



Loss of Benefits Due to Reduction of Hours

Health Care

- If you lose eligibility for healthcare benefits as a result of reduction in your hours worked, your healthcare coverage will end on the last day of the calendar month. You will be eligible for continuation of coverage through COBRA and will receive a packet from PayFlex, McClatchy's third-party COBRA administrator, following your loss of coverage.
- You will remain eligible for company-paid Employee Assistance Program (EAP).

Disability Benefits

- Your short-term (STD) and long-term disability (LTD) benefit coverages will end the last day you are eligible for benefits. There is no continuation available for these benefits.

Life insurance

- Your life insurance coverage will end on your last day you are eligible for benefits. In many cases you may continue your life insurance policy directly with Aetna. You have 31 days from your loss of coverage date to apply with Aetna to continue your life insurance coverage.
- You must send in an application and the first premium payment to Aetna within 31 days of your termination date if you want to continue your life insurance coverage.
- The Aetna Life Insurance Portability letter with more details on the process is attached.

The McClatchy Company Retirement Plan

If you were a participant in McClatchy's retirement plan at the time the Plan was frozen (March 13, 2009), the benefit accrual that you earned was frozen as of that time.

- Your hours may count towards additional vesting and early retirement eligibility service. Participants must work at least 750 straight-time hours within the calendar year to earn credit for a year of vesting and/or early retirement eligibility service.

The McClatchy Company 401(k) Plan

- If you have already satisfied the eligibility requirements, you will remain eligible to participate in McClatchy's 401(k) plan.
- If you currently have a 401(k) loan and your paycheck no longer covers the loan payments, you must contact Vanguard to arrange to make manual payments. If your loan payments are 90 days late, your loan will be treated as a taxable distribution and you will owe taxes on the outstanding balance.

Vacation / Sick / PTO Benefits

- You may be eligible for vacation, sick or PTO benefits. Please see your HR department for information.

Aetna Life Insurance
151 Farmington Avenue
Hartford, CT 06156

TO: McClatchy Employee
FROM: Aetna Group Life Insurance
SUBJECT: Life Insurance Portability and Conversion Rights

Your life insurance coverage has recently been terminated due to termination of employment or no longer being in an eligible classification for coverage. You have certain rights for continuation of coverage through Aetna.

Aetna allows you to convert your group term life coverage into whole life plans. These conversion rights are required by state regulations but the conversion may be expensive. Portability rights are also available that would allow you to continue term life insurance coverage under more favorable rates. Portability is available for basic life as well as optional employee, spouse and child life coverage. Employees who are away from work due to illness or injury on the date their life insurance benefits are terminated are only eligible for the conversion (whole life) option. Your options are summarized in the table below.

Life Insurance Coverage	Convert to Whole Life Plan	Port to Individual Term Life Plan*
Basic life insurance only (no AD&PL)	Yes	Yes
Optional employee life insurance	Yes	Yes
Optional spouse life insurance **	Yes	Yes
Optional child life insurance**	Yes	Yes

* Not available to employees who are away from work due to illness or injury on the date their life insurance coverage ends.

**Employee must port optional employee life insurance in order for optional spouse/child life insurance to be eligible.

To obtain an enrollment kit and rate information, please call Aetna Group Insurance Customer Service line at (877) 503-3448, Monday – Friday from 9:00 AM to 7:00 PM Eastern Standard Time.

IMPORTANT NOTE: Application and first payment are due no later than 31 days from the date your eligibility for life insurance coverage terminates.

Sincerely,

Aetna Group Insurance
Enrollment Services