

Retirement Benefit Commencement Age	Reduction Factor		
	(Current) For non-construction Retirements Prior to 1/1/2015	(New) For Retirements on or After 1/1/2015 Past Benefit Accruals	(New) For Retirements on or After 1/1/2015 Future Benefit Accruals
52	48.00%	48.00%	60.00%
53	42.00%	42.00%	54.00%
54	36.00%	36.00%	48.00%
55	30.00%	30.00%	42.00%
56	24.00%	24.00%	36.00%
57	9.00%	18.00%	30.00%
58	6.00%	12.00%	24.00%
59	3.00%	6.00%	18.00%
60	-	-	12.00%
61	-	-	6.00%
62	-	-	-

*Example 1: John retired on 12/31/2014 at age 57. John had an accrued monthly benefit of \$500 payable at age 60. His monthly benefit at age 60 was reduced by 9% to \$455 to reflect the 3 years he was younger than age 60 when his benefits began.*

*Example 2: Instead of retiring on 12/31/2014, John works one additional year and retires on 12/31/2015 at age 58 after earning an additional \$50 for a total accrued benefit of \$550. Before the change John would have had his entire \$550 benefit reduced by 6% to \$517 to reflect the 2 years he was younger than age 60 when his benefits began. After the change, the \$500 John earned prior to 1/1/2015 is reduced by the old 6% reduction to \$470 reflecting the 2 years he was younger than age 60 and the additional \$50 John earned after 1/1/2015 is reduced by 24% to \$38 reflecting the 4 years he was younger than age 62. John's total benefit at retirement is therefore \$508 (\$470 + \$38).*

*Example 3: Jack was hired on or after 1/1/2015 and Jack retires at age 57. Jack also has an accrued monthly benefit of \$500 payable at age 62. However, his monthly benefit at age 57 will be reduced by 30% to \$350 to reflect the 5 years he is younger than age 62 when his benefits begin.*

#### **25-AND-OUT BENEFIT**

Under current plan provisions, a 25-and-Out Benefit is available to some participants who meet the service and contribution rate requirements.

**Effective for all retirements on or after January 1, 2015 the 25-and-Out Benefit will no longer be available for any participant.** Participants may still be able to retire with their full benefits if they meet other plan provisions or with a reduced benefit if they are retiring early.

#### **NORMAL RETIREMENT AGE**

Under the current plan provisions, Normal Retirement Age is the later of age sixty (60) or the completion of ten (10) Years of Participation in the Plan since his/her last Break-in-Service Date.\* For employees of this Fund, employees of Employer-Teamsters Local Nos. 175 and 505 Health and Welfare Trust Fund, employees of Local Union Nos. 175 & 505 not subject to Collective Bargaining agreements requiring contributions to the Plan and employees having one (1) or more hours of Future Credited Service on or after January 1, 1997, the foregoing sentence requiring ten (10) years of Participation is replaced by five (5) Years of Participation.

**Effective for all retirements on or after January 1, 2015, the Normal Retirement Age for future benefit accruals has increased to the later of age sixty-two (62) or the completion of ten (10) Years of Participation in the Plan since his/her last Break-in-Service Date.\***

*Example 1: Peter continues to work after 1/1/2015, and has more than five years of service to be vested but less than 15 so is not eligible for an early benefit. Peter can retire at 60 with his Normal Accrued Benefit (AB) accrued through 12/31/2014, but he will have to wait to start receiving any benefit accrued after 1/1/2015 until attainment of age 62. Normal suspension of benefits rules would apply should Peter commence payment of the benefit accrued through 12/31/2014 and return to work.*

*Example 2: Dan is age 60 as of November 30, 2014 with an accrued benefit of \$2,000 as of the same point in time. Under this scenario, Dan can retire effective 12/1/2014 at NRA 60 with a monthly benefit of \$2,000. If, instead, Dan works an additional year until age 61 at November 30, 2015 and earns an additional \$100 in 2015, Dan can retire effective 12/1/2015 with a benefit of \$2,000 + (\$100 \* .94) = \$2,094.*

*Example 3: Stephanie has accrued a benefit of \$1,000 as of December 31, 2014 and continues to work and accrue an additional \$500 after January 1, 2015. Stephanie subsequently retires 57. Stephanie's December 31, 2014 benefit of \$1,000 will be reduced at 6% per year for three years (from the prior Normal Retirement Age of 60) resulting in \$820. The additional \$500 accrual will be reduced by 6% per year but for five years (from the new Normal Retirement Age of 62) resulting in \$350 (\$500 x (1 - 5 x 6%)). Stephanie's total benefit would be \$1,170.*

**PLEASE NOTE: Benefits already in pay status on January 1, 2015 will not be affected by the changes described in this notice.**

Please keep this notice with your copy of the Plan's Summary Plan Description booklet. Should you have any questions about how this change may affect you, please contact the Fund Office at (304) 925-4181. This notice is provided to you pursuant to Section 204(h) of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and Section 4980F of the Internal Revenue Code. This notice also constitutes a summary of material modifications to the Plan under Sections 102(a) and 104(b) of ERISA.