

# MICHIGAN CARPENTERS' FRINGE BENEFIT FUNDS

Michigan Carpenters' Health Care Fund  
Michigan Carpenters' Pension Fund  
Michigan Carpenters' Apprenticeship & Training Fund

Managed for the Trustees by:  
TIC INTERNATIONAL CORPORATION

**JULY 2001**

## **NOTICE OF PENSION PLAN MODIFICATIONS**

We are pleased to announce that the Board of Trustees of the Pension Fund has amended the Plan as follows:

- Effective September 1, 2001, the Joint & 75% Survivor Optional form of Benefit will be available to retiring Participants.
- Effective immediately, under Article II, Section 4 – Years of Service for Other Employment, the name of the State of Michigan Department of Labor was changed to reflect its new name - the Michigan Department of Consumer and Industry Services.
- Effective retroactive to May 1, 2001, a Limited Waiver of the Suspension of Benefits Provision was adopted to permit retirees to work in a supervisory, office or managerial position, which was not covered by the Collective Bargaining Agreement, such as superintendent, estimator, etc. The Limited Waiver was granted so that the contractors could staff their jobs with experienced and highly skilled workers during this busy construction season. The Waiver is in effect from May 1 through December 31, 2001 and will apply only to employment with a union contractor who contributes on its bargaining unit employees to this Fund or to another pension fund affiliated with the United Brotherhood of Carpenters and Joiners of America.
- Effective May 1, 2001, the Plan's Suspension of Benefits Rules were reinstated. This means that Pension Benefits will be suspended if a Retired

Participant returns to work at the Carpentry Trade during a calendar month and works 40 or more hours with the State of Michigan.

- The Unlimited Waiver of the Suspension of Benefits provision was extended through **April 30, 2001**.
- Effective retroactive to September 1, 2000, the total pension contributions remitted on an Active Participant's behalf, subsequent to any Permanent Break(s) in Service that he may have suffered, will be included in the calculation of his Accrued Benefit.

Board of Trustees  
Michigan Carpenters' Pension Fund

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**To: PLAN PARTICIPANTS OF THE  
MICHIGAN CARPENTERS'  
PENSION FUND**

**Re: 2000 SUMMARY ANNUAL REPORT**

Dear Plan Participant:

This is a summary of the annual report of the Michigan Carpenters' Pension Fund, Sponsor Identification Number 38-6233978, for the period of September 1, 1999 through August 31, 2000. The annual report has been filed with the U. S. Department of Labor's Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### *BASIC FINANCIAL STATEMENT*

Benefits under the Plan are provided by a Trust. Plan Expenses were \$26,672,113. These Expenses included \$2,574,765 in Administrative Expenses

(see Note A), and \$24,097,348 in benefits paid to Participants and Beneficiaries. A total of 3365 persons were Participants in or Beneficiaries of the Plan at the end of the Plan Year, although not all of these persons had yet received the right to receive benefits.

The value of Plan Assets, after subtracting Liabilities of the Plan, was \$535,084,326 as of August 31, 2000, compared to \$479,621,748 as of September 1, 1999. During the Plan Year, the Plan experienced an increase in its Net Assets of \$55,462,578. This increase included unrealized appreciation or depreciation in the value of Plan Assets; that is, the difference between the value of the Plan's Assets at the end of the year and the value of Plan Assets at the beginning of the Year, or the cost of the Assets acquired during the Year. The Plan had Total Income of \$82,134,691, including employer contributions of \$17,659,880, realized gains of \$19,724,134 from the sale of Assets, earnings from investments of \$44,388,963 and other income of \$361,714.

#### *MINIMUM FUNDING STANDARDS*

An Actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

#### *YOUR RIGHTS TO ADDITIONAL INFORMATION*

You have a right to receive a copy of the full annual report or any part thereof on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of Plan Assets; and
4. Actuarial information regarding the funding of the Plan.
5. Financial information and information on payments to service providers; and

6. Information regarding any common or collective trusts, pooled separate accounts; master trusts and 103-12 investment entities in which the Plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrative Manager, TIC International Corporation, 6525 Centurion Drive, Lansing, Michigan 48917-9275, at Toll Free (800) 273-5739 or at (517) 321-7502. The charge to cover copying costs will be \$9.50 for the full annual report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a statement of the Assets and Liabilities of the Plan and accompanying notes, or a statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at the address given, at your local union office, at your employer's establishment if at least 50 Plan Participants are employed there, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N5507, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

Sincerely,

Board of Trustees

Michigan Carpenters' Pension Fund

**Management Trustees**

Bart Carrigan, *Chairman*  
Charles Clark  
Wayne Johnson  
T. Gregory Longpre  
Matthew Spence, III  
W. Stanley Whitaker

**Union Trustees,**

David Stark, *Secretary*  
Douglas Buckler  
Anthony Michael  
Dave Miller  
Richard Morehead  
Gary W. Novara

Charles Clark  
3225 West St. Joseph  
Box 40087  
Lansing, MI 48901

Douglas Buckler  
Local Union 1102  
23401 Mound Road  
Warren, MI 48091

Wayne Johnson  
Gundlach Champion  
Box 849  
Marquette, MI 49855

Anthony Michael  
Michigan Regional  
Council of  
Carpenters  
3800 Woodward Ave  
Suite 1200  
Detroit, MI 48201

*Note A: Administrative Expenses:*

Investment fees	\$1,703,124
Administrative Managers' fee *	279,154
Payroll audit fees	115,598
Collection fees	101,912
Printing and miscellaneous	72,190
Computer processing	45,764
Summary plan description costs	44,914
Legal fees	38,565
Trustee Fiduciary Liability	
Insurance and Bonding	30,537
Postage for special mailings	23,888
Conference and meeting expenses	23,460
Actuarial fee	23,200
Premiums- Pension Benefit Guaranty Corp	22,789
Bank service charges	20,909
Audit fee	13,200
SSA compliance costs	7,642
Participant notices	4,927
Medical examinations	<u>2,992</u>
<b>Total Administrative Expenses</b>	<b>\$2,574,765</b>

T. Gregory Longpre  
P.O. Box 27005  
Lansing, MI 48909

Dave Miller  
Local Union 706  
6459 W Pierson Road  
Flushing, MI 48433

Matthew Spence, III  
Spence Brothers, Inc.  
417 McCoskry, Box 1568  
Saginaw, MI 48605

Richard Morehead  
Local Union 525  
3617 Gembrit Circle  
Kalamazoo, MI 49001

W. Stanley Whitaker  
PO Box 2112  
Kalamazoo, MI 49003

Gary W. Novara  
2000 Town Center  
Suite 2370  
Southfield, MI 48075

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**IMPORTANT NOTICE TO PARTICIPANTS  
WHO BEGIN RECEIVING PENSION  
PAYMENTS BEFORE AGE 55**

Like many other construction industry pension plans, the Michigan Carpenters' Pension Fund will, in accordance with the Pension Fund's plan document and Department of Labor regulations, suspend your monthly pension benefits if you return to work for 40 or more hours per month in the same trade in the construction industry in Michigan ("suspendable service") unless these provisions have been waived by Plan Modification.

In addition, if your pension payments are suspended before you have both reached age 59 ½ and received pension payments for five year, you may be

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As of this date, the members of the Board of Trustees of the Michigan Carpenters' Pension Fund are as follows:

Bart Carrigan  
*Chairman*  
2323 North Larch St.  
PO Box 27005  
Lansing, MI 48909

David Stark  
*Secretary*  
Local Union 100  
140 N 64<sup>th</sup> Avenue  
Coopersville, MI  
49404

required, under the federal Tax Code, to pay an additional 10% "penalty" income tax on all or a portion of the pension payments you previously received.

Accordingly, if you consider returning to work in the same trade in the construction industry in Michigan, you should first contact both: (1) the Pension Department at the Fund Office to learn what the Fund's suspension-of-benefits rules are at that time; and (2) your tax advisor to consider the potential income tax effects of returning to work and having your pension benefits suspended at that time.

Board of Trustees  
Michigan Carpenters' Pension Fund

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**To: ALL PLAN PARTICIPANTS  
APPROACHING THE NORMAL  
RETIREMENT AGE**

**Re: MICHIGAN CARPENTERS'  
PENSION FUND**

Dear Plan Participant:

This notice applies only to Plan Participants who do **NOT** elect to retire at the normal retirement age and who may choose to continue working. "Normal Retirement Age" under the Pension Plan is age 65.

If you continue to work after reaching the normal retirement age, your Plan' Suspension of Benefit Rules will be applied even though you have not actually retired.

Under the Suspension of Benefit Rules, no benefits are payable for any month in which you work 40 hours or more in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of any Participating Local whether within or without the State of Michigan. This

suspension is applicable until the April 1<sup>st</sup> following the calendar year in which you reach age 70 ½ or unless waived on a temporary basis by this Board of Trustees. Thereafter, you may both work and receive your monthly pension.

If you continue to work after reaching the normal retirement age, but work less than 40 hours per month or do not work at all, no pension benefits will be paid during such months. However, when you do retire, you may be entitled to additional benefits for those months between your normal retirement age and your actual date of retirement if you did not work at least 40 hours in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan.

Be assured that application of the Suspension of Benefits Rules while you are working after reaching the normal retirement age will in no way affect your current vesting or benefit accrual status under the Plan. When a participant who continues to work after his normal retirement age decides to actually retire, his normal retirement benefit will be determined in accordance with the regular Plan provisions. Such provisions give credit for work performed under the Plan prior to actual retirement if the requirement of a minimum 435 hours of work in a Plan Year is met.

If you disagree with how the Suspension of Benefit Rules is being applied to your particular case, you have the right to appeal to the Board of Trustees. The Appeal Procedure is set forth on Page S-18 of the Summary Plan Description.

If you have any questions about how the Suspension of Benefit Rules will be applied to your employment situation, be sure to contact the Pension Department at the Fund Office before continuing to work beyond the normal retirement age.

Board Of Trustees  
Michigan Carpenters' Pension Fund

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**NOTICE OF SUSPENSION OF PENSION  
BENEFITS PROVISIONS  
TO RETIRED PARTICIPANTS**

This is to remind you of the provisions of the Pension Plan governing Suspension of Pension Benefits for returning to work at the Carpentry Trade. Under these provisions, Pension Benefits being paid to Retired Participants may be suspended only if **ALL** of the following conditions are met:

1. A retiree is working **40** or more hours during any given month (or during the payroll periods falling within that month); and
2. The work is in the same industry as the type of business activity engaged in by employers who contribute to the Plan even though his employer may not be a contributing Employer (e.g., non-union); and
3. The work is at the same trade or craft in which the retiree was working when he earned benefits under the Plan. (Self-employed work, as well as supervisory work can be considered as a return to work so long as the retiree is using the same skill or skills he acquired while he worked under a union collective bargaining agreement); and
4. The work is performed within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan

This suspension is applicable until the April 1<sup>st</sup> following the calendar year in which the retired

Participant reaches age 70 ½. Thereafter, you may both work and receive your monthly pension.

Under the provisions of the Plan, every retiree **is required** to notify the Fund Office immediately if he returns to work in any capacity regardless of whether he returns to work for a non-contributing employer (e.g., non-union) or in a self-employed capacity. Failure to notify the Fund Office in a timely manner of a return to work may subject the retired Participant to possible Suspension of his current and/or future Pension Benefits.

Please note that the Suspension of Benefit Provisions have been waived through April 30, 2001 for any Retired Participant who returns to work at the Trade for a contributing employer and works four hundred sixty-eight (468) Hours of Work.

Board Of Trustees  
Michigan Carpenters' Pension Fund

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**NOTICE TO ALL RETIREES  
OF A LIMITED WAIVER OF THE  
PENSION PLAN'S SUSPENSION  
OF BENEFITS PROVISION**

You were notified recently that the Trustees of the Michigan Carpenters' Pension Fund had **discontinued** the waiver of the Pension Plan's Suspension of Benefits provisions effective May 1, 2001, and that your monthly pension benefits will be suspended if you work at the trade in the building and construction industry in Michigan, including as a supervisor or in self-employment, for 40 or more hours in any month after April 30, 2001.

The Trustees have decided to permit retirees to work in a supervisory, office or managerial position which is **not** covered by the Collective Bargaining Agreement, such as a superintendent, estimator, etc., without being subject to the Suspension of Benefits provision. This limited waiver was granted so that the contractors can staff their jobs with experienced and highly skilled workers during this

busy construction season. The waiver will be in effect from May 1 through December 31, 2001 and will apply **only** to employment with a union contractor who contributes on its bargaining unit employees to this Fund or to another pension fund affiliated with the United Brotherhood of Carpenters and Joiners of America.

To be eligible to work under this limited waiver, you must notify the Fund in writing that you are working in a supervisory, office or managerial position for a contributing Employer, identify the Employer and certify that you are not working with the tools and that you will not be supervising anyone performing work non-union (for a non-signatory employer) in any of the trades which fall within the work jurisdiction of the United Brotherhood of Carpenters. The enclosed form is to be used to provide the initial notification, which must be filed immediately if you are now working or have worked since May 1, 2001, in such a supervisory, office or managerial position. You will be required to complete and file this same form every month in which you work under the limited waiver. Copies of the form can be obtained from the Pension Department at the Fund Office.

Because this waiver applies only to non-bargaining work, no contributions will be accepted by the Funds on your behalf, but you may continue to make self-payments to continue your health care benefits.

If you have questions about this limited waiver of the Suspension of Benefits provision, call the Pension Department at the Fund Office.

Board of Trustees  
Michigan Carpenters' Pension Fund

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To: PLAN PARTICIPANTS OF THE  
MICHIGAN CARPENTERS'  
HEALTH CARE FUND

Re: **2000 SUMMARY ANNUAL REPORT**

Dear Plan Participant:

This is a summary of the annual report of the Michigan Carpenters' Health Care Fund, Sponsor Identification Number 38-2106877, a self-insured fund, for the period of September 1, 1999 through August 31, 2000. The annual report has been filed with the U.S. Department of Labor's Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Joint Board of Trustees has committed itself to pay certain medical, surgical and their health care claims incurred under the terms of the Plan.

*BASIC FINANCIAL STATEMENT*

The value of Plan Assets, after subtracting Liabilities of the Plan, was \$3,605,741 as of August 31, 2000, compared to \$9,914,976 as of September 1, 1999. During the Plan Year the Plan experienced a decrease in its Net Assets of \$6,309,235. This decrease included unrealized appreciation or depreciation in the value of the Plan Assets; that is, the difference between the value of the Plan Assets at the end of the Year and the value of the Plan Assets at the beginning of the Year or the cost of Assets acquired during the Year. During the current Plan Year, the Plan had Total Income of \$17,810,801, including employer contributions of \$13,984,068, employee contributions of \$3,189,978, earnings from investments of \$953,806, realized losses of \$354,242 from the sale of Assets and miscellaneous income of \$37,191.

Plan Expenses were \$24,120,036. These Expenses included \$1,742,560 in Administrative Expenses (see Note A on the next page) and \$22,377,476 in Benefits paid on behalf of Participants and Beneficiaries.

*YOUR RIGHTS TO ADDITIONAL INFORMATION*

You have a right to receive a copy of the full annual report or any part thereof, on request. The items listed below are included in that report:

1. An Accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of Plan Assets; and
4. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrative Manager, TIC International Corporation, 6525 Centurion Drive, Lansing, Michigan 48917-9275, Toll Free (800) 273-5739 or (517) 321-7502. The charge to cover copying costs will be \$3.50 for the full annual report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a Statement of Assets and Liabilities of the Plan and accompanying notes, or a Statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at the address give, at your local union office, at your employers' establishment if at least 50 Plan Participants are employed there, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-5638, Pension and Welfare

Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Joint Board of Trustees

Union Trustees,                      Management Trustees,

David Stark, <i>Chairman</i>	Bob Fontana, <i>Sec.</i>
Michael Donnelly	Duane Bremer
Arthur Huff	Stanley Buell
Gary Isham	Wayne Johnson
Dave Miller	Hazel Leonard
John Nagelhout	Robert Root

Note A: Administrative Expenses:

Transfer to other funds	\$655,947
Administrative Managers' fee *	540,803
Payroll audit fees	115,179
Printing and miscellaneous	104,583
Collection fees	97,514
Investment expenses	75,759
Computer processing costs	53,413
Bank service charges and Lock box fee	19,591
Conference and meeting expenses	17,261
Legal fees	16,630
Trustee Fiduciary Liability Insurance and Bonding	14,825
Annual Audit fee	13,200
Actuarial fee	9,200
Notices to participants	4,926
Summary annual report costs	2,125
Other expenses	1,079
Educational foundation dues	<u>525</u>
 Total Administrative Expenses	 \$1,742,560

\* Includes rent, equipment, staffing, daily postage, etc.

As of this date, the members of the Board of Trustees of the Michigan Carpenters' Health Care Fund are as follows:

<b>Union Trustees</b>	<b>Management Trustees</b>
David Stark	Bob Fontana

*Chairman*  
Local Union 100  
140 N. 64<sup>th</sup> Avenue  
Coopersville, MI  
49404

*Secretary*  
2323 N. Larch St.  
P O Box 27005  
Lansing, MI 48909

Michael Donnelly  
Local 1510  
150 Old Kiln Road  
Marquette, MI 49855

Duane Bremer  
Gerace Const. Co.  
4708 James Savage  
Midland, MI 48640

Arthur Huff  
Local 1102  
3617 Gembrit Circle  
Kalamazoo, MI 49001

Stanley Buell  
Grand River Const.  
520 36<sup>th</sup>, Box 323  
Hudsonville, MI  
49426

Gary Isham  
Local 706  
6459 W. Pierson Road  
Flushing, MI 48433

Wayne Johnson  
Gundlach Champion  
P O Box 849  
Marquette, MI  
49855

Dave Miller  
Local 706  
6459 W. Pierson Road  
Flushing, MI 48433

Hazel Leonard  
Kreighoff-Lenawee  
Box 100  
Adrian, MI 49221

John Nagelhout  
Local 100  
140 N 64<sup>th</sup> Avenue  
Coopersville, MI 49404

Robert Root  
Forrester Const.  
P O Box 606  
Flint, MI 48501

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To: PLAN PARTICIPANTS OF MICHIGAN  
CARPENTERS' HEALTH CARE FUND

Re: **WOMEN'S HEALTH  
AND CANCER RIGHTS**

Dear Participant:

Due to recent changes in Federal law, the Trustees  
of your Health Care Fund are issuing this annual

notice in compliance with the Women's and  
Cancer Rights Act of 1998. Your Health and  
Welfare Plan already provides the benefits required  
by this new law. You have a right to this notice,  
and the Trustees are providing the notice for your  
information so that you may be assured that you  
are treated in accordance with Federal law if the  
need arises.

The Federal law requires that all health care plans  
that provide medical and surgical benefits for  
mastectomies provide, Participants and  
Beneficiaries receiving mastectomy benefits and  
who elect mastectomy related breast reconstruction  
with coverage for the following:

- **Reconstruction of the breast on which the  
mastectomy has been performed.**
- **Surgery and reconstruction of the other  
breast to produce a symmetrical  
appearance; and**
- **Prostheses and physical complications of  
all stages of mastectomy including lymph  
edemas; in a manner determined in  
consultation with the attending physician  
and the patient. Such coverage may be  
subject to annual deductibles and  
coinsurance provisions as may be deemed  
appropriate and as are consistent with  
those established for other benefits under  
the plan or coverage.**

The Fund has provided coverage for mastectomies  
for a number of years. As part of this coverage, the  
Plan also covered the procedures necessary to effect  
reconstruction of the breast on which the  
mastectomy was performed, as well as the cost of  
prostheses and physical complications of all stages  
of mastectomy, including lymph edemas, as  
recommended by the attending physician of any  
patient receiving Plan benefits in connection with  
the mastectomy and inc consultation with the  
patient. The Plan also covers any surgery and  
reconstruction of the other breast to achieve a  
symmetrical appearance.

Please keep this notice with your Summary Plan Description. If you have any questions regarding these federal requirements, please contact the Fund Office.

Board of Trustees  
Michigan Carpenters' Health Care Fund

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**To: PLAN PARTICIPANTS OF MICHIGAN CARPENTERS' HEALTH CARE FUND WHO ARE "ACTIVELY EMPLOYED" AT THE TRADE, OR THEIR SPOUSES, WHO ARE CLOSE TO AGE 65 OR WHO ARE 65 OR OLDER**

If you are currently employed and eligible for Medicare, Federal law requires that the Fund offer you a choice as to whether you want Medicare or the Michigan Carpenters' Health Care Fund to be primary payor of your health care benefits.

Previously, if you were an **active employee**, or your spouse who was **age 65** or older and had Medicare coverage, Medicare paid first and then the Fund paid for supplemental coverage up to the limits provided for under the Fund's Schedule of Benefits.

In an effort to reduce Medicare costs, Congress passed a law, which requires that for active employees or dependent spouses age 65, **or over**, group health plans, rather than Medicare, be the primary payor of benefits unless the employee or spouse specifically elects to have Medicare as the primary payor. In effect, Federal law shifts more of the cost of your health care services from Medicare to the Fund.

If you select Medicare as the primary payor of benefits, your out-of-pocket expenses will generally be greater than they would be if the Fund is the primary payor. This is due in part to the fact

that if Medicare is the primary payor, the Fund will **NO LONGER BE PERMITTED** to provide any supplemental coverage for hospital or surgical services. You would have to depend totally on Medicare or other privately purchased health insurance.

Also, if Medicare is the primary payor, the Fund would **NOT** be permitted to pay any of the deductibles or co-insurance required for Medicare services, **NOR** be permitted to pay any amount above the limits set by Medicare or various health care services.

Because of the additional costs to **YOU** if Medicare is the primary payor of benefits, **the Trustees have decided that the Fund should be the primary payor of benefits for all participants age 65 or over, and for their spouses age 65 or over, who are still actively employed at the Trade**, even though it may result in increased costs to the Fund to provide such coverage. This means that, in most cases where Medicare and the Fund cover the same items or services, the Fund will pay first and then Medicare will supplement the Fund's coverage up to the Medicare limits.

In most cases, the Fund's benefits are more generous than those provided under Medicare. Where they are not, you retain the right to file your claim with Medicare for whatever supplemental coverage is available. Your combined benefits from Medicare and the Fund will remain unchanged if the Fund is the primary payor.

If for some reason you would prefer to have Medicare as the primary payor, you must state this preference in writing to the Fund Office **within 90 days** of the date of this notice.

In making this decision, we suggest that you compare the Fund's benefits with those provided under Medicare and consider the consequences of selecting Medicare as the primary payor.

A complete description of the Fund's eligibility rules and Schedule of Benefits may be found in your Summary Plan Description (SPD) and in subsequent notices of changes, which have been mailed to you. If you need a copy of this information, feel free to contact the Fund Office.

A description of Medicare's eligibility rules and benefits may be found in a booklet entitled, "Your Medicare Handbook." A copy may be obtained from your local Social Security Administration Office.

**REMEMBER: If you select Medicare as your primary payor of benefits, the Fund may NOT supplement the Medicare coverage in any way and you are fully responsible for any Medicare deductibles and co-insurance.**

Regardless of your election decision, it would seem advisable for you to pay the required monthly premiums for the Medicare Part-B Program, which covers physicians' charges. This will generally help cover certain expenses not covered under the group health care plan. It should be noted that if you fail to pay the Part-B premiums on time while you are working between the ages of 65 and 69, you may still be able to enroll in the Part-B Program when you stop working or reach age 70, without payment of a late penalty. (For details, check with your local Social Security Administration Office.)

If you have not yet applied for Medicare coverage, we urge you to do so as soon as possible. Your local Social Security Administration Office will assist you with determining your eligibility for such benefits and with completion of the application form.

If you have any questions about the information provided in this notice, please contact the Fund Office.

Board of Trustees

Michigan Carpenters' Health Care Fund

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