**CENTRAL STATES
PENSION FUND**

8647 West Higgins Road • Chicago, IL 60631 • 800-323-5000 • MyCentralStatesPension.org

Summary Plan Description

For Participants in Benefit Classes 1 through 18+

Participants with their last hour of service while employed by UPS who are not retired as of 1/1/2008 are subject to a different Summary Plan Description and may request one to be provided by contacting the Fund offices.

About This Booklet…

This booklet tells you about Central States, Southeast and Southwest Areas Pension Plan and the benefits you or your survivors may be eligible to receive if you are a Participant of this Plan. All information in this booklet is subject to the terms of the actual Pension Plan document, which is the final written authority on all matters about the Plan. Only the Board of Trustees is authorized to interpret the Pension Plan and this booklet. No employer or union or any representative of any employer or union is authorized to interpret the Plan.

If you are a Participant in the Pension Plan, the Plan's website, **MyCentralStatesPension.org**, will give you more specific information about the benefits you may have earned so far. For actively employed Participants close to retirement age, it will also calculate estimates of future benefits if you keep working for the same contributing employer.

Central States, Southeast And Southwest Areas Pension Plan
is a jointly administered, defined benefit employee benefit plan.

Address Of Administrative Office:	8647 West Higgins Road Chicago, Illinois 60631-2803
Address For Correspondence:	P.O. Box 5109 Des Plaines, IL 60017-5109
Telephone Number:	800-323-5000
Website:	MyCentralStatesPension.org
Employer Identification Number:	36-6044243
Plan Number:	001
Plan Year:	January 1 Through December 31
Executive Director:	Thomas C. Nyhan

The agent for service of legal process is Thomas C. Nyhan, Executive Director, Central States, Southeast and Southwest Areas Pension Fund, at the address shown above.

ALERTA

IMPORTANTE: Este folleto contiene un sumario en inglés de sus derechos y beneficios bajo el Plan. Si usted tiene dificultad en entender cualquier parte de este folleto, favor de llamar a nuestro teléfono gratis, 800-323-5000. Si prefiere por manera de correspondencia, favor de enviarla a Central States, Southeast and Southwest Areas Pension Fund, P.O. Box 5109, Des Plaines, Illinois 60017-5109.

Message From The Board Of Trustees

Central States Pension Fund is one of the largest, best funded union defined benefit pension plans in the nation. With nearly $40 billion in assets for covering the retirement benefits of 330,000 Teamsters as of 2024, your pension benefit can be relied upon to deliver lifetime income. Central States is a multiemployer Taft-Hartley plan jointly administered by an eight-member Board of Trustees consisting of four Employee/Union Trustees and four Employer Trustees.

History

Established in 1955 to provide lifetime retirement benefits to Teamsters in the trucking industry, Central States has paid over $85 billion in benefits for more than 650,000 retirees and beneficiaries since inception. Retirement benefits are funded by employer contributions negotiated to be paid on their behalf for their employees working under Teamster collective bargaining agreements.

As union membership in the country grew in the 1960's and 1970's, Central States also grew to over 11,000 employers and 400,000 active participants. However, in the 1980s, the combination of a recession, deregulation of the trucking industry by Congress, and changes to the Employee Retirement Income Security Act of 1974 (ERISA) led to a significant drop in the number of participating employers in multiemployer plans. The deregulation of the trucking industry alone resulted in the loss of more than 10,000 participating employers that used to contribute to Central States. Further, the financial difficulties arising from the 2001 "dot-com" bubble, later followed by the 2008 "Great Recession" decimated the assets of multiemployer pension funds, including Central States Pension Fund.

The Future Is Bright

Since 2010, Central States, along with 150 other multiemployer pension plans, worked with all stakeholders—including Congress, to develop and pass viable pension funding legislation. The pension relief contained in the 2021 American Rescue Plan Act (ARPA) has provided a needed and long-sought solution to the nationwide multiemployer pension crisis. Because of this important legislation and receipt of a Special Financial Assistance grant in 2023 provided for by ARPA, Central States is now among the nation's best funded retirement plans.

Today, Central States has nearly 1,000 contributing employers covering approximately 35,000 active participants in a variety of industries. These include trucking, car haul, warehouse, construction, food processing, dairy and grocery logistics, allowing participants portability in moving amongst employers participating in the Fund.

Table of Contents

Quick Reference Guide To Your Lifetime Central States Pension

- ✓ You must be vested to earn a benefit from the Fund. New members after 1999 must meet a "vesting" rule by having five vesting years before earning a lifetime monthly pension benefit.
- ✓ The lifetime monthly pension benefit for all new members to the Pension Fund is determined by a simple formula of multiplying all contributions paid by the employer on your behalf by a one percent accrual.
- ✓ The higher the pension contribution rate is negotiated by your union and employer, combined with your length of employment, increases the amount of your pension benefit.
- ✓ The best way to determine your pension benefit is by using the benefit estimator found at **MyCentralStatesPension.org**.
- ✓ Normal retirement age is 65 to receive an unreduced pension benefit. However, your benefit can be drawn as early as age 57 with an early-retirement factor reduction.
- ✓ Many participants who have 20 years of pension service may draw their retirement benefit at age 62 without an early retirement reduction.
- ✓ At retirement, you and your spouse will need to decide whether to take the Joint and Surviving Spouse Option. The Joint and Surviving Spouse Option will provide a lifetime monthly benefit to your surviving spouse in the event of your death.
- ✓ If you are vested and you die prior to retirement, a pre-retirement death benefit is available for your spouse.
- ✓ Your plan also has a Disability Benefit. Members who qualify for a Monthly Disability Benefit can convert that benefit to a full pension benefit at age 65.
- ✓ Questions about your pension can be answered by contacting a Benefit Specialist at 800-323-5000, or by scanning this QR code and sending a secure message at **MyCentralStatesPension.org**.

Retirement Benefits

TIP If you are unfamiliar with the Plan, you may first want to read the Terms and Definitions section to help you understand your benefits.

Types Of Benefits

Each retirement benefit has its own rules. You can receive only one retirement benefit from this Plan. If you qualify for more than one benefit you will be paid the highest benefit to which you are entitled.

You must be at least age 57 when you retire to begin receiving your pension benefit.

Your retirement benefit is not subject to a Social Security offset. Any benefits you receive from this Plan are separate from and in addition to any Social Security benefits you may receive.

The Pension Plan provides 4 types of retirement benefits:

- **Contribution-Based Pension**
- **Contributory Credit Pension**
- **Twenty-Year Service Pension**
- **Deferred Pension**

Contribution-Based Pension

The Contribution-Based Pension is based on all Contributions paid on your behalf while you are a Participant in the Pension Plan.

What Are The Requirements?

- You must have at least 5 years of Vesting Service.
- If you do not have any Employer Contributions on or after January 1, 1999, you must have 10 years of Vesting Service.

What Is The Contribution-Based Pension Amount?

The amount of your monthly Contribution-Based Pension is based on the total amount of all Contributions paid to the Plan on your behalf. The monthly benefit you earn is calculated by adding the following 3 amounts:

- **Amount 1 (Post-2003 Contributions):** Total amount of all Employer Contributions paid on your behalf from January 1, 2004, forward is multiplied by 1%.
- **Amount 2 (Contributions from 1986 through 2003):** Total amount of all Contributions paid on your behalf from January 1, 1986 to December 31, 2003, is multiplied by 2%.
- **Amount 3 (Contributions before 1986):** The amount earned for any pre-1986 Contributions is determined by a formula, based on your Benefit Class and Contributory Credit as of December 31, 1985, as defined in the Pension Plan.

When Is The Benefit Payable?

- Age 65, or if later, after you have earned 5 years of Vesting Service
- It is payable in full upon retirement at age 65, or in full at age 62 if you have at least 20 years of Credit
- You may elect to take your Contribution-Based Pension before age 65 (or before age 62 with 20 years of Credit) with a reduction of 6% per year (0.5% per month) for each year your Retirement Date precedes either your 62nd or 65th birthday
- You must be at least age 57 when you retire to begin receiving your pension benefit.

ALERT

IMPORTANT: If your employer incurred a Rehabilitation Plan Withdrawal or is paying (or paid) Contributions on either the Default Schedule or a Distressed Employer Schedule, ***your pension benefits may be impacted****. Please refer to the section entitled "Rehabilitation Plan" in Appendix G.*

How Do I Calculate The Contribution-Based Pension?

EXAMPLE

Ann has Contributions paid on her behalf at various rates.

Amount 1:

2006 through 2025

52 weeks at $214 per week x 20 years x 1% = **$2,225.60**

Amount 2:

2003 - 47 weeks at $166 per week = $ 7,802
2002 - 43 weeks at $158 per week = $ 6,794
2001 - 37 weeks at $158 per week = $ 5,846
2000 - 40 weeks at $150 per week = $ 6,000
1999 - 49 weeks at $136 per week = $ 6,664

$33,106 x 2% = **$662.12**

Amount 3:

No Contributions before 1986 = **$ 0.00**

Benefit Amount: $2,225.60 + $662.12 + $0.00 = **$2,887.72**

After 20 years of Employer Contributions to the Pension Plan, Ann has earned a Contribution-Based Pension of **$2,887.72** per month, payable in full upon retirement at **age 62**.

In this example, Ann's benefit is $2,887.72 per month, payable upon retirement at age 62 because she has at least 20 years of Credit. For retirement at age 61, the amount would be $2,714.46 per month ($2,887.72 times 0.94).

Remember that every dollar paid on your behalf increases your Contribution-Based Pension, and the higher the contribution rate and the more Contributions paid on your behalf, the greater your Contribution-Based Pension will be. In addition, the older you are when you retire (up to age 65 or 62, depending on whether you have at least 20 years of Credit), the higher your monthly benefit will be.

All future negotiated increases in contribution rates will be used in calculating the Post-2003 portion of the Contribution-Based Pension.

What Are The Early Retirement Factors?

For Participants who have Contributions after 1985, use this chart to determine the amount of the Contribution-Based Pension paid for retirement before age 65 (with less than 20 years of Credit) or before age 62 (with at least 20 years of Credit).

Contribution-Based Pension Early Retirement Factors			
Age	**5-19 Years**	**20+ Years**	**RPW***
65+	1.00	1.00	1.00
64	0.94	1.00	0.90
63	0.88	1.00	0.81
62	0.82	1.00	0.74
61	0.76	0.94	0.67
60	0.70	0.88	0.61
59	0.64	0.82	0.55
58	0.58	0.76	0.50
57	0.52	0.70	0.46

*IMPORTANT: If your employer incurred a Rehabilitation Plan Withdrawal or is paying (or paid) Contributions on either the Default Schedule or a Distressed Employer Schedule, your pension benefits may be impacted. Please refer to the section entitled "Rehabilitation Plan" in Appendix G.

EXAMPLES

Irene has less than 20 years of Credit and her unreduced Contribution-Based Pension is $758.20 at age 65. If she retires at age 61, Irene's benefit would be $576.23 ($758.20 times 0.76).

Rick has at least 20 years of Credit and his unreduced Contribution-Based Pension is $2,345.80 at age 62. If he retires at age 59, Rick's benefit would be $1,923.56 ($2,345.80 times 0.82).

TIP

The easiest way to estimate the amount of your pension is by logging in at ***MyCentralStatesPension.org*** *and using the Benefit Estimator.*

Contributory Credit Pension

The Contributory Credit Pension is based on your years of Contributory Credit, your Benefit Class, your Qualifying Age, and the Contributions you earned after 2003. Non-Contributory Credit is not considered.

What Are The Requirements?

- You must have earned Contributory Credit before 2004, and
- You must have earned at least 1 week or 5 days of Employer Contributions under Schedule B of the Benefit Class Rate Chart.
- Upon retirement you must meet the Contributory Credit requirement which applies to your established Benefit Class and your Qualifying Age, according to the chart in Appendix A.
- If you have established Benefit Class 15C and your Qualifying Age is 57, you must have at least 25 years of Contributory Credit to receive a Contributory Credit Pension.
- For all Contributory Credit Pension charts, you must use your Qualifying Age, which is the earlier of:
    - Your age on your Retirement Date or
    - Your age on December 31 of the first year in which you have a One-Year Break—the first year with less than 10 weeks or 37 days or 300 hours of Contributions.
- You must be at least age 57 when you retire to begin receiving your pension benefit, even if you satisfy the Qualifying Age requirement for a Contributory Credit Pension or Twenty Year Service Pension.

What is the Contributory Credit Pension Amount?

The amount of your Contributory Credit Pension depends on the following:

- Your Qualifying Age,
- Your established Benefit Class,
- The total number of years of Contributory Credit you earned as of your Retirement Date,
- The number of years of Contributory Credit you earned as of December 31, 2003 (known as your Pre-2004 Contributory Credit), and
- Any additional benefits you earn after December 31, 2003 (known as your Post-2003 Benefit).

Calculating The Contributory Credit Pension

The amount of your Contributory Credit Pension is calculated as determined by Appendix A.

Twenty-Year Service Pension

The Twenty-Year Service Pension is a retirement benefit you can earn if you have at least 20 years of Credit. To earn the benefit you can combine your Contributory Credit and Non-Contributory Credit (which you are only likely to have if you became a Participant before April 1, 1985).

What Are The Requirements?

- At least 20 years of total Credit, of which at least 10 years must be Contributory Credit.
- If you left the Plan before age 50 (if you were under age 50 when you had a One-Year Break), you need at least 30 years of total Credit, of which at least 15 years must be Contributory Credit, unless you met the requirements of the Deferred Pension.

What is The Twenty-Year Service Pension Amount?

The amount of your Twenty-Year Service Pension is taken using the chart in Appendix B.

Deferred Pension

Deferred Pensions are benefits that you can delay receiving to a later age to get a higher monthly benefit. The amount of your Deferred Pension is based on your Benefit Class and your age at retirement using the Twenty-Year Service Pension Benefit Amounts chart in Appendix B.

What Are The Requirements?

- You must reach age 57 before you have a One-Year Break and have at least 20 years of total Credit, of which at least 10 years is Contributory Credit; or
- Reach age 50 before you have a One-Year Break and have at least 20 years of Contributory Credit; or
- Have at least 30 years of total Credit, of which at least 20 years are Contributory Credit; or
- Have at least 20 years of Contributory Credit and at least 20 weeks of Employer Contributions in a Plan Year under Schedule B of the Benefit Class Rate Chart found in the Pension Plan Document.

EXAMPLE

Amy was a Participant in the Pension Fund from age 37 to age 57 during the years 1996 through 2015. She earned 20 years of Contributory Credit and established Benefit Class 17B. Although Amy could retire and receive a benefit as early as age 57 ($700 per month), she chose instead to defer her retirement to age 60 to receive a higher benefit of $900 per month. She is eligible for the age 60 amount of $900 because she met the Deferred Pension requirement.

Note: If Amy's age-adjusted Contribution-Based Pension happens to be greater than $900, she will receive that higher benefit instead of the Deferred Pension.

Retirement Payment Options

After Death Benefits

The Payment Option you and your spouse choose affects the amount of your monthly retirement benefit, and what benefits, if any, may be available to your spouse or other beneficiary after your death. If you are married, you and your spouse must decide whether to take your benefits under one of the Joint and Surviving Spouse Options (JSO).

- You cannot receive any benefits until you and your spouse make this decision in writing.
- Your decision must be on the election form provided by the Plan, which you file with your application for benefits.
- Your JSO choice must be made no earlier than 180 days prior to your benefit approval date to be valid.

You and your spouse can change your minds on whether to take JSO coverage by completing a new election form, but only in the first 90 days of your initial benefit approval. **In order to be effective, this new election form must be received by the Pension Fund within 90 days of your initial benefit approval.**

ALERT

After 90 days have passed, your decision cannot be changed. *Keep in mind that if you change your minds about JSO coverage during those first 90 days, your benefit amount must be adjusted retroactive to the effective date of your benefit.*

With Lifetime Spouse Coverage

With Joint and Surviving Spouse Option (JSO) Coverage

JSO provides your spouse with a lifetime benefit if you die first. To help cover the cost of providing your spouse with a lifetime survivor benefit, the monthly retirement benefit you receive is reduced using an adjustment factor based on your age and your spouse's age when you retire. After your death, depending on your election, your spouse will receive either 50% or 75% of your reduced benefit as their lifetime benefit.

- Your spouse's benefits begin on the first day of the month after your death.
- Your spouse can remarry after your death and continue to receive the monthly benefit.
- After you begin receiving retirement benefits, if you get married or get remarried, your new spouse will not be eligible for any JSO benefits when you die.
- For purposes of electing JSO coverage, you must be married to the same person on both your Retirement Date and the date that your application is approved.

How Much Is Your Benefit Reduced?

With JSO coverage, your monthly retirement benefit is reduced using the adjustment factor which applies to you and your spouse. The 50% and 75% JSO Adjustment Factor charts are included in Appendix C.

EXAMPLE

Sam, age 59, earned a pension of $700 per month. He and his wife Sally, age 56, choose 50% JSO coverage. Sam's pension will be $634.27 per month ($700 x .9061). After Sam's death, Sally will receive $317.13 per month (50% of $634.27) for the remainder of her lifetime.

What If Your Spouse Dies First?

If your spouse dies before you and you send the Plan a copy of the death certificate, your benefit will be restored to the amount you would have received if, when you retired, you and your spouse declined JSO coverage. The increase in your benefit goes into effect the month after your spouse's death.

EXAMPLE

Continuing the example of Sam's pension, which was reduced from $700 to $634.27 to pay for JSO coverage when he retired, Sam's pension would be restored to $700 the month after Sally's death. If Sam remarries, he and his new spouse cannot elect JSO coverage and no survivor or death benefits would be paid to his new spouse or any other beneficiary after his death.

ALERT

A 12-Month retroactive restoration payment limit may apply, be sure to submit a copy of the death certificate as soon as possible.

Without Lifetime Spouse Coverage

Without JSO Coverage

If when you retire you are unmarried or you are married and decide against JSO coverage, whether a death benefit is payable depends on the type of retirement benefit you were eligible to receive.

If you qualified for a Twenty-Year Service Pension, Deferred Pension, or Contributory Credit Pension—even if you received a Contribution-Based Pension because the amount may have been greater—one of the following will apply upon your death:

- **If your Benefit Class is 4 or higher** and you die before you receive 60 monthly payments, your surviving spouse will receive the balance of the first 60 payments in the same amount you were receiving. If your Benefit Class is 4 or higher and you die after receiving 60 or more monthly benefit payments, no survivor or death benefits are payable.
- If you are not married and die before you receive 60 monthly benefit payments, a $1,000 Lump-Sum Death Benefit will be paid to the first of the following:
  - Your dependent children
  - Your non-dependent children
  - Your parents
  - Your brothers and sisters
  - Your estate
- **If your Benefit Class is less than 4,** a $1,000 Lump-Sum Death Benefit is paid according to the Plan Document.

ALERT

If you retired with less than 20 years of Credit or if you had 20 or more years of Credit but qualified only for a Contribution-Based Pension, no survivor or death benefits of any kind are payable when you die. In addition, if your Employer incurred a Rehabilitation Plan Withdrawal or is paying (or paid) Contributions on either the Default Schedule or a Distressed Employer Schedule, no survivor or death benefits will be payable when you die without JSO coverage. Please refer to the section entitled "Rehabilitation Plan."

Pete	Ken	Rich
• Contributory Credit Pension of $2,112.37 per month • Declined JSO coverage • Did not lose Adjustable Benefits per the Rehabilitation Plan • Dies after receiving 27 monthly payments • His widow will receive $2,112.37 per month for 33 months only (60 minus 27)	• Left Plan at age 43 • Earned 16 years of Contributory Credit and 4 years of Non-Contributory Credit • Retired at age 62 • Declined JSO coverage • Dies after receiving 43 monthly payments • Only eligible for Contribution-Based Pension, so no survivor or death benefits are payable	• Retired at age 62 • Earned 20 years of Credit and Benefit Class 14 • Received a Contribution-Based Pension, which was greater than the Twenty-Year Service Pension he also earned • Did not lose Adjustable Benefits per the Rehabilitation Plan • Dies after receiving 56 monthly payments • His widow will receive 4 monthly payments of the same amount • If he had no spouse and died during the first 60 months of retirement, the $1,000 Lump-Sum Death Benefit would be payable • If he had received 60 or more monthly payments, no survivor or death benefit would be payable to anyone because his Benefit Class was 4 or higher

Qualified Domestic Relations Order (QDRO)

Under the law your pension may or may not be assigned in a divorce settlement. If any part of your pension is assigned, you will need to submit a Qualified Domestic Relations Order (QDRO) which gives the alternate payee their assigned share of your pension.

A QDRO is a legal order resulting from a divorce or legal separation that gives the divorced spouse or other dependent—defined as an alternate payee—their share of an asset such as a pension or retirement plan benefit. In many cases, parties may choose not to enter into a QDRO but divide other similar assets.

The Fund does not write the QDRO. You or your attorney must comply with our procedures, and the QDRO must be entered with a court. To ensure the order complies with our procedures, it is recommended the parties use the applicable model form which is available to download at **MyCentralStatesPension.org**.

Divorce after retirement does not cancel the JSO election. To do this your spouse must execute a written waiver of any right to and interest in the JSO. This waiver must be incorporated into a court approved property settlement agreement that is part of a judgment or order entered by a court.

Upon approving the judgment or order:

- Your benefit will be restored to the amount you would have received if JSO coverage had not been elected.
- The restoration will go into effect on the first of the month following the month in which the judgment or order is entered by the court.

If you remarry after your divorce, you and your new spouse cannot elect JSO coverage. In addition, if you previously elected JSO coverage, neither your new spouse nor any other beneficiary will be eligible for any survivor benefits.

For questions regarding QDRO:

Phone: 800-323-2152 ext. 3876

Fax: 847-518-9752

Email: QDROmail@centralstates.org

Mail: Central States Pension Fund
Attn: Domestic Relations Orders
P.O. Box 5109
Des Plaines, IL 60017-5109

Before Retirement Death Benefits

The Plan has 4 death benefit options which may be available if your death occcurs before retirement. Upon being notified of your death, the Plan will provide your dependents with the available options.

50% Surviving Spouse Benefit	60-Month Benefit	$4,000 Lump-Sum Death Benefit	Class 18/18+ $10,000 Death Benefit

50% Surviving Spouse Benefit

If you are vested, the Plan offers a 50% Surviving Spouse Benefit. This benefit provides your surviving spouse with a monthly income for the remainder of their lifetime if your death occurs before you retire.

What Is The Amount Of The 50% Surviving Spouse Benefit?

- 50% of the monthly benefit you would have received if you had retired on the day of your death and chosen the 50% JSO coverage.

When Does The 50% Surviving Spouse Benefit Begin?

- In most instances, the benefit begins the first month after your death
- If your death occurs before age 57: the earliest your spouse can begin receiving benefits is the first month following the date you would have reached age 57.
- Depending on the type of benefit you earned, your surviving spouse may be eligible to defer payment of the 50% Surviving Spouse Benefit to a later date to receive a higher monthly amount.

EXAMPLE

Chet was age 62, had 29 years of Contributory Credit, and had earned a Contribution-Based Pension of $2,894.50 when he died. His widow, age 58, can receive a 50% Surviving Spouse Benefit, calculated by reducing Chet's $2,894.50 by the .8867 JSO factor that applies to them (based on the Appendix C charts), and multiplying the result by 50%:

$2,894.50 x .8867 = $2,566.55
$2,566.55 x 50% = $1,283.27

Chet's widow will receive a benefit of $1,283.27 per month for the rest of her life beginning the month following Chet's death.

ALERT

50% Surviving Spouse Benefit and the 60-Month Benefit benefit payments cannot begin until the later of the month following the date you would have reached age 57 or the month after your death.

EXAMPLE

Mary died unexpectedly at age 44 after 10 years in the Plan. She had earned a Contribution-Based Pension of $1,048.50 per month at age 65. Mary's husband Frank, age 47, can receive a 50% Surviving Spouse Benefit of $471.40 per month, calculated as follows:

$1,048.50 x .8992 = $942.81
$ 942.81 x 50% = $471.40

Important Note: Frank's $471.40 per month benefit will not begin until the month after Mary would have turned 65. Or, with a 6% per year reduction, Frank can receive a lesser amount as early as when Mary would have turned age 57.

60-Month Benefit

If you die before you retire, this benefit provides your surviving spouse or, if none, dependent children with a monthly benefit for 60 months.

- It is an alternative to the 50% Surviving Spouse Benefit.
- The monthly amount would be greater than the 50% Surviving Spouse Benefit, but the benefit ends after 60 monthly payments have been issued.

Your surviving spouse (or dependent children) will be eligible for the 60-Month Benefit if, at the time of your death:

- You did not have 3 or more One-Year Breaks in a row; and
- You had 20 or more years of Credit, of which at least 10 years are Contributory Credit.
- You were at Benefit Class 4 or higher.

What Is The Amount Of The 60-Month Benefit?

The monthly amount of the 60-Month Benefit is the retirement benefit you would have received if you had retired on the date of your death or, if greater, $160 per month. If you are not survived by a spouse, but are survived by one or more dependent children, the benefit is divided equally among them.

When Does The 60-Month Benefit Begin And End?

- If you are at least 57 years old when you die: on the first day of the month following your death
- If you are under age 57 when you die: benefit payments cannot begin until the month following the month in which you would have reached age 57
- Benefits stop after 60 monthly payments have been issued or, if earlier, upon the death of your surviving spouse or your dependent children.

EXAMPLE

Again using Chet's situation from the previous page, Chet's widow can choose to receive a 60-Month Benefit of $2,894.50 per month for 60 months instead of the $1,283.27 per month 50% Surviving Spouse Benefit.

Lump-Sum Death Benefit

The Lump-Sum Death Benefit provides your surviving spouse or other eligible payee with a one-time payment.

- If you only earn Employer Contributions under Schedule A of the Pension Plan Benefit Class Rate Chart, you will receive $2,000.
- If you earned Employer Contributions under Schedule B, you will receive $4,000.

After the lump sum payment is issued, no further death benefits are payable. Your surviving spouse, or other beneficiary, becomes eligible for a Lump-Sum Death Benefit if, at the time of your death:

- You did not have 3 or more One-Year Breaks in a row; and
- You had 10 or more years of Credit; and
- You met the minimum pension contribution requirements as set forth in the Pension Plan Document.

Who Can Receive The Lump-Sum Death Benefit?

The Lump-Sum Death is paid to the first of the following eligible payees:

1. Your current spouse
2. Your dependent children
3. Your non-dependent children
4. Your parents
5. Your brothers and sisters
6. Your estate

EXAMPLE

Steve had 10 years of Contributory Credit and while working, died suddenly at age 33. His widow, Ellen, chose to receive the Lump-Sum Death Benefit of $4,000, rather than wait until Steve would have turned age 57 (24 years later) to receive a 50% Surviving Spouse Benefit based on his age 57 Contribution-Based Pension.

Because Steve did not have at least 20 years of Credit, Ellen could not receive the 60-Month Benefit.

Benefit Class 18/18+ $10,000 Death Benefit

The Plan also provides a Benefit Class 18/18+ Death Benefit of $10,000 to your surviving spouse (or, if none, to your dependent children), in addition to any 50% Surviving Spouse Benefit or 60-Month Benefit which may be payable, if:

- You satisfy the Benefit Class 18/18+ contribution requirement (refer to the Pension Plan for more detailed information concerning this requirement); and
- You have at least 10 years of Credit with the Plan; and
- Your death occurs before you have 3 or more One-Year Breaks in a row; and
- Your death occurs prior to your retirement—or if you are receiving a Monthly Disability Benefit, before your 65th birthday.

ALERT

*If the Benefit Class 18/18+ $10,000 Death Benefit is paid, the $4,000 Lump-Sum Death Benefit is not payable. The Benefit Class 18/18+ $10,000 Death Benefit can be paid in addition to the 50% Surviving Spouse Benefit or the 60-Month Benefit, **but** the Lump-Sum Death Benefit of $4,000 can only be paid instead of the 50% Surviving Spouse Benefit or the 60-Month Benefit.*

Disability Benefits

The Plan has two disability benefits:

Monthly Disability Benefit
(monthly income throughout your disability)

Lump-Sum Disability Benefit
(a one-time payment)

If you qualify for a Monthly Disability Benefit and a Lump-Sum Disability Benefit, you cannot receive both and you must choose the one you wish to receive. In addition, if you are eligible for a retirement benefit and a disability benefit, you cannot receive both and you must choose the benefit you wish to receive.

When Are You Considered Totally And Permanently Disabled?

- Generally, if you have been determined to be totally and permanently disabled by the Social Security Administration; or
- You may also be considered by the Plan to be totally and permanently disabled if you can provide medical evidence establishing that your disability is both total and permanent.

Monthly Disability Benefit

You can qualify for a Monthly Disability Benefit if:

- You become totally and permanently disabled before your 62nd birthday and before you have 3 or more One-Year Breaks in a row; and
- As of the date you become disabled if you have 10 or more years of Credit.

What Is The Amount Of The Monthly Disability Benefit?

The amount of the Monthly Disability Benefit is determined by your age and your Benefit Class as of the date of your disability.

ALERT

After you begin receiving benefits the decision is final and cannot be changed. If your Employer incurred a Rehabilitation Plan Withdrawal or is paying (or paid) Contributions on either the Default Schedule or a Distressed Employer Schedule, no Disability Benefits will be payable unless already in pay status.

Benefit Classes 4 to 17B	
Age at Disability	Monthly Amount
Under age 62	$250
62 or older	none
Benefit Class 18 or 18+	
Age at Disability	Monthly Amount
50 or younger	$650
51	$700
52	$750
53	$800
54	$850
55	$900
56	$950
57-61	$1,000
62 or older	none

How Long Will Disability Benefits Be Paid?

The Monthly Disability Benefit begins on the first day of the 6th month following the month of your disability. It is paid until you recover from your disability or switch to a retirement benefit when you reach age 65.

ALERT

Important: *Because the Monthly Disability Benefit is paid only if you are totally and permanently disabled, if you are receiving a Monthly Disability Benefit and you accept any kind of work (even if permitted by the Social Security Administration), you will be in Restricted Reemployment and your monthly benefits will be suspended.*

Can I Switch To The Retirement Benefit at age 65?

If you are receiving a Monthly Disability Benefit and are vested, you can switch to a retirement benefit at age 65.

- If you switch to a Contribution-Based Pension or a Deferred Pension, your benefit will be based on age 65.
- If you switch to a Twenty-Year Service Pension or Contributory Credit Pension, the monthly amount will be based on your age as of December 31 of the first year after the date you became totally and permanently disabled and in which you had less than 10 weeks of Contributions.

When you reach age 65, if you decide to switch to a retirement benefit, you and your spouse will also be asked if you want to have your retirement benefit paid with JSO coverage.

EXAMPLE

Gene was permanently disabled at age 43, after earning 10 years of Contributory Credit and establishing Benefit Class 18. He received $650 per month until turning age 65, when he switched to the Contribution-Based Pension he had earned, which happened to be greater than $650 per month.

What If I Recover From Disability?

Please contact the Fund if you are no longer receiving disability benefits from the Social Security Administration or you recover from your total and permanent disability prior to your 65^{th} birthday and no longer qualify to continue receiving your Monthly Disability Benefit. Your eligibility for retirement benefits from the Plan will be determined by the following:

- If you do not earn additional Contributory Credit but qualify for a Contribution-Based Pension or Deferred Pension when you retire, your amount will be based on your age on the date of your retirement. For a Twenty-Year Service Pension or Contributory Credit Pension, the amount will be based on your age as of December 31 of the first year after the date you became totally and permanently disabled and in which you had less than 10 weeks of Contributions paid on your behalf.
- If, after recovery from your disability, you earn at least one year of Contributory Service Credit but have less than 250 weeks of Contributions paid on your behalf, your retirement benefit will be determined in the same manner as in the preceding paragraph.
- If, after recovery from your disability, you have at least 250 weeks of Contributions paid on your behalf, any retirement benefit you are eligible to receive will be determined as though you had never received a Monthly Disability Benefit.

ALERT

If you recover from a total and permanent disability and you are eligible for any type of retirement benefit, payment of the retirement benefit cannot begin until you are at least age 57.

What If I Die While Receiving A Monthly Disability Benefit?

If you die while receiving a Monthly Disability Benefit and have not reached age 65, your spouse will be entitled to choose between the following:

- **50% Surviving Spouse Benefit** - Based on any retirement benefit you were eligible to receive on the date of your death if you are at least age 57 when you die.
  - If you are under age 57, benefit payments cannot begin until the month following the month in which you would have reached age 57.
  - For the Contribution-Based Pension or a Deferred Pension, the benefit amount will be based on your age at the date of your death (or any later date chosen by your spouse).
  - For a Twenty-Year Service Pension or Contributory Credit Pension, the amount will be based on your age as of December 31 of the first year after the date you became totally and permanently disabled and in which you had less than 10 weeks of Contributions; or
- **$1,000 Death Benefit** - This benefit will be paid to the first of the following:

1. Your current spouse
2. Your dependent children
3. Your non-dependent children
4. Your parents
5. Your brothers and sisters
6. Your estate

If you do not have a spouse on the date of your death, the only benefit payable is the $1,000 Death Benefit.

ALERT

If you had at least 10 years of Credit and die before age 65 while receiving a Monthly Disability Benefit, the Benefit Class 18/18+ $10,000 Death Benefit may be payable in addition to the 50% Surviving Spouse Benefit if you satisfy the Benefit Class 18/18+ contribution requirement (as described in the Pension Plan). If the Benefit Class 18/18+ $10,000 Death Benefit is paid, then the $1,000 Death Benefit is not payable.

If you die while receiving a Monthly Disability Benefit and had reached at least age 65, the $1,000 Death Benefit is payable to your spouse or other eligible payee.

$500 Lump-Sum Spouse Death Benefit

If your spouse dies while you are receiving a Monthly Disability Benefit, you will be paid a one-time $500 Lump-Sum Death Benefit.

Lump-Sum Disability Benefit

The Lump-Sum Disability Benefit is a one-time benefit of $3,000—or $2,000 if you only earned Employer Contributions under Schedule A of the Pension Plan Benefit Class Rate Chart—which may be payable instead of the Monthly Disability Benefit. You can qualify for a Lump-Sum Disability Benefit if:

- You become totally and permanently disabled on or after your 45th birthday, and before you have 3 or more One-Year Breaks in a row; and
- As of the date you become disabled you have 10 or more years of Credit; and

You have met the minimum contribution requirements as set forth in the Pension Plan Document.

Partial Pensions

The Plan has reciprocal agreements with many other Teamster Pension Plans. These reciprocal agreements make it possible for you to become eligible for certain benefits even if your Credit is split between plans.

With a Partial Pension, each plan pays you a portion of that plan's benefit, based on the Credit you earned while covered by that plan. When you retire you will receive separate monthly benefit checks from each plan. To find out if you are eligible for a Partial Pension you must file an application for benefits with each plan in which you earned Credit.

What Are The Partial Pension Requirements?

Generally, you need at least 20 years of combined Service Credit between all the funds for a Partial Pension. The necessary requirements for a Partial Pension (or for your surviving spouse or eligible payee to become eligible upon your death) can be found in Appendix D.

Age 65 Retiree Prescription Drug Benefit

For Participants In Benefit Class 18+ Only

The Pension Plan provides a special Age 65 Prescription Drug Benefit—a Medical Benefits Account under Section 401(h) of the Internal Revenue Code—that applies only to retirees who established Benefit Class 18+ and whose employer pays the contribution necessary for this benefit.

What Are The Eligibility Requirements?

To receive the Age 65 Prescription Drug Benefit you must satisfy all of these requirements:

- Have at least 20 years of Contributory Credit
- Qualify for a Contributory Credit Pension based on Benefit Class 18+
- Your last employer must be submitting Contributions at the Benefit Class 18+ level at the time of your retirement
- Earn at least 2 weeks or 10 days of Class 18+ Contributions after June 1, 1999.

ALERT

The Age 65 Retiree Prescription Drug Benefit (Medical Benefits Account 18+) provides that the Pension Fund will pay Prescription Drug Benefit charges up to a $1,000 maximum per Eligible Medical Beneficiary in each calendar year equal to the Prescription Drug Benefit as specified to the Retiree Plan Document of the Health and Welfare Fund.

What Prescriptions Are Covered?

Although most prescriptions are covered, certain prescriptions are not covered. The Central States Health and Welfare Plan will determine for the Pension Plan which prescription drugs are covered.

Generic equivalents of brand name drugs are required, if available.

Special Prescription Drug Card

When you become eligible for the Age 65 Retiree Prescription Drug Benefit you will receive a new prescription card and an informational package explaining the details of the plan and the benefits.

Be sure to keep the Plan informed of any address changes after you retire and start receiving benefits.

Coordination With Medicare Part D Prescription Drug Benefit

For individuals who participate in both the Age 65 Prescription Drug Benefit Plan and a Medicare Prescription Drug Benefit, this Plan will coordinate benefits on a secondary basis with Medicare.

As an example, if you have Medicare Part D coverage, that plan will be primary and pay first, while this Plan will coordinate benefits on a secondary basis. The coordination of benefits takes place at the pharmacy. In all cases, the maximum benefit payable by this Plan remains at $1,000 per person per year.

Unforeseeable factors, such as inadequate funding or a change in the Medicare program, may require the Board of Trustees to modify or terminate the program.

Future availability of the program is dependent on continuing Contributions from employers contributing under Benefit Class 18+. The collective bargaining agreement of the contributing employer from which you retired must continue to provide the necessary funding for the Age 65 Retiree Prescription Drug Benefit.

For more information about the Age 65 Prescription Drug Benefit, visit **MyTeamCare.org**.

Reemployment After Retirement

What Is Restricted Reemployment?

Certain types of reemployment after retirement are considered restricted. If you accept employment in violation of the Restricted Reemployment rules, your pension benefits will be suspended until you stop working in Restricted Reemployment. Additionally, future benefits may be forfeited or reduced to reimburse the Plan for any benefits paid to you while you worked in Restricted Reemployment.

The Restricted Reemployment graphic on the next page shows the maximum permissible hours of employment per month you may work without your benefits being suspended. As long as you limit your Restricted Reemployment to the number of hours allowed per month you can continue to receive your monthly retirement benefits—provided the work does not fall into another Restricted Reemployment category. You may work an unlimited number of hours in any employment that is not Restricted Reemployment.

Procedures On Restricted Reemployment

To avoid unnecessary problems and future benefit suspensions or reductions:

- We require that you promptly notify the Plan of any employment or self-employment after your retirement.
- We suggest that you notify the Plan of any future job you are considering accepting.
- We may ask you to provide information about your post-retirement employment.
- We may also check with the Social Security Administration or request income tax documents from you to verify the accuracy of the information you give us.

Failure to provide the requested information will result in your benefits being temporarily suspended.

How Long Will Your Monthly Benefits Remain Suspended?

If your employment is in violation of the Restricted Reemployment rules, your monthly benefits will be suspended until the first day of the month after you quit working. When your benefits are reactivated, your benefit may then be temporarily suspended and/or reduced to reimburse the Plan for any benefit payments you were not entitled to receive.

ALERT

If you work in Restricted Reemployment for more than the maximum number of permissible hours, the Fund has the right to recover any pension benefits paid to you while you worked in Restricted Reemployment.

Because the Monthly Disability Benefit is paid only if you are totally and permanently disabled, if you are receiving a Monthly Disability Benefit and you accept any kind of work for wage or profit, your monthly benefits will be suspended.

For any period you which you exceed the Pension Plan's Restricted Reemployment limitations—regardless of whether your pension is suspended—you and your spouse are ineligible for participation in the Health and Welfare Retiree Benefit Plan.

STOP

Restricted Reemployment
For further information on the Restricted Reemployment limitations, visit **MyCentralStatesPension.org**.

REEMPLOYMENT AFTER RETIREMENT

Restricted Reemployment

Work in <u>any</u> position (or supervising any position) in the following Core Teamster Industries, either in a union or non-union capacity, is Restricted Reemployment:

	Under Age 57	Age 57 - 59	Age 60-64	Age 65 and Over
Trucking and Freight; Warehouse; Car Haul; Tank Haul; Small Package and Parcel Delivery; Food Processing or Distribution (including Grocery, Dairy, Bakery, Brewery and Soft Drink); Building Material and Construction	STOP **Not permissible unless reemployment meets one of the following Exceptions**			40 hours or *Unlimited

Work outside of Core Teamster Industries is Restricted reemployment if the work falls into any of the following categories:

	Under Age 57	Age 57 - 59	Age 60-64	Age 65 and Over
Work for a Contributing Employer or former Contributing Employer	STOP **Not permissible unless reemployment meets one of the following Exceptions**			40 hours or *Unlimited
Work in any position (or supervising any position) that is covered by a Teamster Contract with the Employer				
Work in any position in the same industry in which you earned Contributory Credit with the Pension Fund		80 hours	Unlimited hours	
Work in any position in the same job classification as other Plan Participants within a 100-mile radius				

* In August 2009, the Trustees approved a change to the reemployment rules which exempts **qualified retirees** age 65 or older from the Pension Fund's reemployment rules and allows them to work in any position for an unlimited number of hours. This is known as the Post-Age 65 Exemption, see next page for full details.

Restricted Reemployment Exceptions

	Maximum Permissible Hours Per Month
Post-Age 65 Exemption To qualify, a retiree must be age 65 or older, and been retired and receiving a pension benefit for at least 12 months, and: A. if the Retirement Date is before age 65, did not work in "Restricted Reemployment" for at least 12 consecutive months commencing at age 64 or later, or B. if the Retirement Date is at age 65 or older, did not work in "Restricted Reemployment" for any 12 consecutive month period that commences no earlier than 12 months preceding the Retirement Date.	Retirees who meet all of these conditions can work in any position for an unlimited number of hours and continue to receive their monthly pension benefit. Please contact the Fund to secure approval for this exemption.
Governmental Employment Exception Employed by a governmental agency provided the agency is not a Contributing Employer or a former Contributing Employer.	Unlimited hours
Newly Organized Company Exception A retiree who is employed in what is not considered Restricted Reemployment, that subsequently becomes organized by the Teamsters (provided that the Employer does not become a Contributing Employer), will be allowed to continue employment without benefit suspension.	Unlimited hours
Previous Reemployment Rules Exception These Restricted Reemployment Rules became effective on January 1, 2004. If the application of these rules results in a retiree being found to be in Restricted Reemployment based on employment that would not have been prohibited under the previous reemployment rules, the Fund will treat the position as not being Restricted Reemployment.	Refer to pre-2004 Reemployment Rules which can be found in the Pension Plan

What Happens To Your Benefit Amount If You Earn Additional Contributory Credit After Retiring?

If you return to Contributory Service after retiring, when you retire again your benefit amount will be recalculated according to the following:

- If you earn less than one additional year of Contributory Credit, your benefit amount will not be re-calculated and when you retire again you will receive your original benefit.
- If you have at least one year of Contributory Credit but less than 250 weeks of additional Contributions, you will receive the benefit you originally received or, if higher, your Contribution-Based Pension based on your age at your original Retirement Date.
- If you have at least one year of Contributory Credit and at least 250 weeks of additional Contributions in five or more calendar years, your benefit amount will be re-calculated as though you had never retired.

ALERT

Your Payment Option (JSO) can be changed only if you return to work and have at least 250 additional weeks of Contributions in five or more calendar years paid on your behalf.

Filing For Benefits

To receive benefits you must file an application. Log in to your account at **MyCentralStatesPension.org** to begin your Pension Application or download a form. You can also request a form by contacting the Fund or your local union.

- If possible, do not retire before your eligibility for benefits has been confirmed.
- File your application for retirement benefits several months before you want to retire.
  - But do not complete and send your JSO election form until you are within 180 days of your Retirement Date.

For a disability benefit, file an application for benefits as soon as possible after you become disabled.

An application for any death benefit should be filed as soon as possible.

What Information Should You Include With An Application?

The information included with an application is different for each benefit. The information needed is stated on each application form.

If your benefits must be divided as a result of a divorce, you should submit a copy of your court entered Qualified Domestic Relations Order (QDRO) once entered by the court or a copy of your divorce decree if a QDRO has not yet been entered in court. Please refer to **MyCentralStatesPension.org** for further information.

TIP

The information needed is stated on each application form, but here are some of the documents you will need to submit copies of:

	Pension Application	Survivor Application	Disability Application
Member's Birth Certificate (or other proof of age)	✓	-	✓
Spouse's Birth Certificate (or other proof of age)	✓	✓	✓
Marriage Certificate	✓	✓	✓
Death Certificate	-	✓	-
Divorce Decree/QDRO	✓	-	✓
Complete Social Security Insurance Award	-	-	✓
Military Discharge Papers	-	-	✓

12-Month Payment Limit

The Plan will pay no more than 12 months of retroactive retirement or survivor benefit payments when benefits begin. The 12-month payment limit does not apply to the Monthly Disability Benefit.

If you elect a retroactive Retirement Date, then your spouse must consent to your retroactive Retirement Date by signing a form sent by the Plan if both of the following apply:

- Your benefit amount payable based on your Retirement Date is less than the benefit amount payable based on the date that the Fund receives your written notice of your retirement; *and*
- You elect JSO coverage.

For purposes of electing JSO coverage, you must be married to the same person on both your retroactive Retirement Date and the date that your application is approved.

How Can I Verify Eligibility Before I Retire?

You can verify if you are eligible for benefits before your planned Retirement Date by logging in at **MyCentralStatesPension.org** or by writing the Plan a letter asking for confirmation of your status. Be sure to include your Social Security Number, name, address, birth date, employment history, and local union number(s). We will tell you how much Credit you have earned so far and let you know if you are eligible for benefits. The Fund will contact you if additional information is needed.

ALERT

You must terminate your employment and receive all compensation from an employer that contributes to the Plan on or before your Retirement Date. If you are working for a non-contributing employer, you must also terminate your employment and receive all compensation unless you have received written notification from the Plan that your employment is not disqualifying Restricted Reemployment.

What If My Claim Is Denied?

The Plan has an appeals procedure you may follow if all or part of your claim is denied. You must go through the appeals procedure before starting any legal action. The appeals procedure involves the following:

- A review of your claim by the Benefits Claim Appeals Committee.
- If you disagree with the decision you received, you may request a review of your claim by the Trustee Appellate Review Committee. If you choose, you may request to make a personal presentation of your appeal at the Trustee's next available regularly scheduled meeting.

These Committees will act according to the following:

- If you do not meet the eligibility requirements, your claim will be denied. A decision to deny a claim for benefits is based on the eligibility rules of the Plan and all available verified information.
- If all or part of your claim is denied, you will be notified of the decision by mail. The letter will state why your claim was denied and will reference the section(s) of the Plan used in determining the reason for that denial.
- The letter will also tell you what additional information you need to submit for your claim to be considered further. It is your responsibility to get additional information and verification needed to support your claim.

Some Things To Know About The Appeals Process

- You must use the appeal forms supplied by the Plan. Failure to do so may delay the processing of your appeal. The form can be downloaded at **MyCentralStatesPension.org** or you may write the Plan to request one.
- You must submit your appeal within 180 days after you receive the Plan's notice of denial.
- Typically, your appeal will be heard by the Benefits Claim Appeals Committee within 30 days of receipt by the Plan. You may waive this limit in order to allow the Plan more time to conduct research or for you to provide additional information.
- Typically, your request for a review by the Trustee Appellate Review Committee will be heard within 90 days.
- Failure to provide information necessary to decide your claim could extend the period allowed for appellate review.

ALERT

Misrepresentation of Facts: *If you omit information, or furnish false or misleading information to the Plan, the Board of Trustees can take measures, including legal action, to recover any benefits you are not eligible to receive.*

Terms And Definitions

Becoming A Participant

To earn a benefit from the Pension Plan, you must first become a Participant by working for an employer that submits Contributions to the Plan on your behalf. You become a Participant if you have at least 20 weekly, 75 daily, or 600 hourly Contributions paid on your behalf within the first 12 months of your employment, or in any calendar year after that.

Becoming a Participant does not necessarily mean you will qualify for benefits. To qualify for benefits, you must earn a minimum amount of Vesting Service. To keep the Vesting Service you earn, you must remain a Participant to avoid having what is called a Break in Service.

ALERT

You cannot be a Participant if you are a manager, supervisor, business partner, sole proprietor, or business owner with supervisory authority, or if you are self-employed.

Employer Contributions

Benefits are funded by Employer Contributions to the Pension Plan. The amount of Contributions your Employer submits on your behalf is specified by your collective bargaining agreement. No portion of your union dues is submitted to the Plan.

Self-Contributions

In some cases you can submit a limited amount of Contributions to the Plan on your own behalf. These voluntary, optional Contributions are called Self-Contributions. You can submit Self-Contributions only for periods of absence **before January 1, 1994**, and only for periods of sick leave (because of illness or injury), layoff, strike or approved leave of absence <u>during which you remained on your Employer's seniority list</u>. For more information on Self-Contributions, see Appendix E.

Contributory Credit

Contributory Credit (also known as Contributory Service Credit) is Credit you earn from the Contributions paid on your behalf by your employer (or Self-Contributions you may have been allowed to submit). You earn Contributory Credit on a calendar year basis according to the chart.

For 148 days of Contributions in 2001, your Contributory Credit would be 0.822 (148 divided by 180).

For 37 weeks of Contributions in 1998, your Contributory Credit would be 0.925 (37 divided by 40).

All Weekly Rates Before 1976	
0-19 weeks	No Credit
20-34 weeks	0.500 year Credit
35 or more weeks	1.00 year Credit
All Weekly Rates After 1975	
0-19 weeks	No Credit
20-39 weeks	Weeks / 40
40 or more weeks	1.000 year Credit
All Daily Rates Before 1985 (Casual)	
0-89 days	No Credit
90-179 days	Days / 180
180 or more days	1.000 year Credit
All Daily Rates After 1984	
0-74 days	No Credit
75-179 days	Days / 180
180 or more days	1.000 year Credit
All Hourly Rates	
0-599 hours	No Credit
600-1,199 hours	Hours / 1,200
1,200 or more hours	1.000 year Credit

Non-Contributory Credit

Non-Contributory Credit (also known as Non-Contributory Service Credit) may be important to you, but only if you retire with less than 20 years of Contributory Credit and if you became a Participant before April 1, 1985. More information on Non-Contributory Credit can be found in Appendix F.

Military Credit

Under certain conditions you may earn Military Credit for your active duty in the Armed Forces of the United States. You may earn up to 5 years of Military Credit that counts as Contributory Credit if all of the following conditions are met:

- You entered the Armed Forces of the United States while working for an Employer that was making Contributions to the Plan, or started making Contributions to the Plan while you were in the Armed Forces; and
- You would have had Employer Contributions paid to the Plan on your behalf had you not entered the Armed Forces; and
- After your service in the Armed Forces, you promptly (within 90 days) applied to return to work with the same Employer that employed you when your service began.

If your service in the Armed Forces does not qualify as Contributory Credit, it may possibly qualify as Non-Contributory Credit.

Vesting Service

Vesting establishes a right to a benefit from the Plan. When you become vested, you cannot lose your right to a benefit. But if you leave the Plan before you are vested, the number of years of Vesting Service you have determines whether you can have a Break in Service—which causes you to lose all Credit you have already earned. To become vested, you must first earn Vesting Service.

How Is Vesting Service Earned?

You earn one year of Vesting Service for each calendar year during which you have at least 20 weeks, 75 days (90 days before 1985), or 600 hours of Contributions paid on your behalf.

How Do I Become Vested?

You become vested once you have:

- 5 years of Vesting Service (if you have any Employer Contributions after December 31, 1998); or
- 10 years of Vesting Service (if you do not have any Employer Contributions after December 31, 1998)

Being vested entitles you to receive, at a minimum, the Contribution-Based Pension upon retirement.

EXAMPLE

Year	Weeks Paid	Vesting Service
2015	20	1 year
2014	40	1 year
2013	23	1 year
2012	52	1 year
2011	48	1 year
2010	17	0 year
		5 years

This Participant will become vested after 20 weeks of Contributions are paid on his behalf in 2015.

In some cases, you can also earn Vesting Service for employment without Contributions if it is continuous employment. Continuous employment is uninterrupted employment with the same contributing employer, either immediately before or immediately after Contributions were paid to the Plan on your behalf, and while Contributions are made for other employees of that employer. One year of Vesting Service is earned for each calendar year during which you had 900 or more hours of continuous employment.

EXAMPLE

Jack works for 4 years (2010-2013) as a truck driver. Jack has at least 20 weeks of Contributions paid on his behalf each year by his employer. Jack, therefore, has earned 4 years of Vesting Service.

Beginning with his 5th year of employment, Jack gets promoted to management and Contributions are no longer required to be paid to the Plan for him. Jack stays in management for 1 year and then quits. The year Jack spent in management is counted as Vesting Service because his promotion was directly from the bargaining unit and, while Jack was in management, his employer still paid Contributions to the Plan for the other drivers who were not promoted.

Jack, therefore, has 5 years of Vesting Service—but the amount of his Contribution-Based Pension would be based only on the 4 years of Contributions paid to the Plan.

How Are Vesting Service and Contributory Credit Different?

Vesting Service determines whether you earn the right to a benefit. Contributory Credit affects the amount and the type of any eventual benefit you may earn. To earn a year of Vesting Service you need 20 weeks or 75 days or 600 hours of Contributions, but a year of Contributory Credit requires 40 weeks or 180 days or 1,200 hours of Contributions. This means you can accumulate Vesting Service more quickly than Contributory Credit, as in this example:

EXAMPLE

	Weeks Paid	Vesting Service	Contributory Credit
2015	40	1 year	1.000 year
2014	27	1 year	0.675 year
2013	52	1 year	1.000 year
2012	7	0 year	0.000 year
2011	47	1 year	1.000 year
2010	20	1 year	0.500 year
Total		**5 years**	**4.175 years**

Weeks Paid/Vesting Service/Contributory Credit

In the previous example, the Participant is vested because he has 5 Vesting Service years (and because he had Contributions paid on his behalf after December 31, 1998). However, he has only 4.175 years of Contributory Credit. He has earned a Contribution-Based Pension because he is vested, and he has accumulated 4.175 years of Contributory Credit toward other potential benefits.

ALERT

Important Note About Becoming Vested: When you become vested, you are protected from having a Break in Service that would cause you to lose the Credit and Vesting Service you have earned, but you are not protected from having a One-Year Break. A One-Year Break may affect how your benefit amount is determined because it will affect your Benefit Class and/or your Qualifying Age, and 3 or more One-Year Breaks in a row will make you or your survivors ineligible for certain disability and death benefits. So, even if you are Vested, you should understand the Break in Service rules.

Breaks In Service

There are two kinds of Breaks in Service: a One-Year Break and a Break in Service. Although having a One-Year Break may affect the amount of your benefit, it is not as serious as having a Break in Service, which causes you to lose all your Credit and Vesting Service.

One-Year Break

A One-Year Break is a calendar year with less than 10 weeks (or 37 days for years after 1984, or 45 days for years before 1985, or 300 hours) of Contributions, or 450 hours of Vesting Service for continuous employment. If you are absent from covered employment because you are sick, injured or on a sanctioned strike, you will be treated as if you have Vesting Service for purposes of determining whether you have a One-Year Break .

Your benefit amount may be affected if the last 250 weeks (or 1,250 days) of Contributions paid on your behalf before December 31, 2003, or the date you retire, are interrupted by a One-Year Break. If this happens, your Benefit Class and/or your Qualifying Age can be affected, which may affect your benefit amount.

What Is A Break In Service?

A Break in Service, which occurs when you have a number of One-Year Breaks in a row, causes you to lose all your Credit and Vesting Service. You can have a Break in Service only if you are not yet vested.

When Do You Have A Break In Service?

If you are not yet vested, you have a Break in Service if you have the greater of:

- 5 or more One-Year Breaks in a row, or
- a number of One-Year Breaks in a row that equals or exceeds the number of years of Vesting Service you had prior to those One-Year Breaks.

ALERT

If you are not vested and your series of consecutive One-Year Breaks began before 1976, then different Break in Service rules apply, and you should contact the Fund for further information.

EXAMPLE

At the end of 2008 Sally had 3 years of Vesting Service. During the years 2009 through 2013 she had 5 years in a row with less than 10 weeks of Contributions. Sally had a Break in Service because she had at least 5 One-Year Breaks in a row and, as a result, lost all Credit and Vesting Service she had previously earned for 2006 through 2008.

Year	Weeks of Contributions
2015	52
2014	40
2013	4
2012	0
2011	7
2010	0
2009	0
2008	52
2007	52
2006	48

What Happens If You Have A Break In Service?

If you have a Break in Service you will no longer be a Participant and you will lose all right and claim to any benefit from the Plan, as well as all Contributory Credit, Non-Contributory Credit, and Vesting Service you had before your Break in Service.

In the above example, Sally's Break in Service caused the loss of all Vesting Service and Contributory Credit she earned before 2009. At the end of 2015 she would have 2 years of Vesting Service and 2 years of Contributory Credit—only what she earned in 2014 and 2015.

Recovery Of Lost Credit

Credit lost because of a Break in Service is permanently lost if you never again become an active Participant in the Plan. But you may be able to recover the Credit you lost—as Non-Contributory Credit—if you again become a Participant and earn additional Contributory Credit. You can recover one year of the Credit you lost for each year of Contributory Credit you earn after again becoming a Participant. This recovery rule applies only if you first became a Participant before April 1, 1985, and any Credit you recover will be counted only as Non-Contributory Credit—even if it was originally Contributory Credit.

The recovery rule does not apply to Sally's example because she did not become a Participant until after April 1, 1985.

EXAMPLE

Jim earned 4 years of Contributory Credit during the years 1983-1986. Jim then left the plan to sell real estate from 1987-1991. He had a Break in Service for the years 1987-1991, causing him to lose the Credit he once had for 1983-1986. Jim rejoined the Plan in January of 1992. From 1992 through 2007 Jim earned 16 years of Contributory Credit. Jim therefore recovered the Credit he lost for 1983-1986. But those 4 years are considered Non-Contributory Credit, and are no longer treated as Contributory Credit. At the end of 2007 Jim has 16 years of Contributory Credit and 4 years of Non-Contributory Credit.

Benefit Class

For certain types of benefits, your Benefit Class is important because it can directly affect the amount of your benefit.

For most Participants, the Benefit Class is based on the level supported by the most recent employer rate paid on their behalf. For some Participants, the Benefit Class is based on an average rate. To find more information and how to determine which applies to you, please refer to the Pension Plan Document or contact the Fund.

For purposes of a Contributory Credit Pension, you cannot increase your Benefit Class by changing employers after December 31, 2003. Your Benefit Class may be allowed to increase after December 31, 2003, but only if the following criteria apply:

- If your Benefit Class as of December 31, 2003, was based on the most recent employer rate, your Benefit Class can increase and continue to be based on the most recent employer rate if:
  a. Your bargaining unit had a scheduled Benefit Class increase in a collective bargaining agreement accepted by the Fund before November 18, 2003, and
  b. You remain with the same bargaining unit, and
  c. You have at least 20 weeks or 75 days or 600 hours of Contributions each year.
- If your Benefit Class as of December 31, 2003, was based on the average rate, your Benefit Class will continue to be based on the average rate. If you changed bargaining units after December 31, 2003, or if the most recent employer rate no longer applies to you, your Benefit Class will also be based on the average rate. Using the average rate, your Benefit Class is allowed to increase, but it is limited to the highest Benefit Class you earned on or before December 31, 2003.

Note: You can still increase your Benefit Class for purposes of a Twenty-Year Service Pension or a Deferred Pension.

Retirement Date

Your Retirement Date is the date you stop working in covered service, receive all compensation due you from your employer, and terminate your employment. A Participant eligible for a retirement pension may receive benefit payments on the 1st day of the month following their Retirement Date.

At the time of retirement, both you and your employer will need to complete a Retirement Declaration Form verifying your last day worked. The Retirement Declaration Form must be completed and returned to the Fund before any benefits can be paid by the Fund.

Voluntary Withdrawal

A Voluntary Withdrawal is serious because it can result in the loss of all Non-Contributory Credit you may have been eligible to receive, and possibly the loss of additional benefits as described below.

If you are not yet vested, you can also eventually lose your Contributory Credit unless you again become a Participant before having a Break in Service.

A voluntary withdrawal occurs if your Employer stops submitting Contributions to the Plan on your behalf for either of these reasons:

- Your employee group decertifies from or removes your local union as its bargaining representative; or
- Your employee group ratifies or accepts a collective bargaining agreement which no longer requires your employer to continue making Contributions to the Plan on behalf of you and the other members of your employee group.

What happens because of a Voluntary Withdrawal?

If you are a member of an employee group involved in a Voluntary Withdrawal, you will permanently lose all Non-Contributory Credit. You can avoid the loss of your Non-Contributory Credit only if you stop working for that employer before the last day of the 6th calendar month following the date of the Voluntary Withdrawal, or if the employee group again becomes covered by a collective bargaining agreement requiring Contributions to the Plan before the last day of the 18th calendar month following the date of the Voluntary Withdrawal.

ALERT

*A **Voluntary Withdrawal** may also cause the loss of additional benefits. A Voluntary Withdrawal may also be considered a **Rehabilitation Plan Withdrawal**. If your last contributing employer to Central States Pension Fund incurs a Rehabilitation Plan Withdrawal, your "Adjustable Benefits" may be eliminated. See "Rehabilitation Plan" in Appendix G for more information.*

Rehabilitation Plan

Under the terms of the Pension Protection Act of 2006 ("PPA"), a Pension Plan is required to adopt a Rehabilitation Plan if the Pension Plan is in critical status as defined under the PPA. The Pension Fund was certified to be in critical status and established a Rehabilitation Plan in 2008 and updates have been made since that time. More information on the Rehabilitation Plan can be found in Appendix G.

TERMS AND DEFINITIONS

General Information

Plan Administration

The Board of Trustees makes the rules and regulations to administer the Plan. The Plan gives the Board of Trustees the discretionary and final authority in making all decisions, including decisions on claims for benefits and decisions interpreting Plan documents of the Fund. By amendment, the Board of Trustees may change the terms, conditions or benefits of the Plan. Only the Trustees can make a final decision regarding any question, interpretation or application of any part of the Plan.

Required Beginning Date Of Your Benefits

We will begin paying you any benefits you are entitled to receive from the Plan no later than April 1 of the year immediately following the calendar year in which you reach age 70½. This rule applies even if you have not retired as of that date.

Assignment Of Benefits

For the protection of you and your survivor or survivors, your benefits under the Plan cannot be assigned and are not subject to garnishment or attachment, except as authorized by law. This means that, in most cases, we cannot send your benefits to a creditor on your behalf.

We may, however, be directed to pay a part of your benefits to your spouse, former spouse or dependent child under the terms of a Qualified Domestic Relations Order (QDRO) as described under the Payment Options section of this book.

If you are getting a divorce, you should contact the Plan or visit **MyCentralStatesPension.org** for more information.

Your Rights Under ERISA

As a participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.
- Receive an annual funding notice. The plan administrator is required by law to furnish each Participant with a copy of this annual funding notice.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and the Plan must provide the statement free of charge once in a 12 month period.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Termination Of The Plan

The Board of Trustees fully intends to continue the Plan indefinitely. To protect against any unforeseen situations, however, the Board of Trustees reserves the right to change the Plan. If necessary, the Board of Trustees can terminate the Plan. If it does become necessary to terminate the Plan, the net assets of the Plan will be allocated to Participants and beneficiaries of the Plan in the manner specified by ERISA and according to the Trust Agreement.

Pension Benefit Guaranty Corporation

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a Participant's years of service multiplied by (1) 100% of the first $11 of the monthly benefit accrual rate and (2) 75% of the next $33. The PBGC's maximum guarantee limit is $35.75 per month times a Participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be $12,870.00. The PBGC guarantee generally covers: (1) Normal and early retirement benefits; (2) disability benefits if you become disabled before the plan becomes insolvent; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) Benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the earlier of: (i) The date the plan terminates or (ii) the time the plan becomes insolvent; (3) benefits that are not vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the plan becomes insolvent; and (5) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's Technical Assistance Division, 1200 K Street, N.W. Suite 930, Washington, DC 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's web site on the Internet at http://www.pbgc.gov.

Special Hardship Appeal Committee

The Plan establishes a Special Hardship Appeal Committee of Trustees, which supplements the administrative appeal procedures of the Plan and which is responsible for reviewing appeals and granting benefits in cases in which the Trustees determine both that substantial justice warrants deviation from specific eligibility criteria of the Plan and that one of the following circumstances has been shown:

- The Participant demonstrates that his failure to become eligible for a particular pension benefit is the result of either written misinformation from a Plan employee or inadequate or tardy dissemination of information about the Plan's terms and conditions of benefit eligibility or about his particular eligibility status; or
- The Participant demonstrates that (a) he is entitled to at least 20 years of Credit on or after his 47th birthday (credited service), (b) his covered service (covered employment) ended prior to his 50th birthday, and (c) he demonstrated confusion as to the application of Plan rules to his circumstances by his reasonably contemporaneous application for benefits.

APPENDICES

The following section contains supplementary information such as charts, examples, and explanations that may not apply to all members.

For further information, please see the Plan Document or visit **MyCentralStatesPension.org**.

Appendix A: Contributory Credit Pension

Contributory Credit Pension Minimum Years of Contributory Credit Required					
Benefit Class	Qualifying Age				
	Any Age	50-54	55-56	57-59	60+
1-14	30	30	30	30	30
15A	30	30	30	30	25
15B	30	30	30	30	25
15C	30	30	30	25	25
16	30	30	30	20	20
17A	25	25	25	20	20
17B	30	30	25	20	20
18	25	20	20	20	20
18+	25	20	20	20	20

Calculating The Contributory Credit Pension

The amount of your Contributory Credit Pension is calculated by adding your Pre-2004 Contributory Credit Pension to your Post-2003 Benefit, following these 4 steps:

Step 1: **Establish your Pre-2004 Contributory Credit Percentage.** Divide your Pre-2004 Contributory Credit by your Total Years of Contributory Credit:

$$\frac{\text{Pre-2004 Contributory Credit}}{\text{Total Years of Contributory Credit}} = \_\_\_\_\_\_\%$$

Note: In Step 1, the denominator (bottom) of the fraction is limited to the minimum number of years of Contributory Credit required for the Base Contributory Credit Pension which applies to you. For example, if you have 28.875 Years of Pre-2004 Contributory Credit as of December 31, 2003, and 31.875 Years of Total Contributory Credit, the fraction will be 28.875 / 31.000.

Step 2: **Establish your Pre-2004 Contributory Credit Pension amount.** Multiply the value of your Base Contributory Credit Pension (determined by your Qualifying Age, Benefit Class, and Total Years of Contributory Credit, which is found in the charts located on the following pages) by the Pre-2004 Contributory Credit Percentage from Step 1.

Step 3: **Establish your Post-2003 Benefit.** Multiply the total dollar amount of all Employer Contributions paid on your behalf after December 31, 2003 by 1%.

Note: Your Post-2003 Benefit is payable in full at age 62. If your age at retirement is less than 62, your Post-2003 Benefit will be reduced by 6% per year (0.5% per month). See the Early Retirement Factors chart.

Early Retirement Factors	
Age	Factor
62+	1.00
61	0.94
60	0.88
59	0.82
58	0.76
57	0.70

Step 4: Calculate your Contributory Credit Pension by adding your Pre-2004 Contributory Credit Pension from Step 2 to your Post-2003 Benefit from Step 3.

EXAMPLE

Joe had 21 years of Contributory Credit as of December 31, 2003. He works 9 more years (2004 through 2012) and retires with 30 years of Contributory Credit at the end of 2013, at age 61. His established Benefit Class is 18, and his employer's pension contribution rates are as indicated below:

Step 1: Joe's years of Pre-2004 Contributory Credit are the number of years of Contributory Credit Joe had as of December 31, 2003.

Joe's total years of Contributory Credit are the number of years of Contributory Credit he had as of his Retirement Date.

Joe's Pre-2004 Contributory Credit Percentage is the result of dividing the first number by the second number.

$$\frac{21 \text{ (years as of December 31, 2003)}}{30 \text{ (years of Total Contributory Credit)}} = .7000 = \mathbf{70.00\%}$$

Step 2: Multiply the Pre-2004 Contributory Credit Percentage by the Base Contributory Credit Pension which is the value taken from the chart on the following page that applies to Joe's Benefit Class, Qualifying Age and total years of Contributory Credit.

70.00% x 3000.00 = **$2,100.00**

Refer to chart on the following page

Step 3: Joe's Post-2003 Benefit is the total Contributions paid on his behalf after December 31, 2003, multiplied by 1%.

The Post-2003 Benefit is payable in full at age 62. If you retire before age 62, your Post-2003 Benefit will be reduced using the Early Retirement Factor (6% for each year under age 62). Since Joe is retiring at age 61, his Post-2003 Benefit is multiplied by the age 61 Early Retirement Factor of .94.

2004: 260 days x $34.00 = $ 8,840.00
2005: 260 days x $38.80 = $ 10,088.00
2006: 260 days x $43.60 = $ 11,336.00
2007: 260 days x $48.40 = $ 12,584.00
2008: 260 days x $51.60 = $ 13,416.00
2009: 260 days x $56.00 = $ 14,560.00
2010: 260 days x $62.40 = $ 16,224.00
2011: 260 days x $68.40 = $ 17,784.00
2012: 260 days x $68.40 = $ 17,784.00
Total: **$122,616.00**
payable at age 62

Age 61 Early Reduction Factor **x .94**
$1,152.59
payable at age 61

Step 4: Add the amounts from Steps 2 and 3 to determine the benefit amount that Joe is eligible to receive at age 61.

$2,100.00 + $1,152.59 = **$3,252.59 per month**

ALERT

Remember: You must be at least age 57 when you retire to begin receiving your pension benefit.

APPENDIX A

The Benefit Class charts used to determine your Pre-2004 Contributory Credit Pension amount can be found on the following pages. Remember that the values contained on these pages do not reflect your monthly pension benefit but are values used to determine a Contributory Credit Pension. The Chart below is used to illustrate how to calculate a Contributory Credit Pension.

THESE ARE NOT BENEFIT AMOUNTS. THE CHARTS CONTAIN VALUES USED IN STEP 2 TO CALCULATE THE CONTRIBUTORY CREDIT PENSION.

Benefit Classes 18 and 18+

Qualifying Age [1]	Total Years of Contributory Credit											
	20-24	25	26	27	28	29	30	31	32	33	34	35+
Any Age [2]		2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
50[2]	650	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
51[2]	700	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
52[2])	750	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
53[2]	800	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
54[2]	850	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
55 (18)[2]	900	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
55 (18+)[2]	900	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
56 (18)[2]	950	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
56 (18+)[2]	950	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
57	1000	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
58	1050	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
59	1100	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
60	1150	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
61	1200	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
62	1300	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
63	1400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
64	1500	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
65+	2000	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500

(1) Qualifying Age is the earlier of your age on your Retirement Date or your age on December 31st of the first year in which you have less than 10 weeks or 37 days or 300 hours of Contributions.

(2) You must be at least age 57 when you retire to begin receiving your pension benefit.

How do I Determine My Final Benefit?

If you qualify for a Contributory Credit Pension, when you retire you will receive the greatest of:

- Your final Contributory Credit Pension (as calculated by Steps 1 through 4); or
- Your Contribution-Based Pension; or
- Your Twenty-Year Service Pension or Deferred Pension.

These Are Not Benefit Amounts

THESE CHARTS CONTAIN VALUES USED IN STEP 2 TO CALCULATE THE CONTRIBUTORY CREDIT PENSION. PLEASE REFER TO THE CONTRIBUTORY CREDIT PENSION SECTION ON PREVIOUS PAGES.

Benefit Classes 1-14

Base Contributory Pension

Benefit Class	Base Amount
1	$60.00
2	$90.00
2A	$125.00
3	$170.00
3A	$210.00
4	$275.00
5	$315.00
6	$350.00
7	$400.00
8	$445.00
9	$485.00
10	$530.00
11	$595.00
12	$675.00
13	$725.00
14	$775.00

ALERT

If you begin receiving your pension benefit payments after July 1, 2011, you must be at least age 57 to receive your pension benefit.

Refer to the Contributory Credit Pension section under "Retirement Benefits" for a detailed explanation on how to calculate your benefit.

The values contained on these pages do not reflect your monthly pension benefit. The values are a base amount used to determine your final benefit if you meet the qualifications for a Contributory Credit Pension.

APPENDIX A

These Are Not Benefit Amounts

THESE CHARTS CONTAIN VALUES USED IN STEP 2 TO CALCULATE THE CONTRIBUTORY CREDIT PENSION. PLEASE REFER TO THE CONTRIBUTORY CREDIT PENSION SECTION ON PREVIOUS PAGES.

Benefit Classes 15A, 15B, 15C and 16

Total Years of Contributory Credit

	15A		15B		15C-Phase I		15C-Phase II		16		
Qualifying Age[1]	25	30	25	30	25	30	25	30	20	25	30
Any Age[2]		1000		1000		1000		1000			2000
57		1000		1000	900	1125	1000	1250	900	1200	2000
58		1000		1000	900	1125	1000	1250	950	1300	2000
59		1000		1000	900	1125	1000	1250	1000	1400	2000
60	950	1050	1000	1100	1125	1350	1250	1600	1050	1500	2000
61	950	1050	1000	1100	1125	1350	1250	1600	1100	1600	2100
62	1050	1125	1100	1250	1225	1500	1350	1750	1200	1700	2200
63	1050	1125	1100	1250	1225	1500	1350	1750	1300	1800	2300
64	1050	1125	1100	1250	1225	1500	1350	1750	1400	1900	2400
65+	1125	1250	1250	1500	1375	1750	1500	2000	1500	2000	2500

(1) Qualifying Age is the earlier of your age on your Retirement Date or your age on December 31st of the first year in which you have less than 10 weeks or 37 days or 300 hours of Contributions.

(2) If you begin receiving your pension benefit payments after July 1, 2011, you must be at least age 57 to receive your pension benefit.

Refer to the Contributory Credit Pension section for a detailed explanation on how to calculate your benefit.

The values contained on these pages do not reflect your monthly pension benefit. The values are a base amount used to determine your final benefit if you meet the qualifications for a Contributory Credit Pension.

THESE ARE NOT BENEFIT AMOUNTS

THESE CHARTS CONTAIN VALUES USED IN STEP 2 TO CALCULATE THE CONTRIBUTORY CREDIT PENSION. PLEASE REFER TO THE CONTRIBUTORY CREDIT PENSION SECTION ON PREVIOUS PAGES.

Benefit Class 17A

Qualifying Age[1]	Total Years of Contributory Credit											
	20-24	25	26	27	28	29	30	31	32	33	34	35+
Any Age[2]		1500	1500	1500	1500	1500	2000	2100	2200	2300	2400	2500
56[2]		1500	1600	1600	1600	1600	2000	2100	2200	2300	2400	2500
57	900	1500	1600	1700	1700	1700	2000	2100	2200	2300	2400	2500
58	950	1500	1600	1700	1800	1800	2000	2100	2200	2300	2400	2500
59	1000	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500
60	1050	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500
61	1100	1600	1600	1700	1800	1900	2100	2100	2200	2300	2400	2500
62	1200	1700	1700	1700	1800	1900	2200	2200	2200	2300	2400	2500
63	1300	1800	1800	1800	1800	1900	2300	2300	2300	2300	2400	2500
64	1400	1900	1900	1900	1900	1900	2400	2400	2400	2400	2400	2500
65+	1500	2000	2000	2000	2000	2000	2500	2500	2500	2500	2500	2500

Benefit Class 17B

Qualifying Age[1]	Total Years of Contributory Credit											
	20-24	25	26	27	28	29	30	31	32	33	34	35+
Any Age[2]							2500	2600	2700	2800	2900	3000
55[2]		1500	1500	1500	1500	1500	2500	2600	2700	2800	2900	3000
56[2]		1500	1600	1600	1600	1600	2500	2600	2700	2800	2900	3000
57	900	1500	1600	1700	1700	1700	2500	2600	2700	2800	2900	3000
58	950	1500	1600	1800	1800	1800	2500	2600	2700	2800	2900	3000
59	1000	1500	1600	1800	1800	1900	2500	2600	2700	2800	2900	3000
60	1050	1500	1600	1800	1800	1900	2500	2600	2700	2800	2900	3000
61	1100	1600	1600	1800	1800	1900	2500	2600	2700	2800	2900	3000
62	1200	1700	1700	1800	1800	1900	2500	2600	2700	2800	2900	3000
63	1300	1800	1800	1800	1800	1900	2500	2600	2700	2800	2900	3000
64	1400	1900	1900	1900	1900	1900	2500	2600	2700	2800	2900	3000
65+	1500	2000	2000	2000	2000	2000	2500	2600	2700	2800	2900	3000

(1) Qualifying Age is the earlier of your age on your Retirement Date or your age on December 31st of the first year in which you have less than 10 weeks or 37 days or 300 hours of Contributions.

(2) If you begin receiving your pension benefit payments after July 1, 2011, you must be at least age 57 to receive your pension benefit.

Refer to the Contributory Credit Pension section for a detailed explanation on how to calculate your benefit.

The values contained on these pages do not reflect your monthly pension benefit. The values are a base amount used to determine your final benefit if you meet the qualifications for a Contributory Credit Pension.

These Are Not Benefit Amounts

THESE CHARTS CONTAIN VALUES USED IN STEP 2 TO CALCULATE THE CONTRIBUTORY CREDIT PENSION. PLEASE REFER TO THE CONTRIBUTORY CREDIT PENSION SECTION ON PREVIOUS PAGES.

Benefit Classes 18 and 18+

	Total Years of Contributory Credit											
Qualifying Age(1)	20-24	25	26	27	28	29	30	31	32	33	34	35+
Any Age(2)		2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
50(2)	650	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
51(2)	700	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
52(2)	750	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
53(2)	800	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
54(2)	850	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
55 (18)(2)	900	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
55 (18+)(2)	900	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
56 (18)(2)	950	2000	2100	2200	2300	2400	3000	3100	3200	3300	3400	3500
56 (18+)(2)	950	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
57	1000	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
58	1050	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
59	1100	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
60	1150	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
61	1200	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
62	1300	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
63	1400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
64	1500	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500
65+	2000	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500

(1) Qualifying Age is the earlier of your age on your Retirement Date or your age on December 31st of the first year in which you have less than 10 weeks or 37 days or 300 hours of Contributions.

(2) If you begin receiving your pension benefit payments after July 1, 2011, you must be at least age 57 to receive your pension benefit.

Refer to the Contributory Credit Pension section for a detailed explanation on how to calculate your benefit.

The values contained on these pages do not reflect your monthly pension benefit. The values are a base amount used to determine your final benefit if you meet the qualifications for a Contributory Credit Pension.

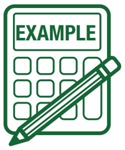
Appendix B: Twenty-Year Service Pension Amount

What is The Twenty-Year Service Pension Amount?

The amount of your Twenty-Year Service Pension is taken from the following chart, based on your Qualifying Age. Your Qualifying Age is the earlier of:

- Your age at retirement; or
- Your age on December 31 of the first calendar year in which you have a One-Year Break.

If your Qualifying Age is less than age 57, the benefit is called the Early Retirement Pension, and the benefit amount is based on your Qualifying Age in years and months, with the age 57 amount reduced by 0.5% for each month that your Qualifying Age precedes age 57.



When Jerry retired under Benefit Class 15A, his Qualifying Age was 55 years and 11 months. His Early Retirement Pension was calculated by subtracting 6.5% of the age 57 amount from the age 57 amount.

$700.00 x 6.5% = $45.50
$700.00 - $45.50 = $654.50 Jerry's benefit is $654.50 per month at age 57 or later.

Twenty-Year Service Pension Benefit Amounts

Benefit Class 1-14

Benefit Class	Qualifying Age 60+	Qualifying Age 57-59
1	$60	$60
2	$90	$90
2A	$125	$125
3	$170	$140
3A	$210	$170
4	$275	$225
5	$315	$260
6	$350	$285
7	$400	$330
8	$445	$365
9	$485	$400
10	$530	$435
11	$595	$490
12	$675	$575
13	$725	$600
14	$775	$625

Benefit Class 15-18+

Qualifying Age	Benefit Amount
57	$700
58	$750
59	$800
60-64	$900
65+	$900 (Class 15)
65+	$1,100 (Class 16 and higher)

Appendix C: JSO Factors

Adjustment Factors for Joint and 75% Surviving Spouse Option (75% JSO Pension)

Calculating the reduced 75% JSO Pension amount:

- Using the chart below, find the reduction factor corresponding to the age of the Participant and the age of the Participant's spouse (in complete years) on the Retirement Date. For example, a Participant who is age 60 and whose spouse is age 57 at retirement, the reduction factor would be .8585.
- Multiply the Participant's retirement pension by this factor to determine the Participant's reduced monthly pension benefit with the 75% JSO Pension.
- In the event of the Participant's death, the spouse will be entitled to 75% of the reduced monthly pension benefit.
- In the event of the spouse's death, the Participant's pension will be restored to the full (unreduced) pension amount on a prospective basis the month following the spouse's death.

PARTICIPANT'S AGE AT RETIREMENT	SPOUSE'S AGE AT RETIREMENT																								
	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
57	.8488	.8523	.8558	.8595	.8632	.8669	.8708	.8746	.8786	.8825	.8865	.8904	.8944	.8983	.9022	.9061	.9100	.9138	.9175	.9211	.9247	.9282	.9317	.9350	.9383
58	.8373	.8408	.8445	.8482	.8520	.8559	.8599	.8639	.8680	.8721	.8763	.8804	.8846	.8887	.8929	.8970	.9011	.9051	.9091	.9130	.9169	.9206	.9243	.9279	.9315
59	.8252	.8288	.8326	.8364	.8403	.8444	.8485	.8526	.8568	.8611	.8654	.8698	.8742	.8785	.8829	.8873	.8916	.8959	.9001	.9043	.9084	.9124	.9164	.9203	.9241
60	.8126	.8163	.8201	.8240	.8281	.8322	.8364	.8407	.8451	.8495	.8540	.8585	.8631	.8677	.8723	.8768	.8814	.8859	.8904	.8949	.8993	.9036	.9079	.9120	.9161
61	.7994	.8032	.8071	.8111	.8152	.8194	.8237	.8282	.8327	.8373	.8419	.8466	.8514	.8562	.8610	.8658	.8706	.8754	.8801	.8848	.8895	.8941	.8987	.9031	.9075
62	.7857	.7896	.7935	.7976	.8018	.8061	.8106	.8151	.8198	.8245	.8293	.8342	.8391	.8441	.8491	.8541	.8592	.8642	.8692	.8742	.8791	.8840	.8889	.8937	.8984
63	.7716	.7755	.7795	.7837	.7879	.7924	.7969	.8015	.8063	.8112	.8161	.8212	.8263	.8314	.8367	.8419	.8472	.8524	.8577	.8630	.8682	.8734	.8785	.8836	.8886
64	.7572	.7611	.7652	.7694	.7737	.7782	.7828	.7876	.7924	.7974	.8025	.8077	.8130	.8183	.8237	.8292	.8347	.8402	.8457	.8512	.8567	.8622	.8676	.8730	.8784
65	.7422	.7462	.7503	.7545	.7589	.7635	.7682	.7730	.7780	.7831	.7883	.7936	.7990	.8046	.8101	.8158	.8215	.8272	.8330	.8388	.8446	.8503	.8561	.8618	.8674
66	.7269	.7308	.7349	.7392	.7437	.7483	.7530	.7580	.7630	.7682	.7735	.7790	.7846	.7902	.7960	.8018	.8077	.8137	.8197	.8257	.8318	.8378	.8439	.8499	.8559
67	.7112	.7152	.7193	.7236	.7281	.7328	.7376	.7426	.7477	.7530	.7584	.7640	.7697	.7755	.7814	.7874	.7935	.7997	.8059	.8122	.8185	.8248	.8312	.8375	.8438
68	.6951	.6991	.7033	.7076	.7121	.7168	.7217	.7267	.7319	.7373	.7428	.7485	.7543	.7602	.7663	.7724	.7787	.7851	.7915	.7980	.8046	.8112	.8178	.8244	.8311
69	.6785	.6825	.6866	.6910	.6955	.7002	.7051	.7102	.7154	.7209	.7265	.7322	.7381	.7442	.7504	.7567	.7631	.7697	.7763	.7830	.7898	.7967	.8036	.8105	.8175
70	.6614	.6654	.6695	.6739	.6784	.6831	.6880	.6931	.6984	.7039	.7095	.7154	.7214	.7275	.7339	.7403	.7469	.7536	.7604	.7673	.7743	.7814	.7886	.7958	.8031
71	.6439	.6478	.6519	.6563	.6608	.6655	.6704	.6755	.6809	.6864	.6921	.6980	.7040	.7103	.7167	.7232	.7299	.7368	.7438	.7509	.7581	.7654	.7728	.7803	.7879

Adjustment Factors for Joint and 50% Surviving Spouse Option (50% JSO Pension)

Calculating the reduced 50% JSO Pension amount:

- Using the chart below, find the reduction factor corresponding to the age of the Participant and the age of the Participant's spouse (in complete years) on the Retirement Date. For example, a Participant who is age 60 and whose spouse is age 57 at retirement, the reduction factor would be .9010.
- Multiply the Participant's retirement pension by this factor to determine the Participant's reduced monthly pension benefit with the 50% JSO Pension.
- In the event of the Participant's death, the spouse will be entitled to 50% of the reduced monthly pension benefit.
- In the event of the spouse's death, the Participant's pension will be restored to the full (unreduced) pension amount on a prospective basis the month following the spouse's death.

Participant's Age at Retirement	Spouse's Age at Retirement																								
	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
57	.8939	.8964	.8990	.9017	.9044	.9072	.9100	.9128	.9156	.9185	.9213	.9242	.9270	.9298	.9326	.9354	.9381	.9408	.9434	.9460	.9485	.9510	.9534	.9557	.9580
58	.8853	.8879	.8907	.8934	.8962	.8991	.9020	.9050	.9079	.9109	.9140	.9170	.9200	.9230	.9259	.9289	.9318	.9347	.9375	.9403	.9430	.9457	.9482	.9508	.9532
59	.8763	.8790	.8818	.8847	.8876	.8906	.8936	.8967	.8998	.9029	.9061	.9093	.9124	.9156	.9188	.9219	.9250	.9281	.9311	.9341	.9370	.9399	.9427	.9454	.9481
60	.8667	.8695	.8724	.8754	.8784	.8815	.8846	.8878	.8911	.8944	.8977	.9010	.9044	.9077	.9111	.9144	.9177	.9210	.9242	.9274	.9305	.9336	.9366	.9396	.9425
61	.8567	.8596	.8625	.8656	.8687	.8719	.8752	.8785	.8819	.8853	.8888	.8922	.8958	.8993	.9028	.9063	.9098	.9133	.9168	.9202	.9235	.9268	.9301	.9333	.9364
62	.8462	.8491	.8522	.8553	.8585	.8618	.8652	.8687	.8722	.8757	.8793	.8830	.8867	.8904	.8941	.8978	.9015	.9052	.9088	.9125	.9160	.9196	.9231	.9265	.9299
63	.8352	.8382	.8414	.8446	.8479	.8513	.8548	.8583	.8620	.8657	.8694	.8732	.8771	.8809	.8848	.8887	.8926	.8965	.9004	.9043	.9081	.9119	.9156	.9193	.9229
64	.8239	.8269	.8301	.8334	.8368	.8403	.8439	.8476	.8513	.8552	.8591	.8630	.8670	.8711	.8751	.8792	.8833	.8874	.8915	.8956	.8997	.9037	.9077	.9116	.9155
65	.8120	.8151	.8184	.8218	.8252	.8288	.8325	.8363	.8402	.8500	.8500	.8522	.8564	.8606	.8649	.8692	.8735	.8778	.8821	.8864	.8907	.8950	.8992	.9034	.9075
66	.7997	.8029	.8062	.8096	.8131	.8168	.8206	.8245	.8300	.8400	.8500	.8500	.8500	.8500	.8541	.8585	.8630	.8676	.8721	.8766	.8812	.8857	.8902	.8946	.8991
67	.7870	.7902	.7936	.7971	.8007	.8044	.8083	.8123	.8200	.8300	.8400	.8500	.8500	.8500	.8500	.8500	.8522	.8569	.8617	.8664	.8712	.8760	.8807	.8855	.8901
68	.7738	.7770	.7805	.7840	.7877	.7915	.7955	.8000	.8100	.8200	.8300	.8400	.8500	.8500	.8500	.8500	.8500	.8500	.8506	.8556	.8606	.8657	.8707	.8757	.8807
69	.7599	.7633	.7667	.7703	.7741	.7780	.7820	.7900	.8000	.8100	.8200	.8300	.8400	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8546	.8599	.8652	.8704
70	.7500	.7500	.7524	.7560	.7598	.7638	.7700	.7800	.7900	.8000	.8100	.8200	.8300	.8400	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8539	.8595
71	.7500	.7500	.7500	.7500	.7500	.7500	.7600	.7700	.7800	.7900	.8000	.8100	.8200	.8300	.8400	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500	.8500

Appendix D: Partial Pensions

What Are The Partial Pension Requirements?

You must meet the following requirements for a Partial Pension (or for your surviving spouse or eligible payee to become eligible upon your death):

- You must have 2* or more years of Contributory Credit with this Plan; and
- You must retire at age 57 or later (unless you were receiving Pension benefits prior to July 1, 2011); and
- When the Credit you earned with this Plan is combined with the Credit you earned with the other plan—which also agrees to participate in a Partial Pension on your behalf—eligibility for one of the following is established:
  - Contributory Credit Pension; or
  - Twenty-Year Service Pension; or
  - Monthly Disability Benefit; or
  - 60-Month Benefit; or
  - 50% Surviving Spouse Benefit (based on any Contributory Credit Pension or Twenty-Year Service Pension).

*This Plan has reciprocal agreements with some plans under which you may qualify for a Partial Pension with less than 2 years of Credit with this Plan.

No benefits other than those listed above are paid as Partial Pensions.

How Is The Amount Of The Partial Pension Determined?

The amount is calculated by first determining the benefit amount you would be eligible to receive if all your Credit with the other plan had instead been Credit with this Plan. That amount is then multiplied by a fraction, based on the number of years of Contributory Credit you earned with this Plan divided by the number of years of Contributory Credit you earned with both plans.

Joe, age 60, is at Benefit Class 15A. He has 16 years of Contributory Credit with this Plan and 4 years of Credit with another plan. If all of Joe's 20 years of Credit had been with this Plan, his age 60 Twenty-Year Service Pension would be $900 per month.

Because only 16 of Joe's 20 total years of Credit were with this Plan, the $900 amount is multiplied by 16/20:

$900 x 16/20 = $720

Joe's Partial Pension from this Plan will be $720, or 80% (16/20ths) of what he would have received had all 20 of his years of Credit been with this Plan.

Additionally, if the Partial Pension is based on a Contributory Credit Pension, we will add your Post-2003 Benefit to your Partial Pension.

Mark is at Benefit Class 18. As of December 31, 2003, Mark had 20 years of Contributory Credit with this Plan and 8 years of Credit with another plan. He then earned 2 additional full years of Contributory Credit with this Plan during 2004 and 2005, and retired at the end of 2005 with 30 years of total Credit, at age 62.

Mark's Partial Pension would be calculated like this:

$3,000 x 28/30 = $2,800

(Mark had 28 of his 30 total years as of December 31, 2003)

$2,800 x 22/30 = $2,053.24

(22 of Mark's 30 years as of his Retirement Date were with this Plan.)

During 2004 and 2005, Mark had 520 days of Contributions paid on his behalf at $43.60 per day, so his Post-2003 Benefit is $226.72:

520 x $43.60 x 1% = $226.72

Mark's Partial Pension from this Plan is **$2,279.96 per month** ($2,053.24 plus $226.72).

ALERT

It is your responsibility to notify each Fund that you have Credit with another Teamster Pension Plan.

APPENDIX E: SELF-CONTRIBUTIONS

You might want to submit Self-Contributions to avoid a One-Year Break or a Break in Service, to earn additional Contributory Credit, or to earn Vesting Service. You will be allowed to submit a limited amount of Self-Contributions if:

- You submit enough Self-Contributions so that you have at least 20 weeks, 75 days, or 600 hours of Contributions in the calendar year for which the Self-Contributions are submitted, *and*
- You submit Self-Contributions at the same rates your employer was required to pay under your collective bargaining agreement; *and*
- You follow the Plan's procedures for submitting Self-Contributions, including the payment of interest from the earliest date of the period of the Self-Contributions to the date you submit them. (The interest rate you pay is the same rate charged to employers that do not pay their Contributions on a timely basis.)

In the event of your death, your spouse can submit Self-Contributions for your periods of absence which precede your date of death, following the same rules listed above.

If you decide to submit Self-Contributions, write to the Plan at the address listed at the beginning of this booklet. Be sure to include your Social Security Number, list the time period for which you would like to submit Self-Contributions, and provide the reason for and documentation of your absence. Be prepared to provide proof of your employment status during that absence. You will be sent information about the total cost of your Self-Contributions, including interest, and instructions regarding payment. In general, Self-Contributions are not refundable. If, however, you submit Self-Contributions and ultimately do not qualify for any benefit from the Plan, you may write and request that your Self-Contributions be returned. Any refund to which you are entitled will include interest compounded annually.

Self-Contribution Restriction

With the exceptions noted below, Self-Contributions submitted for periods before January 1, 1994, will not be counted for any Contributory Credit Pension under Benefit Classes 17A, 17B, 18, or 18+. This means that if you rely on pre-1994 Self-Contributions to become eligible for a benefit, your benefit amount will be based on a Benefit Class no higher than 16 even though you may have established a higher Benefit Class.

ALERT

Remember...You can submit Self-Contributions only for periods before 1994 and only if you remained on the Employer's seniority list during your absence.

Exceptions To The Restriction

You may count a limited number of Self-Contributions for periods prior to January 1, 1994 toward a Contributory Credit Pension under Benefit Classes 17A, 17B, 18 or 18+ if they were paid for a period of illness or injury:

- You can count up to 6 weekly or 30 daily Self-Contributions for a sick leave for a non-work related illness or injury.
- You can count up to a maximum of 1 year of Contributory Credit based on Self-Contributions if you were receiving Workers Compensation benefit payments during the absence.

Appendix F: Non-Contributory Credit

Non-Contributory Credit is Credit you may earn from any Teamster or Teamster-like employment you had before you became a Participant. You may earn Non-Contributory Credit if your employment was in one of these categories:

- Your work was covered by a Teamster collective bargaining agreement; or
- Your work was not covered by a Teamster collective bargaining agreement, but your job classification in your industry was normally covered by Teamster bargaining agreements in the same local metropolitan area during the period of your employment; or
- Your work eventually became covered by a collective bargaining agreement requiring Employer Contributions on your behalf, even though Contributions were not required at the start of your employment *(This category may apply even if you became a Participant on or after April 1, 1985.)*; or
- Your work required usual Teamster skills in a traditional Teamster industry (such as driving a truck or loading a truck).

You earn Non-Contributory Credit according to the number of hours worked per year. For 1,000 or more hours of employment in a calendar year, one year of Credit is granted. One-half year of Credit is granted for 500-999 hours of employment. No Credit is granted for less than 500 hours of employment in a year.

ALERT

You can earn Non-Contributory Credit only up to the amount of your Contributory Credit. (No more than one-half of your total Credit can be Non-Contributory Credit.)

Non-Contributory Credit may help you establish 20 years of total Credit for the Twenty-Year Service Pension, or to enable you to receive an unreduced Contribution-Based Pension at age 62, rather than age 65. Non-Contributory Credit cannot be used, however, to establish eligibility for the Contributory Credit Pension.

Appendix G: Rehabilitation Plan

The Rehabilitation Plan offers two schedules of benefits that bargaining parties (your employer and local union) can negotiate to continue participation in the Pension Fund. In addition, the Rehabilitation Plan also addresses the impact of the withdrawal of a contributing employer from the Fund.

First, let's look at the **Rehabilitation Plan Schedules** and then at **Rehabilitation Plan Withdrawals**. The full Rehabilitation Plan is available in the Pension Plan Document (Appendix M) which can be found at **MyCentralStatesPension.org** or obtained by calling the Fund.

Rehabilitation Plan Schedules

Under the Rehabilitation Plan, the bargaining parties can choose either the Primary or Default Schedule:

- The **Primary Schedule** allows Participants to retain their eligibility for the benefits that they were previously eligible to receive.
- The **Default Schedule** results in the loss of Adjustable Benefits (described in the section entitled "Adjustable Benefits").

The Default Schedule is applied when the bargaining parties agree to the Default Schedule, or when the bargaining parties fail to reach an agreement on a schedule within 180 days after the expiration of the collective bargaining agreement.

Under the Default Schedule, a Participant remains eligible only for the Contribution-Based Pension payable in full at age 65 or to an actuarially equivalent benefit with a minimum retirement age of 57—see the "Actuarial Equivalence Table." A Participant becomes subject to the Default Schedule and the loss of Adjustable Benefits if the Participant's benefit commencement date is on or after April 8, 2008, and:

- The Participant has earned Contributory Service Credit with a contributing employer (or predecessor/successor entity) that at any time becomes subject to the Default Schedule; and
- The Participant's last year of Contributory Service Credit prior to the employer becoming subject to the Default Schedule was earned while a member of a Bargaining Unit (or predecessor/successor Bargaining Unit) that ultimately became subject to the Default Schedule.

A Participant whose benefit commencement date is one year or more prior to the contributing employer becoming subject to the Default Schedule is not subject to the elimination of Adjustable Benefits provided that the pensioner does not engage in Restricted Reemployment at any time subsequent to the benefit commencement date.

A third schedule, the **Distressed Employer Schedule**, is explained in the "Special Rules" section.

Rehabilitation Plan Withdrawals

A Rehabilitation Plan Withdrawal ("RPW") occurs on the date a contributing employer:

1. Is no longer required to make Employer Contributions to the Pension Fund under one or more of its Collective Bargaining Agreements;
2. Undergoes a significant reduction in its obligation to make Employer Contributions resulting from outsourcing or subcontracting work covered by the applicable Collective Bargaining Agreement(s) as a result of actions by members of a Bargaining Unit (or its representatives) or the contributing employer;
3. Is administratively terminated with respect to any or all of its Collective Bargaining Agreements due to
   - (a) a violation of the Plan's rules with respect to the terms of a Collective Bargaining Agreement; or
   - (b) any other violation of the Plan's rules; or
4. Any transaction where all or a portion of the operations for which the contributing employer has an obligation to contribute are continued in whole or in part without maintaining the obligation to contribute to the Plan. In certain circumstances, the Trustees may decline to apply the elimination of adjustable benefits to a Participant that has submitted a retirement application and named a Retirement Date prior to the effective date of the RPW.

An RPW results in the loss of adjustable benefits. Under an RPW, a Participant remains eligible for only the Contribution-Based Pension payable in full for retirement at age 65 or to an actuarially equivalent benefit with a minimum retirement age of 57—**see the Actuarial Equivalence Table**.

A Participant is subject to an RPW and the loss of adjustable benefits if the Participant's last year of Contributory Service Credit prior to the RPW was earned while a member of a Bargaining Unit (or predecessor/successor entity) ultimately incurring such RPW.

A Participant whose benefit commencement date is one year or more prior to the earlier of the expiration of the employer's last CBA calling for Primary Schedule Contribution Rates, or the contributing employer incurring an RPW, is not subject to the elimination of Adjustable Benefits provided that the pensioner does not engage in Restricted Reemployment at any time subsequent to the benefit commencement date.

Adjustable Benefits

As defined in the Plan, the term "Adjustable Benefits" includes, but is not limited to, the following benefits:

- A Retirement Pension Benefit prior to age 65 including (as defined by the Plan):
  - Twenty-Year Service Pension
  - Contributory Credit Pension
  - Vested Pension
  - Deferred Pension
  - Twenty-Year Deferred Pension
- Early retirement benefit or retirement-type subsidies including (as defined by the Plan):
  - Early Retirement Pension
  - 25-And-Out Pension
  - 30-And-Out Pension
- All Disability Benefits not yet in pay status;
- Before Retirement Death Benefits other than the 50% Surviving Spouse benefit;
- Post-retirement death benefits that are not part of the annuity form of payment;
- All Partial Pensions to the extent any such pension is tied to one or more of the Adjustable Benefits listed above; and
- All Contribution-Based Pensions except that, assuming the Participant meets all other requirements for receiving a Contribution-Based Pension, the Contribution-Based Pension is payable in full for retirement at age 65 or an actuarially equivalent benefit with a minimum retirement age of 57—see the "Actuarial Equivalence Table."

Actuarial Equivalence Table

For those individuals who retire subject to the Default Schedule, Distressed Employer Schedule, or an RPW, the Contribution-Based Pension monthly benefit is payable according to the following table for those Participants who retire prior to age 65 with a minimum retirement age of 57:

Actuarial Equivalence Table									
Retirement Age:	65	64	63	62	61	60	59	58	57
Benefit Payable:	100%	90%	81%	74%	67%	61%	55%	50%	46%

APPENDIX G

Restoration Of Adjustable Benefits

A Participant may restore Adjustable Benefits if subsequent to the event causing the loss of Adjustable Benefits, the Participant:

1. In the case of an RPW, permanently ceases all employment with, and performance of services in any capacity for, the Contributing Employer and any contributing successor within 60 days of the RPW; and
2. In any case, subsequently earns one year of Contributory Credit with a contributing employer while that employer is in compliance with the Primary Schedule.

In certain circumstances, the Trustees have the authority to waive the requirement that the Participant cease employment within 60 days.

Special Rules

Any Participant whose last hour of service was earned with a contributing employer that becomes subject to the Distressed Employer Schedule (such as Participants employed by YRC, Inc. and its related businesses) are subject to the loss of Adjustable Benefits as described above, except that any Participant who (1) has achieved a minimum age of 55 as of the date of the Distressed Employer's termination of participation in the Plan and (2) has accrued a minimum of 25 years Credit toward a Contributory Credit Pension or an And-Out Pension as of that date shall be entitled to retain eligibility for (but not gain further Credit towards) any such pension, provided that such Participant has a minimum retirement age of 62.

Any Participant whose last Hour of Service prior to January 1, 2008, was earned while employed by United Parcel Service, Inc. ("UPS"), or any trades or businesses under common control with UPS, shall not be entitled to Adjustable Benefits unless such Participant's benefit commencement date was prior to January 1, 2008. Further, such Participant's benefits are subject to the UPS-CSPF Agreement that transferred certain benefit obligations to UPS.

QUESTIONS?

You can find answers to the most frequently asked questions on our website. If you have a question or need additional information you can either:

- You can send a secure message with your questions through the Message Center at **MyCentralStatesPension.org**; or
- You can call our CustomerCare Center at 800-323-5000. Our Benefit Specialists are available during normal business hours and will make every effort to provide you with accurate and complete information to your questions; or
- You can write the Plan at:
  Central States, Southeast and Southwest Areas Pension Fund
  P.O. Box 5109
  Des Plaines, IL 60017-5109

TIP

ONLINE HELP AVAILABLE…MyCentralStatesPension.org
If you are a participant close to retirement age, the easiest way to estimate the amount of your pension is to visit ***MyCentralStatesPension.org****. In addition to the pension estimator, there are "How To" guides on filing for your pension or disability benefit, changing your tax election, electing direct deposit, or updating your address.*

It is important to note that the Fund's Board of Trustees has the authority to make final decisions about the Pension Plan and this booklet.

Participants with their last hour of service while employed by UPS who are not retired as of 1/1/2008 are subject to a different Summary Plan Description and may request one to be provided by contacting the Fund offices.

ALERT

IMPORTANTE: Este folleto contiene un sumario en ingles de sus derechos y beneficios bajo el Plan. Si usted tiene dificultad en entender cualquier parte de este folleto, favor de llamar a nuestro teléfono gratis, 800-323-5000. Si prefiere por manera de correspondencia, favor de enviarla a Central States, Southeast and Southwest Areas Pension Fund, P.O. Box 5109, Des Plaines, Illinois 60017-5109.

The information in this booklet reflects all Plan amendments through June 2024. Amendments enacted after that date may impact the information in this booklet.

CENTRAL STATES PENSION FUND
8647 W. HIGGINS ROAD
CHICAGO IL 60631-2803

CENTRAL STATES
PENSION FUND

800-323-5000 • MyCentralStatesPension.org

UNION
BUG FPO

July 2024