

Contractor Pensions and Other Postretirement Benefits

This section of the budget provides projected contractor defined-benefit (DB) pension plan contributions and other postretirement benefit reimbursement costs. The DB pension plan contributions are provided for FY 2013 through FY 2015 by plan and by the following Department of Energy (DOE) Program Offices:¹

- Office of Environmental Management (EM)
- Office of Science (SC)
- Office of Energy Efficiency and Renewable Energy (EERE)
- Office of Nuclear Energy (NE)
- Office of Electricity Delivery and Energy Reliability (OE)
- Office of Fossil Energy (FE)
- Office of Legacy Management (LM)

Projected contractor DB pension plan contributions are provided for FY 2013 through FY 2019 by plan and in aggregate for the National Nuclear Security Administration (NNSA).

Information regarding projected reimbursements for other postretirement benefits (primarily medical) can be found in Section II below.

Contractors that manage and operate DOE's laboratories, weapons plants, and execute environmental cleanup projects at various government-owned sites and facilities are required by DOE to assume sponsorship of the existing contractor DB pension plans and other postretirement benefit plans for incumbent employees who work and retire from employment at those sites and facilities. A portion of the DOE's funding is used to reimburse the costs of the DOE contractors' contributions to DB pension plans and the reimbursements for benefits paid from the other postretirement benefit plans, either as part of the indirect costs or as direct obligations for legacy plans.

Section I - Contractor DB Pension Plan Contributions²

DOE reimburses contractors for pension contributions at levels that are at least equal to the minimum required by the Employee Retirement Income Security Act (ERISA). Contracting officers approve amounts above the minimum required on a case by case basis. The minimum required contribution (MRC) is determined on a plan year basis. All but 2 of the contractor plans have a plan year other than the fiscal year and therefore the majority of fiscal year contributions are spread across 2 plan years. At a minimum, plan sponsors of single or multiple employer plans³ in which the plan assets were less than liabilities in the prior year must make quarterly contributions during the plan year with the first one due 3½ months after the beginning of the plan year and any outstanding amount due 8½ months after the plan year ends.

DOE's reimbursement of contractor costs in excess of the minimum contribution will require approval by the Contracting Officer, as well as Headquarters approval and will include coordination with the Chief Financial Officer, the General Counsel, and affected Headquarters Program Offices. Table 1 provides the information related to plans where funding in excess of the MRC was requested, and includes the MRC (assuming the legally required payments were made at the specified dates), the contribution approved, and the rationale for approving the higher contribution amount.

¹ Tables include projected contributions from "Work-for-Others (WFO)" customers and "Other" entities (e.g., DOE departmental administration, classified programs, etc.).

² As of September 30, 2013, DOE reimburses contributions for 36 funded defined benefit (DB) pension plans and 13 non-qualified DB pension plans. Non-qualified plans have no assets and are funded on a pay-as-you-go basis.

³ A single employer plan is a plan sponsored by only one employer; a multiple employer plan is a plan sponsored by 2 or more unrelated employers and not established by a collective bargaining agreement; a multi-employer plan is a plan established pursuant to a collectively bargaining agreement between a labor union and a group of employers in a particular trade or industry.

Table 1- FY 2013 Contributions in Excess of the MRC

Plan	FY 2013 Minimum Required Contribution (\$K)	FY 2013 Total Amount Requested and Approved (\$K)	Rationale
Pension Plan of the Pacific Northwest Laboratories, Battelle Memorial Institute	24,760	40,000	Advance funding in order to smooth future contributions. Amendment resulting in significant reduction in pension benefits has been adopted.
Pension Plan for Eligible Bettis Employees and Retirees	35,900	70,800	The alternative funding strategy was based on previous budgeted contributions but has been revised to reflect the impact of pension stabilization.
Salaried Employee Pension Plan for KAPL Employees and Retirees	25,900	56,400	The alternative funding strategy was based on previous budgeted contributions but has been revised to reflect the impact of pension stabilization.
Pension Plan for KAPL Employees in Participating Bargaining Units	4,000	9,200	The alternative funding strategy was based on previous budgeted contributions but has been revised to reflect the impact of pension stabilization.
The Kansas City Division (Honeywell International Inc.) Hourly Employees Pension Plan	0	10,000	The alternative funding strategy reduces the overall cash contribution, reduces PBGC premiums, keeps contributions (and therefore costs) level over smoothing period.
Honeywell Retirement Earnings Plan for Aerospace Employees at the Kansas City Division	5,800	30,000	The alternative funding strategy reduces the overall cash contribution, reduces PBGC premiums, keeps contributions (and therefore costs) level over smoothing period.
LANS Defined Benefit Pension Plan	3,000	110,000	The alternative funding strategy realigns contributions among fiscal years to create a more stable stream of payments.
LLNS Defined Benefit Pension Plan	0	40,000	The alternative funding strategy requires early employer contributions in order to stabilize future payments.
B&W Pantex Retirement Plan for Non-Bargaining Employees	12,800	20,400	Alternative contributions are designed to provide a more level contribution pattern.
Sandia Corporation Retirement Income Plan	0	175,000	Reduces volatility of contributions and provides more stable cost projections
Savannah River Nuclear Solutions LLC Multiple Employer Pension Plan	113,500	115,700	Funding to 80% eliminates benefit restrictions, reduces future contribution requirements, and reduces annual PBGC premium costs. Additional funds requested reflected in site budget.
Pension Plan for Employees at ORNL	6,000	40,000	Smooths out future contributions.
WSI-LV Retirement Plan	658	1,375	Historical policy has been to contribute greater of Cost Accounting Standards and MRC.
Independent Guard Association of Nevada Pension Trust Fund (WSI)	315	1,249	Contributions are made pursuant to collective bargaining agreements. Sponsor projects contributions based on these agreements, not less than minimum funding requirement determined without regard to credit balances.

The contractors are making concerted efforts to reduce the costs associated with these plans as the costs have steadily increased. In recent years, contractors have made changes to their DB pension plans in an effort to reduce the costs associated with them. These include:

- National Renewable Energy Laboratory has amended its plan so that it will no longer determine benefits based on final average earnings. Effective June 1, 2013, the amendment froze the final average benefit formula, and adopted a career average formula where employees earned a benefit each year based on their earnings for that year. The amended plan has two parts; half of that annual accrual is in the form of a variable annuity and is subject to investment risk, while the other half will be fixed. Transition benefits were provided to the older, longer service employees who will be the most affected by the plan change. The new benefit structure will result in lower ongoing costs and less volatility because employees will now bear half of the investment risk associated with future benefits.
- Lawrence Livermore National Security, LLC has amended its plan to increase employee contributions from 5% to 7% of compensation effective July 1, 2013.
- National Securities Technologies, LLC has amended its plan so that it will no longer determine benefits for its legacy employees based on final average earnings. Effective January 1, 2014, the amendment froze the final average formula to a career average formula where employees earn a benefit each year based on their earnings for that year. The new formula will subject this benefit to investment risk and transition benefits were provided to the older longer service employees who will be the most affected by the plan change. The new benefit structure for legacy employees will result in lower ongoing costs and less volatility because employees will now bear half of the investment risk associated with future benefits.

In addition, due to the termination of the contract with G4S, Inc. at Oak Ridge, the WSI, Inc. Pension Plan has been closed out. A significant portion of the plan's population and associated assets and liabilities has been spun-off to the B&W Y-12 Retirement Plan while the remaining portion has been spun off to a new contractor, National Strategic Protective Services, LLC, which has set up a mirror plan, the NSPS Pension Plan, to accept the liabilities and assets. The spin-offs occurred at the end of FY 2013.

The termination of the Fernald Employees' Retirement Plan, a Legacy Management plan, is in process and expected to be completed in FY 2014. The termination process is a lengthy process requiring notification and consent from the Pension Benefit Guaranty Corporation and approval from the Internal Revenue Service. Annuities from a highly rated insurance company will be purchased for participants currently receiving benefits; those participants who have not yet begun receiving benefits will be offered a choice between an annuity and a lump sum payment. This action will reduce budget uncertainty, reduce the liability reported on DOE's financial statement, and reduce administrative expenses.

Due to the timing of the required annual valuation for these contractor DB pension plans, the actual amount of the contractors' annual contributions to these DB pension plans that DOE will reimburse each fiscal year will not generally be known until after budget development. The majority of contractor contributions are included in indirect costs.⁴ Thus, budgetary line items that include DOE reimbursement of contractor contributions to DB pension plans assume an indirect rate anticipated to be sufficient to meet reimbursement requirements. The allocation of contributions among NNSA, the program offices and work for others is done based on each site's best estimate of the allocation of work based on current and anticipated work for the various parties that the site serves.⁵

Projections of future DB pension plan contributions are highly sensitive to underlying data, methods, and especially assumptions. Changes in the population that are different from that expected impact the future costs of these plans; participants retiring earlier, living longer than expected may increase the costs while compensation increases less than expected may decrease the costs. The most significant assumptions affecting the contribution amounts are those assumptions with respect to future market conditions. In particular, the assumption of the expected return on investments earned by the plans each future year, as well as what the corporate bond yields will be in the future, because they drive the discount rate used to determine the liabilities, have the largest impact on the ultimate contributions that will be

⁴ Legacy Management Plans, the NNSA legacy UC plans and the ETP Pension Plan rely on direct costs.

⁵ These allocations were provided by the contractors to the DOE in July 2013.

reimbursed by the DOE. For example, the actual contributions for fiscal year 2015 will not be known until January 2015 at the earliest because these contributions will be determined based on the asset value as of December 31, 2014, and the discount rate in effect at that time.

Therefore, it is important to emphasize that the actual amounts reimbursed for the applicable fiscal years shown will almost certainly be different from the projections provided in this section. The information provided for the funded plans (excluding the non-qualified plans) is based on plan contributions projected by the DOE’s contractors in July 2013; the non-qualified plan amounts equal the expected benefit payments which were determined for the prior year financial statements. The information has been reviewed by NNSA and relevant DOE program offices and by the Office of the Chief Financial Officer.

- Table 2 provides aggregate FY 2013 actual and FY 2014 and FY 2015 estimated pension plan contributions eligible for reimbursement for all plans.
- Table 3 provides aggregate FY 2016-2019 estimated pension plan contributions expected to receive NNSA reimbursements.
- Table 4 provides plan-by-plan FY 2013 actual contributions and FY 2014 and FY 2015 estimated pension contributions eligible for reimbursement by NNSA and the DOE.
- Table 5 provides plan-by-plan FY 2016-2019 estimated pension plan contributions eligible for reimbursement by NNSA.

Table 2: NNSA and DOE Program Office Actual Contributions for FY 2013 and Projected Contributions for FY 2014 and FY 2015

Based on July 2013 and later⁶ data and pro-rated by Program Office

Program Office	2013 Actual	2014 Projected	2015 Projected	FY2013-FY2015 Total Projected Contributions
NNSA	735,177	842,379	951,182	2,528,738
EM	227,303	289,379	287,182	803,863
Science	65,262	72,676	77,332	215,270
EERE	19,638	28,190	31,655	79,484
NE	15,111	16,210	18,614	49,935
OE	2,159	2,158	2,033	6,351
FE	2,525	2,431	2,662	7,618
LM	6,000	14,000	0	20,000
WFO	187,347	175,077	172,146	534,570
Other	23,110	25,788	25,783	74,682
Total	1,283,632	1,468,289	1,568,589	4,320,510

There may be small variance in totals due to rounding

The FY 2013 NNSA amount reflects \$46,008K that was contributed to the Legacy UC Plans in November after a reprogramming with FY 2013 appropriated funding was completed. An additional \$22,862K will be contributed to the Legacy UC Plans in February using funding that was reprogrammed from FY 2013 appropriated funds. There is an additional \$9,884K reprogramming effort that must be completed before the entire FY 2013 reimbursement payable for these legacy UC plans will be satisfied. In addition, the FY 2015 NNSA amount includes \$85.5 M in contributions associated with a

⁶Final information for FY 2013 contributions reported in October 2013 while projected contributions for FY 2014 and later reported in July 2013 for all departmental elements except for NNSA for which January 2014 estimates are being reported.

change in methodology for recognizing accrued but unpaid contributions. However, this \$85.5 M has not been reflected in the NNSA budget because payment may not be required in FY 2015.

Table 3: FY 2015-2019 NNSA Projected Reimbursements for Pension Contributions
Based on January 2014 Data ⁷

Program Office	FY 2016	FY 2017	FY 2018	FY 2019	Total
NNSA	922,143	705,240	527,121	237,582	2,392,086

There may be small variance in totals due to rounding

Table 4 provides the following information for each plan:

Plan name and Plan type: single employer, multi-employer, multiple employer, state or non-qualified.

Status: *Open* means that new employees continue to become participants of the plan and earn benefits under a traditional defined benefit formula; *Closed* means that new employees do not become participants in the plan but active employees who were employed prior to the plan being closed continue to earn benefits. This includes plans where new entrants only or new entrants and legacy employees receive benefits under reduced hybrid formulas which are much less volatile (indicated by the word hybrid after closed). *Partially Closed* means that some subset of the employee population are still becoming members of the plan at the time of hire but that the majority of new employees are not; *Frozen* means that there are no longer any employees accruing credit for current service under the plan.

Reimbursements & Allocations: Expected contributions are allocated by program office for fiscal year 2013-2015 with 2013 representing actual contributions and contributions for later years based on submissions as outlined in footnote 6. *There may be small variances in totals due to rounding.*

⁷ See footnote 6, supra.

Table 4: FY 2013 Actual and FY 2014 and FY 2015 Projected Contributions by Plan, NNSA and Program Office
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
East Tennessee Technology Park Pension Plan for Grandfathered Employees		2013	12,584	-	12,584	-	-	-	-	-	-	-	-
	Partially Closed	2014	9,700	-	9,700	-	-	-	-	-	-	-	-
	Multi- employer	2015	9,600	-	9,600	-	-	-	-	-	-	-	-
University of California Retirement Plan - Lawrence Berkeley National Laboratory		2013	29,837	513	63	19,776	2,360	200	158	567	5,812	-	388
	Open	2014	34,400	592	72	22,800	2,721	230	182	654	6,701	-	447
	State	2015	41,000	705	86	27,175	3,243	275	217	779	7,987	-	533
Pension Plan for Eligible Bettis Employees and Retirees		2013	70,800	38,940	-	-	-	-	-	-	31,860	-	-
	Closed	2014	56,200	30,910	-	-	-	-	-	-	25,290	-	-
	Single Employer	2015	54,100	29,755	-	-	-	-	-	-	24,345	-	-
Pension Plan of the Pacific Northwest Laboratories, Battelle Memorial Institute		2013	44,000	8,316	176	8,668	4,312	880	836	748	14,344	-	5,720
	Open	2014	40,000	7,560	160	7,880	3,920	800	760	680	13,040	-	5,200
	Single Employer	2015	40,000	7,560	160	7,880	3,920	800	760	680	13,040	-	5,200
Retirement Program Plan for Employees of Certain Employers at the U.S. Department of Energy Facilities at Oak Ridge, TN		2013	63,401	59,597	634	-	-	-	-	-	-	-	3,170
	Closed	2014	70,000	67,900	-	-	-	-	-	-	1,400	-	700
	Single Employer	2015	65,000	63,050	-	-	-	-	-	-	1,300	-	650
HPM Occupational Health Services Retirement Plan		2013	535	-	535	-	-	-	-	-	-	-	-
	Open	2014	865	-	865	-	-	-	-	-	-	-	-
	Single Employer	2015	865	-	865	-	-	-	-	-	-	-	-

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Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
Fernald Employees' Retirement Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Frozen	2014	-	-	-	-	-	-	-	-	-	-	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-
Hanford Multi-Employer Pension Plan		2013	94,864	-	91,069	3,795	-	-	-	-	-	-	-
	Partially Closed	2014	86,286	-	82,834	3,451	-	-	-	-	-	-	-
	Multi-employer	2015	88,919	-	85,362	3,557	-	-	-	-	-	-	-
Idaho National Laboratory Employee Retirement Plan		2013	42,538	4,934	22,545	149	685	8,363	4	21	4,505	-	1,331
	Closed	2014	49,200	5,707	26,076	172	792	9,673	5	25	5,210	-	1,540
	Multiple Employer	2015	59,800	6,937	31,694	209	963	11,757	6	30	6,333	-	1,872
Salaried Employee Pension Plan for KAPL Employees and Retirees		2013	56,400	31,020	-	-	-	-	-	-	25,380	-	-
	Closed	2014	48,000	26,400	-	-	-	-	-	-	21,600	-	-
	Single Employer	2015	46,900	25,795	-	-	-	-	-	-	21,105	-	-
Pension Plan for KAPL Employees in Participating Bargaining Units		2013	9,200	5,060	-	-	-	-	-	-	4,140	-	-
	Closed	2014	7,400	4,070	-	-	-	-	-	-	3,330	-	-
	Single Employer	2015	5,600	3,080	-	-	-	-	-	-	2,520	-	-
Kansas City Division Hourly Employees' Pension Plan		2013	10,000	9,110	-	-	-	-	-	-	890	-	-
	Closed	2014	10,000	9,340	-	-	-	-	-	-	660	-	-
	Single Employer	2015	5,000	4,670	-	-	-	-	-	-	330	-	-

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Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
Honeywell Retirement Earnings Plan for Aerospace Employees at the Kansas City Division		2013	30,000	26,280	-	-	-	-	-	-	3,720	-	-
	Closed	2014	30,000	27,540	-	-	-	-	-	-	2,460	-	-
	Single Employer	2015	15,000	13,770	-	-	-	-	-	-	1,230	-	-
LANS Defined Benefit Pension Plan		2013	110,000	79,200	8,800	4,400	550	2,200	-	550	13,200	-	1,100
	Closed	2014	110,000	78,100	7,700	6,600	550	2,200	-	550	13,200	-	1,100
	Single Employer	2015	140,000	99,400	9,800	8,400	700	2,800	-	700	16,800	-	1,400
University of California Retirement Plan - Lawrence Livermore National Laboratory Retained Segment		2013	166,949	166,949	-	-	-	-	-	-	-	-	-
	Frozen	2014	231,800	231,800	-	-	-	-	-	-	-	-	-
	State	2015	307,000	307,000	-	-	-	-	-	-	-	-	-
LLNS Defined Benefit Pension Plan		2013	40,000	29,324	80	1,828	216	84	8	124	7,636	-	700
	Closed	2014	20,000	14,800	-	600	200	-	-	-	4,000	-	400
	Single Employer	2015	23,000	16,560	-	690	230	-	-	-	5,060	-	460
Lockheed Martin Specialty Components, Inc. Pension Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Frozen	2014	14,000	-	-	-	-	-	-	-	-	14,000	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-
University of California Retirement Plan - Los Alamos National Laboratory Retained Segment		2013	107,186	107,186	-	-	-	-	-	-	-	-	-
	Frozen	2014	141,500	141,500	-	-	-	-	-	-	-	-	-
	Single Employer	2015	188,400	188,400	-	-	-	-	-	-	-	-	-

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Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
National Renewable Energy Laboratory Retirement Plan		2013	5,355	-	-	375	4,070	-	107	-	803	-	-
	Open	2014	16,772	-	-	1,174	12,747	-	335	-	2,516	-	-
	Single Employer	2015	21,266	-	-	1,489	16,162	-	425	-	3,190	-	-
National Strategic Protective Services Pension Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Closed	2014	3,911	-	1,846	2,065	-	-	-	-	-	-	-
	Single Employer	2015	2,718	-	1,283	1,435	-	-	-	-	-	-	-
National Security Technologies, LLC (NSTec) Employee Retirement Plan		2013	11,997	7,786	1,032	-	-	-	-	-	2,807	-	372
	Closed	2014	23,000	14,927	1,978	-	-	-	-	-	5,382	-	713
	Single Employer	2015	29,300	19,016	2,520	-	-	-	-	-	6,856	-	908
B&W Pantex Retirement Plan for Bargaining Unit Members of the Pantex Guards Union		2013	1,951	1,931	-	-	-	-	-	-	20	-	-
	Closed	2014	2,160	2,138	-	-	-	-	-	-	22	-	-
	Single Employer	2015	2,710	2,683	-	-	-	-	-	-	27	-	-
Retirement Plan for Bargaining Unit Employees of the Metal Trades Council of B&W Pantex		2013	7,341	7,267	-	-	-	-	-	-	73	-	-
	Open	2014	7,670	7,593	-	-	-	-	-	-	77	-	-
	Single Employer	2015	8,880	8,791	-	-	-	-	-	-	89	-	-
B&W Pantex Retirement Plan for Non-Bargaining Employees		2013	20,398	20,194	-	-	-	-	-	-	204	-	-
	Closed	2014	19,360	19,166	-	-	-	-	-	-	194	-	-
	Single Employer	2015	17,330	17,157	-	-	-	-	-	-	173	-	-

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Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
Rocky Flats Retirement Plan for Hourly Protection Employees		2013	4,000	-	-	-	-	-	-	-	-	4,000	-
	Frozen	2014	-	-	-	-	-	-	-	-	-	-	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-
Rocky Flats Retirement Plan		2013	2,000	-	-	-	-	-	-	-	-	2,000	-
	Frozen	2014	-	-	-	-	-	-	-	-	-	-	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-
Sandia Corporation Retirement Income Plan		2013	175,209	98,993	876	4,380	4,030	1,402	876	350	62,900	-	1,402
	Closed	2014	175,000	101,675	1,050	4,900	3,675	1,225	700	350	60,550	-	875
	Single Employer	2015	150,000	87,900	750	3,450	2,850	900	450	300	52,200	-	1,200
Savannah River Nuclear Solutions LLC Multiple Employer Pension Plan		2013	115,694	24,296	83,300	-	-	-	-	-	-	-	8,099
	Closed	2014	199,500	41,895	143,640	-	-	-	-	-	-	-	13,965
	Multiple Employer	2015	181,500	39,930	128,865	-	-	-	-	-	-	-	12,705
B&W Conversion Services Pension Plan for Grandfathered Employees		2013	1,019	-	1,019	-	-	-	-	-	-	-	-
	Closed	2014	2,011	-	2,011	-	-	-	-	-	-	-	-
	Single Employer	2015	2,658	-	2,658	-	-	-	-	-	-	-	-
Pension Plan for Employees at ORNL		2013	40,000	3,640	480	21,760	3,360	1,960	160	160	7,720	-	760
	Open	2014	42,000	3,822	504	22,848	3,528	2,058	168	168	8,106	-	798
	Single Employer	2015	42,000	3,822	504	22,848	3,528	2,058	168	168	8,106	-	798

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 (\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
Waste Isolation Pilot Plant Pension Plan		2013	3,471	-	3,471	-	-	-	-	-	-	-	-
	Open	2014	6,800	-	6,800	-	-	-	-	-	-	-	-
	Single Employer	2015	8,400	-	8,400	-	-	-	-	-	-	-	-
West Valley Pension Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Closed	2014	3,600	-	3,600	-	-	-	-	-	-	-	-
	Single Employer	2015	4,100	-	4,100	-	-	-	-	-	-	-	-
Mound Employees Pension Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Frozen	2014	-	-	-	-	-	-	-	-	-	-	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-
WSI-LV Retirement Plan		2013	1,236	1,236	-	-	-	-	-	-	-	-	-
	Closed	2014	1,495	1,495	-	-	-	-	-	-	-	-	-
	Single Employer	2015	1,611	1,611	-	-	-	-	-	-	-	-	-
Independent Guard Association of Nevada Pension Trust Fund		2013	1,229	1,229	-	-	-	-	-	-	-	-	-
	Closed	2014	1,230	1,230	-	-	-	-	-	-	-	-	-
	Single Employer	2015	1,180	1,180	-	-	-	-	-	-	-	-	-
Yucca Mountain Salaried Pension Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Frozen	2014	-	-	-	-	-	-	-	-	-	-	-
	Single Employer	2015	-	-	-	-	-	-	-	-	-	-	-

¹¹ See footnote 6, supra.
 May be small variances in totals due to rounding.

Table 4: FY 2013 Actual and FY 2014 and FY 2015 Projected Contributions by Plan, NNSA and Program Office
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
Battelle Excess Benefit and SERP Plans		2013	11	2	0	2	1	0	0	0	3	-	1
	Closed	2014	10	2	0	2	1	0	0	0	3	-	1
	Non-qualified	2015	10	2	0	2	1	0	0	0	3	-	1
Executive and Supplemental Pension Plans for Designated Bettis Employees		2013	1,188	653	-	-	-	-	-	-	535	-	-
	Closed	2014	1,243	684	-	-	-	-	-	-	559	-	-
	Non-qualified	2015	1,352	743	-	-	-	-	-	-	608	-	-
Excess and Supplemental Pension Plans for Designated KAPL Employees		2013	221	121	-	-	-	-	-	-	99	-	-
	Closed	2014	260	143	-	-	-	-	-	-	117	-	-
	Non-qualified	2015	273	150	-	-	-	-	-	-	123	-	-
LANS 401(a)(17) Restoration Plan		2013	-	-	-	-	-	-	-	-	-	-	-
	Closed	2014	23	16	2	1	0	0	-	0	3	-	0
	Non-qualified	2015	38	27	3	2	0	1	-	0	5	-	0
LANS Restoration Plan		2013	11	8	1	0	0	0	-	0	1	-	0
	Closed	2014	8	5	1	0	0	0	-	0	1	-	0
	Non-qualified	2015	11	8	1	1	0	0	-	0	1	-	0
LLNS 401(a)(17) Restoration Plan		2013	79	58	0	4	0	0	0	0	15	-	1
	Closed	2014	130	96	-	4	1	-	-	-	26	-	3
	Non-qualified	2015	178	128	-	5	2	-	-	-	39	-	4

¹¹ See footnote 6, supra.
May be small variances in totals due to rounding.

Table 4: FY 2013 Actual and FY 2014 and FY 2015 Projected Contributions by Plan, NNSA and Program Office
 Based on July 2013 and later¹¹ data and pro-rated by Program Office
 (\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
LLNS Restoration Plan		2013	19	14	0	1	0	0	0	0	4	-	0
	Closed	2014	75	55	-	2	1	-	-	-	15	-	1
	Non-qualified	2015	111	80	-	3	1	-	-	-	24	-	2
Sandia Nonqualified Plan		2013	1,803	1,019	9	45	41	14	9	4	647	-	14
	Closed	2014	1,639	952	10	46	34	11	7	3	567	-	8
	Non-qualified	2015	1,713	1,004	9	39	33	10	5	3	596	-	14
SRNS Nonqualified Plan		2013	557	117	401	-	-	-	-	-	-	-	39
	Frozen	2014	431	90	310	-	-	-	-	-	-	-	30
	Non-qualified	2015	420	92	298	-	-	-	-	-	-	-	29
Washington Tru - Washington Government Services Executive Pension Plan		2013	49	-	49	-	-	-	-	-	-	-	-
	Frozen	2014	57	-	57	-	-	-	-	-	-	-	-
	Non-qualified	2015	58	-	58	-	-	-	-	-	-	-	-
West Valley - Washington Government Services Executive Pension Plan		2013	176	-	176	-	-	-	-	-	-	-	-
	Frozen	2014	161	-	161	-	-	-	-	-	-	-	-
	Non-qualified	2015	162	-	162	-	-	-	-	-	-	-	-
BW Y-12 NQ Plan		2013	180	169	2	-	-	-	-	-	-	-	9
	Frozen	2014	157	152	-	-	-	-	-	-	3	-	2
	Non-qualified	2015											

¹¹ See footnote 6, supra.
 May be small variances in totals due to rounding.

Table 4: FY 2013 Actual and FY 2014 and FY 2015 Projected Contributions by Plan, NNSA and Program Office
 Based on July 2013 and later¹¹ data and pro-rated by Program Office
 (\$K)

Plan Name	Plan status (open, partially closed, closed, frozen)	Fiscal Year	Total	NNSA	EM	Science	EERE	NE	OE	FE	WFO	LM	Other
			156	152	-	-	-	-	-	-	3	-	2
UTB ORNL NQ Plan		2013	146	13	2	80	12	7	1	1	28	-	3
	Frozen	2014	238	22	3	129	20	12	1	1	46	-	5
	Non-qualified	2015	268	24	3	146	23	13	1	1	52	-	5
Total		2013	1,283,632	735,177	227,303	65,262	19,638	15,111	2,159	2,525	187,347	6,000	23,110
		2014	1,468,289	842,379	289,379	72,676	28,190	16,210	2,158	2,431	175,077	14,000	25,788
		2015	1,568,589	951,182	287,182	77,332	31,655	18,614	2,033	2,662	172,146	-	25,783

¹¹ See footnote 6, supra.
 May be small variances in totals due to rounding.

Table 5: FY 2016-FY2019 Projected Contributions for NNSA by Plan
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Fiscal Year	NNSA
University of California Retirement Plan - Lawrence Berkeley National Laboratory	2016	829
	2017	929
	2018	958
	2019	992
Pension Plan for Eligible Bettis Employees and Retirees	2016	38,610
	2017	14,960
	2018	11,605
	2019	11,275
Pension Plan of the Pacific Northwest Laboratories, Battelle Memorial Institute	2016	7,560
	2017	7,560
	2018	7,560
	2019	7,560
Retirement Program Plan for Employees of Certain Employers at the U.S. Department of Energy Facilities at Oak Ridge, TN	2016	63,050
	2017	63,050
	2018	20,370
	2019	-
Idaho National Laboratory Employee Retirement Plan	2016	8,340
	2017	7,030
	2018	5,092
	2019	4,396
Salaried Employee Pension Plan for KAPL Employees and Retirees	2016	37,290
	2017	16,830
	2018	12,650
	2019	12,375
Pension Plan for KAPL Employees in Participating Bargaining Units	2016	4,565
	2017	1,925
	2018	1,320
	2019	1,265
Kansas City Division Hourly Employees' Pension Plan	2016	2,615
	2017	4,670
	2018	-
	2019	-

May be small variances in totals due to rounding.

Table 5: FY 2016-FY2019 Projected Contributions for NNSA by Plan
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Fiscal Year	NNSA
Honeywell Retirement Earnings Plan for Aerospace Employees at the Kansas City Division	2016	13,495
	2017	2,570
	2018	643
	2019	-
LANS Defined Benefit Pension Plan	2016	95,140
	2017	90,880
	2018	86,620
	2019	82,360
University of California Retirement Plan - Lawrence Livermore National Laboratory Retained Segment	2016	287,500
	2017	199,100
	2018	131,800
	2019	-
LLNS Defined Benefit Pension Plan	2016	16,560
	2017	15,840
	2018	15,120
	2019	14,400
University of California Retirement Plan - Los Alamos National Laboratory Retained Segment	2016	174,000
	2017	155,400
	2018	118,000
	2019	-
National Security Technologies, LLC (NSTec) Employee Retirement Plan	2016	17,588
	2017	15,706
	2018	8,762
	2019	1,493
B&W Pantex Retirement Plan for Bargaining Unit Members of the Pantex Guards Union	2016	3,020
	2017	3,029
	2018	2,802
	2019	2,584
Retirement Plan for Bargaining Unit Employees of the Metal Trades Council of B&W Pantex	2016	9,554
	2017	9,435
	2018	9,049
	2019	8,445

May be small variances in totals due to rounding.

Table 5: FY 2016-FY2019 Projected Contributions for NNSA by Plan
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Fiscal Year	NNSA
B&W Pantex Retirement Plan for Non-Bargaining Employees	2016	16,088
	2017	16,206
	2018	16,790
	2019	14,127
Sandia Corporation Retirement Income Plan	2016	67,390
	2017	35,160
	2018	35,160
	2019	35,160
Savannah River Nuclear Solutions LLC Multiple Employer Pension Plan	2016	49,786
	2017	35,398
	2018	35,200
	2019	36,586
Pension Plan for Employees at ORNL	2016	3,822
	2017	4,095
	2018	2,639
	2019	-
WSI-LV Retirement Plan	2016	1,641
	2017	1,617
	2018	1,011
	2019	473
Independent Guard Association of Nevada Pension Trust Fund	2016	1,100
	2017	1,050
	2018	980
	2019	900
Battelle Excess Benefit and SERP Plans	2016	2
	2017	2
	2018	2
	2019	2
Executive and Supplemental Pension Plans for Designated Bettis Employees	2016	786
	2017	836
	2018	865
	2019	887

May be small variances in totals due to rounding.

Table 5: FY 2016-FY2019 Projected Contributions for NNSA by Plan
Based on July 2013 and later¹¹ data and pro-rated by Program Office
(\$K)

Plan Name	Fiscal Year	NNSA
Excess and Supplemental Pension Plans for Designated KAPL Employees	2016	155
	2017	160
	2018	167
	2019	173
LANS 401(a)(17) Restoration Plan	2016	38
	2017	50
	2018	65
	2019	85
LANS Restoration Plan	2016	11
	2017	15
	2018	21
	2019	31
LLNS 401(a)(17) Restoration Plan	2016	172
	2017	228
	2018	292
	2019	362
LLNS Restoration Plan	2016	115
	2017	157
	2018	210
	2019	273
Sandia Nonqualified Plan	2016	1,055
	2017	1,086
	2018	1,104
	2019	1,115
SRNS Nonqualified Plan	2016	89
	2017	86
	2018	82
	2019	79
BW-Y12 NQ Plan	2016	151
	2017	150
	2018	148
	2019	145

May be small variances in totals due to rounding.

Table 5: FY 2016-FY2019 Projected Contributions for NNSA by Plan
 Based on July 2013 and later¹¹ data and pro-rated by Program Office
 (\$K)

Plan Name	Fiscal Year	NNSA
UTB ORNL NQ Plan	2016	28
	2017	31
	2018	34
	2019	37
	Total	
	2016	922,143
	2017	705,240
	2018	527,121
	2019	237,582

May be small variances in totals due to rounding.

Section II - Other Postretirement Benefit Plans

For the most part, contractors do not fund other postretirement benefit plans in advance, but instead pay the claims incurred by the retired members or the premiums required to cover the plan benefits. The other postretirement benefits covered by the contractors are primarily medical including prescription drug but may also include dental, vision and life insurance benefits that are provided upon retirement from the contractor. The costs associated with these plans are expected to grow as the retired population grows and as healthcare cost trends continue to increase.

Due to the fact that the claims are not paid until incurred and processed, the actual amounts of contractors' payment of claims that DOE will reimburse for FY 2014 will not be known until after budget development. The contractor costs are included in indirect costs. The budget assumes an indirect rate sufficient to meet reimbursement requirements.^h As mentioned in the pension section, the allocation of contributions among NNSA, the non-NNSA program offices, and work for others, is done based on each site's best estimate of the allocation of work based on current and anticipated work for the various parties that the site serves.

The contractors are making concerted efforts to reduce the costs associated with these plans as the costs have steadily increased. In recent years, contractors have made changes to their other postretirement benefit plans in an effort to reduce the costs associated with them as well as to simplify administration. These changes include:

- **Increased Retiree Cost-Share:** One contractor increased their pre-65 retirees' cost share of plan premiums.
- **Medicare Exchange Programs for Post-65 Retirees:** Six contractors have moved their post-65 retirees from the employer-sponsored plan to a Medicare Exchange program with an employer-provided stipend for coverage provided in a Health Reimbursement Arrangement. These plans reduce retiree medical costs while providing the retirees with opportunities to select a medical plan tailored to their needs.

^h The LM plans and WSI-OR plans rely on direct costs.

Projections of future postretirement benefits to be paid are highly sensitive to underlying data, methods, and assumptions, particularly assumptions related to future increases in the expected claims paid each year as well as the underlying assumptions regarding usage and coverage. Thus, the actual amounts reimbursed in a future fiscal year may be different. All of the information provided is based on expected reimbursements as reported by the DOE's respective contractors in July 2013; it has been reviewed by the appropriate NNSA and DOE program office and the Office of the Chief Financial Officer.

- Table 1 provides aggregate FY 2013-2015 projected other postretirement benefit reimbursements.
- Table 2 provides aggregate FY 2016-2019 projected other postretirement benefit reimbursements for NNSA.

Table 1: FY 2013-2015 NNSA and DOE Program Office Projected Other Postretirement Benefits Payments

Based on July 2013 data call and pro-rated by Program Office

Program Office	FY 2013 (\$K)	FY 2014 (\$K)	FY 2015 (\$K)	Total FY 2013-FY 2015 (\$K)
NNSA	136,544	183,770	200,967	521,282
EM	70,476	86,855	92,270	249,601
SC	53,524	56,235	60,351	170,110
EERE	5,024	5,179	5,551	15,754
NE	4,678	7,140	7,798	19,616
OE	427	433	416	1,275
FE	1,293	1,291	1,367	3,951
WFO	40,518	54,811	58,993	154,322
LM	70,030	83,441	85,867	239,337
Other	8,183	9,859	10,704	28,745
Total	390,697	489,014	524,283	1,403,993

Table 2: FY 2016-2019 NNSA and DOE Program Office Projected Other Postretirement Benefits Payments

Based on July 2013 data call and pro-rated by Program Office

Program Office	FY 2016 (\$K)	FY 2017 (\$K)	FY 2018 (\$K)	FY 2019 (\$K)	FY 2016-FY2019 Total Projected Contributions (\$K)
NNSA	217,056	231,632	248,518	264,079	961,286