



Retiring from Mondelez



Your Guide To Important Considerations

Preparing to Retire: Have you developed a financial plan for retiring? If not, the consultants at Voyage Financial Group – a firm knowledgeable about Mondelez’s benefits and retirement plan – will prepare one for you at no cost or obligation. Your personal plan also will include meeting with a Voyage financial consultant to better understand your retirement goals, expectations and dreams.

Voyage Financial has been in the business of helping people prepare for retirement since 2006, and Voyage financial consultants currently serve more than 800 clients by providing financial advice and managing client retirement portfolios. Voyage Financial is an independent firm aligned with LPL Financial, the No. 1 independent brokerage firm in the country as reported by *Financial Planning* magazine, June 1996 - 2014, based on total revenue.

Getting Started: Select your retirement date and notify your manager about three months in advance. Then call the Mondelez International Benefits Center at 1-800-887-8807. (Select Option 1 - Benefits: then Option 1 - Health & Wellness; or, Option 2 - 401(k) & Pension.) You should request that a Benefits Coordinator be assigned to you. Business hours are Monday through Friday, 8 a.m. through 6 p.m. Central time, excluding holidays. Or, go to MyHR at <https://myhronline.krft.net> and click on Benefits to access MyBenefits online.

Upon retiring, it normally takes four to six weeks before your pension lump sum check or monthly annuity is processed. It is advisable to have savings available to cover this transition period.

Pension: Long-service salaried employees are eligible for pension options that include annuity variations or a lump sum distribution. Your Voyage financial consultant will review these options with you to understand the differences between this significant and irrevocable decision.

401(k): Before retiring, learn more about the benefits and options of your 401(k) Thrift Plan. Your Voyage financial consultant can offer you financial advice prior to making any decisions. Special note: Outstanding loans from 401(k) accounts must be repaid prior to retirement or they become a taxable distribution.

Unused Paid Time Off (PTO): Mondelez pays for PTO days that are unused the year you retire. Payment is normally received two months after you retire.

Bonus: If you are a salaried employee, you are entitled to a prorated bonus when you retire. That payment is calculated and normally paid two months after you retire.

Health Care: Your employee benefit coverage ends on the last day of the month when you retire. For example, if you retire on April 16, your employee benefit coverage continues through April 30, and retiree coverage begins on May 1. You have 45 days from your retirement date to enroll in Mondelez’s Retiree Medical Plan at your own cost and select your option. Special note: The current Retiree Medical Plan provides medical – but not dental – coverage.

(Over)

Securities and advisory services offered through LPL Financial, a Registered Investment Advisor, member FINRA/SIPC.



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Life Insurance: Mondelez continues to provide life insurance to you at retirement, if you are 55 years of age or older with 10 or more years of service. The amount of life insurance is based on your final annual base pay. It decreases from 100% upon retirement to 50% after the first year, 37.5% after the second year, 25% after the third year and 12.5% after the fourth and later years (\$5,000 maximum).

However, you can elect to retain the amount of your coverage – at retirement or each year when the value of the life insurance is reduced – by converting your coverage to an individual life insurance policy and paying the premium. Contact your life insurance provider to do this. Special notes: (1) Factor in cash accumulation funds, if you have participated in that option. (2) Convert your policy within 31 days of the date the coverage is reduced to avoid passing a physical exam.

Special note: If your co-workers plan a retirement lunch or event, your Voyage financial consultant would be pleased to provide the cake for it. Just call Voyage at least a week in advance and tell us when and where the party will be.

Here are some additional tips to consider:

Tip 1 – Maximize your 401(k) and catch-up contributions during your last year of employment. Your Voyage financial consultant can explain the parameters of doing this.

Tip 2 – Maximize your Flexible Spending Account contributions prior to retirement.

Tip 3 – Before retiring, make arrangements to transfer automatic payroll deductions that continue after retirement (life insurance, auto, home, etc.)

Tip 4 – Several days after retiring, call your manager or human resources department to confirm that your retirement forms have been submitted for processing.

Other considerations: The Voyage Financial Group can assist you with additional advice and services that will impact you upon retiring, including:

- Tax Planning
- Long-term health care
- Estate planning, review of wills, review of medical directives, review of durable powers of attorney for finances and family communication regarding these topics

***When you are ready, contact the Voyage Financial Group
to schedule a meeting to discuss your financial future!***



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