

MICHIGAN CARPENTERS' PENSION FUND

Michigan Carpenters' Pension Fund
December, 2010

Managed for the Trustees by:
TIC INTERNATIONAL CORPORATION

To: All Participants, Beneficiaries, Alternate Payees, Employers and Bargaining Parties

This notice includes the Pension Fund's Notice of Critical Status, Annual Funding Notice and other Notices for the Plan Year ended August 31, 2010.

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We encourage you to read these Notices in their entirety. If you want any information about the Plan or you wish to file a claim for benefits, contact the Board of Trustees of the Michigan Carpenters' Pension Fund at (800) 273-5739 or 6525 Centurion Drive, Lansing, Michigan 48917-9275.

Fraternally,
Boards of Trustees, Michigan Carpenters' Pension Fund

NOTICE OF CRITICAL STATUS

This is to inform you that on November 29, 2010 the Plan's actuary certified to the U.S. Department of the Treasury and to the Board of Trustees (the Plan sponsor or Trustees) that the Plan remains in critical status for the Plan Year beginning September 1, 2010. Federal law requires that you receive this Notice.

Critical Status

The Plan is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the Plan's actuary determined that the Plan was in critical status last year and, over the next 9 years, the Plan is projected to have an accumulated funding deficiency (taking into account amortization extensions) for the Plan Year ending August 31, 2018. An "accumulated funding deficiency" means that contributions would be insufficient to satisfy Federal requirements; it does not mean that the Plan would become bankrupt or run out of money.

Rehabilitation Plan

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. This is the third year the Plan has been in critical status and a rehabilitation plan has been adopted and subsequently updated. The law permits the Plan to reduce, or even eliminate, benefits called "adjustable benefits" as part of its rehabilitation plan. On January 28, 2009 and June 9, 2009, you were notified that the Plan reduced or eliminated certain adjustable benefits. On December 24, 2008, you were notified that as of September 1, 2008 the Plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status. If the Trustees determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any future reduction of adjustable benefits will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after December 24, 2008 (other than the repeal of the benefit increase adopted in the previous five years, which has already occurred).

Adjustable Benefits

The Plan continues to offer the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the Plan may adopt:

- Certain Pre-Retirement Death Benefits;
- Disability Benefits (if not yet in pay status);
- Early Retirement Benefits or retirement-type subsidy;
- Benefit payment options other than a qualified joint and survivor annuity (QJSA).

Employer Surcharge

The law requires that all contributing employers pay a surcharge to the Plan to help correct the Plan's financial situation until the bargaining parties formally approve a rehabilitation plan. **Since the bargaining parties have approved the rehabilitation plan, employer surcharges are not currently applicable.** The amount of the surcharge is equal to a percentage of the amount the employer is otherwise required to contribute to the Plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge is applicable in the initial critical year and a 10% surcharge is applicable for each Plan Year in which the Plan is in critical status.

Where to Get More Information

For more information about this Notice, you may contact the Board of Trustees of the Michigan Carpenters' Pension Fund at 6525 Centurion Drive, Lansing, Michigan 48917 or by telephone at (517) 321-7502 or Toll Free (800) 273-5739. You have a right to receive a copy of the Rehabilitation Plan from the Plan.

ANNUAL FUNDING NOTICE

Introduction

This notice includes important information about the funding status of your Pension Fund, the Michigan Carpenters' Pension Fund (the "Plan"). This notice also provides a summary of federal rules governing multiemployer plans in reorganization and insolvent plans and benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. Under federal law, this notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is for the Plan Year beginning September 1, 2009 and ending August 31, 2010 (referred to hereafter as "Plan Year").

How Well Funded Is Your Plan

Under federal law, the plan must report how well it is funded by using a measure called the "funded percentage." This percentage is obtained by dividing the Plan's assets by its liabilities on the valuation date for the Plan Year. In general, the higher the percentage, the better funded the Plan. Your Plan's funded percentage for the Plan Year and each of the two preceding Plan Years is set forth in the chart below, along with a statement of the value of the Plan's assets and liabilities for the same period.

Funded Percentage			
	2009	2008	2007
Valuation Date	September 1	September 1	September 1
Funded Percentage	63%	61%	69%
Value of Assets	\$ 493,003,156	\$ 520,856,466	\$ 568,943,985
Value of Liabilities	\$ 776,980,818	\$ 849,930,266	\$ 822,270,149

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date for the plan year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows the Plan to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the Plan Year, rather than as of the Valuation Date. Substituting the market value of assets for the actuarial value used in the above chart would show a clearer picture of the Plan's funded status as of the Valuation Date. The fair market value of the Plan's assets as of the last day of the Plan Year and each of the two preceding Plan Years is shown in the following table:

	August 31, 2010	August 31, 2009	August 31, 2008
Fair Market Value of Assets	\$400,965,298	\$409,333,351	\$520,856,466

Critical or Endangered Status

Under Federal pension law the Plan generally will be considered to be in "endangered" status if, at the beginning of the Plan Year, its funded percentage is less than 80 percent or to be in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). If the Plan enters endangered status, the Trustees are required to adopt a funding improvement plan. If the Plan enters critical status, the Trustees are required to adopt a rehabilitation plan. The rehabilitation or funding improvement plan must establish steps and benchmarks for the Plan to improve its funding status over a specified period of time.

The Plan was in “critical” status in the Plan Year because the funded ratio was less than 65% and there was a projected funding deficiency in the current Plan Year or the next four Plan Years. In an effort to improve the Plan’s funding situation, the Board of Trustees adopted a rehabilitation plan in December 2008, which was subsequently revised in May, 2009 and updated in November 2010. The rehabilitation plan was revised to further reduce benefits in order to address the anticipated impact of continued investment losses and provide the bargaining parties with a more acceptable solution for future contribution increases. The schedule implemented under the original rehabilitation plan required benefit changes effective March 1, 2009 as set out in the Notice of Reduction in Adjustable Benefits you received in January 2008. The subsequent revisions required additional benefit changes effective September 1, 2009 as set out in the Notice of Reduction in Adjustable Benefits you received in June 2009. In addition to the required benefit changes, the implemented schedule of the rehabilitation plan originally required credited contribution increases during each of the Plan Years 2009-10 through 2013-14. The November 2010 update was made to reflect more recent Fund experience and required an additional contribution increase in the Plan Year 2014-2015. The rehabilitation period will be from September 1, 2010 through the earlier of August 31, 2023 or the date the Fund’s Actuary certifies it has emerged from critical status. The Plan will emerge from critical status when it no longer meets the critical status criteria and there are no accumulated funding deficiencies expected in the current year or any of the following nine years.

You may obtain a copy of the Plan’s rehabilitation plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the Board of Trustees at the address below.

Participant Information

The total number of Participants in the Plan as of the Plan’s valuation date was 8,190. Of this number, 2,961 were Active Participants, 2,714 were Retired or separated from service and receiving benefits, and 2,515 were Retired or separated from service and entitled to future benefits.

Funding and Investment Policies

The Plan must have a procedure for establishing a funding policy to carry out its objectives. The funding policy relates to the level of assets needed to pay for the benefits promised under the Plan currently and over the years. The Plan’s funding policy can be summarized as follows:

Benefits under the Plan are provided through a trust. Contributions and investment returns together fund current and future liabilities. Contributions are obtained directly from participating employers. These contributions are based on hours worked by Plan participants at rates specified in the collective bargaining agreements.

The money contributed to the Plan is invested by fiduciaries; generally, investment managers selected by the Fund’s Trustees. Specific investments are made in accordance with the Plan’s investment policy, which is a written statement with guidelines or general instructions for the Trustees and the Plan’s investment managers concerning investment management decisions.

The investment policy of the Plan can be summarized as follows:

The federal law says that the Fund’s Trustees are responsible for investing the assets of the Plan. To assist them in carrying out this responsibility, the Trustees have delegated authority to manage the assets, as permitted by federal law, to Investment Managers with the skills and specialized research facilities needed to assure expertise in financial market investments. The Trustees have also engaged the services of an Investment Consultant to assist them in evaluating the performance of the Investment Managers. The Trustees, Investment Managers and Investment Consultant shall, as fiduciaries, adhere to the "prudent man rule" under the federal laws that apply or may in the future apply to the Fund’s investments. More specifically, they must adhere to the safeguards and diversification standards that a prudent investor would adhere to and all transactions undertaken on behalf of the Plan must be for the sole interest of Plan Participants and their Beneficiaries. The assets of the Plan have been allocated among different investment managers and different investment styles. Maximum total return, consistent with prudent investment management, is the primary goal of the Plan. The actual asset allocation is reviewed on a quarterly basis and is readjusted when an asset class weighting is outside its target range.

In accordance with the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	1.3%
2. U.S. Government securities	1.1%
3. Corporate debt instruments (other than employer securities):	0.5%
4. Corporate stocks (other than employer securities):	29.9%
5. Value of interest in common/collective trusts	24.5
6. Value of interest in pooled separate accounts	1.4%
7. Value of interest in registered investment companies (e.g., mutual funds)	23.5%
8. Other	<u>17.8%</u>
Total	100%

For information about the Plan’s investment in any common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities as described in the chart above contact the Board of Trustees at the address below.

Right to Request a Copy of the Annual Report

The Plan is required to file an annual report (called the Form 5500) with the U.S. Department of Labor that contains financial and other information about the Plan. Copies of the annual report are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202-693-8673. For 2009 and subsequent Plan Years, you may obtain an electronic copy of the plan’s annual report by going to www.efast.dol.gov and using the Form 5500 search function. Or you may obtain a copy of the Plan’s annual report by making a written request to the Board of Trustees at the address below. Individual information, such as the amount of your accrued benefit under the Plan, is not contained in the annual report. If you are seeking information regarding your benefits under the Plan, contact the Board of Trustees at the address identified below under “Where To Get More Information.”

Summary of Rules Governing Plans in Reorganization and Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans. The Board of Trustees is required by law to include a summary of these rules in this annual funding notice. Under so-called “plan reorganization rules,” a plan with adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC’s guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The plan is required to furnish such a notification to each contributing employer and the labor organization.

Despite these special plan reorganization rules, a plan in reorganization could become insolvent. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option. This information will be provided for each year the plan is insolvent.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, for each credited Year of Service. Thus, the PBGC's maximum guarantee is \$35.75 per month times a Participant's credited Years of Service.

Example 1: If a Participant with 10 credited Years of Service has an accrued monthly benefit of \$500, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the Years of Service ($\$500/10$), which equals \$50. The guaranteed amount for a \$50 monthly accrual rate is equal to the sum of \$11 plus \$24.75 ($.75 \times \$33$), or \$35.75. Thus, the Participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

Example 2: If the Participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or $\$200/10$). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 ($.75 \times \$9$), or \$17.75. Thus, the Participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10).

The PBGC guarantees pension benefits payable at Normal Retirement age and some Early Retirement benefits. In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under the Plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the Participant dies after the plan terminates, benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Where to Get More Information

For more information about this notice, you may contact the Board of Trustees of the Michigan Carpenters' Pension Fund at (800) 273-5739 or 6525 Centurion Drive, Lansing, Michigan 48917-9275. For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" are the Board of Trustees of the Michigan Carpenters' Pension Fund and 38-6233978. For more information about the PBGC, go to PBGC's website, www.pbgc.gov.

NOTICE OF ELECTION OF RELIEF UNDER THE PENSION RELIEF ACT

This notice, which federal law requires, includes important information about the funding level of the Michigan Carpenters' Pension Fund ("Fund"), Plan Number 001, Employer Identification Number 38-6233978.

In 2006, Congress enacted the Pension Protection Act ("PPA"). Beginning with the 2008-09 Plan Year, PPA requires that, every year, the Fund's actuary certify the Plan's funding status as critical, endangered, seriously endangered or none of these (generally referred to as red, yellow, orange or green, respectively). The Fund's actuary certified the Fund as red for the Plan Years beginning September 1, 2008, 2009 and 2010.

On June 25, 2010, the *Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010* ("PRA") was signed into law. In part, Congress passed PRA to help pension plans like ours cope with the unprecedented stock market downturn in late 2008 and early 2009. Because the downturn affected our Fund, just as it did so many other funds, the Board of Trustees, upon the advice of its actuary, decided that the Fund would benefit from the relief Congress made available under the PRA. Therefore, at its meeting on October 20, 2010 the Board of Trustees elected to adopt the relief available under the PRA. Even though the adoption of this relief did not change the Fund's certification for the Plan Year beginning September 1, 2010, it is anticipated to help ease future action that the Board of Trustees will be required take in order to comply with the requirements of the Rehabilitation Plan and PPA.

Relief Elected

The Board of Trustees elected the following relief available under PRA:

- Pay off the investment losses for the 2008-09 and 2009-10 Plan Years over 30 years, instead of 15 years – The Fund still has to take these losses into account, but this provides the Fund with more time, similar to getting a 30-year mortgage on a house instead of a 15-year mortgage.
- Increase the cap on actuarial value of assets from 120% to 130% of the market value of assets for the 2009-10 and 2010-11 Plan Years – The investment losses for the 2008-09 and 2009-10 Plan Years were so large that, under the usual rules, the Fund was not able to delay recognition of losses above this cap - they had to be recognized immediately. By increasing this cap to 130%, the Fund can recognize its losses at the regularly scheduled future date.
- Smooth the investment losses for the 2008-09 and 2009-10 Plan Years over 10 years instead of 5 years – This provides further deferral, slowing the recognition of the 2008-09 and 2009-10 Plan Years investment losses.

The Fund's actuary has certified that the Fund is eligible to take this relief.

Benefit Improvement Restriction

Because the Fund has adopted the funding relief available under the PRA, the Fund is prohibited from increasing benefits during the two Plan Years immediately following any Plan Year in which either or both of the special funding rules apply unless the improvements are paid out of additional contributions, and the Fund's funding level is reasonably expected to be at least as strong as it would have been if the benefit increase had not been adopted. However, the Fund's actuary advises that this restriction will expire for this Fund on [DATE], and a similar restriction on benefit improvements applies, regardless of whether the PRA relief is adopted, under the Fund's Rehabilitation Plan. That restriction will last through the earlier of August 31, 2023, or the date the Fund's Actuary certifies it has

emerged from critical status. Therefore, the Board concluded that this restriction has no practical impact and should not prevent the Fund from taking advantage of the available relief.

Additional Information

There is no quick fix for the funding problems caused by the combination of the downturn of work in Michigan and the turbulence in the financial markets. **However, the PRA relief adopted by the Board gives the Fund more time to recover from the unprecedented stock market downturn in late 2008 and early 2009.** This helps ease future action that the Board of Trustees will be required take in order to comply with the requirements of the Rehabilitation Plan and PPA by lowering the need for additional employer contribution increases and improving the Fund's ability to sustain another stock market downturn if it comes.

Questions

Please direct any questions you may have to the Board of Trustees of the Michigan Carpenters' Pension Fund at (800) 273-5739 or 6525 Centurion Drive, Lansing, Michigan 48917-9275.

SOCIAL SECURITY NUMBER PRIVACY POLICY
(Effective January 1, 2006)

The Michigan Carpenters' Pension Fund is required by Michigan law to make sure that your Social Security number and the Social Security numbers of your family members are kept private as set forth in that law.

The law permits the Fund to use Social Security numbers to verify your identity and the identities of your family members and to perform other functions related to providing retirement benefits under the Fund's Plan. Therefore, the Fund will continue to require Social Security numbers on application and other forms. When your employer pays contributions on your behalf, the law permits your employer to provide the Fund with your Social Security number so that the Fund may determine your eligibility status. The law also permits the Fund to use Social Security numbers when authorized or required to do so by state or federal statute, by court order, or pursuant to legal discovery or process. The Fund will ensure to the extent practicable the confidentiality of those Social Security numbers.

In order to protect your privacy and in compliance with the law, the Fund's third-party administrator, TIC International Corporation ("TIC"), will use alternate identification numbers wherever feasible, including on monthly notices of contributions. TIC does not print Social Security numbers on the exterior of any envelope or package sent through the mail or in a manner that can be seen from the exterior of such envelope or package. The Fund's website is secure and permits participants to access information through use of a password other than their Social Security number.

Only TIC's employees and agents and employees and agents other Fund service providers may access the Social Security numbers of Fund participants and family members and only as necessary to provide services to the Fund. TIC uses practical means to limit access to written and electronic records in its possession that contain Social Security numbers to those employees and agents whose job duties require such access, such as securing areas where Social Security number information is located when not in use and requiring the use of passwords for access to electronic files containing Social Security numbers. TIC disposes of documents that contain Social Security numbers that the Fund is not actively using or is not otherwise obligated to retain by shredding and other processes that protect the confidentiality of the Social Security numbers. TIC's employees and agents must not disclose Social Security numbers by publicly displaying more than four sequential digits of a Social Security number or in any other manner prohibited by law.

The Fund notifies all service providers that they must ensure, to the extent practicable, the confidentiality of all Social Security numbers related to Fund participants and their families as required by law. The Fund may take action regarding service providers who fail to protect adequately the confidentiality of those Social Security numbers, including the termination of contracts.

NOTICE OF SUMMARY OF MATERIAL MODIFICATIONS TO THE PENSION PLAN

This notice, known as a Summary of Material Modifications (“SMM”), describes changes to the Fund’s Plan adopted by the Trustees since publication of the Summary Plan Description (SPD). You should keep this SMM with your SPD for future reference.

The Fund’s Current Trustees are:

Employer Trustees

Bart Carrigan, Chairman
Gary Benjamin
Stanley Buell
Michael Comstock
Matthew Spence, III
Doug Walker

Union Trustees

Tyler McCastle, Secretary
Pete Harvatin
Brian Kerrigan
Todd McCastle
Jeffrey Taylor
Victor Walter

NOTICE OF YOUR RESPONSIBILITY TO KEEP RECORDS

The Fund has set up an Employer audit and collection program to make sure that your Employers pay the pension contributions owed to the Fund for your Hours of Work. But, it is your responsibility to keep records of your employment, including the names of your Employers, your pay stubs, and other information that proves you worked and for how many hours, so that if one of your Employers fails to pay the required contributions or keep records of your work, the Fund will have the information necessary to grant you the Years of Service and benefits to which you are entitled.

IMPORTANT NOTICE TO PLAN 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 (“suspendible 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 years, you may be 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.

NOTICE TO PLAN PARTICIPANTS APPROACHING NORMAL RETIREMENT AGE

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's 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 1st 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 500 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-39 of the Summary Plan Description.

DELAYING THE DATE YOUR PENSION STARTS COULD AFFECT YOUR BENEFIT AMOUNT

Normal Retirement Benefit: If you are an Active Participant and you retire at or after age 65 with at least 5 Years of Service, you are eligible for a Normal Retirement Benefit. The Normal Retirement Benefit is calculated based on the contributions required to be made on your behalf. You will find information about how to estimate your monthly Pension Benefit in the Summary Plan Description and any subsequent announcement letters. You may also request that the Fund Office calculate your Pension Benefit.

If your retirement date is after your Normal Retirement Age, age 65, then your monthly Pension Benefit will be actuarially increased for each month after your Normal Retirement Age that you do not receive your Pension Benefits or earn additional Benefits by continuing to work.

Unreduced Early Retirement Benefit: If you are an Active Participant and you retire when your age plus your Years of Service equals at least 80 or 90¹, you will be eligible for an Unreduced Early Retirement Benefit, as explained in the Summary Plan Description. Your Benefit will be calculated exactly the same way your Normal Retirement Benefit would be calculated without any reduction for going early.

Example of an Unreduced Early Retirement Benefit:

Jim is retiring at age 58 with at least 32 Years of Service. His age plus his Years of Service equals 90, so he is eligible for an Unreduced Early Retirement Benefit. His Normal Retirement Benefit is calculated to be \$3,700 per month, so Jim's Unreduced Early Retirement Benefit is \$3,700 per month.

Early Retirement Benefit: If you are an Active Participant and you retire at or after age 58 with at least 10 Years of Service, you may be eligible for an Early Retirement Benefit, as explained in the Summary Plan Description. The amount of the reduction is 6 and 2/3% per year of age less than age 65 (5/9ths of one percent for each complete calendar month you are under age 65 when your Pension Benefits begin).

Example of an Early Retirement Benefit:

Tom is retiring at age 59 with 13 Years of Service, so he is **not** eligible for an Unreduced Early Retirement Benefit. His Normal Retirement Benefit is calculated to be \$2,500 per month. Because Tom is retiring six years before age 65, his Benefit is reduced by 40% (6 years x 6 and 2/3%). So Tom's Early Retirement Benefit is \$1,500 per month.

Delaying Retirement Will Increase Your Pension:

If you continue to work at the trade and delay your retirement, the monthly Pension amount you will receive when you retire will increase because you are earning additional Benefits.

If you are eligible for a Vested Retirement Benefit that is subject to reduction for early payment, the closer you are to age 65 when you start receiving your Pension the higher your monthly Pension amount will be when you retire because the reduction will be smaller.

Vested Retirement Benefit: If you terminate covered employment before age 65 with at least 5 Years of Service, you may be eligible for a Vested Retirement Benefit, as explained in the Summary Plan Description. The Vested Retirement Benefit is payable at age 65 or later, unless you have at least 10 Years of Service. If your retirement date is after your Normal Retirement Age, age 65, then your monthly Pension Benefit will be actuarially increased for each month after your Normal Retirement Age that you do not receive your Pension Benefits.

¹ The Index 80 and Index 85 Unreduced Early Retirement Benefit were modified effective September 1, 2009, and shall thereafter be an Index 90 Unreduced Early Retirement Benefit at age 58 or older for all Participants except those Active Participants who had at least 78 points on September 1, 2009 shall be eligible for an Unreduced Early Retirement Benefit when they reach 80 points.

Example of a Vested Retirement Benefit:

Frank worked in covered employment from age 22 to age 31 and earned 7 Years of Service. He then pursued a career as a building inspector and did not return to covered employment. His Normal Retirement Benefit is calculated to be \$475 per month. When Frank reaches age 65, he will be entitled to a Vested Retirement Benefit based on the benefit rate in effect when he became an Inactive Participant (at the end of the second consecutive Plan Year during which he did not earn a Year of Service) and the amount of his vesting. If Frank waits until after age 65 to receive his Pension, his Benefit will be actuarially increased to account for the delay.

If you have any questions about this information, please review the Summary Plan Description or contact the Fund Office at 517-321-7502.

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

This Notice 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 the 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 or managerial 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 out the State of Michigan

This suspension is applicable until the April 1st 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 immediately notify the Pension Department at the Fund Office 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, supervisory, or managerial capacity. Failure to notify the Pension Department 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. Should a Retiree who returns to employment without notifying the Trustees of his intent to do so be discovered on a job, the Trustees may presume that he has been re-employed under the four conditions set forth above for the entire period that his employer has been working on that particular jobsite and suspend his monthly benefits for such period. This presumption shall be rebuttable but it shall be the responsibility of the Retiree to submit evidence to rebut said presumption.

Note: Returning to work for fewer than 40 hours a month after you Retire will not result in a suspension of your monthly Retirement benefit, but it could, depending on the circumstances, be evidence that you did not intend to Retire and could result in a determination that you were not eligible to begin receiving Retirement Benefits.