

**BENEFIT HIGHLIGHTS****Your Benefits...****...Provide Immediate Eligibility for You and Your Family**

As a full-time employee, you are eligible for coverage under most benefit plans, including Health Care, Life and Accident Insurance and the Savings Program on your first day of work. Part-time employees and full-time temporary employees hired to work less than 12 months are immediately eligible for Life and Accident insurance and the Savings Program and become eligible for Medical and Dental coverage after four months of service. For more information about eligibility, see the next section.

**...Offer Some Coverage Automatically, At No Cost to You**

If you are eligible, you are automatically covered under these plans, at no cost:

- Employee Assistance Program
- Short Term Disability<sup>1</sup>
- Long Term Disability<sup>1</sup>
- Business Travel Accident Insurance

**...Let You Choose the Benefits That Are Right for You**

- Medical (including Prescription Drugs and Vision Care)
- Dental
- Flexible Spending Accounts
- Basic and Supplemental Life Insurance
- Special Accident Insurance
- Savings Program\*
- Long Term Disability<sup>1</sup> (for Portsmouth USW employees who wish to enroll in the buy-up benefit)
- Long Term Care<sup>2</sup>
- Employee Stock Purchase Plan

**...Offer Tax-Effective Coverage**

You can elect to pay for Medical and Dental coverage on a before-tax basis if you wish. You can also make before-tax contributions to the Savings Program and Flexible Spending Accounts.

**\*A Special Note About the Savings Program**

If you are newly hired or rehired on or after September 1, 2008, you will be automatically enrolled in the Savings Program unless you are represented by SPFPA Local 66, USW Local 550, or USW Local 689. You may elect to stop or change your automatic enrollment contributions before they begin. Refer to the "Savings Program" section for more information about Savings Program enrollment.

The term "Company" refers to *United States Enrichment Corporation (USEC)*. Other terms used in this handbook are defined in the Glossary section.

### ELIGIBILITY

#### Employee

You are eligible to participate in the benefit plans described in this handbook if you are employed and paid as a full-time employee of the Company working on a regular basis, or a full-time temporary employee who is hired to work at least 12 months. Part-time employees and full-time temporary employees who are hired to work less than 12 months are also eligible for many of the benefits described in this handbook.

If you are a member of a collective bargaining unit, you are eligible for those benefit plans in which your collective bargaining unit has agreed to participate.

Individuals who are paid as independent contractors or who are leased from another employer are not eligible to participate in these plans.

The terms “full-time employee,” “part-time employee” and “full-time temporary employee” are defined in the Glossary.

#### Dependents

You may choose to cover your eligible dependents for Medical (including Prescription Drugs and Vision Care), Dental, Long Term Care Insurance<sup>2</sup> and Special Accident Insurance coverage. Your eligible dependents may also use the Employee Assistance Program.

Eligible dependents generally include your lawful spouse and children. See the Glossary for full definitions.

#### Special Eligibility Rules for USEC Families

If you and your spouse both work for the Company and are both eligible to participate in the Company’s benefit plans, you may enroll in each plan as an employee or a spouse, but not both. In addition, only one of you may enroll your eligible dependent children.

Eligibility at a Glance

This chart provides a brief overview of the eligibility requirements for each benefit plan.

Benefit Plan	When You Are Eligible	
	Full-time Employees and Full-time Temporary Employees Hired to Work at Least 12 Months	Part-time Employees and Full-time Temporary Employees Hired to Work Less than 12 Months
Medical (including Prescription Drugs and Vision Care)	On your first day of work	After 4 months of service
Dental	On your first day of work	After 4 months of service
Employee Assistance Program	On your first day of work	On your first day of work
Flexible Spending Accounts	On your first day of work	Full-time temporary employees after 4 months of service (part-time employees not eligible)
Short Term Disability <sup>1</sup>	After one month of employment	Full-time temporary employees after 4 months of service (part-time employees not eligible)
Long Term Disability <sup>1</sup>	On your first day of work	Full-time temporary employees after 4 months of service (part-time employees not eligible)
Long Term Care <sup>2</sup>	On your first day of work	Part-time employees, if working more than 50% of a full-time schedule on your first day of work
Basic & Supplemental Life	On your first day of work	On your first day of work
Special Accident Insurance	On your first day of work	On your first day of work
Pension Plan <sup>3</sup>	If you are an Employee who is hired or rehired on or after September 1, 2008 and you are not covered by a collective bargaining agreement that provides for your participation in the Pension Plan <sup>3</sup> , you are not eligible to participate in the Pension Plan <sup>3</sup> . Effective date for closure of SPFPA Local 66 was May 29, 2008. Effective date for closure of SPFPA Local 111 was March 1, 2007. If you are a USW Employee represented by Local 689 hired on or after March 15, 2010, you are not eligible to participate in the Pension Plan <sup>3</sup> .	If you are an Employee who is hired or rehired on or after September 1, 2008 and you are not covered by a collective bargaining agreement that provides for your participation in the Pension Plan <sup>3</sup> , you are not eligible to participate in the Pension Plan <sup>3</sup> . Effective date for closure of SPFPA Local 66 was May 29, 2008. Effective date for closure of SPFPA Local 111 was March 1, 2007. If you are a USW Employee represented by Local 689 hired on or after March 15, 2010, you are not eligible to participate in the Pension Plan <sup>3</sup> .
Savings Program	On your first day of work	On your first day of work
Employee Stock Purchase Plan	After six months of employment	After six months of employment

### ENROLLMENT

Many benefits and programs are available to you. Although some benefits are provided automatically, enrollment is necessary for others.

Participation is automatic, with no enrollment required, for:

- Employee Assistance Program
- Short Term Disability<sup>1</sup>
- Long Term Disability<sup>1</sup>
- Business Travel Accident Insurance
- Savings Program\*

\*When you begin work for the Company, the Savings Program trustee and record-keeper will be notified of your employment and you will be automatically enrolled unless you are represented by SPFPA Local 66, USW Local 550, or USW Local 689. If you are automatically enrolled, your contributions will begin as of the first payroll period ending 60 days after your date of hire. You may stop, or change the rate of contributions, within the first 60 days after your date of hire or at anytime thereafter. Refer to the “Savings Program” section for more information about the automatic enrollment process.

You may elect the following benefits when you are first eligible:

- Medical (including Prescription Drugs and Vision Care)
- Dental
- Flexible Spending Accounts
- Basic and Supplemental Life Insurance
- Special Accident Insurance
- Long Term Disability<sup>1</sup> (for Portsmouth USW employees who wish to enroll in the buy-up benefit)
- Long Term Care<sup>2</sup>
- Employee Stock Purchase Plan
- Savings Program (represented SPFPA Local 66, USW Local 550, or USW Local 689 not automatically enrolled)

To enroll for all of these benefits you must:

- Enroll yourself and eligible dependents
- and*
- Authorize the Company to deduct from your pay your share of the coverage you elect.

Enroll for most benefits online at [www.resourceone.com/usec](http://www.resourceone.com/usec) or contact the USEC Benefit Service Center at 1-866-305-8846, Plan #158, Option 1.

To enroll in the Long Term Care Plan<sup>2</sup>, you must call the insurance company to request an enrollment kit. Refer to the “Contact Information” section for the Member Services number to request an enrollment kit.

To enroll in the Employee Stock Purchase Plan contact the Plan’s Administrator at least 15 days before the beginning of the offer period and designate the percentage of your compensation that you want to contribute. Refer to the “Employee Stock Purchase Plan” section for more information about the enrollment process.

Refer to the “Savings Program” section for more information about the enrollment process if you are represented by SPFPA Local 66, USW Local 550, or USW Local 689.

When you enroll in the life and AD&D benefits, Employee Stock Purchase Plan or the Savings Program, you will be asked to complete a beneficiary form on which you name a beneficiary (*e.g.*, a person, organization, or trust) to receive any benefits that may become payable in the event of your death. It is important to keep your beneficiary designations up-to-date to ensure that any benefits payable in the event of your death are paid to the beneficiary of your choice.

**WHEN YOU MAY ELECT COVERAGE**

You may elect benefits coverage when you first become eligible. In addition, you may enroll for some coverages during open enrollment periods as described in the chart below. For more information about changing your Savings Program elections, refer to the “Savings Program” section.

**Benefits Enrollment & Coverage**

If You Are Eligible You May Enroll For . . .	Open Enrollment Typically In . . .	For Coverage Effecting On The Following . . .
Before or After-Tax Contributions ( <i>for Medical and/or Dental Coverage</i> )	October or November	January 1
Medical Coverage ( <i>including Prescription Drugs and Vision Care</i> )	October or November	January 1
Dental Coverage	October or November	January 1
Flexible Spending Accounts	October or November	January 1

**When You May Change Your Elections**

- Coverage you purchase with after-tax contributions:
  - If you experience a “qualifying life event” during the year, there are limited circumstances under which you may add medical and/or dental coverage. You must make changes within 30 days (31 days to add a newborn to your medical plan) of the qualifying life event.
  - You may drop medical and/or dental coverage at any time during the year for any reason.

- You may add special accident insurance coverage at any time. You may add basic and/or supplemental life insurance coverage and long term care<sup>2</sup> coverage with an approved statement of health at any time.
- You may drop special accident insurance coverage, basic and/or supplemental life insurance coverage and long term care<sup>2</sup> coverage at any time.
- Coverage you purchase with before-tax contributions:
  - If you experience a “qualifying life event” during the year, there are limited circumstances under which you may change your medical and/or dental coverage or flexible spending account elections. You must make changes within 30 days (31 days to add a newborn to your medical plan) of the qualifying life event.

You may change your before-tax medical and dental contributions election during the year only on account of and consistent with a qualifying life event or upon certain changes in cost or coverage.

## **CHANGES AT OTHER TIMES**

### **Qualifying Life Events**

Limited circumstances under which you may change elections if you experience a “qualifying life event” (a work status or family status change) include:

- Marriage, legal separation, annulment, or divorce
  - The death of a spouse or child
  - The birth or adoption (or placement for adoption) of your child
  - The loss or gain of benefit eligibility of your child
  - The termination or commencement of employment of you or your spouse or child
  - A significant reduction or increase in hours of employment of you or your spouse or child, including a switch between part-time and full-time, a strike or lockout, or commencement of or return from unpaid leave of absence
  - A change in health coverage due to your spouse’s employment
  - A “special enrollment period” under the group health plan as required by law
  - A qualified medical child support order that requires your child to be covered under the group medical and/or dental plan
  - You or your spouse or child becomes eligible (or loses eligibility) for Medicare or Medicaid
- or*
- Involuntary loss of other group health plan coverage.

Here are a few examples of election changes that are consistent with a qualifying event:

With This Qualifying Event . . .	You Can Make These Changes, if Consistent* . . .
Marriage, birth, adoption or placement for adoption of a child	Add yourself, your spouse and/or children; drop coverage if you are to be covered by your spouse’s plan
Divorce, legal separation, or annulment	Drop your spouse, and/or children; add coverage if you had been covered under your spouse’s plan
Death of your spouse or child	Drop coverage for spouse or child; add coverage if you had been covered by your spouse’s employer
Involuntary loss of other group medical coverage	Add coverage
Your child ceases to be a dependent (such as due to age, marriage or employment)	Drop dependent coverage

\*For your election to be effective, the plan administrator must determine that your requested mid-year change is consistent with the event.

**Changes in Cost of Coverage**

In addition, if there is a significant change in the cost of coverage of a benefit option, you may be entitled to make a corresponding change in your election (except with respect to the health care spending account). If a new benefit option is added or significantly improved or curtailed by USEC or by your dependent’s employer, you may be permitted to make a corresponding new election.

If you contribute to the dependent care spending account, and there is a significant increase or decrease in the cost of services by a day care provider who is not your relative, you may be able to make corresponding changes to your contribution election for your dependent care spending account by submitting a new election within 30 days. For example, if mid-year, your mother will begin taking care of your child at no cost and you no longer need your current dependent care center, you can revoke your election to contribute to the dependent care spending account due to a significant change in coverage. However, if your mother wants a raise mid-year, you cannot increase your contributions to this account due to a change in cost because she is your relative.

In addition, if annual enrollment for your spouse is for a period of coverage other than the calendar year, you may be permitted to make a corresponding election change under this plan during your spouse’s enrollment period. For example, if you elect family medical coverage and, in May, your spouse elects coverage under his or her employer plan for May 1-April 30, you can drop your spouse from the USEC medical plan by submitting an election change by May 31.

**HOW CHANGES AFFECT YOUR BENEFITS**

**If You Get Married...**

Notify Human Resources to update your personnel records if your name changes. You must show your Social Security card as proof of your name change. In addition, make sure your manager or organization knows of any address changes and ask how to update payroll records.

Review your spouse’s benefits so you can coordinate coverage to your best advantage.

Change your benefit elections within 30 days of your marriage. You must submit proof of marriage to add your spouse to your coverage.

Consider increasing your contributions to the health care spending account, so you can pay for your spouse's unreimbursed medical, dental and vision care expenses with before-tax dollars.

Update your life and accident insurance beneficiary records.

Update your Savings Program beneficiary records. Keep in mind that if you have been married for at least one year and you want to designate someone other than your spouse as your beneficiary, you must have your spouse's written and notarized consent. Refer to the "Savings Program" section for more information.

Consider preparing or updating your will.

### **If You Get Divorced...**

Notify Human Resources to update your personnel records if your name changes. Make sure your manager or organization knows of any address changes. Ask how to update payroll records.

Change your benefit elections within 30 days of the date your divorce is final. You must submit a copy of the divorce decree in order to drop coverage for your ex-spouse. Your ex-spouse is eligible to continue medical and dental coverage for up to 36 months through COBRA. You or your ex-spouse has 60 days to notify the USEC Benefit Service Center in order to obtain COBRA benefits.

Add your eligible dependents to your medical and dental coverage if a court establishes that you must provide coverage for dependent children. You must submit a Court Order to add eligible dependent children to your coverage.

Update your life insurance and accident insurance beneficiary records. Beneficiary forms are available from Human Resources. Savings Program beneficiary forms may be accessed electronically on the Fidelity website.

Contact Human Resources if you think a court may issue a qualified domestic relations order (or "QDRO") granting your former spouse the right to receive any pension<sup>3</sup> or savings benefits.

Consider preparing or updating your will. Call the Employee Assistance Program if you need help with a personal, family or marital problem.

### **If You or Your Spouse Is Pregnant...**

Notify your manager and contact Human Resources for more details.

### **If You Adopt a Child...**

Notify your manager and Human Resources if you would like to arrange for a family leave of absence.

### **When Your Child Arrives...**

Enroll your newborn for medical benefits within 31 days from date of birth or enroll your newly adopted child for medical benefits within 30 days from date of adoption so your child's medical expenses will be covered from the date of birth or adoption. You have up to age one to enroll the child for dental

coverage. Enroll online at [www.resourceone.com/usec](http://www.resourceone.com/usec) or contact the USEC Benefit Service Center at 1-866-305-8846, Plan #158, Option 1. You must submit proof of dependent eligibility to add your child to your coverage.

Consider beginning or increasing your contributions to the Flexible Spending Accounts, so you can pay for your child's unreimbursed medical expenses and child care expenses with before-tax dollars.

Consider updating your will and increasing your contributions to the Savings Program to save for your child's future.

### **If You Become Disabled and Cannot Work...**

Notify your manager, either in person or by telephone, in advance if you cannot report to work. If you cannot reach your manager, notify your Plant Shift Superintendent.

Your manager may request the disability benefits form for you or you may contact Human Resources to request a form.

Apply for other disability benefits that may be payable (i.e., Social Security, workers' compensation, state or individual disability benefits and auto insurance recoveries).

Remain in contact with your manager and Human Resources about how long you anticipate being away from work.

Receive Short Term Disability<sup>1</sup> benefits for up to six months of disability (if eligible).

File forms for Long Term Disability<sup>1</sup> benefits if your disability will continue longer than six months. Claim forms are available from Human Resources.

The terms "Short Term Disability" and "Long Term Disability" are defined in the "Disability" section.

### **WHAT HAPPENS TO YOUR BENEFITS IF YOU BECOME DISABLED?<sup>1</sup>**

Here is what happens to your benefits during a disability:

#### **Medical (Including Prescription Drugs and Vision Care) and Dental**

*During Short Term Disability:* Coverage continues. Contributions are deducted from your disability benefits.

*During Long Term Disability:* Coverage continues up to the first of the month following the end of your Long Term disability coverage, provided you continue to pay the required premium.

#### **Employee Assistance Program**

You may continue to access the services of the Employee Assistance Program until Long Term Disability benefits begin.

### **Health Care Spending Account**

*During Short Term Disability:* Participation continues, provided your pay continues. Claims may be submitted for expenses incurred before and during your disability.

*During Long Term Disability:* Participation ends unless you elect to continue contributing for the rest of the year on an after-tax basis through COBRA.

You may submit claims for health care expenses incurred before your Short Term Disability benefits end, and for those incurred afterward only if you continue to participate.

### **Dependent Care Spending Account**

*During Short Term Disability:* Participation continues provided your pay continues. You may submit claims for expenses incurred before your disability began and during your disability if you are unable to care for your eligible dependent.

*During Long Term Disability:* Participation ends. You may submit claims for expenses incurred before your disability began, up to the balance in your account.

### **Short Term Disability<sup>1</sup> and Long Term Disability<sup>1</sup>**

Short Term disability provides full pay for up to six months of disability, depending on your length of service. Long Term Disability benefits provide an income of 60% of Pay up to \$5,000 per month (for all except Portsmouth USW employees) offset by Workers' Compensation, Social Security and other benefits payable. For Portsmouth USW employees, Long Term Disability benefits provide an income of 30% of Pay up to \$1,000, and the employee can elect to buy an additional 30% of Pay, for a total of 60% of Pay. Refer to the "Disability" section, for more details about limits on the duration of disability benefits for certain conditions.

### **Long Term Care<sup>2</sup>**

You may continue your coverage by making payments directly to the insurance company.

### **Basic Life Insurance and Supplemental Life Insurance**

Coverage continues at the level in effect at the time your disability began for as long as you meet the disability requirements of the Basic and Supplemental Life Insurance Plans or until you reach age 65. After 13 weeks of continuous disability, coverage is provided at no cost to you. (If your disability begins after your 63rd birthday, your insurance will continue for two years, but not beyond age 70.)

### **Business Travel Accident Insurance**

Coverage ends.

### **Special Accident Insurance**

Coverage continues during Short Term Disability and up to 12 months during Long Term Disability, provided you pay the premiums.

### Pension<sup>1; 3</sup>

Pension eligible personnel continue to earn service credit while receiving Short Term Disability and Long Term Disability benefits.

### Savings

*During Short Term Disability:* Contributions continue during your paid disability. If you have an outstanding loan, any payments missed will be automatically deducted from your paycheck immediately upon your return to work.

*During Long Term Disability and Disability Retirement:* Contributions end. If you have an outstanding loan, you must continue to make payments directly to Fidelity. Refer to the “Savings Program” section for more information.

### Employee Stock Purchase Plan

*During Long Term Disability or Disability Retirement:* Eligibility to purchase additional common stock ends. You can continue to hold the stock you purchased through the Plan. Refer to the “Employee Stock Purchase Plan” section for more information.

## IF YOU PLAN TO LEAVE THE COMPANY...

Notify your manager by submitting your written letter of resignation.

Apply for COBRA within 60 days of receiving your COBRA notice, if you wish to continue medical (including prescription drugs and vision care) and dental coverage or to continue participating in the health care spending account.

Convert your life and special accident insurance to a private policy within 30 days of your termination if you wish to continue this type of coverage.

Decide whether to leave your account balance in the Savings Program or take a distribution.

Notify Human Resources if your address changes.

## WHAT HAPPENS TO YOUR BENEFITS IF YOU LEAVE THE COMPANY?

Here is what happens when you leave the Company:

### Medical (Including Prescription Drugs and Vision Care)

Coverage ends on the last day of the month in which your employment terminates. You or your dependents may continue coverage for up to 18 months through COBRA, unless you are discharged for cause.

### Dental

Coverage ends on the last day of the month in which your employment terminates. However, if you are undergoing a course of treatment, benefits may be payable for charges related to that treatment that you

incur after your termination. In addition, you or your dependents may continue coverage for up to 18 months through COBRA.

### **Employee Assistance Program**

Coverage ends.

### **Flexible Spending Accounts**

Coverage ends. You may submit health care spending account claims and dependent care spending account claims for expenses incurred before your termination. You may continue your health care spending account participation on an after-tax basis for up to 18 months through COBRA.

### **Disability**

Coverage ends.

### **Long Term Care<sup>2</sup>**

You may continue your coverage by making payments directly to the insurance company.

### **Life and Accident Insurance**

Coverage ends. You may convert your basic life, supplemental life and special accident insurance to individual policies. You may not convert business travel accident insurance.

### **Pension<sup>3</sup>**

You may receive pension benefits when you reach retirement age if you are vested.

### **Savings**

Contributions end. You may choose to receive a payout of your full vested account balance, or you may leave it in the Savings Program. Any outstanding loans must be repaid; otherwise, the outstanding loan balance will be treated as a taxable distribution to you. Refer to the "Savings Program" section for more information.

Your Savings Program distribution is subject to a mandatory 20% tax withholding unless it is paid in a direct rollover into an individual retirement account or another employer's plan within 60 days.

### **Employee Stock Purchase Plan**

If you leave the Company, the cash in your account will be returned to you. No stock will be purchased for you during the offer period in which your employment ends. A stock certificate for any shares you purchased during the previous offer period can be requested after a one year holding period has expired. The one year holding period is waived if your employment ends due to layoff, elimination of your job, permanent disability or death.

**IN THE EVENT OF AN EMPLOYEE DEATH, YOUR FAMILY MEMBER SHOULD...**

Notify Human Resources.

Complete a life insurance claim form and special accident insurance claim form, if applicable. Send the completed forms, along with a certified death certificate and other supporting information, to the USEC Benefit Service Center.

Decide whether to continue medical and dental coverage. Your spouse and dependents may elect to continue their medical coverage under the Company's plan, if eligible. Their cost and the length of continuation will be based on the length of your full-time service at the time of your death.

**IN THE EVENT OF A DEATH OF A SPOUSE OR CHILD, YOU SHOULD...**

Notify the USEC Benefit Service Center.

Complete a special accident insurance claim form if you are enrolled for family special accident insurance coverage and the death was accidental. Send the completed form, along with a certified death certificate and other supporting information, to the USEC Benefit Service Center.

Change your medical (including prescription drugs and vision care), dental, flexible spending account and special accident insurance elections within 30 days of the death, if coverage changes are appropriate.

Review your beneficiary elections for life and accident insurance and the Savings Program.

Remember, the Employee Assistance Program is available if you or your family members need counseling.

**WHAT HAPPENS TO YOUR BENEFITS IN THE EVENT OF YOUR DEATH?**

Here is what happens to your benefits in the event of your death:

**Medical (Including Prescription Drugs and Vision Care) and Dental**

Your eligible dependents may elect to continue medical (including prescription drugs and vision care) and dental coverage for three months at the appropriate active employee contribution rate. If you had less than 10 years of full-time service at the time of your death, your eligible dependents may continue coverage after the initial three-month period for an additional 33 months through COBRA. If you had at least 10 years of full-time service under the Pension Plan<sup>3</sup> at the time of your death, your eligible dependents may elect to continue coverage until your spouse reaches age 65 or remarries, whichever comes first.

**Employee Assistance Program**

Coverage ends.

**Long Term Care<sup>2</sup>**

Your spouse may continue coverage by making payments directly to the insurance company.

### Flexible Spending Accounts

Participation ends. Dependents may submit claims for health care and dependent care expenses incurred before your death.

### Life and Accident Insurance

Your beneficiary will receive the following benefits, depending on the coverage elected:

- A basic life insurance benefit
- A supplemental life insurance benefit
- A business travel accident insurance benefit if you die in a covered accident while traveling on Company business
- A special accident insurance benefit if your death is the result of a covered accident.

Family special accident insurance coverage ends, but it may be converted to an individual policy.

### Pension<sup>3</sup>

If you are vested, your surviving spouse/eligible beneficiary will receive any survivor benefit. The USEC Benefit Service Center will contact your beneficiary to provide information about any plan benefits that might be payable.

### Savings

Your beneficiary may receive your full account balance in a lump sum. However, if you were eligible to retire under the Pension Plan<sup>3</sup> at the time of your death, your spousal beneficiary may choose either a lump-sum payment or monthly installment payments over a five-year period. Your spousal beneficiary may also elect to defer payment.

### Employee Stock Purchase Plan

No stock will be purchased for you during the offer period and the cash in your account, plus any accumulated shares, will be distributed to your beneficiary.

## WHEN COVERAGE BEGINS

### New Hires

If you enroll as a newly hired employee, your coverage will begin according to the following, provided you meet the plan's eligibility requirements. If you are not actively at work on the date your coverage would otherwise be effective, your coverage will begin on the day you return to work. Any coverage you elect for your eligible dependents will begin on the same day your coverage begins, unless your dependents are confined in a hospital. **Proof of dependent eligibility must be submitted before coverage will go into effect for dependents.**

**Medical (Including Prescription Drugs and Vision Care)**

*Full-Time Employees and Full-Time Temporary Employees Hired to work at Least 12 Months:* on your first day of work, provided you enroll within 30 days after you become eligible.

*Part-Time Employees and Full-Time Temporary Employees Hired to Work Less Than 12 Months:* on the first day following four months of service, provided you enroll within 30 days after you become eligible.

**Dental**

*Full-Time Employees and Full-Time Temporary Employees Hired to Work at Least 12 Months:* on your first day of work, provided you enroll within 30 days after you become eligible.

*Part-Time Employees and Full-Time Temporary Employees Hired to Work Less Than 12 Months:* on the first day following four months of service, provided you enroll within 30 days after you become eligible.

**Employee Assistance Program**

On your first day of work.

**Flexible Spending Accounts**

Payroll deductions begin as soon as administratively possible following your election; however, you may claim eligible expenses incurred on or after your date of hire or on the date of the qualifying event.

**Short Term Disability<sup>1</sup>**

*Full-Time Employees and Full-Time Temporary Employees Hired to Work at Least 12 Months:* after one month of service.

*Full-Time Temporary Employees Hired to Work Less Than 12 Months:* after four months of service.

*Part-Time Employees:* not eligible.

**Long Term Disability<sup>1</sup>**

*Full-Time Employees and Full-Time Temporary Employees Hired to Work at Least 12 Months:* after six months of service.

*Full-Time Temporary Employees Hired to Work Less Than 12 Months:* after ten months of service.

*Part-Time Employees:* not eligible

**Long Term Care<sup>2</sup>**

On the first day of the month after your enrollment form has been received as long as you are actively at work (or on vacation or a holiday absence) provided you enroll within 30 days after you become eligible. Coverage for eligible family members becomes effective once approved by the insurance company.

**Basic Life Insurance**

On your first date of work, provided you enroll within 30 days after you become eligible. Otherwise, satisfactory evidence of insurability must be approved by the insurance company before coverage can begin.

**Supplemental Life Insurance**

On your first date of work, provided you enroll within 30 days after you become eligible. Otherwise, satisfactory evidence of insurability must be approved by the insurance company before coverage can begin.

**Special Accident Insurance**

On the first day of the month after you enroll.

**Business Travel Accident Insurance**

On your first day of work.

**Savings Program**

If you are newly hired or rehired on or after September 1, 2008, you will be automatically enrolled in the Savings Program unless you are represented by SPFPA Local 66, USW Local 550, or USW Local 689. Contributions in the form of payroll deductions will begin as of the first payroll period ending 60 days after your date of hire. You may elect to stop or change your automatic enrollment contributions before they begin. Refer to the "Savings Program" section for more information about Savings Program enrollment.

**Employee Stock Purchase Plan**

You are eligible to join the Employee Stock Purchase Plan once you complete six months of employment. Entry dates are January 1 and July 1. To join you must enroll at least 15 days prior to the applicable entry date. Refer to the "Employee Stock Purchase Plan" section for more information about the Plan.

**CURRENT EMPLOYEES**

The medical and/or dental coverage, before or after-tax medical and/or dental contribution election and flexible spending account elections you make during the fall open enrollment period will be effective on January 1 of the following year. Special accident insurance elections will be effective on the first day of the month after you enroll.

If you change your medical, dental or flexible spending account elections because of a qualifying event, the changes will be effective on the date of the qualifying event, provided you log on to [www.resourceone.com/usec](http://www.resourceone.com/usec) to submit a change or contact the USEC Benefit Service Center at 1-866-305-8846, Plan #158, Option 1 to request a change within 30 days (31 days to add a newborn to your medical plan) of the qualifying event.

**PAYING FOR YOUR BENEFITS**

The Company pays for most of the cost of your benefits package. For some benefits, such as disability<sup>1</sup> coverage and the Pension Plan<sup>3</sup>, the Company pays the full cost. For other benefits, you and the Company share the cost or you pay the full cost of coverage.

Benefit Plan	The Company Pays the Full Cost of Coverage	You Share the Cost of Coverage with the Company through . .	You Pay the Full Cost of Coverage through . .
Medical (including Prescription Drugs and Vision Care)		Before-tax or after-tax contributions	
Dental		Before-tax or after-tax contributions	
Employee Assistance Program	✘		
Flexible Spending Accounts			Before-tax contributions
Disability Benefits <sup>1</sup>	✘		
Long Term Care <sup>2</sup>			After-tax contributions
Basic Life Insurance		After-tax contributions	
Supplemental Life			After-tax contributions
Business Travel Accident Insurance	✘		
Special Accident Insurance			After-tax contributions
Employee Stock Purchase Plan			After-tax contributions

**WHEN COVERAGE ENDS**

Unless otherwise noted, coverage under the Company’s benefit plans will end on the earliest of the following dates:

- The date your employment terminates, with these exceptions:
  - For medical (including prescription drugs and vision care) and dental coverage, the last day of the month in which your employment terminates
  - For long term disability coverage, the date your employment terminates for any reason, unless you are totally disabled
  - For basic and supplemental life insurance coverage, the date your employment terminates for any reason other than retirement after you become eligible for an immediate pension benefit or total and permanent disability.

- The date you are no longer considered eligible because of a change in your employment status
- The last day of the period for which your last contribution was made (if you fail to make any required contribution)

*or*

- The date the plan is terminated.

Coverage for your dependents will end on the same day your coverage ends or on the day they are no longer considered eligible dependents, if earlier.

If your coverage ends, you may be eligible to extend medical (including prescription drugs and vision care) and dental coverage, as well as health care spending account participation under COBRA. Refer to the “Administrative Information” section for information about COBRA.

Your participation in the Savings Program may continue (with some limitations) after you stop making contributions. Refer to the “Savings Program” section for more information.



#### *Before or after tax?*

Before-tax contributions offer special tax advantages. You do not pay Federal, Medicare, Social Security and, in most cases, state or local income taxes on the before-tax pay you use for buying medical or dental coverage or for participating in the flexible spending accounts. This is also true for before-tax Savings Program contributions, except Medicare and Social Security taxes will apply.

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<sup>1</sup>*Portsmouth USW employees should refer to their Collective Bargaining Agreement for benefit information.*

<sup>2</sup>*Long Term Care only available to Salaried employees.*

<sup>3</sup>*The Pension Plan was closed to all new hires and rehires effective September 1, 2008 unless covered by a collective bargaining agreement that provides for participation in the Pension Plan. Effective date for closure of SPFPA Local 66 was May 29, 2008. Effective date for closure of SPFPA Local 111 was March 1, 2007. Eligible employees instead will receive an enhanced Savings Program matching contribution. Effective date of closure for USW Local 689 was March 15, 2010; eligible employees instead will receive an overtime enhanced Savings Program matching contribution. Refer to the “Pension Plan” section for more information about the Pension Plan and the “Savings Program” section for more information about the enhanced and overtime enhanced Savings Program.*