



Frequently Asked Questions By Shell Employees and Retirees

As Shell benefits are constantly changing, please contact our office and we will gladly provide you with current answers to the following questions.

- 1) What are my options regarding BRP payouts?
- 2) Can I roll over my BRP monies into an IRA?
- 3) Should I take my Pension BRP as a lump sum or annuity?
- 4) Regarding my Shell Pension, should I opt for the 100% or 50% survivor option?
- 5) If I take my pension prior to age 60, how much is the reduction to my pension?
- 6) When I die, does my surviving spouse receive the pension amount before or after the social security offset?
- 7) How should the beneficiary designation for my Provident Fund read if I want the ability to use this account to fund the By-Pass Trust set up by my will?
- 8) If I receive a severance package, is the redundancy payment made in a single year or over two years?



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- 9) Are my ICP payment and vacation lump sum payment paid out over two years just as with my redundancy payment?**
- 10) How are the payments I receive upon retiring from Shell taxed?**
- 11) When I retire should I keep my retirement monies in the Provident Fund or roll them over to an IRA?**
- 12) Can I roll money out of my Provident Fund to an IRA while still working?**
- 13) Can I convert my Provident Fund to a Roth IRA?**
- 14) Are the stock options I receive from Shell qualified or non-qualified?**
- 15) Can I keep my RD stock options after I retire?**
- 16) What is Net Unrealized Appreciation (NUA) and how does it work?**
- 17) What is Shell Centers of Excellence Program in cardiology?**
- 18) What is Shell Centers of Excellence Program in cancer management?**

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