

Q. Group Legal Services Plan

Pilots shall continue to be permitted to participate in the Federal Express Corporation Group Legal Services Plan, under the same terms and conditions as other employees of the Company.

R. MetPay

Pilots shall continue to be permitted to participate in the MetPay program, under the same terms and conditions as other employees of the Company.

S. Adoption Program

Pilots shall be permitted to participate in the Adoption Program, under the same terms and conditions as other employees of the Company.

T. Pilot Benefit Review Board

1. A Pilot Benefit Review Board (PBRB) shall be established for the Insurance Plans and the Retirement Plans described in Section 28. The Company and the Association shall agree to a Charter for the PBRB, to govern the procedures of the PBRB. The Charter shall not be inconsistent with the provisions of this Agreement and shall comply with ERISA §503, "Claims Procedure," and regulations of the Department of Labor thereunder.
2. The PBRB shall consist of an equal number of members appointed by the Company and members appointed by the Association. Each party shall appoint up to three members. Vacancies in the membership of the PBRB shall be filled by appointment of the respective parties. At any meeting of the PBRB, the Company and Association members may be accompanied by HIPAA trained individuals who the Company or Association members may deem appropriate. A claimant may not attend the PBRB sitting without a neutral member but may attend the PBRB sitting with a neutral member.
3. The PBRB may convene meetings at its discretion, or whenever a majority of the members of the PBRB make a written request for a meeting at least fourteen days prior to the meeting date.
4. The PBRB may convene meetings in person, by telephone conference, or by other electronic means as mutually agreed upon.
5. A claimant (pilot, former pilot, retired pilot, spouse, child or beneficiary) or authorized representative may appeal a claim which is denied through the claims and appeals process established by the claims paying administrator. Any claimant who seeks review by the PBRB must make a request in writing no later than one hundred twenty (120) days following the date on which a decision is rendered on appeal. The PBRB may, in its discretion, waive the one hundred twenty day period if circumstances warrant, in order to insure a full and fair review of a claimant's claim. A claimant who requests a review by the PBRB shall have at least thirty (30) days from the date of his request to submit any

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written statement or other documentation for the PBRB's consideration during its review. The PBRB is not required to conduct a formal hearing with respect to the review of any claim presented by a claimant.

6. A majority of the PBRB, sitting without a neutral member, shall constitute a quorum. Each member of the PBRB shall have one vote. In the event that one member is absent from a meeting, such member may give his proxy to another member. Proxies must be in writing.
7. A decision by majority vote shall be final and binding on all parties, and the PBRB shall issue a written decision within thirty (30) days after the vote.
8. In the event of a deadlock vote, the PBRB shall convene a meeting, which shall be chaired by a neutral arbitrator, to render its decision. The neutral arbitrator shall be selected from a panel of arbitrators designated jointly by the Company and the Association. Such panel shall be comprised of members of the National Academy of Arbitrators and experienced in both airline arbitration and pension or other relevant employee benefit issues. A decision by majority vote shall be final and binding on all parties, and the PBRB shall issue a written decision within thirty (30) days after the vote.

Should vacancies occur on the panel of neutral arbitrators, the parties shall attempt to agree on a replacement within thirty (30) days after the vacancy occurs. If the parties are unable to agree on a replacement, the vacancy shall remain unfilled unless there are too few arbitrators to preside over required meetings, in which case the parties may select an arbitrator by the alternative strike method from a list of arbitrators provided by the National Mediation Board who are members of the National Academy of Arbitrators to preside over scheduled meetings on an ad hoc basis.