

SPECIAL RULE FOR CERTAIN TERMINATED VESTED PARTICIPANTS

Effective August 23, 1984, a Participant who worked for one Hour of Service after September 1, 1974, had attained Vested Status and who last worked before August 23, 1984 may elect to have his retirement benefits paid in the form of a Husband and Wife Pension in accordance with the provisions of the Plan in effect immediately prior to January 1, 1985. He may also have his pre-retirement death benefits paid as a Husband and Wife pre-retirement survivor benefit.

PRESENT VALUE OF DEATH BENEFITS \$3,500 OR LESS, OR MORE THAN \$3,500 BUT LESS THAN \$7,500

If the present value of the pre-retirement death benefit under the Husband and Wife Pension to which a surviving spouse is entitled is \$3,500 or less, the Plan will distribute the present value in a lump sum without requiring the consent of the surviving spouse. If the same benefit is more than \$3,500 but less than \$7,500, the Plan will, with the consent of the surviving spouse, distribute the present value in a lump sum.

TEN YEARS CERTAIN AND LIFE PENSION

If you do not have a spouse, or elect not to receive the Husband and Wife Pension with the required written consent of your spouse, payments will be made in the form of a Ten Years Certain and Life Pension. This form of pension will provide a monthly benefit payment to you for as long as you live with the guarantee that if you die before receiving ten years of monthly payments (120 monthly payments) the remainder of such monthly payments will

continue to be paid monthly to your designated beneficiary until the total of 120 monthly payments have been made to you and your beneficiary. If you chose this option and the present value of your Ten Years Certain and Life Pension is \$3,500 or less, the Plan will distribute this amount to you in a lump sum without requiring the consent of you or your spouse. In addition, if you die with payments due to your beneficiary, and the present value of such payments is \$5,000 or less, the Trustees will, with proper consent, distribute the amount in a lump sum to your beneficiary.

UPON RETIREMENT

If you qualify for a Husband and Wife Pension, you must notify the Trustees in writing if you want your pension paid in the form of a Ten Years Certain and Life Pension, and you must sign the proper forms. At this same time, you should provide the Trustees with a designation of beneficiary and the written consent of your spouse.

PRE-RETIREMENT DEATH BENEFIT UNDER TEN YEARS CERTAIN AND LIFE PENSION

Under certain circumstances the Ten Years Certain and Life Pension may also provide a pre-retirement death benefit. You will be eligible for a death benefit if at your death you are Vested (see Page 17 for an explanation), have reached age 55, and you did not qualify for a Husband and Wife pre-retirement death benefit, or qualified but had filed a rejection of the Husband and Wife benefit, with the written consent of your wife, with the Trustees. If you are eligible, then in the event of your death prior to retirement your designated beneficiary will receive a monthly pension equal to the monthly Ten Years Certain and Life Pension benefit which would have been

paid to you had you begun to receive your pension on the first day of the month following your death.

NO REDUCTION IN CERTAIN CIRCUMSTANCES

If you were Vested, age 55 or older, had at least 15 Pension Credits and had completed at least 240 Hours of Service in either one of the two consecutive Plan Years immediately preceding the date of your death, the monthly benefit payable to your beneficiary for 120 months will be equal to the monthly amount of the Regular Pension and/or Noncommercial Pension which would have been paid to you, without reduction to reflect the commencement of benefit payments prior to the date you attain age 65.

EXAMPLE 1:

Assume that you have either elected not to receive the Husband and Wife Pension or did not have a spouse (to whom you were legally married for at least one year at the time of your death) and you die prior to retirement at age 60 with 25 Pension Credits **not** having completed at least 240 Hours of Service in either one of the two consecutive Plan Years immediately preceding the date of your death. Assume further that the monthly benefit which would have been payable to you under a Regular or Noncommercial Pension, had you not died, is \$600. This is the death benefit payable, reduced by the early retirement reduction factor as determined on Page 28, of 30%, or an Early Retirement Pension amount payable at age 60 of \$420. This means that the death benefit payable to your beneficiary will be

\$420 monthly for a period of 10 years, at which time benefit payments will stop.

EXAMPLE 2:

Assume the same facts in Example 1, except that you **had** completed 500 Hours of Service in the Plan Year immediately preceding the date of your death. Because you met the requirements which prevent reduction immediately preceding the date of your death, your beneficiary will be entitled to \$600 (i.e., no reduction is made to reflect the commencement of benefit payments prior to the date you attain age 65) monthly for a period of 10 years.

CASH TERMINATION BENEFIT

If you had a Break in Service before April 1, 1976 and you had at least 10 Pension Credits but were not Vested (at March 31, 1976, you needed 15 credits and age 50 to be Vested), you may be eligible for a cash termination benefit. The benefit equals \$100 times your full and partial Future Service Pension Credits and will be paid in a lump sum to you when you apply. The cash termination benefit is only available if you are not entitled to any other benefit from the Plan.

LUMP SUM DEATH BENEFIT

DESCRIPTION

A vested Participant who is not married and dies before reaching age 55 is entitled to a lump sum death benefit. The lump sum death benefit will be the sole