



Stelco Non-USW Retiree Benefit Trust (the Trust)

Benefit Plan Improvements

Effective for claims incurred on and after January 1 2019

As announced at the October 11th 2018 meeting of the Stelco Salaried Pensioners Organization (SSPO), your Trustees have approved a series of enhancements to the Trust Retiree Benefit Plan, effective January 1 2019.

These improvements are made possible through a combination of favourable Plan experience, prudent plan management, a new funding agreement reached with Stelco and the Land LLP, and the addition of the group of Legacy Retirees to the Trust.

The enhancements to the Plan are as follows:

Dental Plan:

The annual maximum will increase from \$750 to \$1500

Plan coverage for Basic and Basic Comprehensive Services is increasing from 70% to 80%

The number of covered units of dental scaling is increasing from 6 units to 9 units per year

Hearing Aids:

The benefit coverage limit is increasing from \$500 to \$1000 per ear, once every 5 years

Plan coverage is increasing from 70% to 80%

Vision Care:

The maximum vision benefit is increasing from \$250 to \$300 every 24 months