

YRC INC. AND USF HOLLAND LLC FAQS REGARDING CENTRAL STATES PENSION & HEALTH BENEFITS

YRC Inc. / USF Holland LLC (collectively “Yellow”) has advised Central States Pension and Health Funds that they can not pay the pension and health contributions that were due to the Funds by July 15, 2023 and has advised that it will not be paying contributions due August 15, 2023. Because of the delinquency in contributions, the Board of Trustees have taken the following actions:

- Yellow’s participation in Central States Pension Fund will be **terminated** effective July 23, 2023. This means that Yellow members in the Pension Fund will stop earning pension benefit accruals for work performed on and after July 23, 2023.
- Health coverage under TeamCare will be **suspended** and any healthcare claims incurred on or after July 23, 2023 will not be paid unless the participant exercises its option to remit timely self-payments.

1. Why are the two Funds taking different action – can’t the Pension Fund suspend coverage as opposed to terminating the members?

No. Pension Funds must grant pension credits whether contributions are paid or not, thus termination was the only way to protect the Pension Fund from incurring additional obligations not likely to be paid. In any event, if Yellow fully pays contributions in the future coverage in both Funds will be reinstated retroactive to July 23.

2. Since Yellow has not paid health contributions to TeamCare and is delinquent, what happens?

Yellow hasn’t paid the health contributions to TeamCare as required by the collective bargaining agreement and Plan Document. Therefore, health coverage under TeamCare has been **suspended** and any claims incurred on or after July 23, 2023 will not be paid. If Yellow fully pays the health contributions in the future, your healthcare coverage will be reinstated retroactive to July 23, 2023.

3. Can I make payments to TeamCare to cover my family after July 23, 2023?

Yes. TeamCare has sent letters to all Yellow members affected by the delinquency. Under the TeamCare plan, you may continue your health plan coverage by making self-payments during the benefit suspension period. Your initial self-payment must be received by no later than August 23, 2023. Self-payment coverage must be continuous and coverage periods may not be skipped. If your employer later pays the required contributions, your self-payments(s) will be reimbursed.

4. What is the cost to make self-payments to TeamCare?

The required **weekly contribution** to maintain health coverage is outlined below for future periods:

PERIOD	AMOUNT
July 23, 2023 to July 29, 2023	\$471.86
July 30, 2023 to July 27, 2024	\$507.08

Make your check or money order payable to TEAMCARE. To avoid delays in processing your payment, please include your Unique Member Identification Number (UMI) on the memo line of your check or money order, and mail to:

Self-Payments Department
TeamCare – A Central States Health Plan
Dept. 10291
Palatine IL 60055-0291

5. I am currently on the Retiree Health Plan (Plan R4), will my healthcare benefits be suspended or terminated due to the delinquency?

No. Your Retiree Health Plan benefits will remain unaffected.

6. I am currently receiving short-term disability benefits from TeamCare will I continue to receive my short-term disability benefits during the period Yellow is delinquent in making health contributions?

Yes. Provided you are still disabled by a physician and under medical care, your short-term disability benefits (including continued healthcare coverage) will continue until you are no longer disabled, or until the maximum of 26 weeks is met.

7. Since Yellow has not paid pension contributions to Central States Pension Fund and is delinquent, what happens?

Yellow hasn't paid pension contributions to the Pension Fund as required by the collective bargaining agreement and Plan Document. Therefore, Yellow's participation in the Central States Pension Fund will be **terminated** effective July 23, 2023. As of that date, active members will stop earning additional pension benefit accruals on/after that date. If Yellow fully pays the pension contributions in the future, your pension benefit accruals will be reinstated retroactive to July 23, 2023.

8. Can I make self-payments to Central States Pension Fund after July 23, 2023?

No. There is no self-payment option for maintaining future pension coverage.

9. I retired from Yellow, will my pension be affected due to the delinquency?

No. Your pension benefit will remain unaffected.

10. Will the eligibility requirements for my pension change due to the delinquency and termination from the Pension Fund? Will I still be able to get a pension when I retire?

Yellow members benefits accruals earned for past periods are unaffected by this situation and will not be reduced. For more information or to file an application, visit MyCentralStatesPension.org.

11. I plan on retiring from Yellow shortly. Will I still be able to qualify for the Retiree Health Plan benefits due to the delinquency?

Yes. Provided you meet the age requirement, service requirement, and contribution requirement – you can qualify for the Retiree Health Plan benefits. For more information on the Retiree Health Plan requirements, visit MyTeamCare.org.

12. My spouse previously worked at Yellow before he/she died. I am currently on TeamCare's Family Protection Benefit. Will my family continue to receive Family Protection benefits during the delinquency?

Yes. Your family will continue to receive Family Protection benefits.