



***FROM THE DESK
OF
JOE R. DUNCAN,
PRESIDENT DIRECTING GENERAL***



May 19, 2008

From: Co-Operating Railway Labor Organizations, Health and Welfare Committee

Subject: MetLife offers “Accelerated Benefit Option” (ABO)

Dear Sister and Brothers:

Effective immediately, MetLife will offer an “Accelerated Benefit Option” (ABO) to active employees who are eligible for the life insurance coverage provided through the Railroad Employees National Health and Welfare Plan (MetLife Policy 1023000). There is no charge for this benefit enhancement.

Under the ABO, a participant diagnosed as terminally ill as a result of injury or sickness, with no more than 12 months to live, will be able to receive an immediate payment of up to 50% of their life insurance amount. The payment may be used for any purpose.

A request for ABO payment is subject to independent medical review and approval by MetLife. Payment will generally be made in a lump sum. The remaining insurance benefit payable at death will be reduced by the amount of the accelerated benefit payment.

ABO is not available to retirees because the option is limited to benefit amounts of \$20,000.00 or more.

Questions regarding the ABO may be directed to Lawrence Norris, MetLife Senior Account Executive, at 908-253-1446 or lnorris@metlife.com.

In solidarity,

Joe R. Duncan