

# **Magellan Pension Plan**

## **Summary Plan Description for Final Average Pay Formula**



Effective January 1, 2016

## **Introduction**

This summary plan description (SPD), which is effective January 1, 2016, provides a summary of most of the provisions of the Magellan Pension Plan (the Plan), as sponsored by Magellan Midstream Holdings GP, LLC (Magellan). This summary applies to the Final Average Pay Formula feature of the Plan that is applicable to eligible participants (i) who were hired by Magellan before January 1, 2016 **and** are 35 years old or older on January 1, 2016: or (ii) who terminated employment before January 1, 2016. The cash balance feature of the Plan that applies to all other eligible participants who were under age 35 on January 1, 2016 or hired or rehired on or after January 1, 2016 and is summarized in a different SPD.

The Plan is a defined benefit pension plan. By working at Magellan, eligible vested employees earn the right to receive a monthly payment (a pension) upon retirement or when you leave Magellan. The Plan also can pay survivor benefits to your spouse following your death. This SPD is intended to answer basic questions about the Plan.

The thought of retirement can be an intimidating prospect for most people. Questions about how much money will be needed and from where that money will come are typical. Magellan has designed a pension plan which in tandem with your contributions and the company match to Magellan's 401(k) plan along with your personal savings is intended to help offset these concerns. This SPD should answer questions about the final average pay features of the Plan.

This general summary is designed to highlight the Plan's most important provisions. However, it does not contain every detail of the Plan or its specific terms. **IF THERE IS ANY QUESTION OR CONFLICT BETWEEN WHAT IS SAID IN THIS SUMMARY AND THE LANGUAGE IN THE PLAN'S LEGAL DOCUMENT, THE LEGAL DOCUMENT WILL PREVAIL.**

## **Eligibility and Participation**

If you were hired before January 1, 2016 and you were age 35 or older on January 1, 2016 you participate in the final average pay formula of the Plan. You become eligible for the Plan on the first day of the month after you complete 12 months of employment in which you earned at least 1,000 hours. Your service under the Plan is retroactive to your hire date.

Participation in the Plan is automatic when you meet the eligibility requirements of the Plan – there are no forms to complete.

Those who fall in one of the following categories are NOT eligible:

- (a) a leased employee;
- (b) an employee who is a member of a group of employees represented by a collective bargaining agreement which does not expressly provide for coverage by this Plan;

- (c) an employee who is not a resident of the United States and not a citizen of the United States;
- (d) a nonresident alien;
- (e) a seasonal employee, a temporary employee, a term employee, or an employee not employed on a regularly scheduled basis;
- (f) a person who has a written employment contract for services, unless such contract expressly provides that such person is an employee;
- (g) a person who is paid through the payroll of a temporary agency or similar organization;
- (h) a person who has a written contract with Magellan which states either that such person is not an employee or that such person is not entitled to receive employee benefits from a participating company for services under such contract; or
- (i) A person excluded by the document of adoption of Magellan.

## **Vesting**

Vesting is establishing ownership of your benefit. You become fully vested in your benefit when you complete five years of vesting service or upon employment at Normal Retirement Age (65). Once you are fully vested, you will be entitled to a benefit. You are credited with one year of vesting service for each calendar year during which you work at least 1,000 hours.

If you are on an authorized leave of absence, some or all of your absence period may count as hours of service even though you are not paid for the time. The Benefits Department can give you more information if you are going on a leave of absence.

## **Pension Benefits**

Although the actual formula is more complicated, in general, your pension is based on a percentage of your Final Average Pay (which is defined below) and your years of benefit service. The amount of your pension is also affected by two other factors. When you choose to begin your pension benefits and the form of payment you elect will have a direct impact on your pension benefit.

The Final Average Pay pension formula uses the following terms:

**Final Average Pay (FAP):** This is based on your Annual Compensation for the highest five calendar years out of the last 10 full calendar years you work for Magellan. To calculate your Final Average Pay, your total Annual Compensation for those five calendar years is divided by 60 months.

**Annual Compensation:** Your Annual Compensation includes regular base pay and overtime pay, Paid Time Off (PTO), short-term disability, holiday pay, jury duty, bereavement pay, shift differentials and any payment under the Annual Incentive Program (AIP), but excludes extraordinary compensation such as geographic differentials and any payments under the Long Term Incentive Plan. If you are credited with less than 2080 hours of service for a year, your Annual Compensation that year will be the product of multiplying your compensation received that year by a fraction, the numerator of which is the number of hours of service credited to you that year and the denominator of which is 2080.

**Benefit Service:** This is the period of your employment used to determine the amount of your pension. Generally, you earn a full year of benefit service for each calendar year in which you are credited with at least 2,080 hours of service as an eligible employee. If you work less than that, you will receive service credit for the fraction of 2,080 hours that you work for Magellan. For purposes of determining benefit service, you receive credit for 190 hours of service for each month in which you work regardless of the number of hours you actually work.

In addition the Plan is designed to give you credit for both your years of employment with Magellan and your employment with Williams if you were a participant in the Williams Pension Plan and transferred to Magellan prior to January 1, 2005, or you were a participant in the BP Retirement Plan and transferred to Magellan on September 1, 2010.

**Social Security-Covered Compensation:** The benefit formula includes a factor called Social Security-Covered Compensation. This is a dollar amount announced by the Social Security Administration and refers to the part of your pay on which Social Security benefits are based.

**Normal Retirement Date:** Your normal retirement date under the Plan is the first day of the month after you become age 65. However, if you continue to work for Magellan after you attain age 65 your retirement date will be the day immediately following the day you actually terminate employment.

You may also retire as early as age 55, if you have at least five years of vesting service. One year of “vesting service” is credited to you for each calendar year of employment in which you are credited with at least 1,000 hours of service (see **Leaving Magellan**).

**Frozen Prior Plan Benefit:** The Plan is designed to give you credit for both your years of employment with Magellan and your employment with Williams or BP but also includes an offset to the benefit calculated by the final average pay formula to prevent duplicating the benefits. Magellan was provided with an estimate of the age 65 benefit accrued under either the Williams or BP pension plans. This Frozen Age 65 benefit is just an estimate used in the calculation of your Magellan pension benefit. Because Magellan is not the sponsor of the Williams or BP pension plans, the final benefit actually payable from these prior plans will be determined by Williams or BP. It will not impact the benefit calculated under this Plan.

**Service Ratio:** The Magellan Service Ratio is a fraction where the numerator is your years of Benefit Service while employment by Magellan and the denominator is the number of years of Benefit Service you could work for Magellan up to age 65, even if you leave before your 65<sup>th</sup> birthday. In no event will the fraction be greater than 1.

**Pension Plan Formula**

The final average pay pension formula calculates an age 65 pension payable over your lifetime in the form of a single life annuity options. The formula to calculate the benefit is as follows:

<b>Magellan Final Average Pay Formula</b>
1.1% of Final Average Pay multiplied by your years of Benefit Service assuming you work for Magellan to age 65;
<b>Plus</b>
0.45% multiplied by your years of Benefit Service assuming you work for Magellan to age 65 (up to a maximum of 35 years) multiplied by the amount your Final Average Pay exceeds your Social Security Covered Compensation;
<b>Minus</b>
Frozen Prior Plan Benefit (Williams or BP frozen benefit)
<b>Times</b>
The Magellan Service Ratio.

**Normal Retirement**

The Plan’s normal retirement age is 65. However, you may retire and receive a pension benefit earlier than age 65 if you are vested. If your pension benefits start before age 65, your benefit will be reduced to take into consideration the longer benefit payment period. See the chart and the descriptions below.

**Example of the Calculation of Normal Retirement Benefit:**

To help you understand how the pension formula works, an example of a Normal Retirement Benefit calculation follows:

<b>Employee Information</b>	
Age	65
Date of Hire by Williams (15 Years)	January 2, 1989
Date of Hire by Magellan (12 Years)	January 1, 2004
Years of Benefit Service	27 Years
Final Average Pay (FAP)	\$6,500.00
Social Security Covered Compensation (CC)	\$6,265.00
Frozen Prior Plan Benefit	\$954.00
<b>Normal Retirement Benefit Calculation</b>	
1.1% times FAP times Years of Benefit Service	
1.1% x \$6,500.00 x 27 Yrs	\$1,930.50
<b>Plus</b>	
0.45% times (FAP less CC) times Years of Benefit Service (Max 35 years)	
0.45% x (\$6,500 - \$6,265) x 27 Yrs	\$28.55
<b>Minus</b>	
Frozen Accrued Benefit	(\$954.00)
<b>Times</b>	
Magellan Service Ratio (12 Years of Service/12 Years of Service to Age 65)	1
<b>Equals Age 65 Single Life Annuity</b>	
Total Age 65 Benefit \$1,930.50 + \$28.55 - \$954.00 x 1	\$1,005.05

In this example, the pension payable at age 65 from this Plan would be \$1,005.05 per month, assuming the payment is in the form of a single life annuity.

### **Early Retirement**

If you are employed by Magellan on or after your 55th birthday and you have completed at least 5 years of vesting service, you may elect to retire early (before age 65). Your Early Retirement Benefit will be figured in essentially the same way as for normal retirement. However, if you are employed by Magellan on or after age 55 and if you elect to have your pension payments begin before you are age 65 and at or after age 55, the monthly amount you receive will be reduced as described in the chart.

<b>Age at which you start to receive your benefits</b>	<b>% of Early Retirement Pension Payable</b>
65	100%
64	100%
63	100%
62	100%

Age at which you start to receive your benefits	% of Early Retirement Pension Payable
61	96%
60	92%
59	88%
58	84%
57	80%
56	76%
55	72%

The example below assumes you have been employed by Williams and Magellan for a total of 33 years and you retire on January 1, 2016 at age 59 with Final Average Pay of \$6,250. The factors used to calculate the early retirement benefit are as follows:

Employee Information	
Age	59
Date of Hire by Williams (21 Years)	January 2, 1980
Date of Hire by Magellan (12 Years)	January 1, 2004
Years of Benefit Service to age 65	39 Years
Date of Retirement	January 1, 2016
Final Average Pay (FAP)	\$6,250.00
Social Security Covered Compensation (CC)	\$7,582.00
Frozen Prior Plan Benefit	\$1,075.00
Normal Retirement Benefit Calculation	
1.1% times FAP times Years of Benefit Service	
1.1% x \$6,250.00 x 39 Yrs	\$2,681.25
Plus	
0.45% times (FAP less CC) times Years of Benefit Service (Max 35 years)	
0.45% x (\$6,250.00 - \$7,582.00) x 35 Yrs	\$0.00
Minus	
Frozen Accrued Benefit	(\$1,075)
Times	
Magellan Service Ratio (12 Years of Service/18 Years of Service to Age 65)	.667
Equals Age 65 Single Life Annuity	
Total Age 65 Benefit \$2,681.25 + \$0.0 - \$1,075.00 x .667	\$1,071.37
Early Retirement Reduction	
Age 59 Early Retirement Factor (88%)	88%
Equals Age 59 Single Life Annuity	
Age 65 Single Life Annuity x Early Retirement Factor \$1,071.37 x 88%	\$942.81

This example applies only to participants who work for Magellan until they retire on or after age 55 after working for at least 5 years. If your termination of employment occurred after at least age 55 and 5 years of vesting service and wait until you are age 62 before you actually start to receive your retirement pension payments, there will be no reduction in your payments even though you terminate employment before age 65.

If your termination of employment occurred before you were at least age 55, you must wait until you are age 65 to receive 100% of your age 65 Single Life Annuity. The example above does not apply to pensions for vested participants whose employment with Magellan ends before age 55 (see **Terminated Employees Who are Vested**).

### **Terminated Employees Who are Vested**

If you leave Magellan after completing at least five years of vesting service (see **Leaving Magellan**), you will be entitled to a vested pension. This “vested pension” must begin no later than April 1 of the calendar year following the year in which you reach age 70 ½.

If you wait until you are age 65 to start your pension payments, you will receive your pension based on your years of service and **Final Average Pay** when you terminated, regardless of your age when you leave Magellan. However, if you elect to begin your pension payments before age 65, the monthly amount will be reduced.

If you elect to begin receiving your benefits before you reach age 65, the age 65 **Normal Retirement** formula will be reduced by the percentages below for each year and proportionately for each partial year that your pension starts before age 65.

<b>Age at which you start to receive your benefits</b>	<b>% of Vested Pension Payable</b>
65	100%
64	91%
63	82%
62	75%
61	68%
60	62%
59	57%
58	52%
57	48%
56	44%
55	40%
54	37%
53	34%



Age at which you start to receive your benefits	% of Vested Pension Payable
52	31%
51	29%
50	27%
49	25%
48	23%
47	21%
46	20%
45	18%
44	17%
43	16%
42	15%
41	14%
40	13%
39	12%
38	11%
37	10%
36	9%
35	9%
34	8%
33	8%
32	7%
31	7%
30	6%
29	6%
28	5%
27	5%
26	5%
25	4%
24	4%

For example, if your employment with Magellan ends at age 50 with 20 years of Benefit Service, and you elect to begin your retirement payments at age 50; your vested retirement benefit would be calculated as follows:

<b>Employee Information</b>	
Age	50
Date of Hire by Magellan (20 Years)	January 1, 2004
Years of Benefit Service to age 65	35 Years
Date of Termination	December 31, 2024
Final Average Pay (FAP)	\$6,250.00
Social Security Covered Compensation (CC)	\$9,667.00
Frozen Prior Plan Benefit	\$0.00
<b>Normal Retirement Benefit Calculation</b>	
1.1% times FAP times Years of Benefit Service	
1.1% x \$6,250.00 x 35 Yrs	\$2,406.25
<b>Plus</b>	
0.45% times (FAP less CC) times Years of Benefit Service (Max 35 years)	
0.45% x (\$6,250.00 - \$9,667.00) x 35 Yrs	\$0.00
<b>Minus</b>	
Frozen Accrued Benefit	(\$0.00)
<b>Times</b>	
Magellan Service Ratio (20 Years of Service/35 Years of Service to Age 65)	.571
<b>Equals Age 65 Single Life Annuity</b>	
Total Age 65 Benefit \$2,406.25 + \$0.0 - \$0.00 x .571	\$1,373.97
<b>Deferred Vested Retirement Reduction</b>	
Age 50 Early Retirement Factor (27%)	27%
<b>Equals Age 59 Single Life Annuity</b>	
Age 65 Single Life Annuity x Deferred Vested Retirement Factor \$1,373.97 x 27%	\$370.97

## **Limitations on the Amount of your Pension**

The Plan is subject to limitations required by tax laws on the benefits that participants can receive. The operation of the limits can become complex. It is not expected that any participants will be impacted by these limits.

In general, the maximum “annual benefit” that you may be entitled to in any calendar year and payable beginning at your Social Security retirement age cannot exceed the lesser of \$210,000 (2016), indexed annually for cost-of-living adjustments, or 100% of your average compensation for your three highest-paid calendar years when you were an employee. If payment of your annual benefit begins before you reach your Social Security retirement age, your maximum annual benefit payable will be significantly reduced. In addition, benefits under the Plan and any

other defined-benefit plan maintained by Magellan may require reduction due to your participation in the Plan and other plans maintained by Magellan.

## **Payment Options**

The Plan provides for two standard forms of pension payment (the standard forms are often referred to as **Normal** forms of benefit). One Normal form is for participants who are single when they take their benefit and the other Normal form is for married participants. In addition to the Normal forms, optional forms of benefit are also available. If you do not make an election to receive an optional form of payment, you will receive the **Normal** form of payment according to your marital status.

Please note that the form of your retirement payments **cannot be changed** in the future after you begin your pension distribution.

### **Normal Forms of Benefit**

#### **Single Life Annuity**

If you are single when your pension begins, your pension under the normal form will be a single-life annuity. This means that you will receive a monthly payment of the amount indicated by the applicable benefit formula for your life. At your death, no additional payments will be made.

#### **Qualified Joint and Survivor Annuity**

If you are married at the time your pension begins, your pension must be paid in the normal form of the qualified joint-and-survivor pension, unless your spouse consents, in writing on the proper election form to your choice of another form of payment. Your spouse's consent must be witnessed by a notary public or a representative of the Plan.

Under the Qualified Joint-and-Survivor option, your pension is reduced from the amount you would receive under a single life annuity, and paid to you for life. At your death, your spouse at the time your pension benefits begin (if living) will receive 50% of your reduced pension for the remainder of his or her life. Your reduced pension will be the actuarial equivalent in value to the Single Life Annuity as determined under the Plan, taking into account the difference between the ages of you and your spouse.

In the event your spouse dies before you, your monthly benefit will increase back to the amount which would have been paid as a Single Life Annuity if you had elected that option at the time you began your benefits.

## **Optional Forms of Benefit**

### **Single-Life Annuity**

If you are married, you can elect to receive your pension in the form of a Single-life Annuity, if your spouse consents in writing to this form of payment. Again, this consent must be in writing on the proper election form in order to receive this option.

### **Lump Sum**

Under this option, you will receive a lump-sum cash payment of the equivalent value of your pension based on your age when payment is made. After this payment, no other payment will be made to you or any beneficiary with respect to your pension under the Plan. If you are married, your spouse must consent to this form of payment.

### **Joint-and-Survivor Pension Options**

If you are not married when your pension begins, or if you are married and your spouse consents, you may choose any of the joint and survivor payment options..

You may name your spouse or another person as your joint pensioner to receive 50%, 75%, or 100% of your reduced monthly pension benefit upon your death. The Joint-and-Survivor pension payment option elected at retirement applies specifically to the participant and selected joint pensioner since the payment amount is calculated based on their respective date of birth.

### **50% Joint-and-Survivor Pension**

If you are not married when your pension begins or if you are married and your spouse consents, you may name another person as your joint pensioner. This means that you will receive a reduced pension during your lifetime and then, if you die before the person you name as your joint pensioner, 50% of your reduced pension will be continued to your joint pensioner for the remainder of his or her life. In the event that your joint pensioner dies before you, your monthly benefit will increase back to the monthly amount which would have been paid as a Single Life Annuity if you had elected that option at the time you began your benefits.

### **75% Joint-and-Survivor Pension**

If you are not married when your pension begins or if you are married and your spouse consents, you may name another person as your joint pensioner. If you are married, your spouse can be your joint pensioner. Under this option, you will receive a reduced pension during your lifetime and then, if you die before the person you name as your joint pensioner, 75% of your reduced pension will be continued to your joint pensioner for life. In the event that your joint pensioner dies before you, your monthly benefit will increase back to the monthly amount which would have been paid as a Single Life Annuity if you had elected that option at the time you began your benefits.

### **100% Joint-and-Survivor Pension**

If you are not married when your pension begins or if you are married and your spouse consents, you may name another person as your joint pensioner. If you are married, your spouse can be your joint pensioner. Under this option you will receive a reduced pension during your lifetime and then, if you die before the person you name as your joint pensioner, 100% of your reduced pension will be continued to your joint pensioner for life. In the event that your joint pensioner dies before you, your monthly benefit will increase back to the monthly amount which would have been paid as a Single Life Annuity if you had elected that option at the time you began your benefits.

Your age and your joint pensioner's age for purposes of the joint-and-survivor options are determined in whole years, rounded to the closest year, on the date pension payments commence.

### **Combined Lump Sum and Annuity**

As a final alternative, you can elect, to receive your pension in the form of a lump sum for 50% of its value and the remaining 50% in any of the annuities described above. If you are married your spouse must consent to this election.

## **Electing Your Form of Pension Benefit**

You may elect, change, or revoke an election only if such election, change or revocation is filed with the Administrative Committee on a form provided for such purpose during the applicable election period. Please note that the form of retirement payments cannot be changed after you begin your pension distributions.

You should notify Milliman, the Plan's Actuary and third party administrator at 1-866-669-9877 at least 90 days but not more than 180 days prior to the date you would like your pension to begin. You must complete required forms and furnish proof of age and if married, proof of marriage, before your pension may begin. It is best to allow plenty of time – notify Milliman early in planning for your retirement.

## **Monthly Payments**

Your first payment from the Plan will be mailed within 10 days of the first business day of the month following your retirement if a 90-day notice was given prior to retirement and you properly complete your election forms and return them at least three weeks before commencement. If less than a 90-day retirement notice was given, it may further delay your payment. Future monthly annuity payments will be mailed no later than the first day of each month. If payment is not received by the 5th business day, the check may be cancelled and a new one issued upon request. However, this process cannot be used until the 6th business day of the

month. You may also elect to have your monthly pension payment direct deposited into your checking or savings account to ensure you receive your payment each month without delays due to mail time.

### **Cashouts and Automatic Rollover**

If the actuarial present value of your vested pension benefit is more than \$5,000, you can elect to receive the present value of your benefit in cash or have it transferred to another qualified retirement plan or an Individual Retirement Account (IRA), provided your spouse consents if you are married. If you do not make an election, the Plan will distribute the present value in accordance with the paragraphs that follow.

If the actuarial present value of your vested pension benefit is more than \$1,000 but not more than \$5,000 when you terminate employment with Magellan and you do not instruct otherwise, the Plan will automatically transfer your present value in a lump sum to an IRA established for you. This is known as the automatic rollover provision. Once the account has been established, automatic rollover materials including a confirmation statement reflecting this transaction will be provided to you from Wells Fargo, custodian of the account. The investment fund established for your IRA will be Wells Fargo Money Market Fund. The fund seeks current income while preserving capital and liquidity (the ability to convert into cash quickly) by investing in high-quality, short-term, U.S. dollar-denominated money market instruments of domestic and foreign issuers. For details and an explanation of how fees and expenses will be allocated for the *Wells Fargo Money Market Fund*, contact Wells Fargo at 1-800-222-8222. Investment Specialists are available 24 hours, 7 days a week. For a complete schedule of fees, visit [wellsfargofunds.com](http://wellsfargofunds.com) or contact Wells Fargo Funds.

*An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the Wells Fargo Money Market Fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund.*

If the actuarial present value of your vested pension benefit is \$1,000 or less when you terminate employment with Magellan, you will automatically be paid that present value amount in a lump sum in lieu of any other benefits under the Plan.

### **Disability Benefits**

If you have become entitled to receive disability benefits under Magellan's Long-Term Disability Plan and, you have at least five years of vesting service at the time your disability commences, you will also be deemed initially disabled under the Plan. This means that as long as you continue to qualify as disabled under Magellan's Long-Term Disability Plan, up to age 65, you will continue to receive credit for Benefit Service as if you were still working.

If your disability ends and you return directly to work, you will be credited with Benefit Service for the period during which you were disabled as well as Benefit Service earned before your disability began and during your continued employment after your disability ended. Your pension at your retirement will be based upon all of this service.

If your disability ends before you become age 55 and you are not rehired by Magellan, you can choose to take your pension benefit at any point after your disability ends. The amount of the benefit will be equal to the deferred vested pension determined on the date your disability ended including Benefit Service credited while you were disabled (reduced for early commencement based on the number of years payments begin before you reach age 65) see **Terminated Employees Who Are Vested**.

If your disability ends after you reach age 55 and you do not continue employment with Magellan, you can start to receive your retirement pension as early as the date your disability ends. The amount of the benefit will be equal to the early retirement pension determined on the date your disability ended including Benefit Service credited while you were disabled (reduced based on the number of years payments begin before you reach age 65) see **Early Retirement**.

## **Death Benefits**

The Plan may pay benefits to your spouse or other designated beneficiary if you die before your pension benefit begins. The general requirements for eligibility to receive a death benefit are described in the paragraphs that follow under this heading.

If you die before your pension benefits commence and you have had been credited with at least five years of vesting service, your spouse or a beneficiary can receive a survivor pension. The amount of this pension, which is called the Survivor Pension, will be the actuarial equivalent of your pension payable as a Single Life Annuity (see **Payment Options**), determined as if your Beneficiary were a participant.

Payment of the Survivor Pension generally will start on the first day of the month in which you would have become age 65 (or the first day of the month following your death if you are age 65 or older when you die) and be paid monthly. However, your beneficiary can elect, on a form to be provided by the Plan, to accelerate the date for payments to begin to the first day of any month following your death. If your beneficiary elects to begin to receive payments earlier than the first day of the month following the date you would have been 65 the monthly pension amount your beneficiary receives will be reduced due to early commencement.

If you were actively employed or eligible for Early Retirement because you terminated employment after completing 5 years of service and reaching age 55, the reduction of the Survivor Pension for early commencement will be based on the table under the heading Early Retirement. If you are not actively employed and are not eligible for Early Retirement when you

die, the reduction will be based on the table under the heading **Terminated Employees Who Are Vested**.

If you die while accruing Benefit Service because you satisfy the requirements for a disability pension under the Plan (see **Disability Benefits**), your Beneficiary will receive a Survivor Pension determined in essentially the same manner as if you were then actively employed by Magellan (see **While Actively Employed**).

In addition, the Plan contains provisions under which a spouse or beneficiary who is determined by a court of competent jurisdiction to have intentionally caused the death of a participant will be ineligible to receive any death benefit from the Plan for such participant.

### **Beneficiary Designation by Unmarried Participant**

The Plan provides that if you are not married and die before payment of your pension begins, Survivor Pension will be paid in a lump sum to your estate, unless you have designated one or more beneficiaries through Milliman. You can change your beneficiary designation(s) at any time at [www.MillimanBenefits.com](http://www.MillimanBenefits.com). You can contact Milliman at 1-866-669-9877.

Remember, if you become married all of your beneficiary designations will become null and void in favor of your spouse unless your spouse consents on a form provided by the Plan, to your naming someone other than your spouse as a beneficiary.

### **Beneficiary Designation by Married Participant**

The Plan provides that if you are married and die before payment of your pension begins, the Survivor Pension will be payable to your surviving spouse, unless, with the notarized consent of your spouse, you have (1) waived Survivor Pension coverage for your spouse, and (2) designated one or more primary beneficiaries.

If you want to waive the Survivor Pension payable to your spouse and designate one or more primary beneficiaries, you should read the information provided in the beneficiary designation forms available at [www.MillimanBenefits.com](http://www.MillimanBenefits.com) and follow the instructions for properly completing required sections of the form. These forms are a combined Surviving Spouse Pension Form and a Beneficiary Designation Form. As required by federal law, the Plan provides that the surviving spouse of a participant must be entitled to a Survivor Pension, unless the spouse has consented to the participant's waiver of Survivor Pension coverage after the spouse is informed concerning such coverage. Therefore, Survivor Pension coverage must be waived with spousal consent before you can designate any primary beneficiary other than your spouse to receive any portion of your vested accrued benefit as a death benefit. Even though you have waived Surviving Spouse Pension coverage, your spouse can be designated as one of your primary beneficiaries on a properly completed Beneficiary Designation Form.

If you want your spouse to receive a Survivor Pension and only want to designate contingent beneficiaries, in case your spouse does not survive you, you should read the information



provided with the form and follow the instructions for properly completing your Beneficiary Designation Form.

If you are married and want your spouse to receive the maximum death benefit under the Plan in the event you die before payment of your pension begins, you actually do not have to file any form for your goal to be achieved.

If you do not designate one or more contingent beneficiaries and your spouse does not survive you, your pension will be paid as a lump sum to your estate. Such a default payment to your estate can be avoided by simply properly designating one or more contingent beneficiaries at [www.MillimanBenefits.com](http://www.MillimanBenefits.com) or by calling Milliman at 1-866-669-9877 for assistance.

You should always designate a contingent beneficiary(ies) to receive the death benefit in the event no primary beneficiary survives you. Remember also, if you are under age 35 at the time you file a Survivor Pension Form waiving coverage for your spouse, federal law requires that such waiver become null and void as of the first day of the year in which your 35th birthday occurs; new forms must be filed after such first day in order to reinstate a waiver and designate beneficiaries.

## **Leaving Magellan**

If you terminate employment with Magellan for any reason other than your Retirement on or after age 65, your right to receive a pension depends upon whether you are vested or not. You become vested in your right to receive your pension by completing at least 5 years of vesting service or by employment at age 65. You are credited with a year of vesting service if during a calendar year you complete at least 1,000 hours of service. If the actual number of hours you work are not recorded, you are deemed to work 190 hours in each month that you are employed. If you terminate employment for any reason before completing five years of service and are later rehired you will get credit for the years you worked before your termination unless there are five calendar years between the date you terminate and the date you are rehired which constitute a break in service. A calendar year will constitute a break in service if you are not credited with at least 501 hours of service. Under certain circumstances, a period of absence from work that is connected with the birth or adoption of a dependent child may be ignored as a break in service.

Effective January 1, 2016 the Magellan Pension Plan benefit became portable. When you leave the Company, you may take the vested value of your account with you as a lump sum, an annuity or any other optional form, subject to spousal consent if applicable. Of course, your benefit will be reduced for early commencement based on your age at commencement as described above. You may roll the value of your Pension Plan benefit taken in a lump sum into an IRA or to your next employer's qualified retirement plan if it accepts rollovers.

## **Re-employed by Magellan**

### **Before Normal Retirement**

If you are rehired as a regular employee by Magellan prior to age 65, no pension payments will be made during the period of re-employment, even if you were receiving pension payments before your re-employment. If you are entitled to a pension, upon the end of your re-employment your pension will be based on both your Benefit Service and compensation before the date of your previous retirement. In addition, if you are rehired on or after January 1, 2016, you will earn benefits under the cash benefit formula upon rehire and you will not earn any further benefits under the final average pay formula described in this summary. If you receive any pension benefits prior to your re-employment, the pension you receive later will be reduced to offset those previously received payments.

### **After Normal Retirement**

If you are rehired as a regular employee on or after your 65th birthday, your monthly benefit payments will be suspended for each month during which you earn at least 40 hours of service. Upon returning to Magellan, you will become eligible for the Magellan Pension Plan cash balance formula.

## **Restrictions Due to Underfunding**

The Pension Protection Act established a new way to measure the funding level of defined benefit plans, such as this Plan, which is called the Funding Target Attainment Percentage (FTAP). The FTAP is a measure of how well the plan is funded on a particular date known as the valuation date. The higher the FTAP, the better funded the plan. The FTAP, or funded status, information is communicated to you each year.

If the Plan fails to meet funding levels specified under the IRS Code, restrictions will automatically occur that will limit benefit accruals, benefit distributions, and the Plan Sponsor's ability to amend the Plan. Some of the restrictions are summarized as follows:

### **FTAP Below 80 Percent but Greater than 60 Percent**

If the Plan's AFTAP is less than 80 percent (or would be less than 80 percent taking into account the amendment), a Plan amendment cannot take effect that increases Plan liabilities due to benefit increases, the establishment of new benefits, a change in the rate of benefit accrual, or a change in the rate of vesting. In addition, you may not be able to receive a lump sum payment of your benefit.

### **FTAP Below 60 Percent**

If the Plan's Adjusted Funding Target Attainment Percentage (AFTAP) is less than 60 percent, you will cease to accrue a benefit as of the Valuation Date or the Plan Year. If you are otherwise eligible, you will resume accruing a benefit, effective as of the first day of the Plan Year, once Magellan has made a contribution sufficient to result in an AFTAP

of 60 percent. There are also additional limitations on benefit distributions from the Plan until such time as the FTAP is again above 60 percent.

In the event this Plan's FTAP fell below either of these threshold levels, additional details about the restrictions required by the IRS Code due to this underfunding will be provided to each participant.

## **Cost of Plan**

The Plan is funded by Magellan. This means that you are neither required nor permitted to make contributions to the Plan. Funds contributed to the Plan are paid to the Trustee, which places them in a trust fund managed exclusively for the benefit of participants. The money in the trust fund is invested by investment managers in stocks, bonds, government-insured obligation and other investments. Your pension will be paid from this trust fund. The Trustee of the trust fund is Wells Fargo Bank, N.A.

In general, as described previously, the amount Magellan contributes to the Plan each year is based upon participant ages, compensation and interest rates in affect at the time.

## **PBGC Coverage**

Your pension benefits under this Plan are insured by the 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 a portion of their benefit.

If the Plan is terminated, in most cases Magellan (and its affiliates) will be obligated to make contributions to the Plan in amounts sufficient to allow the Plan to pay benefits upon termination. To the extent Magellan is unable to adequately fund the Plan upon plan termination; most of the benefits under the Plan are insured by the federal government's Pension Benefit Guaranty Corporation (PBGC).

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 5 years at the time the plan terminates; (3) benefits that are not vested because you have not worked long enough for Magellan; (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 Magellan.

For more information about the PBGC and the benefits it guarantees, ask your Administrative Committee or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 1-202-326-4000 (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 [www.pbgc.gov](http://www.pbgc.gov).

## **Additional Information**

### **Losing My Pension**

Under certain circumstances, you or a beneficiary may lose some or all Plan benefits you may have expected to receive. These circumstances include:

- If you leave Magellan before becoming vested (see **Leaving Magellan**).
- If you are re-employed by Magellan after age 65, payment of your pension will be suspended for each month in which you earn at least 40 hours of service (see **Re-Employed by Magellan**).
- If your pension, when added to your benefits under other pension plans of Magellan or an affiliate, exceeds the limit set by the Code, your benefits will be reduced to stay within those limits.
- If the Plan is terminated without sufficient assets to meet all expenses and claims, you or your beneficiary may lose some or all of the Plan benefits you otherwise would have received (see **Amending or Terminating the Plan** and **Plan Costs**).
- If your surviving spouse or beneficiary is determined by a court to have intentionally caused your death, such person will be ineligible to receive benefit payments and shall be deemed to have died before you.

### **Claims Against Your Interest in the Plan**

Generally, your interest in the Plan is not subject to sale, transfer, assignment, pledge, garnishment or other encumbrance by you or anyone else other than the Internal Revenue Service. Your Plan interest or right to receive distributions cannot be taken voluntarily to pay

debts or other obligations or claims against you. However, federal law requires that your Plan benefits may be paid out in accordance with the requirements of certain final orders issued by a court in connection with a divorce or marital or child support proceeding in which you may be involved, called qualified domestic relations orders (QDROs).

Any amount paid or set aside under such a final order would reduce your benefits under the Plan.

Note that the Plan requires specific provisions in a court order to divide a Plan benefit for any of the purposes described above.

Any participant or beneficiary who anticipates that a court order that will affect the participant's interest in the Plan may be entered in connection with a divorce, marital or child support proceeding is advised to notify the Administrative Committee as soon as possible for specific information. You may obtain a copy of the Plan's QDRO procedures from the Benefits Department of Magellan or the Administrative Committee which is the plan administrator.

### **Pension Requests**

All requests for pension benefits should be made through Milliman. You may call Milliman at 1-866-669-9877. You will be given forms to complete and file.

If any retirement benefit is ever denied, in whole or in part, or if you want to clarify your right to future benefits, you must follow the claims procedures for the Plan which is outlined in the Claim for Benefits section below.

### **Claim for Benefits**

A properly filed claim for benefits will be evaluated by the Administrative Committee (or by such person as may be designated by the Administrative Committee) which can be contacted at the same address as the one set forth below for the Administrative Committee. You will have no right to seek review of a denial of benefits under the Plan prior to having filed a claim for benefits.

The Administrative Committee (or its designee) shall have the power, including, without limitation, discretionary power, to make all determinations that the Plan requires for its administration, and to construe and interpret the Plan whenever necessary to carry out its intent and purpose and to facilitate its administration, including, but not by way of limitation, the discretion to grant or to deny claims for benefits under the Plan. All such rules, regulations, determinations, constructions and interpretations made by the Administrative Committee shall be conclusive and binding.

You will be notified of the approval or denial of your claim within 90 days after the receipt of such claim unless special circumstances require an extension of time for processing the claim. If such an extension of time for processing is required, written notice of the extension shall be furnished to you prior to the termination of the initial 90-day period that will specify the special

circumstances requiring an extension and the date by which a final decision will be reached (that date will not be later than 180 days after the date on which the claim was filed).

You will be given a written or electronic notice as to whether the claim is granted or denied, in whole or in part. If you do not receive a written or electronic notice within the time periods stated above, you shall be deemed to have exhausted the claim review procedures available under the Plan and shall be entitled to pursue any available remedies under Section 502(a) of the Employee Retirement Income Security Act of 1974 (ERISA). If the claim is denied, in whole or in part, you will be given written or electronic notice that shall contain:

1. the specific reasons for the denial,
2. reference(s) to the specific Plan provisions upon which the denial is based,
3. a description of any additional material or information necessary to perfect the claim and an explanation of why such material or information is necessary,
4. a description of the Plan's appeal procedures and the time limits applicable to such procedures, including a statement of your right to bring a civil action under Section 502(a) of ERISA following a denial of an appeal, and

#### **Review of Claim Denial**

If your claim is denied, in whole or in part, you will have the right to request that the Administrative Committee (or its designee) review the denial, provided you file a written request for review with the Administrative Committee within 60 days after the date on which you received written or electronic notification of the denial.

You (or your duly authorized representative) may submit written comments, documents, records and other information relating to the claim for benefits. You also shall be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim for benefits. Review of your claim will take into account all comments, documents, records and other information you submit without regard to whether such information was considered with your initial claim for benefits.

Within 60 days after a request for review is received, the review shall be made and you will be given written or electronic notice of the decision on review unless special circumstances require an extension of time for processing the review, in which case you will be given a written notification within such initial 60-day period specifying the reasons for the extension and when such review will be completed (provided that such review will be completed within 120 days after the date on which the request for review was filed). In the event that a period of time is extended as permitted due to your failure to submit information necessary to decide your claim, the period for deciding the appeal will be suspended until the date on which you respond to the request for additional information.

You will be given written or electronic notice of the decision on review and, if your appeal is denied, it shall include: 1) the specific reasons for the denial; 2) reference to the specific Plan provisions upon which the denial is based; 3) 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 for benefits; and 4) a statement of your right to bring an action under Section 502(a) of ERISA or any other voluntary alternative dispute resolution options, such as mediation. If notice of the decision on review is not furnished within the time periods stated above, the appeal shall be deemed denied.

### **Exhaustion of Review Remedies**

You must properly file a claim for benefits and request a review of any complete or partial denial prior to seeking a review of your claim for benefits in a court of law or any other voluntary alternative dispute resolution option, such as mediation. You may find out if these voluntary options are available by contacting your local U.S. Department of Labor Office and your State insurance regulatory agency. A decision on a Review of Claim Denial (see previous paragraph) shall be the final decision of the Administrative Committee. After this final decision is provided by the Administrative Committee, you may seek judicial remedies in accordance with your rights under ERISA (see **ERISA Information**).

### **Effect of Administrative Committee's Decision on Claims**

The Administrative Committee shall have the power, including, without limitation, discretionary power, to make all determinations that the Plan requires for its administration, and to construe and interpret the Plan whenever necessary to carry out its intent and purpose and to facilitate its administration, including, but not by way of limitation, the discretion to grant or to deny claims for benefits under the Plan. All such rules, regulations, determinations, constructions and interpretations made by the Administrative Committee shall be conclusive and binding.

### **Amending or Terminating the Plan**

While the Plan is intended to be permanent, Magellan, by action of the Board of Directors of the general partner of Magellan or the Benefits Committee, has the right to amend or terminate the Plan, in whole or in part, at any time. In addition, the Benefits Committee may make any amendment that does not materially increase or decrease benefits under the Plan. Upon termination of the Plan, the accrued benefits of participants shall be determined. To the extent the Plan is funded, the accrued benefits of all participants who are employed on the date of termination or who terminate employment within a year of the termination will be 100% vested. After termination, distributions will be made to participants to the extent of their accrued benefits. Distributions may be made in cash, securities or other assets. In the event the assets in the Plan are greater than the liabilities, the excess assets will be returned to the Plan Sponsor. Most benefits under the Plan are insured by the federal government's PBGC, in the event the Plan terminates (see **PBGC Coverage**).

## **Plan Administration**

The Plan is administered by Magellan's Administrative Committee solely for your benefit. The members of the committee are appointed by and serve at the direction of the Chief Executive Officer of Magellan.

The Administrative Committee has general authority to administer and provide procedures and rules for the administration of the Plan but it does not have custody of any of the assets of the Plan or exercise the right to vote any shares held by the Plan or purchase, sell or redeem securities on behalf of the Plan. No member of the committee or the committee as a whole may receive any compensation from the Plan.

All Plan records are maintained and reported on a calendar-year basis.

If you have any questions about the information in this Plan summary or about your coverage or benefits in the Plan, please do not hesitate to contact the Administrative Committee.

The address and phone number of the Administrative Committee is:

Administrative Committee  
c/o Magellan Midstream Holdings GP, LLC  
One Williams Center, MD 28th Floor  
Post Office Box 22186  
Tulsa, OK 74172  
(918) 574-7000

## **Technical Information**

The name and address of the Plan sponsor and employer whose employees are covered under the Plan is:

Magellan Midstream Holdings GP, LLC  
One Williams Center, MD 28th Floor  
Post Office Box 22186  
Tulsa, OK 74172

The name of the person designated as agent for service of legal process is:

Administrative Committee  
c/o Magellan Midstream Holdings GP, LLC  
One Williams Center, MD 28th Floor  
Post Office Box 22186  
Tulsa, OK 74172  
(918) 574-7000



You may also serve the trustee at:

Wells Fargo Bank, N.A,  
Institutional Retirement and Trust  
550 S 7<sup>th</sup> Street  
MAC N9310-084  
Minneapolis, MN 55415

The Plan is a defined-benefit plan that provides benefits from the general assets of the Trust. For identification purposes, Magellan has assigned to the Plan number 001. The Plan Year is a calendar year. Its records are maintained on a calendar year basis. Magellan's federal tax identification number is 20-0019326.

Magellan reserves the right to discharge any employee without regard to whether that employee is a participant in, or entitled to a benefit under, the terms of the Plan. The Plan is not an employment contract and does not give any employee any right to continued employment by Magellan.

## **ERISA Information**

As a participant in the Plan you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants shall be entitled to:

### **Receive Information about Your Plan and Benefits**

Examine, without charge, at the Administrative Committee's office and at other specified locations, such as worksites and 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 by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Administrative Committee, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Administrative Committee is required by law to furnish each participant with a copy of this summary annual report.

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.

### **Require 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 employee benefit plan. The people who operate your Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan 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 any denial, 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 Benefits Committee 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 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. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that 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 Administrative Committee. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Administrative Committee, 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, D.C. 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.