire	60 days after date of hire
CECONY, O&R and CET Management Employees and CEB Employees – If you are a CECONY, O&R or CET management employee, or a CEB employee hired between January 1, 2001 and January 1, 2017, and covered under the Cash Balance Formula*	June 1, 2017	December 31, 2021
* Note: if you were a CECONY management, O&R management, CET or CEB employee and elected to transfer out of the Cash Balance Formula and into the Defined Contribution Plan Formula in the Consolidated Edison Thrift Savings Plan, you also had an election period beginning August 1, 2019 and ending on October 31, 2019 to make a one-time election to move back to the Cash Balance Formula effective January 1, 2020.		

If you choose to transfer out of the Cash Balance Formula, you will continue to receive quarterly interest credits on your Cash Balance Pension benefit until you begin to receive your Cash Balance Pension benefit from the Retirement Plan. However, you will not receive any additional compensation credits to your Cash Balance Account.

If you are a Local 503 employee who elected to transfer out of the Cash Balance Formula and into the Defined Contribution Plan Formula in the Consolidated Edison Thrift Savings Plan, you will receive a minimum interest credit of 4% on the amount you had accrued under the Cash Balance Formula as of the effective date of your election to transfer.

Service

How You Earn Accredited Service

Accredited service is service that is used to determine the amount of your pension benefit.

You must be a Participant in the Retirement Plan to earn accredited service.

You do not earn accredited service:

- Before you become a Participant
- During periods when you are not an eligible employee, or
- During periods when you are not on an active payroll (other than for very special and limited circumstances, as discussed below)

You earn accredited service only if you are in an eligible participant group and on the active payroll of CECONY, O&R, CET or CEB and a Participant. If accredited service was disregarded under the predecessor plan, it is also disregarded under this Retirement Plan.

At a Glance – How Accredited Service Is Counted	
Participant Group:	**How Accredited Service Is Counted:**
• Cash Balance Participant • CECONY Management Participant • CECONY Weekly Participant	You earn one month of accredited service for each month you are on the active payroll. You earn a year of accredited service when you earn 12 months of accredited service.
• O&R Management Participant • O&R Hourly Participant	You earn a year of accredited service for each calendar year after you become a participant in the Retirement Plan during which you complete 1,000 hours of service.*

At a Glance – How Accredited Service Is Counted	
Participant Group:	**How Accredited Service Is Counted:**
* Special rules apply for your first and last year of employment in calculating your accredited service.	

Generally, if you are a CECONY management employee, an O&R management employee, a CET employee, a CECONY weekly employee, or a CEB employee, and you begin receiving your monthly pension benefit or received a lump sum distribution after 2012 and you are rehired on or after January 1, 2017, you will not be eligible to participate in the Plan and, service earned or accrued on and after January 1, 2017, will not be taken into account under the Plan. If you are a CECONY weekly employee who is a member of Local 3 or Local 1-2 and you were rehired prior to 2013, you will be given an opportunity to repay your cash-out and re-enter the Retirement Plan.

How You Vest in Your Pension Benefit

Vesting service is used to determine your vested status which is whether you are eligible to receive benefits. When you become vested, you receive a non-forfeitable right to your pension benefit. This means, once you are vested, you cannot lose your right to receive your pension benefit, even if you terminate employment before you retire under the Retirement Plan. Vesting service is not used to determine the amount of your pension benefit. Vesting service simply determines whether you are entitled to or "vested in" the amount of your pension benefit.

How Vesting Service Is Counted

In general, you are credited with vesting service for the hours for which you are paid or entitled to be paid, including, and with some limits, sick leave, vacation time and jury duty time. Vesting service begins on the date you first complete an hour of service and ends when you terminate employment. You earn one year of vesting service for each plan year, which is the calendar year, in which you have earned or are credited with at least 1,000 hours of service.

If you have fewer than 1,000 hours of service in the plan year, you will not receive vesting service for that year. If your employer does not track hours of service, equivalencies are used to determine when you have earned 1,000 hours of service.

At a Glance – How You Earn a Year of Vesting Service	
Participant Group:	**How You Earn a Year of Vesting Service:**
• Cash Balance Participant • CECONY Management Participant • CECONY Weekly Participant	Complete at least 1,000 hours of service or be continuously employed for six months or longer during the calendar year
• O&R Management Participant • O&R Hourly Participant	Complete at least 1,000 hours of service during a calendar year

At a Glance – When You Vest in Your Pension Benefit	
Participant Group:	**When You Vest in Your Pension Benefit:**
• Cash Balance Participant	If have worked for at least one hour after January 1, 2008, you become fully vested in your pension benefit after three years of vesting service
• CECONY Management Participant • CECONY Weekly Participant • O&R Management Participant • O&R Hourly Participant	After 5 years of vesting service*
* You receive vesting service whether you work for CECONY, O&R, CET or CEB.	

Special Rules for Vesting Service and Accredited Service

The Retirement Plan has special vesting and service accrual rules that may apply to you. The rules deal with periods of time during which you may not be on the active payroll of your employer as follows:

- The first six months of a parental leave or family medical leave of absence (FMLA) for maternity or paternity reasons is counted if you return to the active payroll for a period equal to the lesser of the parental leave, the FMLA leave, or six months. These months count for vesting service and accredited service.
- If you take a leave because you enter the U.S. uniformed services (including the military, National Guard, and the Commission Corps of the Public Health Service) and have reemployment rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), the time you spend in the U.S. uniformed services will be used to calculate vesting and accredited service under the Retirement Plan, in accordance with applicable law. You must meet the requirements of USERRA, including notice to your employer, and return to employment within the prescribed time periods. Beginning on and after January 1, 2007, if you are on a qualified military leave and die while in qualified military service, your surviving spouse's or designated beneficiary's death benefit (including the surviving spouse annuity) is credited with special vesting service. If you were not vested before your leave, upon your death, you will be credited with vesting service for your period of qualified military service as if you had been employed rather than in military service. However, this period of time does not get counted for accredited service purposes.
- If you are absent due to an approved paid sick leave, you are entitled to accredited service for that period of absence. This applies only if you are on paid sick leave.
- Generally, you do not receive accredited service for any time you are on unpaid leave. However, if you are a CECONY Management Participant, a CECONY Weekly Participant, or a Cash Balance Participant, and you are on an approved unpaid leave of absence (other than sick leave), for one time only throughout your employment, you are entitled to up to six months of accredited and vesting service during your leave of absence.
- If you are an O&R Management Participant or an O&R Hourly Participant on an approved leave of absence, you will receive vesting service for the period of the leave if you return to employment or are eligible to retire on a normal retirement date or on an early retirement date.
- If you are an O&R Hourly Participant who is or was a union officer (past or present), special rules apply to determine whether your service is counted for vesting and accredited service purposes when you are absent from work without pay for proper union business if you would have otherwise been scheduled to work and you provided proper notification to O&R. You are

credited with the base earnings and vesting and accredited service as if you were still employed with O&R at the same position you had prior to your union position.

- If you are eligible for Long-Term Disability benefits or a disability pension benefit, you may be entitled to earn accredited service prior to your retirement date. See the sections explaining the disability pension benefits.

Break in Service Rules for Vesting and Accredited Service

A break in service occurs when you have 500 or fewer hours of service in a calendar year. A break in service may result in a cancellation of vesting or accredited service or both. If you have more than 500 but fewer than 1,000 hours of service for vesting service or accredited service purposes, although you are not treated as having a break in service, you do not earn a year of service. If you are on a parental or FMLA leave, solely to avoid a break in service, you are credited with up to 501 hours of vesting service for any one absence in the plan year in which you take the leave or in the following plan year.

If you have a break in service, the duration of the break in service, and your vesting status prior to the break in service, determine whether your prior service is counted when you subsequently return to work or are rehired. A summary of the conditions follows:

Break in Service and Rehire Rules for CECONY Management Participants, CECONY Weekly Participants, and Cash Balance Participants		
Vested Status/Duration of Break in Service:	**Treatment of Prior Vesting Service:**	**Treatment of Prior Accredited Service:**
Vested and 5 or more consecutive breaks in service	Prior vesting service is counted*	Prior accredited service may be counted*
Not vested and 5 or more consecutive breaks in service	Prior vesting service is not counted	Prior accredited service is not counted
Vested and less than 5 consecutive breaks in service	Prior vesting service may be counted*	Prior accredited service may be counted*

<table>
<tr><th colspan="3">Break in Service and Rehire Rules for CECONY Management Participants, CECONY Weekly Participants, and Cash Balance Participants</th></tr>
<tr><th>Vested Status/Duration of Break in Service:</th><th>Treatment of Prior Vesting Service:</th><th>Treatment of Prior Accredited Service:</th></tr>
<tr><td>Not vested and less than 5 consecutive breaks in service</td><td>Prior vesting service may be counted</td><td>Prior accredited service may be counted</td></tr>
<tr><td colspan="3">*If you are a CECONY management employee, a CET employee, or a CEB employee, or a CECONY weekly employee and you begin receiving your monthly pension payment, or you received a lump sum distribution after 2012, and you are rehired on or after January 1, 2017, you will not be eligible to participate in the Plan and, service earned or accrued on and after January 1, 2017, will not be taken into account under the Plan.

If you are a CECONY weekly employee and you received a lump sum distribution before January 1, 2013, and you are rehired before January 1, 2013, you may repay your cash-out and re-enter the Plan. Your service earned or accrued after your rehire date will be taken into account under the Plan.</td></tr>
</table>

Break in Service and Rehire Rules for O&R Management Participants and O&R Hourly Participants		
Vested Status/Duration of Break in Service:	**Treatment of Prior Vesting Service:**	**Treatment of Prior Accredited Service:**
Vested and 5 or more consecutive breaks in service	Prior vesting service is counted*	Prior accredited service is restored only after you complete a year of vesting service following the breaks in service*
Not vested and 5 or more consecutive breaks in service	Prior vesting service is not counted	Prior accredited service is not counted

Break in Service and Rehire Rules for O&R Management Participants and O&R Hourly Participants		
Vested Status/Duration of Break in Service:	**Treatment of Prior Vesting Service:**	**Treatment of Prior Accredited Service:**
Vested and less than 5 consecutive breaks in service	Prior vesting service is counted after you complete a year of service following the breaks in service*	Prior accredited service is restored only after you complete a year of vesting service following the breaks in service*
Not vested and less than 5 consecutive breaks in service	Prior vesting service is counted after you complete a year of service following the breaks in service	Prior accredited service may be counted after you complete a year of vesting service following the breaks in service
* If you are an O&R management employee and begin receiving your monthly pension payment or you received a lump sum distribution and are rehired on or after January 1, 2017, you will not be eligible to participate in the Plan and service earned or accrued on and after January 1, 2017, will not be taken into account under the Plan.		

Suspension of Benefit Rule

If you are rehired prior to January 1, 2017 and are working at least 40 hours in a month for a participating CEI subsidiary, your benefit will be suspended but you may be entitled to an additional pension benefit based on the benefit formula applicable to you prior to re-employment and your Annual Compensation and Accredited Service credited under the provisions in the Retirement Plan beginning after your re-employment date.

If you continue to work beyond your normal retirement date (called late retirement), or after age 65, provided you work at least 40 hours in each calendar month, your pension benefit does not begin until after you actually terminate employment.

ABOUT PENSION BENEFITS

The Retirement Plan is designed to provide you with a normal retirement pension benefit payable at your normal retirement age. The formulas and forms of payment are designed to pay you a monthly pension annuity from age 65 until your death. The Plan also recognizes that you may have other goals.

Retiring early, before you reach your normal retirement, may be on your horizon. Depending on your participant group, you may be eligible for an early retirement pension benefit from the Plan. Early retirement benefits begin before you reach normal retirement age and may be reduced to account for the longer period of time they may be payable.

You may instead want to continue working beyond your normal retirement age and receive a late retirement pension benefit from the Plan. The choice is yours.

Depending on your participant group, you may be eligible for a disability retirement pension benefit should you become disabled under the terms of the Plan.

Vested pension benefits may be available to you based on your years of service if you leave your employer before reaching retirement age.

Refer to the following sections for information on each type of retirement, including eligibility and how benefits would be calculated:

- Normal retirement
- Early retirement
- Late retirement
- Disability retirement, and
- Vested pension benefits

NORMAL RETIREMENT PENSION BENEFITS

When You Become Eligible

If You Are a:	You May Receive a Normal Retirement Pension on the:
Cash Balance Participant	First day of the month following the later of your 65th birthday or the third anniversary of your participation in the Retirement Plan
CECONY Management Participant	First day of the month following the later of your 65th birthday or the fifth anniversary of your participation in the Retirement Plan
CECONY Weekly Participant	First day of the month following the later of your 65th birthday or the fifth anniversary of your participation in the Retirement Plan
O&R Management Participant	First day of the month coincident with or next following the day you turn 65
O&R Hourly Participant	First day of the month coincident with or next following the day you turn 65

How a Normal Retirement Pension Benefit Is Calculated for a Cash Balance Participant

The Cash Balance Formula provides you with a normal retirement pension benefit. As a Cash Balance Participant, your employer provides you with quarterly compensation credits and interest credits. As you continue to work and participate in the Retirement Plan, your cash balance account continues to grow through these two credits.* Your pension benefit is fully non-contributory which means your employer is funding your pension benefit. You do not contribute to it.

*If you transferred out of the Retirement Plan and into the Defined Contribution Thrift Savings Plan, you receive interest credits even while you are not a participant in the Retirement Plan. See the section About Pension Choice.

Your normal retirement pension benefit at your normal retirement age is equal to your cash balance account as of your normal retirement date, converted to a single life annuity. Your cash balance account is a notional bookkeeping account that is credited with two employer allocations:

- One based on your annual compensation (a compensation credit), and
- One based on an interest percentage (interest credit). The interest percentage changes quarterly based on certain government interest rates

Compensation Credits

Once you are a Cash Balance Participant, you receive a compensation credit to your cash balance account on the last day of each calendar quarter in each plan year (the "allocation date"). You must be on an active payroll and earning or being credited with compensation to earn a compensation credit. If you are not on the payroll during the full quarter, you will earn a compensation credit prorated for the number of months you are on the payroll.

The compensation credit you receive is based on your number of points. In order to calculate your points, you add your age and years of accredited service as of the last day of each calendar quarter. Your points equal the sum of your nearest age plus your nearest years of accredited service as of the last day of each calendar quarter. Depending upon your points, you will receive a compensation credit of 4%, 5%, 6% or 7% of your annual compensation for that calendar quarter, as shown in the chart, Cash Balance Formula for Cash Balance Participants – Your Compensation Credit.

Also, during any quarter in the calendar year in which your annual compensation, as defined in the chart, exceeds the Social Security taxable wage base, you will receive an additional compensation credit. In the quarter in which your cumulative annual compensation, as defined in the chart, exceeds the taxable wage base, you will receive an additional compensation credit of 4% on your annual compensation above the taxable wage base.

Your compensation credit amount is determined by using the formula described below.

Cash Balance Formula for Cash Balance Participants- Your Compensation Credit				
Sum of age + years of accredited service (each rounded to the nearest whole number as of the allocation date)	Less than 35	At least 35 but less than 50	At least 50 but less than 65	65 and over
Compensation credit provided as a percentage of annual compensation in the calendar quarter	4%	5%	6%	7%
Compensation credit provided as an additional percentage of annual compensation over the Social Security taxable wage base in the calendar quarter	4%	4%	4%	4%

The Retirement Plan uses a specific definition of annual compensation for the Cash Balance Formula. This specific definition determines what parts of your compensation will go into the calculation for your compensation credit. The same definition will be used to determine whether your annual compensation has exceeded the Social Security taxable wage base. The definition of annual compensation is different if you are a Local 1-2 employee, a Local 3 employee, a Local 503 employee or a management employee.

In all cases, however, your annual compensation for the calendar quarter is your compensation for the calendar quarter calculated at your rate of compensation as of the end of the quarter. This means that if you received a raise during the quarter, all your compensation for that quarter will be deemed earned at your new higher rate. If you terminate employment during a calendar quarter, your rate of pay is your rate as of your termination date.

At a Glance – Your Definition of Annual Compensation	
If You Are in This Employee Grouping:	**This is Your Definition of Annual Compensation:**
CECONY Management	Your basic straight-time compensation and shift differential pay received during the quarter. It excludes overtime, deferred compensation, most long-term and short-term incentive payments, and other employer benefit or compensation plans, and all forms of special pay. However, certain bonus payments, such as an award from the CECONY variable pay plan, are taken into account in the quarter in which paid, with some restrictions
CET Management	Your annual compensation is based on the definition applicable to CECONY Management

At a Glance – Your Definition of Annual Compensation	
If You Are in This Employee Grouping:	**This is Your Definition of Annual Compensation:**
O&R Management	Your basic straight-time compensation and shift differential pay for specific management positions received during the quarter. It excludes overtime, deferred compensation, most long-term and short-term incentive payments and other employer benefit or compensation plans, and all forms of special pay. However, certain bonus payments, such as an award from the O&R annual team incentive plan (ATIP), are taken into account in the quarter in which paid, with some restrictions. If you are receiving credit for vesting service and accredited service on the basis of receipt of long-term disability benefits under a plan sponsored by O&R, you will be credited with Annual O&R Management Compensation for that period at the same rate you had been receiving when last actively at work for the first 12 months of LTD benefits
CECONY Weekly	Your annual basic straight–time compensation plus one hundred percent of the aggregate amount of your pay attributable exclusively to Sunday premium pay and night shift and midnight differential premium pay received during the quarter

At a Glance – Your Definition of Annual Compensation	
If You Are in This Employee Grouping:	**This is Your Definition of Annual Compensation:**
O&R Hourly	Your annual rate of pay excluding bonuses, overtime, and special pay. If you are receiving credit for vesting service and accredited service on the basis of receipt of long-term disability benefits under a plan sponsored by O&R, you will be credited with Annual O&R Hourly Compensation for that period at the same rate you had been receiving when you were last actively at work for the first 24 months of LTD Benefits
CEB	Your annual compensation is based on the definition applicable to CECONY Management or O&R Management depending on whether your prior employment was with CECONY or O&R

A Cash Balance Participant who is employed at O&R and earns an ATIP award will have the ATIP award taken into account in the quarter in which it is paid provided it does not exceed 36% of base annual salary in effect at the end of the prior year.

A Cash Balance Participant who is employed at CECONY and who earns a variable pay award, will have the variable pay award taken into account in the quarter in which it is paid, provided it does not exceed 36% (25% before January 1, 2017) of base annual salary in effect at the end of the prior year. If the variable pay award exceeds 36% (25% before January 1, 2017) of base annual salary in effect at the end of the prior year, the amount of the variable pay award in excess of 36% (25% before January 1, 2017) is not taken into account.

A Cash Balance Participant who is employed at CEB and who earns a variable pay award, will have the variable pay award taken into account in the quarter in which it is paid provided it does not exceed 36% (25% before January 1, 2017 for non-officers and before January 1, 2019 for officers) of base annual salary in effect at the end of the prior year.

All other short-term incentive plan payments are subject to the 36% (25% before January 1, 2017 for all Cash Balance Participants other than CEB officers, in which case it was 25% before January 1, 2019) of annual compensation limit.

A variable pay award paid from a plan sponsored by CEB will be included only if such amount is from a short-term incentive plan that has been explicitly approved by the Plan Administrator as a plan from which an award will be included in the determination and calculation of a Participant's pension benefit. The Plan Administrator has final authority and discretion to determine which short-term incentive plans qualify for inclusion. Approval by the Plan Administrator of any short-term incentive plan has no retroactive effect; that is, until the plan is approved, no payments will be taken into account as annual compensation. A variable pay award does not include an award under a long-term incentive plan.

Federal tax law limits the amount of your annual compensation that can be taken into account in calculating your annual compensation. The maximum limit for calendar year (and plan year) 2021 is $290,000. Any compensation you earn above the tax law limit in each plan year is not taken into account in determining your pension benefit. This limit may change in future years.

Payments from an Executive Incentive Plan (EIP) or from a short-term incentive plan are not considered or included for purposes of determining compensation credit.

Interest Credits

As of the last day of each calendar quarter, your cash balance account value is increased by an amount equal to one-fourth of the applicable Internal Revenue Service (IRS) interest rate, multiplied by your cash balance account value as of the first day of the calendar quarter. In the event you commence your benefit prior to the last day of a calendar quarter, you will receive a pro rata interest credit based on the number of months in that quarter prior to your pension benefit commencement date.

The applicable IRS interest rate is the rate on 30-year Treasury securities published by the IRS for the second full calendar month immediately preceding the calendar quarter in which the interest rate is credited. However, the Retirement Plan sets a minimum and a maximum interest crediting rate. The quarterly interest crediting rate cannot be less than 0.75% or more than 2.25% per calendar quarter.

Your cash balance account continues to receive a regular quarterly interest credit during the period between your termination of employment and your pension benefit commencement date. Once you begin receiving payment of your pension benefit, interest credits are no longer made to your cash balance account.

How a Normal Retirement Pension Benefit Is Calculated for a CECONY Management Participant or a CECONY Weekly Participant

Your normal retirement pension benefit is calculated according to one of the following formulas:

- The Final Average Pay Formula, or
- The Career Average Formula

Both of these formulas take into account your annual compensation and your accredited service.

Both Formulas Are Closed to New Management Employees, Local 1-2, and Local 3 Members

The Final Average Pay Formula and the Career Average Formula are grandfathered formulas. This means that if you were not on the active payroll on the date the formulas were closed as described in this section, you are not eligible to be covered under them.

The Final Average Pay Formula was closed to new participants as follows:

- CECONY management employees hired on or after January 1, 2001
- Local 1-2 members hired on or after July 1, 2012, and
- Local 3 members hired on or after January 1, 2010

The Career Average Formula was closed to new participants in 1989.

About Annual Compensation

Your annual compensation is based on your annual basic straight-time salary rate in the last pay period of each calendar year (annual compensation) and, beginning January 1, 1999, if applicable, your annual variable pay award. Annual compensation includes some of your before-tax contributions, such as those made to the Thrift Savings Plan. Annual compensation excludes premium pay, overtime, deferred compensation, long-term incentive payments, payments for other employee benefit or compensation plans, and all forms of special pay. Short-term incentive payments are also excluded, except if those payments are awarded from specific enumerated plans, as discussed below.

Special Variable Pay Rules for CECONY Management Participants Who Transfer

If you are a CECONY Management Participant or you were a CECONY Management Participant effective November 15, 2001 and transferred to CET, any amount of your variable pay award that exceeds 36% (25% before January 1 2017) of your annual basic straight-time salary rate as of December 31st of the year prior to the plan year in which the variable pay is paid is not included in your pension calculation.

If you were a CECONY Management Participant effective November 15, 2001, and you transferred to CEB, any amount of your variable pay award that exceeds 36% (25% before January 1, 2017 for non-officers and before January 1, 2019 for officers) of your annual basic straight-time salary rate as of December 31st of the year prior to the plan year in which the variable pay is paid is not included in your pension calculation.

Special Variable Pay Rules for Plan Sponsored by CEB

A variable pay award paid from a plan sponsored by CEB will be included in annual compensation only if such amount is from a short-term incentive plan that has been explicitly approved by the Plan Administrator as a plan from which an award will be included in the determination and calculation of a Participant's pension benefit under this Plan. The Plan Administrator has final authority and discretion to determine which short-term incentive plans qualify for inclusion. Approval by the Plan Administrator of any short-term incentive plan has no retroactive effect; that is, until the plan is approved, no payments will be taken into account as annual compensation. A variable pay award does not include an award under a long-term incentive pay.

About Annual Compensation for CECONY Management Participants

If you are a CECONY Management Participant and are covered under the Final Average Pay Formula, your pension benefit is based on your final average pay or salary as the case may be, which is the average of your annual compensation plus the includable amount of your annual variable pay awards (calculated to the nearest whole dollar) during the highest 48 consecutive calendar months in the last 120 months of accredited service. Months of accredited service that are separated by a break in service, depending upon the length of the break in service, are treated as consecutive months.

The Final Average Pay Formula takes into account your annual compensation and the Social Security taxable wage base in effect at the time you terminate employment. Twelve months-worth of shift earnings are added to the annual basic straight-time salary rate when calculating final average pay.

The Social Security taxable wage base in effect in the last month of your employment is the maximum amount of earnings on which you and your employer pay Social Security (FICA) OASDI taxes each year. This amount is adjusted annually. In 2021, the Social Security taxable wage base is $142,800.

If you were a CECONY union participant who transferred to become a CECONY Management Participant after 2008, you remain under the same Final Average Pay formula you were in while a CECONY Weekly Participant. This means that rules described above for CECONY management employees apply to you. However, union premium pay will be also be included when calculating your final average pay and Part IV of the Final Average Pay formula is not applicable to you.

About Annual Compensation for CECONY Weekly Participants

If you are a CECONY Weekly Participant, annual compensation is based on your regular stated rate of pay in the last pay period of each calendar year.

Annual compensation includes some of your before-tax contributions, such as those made to the Thrift Savings Plan. Except as noted below, annual compensation excludes premium pay, overtime, or similar payments. Your pension benefit is based on your final average pay, which is the average of your annual basic straight-time compensation (calculated to the nearest whole dollar) for the highest 48 consecutive calendar months in the last 120 months of accredited service. Months of accredited service that are separated by a break in service, depending upon the length of the break in service, are treated as consecutive months.

If you are a Local 3 employee hired on or after June 26, 2005, final average pay is the highest 60 consecutive months in the last 120 months of accredited service.

If you are a Local 1-2 employee or a Local 3 employee, you will have 100% of the aggregate amount of pay from premium pay for night, midnight, and Sunday premium only taken into account in determining annual compensation. This amount is added to the annual basic straight-time compensation rate for that calendar year to determine your final average pay. For example, if your stated rate of pay in your last pay period in December is $35 an hour and your aggregate amount of premium pay is $3,000, your annual compensation for that year is: $35 an hour x (40 hours a week x 52 weeks a year) + $3,000 = $75,800. Premium pay for night, midnight, and Sunday premium is not taken into account in the Career Average Formula.

Federal tax law limits the amount of your annual compensation that can be taken into account in calculating your annual compensation. The maximum limit for calendar year (and plan year) 2021 is $290,000. Any compensation you earn above the tax law limit in each plan year is not taken into account in determining your pension benefit. This limit may change in future years.

Final Average Pay Formula for a CECONY Management Participant or a CECONY Weekly Participant	
PART I	1.5% (.015) of your final average pay (or salary) multiplied by the years of accredited service up to and including the 24th year, *plus*
PART II	2.00% (.020) of your final average pay (or salary) multiplied by the years of accredited service from the 25th year up to and including the 30th year, *plus*
PART III	0.50% (.005) of your final average pay (or salary) multiplied by years of accredited service after 30 years of accredited service, *plus*
PART IV	If you are a CECONY Management Participant, 0.35% of your final average salary in excess of the Social Security taxable wage base multiplied by the years of accredited service up to a maximum of 30 years
PART V	This Part V applies only to certain CECONY Weekly Participants and CECONY Management Participants who meet certain age and accredited service requirements. For an eligible **CECONY Weekly Participant** who is a Local 1-2 Employee, Part V applies starting July 1, 2008, and ends on June30, 2012. For an eligible **CECONY Management Participant**, Part V applies starting January 1, 2009, and ends June 30, 2012. If you are at least age 55 and you have at least 30 years of accredited service and you are a **CECONY Weekly Participant** or a **CECONY Management Participant**, you will receive an extra accrual of .5% (.005) for each year or part of the year during the designated period in which you continue in employment and satisfy both those conditions (the extra accrual is referred to as a special pension accrual).

The Career Average Formula is used for certain participants if it provides a greater benefit than the Final Average Pay Formula.

Career Average Formula Applicable to CECONY Participants	
PART I	2.2% of your total salary (pay) up to 30 years accredited service, plus
PART II	1.5% of the resulting amount for each year of accredited service over 30 years.

If the Career Average Formula produced a greater benefit than the Final Average Pay Formula, then it will apply to:

- A CECONY Management Participant who:
    - Was on the active payroll of CECONY on both December 31, 1982 and during the 1989 calendar year, or
    - Terminated employment with a right to a vested pension benefit prior to December 31, 1982, and
    - Was rehired and repaid any cash-out
- A CECONY Weekly Participant who:
    - Terminated employment during the month of June 1989, or
    - Was in the employ of CECONY at any time during the period from July 1, 1989 through December 31, 1989, or
    - Terminated employment with a right to a vested pension benefit prior to July 1, 1989 and was rehired and repaid any cash-out

The Career Average Formula is based on total salary (pay) for up to 30 years.

Total salary (pay) includes the total of your annual compensation in the year you retire and in each of the 14 years before retirement date, plus your annual compensation for each earlier year you worked (up to 16 years), credited at your annual compensation for the 14^{th} (pivot) year before the year you retire. The Career Average Formula for a CECONY Weekly Participant does not take into account any premium pay.

How a Normal Retirement Pension Benefit Is Calculated for an O&R Management Participant or an O&R Hourly Participant

An O&R Management Participant's or an O&R Hourly Participant's normal retirement pension benefit is calculated according to a Career Average Formula using annual base earnings and accredited service.

If you are an O&R Management Participant, your annual base earnings are based on your annual salary rate and generally exclude overtime, special pay, or similar payments. Your annual base earnings are determined prior to any before-tax contributions and allocations, such as those made to the Consolidated Edison Thrift Savings Plan. ATIP awards paid after January 1, 1997, are included in the definition of annual base earnings – annual compensation – in the year paid for purposes of determining your annual compensation (effective January 1, 2017, up to 36% for O&R management employees).

If you are an O&R Hourly Participant, your annual base earnings are what you earn for your regular workweek and exclude bonuses, overtime, special pay, or similar payments. Your annual base earnings are determined prior to any before-tax contributions and allocations such as those made to the Thrift Savings Plan.

<table>
<tr><th colspan="2">Table A

The Career Average Formula for an O&R Management Participant or an O&R Hourly Participant retiring after January 1, 2020 and before January 1, 2023</th></tr>
<tr><td>PART I</td><td>Prior accredited service calculation:
1.5% of your annual salary rate on January 1, 2016, divided by 12, multiplied by
The total number of months of accredited service you earned before January 1, 2016, plus</td></tr>
<tr><td>PART II</td><td>Future accredited service calculation:
2% of your base earnings received for each year of accredited service after December 31, 2015, plus
2% of 2 times your final annual salary rate at termination of employment</td></tr>
<tr><td>PART III</td><td>Add the prior accredited service total to the future accredited service total.</td></tr>
<tr><td colspan="2">In determining whether you use Part I of the formula, you use the greater of your accrued pension benefit under Part I or under the all accredited service formula. The all accredited service formula is calculated by multiplying 2% of your compensation for each year you are a Participant until the respective pivot year. For management participants, ATIP payments are also calculated in Part II of the formula limited to 36% of compensation.</td></tr>
</table>

EARLY RETIREMENT PENSION BENEFITS

When You Become Eligible

If You Are a Cash Balance Participant

You may elect to retire and receive your pension benefit before your normal retirement age. If you elect a monthly payment option, the amount will be based on your cash balance account adjusted for your age at distribution using required factors as published by the IRS.

If You Are a CECONY Management Participant or a CECONY Weekly Participant

When your age and years of accredited service total at least 75 points, you may elect to retire before your normal retirement age – and receive an early retirement pension benefit. Your 75 points are determined by adding your age and your years of accredited service, rounded to the nearest whole year.

How Your Early Retirement Pension Benefit Is Calculated and May Be Reduced

If You Are a CECONY Weekly Participant or a CECONY Management Participant

An early retirement pension benefit is calculated the same way as a normal retirement pension benefit except that certain reduction factors are applied (as described in this section). Your monthly early retirement pension benefit may be reduced depending on your age and years of service when you begin your pension benefit.

Also, all pension benefits are subject to maximum annual limits under the federal tax laws. Early retirement pension benefits that exceed any of the federal tax law's maximum annual amounts will be reduced to the legally permissible amount. This means that, in addition to reductions resulting from the pension benefit, in some cases, federal tax laws require certain reductions to apply to an early retirement pension benefit.

The reduction factors for early retirement pension benefit payments that begin before you reach age 55 are shown as a percentage of your monthly pension benefit in the table below. The reduction factors apply if you have 75 points but you begin your early retirement pension benefit before you are age 55. These factors are based on your age (prorated monthly) when your early retirement pension benefit begins.

Early Retirement Pension Benefit Reductions for a CECONY Management Participant or a CECONY Weekly Participant with 75 Points Who Begins Receiving Pension Benefits Before Reaching Age 55	
Use this table if (1) you have at least 75 points and (2) you are the age, shown below, when you begin your early retirement pension benefit	
If You Are This Age When Benefits Begin:	**Your Monthly Pension Benefit Is Reduced by:**
54	45.6%
53	49.2%
52	52.8%
51	56.4%
50	58.8%
Note: The reduction applied to your benefit significantly increases the earlier you take your benefit. For example, if you take your benefit earlier than age 52, the amount your benefit will be less than half of the benefit that you would receive if you waited to take your benefit at your normal retirement date.	

Special Early Retirement Rules that Apply If You Are a CECONY Weekly Participant

If you are a CECONY Weekly Participant and you are at least age 60 and have 75 points on the date you retire or you are at least age 55 and have at least 30 years of accredited service on the date you retire, you may elect to begin your early retirement pension benefit immediately without any reduction to your normal retirement pension benefit. Otherwise, so long as the sum of your age and accredited service is at least 75 points, your Normal Retirement Pension Benefit will be reduced by 1.5% for each year you receive a benefit between the ages of 60 and 55, and then an actuarial reduction will be applied for years in which you receive a benefit prior to age 55.

Special Early Retirement Rules that Apply If You Are a CECONY Management Participant

If you are a CECONY Management Participant and you begin your pension benefit before age 65, even if your early retirement pension benefit would not otherwise be reduced, federal law requires that certain reduction factors apply. Reduction factors are applied to Part IV of the Final Average Pay Formula (the part of your early retirement pension benefit that takes into account the .35% of your final average salary over the Social Security taxable wage base).

If you are a CECONY Management Participant who turned age 50 on or before January 1, 2013, and you are at least age 55 and have at least 30 years of accredited service, or you are at least age 60 with 75 points on the date you retire, you may elect to begin your early retirement pension benefit immediately without any reduction to your normal retirement pension benefit.

If you are a CECONY Management Participant who did not turn age 50 on or before January 1, 2013, and you are at least age 55 and have at least 30 years of accredited service on the date you retire, you may elect to begin your early retirement pension benefit immediately after you terminate employment. Your pension benefit accrued as of December 31, 2012 will not be reduced for early commencement. However, your pension benefit accrued on or after January 1, 2013 will be reduced by five percent (5%) for every year your distribution begins between the ages of 55 and 60.

If you are a CECONY Management Participant who did not turn age 50 prior to January 1, 2013, you are at least age 55, you have fewer than 30 years of accredited service, and you have at least 75 points on the date you retire, you may elect to begin your early retirement pension benefit immediately after you terminate employment. For each year your distribution begins between the ages of 55 and 60 your pension benefit accrued as of December 31, 2012 will be reduced by one- and one-half percent (1.5%). Your pension benefit accrued on or after January 1, 2013 will be reduced by five percent (5%) for every year your distribution begins between the ages of 55 and 60.

If you have a total of 75 points but are not at least age 60 with 15 years of accredited service or are not at least age 55 with 30 years of accredited service, you may still elect to begin your early retirement pension benefit immediately after you terminate employment. However, your monthly pension benefit will be reduced to take into account the fact that you are beginning your pension benefit before your normal retirement date.

- See this chart if you are a CECONY Management Participant who was at least age 50 on or before January 1, 2013 or a CECONY Weekly Participant, and
- See this chart if you are a CECONY Management Participant who was not age 50 on or before January 1, 2013

This age-related adjustment is made when you begin to receive your pension benefit before normal retirement age because payments are expected to continue over a longer period of time.

If you do not want to receive a reduced monthly pension benefit, you may defer your pension benefit to when you would reach age 65. At that time, you will receive a normal retirement pension benefit and it will be calculated based on your years of accredited service and compensation as of your employment termination date. If you delay the commencement of your pension benefit until you reach age 65, your pension benefit will not be reduced.

At a Glance – CECONY Management Participant at Least Age 50 on or before January 1, 2013 or a CECONY Weekly Participant	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 55 and have at least 30 years of accredited service on the date you retire	Unreduced Normal Retirement Pension Benefit*
At least age 60 and the sum of your age (rounded) and accredited service (rounded) is a least 75 points on the date you retire	Unreduced Normal Retirement Pension Benefit*
Otherwise, so long as the sum of your age (rounded) and accredited service (rounded) is at least 75 points	Your Normal Retirement Pension Benefit will be reduced by 1.5% for each year that you elect to receive your pension benefit between the ages 60 and 55, and then an actuarial reduction will be applied for each year that you receive your pension benefit before age 55
* Unless final average salary exceeds the Social Security taxable wage base.	

At a Glance – CECONY Management Participant Who Was Not at Least Age 50 on or before January 1, 2013	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 55 and have at least 30 years of accredited service on the date you retire	*For your pension accrued as of December 31, 2012:* Your unreduced Normal Retirement Pension Benefit* *For your pension accrued after December 31, 2012:* Your Normal Retirement Pension Benefit reduced by five percent (5%) for every year distribution begins between the ages of 55 and 60
At least age 55 and the sum of your age (rounded) and accredited service (rounded) is at least 75 points on the date you retire	*For your pension accrued as of December 31, 2012:* Your Normal Retirement Pension Benefit reduced 1.5% for each year your retirement age is before age 60 until age 55 *For your pension accrued after December 31, 2012*: Your Normal Retirement Pension Benefit reduced by five percent (5%) for every year distribution begins between the ages of 55 and 60
At least age 60 and the sum of your age (rounded) and accredited service (rounded) is a least 75 points on the date you retire	Unreduced Normal Retirement Pension Benefit*
* Unless final average salary exceeds the Social Security taxable wage base.	

If You Are an O&R Management Participant or an O&R Hourly Participant

An early retirement pension benefit is calculated the same way as a normal retirement pension benefit but will be based on your vesting service and annual compensation as of your early retirement date, plus an additional benefit for two years of accredited service based on your rate of Annual Compensation being paid to you immediately prior to your Early Retirement Date .Additionally, an early retirement pension benefit, or a portion of your early retirement pension benefit may be reduced depending on your age, your years of service at the time you leave the Company, and when payments begin as described in the section Early Retirement Pension Benefit in this SPD.

Supplemental Early Retirement Payment for Eligible O&R Participants

If you are an O&R Participant whose early retirement pension benefit begins on or after the date you turn age 60, but before you reach age 62, the Retirement Plan also provides for a special supplemental payment of $1,200 a month, if you retire on or after January 1, 2020. This supplemental early retirement payment will continue for up to 24 consecutive months, but not after the month you reach age 62, if sooner. For example, if you retire when you are age 61, your supplemental payments will still end in the month in which you attain age 62 even if you did not receive 24 monthly payments.

The monthly supplement also ends on the first day of the month of the earlier of your death.

If you are actively employed and attain at least age 55, you may elect to retire and receive an early retirement pension benefit, provided you have completed at least 10 years of vesting service. Your early retirement pension benefit may be subject to reduction depending on your age and service at retirement. Your pension benefit is reduced if you begin to receive it before normal retirement age because payments are expected to continue over a longer period of time.

If you are at least age 60 and have at least 10 years of vesting service, you may begin your early retirement pension benefit without a reduction.

If you are an O&R Management Participant and you were at least age 50 on or before January 1, 2013 or you were an O&R Hourly Participant and you have (had) 85 points when you retire(d) from active employment, you may begin your early retirement pension benefit without a reduction. You calculate your 85 points by adding your age and your accredited service as of your retirement date. You have 30 days following your termination of employment to begin your early retirement pension benefit. If you do not elect to begin your pension benefit within this 30-day period, your pension benefit is automatically deferred to your normal retirement age.

If you are an O&R Management Participant who did not turn age 50 prior to January 1, 2013, are at least age 55 and have 85 points on the date you retire, you may elect to begin your early retirement pension benefit immediately after you terminate employment. Your pension benefit accrued as of December 31, 2012 will not be reduced, but your pension benefit accrued on or after January 1, 2013 will be reduced by five percent (5%) for every year your distribution begins between the ages of 55 and 60.

If you are an O&R Management Participant who did not turn 50 prior to January 1, 2013, are at least age 55 and have 10 years of vesting service on the date you retire and do not have 85 points at retirement, you may elect to begin your early retirement pension benefit immediately after you terminate employment. For each year your distribution begins, between the ages of 55 and 60, your pension benefit accrued as of December 31, 2012 will be reduced by four percent (4%), and your pension benefit accrued on or after January 1, 2013 will be reduced by five percent (5%).

If you are O&R Hourly Participant and retire after January 1, 2015, are at least age 60 and have 10 years of service on the date you retire, or are at least age 55 and have 85 points on the date you retire, you may elect to begin your early retirement pension benefit immediately without any reduction to your normal retirement pension benefit.

If you are an O&R Hourly Participant and retire after January 1, 2015, are at least age 55 and have 10 years of vesting service on the date you retire, you may elect to begin your early retirement pension benefit immediately after you terminate employment. If you did not have 85 points as of your retirement date, and your distribution begins between the ages of 55 and 60, your pension benefit accrued as of December 31, 2014 will be reduced by four percent (4%) per year prior to age 60, and your pension benefit accrued on or after January 1, 2014 will be reduced by five percent (5%) per year prior to age 60.

Deferring Your Early Retirement Benefit

You may elect to defer your early retirement pension benefit, or, if you make no election, your early retirement pension benefit is automatically deferred. If you do not begin your early retirement pension benefit when you are first eligible, and subsequently you elect to begin your pension benefit as a vested pension benefit prior to age 65, you will be subject to the same reductions as a terminated vested O&R Management Participant or a terminated vested O&R Hourly Participant.

If you do not want to receive a reduced pension benefit, you must defer your pension benefit until age 65. At that time, you will receive a normal retirement pension benefit based on your years of accredited service and compensation as of your employment termination date. When you delay the commencement of your pension benefit until age 65, your pension benefit is not reduced.

At a Glance – If You Are an O&R Management Participant Who Was at Least Age 50 on or Before January 1, 2013	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 60 and have at least 10 years of vesting service on the date you retire	Unreduced Normal Retirement Pension Benefit
At least age 55 and the sum of your age and vesting service is at least 85 points	Unreduced Normal Retirement Pension Benefit
A least age 55 and have at least 10 years of vesting service and the sum of your age and vesting service is less than 85 points	Normal Retirement Pension Benefit reduced 4% for each year benefit commencement age is between age 55 and 60

At a Glance – If You Are an O&R Management Participant Who Was Not at Least Age 50 on or before January 1, 2013	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 60 and have at least 10 years of vesting service on the date you retire	Unreduced Normal Retirement Pension Benefit
At least age 55 and the sum of your age and vesting service is at least 85 points	Pension accrued as of December 31, 2012 – Unreduced Normal Retirement Pension Benefit Pension accrued after December 31, 2012 – Your Normal Retirement Pension Benefit will be reduced by five percent (5%) for each year distribution begins between the ages of 55 and 60

At a Glance – If You Are an O&R Management Participant Who Was Not at Least Age 50 on or before January 1, 2013	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 55 and 10 years of vesting service and the sum of your age and vesting service is less than 85 points	Pension accrued as of December 31, 2012 – Normal Retirement Pension Benefit reduced 4% for each year distribution begins between the ages of 55 and 60 Pension accrued after December 31, 2012 – Your Normal Retirement Pension Benefit will be reduced by five percent (5%) for every year distribution begins between the ages of 55 and 60

At a Glance – If You Are an O&R Hourly Participant	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
At least age 60 and have at least 10 years of vesting service on the date you retire	Unreduced Normal Retirement Pension Benefit
At least age 55 and the sum of your age and vesting service is at least 85 points	Unreduced Normal Retirement Pension Benefit

At a Glance – If You Are an O&R Hourly Participant	
If You Are at Least This Age and Have This Service:	**The Benefit You Could Receive Would Be a(n):**
Otherwise, at least age 55 and 10 years of vesting Service and the sum of your age and vesting service is less than 85 points	Pension accrued as of December 31, 2014 – Normal Retirement Pension Benefit reduced 4% for each year distribution begins between the ages of 55 and 60 Pension accrued after December 31, 2014 – Your Normal Retirement Pension Benefit will be reduced by five percent (5%) for every year distribution begins between the ages of 55 and 60

LATE RETIREMENT PENSION BENEFITS

When You Become Eligible

If you continue working after your normal retirement date, you will continue to accrue additional accredited service. Your pension benefit will not begin until the first day of the calendar month after you actually retire. This is true for all Participants in the Plan.

How a Late Retirement Pension Benefit Is Calculated for All Participants

If you continue to work after normal retirement age, which, in most cases is age 65, you will not receive your pension benefit until you actually terminate employment.

In general, your late retirement pension benefit is determined the same way as your normal retirement pension benefit. If you are a Cash Balance Participant, the formula is based on your age up to the date you actually terminate employment. If you are a CECONY Management Participant, a CECONY Weekly Participant, an O&R Management Participant or an O&R Hourly Participant, the Final Average Pay or Career Average Pay Formula is based on your annual compensation and years of accredited service up to the date you terminate employment.

If you terminated employment earlier and received any pension benefit payments, including a cash-out or a single-sum payment (and did not repay the cash-out during the applicable repayment windows), your late retirement pension benefit will be offset (reduced) by the value of any pension benefit payments already made to you. This means that your actual late retirement pension benefit will be reduced by the value or amount of any pension benefit payments you previously received, including any monthly pension benefits you may have received if you worked fewer than 40 hours a month or for any other reason.

DISABILITY PENSION BENEFITS

When You Become Eligible

A disability pension benefit is a special pension benefit only available if you are totally and permanently disabled when you terminate employment.

At a Glance – When You Are Eligible for Disability Pension Benefits	
If You Belong to This Participant Group:	**Disability Benefit Eligibility:**
CECONY Management Participant CECONY Weekly Participant	You are totally and permanently disabled if the Plan Administrator determines that you are unable to engage in any work or if the Social Security Administration determines that you are disabled as of the date you terminate employment. If the Plan Administrator determines that you are totally and permanently disabled, in order to be eligible for a disability pension benefit, you must terminate employment on account of your total and permanent disability

Note for Cash Balance Participants: If you are a cash balance participant, there are no special rules providing for a disability retirement under the Plan, however, if you terminate employment for any reason (including disability), you may elect to begin receiving your vested pension benefit immediately following termination of employment.

How a Disability Pension Benefit Is Calculated for a CECONY Management Participant or CECONY Weekly Participant

At the time you terminate employment because of total and permanent disability or because you qualify for Social Security disability benefits, you can receive an immediate pension benefit or defer the start of your pension benefit until you reach age 65.

In some cases, your disability pension benefit may be calculated as if you had accredited service between the date you became disabled and the date you begin receiving your pension benefit. If you qualify for Social Security disability benefits and you defer the start of your disability pension benefit from the Plan, your disability pension benefit will be calculated as if you continued to earn your annual compensation to the date you commence your benefit. This means that if you defer the start of your pension benefit, you will continue to earn accredited service up to the earliest of:

- Your death
- The end of your disability
- The date you begin any gainful employment, self-employment, or any similar activity in which you receive wages or earned income, or
- Your normal retirement date

If you are a CECONY Management Participant, your annual compensation during the deferral period will not include any variable pay award.

If you do not qualify for a Social Security disability benefit and the Plan Administrator makes a determination that you are totally and permanently disabled, you will <u>not</u> continue to earn accredited service past the date of your disability if you defer the start of your pension benefit.

If the Plan Administrator makes a determination that you are totally and permanently disabled, or you qualify for Social Security disability benefits and you elect to begin your disability pension benefit before your normal retirement age, the amount of your benefit and the reduction factors that apply to your benefit, if any, depend on your age and service as of the date you commence your benefit.

If you are age 50 or older and have completed 20 years of accredited service at the time you terminate employment because you are totally and permanently disabled, or choose to commence your benefit after qualifying for Social Security disability benefits, you can receive an unreduced immediate pension benefit. ***Note:*** If you are not age 50 or older and have not completed 20 years of accredited service at the time you qualify for Social Security disability benefits, you can wait until you reach age 50 and have 20 years of accredited service to commence your benefit and receive an unreduced disability pension benefit.

If you have 75 points when you terminate employment because of a total and permanent disability, or choose to commence your benefit after qualifying for Social Security disability benefits, but are not age 50 with at least 20 years of accredited service as of your commencement date, your benefit is reduced by

1.5% for each year you begin to receive your disability pension benefit before age 60.

If you do not have 75 points and are not age 50 with at least 20 years of accredited service on the date you commence your benefit, your disability pension benefit is subject to the same reduction factors as a vested pension benefit if you choose to start your disability pension benefit before age 65. ***Note:*** If you do not have 75 points at the time you qualify for Social Security disability benefits, you can wait until you have 75 points to commence your benefit and to avoid the reduction above.

If you are under age 65 when you commence your disability pension benefit and your final average salary (pay) exceeds the Social Security taxable wage base, your disability pension benefit will be reduced by the reduction factors required by federal law based on your age at the time you begin receiving your benefit.

At a Glance – Amount of Disability Pension Benefit Reduction for Early Commencement for a CECONY Management or a CECONY Weekly Participant	
If Your Age and Years of Accredited Service Equal:	**Your Disability Pension Benefit Will Be:**
75 Points but you are not age 50 with at least 20 years of accredited service as of your actual termination date	Reduced by 1.5% for each year you begin to receive your disability pension benefit before reaching age 60
At least age 50 and you have completed 20 years of accredited service at the time you terminate employment	An unreduced immediate disability pension benefit
Less than 75 points and you are not at least age 50 with at least 20 years of accredited service	Calculated based on its present value payable at your normal retirement date and reduced by applicable actuarial factors for years you receive your disability pension benefit before reaching age 65

If you believe you may be entitled to a disability pension benefit, contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com for further information.

How a Disability Pension Benefit Is Calculated for an O&R Management Participant or an O&R Hourly Participant

If you are in receipt of a Social Security disability benefit award or if the Plan Administrator determines that you are totally and permanently disabled, while in active employment, you may be eligible for a disability pension benefit.

There is no minimum age requirement to receive a disability pension and the benefit is not reduced because you receive your disability pension benefit prior to your normal retirement date. You will receive a disability pension benefit based on your compensation and accredited service immediately prior to the date you became disabled, plus an additional benefit for two (2) years of accredited service based on your compensation at the last regular rate being paid to you immediately prior to the date you became disabled.

If the Plan Administrator finds that you are totally and permanently disabled, you may elect to commence your disability pension benefit at any time prior to your normal retirement date. However, if you do so, the Plan Administrator may require you to submit proof of your continuing disability up to age 65. If the continuation of your disability pension benefit is subject to adequate evidence of your continued total and permanent disability, proof of disability is not required after you reach age 65.

If your disability ends while you are receiving a disability pension benefit or if you refuse to submit proof of your continuing disability, your disability pension benefit will stop. If you do not return to active employment when your disability ends or if you refuse to submit proof of your continuing disability, any remaining pension benefit owed to you will be paid to you based on whether you meet the criteria for a vested pension benefit or early retirement pension benefit, as applicable.

If you do not meet the disability pension benefit requirements when you terminate employment, you commence an early retirement benefit, and are later found to have incurred a disability while actively employed, you may elect to receive a disability pension benefit in lieu of your early retirement benefit.

Effective January 1, 2015, if you are an O&R hourly employee and you are not receiving your disability pension benefit, but are receiving long term disability benefits and/or Social Security disability benefits, you will receive credit for vesting or for accredited service under the Plan for up to, but no more than, twenty-four (24) months, or, if you have been approved for Social Security disability benefits and you have not yet elected to begin receiving your disability pension benefit, thirty-six (36) months.

At a Glance – When You Are Eligible for Disability Pension Benefits	
If You Belong to This Participant Group:	**Disability Benefit Eligibility:**
O&R Management Participant O&R Hourly Participant	You are eligible for a disability pension benefit if the Social Security Administration determines that you are totally and permanently disabled as of the date you terminate employment or the Plan Administrator determines that you became totally and permanently disabled while in active employment. There is no minimum age requirement to receive a disability pension and the benefit is not reduced because you receive your disability pension benefit prior to your normal retirement date. However, you need to have 10 years of accredited service to be eligible for a disability retirement benefit

VESTED PENSION BENEFITS

When You Become Eligible

As described in the section How You Vest in Your Pension Benefit, if you terminate employment after you are fully vested, you have a right to receive a vested pension benefit payable on your normal retirement date. If you terminate employment before you are vested, no benefit is payable.

If you meet certain criteria after you have vested, you may choose to receive your benefit prior to your normal retirement date. Your monthly pension benefit may be reduced to take into account the fact that you are beginning your pension benefit before your normal retirement date. This age-related reduction is a permanent reduction and is made to your pension benefit when you begin to receive it before normal retirement age because payments are expected to continue over a longer period of time.

At a Glance – When You Can Receive Your Vested Pension Benefit	
If You Are a:	**You May Receive Your Vested Pension Benefit when:**
Cash Balance Participant CECONY Management Participant CECONY Weekly Participant	At any time following your termination of employment. If you do not elect to begin your pension benefit earlier, and your total vested pension benefit is worth more than $1,000, your pension benefit will begin at your normal retirement age. If your total vested pension benefit is worth $1,000 or less, you will receive it in a single sum upon termination of employment

At a Glance – When You Can Receive Your Vested Pension Benefit	
If You Are a:	**You May Receive Your Vested Pension Benefit when:**
O&R Management Participant O&R Hourly Participant	After terminating employment, in any month on or after you reach age 65. You may receive a vested benefit beginning at age 55 if you have at least 10 years of vesting service when you terminate your employment

Receiving a Deferred Vested Pension Benefit

For a Cash Balance Participant

If you are entitled to a vested pension benefit, you may elect to receive it at any time after you terminate employment, even if it is prior to your normal retirement date.

If you decide to take your pension benefit in the form of an annuity, certain assumptions, based on the applicable IRS mortality table and the applicable IRS interest rate, are made to determine your monthly pension benefit.

If you take your pension benefit in the form of a lump sum cash-out, you will receive the value of your cash balance account.

For a CECONY Management Participant or a CECONY Weekly Participant

If you are vested and do not have 75 points when you terminate employment, you may elect to receive your vested pension benefit immediately in the form of an annuity or a lump sum cash-out or defer it up to, but not later than, your normal retirement date.

Your vested pension benefit is the actuarial equivalent of your normal retirement pension benefit based on applicable actuarial factors.

If you do not make an election to begin receiving your vested pension benefit and the present value of your benefit exceeds $1,000, you will be considered to have elected a deferred annuity.

For an O&R Management Participant or an O&R Hourly Participant

If you are vested when you terminate employment, your vested pension benefit begins on your normal retirement date. If you have at least 10 years of vesting service when you terminate employment, you can receive a vested pension benefit as of the first day of any month on or after you reach age 55.

Your vested pension benefit will be determined the same as a normal retirement pension benefit, but will be based on your accredited service and annual compensation as of the date you terminate employment, plus two years of accredited service on the basis of your annual compensation as of your date of termination, using the actuarial equivalent of your normal retirement pension benefit based on applicable actuarial factors.

HOW YOUR PENSION BENEFIT IS PAID – FORMS OF PAYMENT

If You Are Single

If you are single on the date you elect to begin your pension benefit and on the date your pension begins, your normal form of payment for your pension benefit is a single life annuity. A single life annuity pays you a lifetime monthly benefit as long as you live. The benefit ends in the month of your death. After your death, no further benefits are payable.

Instead of a single life annuity, you may elect an optional form of payment. The chart below show the optional forms of payment from which you may choose if you are single on the date your pension benefit begins. Refer to the section The Optional Forms of Payment for the other forms of payment that may be available to you under the Plan.

If You are Married

If you are married on the date you elect to begin your pension benefit and the date your pension benefit begins, the normal form of payment for your pension benefit is a 50% joint and surviving spouse annuity. The 50% joint and surviving spouse annuity provides you with a lifetime monthly pension benefit. If your spouse survives you, he or she will receive a monthly lifetime benefit equal to 50% of the pension benefit you had been receiving.

Your surviving spouse must be the same spouse to whom you were married on the date you started receiving your pension benefit. If the person to whom you were married at the time your pension benefits begin dies before you, under the 50% joint and surviving spouse annuity option, no further benefit is paid at your death to another spouse or any other beneficiary. In other words, if you remarry, that spouse is not entitled to and has no right to continuing benefits after your death.

Instead of a 50% joint and surviving spouse annuity, you may elect an optional form of payment, subject to the consent of your spouse. The charts below show the optional forms of payment that you may elect if you are married on the date your pension benefit begins and you obtain your spouse's consent to your election.

Cash Out of Benefits Less than $1,000

If the present value of your pension benefit (based on actuarial assumptions) at your normal retirement date, or your earlier employment termination date, is $1,000 or less, you will automatically receive your benefit as a lump-sum payment. You are not entitled to elect any other form of payment. If you are married at the time your pension benefit begins, your spouse's consent is not required.

The Optional Forms of Payment

Instead of receiving your pension benefit in the normal form of payment based on your marital status, you may choose from one of the optional forms of payment available to you. The Plan offers several optional forms of payment however, not all optional forms may be available to you. If you are married, you must obtain your spouse's consent if you want to elect a form of payment that would provide a benefit less than what your spouse would be entitled to under the 50% joint and surviving spouse annuity option following your death.

The forms of payment are summarized generally below and the charts that follow show which optional forms of payment are available to you based on your participant group. Distinctions may apply to an optional form for a particular participant group. If a distinction applies, it is noted in the charts applicable to the participant group.

Single life annuity – A single life annuity pays you a monthly benefit for life that ends in the month of your death. To elect this optional form of payment if you are married, your spouse must consent to your election.

Joint and survivor annuity options with or without pop-up – You may elect a 50%, 75% or 100% joint and survivor annuity that provides you with a monthly pension benefit during your lifetime. If you die before your designated beneficiary, 50% (or 75% or 100%, based on the option you elected) of your monthly pension benefit will be payable to your beneficiary for the remainder of his or her lifetime. If your beneficiary dies before you, the same reduced monthly pension benefit will continue to be paid to you unless you elected a pop-up option that increases your benefit upon your beneficiary's death prior to yours. Depending on your particular participant group, your pension benefit may be reduced if you elect this option.

The pop-up option – You may also be eligible to elect a pop-up option if you elect a joint and survivor annuity option. If you elect the pop-up option, if you are receiving your monthly pension benefit, and your designated beneficiary dies before you die, your monthly pension benefit "pops-up" to what you would have received had you elected a single life annuity.

If you elect the pop-up option, the amount of your monthly pension benefit is further reduced (in addition to the reduction for the 50%, 75% or 100%, as applicable, joint and survivor annuity) to pay for the pop-up option. **Note:** If you are a CECONY participant, the pop-up option is not available to you if you elect a 50% joint & survivor annuity.

Depending on your particular participant group, you may name anyone as your beneficiary for the 50% (75% or 100%, as applicable) joint and survivor annuity. If you are married, and you are eligible to name someone other than your spouse as your beneficiary, you must obtain your spouse's notarized consent to your designation on a form furnished by and filed with the Plan Administrator. **Note:** If you are a CECONY participant, you may only name your spouse as your beneficiary under a joint and survivor annuity.

If you have begun to receive your pension benefit and your beneficiary dies before you, you cannot name another beneficiary once your pension benefits have begun. Upon your death, no further benefits are payable from the Plan.

Twelve-year certain and life annuity option with or without 50% surviving spouse benefit – The twelve-year certain and life annuity option provides you with a reduced monthly benefit during your lifetime. You receive a lower monthly pension benefit than the normal form of benefit because there is a cost associated with the 12-year certain (144-monthly payment period). You pay the cost by receiving a smaller monthly pension benefit than what you would have received under the normal form of benefit.

Under this option, if you die before 144 monthly payments are made the same monthly benefit you were receiving would be payable to your designated beneficiary until the end of the 144-monthly payment period. It is important to designate at least one contingent beneficiary. If your primary designated beneficiary dies after you but, before the end of the 144-monthly payment period, and if you named a contingent beneficiary, he or she will receive any remaining payments. If your designated beneficiary dies after you, but before all 144-monthly payments have been made, and you did not name a contingent beneficiary, your designated beneficiary's estate will be entitled to the remainder, unless you name a contingent beneficiary before your death. If your surviving spouse is your designated beneficiary, your surviving spouse will receive a surviving spouse annuity equal to 50% of the amount of the reduced twelve-year certain and life annuity, commencing on the later of the expiration of the 144-month period or your death.

During the 144-monthly payment period, even while you are receiving monthly benefits, you may change your beneficiary designation.

If your designated beneficiary dies before you die, and during the 144-monthly payment period, you may name one or more contingent beneficiaries.

If you live beyond the 144-monthly payment period, you will continue to receive the same monthly pension benefit until you die. If you die after the 144-monthly payment period, there is no death benefit for any beneficiary other than a surviving spouse who would receive 50% of the amount of the pension you were receiving.

To elect this optional form of payment if you are married, your spouse must consent to your election. **Note:** With certain exceptions, if you are a CECONY participant, you may only name your spouse as your primary beneficiary under this option.

Level income option – The level income option is available with any annuity form of payment and is designed to provide you with a "level income," beginning on the date you start your pension benefit by taking into account the theoretical amount you may receive from Social Security retirement income. However, the amount you actually receive, if any, from Social Security and the date you actually begin to receive your Social Security benefits, if ever, is based strictly on the federal rules governing the Social Security Administration. These rules change from time to time.

You can elect to include the level income option to age 62 (the earliest age that you can start receiving reduced Social Security retirement income benefits) or to your normal Social Security retirement age which, depending upon your year of birth, is sometime from age 65 to age 67.

With the level income option, you temporarily receive a higher monthly pension benefit amount than the amount you would have received if you had elected a monthly pension benefit without the level income option. The temporary higher monthly pension amount is calculated based upon an estimate of your Social Security retirement income benefit. The estimate of your Social Security benefit is based only on your employment wage history with Con Edison, O&R, CET or CEB. The level income option is determined using the interest rate specified in IRC §417(e)(3)(C) for the second full calendar month preceding the calendar year in which you begin your pension benefit and the applicable mortality table described in IRC §417(e)(3)(B).

At the time you elect this option, you will also elect your leveling date: either the date you reach your early Social Security retirement age or your normal Social Security retirement age. After you make this election and your pension benefit begins, your pension benefit is unaffected by when you actually begin your Social Security retirement benefit.

Once you reach your elected leveling date, the amount you will receive from the Retirement Plan is <u>permanently reduced to a lower amount and will never</u>

increase (other than for a possible cost-of-living adjustment that may apply to your pension benefit). You continue to receive the lower, reduced amount until you die.

Cash-out – A cash-out is a lump-sum payment of the present value of your pension benefit payable at your normal retirement age. The present value is determined using the mortality table and the interest rate governed by the Internal Revenue Code (IRC).

Cash balance single-sum – The cash balance single sum is available only if you are a Cash Balance Participant. You may elect a single-sum payment in the amount of your notional cash balance account. The present value of the amount of this benefit is determined using the mortality table and interest rate governed by the IRC.

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
Cash Balance Participant – Single This applies if you are a Cash Balance Participant who is single when you begin your pension benefit **Normal form of payment:** Single life annuity	• A 12-year certain and life annuity with or without level income option • A single life annuity with level income option • A cash balance single-sum payment

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
Cash Balance Participant – Married This applies if you are a Cash Balance Participant who is married when you begin payment of your pension benefit **Normal form of payment:** 50% joint and surviving spouse annuity	• A 12-year certain and life for you with a 50% survivor benefit to your spouse* • A 50% joint and survivor annuity with level income option • A 75% joint and survivor annuity with or without a pop-up option • A 100% joint and survivor annuity with or without a pop-up option • A cash balance single-sum payment, or • A single life annuity All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment. *12-year certain with a spousal beneficiary – If you elect a 12-year certain and life form of payment and you die before the 144 monthly payments are made, the same monthly benefit you were receiving will be payable to your spouse until the end of the 144-monthly payment period. Once the 144 monthly

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	payments have been made, 50% of the reduced benefit your surviving spouse was receiving after your death will be payable to your surviving spouse for his or her lifetime
CECONY Management Participant – Single This applies if you are a CECONY Management Participant who is single when you begin payment of your pension benefit **Normal form of payment:** Single life annuity	• A 12-year certain and life annuity with or without level income option • A single life annuity with level income, or • A cash-out* All annuity forms may be chosen with or without the level income option. * If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity

<table>
<tr><th colspan="2">Forms of Payment Available by Participant Group</th></tr>
<tr><td colspan="2">Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse’s consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.</td></tr>
<tr><th>Participant Group:</th><th>Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:</th></tr>
<tr><td>CECONY Management Participant who was age 50 before January 1, 2013 – Married
This applies if you are a CECONY Management Participant who is married when you begin payment of your pension benefit and you were age 50 before January 1, 2013

Normal form of payment:
50% joint and surviving spouse annuity</td><td>A 12-year certain and life annuity for you and your spouse with a 50% survivor benefit to your spouse*
A 50% joint and surviving spouse annuity with level income option
A 75% joint and surviving spouse annuity with or without a pop-up option
A 100% joint and surviving spouse annuity with or without a pop-up option, or
A cash-out**
All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment.

* 12-year certain – If you elect a 12-Year Certain and Life form of payment and die before 144 monthly payments are made, the same monthly benefit you were receiving will be payable to your spouse until 144 monthly payments are made. Once the 144 monthly payments are made, 50% of the reduced benefit you were</td></tr>
</table>

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	receiving will be payable to your surviving spouse ** If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity

<table>
<tr><th colspan="2">Forms of Payment Available by Participant Group</th></tr>
<tr><td colspan="2">Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse’s consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.</td></tr>
<tr><th>Participant Group:</th><th>Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:</th></tr>
<tr><td>CECONY Management Participant who was not age 50 before January 1, 2013 – Married –

This applies if you are a CECONY Management Participant who is married when you begin payment of your pension benefit and you did not reach age 50 before January 1, 2013

Normal form of payment:

Reduced 50% joint and surviving spouse annuity</td><td>A 12-year certain and life annuity for you and a non-spouse beneficiary* (Note: you must obtain your spouse’s consent waiving his or her right to a survivor annuity on the portion of your benefit accrued after 1/1/2013)
A 12-year certain and life annuity for you with a 50% survivor benefit to your spouse**
A 50% joint and surviving spouse annuity with level income option
A 75% or 100% joint and surviving spouse annuity with or without a pop-up option
A cash-out. You must obtain your spouse’s consent waiving his or her right to a survivor annuity (If you want to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity), or
A single life annuity. You must obtain your spouse’s consent waiving his or her right to a survivor annuity on the portion of your benefit accrued after 1/1/2013***
All annuity forms may be chosen with or</td></tr>
</table>

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment. * 12-year certain with a non-spouse beneficiary – if you elect a 12-year certain and life form of payment and elect a non-spouse beneficiary, the portion of your benefit accrued prior to 12/31/2012 includes a protected subsidized 50% joint and surviving spouse annuity. This means that if you die before 144 monthly payments are made, the same monthly benefit you were receiving on the portion of your benefit accrued on and after 1/1/2013 will be payable to your designated beneficiary until the end of the 144-monthly payment period, and the same monthly benefit you were receiving on the portion of your benefit accrued before 1/1/2013 will be payable to your surviving spouse until the end of the 144-monthly payment period with 50% of this amount continuing for life to your surviving spouse thereafter **12-year certain with a spouse beneficiary – If you elect a 12-year certain and life form of

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	payment with your spouse as the beneficiary, if you die before 144 monthly payments are made the same monthly benefit you were receiving will be payable to your spouse until the end of the 144-monthly payment period. Once the 144 monthly payments have been made, 50% of the reduced benefit you were receiving will be payable to your surviving spouse ***Single life annuity – If you elect a single life annuity form of payment, you receive a lifetime monthly benefit that ends in the month of your death, and then your surviving spouse receives a 50% joint and survivor benefit on your portion of the benefit accrued prior to 12/31/2012
CECONY Weekly Participant – Single This applies if you are a CECONY Weekly Participant who is single when you begin your pension benefit **Normal form of payment:** Single life annuity	• A 12-year certain and life annuity with or without level income option • A single life annuity with level income, or • A cash-out, but only if you do not have 75 points

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
CECONY Weekly Local 1-2 Participant hired on or after June 27, 2004 – Married This applies if you are a CECONY Weekly Local 1-2 Participant hired on or after June 27, 2004, who is married when you begin payment of your pension benefit **Normal form of payment:** Reduced 50% joint and surviving spouse annuity	• A 12-year certain and life annuity for you and your non-spouse beneficiary • A 12-year certain and life annuity for you and your spouse with a 50% survivor benefit to your spouse* • A 50% joint and surviving spouse annuity with the level income option • A 75% or 100% joint and surviving spouse annuity with or without a pop-up option • A cash-out, but only if you do not have 75 points,** or • A single life annuity All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment *12-year certain – If you elect a 12-year certain and life form of payment with your spouse as your beneficiary and die before the 144 monthly payments are made, the same reduced monthly benefit you were receiving will be

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	payable to your spouse until the end of the 144-monthly payment period. Once the 144 monthly payments have been made, 50% of the reduced benefit you were receiving will be payable to your surviving spouse ** If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity
CECONY Weekly Local 3 participant hired after June 26, 2005 – Married This applies if you are a CECONY Weekly Local 3 participant hired after June 26, 2005, who is married when you begin payment of your pension benefit **Normal form of payment:** Reduced 50% joint and surviving spouse annuity	• A 12-year certain and life annuity for you and a non-spouse beneficiary • A 12-year certain and life annuity for you and your spouse with a 50% survivor benefit to your spouse* • A 50% joint and surviving spouse annuity with level income option • A 75% or 100% joint and surviving spouse annuity with or without a pop-up option • A cash-out, but only if you do not have 75 points,** or • A single life annuity All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment. *12-year certain with your spouse as your beneficiary – If you elect a 12-year certain form of payment with your spouse as your beneficiary and die before the 144 monthly payments are made, the same reduced monthly benefit you were receiving will be payable to your spouse until the end of the 144-monthly payment period. Once the 144 monthly payments have been made, 50% of the reduced benefit you were receiving will be payable to your surviving spouse ** Cash-out – If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity
CECONY Weekly Participant who is a Local 1-2 participant hired before June 27, 2004 – Married This applies if you are a CECONY Weekly	• A 12-year certain and life for you with a 50% survivor benefit to your spouse* • A 50% joint and surviving spouse annuity with level income option • A 75% or 100% joint and surviving spouse annuity with or without a pop-up option, or

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
Participant who is a Local 1-2 participant hired before June 27, 2004 and is married when you begin payment of your pension benefit **Normal form of payment:** 50% joint and surviving spouse annuity	• A cash-out, but only if you do not have 75 points** All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse annuity regardless of your election of an optional form of payment. * 12-year certain – If you elect a 12-year certain and life form of payment and die before the 144 monthly payments are made, the same monthly benefit you were receiving will be payable to your spouse until the end of the 144-monthly payment period. Once the 144 monthly payments have been made, 50% of the reduced benefit you were receiving will be payable to your surviving spouse for his or her lifetime ** If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
CECONY Weekly Participant who is a Local 3 participant hired before June 26, 2005 – Married This applies if you are a CECONY Weekly Participant who is a Local 3 participant hired before June 26, 2005 and you are married when you begin payment of your pension benefit **Normal form of payment:** Reduced 50% joint and surviving spouse annuity	• A 12-year certain and life for you and a non-spouse beneficiary (Note: You must obtain your spouse's consent waiving his or her right to a survivor annuity on the portion of your benefit accrued after 7/1/2014)* • A 12-year certain and life annuity for you with a 50% survivor benefit to your spouse annuity** • A 50% joint and surviving spouse annuity with level income option • A 75% or 100% joint and surviving spouse annuity with or without a pop-up option • A cash-out, but only if you do not have 75 points,*** or • Single life annuity (Note: You must obtain your spouse's consent waiving his or her right to a survivor annuity on the portion of your benefit accrued after 7/1/2014)**** All annuity forms may be chosen with or without the level income option. If you die before your pension begins, your surviving spouse will receive a 50% surviving spouse

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	annuity regardless of your election of an optional form of payment. *12-year certain with a non-spouse beneficiary – If you elect a 12-year certain and life form of payment and designate a non-spouse beneficiary, the portion of your benefit accrued prior to 7/1/2014 includes a protected subsidized 50% joint and surviving spouse annuity. This means that if you die before 144 monthly payments are made, the same monthly benefit you were receiving on the portion of your benefit accrued on or after 7/1/2014 will be payable to your designated beneficiary until the end of the 144-monthly payment period and the same monthly benefit you were receiving on the portion of your benefit accrued before 7/1/2014 will be payable to your surviving spouse until 144 monthly payments have been made, and then 50% continues for life to your surviving spouse thereafter **12-year certain with a spousal beneficiary -- If you elect a 12-year certain and life form of payment with your spouse as your beneficiary, if you die before 144 monthly payments are made, the same reduced monthly benefit you were receiving will be payable to your spouse

Forms of Payment Available by Participant Group	
Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.	
Participant Group:	**Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:**
	until the end of the 144-monthly payment period. Once the 144 monthly payments have been made, your surviving spouse will receive 50% of the reduced benefit you were receiving for his or her lifetime *** If you wish to take a cash out before your normal or early retirement date, you will also be given the option to receive the value of the cash out as an annuity **** If you elect a single life annuity form of payment, you receive a lifetime monthly benefit that ends in the month of your death, and then your surviving spouse receives a 50% joint and survivor benefit on your portion of the benefit accrued prior to 7/1/2014
O&R Participant – Single This applies if you are an O&R Management or O&R Hourly Participant who is single when you begin payment of your pension benefit **Normal form of payment:** Single life annuity	• A 50%, 75% or 100% joint and survivor annuity with or without a pop-up option, or • A cash-out

<table>
<tr><th colspan="2">Forms of Payment Available by Participant Group</th></tr>
<tr><td colspan="2">Note: If you are married, unless different provisions are described for your participant group, you must obtain your spouse's consent to an optional form of payment that would provide less than what your spouse would have received had you elected the normal form of payment based on your marital status.</td></tr>
<tr><th>Participant Group:</th><th>Instead of Receiving the Normal Form of Payment for Your Marital Status, You May Receive One of the Following Optional Forms of Payment:</th></tr>
<tr><td>O&R Participant – Married
This applies if you are an O&R Management or O&R Hourly Participant who is married when you begin payment of your pension benefit

Normal form of payment:
50% joint and surviving spouse annuity</td><td>• A 50% joint and survivor annuity with a pop-up option
• A 75% or 100% joint and survivor annuity with or without a pop-up option, or
• A cash-out
• Single life annuity

* If you are a terminated vested participant, your surviving spouse's annuity will be a reduced 50% surviving spouse annuity if you haven't waived the Spouse Death Benefit. See the Death Benefits section for additional information.</td></tr>
</table>

Cost-of-Living Adjustment (COLA) for CECONY Management Participants and Certain CECONY Weekly Participants

If you are a CECONY Management Participant or a CECONY Weekly Participant, your monthly pension benefit may increase by a cost-of-living adjustment (COLA) during your retirement. The COLA is not available to a Local 3 participant hired on or after June 26, 2005 or to his or her surviving spouse or beneficiary.

If you are, or your surviving spouse, or your designated beneficiary is, eligible for a COLA, your pension benefit may be adjusted annually effective each April by the COLA. If adjustments are made, the adjustment occurs in the following April to pension benefits that began prior to December 31 of the previous year.

The COLA is based on the increase, if any, in the Consumer Price Index for all Urban Consumers "CPI-U" (CPI) for each 12-month period ending on December 31. The adjustment is 75% of the percentage increase (rounded to the nearest one-tenth percent) in the CPI for the preceding year, up to a maximum of 3% of your pension amount. For example, if the CPI increased by 1.75% in one year, your current pension amount would increase by 1.3% (.75 x .0175) in April of the following year. For a surviving spouse receiving a survivor death benefit, the eligibility for the COLA in any year is based on when the Participant first started receiving his or her pension benefit. The Plan Administrator, in his or her sole discretion, may substitute another index or measurement for the CPI.

Pension Benefit Adjustment (PBA) for Certain O&R Management Participants or O&R Hourly Participants

If you are an O&R Management Participant or an O&R Hourly Participant hired before January 1, 2005, your pension benefit may be adjusted by the pension benefit adjustment (PBA) if specific economic triggers are met over time. You are eligible to receive the PBA if you terminate employment after meeting the requirements for a normal, early or disability retirement from O&R, or if you are vested and terminate employment from O&R on or after January 1, 1993.

If you are a member of Local 503 and were first hired on or after January 1, 2005, neither you nor your beneficiaries are eligible for a PBA.

The Retirement Plan provides that, on each July 1, your pension benefit may increase by 75% of the cumulative percentage change in the Consumer Price Index for all Urban Consumers "CPI-U" (CPI) for the year after the cumulative inflation exceeds 20% (subject to a cumulative maximum percentage). The cumulative percentage change in the CPI for a year is calculated by taking the difference between the CPI for the year before your pension benefit started and the CPI for the year before the July 1 calculation date. That amount is divided by the CPI for the year before your pension benefit began.

When the 20% cumulative inflation has been met, the PBA percentage in any year will be 75% of the cumulative percentage change in the CPI for the prior year after subtracting the minimum 20%. The annual PBA percentage increase is capped at 3%. However, 3% is not guaranteed every year.

The PBA percentage will then be applied to your original monthly pension benefit to come up with the dollar PBA increase. If your pension benefit began before January 1, 1989, the June 1993 monthly pension benefit is used instead of your original monthly pension benefit.

For a surviving spouse receiving a survivor death benefit or a surviving spouse pension allowance or a contingent annuitant, eligibility for the PBA is based on whether you were eligible for a PBA.

DEATH BENEFITS

The primary purpose of the Retirement Plan is to provide you with retirement income. In some cases, upon your death, the Retirement Plan may offer additional protection by providing a death benefit for your surviving spouse or beneficiary. When you die, if you are fully vested, a death benefit may be available depending upon your marital status, whether you die before or after your pension benefit begins and your participant group.

If You Are a Single, Vested Cash Balance Participant and Die before Your Pension Begins

Your designated beneficiary, or, if you did not designate a beneficiary, your estate, is entitled to a death benefit equal to 100% of your Cash Balance Account.

If You Are a Married, Vested Cash Balance Participant and Die before Your Pension Begins

Your surviving spouse is entitled to a death benefit equal to 100% of your Cash Balance Account. Your surviving spouse may elect to receive the benefit as a single life annuity or a cash balance single sum at any time prior to what would have been your normal retirement date.

If You Are a Single, Vested CECONY Management Participant or a CECONY Weekly Participant and Die before Your Pension Begins

If you are a single participant, there are no death benefits payable to your estate or beneficiary. Your entire vested pension benefit is forfeited. This is true whether, at the date of your death, you were actively employed, had terminated your employment, were on a leave or had retired.

If You Are a Married, Vested CECONY Management Participant or a CECONY Weekly Participant and Have at Least 75 Points and Die before Your Pension Begins

If you are a married, vested CECONY Management Participant or a CECONY Weekly Participant and you have at least 75 points, your surviving spouse is eligible to receive a surviving spouse annuity if you die before your pension begins. Your surviving spouse may elect to start his or her annuity immediately or defer payment until the date you would have reached your normal retirement age. The amount of the surviving spouse benefit is 50% of the benefit that you would have received if, instead of dying, you had terminated employment on the date of your death and had begun payment of your pension benefit. This is true whether, at the date of your death, you were actively employed, had terminated your employment, were on a leave, or had retired.

If you are a Local 1-2 Participant hired on or after June 27, 2004 or a Local 3 Participant hired on or after June 26, 2005, the amount of the benefit your surviving spouse would receive is 50% of the reduced 50% qualified joint and survivor annuity that you would have received if, instead of dying, you had terminated employment on your date of death and had begun to receive payment of your pension benefit. This is true whether, at the date of your death, you were actively employed, had terminated your employment, were on a leave, or had retired.

If You Are a Married, Vested CECONY Management Participant or a CECONY Weekly Participant and Do Not Have at Least 75 Points and Die before Your Pension Begins

If you do not have 75 points but were eligible for a pension benefit on the date of your death, your surviving spouse is eligible to receive a pre-retirement survivor benefit based on the greater of 50% of the annuity you would have received if you had terminated employment and commenced an annuity on the date of your death or 50% of the value of the cash out you would have received if you had terminated employment and elected a cash out on your date of death.

If You Are a Single O&R Management Participant or a Single O&R Hourly Participant or You Have Been Married for Less than One Year and You Die before Your Pension Benefits Begin

If you are a single O&R Management Participant or a single O&R Hourly Participant or you have been married for less than one year and you die before beginning to receive benefits from the Plan, no benefit would be payable to anyone upon your death even if you are vested in your pension benefit. This is true whether, at the date of your death, you were actively employed, had terminated your employment, were on a leave, or had retired.

If You Are a Married O&R Management Participant or a Married O&R Hourly Participant and Die while Actively Employed

If you have been married for more than one year, your spouse will receive a survivor spouse allowance equal to 50% of the benefit that you would have received if you had retired as of the first day of the month after the date of your death and were age 65. If your surviving spouse is more than two years younger than you at the time of your death, this benefit is reduced by one percent for each full year greater than two by which your age exceeded your surviving spouse's age. For example, if you die at age 60 and your spouse is age 56, your spouse's benefit would be reduced two percent.

If You Are a Married O&R Management Participant or a Married O&R Hourly Participant and Die after You Terminate Employment but before You Begin Receiving Your Pension Benefit

If you did not waive your spouse's protection and have been married for at least one year before your death, and you die after you terminate employment, but before your pension benefit begins, your spouse will receive a death benefit. The amount of this death benefit and how it is calculated depends on whether you would have been entitled to an early retirement pension benefit at the time of your death.

If you are vested, and die before your pension begins, your spouse's death benefit is a single life annuity equal to 50% of the amount you would have received if you had retired and elected the 50% joint and survivor option. The spouse's death benefit is calculated as if your pension benefit had started the first day of the month coincident with or next following the later of your death or age 65. Your pension benefit is calculated taking into account earnings up until your termination date and is then reduced for each year that your spouse's death benefit protection is in effect for the period after your termination of employment until the earlier of your death or retirement. The charge for death benefit protection is explained further below. If you had 10 years of vesting service when you terminated employment, your spouse's death benefit is payable at any time after the later of your death or the date that you would have reached age 55. Your surviving spouse also can elect to postpone benefit payments up until the date you would have reached your normal retirement age.

Unless your spouse elects to postpone the benefit payments to the date that you would have reached age 65, there will be a reduction of 6% per year for each year (or 1/2 of 1% for each calendar month), that the benefit is paid before you would have been age 65.

If you were not eligible for an early retirement pension benefit at termination of employment, your spouse's death benefit is still an annuity equal to your spouse's portion of the 50% joint and survivor option. The benefit is calculated based on your earnings up to your termination date and is then reduced for the spouse's death benefit protection. The charge for death benefit protection is explained further below. Your surviving spouse, however, does not begin to receive the benefit until the later of your death, or your 65th birthday.

Waiving an O&R Management Participant or an O&R Hourly Participant's Spouse's Death Benefit

In all cases, if you do not waive the spouse's death benefit protection, the protection is automatically in force. There is a charge for the protection. The charge represents the cost for the spouse's death benefit protection and serves as a reduction applied to the amount of your spouse's death benefit. This means your pension benefit is permanently reduced by this charge even if you survive to your retirement date. The factors will be prorated monthly in the established age ranges in a manner determined by the Plan Administrator. You can choose to waive this protection with your spouse's consent on a notarized waiver on a form furnished by and filed with the Plan Administrator.

If you die before your pension benefit begins, and you have waived the surviving spouse benefit protection, your spouse will not receive a death benefit.

At a Glance – What Happens If You Die before Your Pension Benefit Begins	
Participant Group:	**What Your Beneficiary Is Entitled to If You Die before Your Pension Benefit Begins:**
Cash Balance Participant – single	Your designated beneficiary, or, if you did not designate a beneficiary, your estate, is entitled to a death benefit equal to 100% of your Cash Balance Account.
Cash Balance Participant – married	Your surviving spouse is entitled to a death benefit equal to 100% of your Cash Balance Account.
CECONY Management Participant or CECONY Weekly Participant – single	No death benefits are payable to your estate or beneficiary.
CECONY Management Participant – married	*If you have 75 points:* Your spouse may receive 50% of the benefit that you would have received if, instead of dying, you had terminated employment on the date of death

At a Glance – What Happens If You Die before Your Pension Benefit Begins	
Participant Group:	**What Your Beneficiary Is Entitled to If You Die before Your Pension Benefit Begins:**
	and had begun payment of your pension benefit. *If you do not have 75 points:* Your spouse may receive the greater of 50% of the benefit that you would have received if, instead of dying, you had terminated employment on your date of death and had begun payment of your pension benefit or 50% of the value of the cash out you would have received if you had terminated employment and elected a cash out on your date of death.
Local 1-2 Participant hired on or after June 27, 2004 or Local 3 Participant hired on or after June 26, 2005 – married	*If you have 75 points:* Your spouse may receive 50% of the reduced 50% qualified joint and survivor annuity that you would have received if, instead of dying, you had terminated employment on your date of death and had begun payment of your pension benefit. *If you do not have 75 points:* Your spouse may receive the greater of 50% of the reduced benefit that you would have received instead of dying if you had terminated employment on your date of death and had begun payment of your pension benefit or 50% of the value of the reduced cash out you would have received if you had terminated employment and elected a cash out on your date of death.

At a Glance – What Happens If You Die before Your Pension Benefit Begins	
Participant Group:	**What Your Beneficiary Is Entitled to If You Die before Your Pension Benefit Begins:**
Local 1-2 Participant hired before June 27, 2004 or Local 3 Participant hired before June 26, 2005 – married	*If you have 75 points:* Your spouse may receive 50% of the benefit that you would have received if, instead of dying, you had terminated employment on your date of death and had begun payment of your pension benefit. *If you do not have 75 points:* Your spouse may receive the greater of 50% of the reduced benefit that you would have received instead of dying if you had terminated employment on your date of death and had begun payment of your pension benefit or 50% of the value of the cash out you would have received if you had terminated employment and elected a cash out on your date of death.
O&R Management or Hourly Participant – single or married for less than one year	No death benefits are payable to your estate or beneficiary.
O&R Management Participant or O&R Hourly Participant – married for at least one year	If you die while actively employed: Your spouse may receive 50% of the benefit that you would have received if you had retired as of the first day of the month after the date of your death and were age 65. This benefit is reduced for each year that you and your spouse are more than 2 years apart in age. If you die after termination of employment: Your spouse may

At a Glance – What Happens If You Die before Your Pension Benefit Begins	
Participant Group:	**What Your Beneficiary Is Entitled to If You Die before Your Pension Benefit Begins:**
	receive a single life annuity equal to 50% of the amount you would have received if you had retired at age 65 and elected the 50% joint and survivor option, if you did not waive spousal protection, reduced by the spousal protection benefit received, if applicable. If you had at least 10 years of vesting service, your spouse may elect to begin a reduced payment on or after what would have been your 55th birthday.

SPECIAL SITUATIONS

Here are some special situations that are current as of the date of the publication of this SPD. This SPD may not include the most recent provisions relating to your particular benefits; please contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com if you have any questions.

Transferred O&R Management Participants

You are a Transferred O&R Management Participant if (1) you were an O&R Management Participant and on the active management payroll of O&R in July 1999, and (2) subsequently, without a break in service, transferred directly to CECONY from O&R.

If you are a Transferred O&R Participant, solely for calculation of your pension benefit, you will receive the greater of your pension benefit calculated under Method I – All O&R pension benefit or your pension benefit calculated under Method II – O&R and CECONY pension benefit.

Under Method I – All O&R pension benefit, your pension benefit is calculated under only the Career Average Formula for an O&R Management Participant. All of your accredited service with CECONY is treated as if you had worked only at O&R. Your pension benefit will be calculated as if you were an O&R Management Participant and had earned all your accredited service while employed at O&R.

Under Method II – O&R and CECONY pension benefit, your pension benefit is calculated in three steps. First, your pension benefit is calculated under the Career Average Formula for an O&R Management Participant from your first participation date at O&R until your transferred date to CECONY (frozen O&R pension benefit). Second, your pension benefit is calculated under the Final Average Pay Formula for a CECONY Management Participant from your transfer date to CECONY until the earliest of your employment termination date or retirement date from CECONY (CECONY pension benefit). Third, your O&R frozen pension benefit is added to your CECONY pension benefit.

In general, your pension benefit will be the greater of Method I or Method II. Special rules for cost of living and optional forms of payment adjustments may apply. Contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com for a complete description of the way your pension benefit will be determined.

CECONY Participants at Divested Operations

You are a CECONY Participant at a Divested Operation if, as a result of the divestiture of some of CECONY's fossil fuel electricity generation facilities (divested operations), you were a CECONY Management Participant or a CECONY Weekly Participant and you were transferred directly to the buyer(s) of the divested operations (divestiture buyer). This section only applies to you if, as of the date of the divestiture of the fossil fuel electricity generation facility, you had been assigned to one of the divested operations and had remained in the employ of the divestiture buyer. You had to have been on the active payroll of CECONY as of the actual date of the divestiture of the generation facility to which you had been assigned.

If you are a CECONY Participant at a Divested Operation, and you decide to elect an early retirement pension benefit from the Retirement Plan, you will have your accredited service under the Retirement Plan determined as follows. Your period of employment with the divestiture buyer (post-divestiture service), will count when determining whether you have satisfied the accredited service requirements in meeting 75 points, 30 years of accredited service or, if at age 60, 15 years of accredited service. There are some limitations and restrictions on how the Retirement Plan counts your post-divestiture service.

Your post-divestiture service does not count for other important purposes. For example, and very importantly, your post-divestiture service does not count as accredited service for benefit accrual purposes under the Retirement Plan. This means, in general, that your post-divestiture service does not count for computing the amount of your pension benefit. Also, your post-divestiture service does not count for determining if you are entitled to a special pension accrual. Unless you are on the active payroll of CECONY during the designated period, you are not eligible for the special pension accrual.

Finally, post-divestiture service is not taken into account for any period after you begin your pension benefit from the Retirement Plan.

Contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com for a complete description of the way your pension benefit will be determined.

Affected IP Employees

You are an Affected IP Employee if you were a CECONY Management Participant or a CECONY Weekly Participant and, as of the sale date of Indian Point ("IP divestiture"), you had been assigned to Indian Point, and remained in the employ of the buyer of Indian Point ("divestiture buyer").

If you are an Affected IP Employee, and you decide to elect an early retirement pension benefit from the Retirement Plan, you will have your accredited service under the Retirement Plan determined as follows. Your period of employment with the divestiture buyer (post-divestiture service), will count when determining whether you have satisfied the accredited service requirements in meeting 75 points, 30 years of accredited service or, if at age 60, 15 years of accredited service. There are some limitations and restrictions on how the Retirement Plan counts your post-divestiture service.

Your post-divestiture service does not count for other important purposes. For example, and very importantly, your post-divestiture service does not count as accredited service for benefit accrual purposes under the Retirement Plan. This means, in general, that your post-divestiture service does not count for computing the amount of your pension benefit. Also, your post-divestiture service does not count for determining if you are entitled to a special pension accrual. Unless you are on the active payroll of CECONY during the designated period, you are not eligible for the special pension accrual.

Finally, post-divestiture service is not taken into account for any period after you begin your pension benefit from the Retirement Plan.

Contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com for a complete description of the way your pension benefit will be determined.

IMPORTANT INFORMATION FOR ALL PARTICIPANTS

Maximum Benefits

Government regulations require the Retirement Plan to have certain maximum benefit limitations. If this limitation affects you, your Benefits Department will notify you.

Applying for Pension Benefits

It is your responsibility to apply for pension benefits. You may request your pension benefit package from the Benefits Department by phone at 1-800-582-5056 or by email at Benefits@coned.com as early as 90 days before, but no later than 30 days before the date you want to begin receiving your pension benefit. Your benefit election package will include information such as your pension benefit amount as of your requested benefit commencement date; the forms of payment available to you; information about making an election; whether you must obtain spousal consent and certain timeframes that will apply. Visit the Retirement Checklist on the Company intranet for the guidelines to follow.

Withholding Taxes

Federal law requires your employer to withhold federal income tax from your pension each month unless you elect otherwise.

You may choose from among several withholding options by completing the Withholding Certificate for Pension or Annuity Payments Form (Form W-4P). You may elect not to have taxes withheld; however, you may have to pay an estimated tax if you choose this option. If you do not make any withholding election, taxes are withheld as though you are a married person claiming three withholding allowances.

About Eligible Rollover Distributions

You, your surviving spouse, or your former spouse under a qualified domestic relations order, may roll over certain eligible distributions from the Retirement Plan to another employer's qualified plan (including an IRC §401(a) plan, a §403(a) plan, certain governmental §457(b) plans, or §403(b) annuity contracts) or to an individual retirement arrangement (IRA), if the plan or IRA accepts rollover amounts. Under federal law, plans are not required to accept rollovers. Therefore, you must check to find out whether the new plan receives rollovers. Amounts rolled from one type of plan to another may be subject to different distribution restrictions and tax rules after the rollover.

If you do not elect to roll over your distribution directly from this Retirement Plan, your distribution will be subject to a 20 percent withholding tax. Payments also may be subject to a 10 percent early withdrawal penalty.

There is no guarantee that the tax treatment of pension benefits will not be altered by future changes in tax laws or regulations. State tax rules also may apply. Only a qualified tax adviser can help you with how current or future tax laws, regulations, or rules may affect your specific situation.

Important information for You To Consider when Starting Your Pension Benefit before Normal Retirement Age

You may choose to delay receiving your benefits after you terminate employment, although payments must begin no later than the first day of the month after you reach age 65. You should carefully consider the consequences of whether to start your pension benefit as soon as you terminate employment versus later. In deciding whether to defer your pension benefit, you should consider factors such as early retirement reductions, tax liabilities, and the availability of optional forms of payment and survivor options, and anticipated life expectancy. The amount of your monthly benefit may be reduced to reflect the earlier retirement. If you defer your benefit, you will delay paying income taxes, although you might lose the value of an early retirement subsidy. You should also consider how your benefits will be paid if you die before payments begin. Consult your tax advisor or IRS publications for additional information.

Offsets and Overpayments

If, at any time the Retirement Plan makes a payment to you, your surviving spouse, designated beneficiary, estate, or any other person, that is more than the amount to which you are entitled (an Overpayment), the Retirement Plan, Plan Administrator, and/or your Employer is authorized and will seek full reimbursement of the Overpayment. An Overpayment is any amount that exceeds the correct pension benefit amount without regard to the reason for the Overpayment. If the Plan discovers the Overpayment while you or your beneficiary is receiving a periodic payment (such as an annuity payment), the Retirement Plan will offset future payments in accordance with the rules and procedures required by the Internal Revenue Service. All offsets will be made without the necessity of consent. All offsets will be made over a period of time to ensure repayment of the full amount to the Retirement Plan. If the Retirement Plan cannot offset future payments, legal action will be taken to obtain full reimbursement of the Overpayment.

ERISA-REQUIRED INFORMATION

The following information about the administration of The Consolidated Edison Retirement Plan is provided in compliance with the Employee Retirement Income Security Act (ERISA) of 1974, as amended. While you should not need these details on a regular basis, the information may be useful if you have specific questions about the Plan.

Administrative Details	
Plan Sponsor	Consolidated Edison Company of New York, Inc. 4 Irving Place, Room 1500, Mailbox #23 New York, NY 10003
Employer Identification Number	13-5009340
Plan Administrator	Nancy Shannon Vice President – Human Resources Consolidated Edison Company of New York, Inc. 4 Irving Place, Room 1500, Mailbox #23 New York, NY 10003 Telephone: (212) 460-4600
Name and Address of Employers (Participating CEI Subsidiaries) Maintaining the Plan	Consolidated Edison Company of New York, Inc. 4 Irving Place New York, NY 10003 Orange and Rockland Utilities, Inc. One Blue Hill Plaza Pearl River, NY 10965

Administrative Details	
	Consolidated Edison Development, Inc. 111 Broadway, 16th Floor New York, NY 10006 Consolidated Edison Solutions, Inc. 701 Westchester Avenue, Suite 300 East White Plains, NY 10604 Consolidated Edison Energy, Inc. 701 Westchester Avenue White Plains, NY 10604 Con Edison Transmission, Inc. 4 Irving Place New York, NY 10003 Con Edison Clean Energy Businesses, Inc. 100 Summit Lake Drive Valhalla, NY 10595
Agent for Service of Legal Process	BNY Mellon 500 Grant Street Pittsburgh, PA 15219 Legal process can also be served on the Plan Administrator.
Plan Name and Number	The Consolidated Edison Retirement Plan (Plan 001)*
Contributions	The employer pays the full cost of the Plan

Administrative Details	
Plan Trustee	BNY Mellon 500 Grant Street Pittsburgh, PA 15219
Plan Year	The calendar year, ending December 31
Plan Type	Defined benefit pension plan
* The Plan Number may change from time to time. The Plan Number is a reporting requirement and a change to its number generally will not impact the underlying benefits.	

Additional Rights and Responsibilities

Consolidated Edison Company of New York, Inc. has the right to appoint and remove the Trustee. Administrative expenses of the Retirement Plan and Trust Fund are paid by the Trust Fund.

There is also a Named Fiduciary Committee for the Plan. This Named Fiduciary Committee includes the Vice President of Human Resources, or any successor title/position, the Chief Financial Officer and the Chief Accounting Officer of Consolidated Edison Company of New York, Inc. The Named Fiduciary Committee is responsible for selecting the Plan Administrator and choosing the investment managers and monitoring their performance.

Top-Heavy Plan Provisions

Federal regulations require that the Retirement Plan include provisions that would take effect in the event the Retirement Plan was ever to become top-heavy. The Retirement Plan will be considered top-heavy if a large percentage of the Retirement Plan's benefits have accrued in favor of key employees. The Company does not expect this Retirement Plan to become top-heavy.

Plan Administrator's Discretion

The Plan Administrator has discretionary authority to control and manage the operation and administration of the Retirement Plan, including interpreting the terms of the Retirement Plan, determining eligibility for and entitlement to benefits under the Retirement Plan, determining the amount of benefits, determining any facts and resolving any questions relevant to administration of the Plan, and remedying and correcting any ambiguities, inconsistencies or omissions in the Retirement Plan. Any action taken by the Plan Administrator pursuant to such discretionary authority shall be final, conclusive and binding on all participants, beneficiaries and others. The Plan Administrator has authority to make changes in the Retirement Plan to facilitate the administration of the Retirement Plan.

Collective Bargaining Agreements

The Retirement Plan is maintained, in part, pursuant to many collective bargaining agreements:

- The agreements between Orange and Rockland Utilities, Inc. and the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 503
- The Collective Bargaining Contracts between Consolidated Edison Company of New York, Inc. and the Utility Workers' Union of America, AFL-CIO, Local No. 1-2, and
- The Collective Bargaining Contracts between Consolidated Edison Company of New York, Inc. (Staten Island) and the International Brotherhood of Electrical Workers, AFL-CIO, Local No. 3

A copy of each collective bargaining agreement is available, upon written request, to the Benefits Department. The collective bargaining agreements are available for examination.

Claims

Claims for benefits should be submitted in writing by you or an authorized representative to the Plan Administrator:

Plan Administrator for The Consolidated Edison Retirement Plan
4 Irving Place, Room 1500, Mailbox #23
New York, NY 10003

If your claim for benefits is denied in whole or in part, you will be informed in writing by the Plan Administrator of the reasons for the denial within 90 days.

If the Plan Administrator determines that an extension of time is necessary due to circumstances beyond the control of the Plan, the Plan Administrator may take another 90 days (not taking into account any time provided to you to furnish any specified information) to respond to your claim. When special circumstances require an extension of time for processing, you will receive written notice of this extension before it begins. The notice will explain the special circumstances requiring an extension of time and the date by which the Plan Administrator expects to render a decision.

If the claim has not been granted, and if written notice of the denial of the claim is not furnished within 90 days following the date on which the claim is filed, the claim shall be deemed denied for the purpose of proceeding to the claim review procedure.

Claim Denial

If your claim is denied, you will receive written notification of the denial, including:

- The specific reason(s) for the denial
- Reference to the specific Plan provisions on which the denial is based
- A description of any additional material or information needed and an explanation of why this information is needed, and
- An explanation of the Plan's appeal procedures, including the time limits applicable to such procedures and a statement of your right to bring a civil action under ERISA following a denial of your claim on appeal

Special Rules Applicable to Claims for Disability Benefits where the Plan Administrator Must Make a Disability Determination (“Disability Claim”)

In the case of a Disability Claim, you will receive a written response within 45 days, rather than 90 days. If special circumstances outside the control of the Plan require an extension, the Plan Administrator will notify you within the 45-day processing period that additional time is needed.

If the Plan Administrator requests that you provide additional information so it can process your claim, you will have at least 45 days in which to provide the information. Otherwise, the initial extension cannot exceed 30 days.

If circumstances outside the control of the Plan require further extension, the Plan Administrator will again notify you, this time before the end of the initial 30-day extension. The notice will state the date a decision can be expected. Any notice of extension will specify the circumstances requiring the extension and the date a decision can be expected. The extension notice will also:

- Explain the standards for approving a Disability Claim
- State the unresolved issue(s) that prevent the Plan Administrator from reaching a decision, and
- Describe any additional information needed to resolve the issue(s)

In no event will a decision be postponed beyond an additional 30 days after the end of the first 30-day extension.

If your Disability Claim is denied, you will receive written notification provided in a culturally and linguistically appropriate manner and including, in addition to the information in the section Claim Denial, the following:

- A discussion of the decision, including an explanation of the basis for disagreeing with or not following (i) the views presented by you to the Plan of health care professionals treating you and vocational professionals who evaluated you, (ii) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your claim, without regard to whether the advice was relied upon in making the decision, and (iii) a disability determination regarding you presented by you to the Plan made by the Social Security Administration
- If the decision is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided free of charge upon request
- Either the specific internal rules, guidelines, protocols, standards or other similar criteria of the Plan relied upon in making the decision or, a statement that such rules, guidelines, protocols, standards or other similar criteria of the Plan do not exist, and
- A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim

Appeal of Claim Denial

You or your authorized representative may ask the Plan Administrator for a review of your denied claim. You must do so within 60 days after you receive a denial notice. If you do not request an appeal within the 60-day period, the denial of your claim will be final, and you will have no right to bring any legal action on your claim.

Your request must be in writing and should include issues, comments and reasons why you think your claim should not have been denied. You may provide documents, records and other information relating to your claim. The review will consider all material and information which you submit, regardless of whether you submitted the items with your initial claim. You may also request, in writing, that you be provided the opportunity to review, and make copies of, the legal Plan document and other Plan materials that are relevant to your claim.

Normally, you will receive written notice of the final review decision within 60 days. However, if the Plan Administrator determines that an extension of time is necessary due to circumstances beyond the control of the Plan, the Plan Administrator may take another 60 days (not taking into account any time provided to you to furnish any specified information) to respond to your claim.

If special circumstances require an extension for processing, you will receive written notice of this extension before it begins. The notice will explain the special circumstances requiring an extension of time and the date by which the Plan Administrator expects to render a decision.

Appeals of Claim Denials should be submitted to the Plan Administrator at the address listed below:

Plan Administrator for The Consolidated Edison Retirement Plan
4 Irving Place, Room 1500, Mailbox #23
New York, NY 10003

Appeal Denial

If your appeal is denied, you will receive written notification of the denial, including:

- The specific reason(s) for the denial
- Reference to the specific Plan provisions on which the denial is based
- A statement that you are entitled to receive, upon request and free of charge, access to and copies of all documents, records and other information relevant to your claim, and
- A statement of your right to bring a civil action under ERISA

Special Rules Applicable to Appeals of Disability Claims

You may request a review of the Plan Administrator's decision regarding your Disability Claim within 180 days, rather than 60 days. Your request for review must contain:

- The date on which your request was received by the Plan Administrator, provided that the date on which your request for review was in fact received by the Plan Administrator will control in the event that the date of the actual filing is later than the date stated
- The specific portions of the denial of your claim which you request the Plan Administrator to review
- A statement explaining why you believe the Plan Administrator should reverse the previous denial of your claim for benefits and accept your claim as made, and
- Any written or other material which you want the Plan Administrator to examine in consideration of your position

The review will not afford deference to the initial determination and must be conducted by a Plan fiduciary different from the fiduciary who originally denied your claim. This fiduciary also cannot be a subordinate of the fiduciary who originally denied your claim.

If the original denial of your claim was based on a medical judgment, the reviewing fiduciary must consult with an appropriate health care professional who was not consulted on the original claim and who is not subordinate to someone who was.

The review must identify the medical or vocational experts consulted on the original claim. You may request, in writing, a list of those medical or vocational experts.

You will receive written notice of the reviewing fiduciary's final decision regarding your Disability Claim within 45 days, rather than 60 days, of your request. If your Disability Claim is denied, the written notice will be provided in a culturally and linguistically appropriate manner and will include the following in addition to the information in the section Appeal Denial above:

- In addition to the statement of your right to bring a civil action under ERISA, the statement will describe any applicable contractual limitations period that applies to your right to bring an action, including the calendar date on which the contractual limitations period expires for the claim
- A discussion of the decision, including an explanation of the basis for disagreeing with or not following (i) the views presented by you to the Plan of health care professionals treating you and vocational professionals who evaluated you, (ii) the views of medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your claim, without regard to whether the advice was relied upon in making the decision, and (iii) a disability determination regarding you presented by you to the Plan made by the Social Security Administration
- If the decision is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided free of charge upon request, and
- Either the specific internal rules, guidelines, protocols, standards or other similar criteria of the Plan relied upon in making the decision or a statement that such rules, guidelines, protocols, standards or other similar criteria of the Plan do not exist

You may not bring an action for benefits under the Retirement Plan until you have submitted a written application for benefits; have been notified by the Plan Administrator that the application is denied; have filed a written request for an appeal of the application; and, have been notified in writing that the Plan Administrator has affirmed the denial of your claim, unless the Plan

Administrator does not take action within the time required under the Retirement Plan's claim and appeal procedures.

Plan Documents

This SPD describes the main provisions of The Consolidated Edison Retirement Plan. The official Plan documents govern the operation of the Retirement Plan. In the event of any conflict between this booklet and the Retirement Plan documents, the Retirement Plan documents prevail.

Copies of Retirement Plan documents, Retirement Plan descriptions, collective bargaining agreements and contracts, together with annual reports filed with the U.S. Department of Labor, are available for your review at:

Con Edison Employee Benefits Department
4 Irving Place
Room 1500, Mailbox #23
New York, NY 10003

Employee Benefits can provide you with the addresses of other locations in your area where you can review copies of the documents. Or, you may ask Employee Benefits to send you copies of specific documents. There may be a reasonable charge for copies you request.

Contribution and Funding

Con Edison and the employers make contributions to a trust fund that pays the entire cost of The Consolidated Edison Retirement Plan. Con Edison is responsible for the funding policy of the Retirement Plan and for determining the amount of contributions to the Plan based on periodic actuarial valuations. The Retirement Plan is intended to be a tax-qualified plan and employer contributions are intended to qualify as tax-deductible under the Internal Revenue Code. You will receive an annual funding notice detailing the financial status of the Plan.

Benefits Insured by the Pension Benefit Guaranty Corporation

Your pension benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the Plan terminates; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates; (3) benefits that are not vested because you have not worked long enough for the Company; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and on how much the PBGC collects from employers for plan underfunding.

For more information about the PBGC and the benefits it guarantees, ask the Plan Administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call (202) 326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to (202) 326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at http://www.pbgc.gov.

The benefits of the Plan are insured under Title IV of ERISA and further information on the provisions of Title IV can be obtained from the Plan Administrator or the Pension Benefit Guaranty Corporation.

Plan Continuance and Plan Amendment

Consolidated Edison Company of New York, Inc. intends to continue The Consolidated Edison Retirement Plan but reserves the right to amend, suspend, change, modify or end it at any time for employees, former employees, retirees and beneficiaries. The decision to amend or end the Retirement Plan may be due to changes in federal or state laws governing retirement benefits, the requirements of the Internal Revenue Code or ERISA, or any other reason. A Retirement Plan change may transfer Plan assets and liabilities to another plan or split this Retirement Plan into two or more parts. The Plan Administrator also has the authority to make certain amendments to the Retirement Plan.

If the Retirement Plan is terminated, you may have a vested or non-forfeitable right to a benefit. The amount of your benefit, if any, will depend on Plan assets, the terms of the Retirement Plan, and the benefit guarantee of the PBGC.

Plan assets will be allocated among participants and beneficiaries according to ERISA in the following order:

- Certain annuities that participants have been receiving or could have been receiving for three years prior to the plan termination
- Other vested benefits guaranteed by the PBGC
- Other vested benefits, and
- Remaining Plan benefits

If the Plan is fully funded, you will receive your full accrued benefit in the form of a lump-sum payment or an insurance company annuity contract. The exact form of payment may be set by law; if there is a choice, the Plan Administrator will decide the type and timing of payment. After all benefits have been paid and legal requirements have been met, the Plan will turn over any remaining Plan assets to the Company.

Receiving Advice

The Company cannot advise you regarding tax, investment or legal considerations relating to the Plan. Therefore, if you have questions regarding benefit planning, you should seek advice from a personal advisor (e.g., legal counsel, tax advisor, or investment advisor).

Employment Rights

Your participation in the Plan is not a guarantee of employment with the Company, nor does it interfere with the Company's right to discharge or terminate you at any time, subject to the terms of any applicable collective bargaining agreement.

Qualified Domestic Relations Order

Your Plan benefit may become subject to a qualified domestic relations order (QDRO), if properly served on the Plan. A QDRO is an order, decree or judgment from a state court directing the Plan Administrator to transfer or pay all or a portion of your pension benefits to a former spouse or dependent. If the Plan Administrator finds that your benefit is affected by a QDRO, you will be told how the order will be implemented and how it will affect your benefit under the Plan. You may request, from the Plan Administrator, free-of-charge, a copy of the Plan's procedures governing QDROs.

Protecting Your Benefits

Only you, or in the case of your death or a QDRO, your spouse, another designated beneficiary, or your estate may receive benefits from the Plan. You may not assign, pledge, or otherwise encumber or dispose of your interest in the Retirement Plan. Benefits cannot be used or pledged as collateral to borrow money for payment of debts or other such reasons. Your Plan benefit also is not subject to claims by creditors, except in limited instances. The Plan Administrator must obey an IRS levy or a QDRO.

STATEMENT OF ERISA RIGHTS

As a participant in the Retirement Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants are entitled to:

- Examine, without charge, at the Employee Benefits Department, 4 Irving Place, Room 1500, Mailbox #23, New York, NY 10003, and at other specified locations, such as union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration
- Upon written request to the Plan Administrator, obtain copies of documents governing operation of the Plan including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and an updated Summary Plan Description. The Plan Administrator may charge a reasonable amount for the copies
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with this summary
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Retirement Plan. The people who operate the Retirement Plan, called "fiduciaries" of the Retirement Plan, have a duty to do so prudently and in the interest of you and other participants and beneficiaries.

No one, including your employer, your union or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision, without charge, and to appeal a denial of your claim, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court, but only after you have exhausted the Plan's claims and appeals procedures.

In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court.

If it should happen that the Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210.

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-866-444-EBSA, logging on to www.dol.gov, or contacting the EBSA field office nearest you.

APPENDICES

This section currently includes normal retirement pension benefit examples and is reserved for and will include additional examples of how your Plan benefits may be calculated based on what participant group you belong to and when you retire.

Review the appendix for your group to see how your benefit may be calculated under the Plan. Until this section is completed, please contact Employee Benefits by phone at 1-800-582-5056 or by email at Benefits@coned.com for questions you have on how benefits are calculated under the Plan.

Use the following links to move around the various Appendices:

Appendix A – If You Are a Cash Balance Participant

Normal Retirement – CEB Cash Balance Participant

Normal Retirement – CECONY Local 3 or O&R Hourly Cash Balance Participant

Normal Retirement – CEB Cash Balance Participant Who Has Paid above the Social Security Taxable Wage Base (TWB)

Appendix B – If You Are a CECONY Management Participant

Normal Retirement – CECONY Management

Appendix C – If You Are a CECONY Weekly Participant

Normal Retirement – CECONY Weekly

Appendix D – If You Are an O&R Management Participant

Normal Retirement Example – O&R Management

Appendix E – If You Are an O&R Hourly Participant

Normal Retirement Example – O&R Hourly

Appendix A – If You Are a Cash Balance Participant

Normal Retirement Example

CEB Cash Balance Participant

Alan's accredited service date (hire date) as a management employee was January 1, 2002. His birth date is December 31, 1971. He will be terminating employment on December 31, 2036 at age 65. Alan has 35 years of accredited service. Since Alan worked the entire 12-month period of 2036, he earns a year of credited service for 2036. During his employment, his annual compensation did not exceed the taxable wage base.

Because we are projecting into the future, the example has to rely on certain assumptions and make certain projections. The assumptions and projections are hypothetical and only for illustration purposes only. For this example, an assumption is made of 3.0% per year increases in annual compensation, 2.68% increase in the taxable wage base and a 3.0% per year crediting rate on 30-year Treasury Bonds.

Alan's Normal Retirement Pension Benefit Calculated under the Cash Balance Formula			
		A.	**B.**
		First quarter as a Participant	Quarter ending on termination or retirement date
Part I – Calculate compensation credit			
1.	Quarter ending	3/31/2002	12/31/2036
2.	Nearest age at end of quarter	30	65
	Add age to accredited service	+	+
3.	Nearest year(s) of accredited service at end of quarter	0	35
4.	Points for compensation credit	30 Points	100 Points

Alan's Normal Retirement Pension Benefit Calculated under the Cash Balance Formula			
		A.	**B.**
5.	Annual rate of compensation at end of quarter	$65,600.00	$179,213.00
6.	Taxable wage base (TWB) for the year	$84,900.00	$212,400.00
7.	Months worked in the quarter	3	3
8.	Total Pay earned in quarter including bonus	$20,336.00	$44,803.25
9.	Pay for the quarter multiplied by the % points for a compensation credit	4%	7%
10.	Compensation credit for quarter	$813.44	$3,136.23
11.	Pay earned in quarter over TWB	$0	$0
12.	Pay over TWB multiplied by the % points for the compensation credit on the excess annual compensation	x	x
13.	Pay over TWB multiplied by % points	4%	4%
14.	Compensation credit for pay over TWB	$0	$0
15.	Add compensation credits for all pay and compensation credits for pay above TWB	$813.44	$3,136.23
		+	+
		0	0
16.	Total compensation credit for quarter	$813.44	$3,136.23
Part II – Calculate interest credit			

Alan's Normal Retirement Pension Benefit Calculated under the Cash Balance Formula			
		A.	**B.**
17.	Account balance at beginning of quarter	$0	$417,410.89
18.	Interest crediting rate	1.40%	0.75%
		x	x
19.	Interest credit on account balance at beginning of quarter	$0	$3,130.58
Part III – Calculate cash balance account at end of quarter or at termination of employment or retirement			
20.	Add compensation credit and interest credit to the account balance at beginning of quarter to calculate account balance at end of quarter		
	compensation credit	$813.44	$3,136.23
	plus	+	+
	interest credit	$0	$3,130.58
	plus	+	+
	account balance at beginning of quarter	$0	$417,410.89
		=	=
21.	Account balance at end of quarter	$813.44	$423,677.70
	Alan's normal retirement pension benefit calculated under the cash balance formula and shown in the form of a cash balance single sum		$423,677.70

Normal Retirement Example

CECONY Local 3 or O&R Hourly Cash Balance Participant

Rhonda's accredited service date (hire date) as a union employee was January 1, 2010. Her birth date is December 31, 1979. She will be terminating employment on December 31, 2044. She will be age 65 and have 35 years of accredited service. During her employment, her annual compensation never exceeded the taxable wage base.

Because we are projecting into the future, the example has to rely on certain assumptions and make certain projections. The assumptions and projections are hypothetical and only for illustration purposes. For this example, however, we were able to use the actual 30-year Treasury rates through the fourth quarter of 2020. Thereafter, an assumption is made of a 3% a year interest crediting rate on the 30-year Treasury bonds.

Rhonda's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
		First quarter as a Participant	Quarter ending in termination or retirement date
Part I – Calculate compensation credit			
1.	Quarter ending	3/31/2010	12/31/2044
2.	Nearest age at end of quarter	30	65
	Add age to accredited service	+	+
3.	Nearest year(s) of accredited service at end of quarter	0	35
4.	Points for compensation credit	30 Points	100 Points
5.	Annual rate of compensation at end of quarter	$35,000.00	$95,617.00

Rhonda's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
6.	Taxable wage base (TWB) for the year	$106,800.00	$262,500.00
7.	Months worked in the quarter	3	3
8.	Total pay earned in quarter	$8,750.00	$23,904.25
9.	Pay for the quarter multiplied by the % Points for a compensation credit	x	x
		4%	7%
10.	Compensation credit for quarter	$350.00	$1,673.30
11.	Pay earned in quarter over TWB	$0	$0
12.	Pay for the quarter over TWB multiplied by the % points for the compensation credit on the excess annual compensation	x	x
		4%	4%
13.	Compensation credit for pay over TWB	$0	$0
14.	Add compensation credits for all pay and compensation credits for pay above TWB	$350.00	$1,673.30
		+	+
		$0	$0
15.	Total compensation credit for quarter	$350.00	$1,673.30
Part II – Calculate interest credit			
16.	Account balance at beginning of quarter	$0	$206,066.06
17.	Multiply interest crediting rate by account balance at beginning of quarter	x	x

Rhonda's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
18.	Interest crediting rate	1.10%	0.75%
19.	Interest credit on account balance at beginning of quarter	$0	$1,545.50
Part III – Calculate cash balance account at end of quarter or at termination of employment or retirement			
20.	Add compensation credit and interest credit to the account balance at beginning of quarter to calculate account balance at end of quarter		
	Total compensation credit for the quarter	$350.00	$1,673.30
	plus	+	+
	interest credit for the quarter	$0	$1,545.50
	plus	+	+
	account balance at beginning of quarter	$0	$206,066.06
		=	=
21.	Account balance at end of quarter	$350.00	$209,284.86
	Rhonda's normal retirement pension benefit calculated under the cash balance formula and shown in the form of a cash balance single sum.		$209,284.86

Normal Retirement Example

CEB Cash Balance Participant Who Has Paid above the Social Security Taxable Wage Base (TWB)

Lydia's accredited service date (hire date) as a management employee was January 1, 2002. Her birth date is December 31, 1971. She will be terminating employment on December 31, 2036. She will be age 65 and have 35 years of accredited service.

Because we are projecting into the future, the example has to rely on certain assumptions and make certain projections. The assumptions and projections are hypothetical and only for illustration purposes. For this example, however, we were able to use the actual 30-year Treasury rates through the fourth quarter of 2020. Thereafter, an assumption is made of a 3% a year interest crediting rate on the 30-year Treasury bonds.

Lydia's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
		First quarter as a Participant	Quarter ending in termination or retirement date
Part I – Calculate compensation credit			
1.	Quarter ending	3/31/2002	12/31/2036
2.	Nearest age at end of quarter	30	65
	Add age to accredited service	+	+
3.	Nearest year(s) of accredited service at end of quarter	0	35
4.	Points for compensation credit	30 Points	100 Points
5.	Annual rate of compensation at end of quarter	$98,400.00	$268,819.00

Lydia's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
6.	Taxable wage base (TWB) for the year	$84,900.00	$212,400.00
7.	Months worked in the quarter	3	3
8.	Total pay earned in quarter including bonus	$30,504.00	$67,204.75
9.	Pay for the quarter multiplied by the % Points for a compensation credit	x	x
		4%	7%
10.	Compensation credit for quarter	$1,220.16	$4,704.33
11.	Pay earned in quarter over TWB	$0	$67,204.75
12.	Pay over TWB multiplied by the points	x	x
13.	Pay over TWB multiplied by % points	4%	4%
14.	Compensation credit for pay over TWB	$0	$2,688.19
15.	Add compensation credits for all pay and compensation credits for pay above TWB	$1,220.16	$4,704.33
		+	+
		$1,220.16	$7,392.52
16.	Total compensation credit for quarter	$1,220.16	$7,392.52
Part II – Calculate interest credit			
17.	Account balance at beginning of quarter	$0	$713,530.66
18.	Interest crediting rate	1.40%	0.75%

Lydia's Normal Retirement Pension Benefit under the Cash Balance Formula			
		A.	**B.**
		x	x
19.	Interest credit on account balance at beginning of quarter	$0	$5,351.48
Part III – Calculate cash balance account at end of quarter or at termination of employment or retirement			
20.	Add compensation credit and interest credit to the account balance at beginning of quarter to calculate account balance at end of quarter		
	compensation credit	$1,220.16	$7,392.52
	plus	+	+
	interest credit	$0	$5,351.48
	plus	+	+
	account balance at beginning of quarter	$0	$713,530.66
		=	=
21.	Account balance at end of quarter	$1,220.16	$726,274.66
	Lydia's normal retirement pension benefit calculated under the cash balance formula and shown in the form of a cash balance single sum.		$726,274.66

Early Retirement Example

[EXAMPLE TO FOLLOW.]

Appendix B – If You Are a CECONY Management Participant

Normal Retirement Example

CECONY Management

In this example, John is entitled to the greater of the pension benefit calculated under the final average pay formula or the career average formula. He has variable pay and his final average pay exceeds the Social Security taxable wage base.

John's accredited service date (hire date) is June 5, 1977. His birth date is February 8, 1957. He is terminating employment on February 28, 2022. He is age 65. He is credited with 44 years and 9 months – 537 months – of accredited service. Because he was on the active payroll on December 31, 1982, and during the 1989 calendar year, his pension benefit is the greater of his pension benefit calculated under the final average pay formula or his pension benefit calculated under the career average formula.

When calculating his pension benefit under the final average pay formula, the following will apply: (1) Part III, because he was at least age 55 with at least 30 years of accredited service; (2) Part IV, because his final average pay was greater than the taxable wage base; and (3) Part V, because he attained age 55 and had 30 or more years of accredited service during the designated period.

Under Part V, John will be credited with 5 months of a special pension accrual.

John's Normal Retirement Pension Benefit Calculated under the Final Average Pay Formula		
		Normal
1.	Final average pay	$159,929.00
2.	Basic pension percentage – Years 1-24	0.01500
3.	Service (Max. 24 Years)	24.00
4.	Basic pension percentage – Years 25-30	0.02000
5.	Additional accredited service (Max 6 Years)	6.00
6.	Regular early retirement factor	1.00000
7.	Calculation [(1*2*3) + (1*4*5)]*6	$76,765.92
8.	Social Security Taxable Wage Base	$146,700.00
9.	Pension percentage above taxable wage base	0.00350
10.	IRS reduction factor	1.000
11.	Excess pension (1-8) * 9 * 10 * (3+5)	$1,389.05
12.	Accredited service in excess of 30 Years	14.75
13.	Additional pension percentage	0.005
14.	Additional pension (1 * 6 * 12 * 13)	$11,794.76
15.	Special accrual final average pay, if applicable	$119,002.20
16.	Special accrual service, if applicable	0.42
17.	Special accrual benefit, if applicable (15 * 16 * .005)	$249.90
18.	Total actual pension (7 + 11 + 14 + 17)	$90,199.63

John's Normal Retirement Pension Benefit Calculated under the Career Average Formula						
Total Wages	=	Earnings in year of termination	+	Earnings in full years prior to termination (Max 14 years)	+	Earnings in months prior to pivot year
$2,943,667.00 from accredited service date to termination or retirement date		$24,167.00		$1,684,500.00		$1,235,000.00
Basic pension	=	Total wages	x	Basic pension %		
$64,760.67		$2,943,667.00		0.022		
Additional Pension	=	Basic Pension	x	Monthly %	x	Excess Over 30 Years
$14,328.30		$64,760.67		.00125		177 months

John’s Normal Retirement Pension Benefit Calculated under the Career Average Formula						
Normal retirement pension benefit	=	$64,760.67	+	$14,328.30	=	$79,088.97 John’s normal retirement pension benefit under the career average formula

John’s normal retirement pension benefit will be calculated under the final average pay formula – $90,199.63 – because it is greater than his normal retirement pension benefit calculated under the career average formula $79,088.97.

Early Retirement Example

[EXAMPLE TO FOLLOW.]

Special Reduction for Early Retirement

If you are a CECONY Management Participant and you begin your pension benefit before age 65 (with or without 75 points) federal law requires that reductions are applied to the part of your pension benefit that takes into account the .35% of your final average salary over the Social Security taxable wage base, if applicable, as follows:

Early Retirement Pension Benefit Reductions for a CECONY Management Participant under the Final Average Pay Formula	
Pension Start Age:	**The .35% Formula Part (Part IV) Is Reduced by:**
64	7.7%
63	15.4%
62	23.1%
61	26.9%
60	30.8%
59	34.6%
58	38.5%
57	42.3%
56	47.1%
55	51.4%
54	54.4%
53	57.4%
52	60.5%

Early Retirement Pension Benefit Reductions for a CECONY Management Participant under the Final Average Pay Formula	
Pension Start Age:	**The .35% Formula Part (Part IV) Is Reduced by:**
51	63.4%
50	65.5%
49	67.5%
48	69.5%
47	71.5%
46	73.5%
45	75.5%

Appendix C – If You Are a CECONY Weekly Participant

Normal Retirement Example

CECONY Weekly

In this example, Helen is entitled to the greater of the pension benefit calculated under the final average pay formula or the career average formula.

Helen's accredited service date (hire date) is November 27, 1977. Her birth date is October 15, 1956. Helen is terminating employment on January 1, 2021.

She is age 65. She is credited with 43 years and 2 months – 518 months – of accredited service. Because Helen was employed in the June – December 1989 period, her pension benefit is the greater of her pension benefit calculated under the final average pay formula or her pension benefit calculated under the career average formula. Also, because Helen attained at least age 55 and had 30 or more years of accredited service during the designated period, she is entitled to a special pension accrual. She is credited with 9 months of the special pension accrual. In addition, Helen had premium time which is included in only the final average pay formula.

Helen's Normal Retirement Pension Benefit Calculated under the Final Average Pay Formula		
		Normal
1.	Final average pay	$69,806.00
2.	Basic pension percentage – Years 1-24	0.01500
3.	Accredited service (Max. 24 Years)	24.00
4.	Basic pension percentage – Years 25-30	0.02000
5.	Additional accredited service (Max 6 Years)	6.00
6.	Regular early retirement factor	1.00000
7.	Calculation [(1*2*3) + (1*4*5)]*6	$33,506.88
8.	Accredited service in excess of 30 years	13.17
9.	Additional pension percentage	0.005

Helen's Normal Retirement Pension Benefit Calculated under the Final Average Pay Formula		
10.	Additional pension [(1*6*8*9)]	$4,596.73
11.	Special accrual final average pay, if applicable	$55,000.00
12.	Special accrual service, if applicable	0.75
13.	Special accrual benefit, if applicable [(11*12*.005)]	$206.25
14.	Total accrual pension [(7+10+13)]	38,309.86

Helen's Normal Retirement Pension Benefit Calculated under the Career Average Formula						
Total wages	=	Earnings in year of termination	+	Earnings in full years prior to termination (Max 14 years)	+	Earnings in months prior to pivot year
$1,449,552.00		$0		$759,325.00		$690,227.00
Basic pension	=	Total wages	x	Basic pension %		
$31,890.14		$1,449,552.00		0.022		
Additional pension	=	Basic pension	x	Monthly %	x	Excess over 30 years
$6,298.30		$31,890.14		.00125		158 months
Normal	=	31,890.14	+	$6,298.30	=	$38,188.44 Helen's normal retirement pension benefit under the career - average formula

Helen’s normal retirement pension benefit will be calculated under the final average pay formula – $38,309.86 – since it is greater than her normal retirement pension benefit calculated under the career average formula – $38,188.44.

Early Retirement Example

[EXAMPLE TO FOLLOW.]

Appendix D – If You Are an O&R Management Participant

Normal Retirement Example

O&R Management Participant Retiring after January 1, 2023 under the Career Average Formula

This example illustrates how the formula in effect after 2023 would affect your total normal retirement pension benefit. The pivot year for retirements on and after January 1, 2023 is 2019. For retirements before January 1, 2023, and after December 31, 2019, the pivot year is 2016. When the pivot year changes, you will always receive the better of the new pivot year formula or the benefit accrued under the old pivot year formula.

Vivian started work with O&R on January 1, 1980 at age 21 years and 5 months. She became a participant in the Plan on January 1, 1981. On August 1, 2023, at age 65, Vivian will retire under the career average formula in effect for Participants retiring on or after January 1, 2023. Vivian was in the Retirement Plan a total of 511 months until she retires in 2023. As of her 2019 pivot date, she has 456 months under Part I – Prior service calculation.

To determine Vivian's pension benefit (1) apply Part I – Prior service calculation; then (2) apply Part II – Future service calculation; and then, (3) add the Prior service calculation amount to the Future service calculation amount. If you want to calculate Vivian's monthly normal retirement pension benefit, divide the total by 12. Because she is retiring at age 65, there is no reduction to her normal retirement pension benefit.

If she had retired at age 60, her benefit would be based on her service and compensation to age 60, without reduction for early retirement. In addition, she would be entitled to an additional $1,200 per month from her age 60 retirement until the month she turns 62.

The Career Average Formula for an O&R Management Participant Retiring on or after January 1, 2023. Vivian's Date of Retirement is August 1, 2023.				
Part I –Prior service calculation:				
$125,000 – Vivian's annual salary rate as of January 1,2019 – her pivot year salary rate multiplied by				
x 1.5% + 12 x 456 months of service	=	$	71,250.00	
Part II –Future service calculation:				
2019 base earnings with ATIP	=	$	131,250.00	
2020 base earnings with ATIP	=	$	135,187.50	
2021 base earnings with ATIP	=	$	139,243.13	
2022 base earnings with ATIP	=	$	143,420.42	
2023 base earnings $140,689 projected up to the last full month prior to month of				
Retirement ($140,689 + 12) x 7 months	=	$	82,068.58	
ATIP paid in April 2023		$	7,034.45	
2023 final salary rate plus ATIP x 2*				
($140,689 + 7,034.45) = $147,723.45	=	$	295,446.90	
Total Earnings for Future Service Calculation		$	933,650.98	
			x 2%	
Future service total		$	18,673.02	

The Career Average Formula for an O&R Management Participant Retiring on or after January 1, 2023. Vivian's Date of Retirement is August 1, 2023.				
Part III –add Prior service total to Future service total:				
Future service total		$	18,673.02	
Add the Prior service total		$	71,250.00	
Annual normal retirement pension benefit		$	89,923.02	
Divide $89,923.02 by 12 for the monthly normal retirement pension benefit amount		$	7,493.59	
(rounded)		$	7,494.00	
Base earnings for all years include ATIP. *There are two extra years at the annual salary rate in effect on the date of termination or retirement.				

Vivian's monthly normal retirement pension benefit is $7,494.00

Early Retirement Example

[EXAMPLE TO FOLLOW.]

Appendix E – If You Are an O&R Hourly Participant

Normal Retirement Example – O&R Hourly Participant Retiring after January 1, 2023 under the Career Average Formula

This example illustrates how the formula in effect after 2023 would affect your total normal retirement pension benefit.

Pat started work with O&R on January 1, 1980, at age 21 years and 9 months. He became a Participant on January 1, 1981. On April 1, 2023, at age 65, Pat will retire under the career average formula in effect for 2023. The pivot year for retirements on and after January 1, 2023 is 2019. For retirements before January 1, 2023, and after December 31, 2019, the pivot year is 2016. When the pivot year changes, you will always receive the better of the new pivot year formula or the benefit accrued under the old pivot year formula.

Pat was in the Retirement Plan a total of 507 months until his retirement at age 65. As of his 2019 pivot date, he has 456 months under the Part I – Prior service calculation.

To determine Pat's pension benefit under Table B, (1) apply Part I – Prior service calculation; then (2) apply Part II – Future service calculation; and then add the Prior service calculation to the Future service calculation. To calculate Pat's monthly normal retirement pension benefit, divide the total by 12. Because he is retiring at age 65, there is no reduction to his normal retirement pension benefit.

If Pat had retired at age 60, his benefit would be based on his service and compensation up until age 60, without reduction for early retirement. In addition, he would be entitled to an additional $1,200 per month from his age 60 retirement until the month he turns 62.

The Career Average Formula for an O&R Hourly Participant Retiring on or after 1/1/2023. Pat's Retirement Date is April 1, 2023.				
Part I –Prior service calculation:				
$90,000 –Pat's annual salary rate as of January 1, 2019 – his pivot year salary rate multiplied by				
X 1.5% + 12 x 456 months of accredited service	=	$	51,300.00	
Part II – Future service calculation				
Future service calculation:				
2019 base earnings	=	$	92,250.00	
2020 base earnings	=	$	95,017.50	
2021 base earnings	=	$	97,868.03	
2022 base earnings	=	$	100,804.07	
2023 base earnings, $101,296, up to the last full month prior to month of				
Retirement ($101,296 + 12) x 3 months	=	$	25,324.00	
2023 final salary rate x 2				
$101,296 x 2	=	$	202,592.00	
Total Earnings for Future Service Calculation		$	613,855.60	
			x 2%	
Future service total		$	12,277.11	

The Career Average Formula for an O&R Hourly Participant Retiring on or after 1/1/2023. Pat's Retirement Date is April 1, 2023.				
Part III –add Prior service total to Future service total :				
Future service total		$	12,277.11	
Add the Prior service total		$	51,300.00	
Annual normal retirement pension benefit		$	63,577.11	
Divide $63,577.11 by 12 for the monthly normal retirement pension benefit amount		$	5,298.09	
(rounded)		$	5,298.00	

Pat's monthly normal retirement pension benefit is $5,298.00

Early Retirement Example

[EXAMPLE TO FOLLOW.]

Published: December 30, 2020

Effective: January 1, 2021