

Rec 10-5-2004

RETIREMENT SEMINAR

for

EMPLOYEES

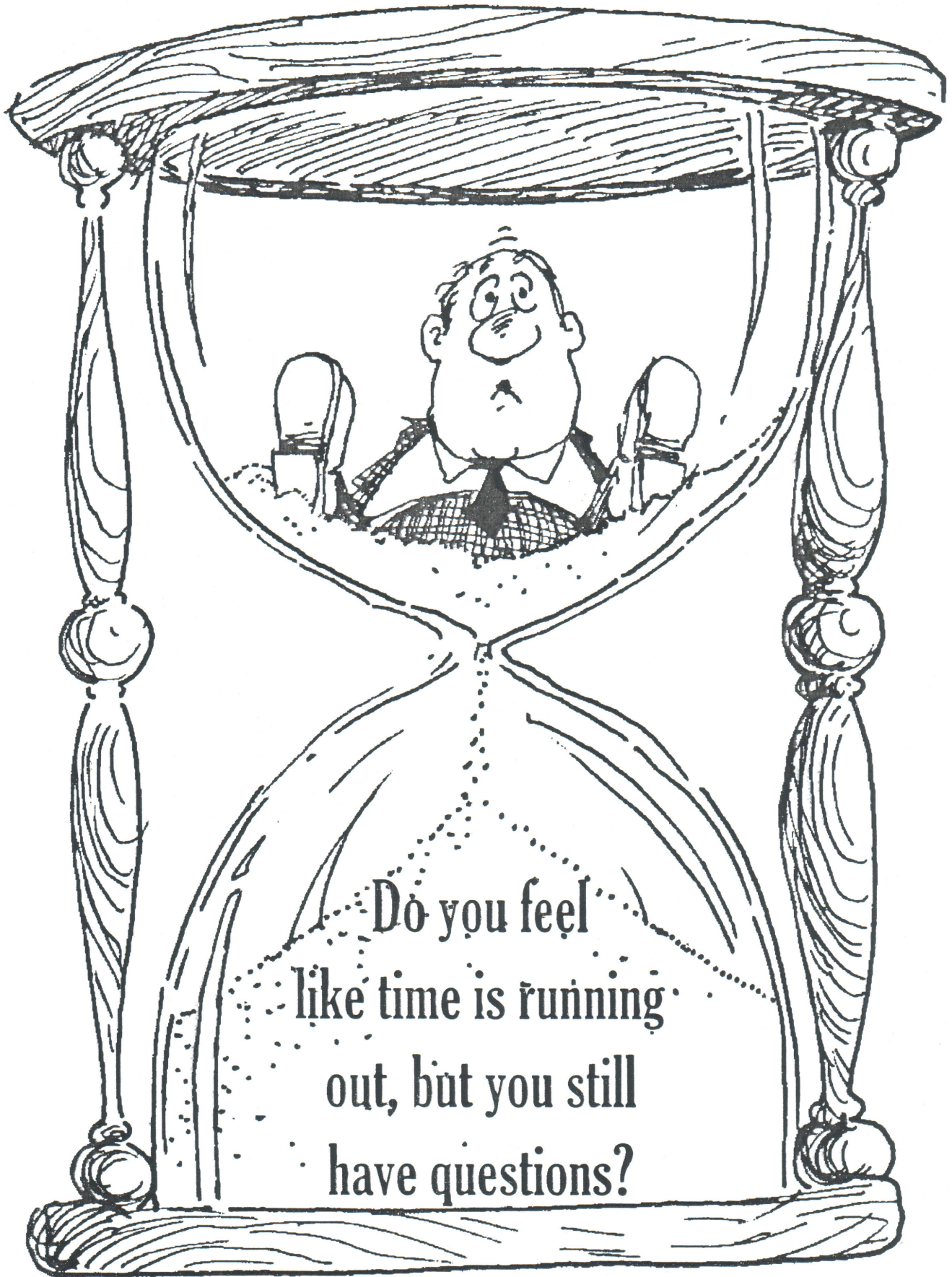
of

THE OKONITE COMPANY

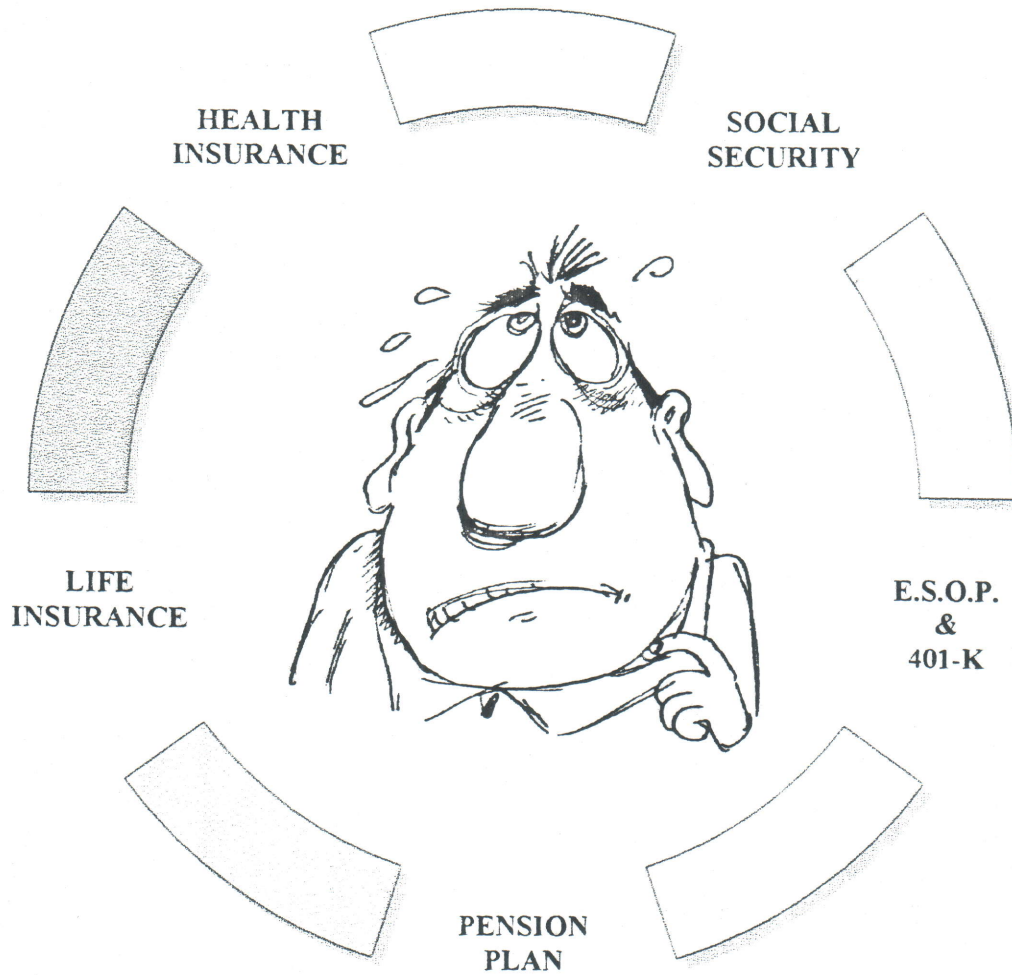
(RICHMOND PLANT)

PRESENTED BY:

DORIS HILL



Do you feel
like time is running
out, but you still
have questions?



A LOT OF THINGS TO THINK ABOUT

SOCIAL
SECURITY



A LOT OF THINGS TO THINK ABOUT

HOW MUCH SOCIAL SECURITY WILL I GET EACH MONTH?

Social Security issues an updated manual each year. Copies available from Personnel.

The manual will give you an idea of your approximate monthly benefit.

(You should also receive an update from Social Security regarding your potential retirement benefits.)

For additional, specific details contact the
Social Security office.

FOR DISABILITY RETIREMENT:

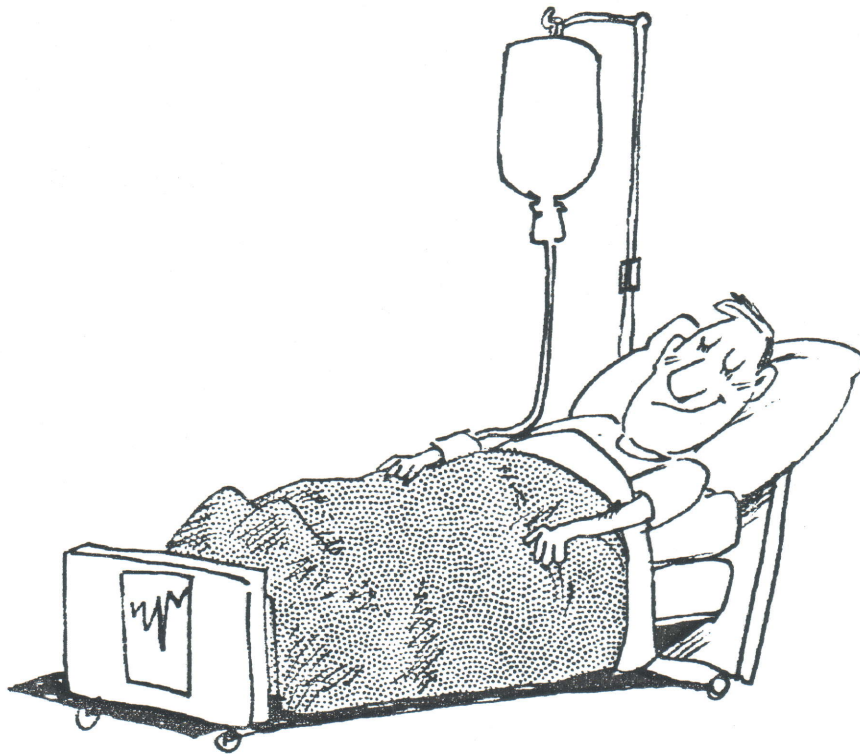
**If your physician tells you that
he feels you should not return
to work at all, contact the
local Social Security Office right
away to apply for disability benefits.**

**HOW LONG WILL IT TAKE TO GET
APPROVAL OF A DISABILITY
APPLICATION FROM SOCIAL SECURITY?**

Sometimes a disability claim is
approved on the first application.
Often such claims must be appealed
one or more times before receiving
approval.

HOW DO I APPLY FOR DISABILITY RETIREMENT WITH THE OKONITE COMPANY?

If you have an illness or injury
and your doctor feels you are
totally disabled, contact the
Personnel Office.



We'll give you a statement for your doctor to complete. When that's completed, we'll arrange an appointment for a second medical opinion (to be paid for by the Company).

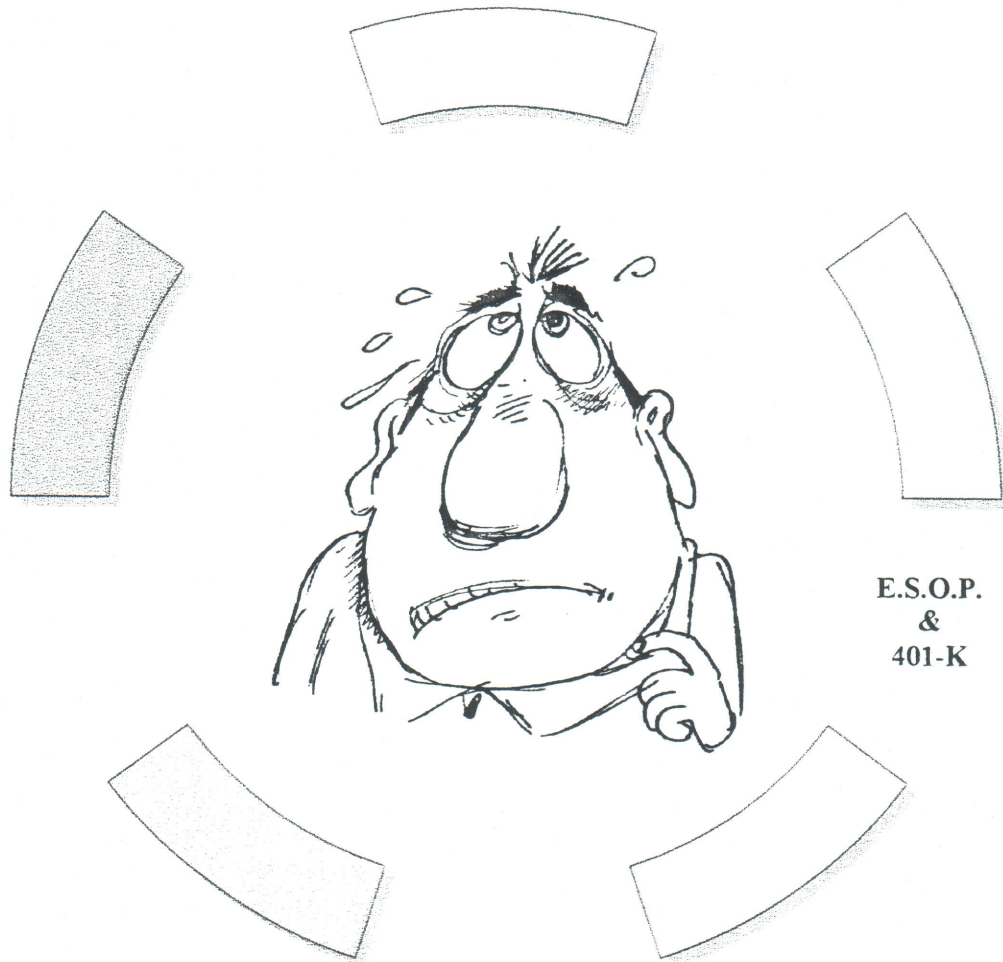
Both statements are then reviewed by the Okonite Retirement Committee which will either approve or deny the request.

IF APPROVED -

If both opinions are in agreement,
your retirement will begin about
six months after your first day
of absence.

IF DENIED -

The Retirement Committee may ask for
a third medical opinion if the first
two do not agree. In such instances,
the third opinion will be final.



E.S.O.P.
&
401-K

A LOT OF THINGS TO THINK ABOUT

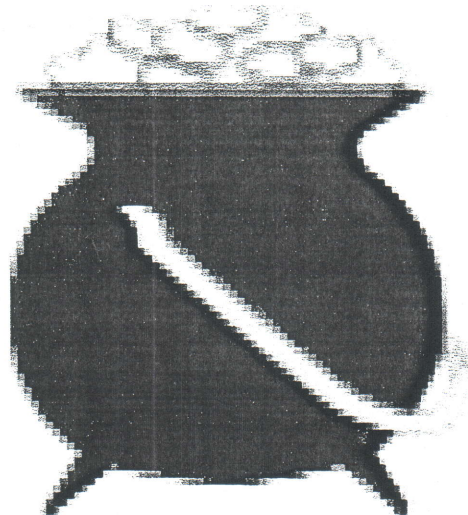
E.S.O.P. & 401(K)

WHEN CAN I GET MY E.S.O.P.?

**An employee must retire on or
before June 1, of any given year
to be eligible for an E.S.O.P.
distribution in that year.**

HOW DO I GET MY E.S.O.P.?

Retirees are notified of the value of their E.S.O.P. in early June, and provided with necessary forms to "roll over" their distribution into a tax-sheltered account.



**WHAT IF I DON'T WANT TO "ROLL
OVER" MY DISTRIBUTION?**

A few retirees elect to receive
their E.S.O.P. distribution in cash.
However, if you choose this option,
you will pay a **MINIMUM** of 20%
income tax on the total amount.

**CAN I POSTPONE MY E.S.O.P.
DISTRIBUTION?**

You may postpone your distribution.

**It will still be available to you -
upon request - in December of the year
you retire or any subsequent**

December.