Carpenters Labor-Management Pension Fund

Construction Industry Benefit Provisions

Summary Plan Description

May 1, 2015

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Construction Industry Benefit Provisions

1300 South Meridian Avenue
Suite 125
Oklahoma City, Oklahoma 73108-1751
Phone: 405-682-2323 or 800-344-0144

Board of Trustees

Union Trustees

Dennis Donahou
Southern States Millwright Regional Council
1407 South Knoxville Avenue
Russellville, Arkansas 72801

Andris J. Silins
General Secretary-Treasurer
United Brotherhood of Carpenters & Joiners of America
101 Constitution Avenue, NW
10th Floor
Washington, District of Columbia 20001

Employer Trustees

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Vice President
The Boldt Company
101 West Hefner Road
Oklahoma City, Oklahoma 73114

Richard Travis
Craft Corps Inc.
3401 Manor Road
Austin, Texas 78723

Fund Administrative Manager

Zenith American Solutions

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Introduction

The Carpenters Labor-Management Pension Fund offers participants the opportunity to prepare for retirement through our Pension Plan. Your pension benefit can be a significant part of your retirement income. Participants earn a retirement benefit under the Plan's formula, based on the Pension Credits you have earned and the contribution level at which your employer contributed to the Plan on your behalf. This is known as a defined benefit plan.

The amount of your pension benefit is generally based on the number of years you work for an employer that contributes to the Plan on your behalf (a "Contributing Employer"). Generally, the longer you work for a Contributing Employer, the greater your pension benefit. This booklet describes the construction industry benefit provisions of the Carpenters Labor-Management Pension Plan ("the Plan"). These benefits include:

- Pensions payable at various retirement ages;
- A selection of different forms of payment arrangements to suit your personal needs;
- A Disability Pension that may be payable in the event you become totally and permanently disabled while active in Covered Employment; and
- Death benefits that may be payable in the event you die while working in Covered Employment after qualifying for a vested benefit or after terminating Covered Employment with a right to a vested benefit.

This booklet is called a "Summary Plan Description." It describes Plan provisions in everyday language and has been prepared to give you an overview of the Plan and help you make decisions about retirement. In the event of a conflict between this booklet and the official Plan documents, the official Plan documents will control.

Please keep this booklet in a safe place and, if you are married, share it with your spouse. If you move, be sure to notify the Fund Office of your new address. Contact the Fund Office if you have any questions about your Pension Plan.

This summary describes Plan rules in effect on May 1, 2015. Different rules may apply to the calculation of your benefit and your rights under the Plan if your Covered Employment ended before May 1, 2015. Contact the Fund Office if you have questions about the rules in effect before May 1, 2015.

Note: If you were a former participant in the Carpenters Pension Fund of Arkansas, additional information about your benefits is located in the Appendix at the back of this Summary Plan Description.

Only the full Board of Trustees is authorized to interpret the Plan described in this booklet and to determine all questions of eligibility for benefits, including the discretionary authority to make all factual determinations. No employer or Union representative is authorized to interpret this Plan, nor can any such person act as agent of the Trustees. The Trustees reserve the right to amend, modify, or discontinue all or part of this Plan whenever, in their judgment, conditions so warrant.

Eligibility and Participation

Fast Facts

- Your participation in the Plan begins on the earliest January 1 or July 1 after you have completed 12 months as an employee and worked at least 1,000 hours during that period.
- An Hour of Service is each hour you are paid or entitled to pay for your performance (or non-performance) of duties OR each hour of back pay, regardless of mitigation of damages, that is awarded to you or agreed to by the employer.
- Your participation in the Plan ends on the last day of the calendar year in which you incur a one-year Break-in-Service as defined on page 10, unless you are already receiving a Pension or earned a Pension that hasn't started yet.

Eligibility

You're eligible to participate in the Plan if the terms of your collective bargaining agreement require your employer to make contributions to the Fund on your behalf and you meet the participation requirements described below.

In addition, employees of the following groups, including salaried employees, are eligible to participate in the Plan if contributions are required on their behalf:

- the Union (United Brotherhood of Carpenters and Joiners of America, and/or its subordinate Local Unions or Councils of the United Brotherhood, and their related organizations), and
- the pension, welfare, or other benefit funds, and related organizations sponsored by the Union.

Covered Employment. Periods when you're working for a Contributing Employer in a job classification or class of employees covered by the Plan, and may include such employment before the "Contribution Period" (the period during which an employer contributes with respect to the category of employment), are known as periods of **"Covered Employment."** However, Covered Employment does not include employment by an employer after termination of that employer's status as a Contributing Employer for failure to pay contributions.

Contributing Employers. Employers that contribute to the Plan are called **"Contributing Employers"** or **"Employers."** The term "Contributing Employer" may also include employer associations acting on behalf of employers, as well as a corporation wholly owned and operated by a participant, provided that any such entity enters into an agreement with the Trustees governing the payment of contributions.

Union. As used in this booklet, "Union" means United Brotherhood of Carpenters and Joiners of America, and/or the subordinate Local Unions or Councils of the United Brotherhood.

Collective bargaining agreement or **agreement** means any written contract between the Union and an employer, or between the Union and any employer association to which employers have delegated their bargaining rights, or Pension Fund Participation Agreement that provides for contributions to this Fund, together with all extensions or renewals. However, the terms "collective bargaining agreement" and "agreement" do not include any two-tier contract that provides for an employer to contribute to this Fund for some but not all of the work performed for the employer by participants in the jurisdiction of the applicable participating Union.

For participants of the **Carpenters Pension Fund of Arkansas**, the Plan's eligibility and participation rules are described in the Appendix on page 47.

When Participation Starts

Your participation in the Plan starts on the earliest January 1 or July 1 after you:

- complete a 12-month period as an employee, and
- work at least 1,000 hours in Covered Employment during that time.

If you do not complete 1,000 "Hours of Service" in Covered Employment during your first 12-month period as an employee, your eligibility will be determined on a calendar-year basis, starting with the calendar year that includes the first anniversary of your employment.

Employee

Any employee who works for an employer that pays contributions on his or her behalf to the Pension Fund as required by a collective bargaining agreement or participation agreement.

Example

Cal starts working on April 1, 2013, and completes 1,000 hours of work in Covered Employment before April 1, 2014. Cal becomes a participant on July 1, 2014.

If Cal didn't complete 1,000 hours of work in Covered Employment during his initial 12-month period, the next period for which his hours of work would be counted towards becoming a Plan participant would be January 1, 2014 to December 31, 2014. If he completes at least 1,000 hours of work in Covered Employment during this period, he becomes a participant on January 1, 2015.

Enrolling in the Plan. To make sure you receive credit for your work in Covered Employment, you need to fill out a Pension Fund Enrollment/Beneficiary Card and return it to the Fund Administrative Manager, Zenith American Solutions.

About Fund Administration...

The Fund's Board of Trustees has delegated day-to-day administration of the Fund to Zenith American Solutions, which has the title "Fund Administrative Manager." When we use the term "Fund Office" in this summary, we mean the office of the Fund Administrative Manager.

Hour of Service

An Hour of Service is:

- Each hour you are directly paid or entitled to payment by your employer for the performance or nonperformance of duties.
- Each hour for which back pay, regardless of mitigation of damages, is either awarded or agreed to by the employer.

In addition, solely for purposes of determining your eligibility to participate in the Plan and your Vesting Service, if you work for a Contributing Employer in a job not covered by this Plan, that non-Covered Employment will be counted as Hours of Service under the Plan if it is continuous with (immediately before or after) Covered Employment with that same employer.

In all cases, Hours of Service are determined in accordance with regulations of the U.S. Department of Labor.

When Participation Ends

Participation ends as of the last day of the calendar year in which you incur a one-year “Break-in-Service,” unless you have started to receive a pension or have earned a right to a pension that hasn’t started yet.

If your participation ends before you have earned a vested benefit, in order to reinstate your participation in the Plan, you must again meet the eligibility requirements stated above on the basis of service after the calendar year during which your participation terminated. Once you meet those requirements, all of your prior service will be restored unless you incurred a permanent Break-in-Service (generally, five or more one-year Breaks-in-Service). For more information on this, see the section called “Breaks-in-Service.”

“Participant” means a pensioner or an employee who meets the requirements for participation in the Plan or a former employee who has acquired a right to a pension under the Plan.

How Your Service Counts Under the Plan

Fast Facts

- Your employment counts two ways under the Plan: as Pension Credits and Vesting Service.
- You earn a right to a pension benefit once you complete five years of Vesting Service.
- You earn one year of Vesting Service for each calendar year during the Contribution Period in which you complete at least 1,000 hours of work in Covered Employment.

Your service is used to determine the type of pension benefit you're eligible for as well as the amount of your benefit. This section gives you important information about how your employment is counted as service under the Plan.

Your employment counts two ways under the Plan: as Pension Credits and Vesting Service.

- **Pension Credits** are used to calculate your benefit, as well as to determine eligibility for certain benefits.
- **Vesting Service** is used to determine your eligibility for a pension. (Vesting Service is also used to determine your status under the Plan following an absence or a period of reduced employment under the Plan's "Break-in-Service" rules.)

For former participants of the **Carpenters Pension Fund of Arkansas**, your service prior to the merger is determined is described in the Appendix on page 48. For service after the date of the merger, Pension Credit and Vesting Service are determined as described below.

Pension Credits

Contribution Period

The period during which an employer is a Contributing Employer with respect to a particular category of employment.

Pension Credits are used to determine the amount of your pension benefit. There are two types of Pension Credits used to determine the amount of your pension: credit earned before the Contribution Period ("past service") and credit earned during the Contribution Period ("future service").

For Employment During the Contribution Period ("Future Service Credit")

The "Contribution Period" means the period of time during which an employer is a Contributing Employer with respect to a particular category of employment.

For work during the Contribution Period, when contributions are made on your behalf, your Pension Credits are calculated according to the following schedule, which took effect January 1, 1994. This schedule is based on the number of Hours of Service you complete in Covered Employment within a calendar year.

Pension Credits for Employment During the Contribution Period (effective January 1, 1994)	
Hours Within the Calendar Year	***Quarters of Pension Credits***
Less than 300 hours	0
300-599	1
600-899	2
900-1,199	3
1,200-1,499	4
1,500-1,799	5*
1,800 or more	6*

***** Effective January 1, 1994, if you are credited with 1,500-1,799 hours of Covered Employment within a calendar year during the Contribution Period, you will be treated as earning one and one-quarter Pension Credits for purposes of the amount payable for each year of Pension Credit. If you are credited with 1,800 or more hours of Covered Employment within a calendar year during the Contribution Period, you will be treated as earning one and one-half years of Pension Credit.

For years before 1994, Pension Credits for service during the Contribution Period were calculated according to the following schedule:

Pension Credits for Employment During the Contribution Period (years before January 1, 1994)	
Hours Within the Calendar Year	***Quarters of Pension Credits***
Less than 300 hours	0
300-599	1
600-899	2
900-1,199	3
1,200 or more	4

For Employment Before the Contribution Period ("Past Service Credit")

Past service credit is for employment with a Contributing Employer before the Contribution Period.

Note that, effective January 1, 1993, to be eligible for past service credit, the Fund must have granted past service credit eligibility to your employer's employees and you must meet all of the eligibility requirements described below. Furthermore, effective January 1, 1993, you will be eligible for no more than five years of past service credit.

Qualifying for past service credit. To be eligible for this credit, you must have worked at least 1,200 hours or earned at least $3,000 during at least two of the three years immediately before the first calendar year a contribution is made on your behalf in a job classification, which is:

- covered by a collective bargaining agreement then in effect between the employer and the Union, or
- covered by the first agreement by the employer to make contributions to the Fund.

In the event you fail to meet the requirements described above, you may still qualify for past service credit if: (1) your failure to meet the requirements was due to proven disability and you did work the required 1,200 hours or earn at least $3,000 in at least one of the three calendar years or (2) you left work to go into the military and failed to meet the requirements solely because of military service.

How past service Pension Credit is calculated. If you are entitled to past service credit, you earn one Pension Credit for each year you worked at least 1,200 hours in Covered Employment or earned $3,000 from one or more employers before the Contribution Period. In order to earn Pension Credits, your job classification must have been covered by a collective bargaining agreement between your employer and the Union, or if there was no such agreement at that time, in a job classification that was covered once the first agreement took effect.

You will *not*, however, be entitled to Pension Credit for any years of employment between September 22, 1971, and April 13, 1979, to the extent such employment was under the jurisdiction of the Wood, Wire and Metal Lathers International Union or any of its subordinate Local Unions or District Councils.

Interruptions in employment. You should also note that if, before January 1, 1976, you had at least three consecutive calendar years in which you failed to work at least 1,200 hours, you will not earn Pension Credits for any years before this three-year period, unless your failure to work was due to:

- proven total disability;
- United States military service in time of war or emergency or pursuant to a national conscription law (but excluding periods of voluntary re-enlistment not effected during national emergency or time of war), provided you receive a discharge that is not dishonorable and make yourself available for Covered Employment within 90 days after discharge, or 90 days after recovery from a disability continuing after your discharge from military service;
- service as a full-time elected or appointed officer or employee of the Union; or
- employment between September 22, 1971, and April 13, 1979 that is subject to the restrictions described above with regard to the Wood, Wire and Metal Lathers Union, or any subordinate Local Unions or District Councils.

> Note that, effective January 1, 1993, employees of new employers accepted for participation as Contributing Employers may receive a maximum of five years of Pension Credits for employment *before* the Contribution Period.

Here are some additional rules that apply in determining Pension Credit before the Contribution Period:

- The Trustees may accept records maintained by the Union as evidence of work in qualified employment.
- If you worked for an employer that went out of business, and that business was taken over by a Contributing Employer, then the Trustees in their sole discretion may grant Pension Credit for employment with the employer that went out of business if they determine it is appropriate to treat the Contributing Employer as one who has succeeded to the business of the employer who went out of business.

- With regard to new employers accepted for participation as Contributing Employers, the Trustees may adopt such rules for crediting Covered Employment as they consider appropriate and consistent with the terms of the Plan.

Vesting Service

You earn a right to a pension benefit once you are "vested" in the Plan. Generally, you become vested once you complete five years of Vesting Service.

Generally, you earn four quarters (one year) of Vesting Service for each calendar year during the Contribution Period in which you complete at least 1,000 hours of work in Covered Employment.

You earn one year of Vesting Service for each calendar year *during* the Contribution Period in which you complete at least 1,000 hours of work in Covered Employment.

If you work fewer than 1,000 hours, but at least 300 hours in a calendar year, you will receive a partial year of Vesting Service, determined in accordance with the following schedule:

Calculating Your Vesting Service	
Hours Within the Calendar Year	***Quarters of Vesting Service***
Less than 300 hours	0
300-599	1
600-899	2
900-999	3
1,000 or more	4

Vesting Service Before the Contribution Period

In addition to the service described above, you will be credited with one year of Vesting Service for each calendar year before the Contribution Period for which you qualified for Past Service Pension Credit. Also, if you work for a Contributing Employer in a job not covered by this Plan, that non-Covered Employment may be counted toward a year of Vesting Service if it is continuous with (immediately before or after) Covered Employment with that same employer, and during both the Contribution Period and after December 31, 1975.

You will not receive credit for Vesting Service for years preceding a permanent Break-in-Service discussed in the "Break-in-Service" section. In addition, you will not receive credit for Vesting Service for any work in Covered Employment between September 22, 1971, and April 13, 1979, to the extent such employment was under the jurisdiction of the Wood, Wire and Metal Lathers International Union or any of its subordinate Local Unions or District Councils.

Military Service

You may also receive Vesting Service and Pension Credits for periods of qualified U.S. military service, provided you return to Covered Employment within the time required by federal law.

In addition, if you should die while in qualified military service, you will be granted Vesting Service (but not Pension Credit) for your period of military service, calculated as though you had returned to Covered Employment.

You will **not** receive Vesting Service or Pension Credits for your military service if separation from the Uniformed Services was under dishonorable conditions.

Contact your employer or the Fund Office for additional information on your rights and responsibilities during and after military service.

Breaks-in-Service

Fast Facts

- There are two types of Breaks-in-Service: a one-year Break-in-Service and a permanent Break-in-Service.
- If your employment is interrupted *before* you are vested, you may lose your accumulated Vesting Service and Pension Credits if you incur a permanent Break-in-Service.
- You can only repair a permanent Break-in-Service if you reentered Covered Employment under the Plan in either the 2000 or 2001 calendar years. Such individuals are eligible to have their service restored if they earn at least three consecutive vesting credits in three consecutive calendar years following reentry to the Plan before incurring a one-year Break-in-Service.

The calculation of your service could be affected if your employment is interrupted or if you have a period of reduced employment. Therefore, it is important that you understand how the Plan's Break-in-Service rules work.

If your employment is interrupted *before* you are vested, you may lose your accumulated Vesting Service and Pension Credits. However, once you are vested (generally, once you have at least five years of Vesting Service), you cannot lose your accumulated Vesting Service and Pension Credits. In addition, certain types of interruptions may not result in a Break-in-Service.

For former participants of the **Carpenters Pension Fund of Arkansas**, Breaks-in-Service prior to the merger are defined in Appendix on page 50.

Breaks-in-Service

There are two types of Breaks-in-Service:

- a one-year Break-in-Service, and
- a permanent Break-in-Service.

One-Year Break-in-Service

A one-year Break-in-Service occurs if you do not complete at least 300 Hours of Service in Covered Employment in any calendar year. However, a one-year Break-in-Service is temporary and can be repaired if you return to Covered Employment and earn one year of Vesting Service (1,000 hours in a calendar year) before incurring a permanent Break-in-Service.

A one-year Break-in-Service occurs if you do not complete at least 300 Hours of Service in any calendar year.

In general, you incur a permanent Break-in-Service if you have five consecutive one-year Breaks-in-Service.

Please contact the Fund Office for more information about Breaks-in-Service.

In addition, you should know that certain types of parental leave will not result in a Break-in-Service. Beginning January 1, 1985, solely for purposes of avoiding a break, you will receive credit for the hours of Covered Employment you would have completed if not for the following absences due to:

- your pregnancy,
- the birth of your child, or
- the placement of a child with you in connection with your adoption of this child, or caring for your child for a period immediately following birth or adoption.

If the number of hours cannot be determined, you will receive credit for eight hours each day of absence, up to a maximum of 501 hours for each pregnancy or adoption. These hours will be credited in the year your absence begins, if necessary to avoid a break in that year. Otherwise, they will be credited in the following year.

In addition, to the extent required by the Family and Medical Leave Act of 1993 (FMLA), periods of qualifying leave (up to 12 weeks) will not cause a break.

Permanent Break-in-Service

If you incur a permanent Break-in-Service before you are vested, you will lose your years of Vesting Service and Pension Credits, and you are not eligible to have this service restored. With a permanent Break-in-Service, your participation is cancelled and any new participation is subject to the provisions of the Plan. Rules regarding a permanent Break in Service differ depending upon when your Break-in-Service occurred, as explained below.

On and After January 1, 1985

Qualifying active duty in the U.S. military will not result in a Break-in-Service. In addition, your military service may count as service under the Plan, as determined by Federal law.

On and after January 1, 1985, you incur a permanent Break-in-Service when you have five consecutive one-year Breaks-in-Service, including at least one after 1975, that equal or exceed the greater of (i) five or (ii) the number of years of Vesting Service you had earned before the break.

Grace periods. In addition to the parental and family leaves described earlier, the Plan offers grace periods for absences due to proven total disability, or service as an officer or employee of a Local Union or District Council that is not a Contributing Employer. Keep in mind that this only means that the absence will not result in a Break-in-Service. You will not receive service credit for this period. This grace period provision applies only to service prior to the contribution period.

Example: Break-in-Service on and after January 1, 1985

Suppose Chris has the following work record:

Year	*Hours of Work in Covered Employment*	*Years of Vesting Service*	*One-Year Break-in-Service*	*Pension Credits Earned*
2007	1,650	1	0	1.25
2008	1,200	1	0	1
2009	299	0	1	0
2010	0	0	1	0
2011	0	0	1	0
2012	0	0	1	0
2013	0	0	1	0
Total		2	5	2.25

At the end of 2013, Chris has two years of Vesting Service and five consecutive one-year Breaks-in-Service. Chris incurs a permanent Break-in-Service at the end of 2013 (the fifth one-year break), because he has five consecutive one-year Breaks-in-Service. Therefore, his previous years of Vesting Service and Pension Credits are cancelled.

Suppose, Chris returned to employment in 2013 and completed 1,100 hours of work in Covered Employment, and his work record is:

Year	***Hours of Work in Covered Employment***	***Years of Vesting Service***	***One-Year Break-in-Service***	***Pension Credits Earned***
2007	1,650	1	0	1.25
2008	1,200	1	0	1
2009	299	0	1	0
2010	0	0	1	0
2011	0	0	1	0
2012	0	0	1	0
2013	1,100	1	0	.75
Total		3	4	3

In this example, Chris returned to work in 2013 and his consecutive one-year breaks were less than five. By returning to Covered Employment and completing 1,100 Hours of Service in 2013, his participation, Pension Credits and years of Vesting Service are restored.

January 1, 1976, through December 31, 1984

Between January 1, 1976, and December 31, 1984, you incur a permanent Break-in-Service when your consecutive one-year breaks equal or exceed your years of Vesting Service.

Before January 1, 1976

Before January 1, 1976, you incur a permanent Break-in-Service when you fail to earn at least two quarters of Pension Credit in any period of three consecutive years, except for absences due to proven total disability, U.S. military service, or service as an officer or employee of a Local Union or District Council that is not a Contributing Employer.

Repairing a permanent Break-in-Service. Generally, you cannot repair a permanent Break-in-Service. However, there is a limited exception to this rule that applies to individuals who had a permanent Break-in-Service and reentered Covered Employment under the Plan in either the 2000 or 2001 calendar years. Such individuals are eligible to have their service restored if they earn at least three consecutive vesting credits in three consecutive calendar years following reentry to the Plan before incurring a one-year Break-in-Service.

Benefit calculation following a Break-in-Service. Generally, your pension is determined under the terms of the Plan in effect at the time you leave Covered Employment. You are deemed to have left Covered Employment on the last day of work that is followed by a one-year Break-in-Service, unless you subsequently earn at least four quarters of Vesting Service. Here is what you need to know about the calculation of your benefit if you return to Covered Employment after a Break-in-Service:

- If you return before you have five consecutive one-year Breaks-in-Service and subsequently earn at least four quarters of Pension Credit, your pension amount when you retire will be based on the Plan formula in effect when you earn your additional post-break Pension Credit, and will apply to all periods of employment, before and after your break.
- If you return to work after five consecutive one-year Breaks-in-Service, then your pension amount at retirement for service before the five-year break will not be raised to reflect increases in benefit levels unless you earn at least five more years of Pension Credit following your break.

When You Can Receive a Pension

Fast Facts

- There are five types of pensions available: Regular Pension, Early Retirement Pension, Rule of 85 Special Pension, Deferred Pension, and Disability Pension.
- Normal Retirement Age is the age that you must reach before you become eligible for a Regular Pension.

There are five types of pensions available:

- Regular Pension,
- Early Retirement Pension,
- Rule of 85 Special Pension,
- Deferred Pension, and
- Disability Pension.

The way your benefit is calculated is determined by a number of factors and is described in the next section, called "How Your Pension is Calculated."

For former participants of the **Carpenters Pension Fund of Arkansas**, the types of pensions available to you with respect to the benefit you earned under the Arkansas Plan are described in the Appendix on page 50.

Regular Pension

You are eligible to retire on a Regular Pension if you are working in Covered Employment when you reach "Normal Retirement Age", as defined below.

You must have also earned at least four quarters of Pension Credit during the Contribution Period.

All pensions are calculated under a formula described in the next section, called "How Your Pension is Calculated."

Normal Retirement Age

Normal Retirement Age is the age that you must reach before you become eligible for a Regular Pension. Effective January 1, 2013, the Plan's "Normal Retirement Age" was changed from age 62 to age 65.

For benefits earned prior to January 1, 2013, Normal Retirement Age means age 62 or the fifth anniversary of Plan participation, whichever is later.

For benefits earned on or after January 1, 2013, Normal Retirement Age means age 65 or the fifth anniversary of Plan participation, whichever is later.

If you earned Pension Credit and Vesting Service prior to January 1, 2013 and you were working in Covered Employment when you reached Normal Retirement Age, you will be eligible to retire on a Regular Pension, but if your benefits begin before you reach age 65, the portion of your benefit earned after December 31, 2012 will be reduced for early retirement.

For former participants of the **Carpenters Pension Fund of Arkansas**, Normal Retirement Age with respect to the benefits earned under the Arkansas Plan means age 62 or the fifth anniversary of Plan participation.

Example

George started working on July 1, 1975 and retired on January 1, 2014, at the age of 64. He is vested in this Plan and has earned Pension Credits in every calendar year that he has worked.

The portion of the benefit George earned from July 1, 1975 through December 31, 2012 is not subject to the early retirement reduction because 62 is considered Normal Retirement Age for benefits earned in that time period. However, the portion of the benefit George earned after December 31, 2012 will be reduced because 65 is considered the Normal Retirement Age for those benefits. See the Early Retirement Pension section on page 24 to see how that reduction works.

Early Retirement Pension

You are eligible to retire on an Early Retirement Pension once you:

- reach age 55,
- earn at least five years of Vesting Service, and
- earn at least four quarters of Pension Credit during the Contribution Period.

Your pension is reduced for early retirement since you are likely to receive more monthly payments over the course of your lifetime.

Because an Early Retirement Pension is paid before the Normal Retirement Age, the amount will be reduced since you are likely to receive more monthly payments over the course of your lifetime. The reduction is described in the next section.

Rule of 85 Special Pension

You are eligible to retire on a Rule of 85 Special Pension if you:

- become a plan participant prior to January 1, 2013,
- reach age 55, and
- your age and years of Vesting Service based on work in Covered Employment under this Plan, or a plan that has merged into this Plan, equal at least 85.

If you met the age and service requirements above prior to January 1, 2013, the Rule of 85 Special Pension is not reduced like an Early Retirement Pension.

Deferred Pension

If you leave Covered Employment before retirement, you may be eligible for a Deferred Pension.

You are eligible for a Deferred Pension if you:

- have at least five years of Vesting Service, and
- earn at least four quarters of Pension Credit during the Contribution Period.

Note that the rule described above took effect January 1, 1990. If you do not have at least one quarter of a Pension Credit earned after December 31, 1989, 10 years of Vesting Service are required to qualify for a Vested Pension.

This benefit is generally payable once you reach Normal Retirement Age, but you may elect early payments starting as early as age 55. If you do elect early payments, your pension will be reduced in the same way as an Early Retirement Pension.

Disability Pension

A Disability Pension may be available if you become "totally and permanently disabled" after you have:

- earned at least five years of Vesting Service,
- earned at least four quarters of Pension Credit during the Contribution Period, and
- worked in Covered Employment and earned at least one-quarter Pension Credit in the calendar year in which you became disabled, or the previous calendar year.

> Totally and permanently disabled means the Social Security Administration determines, in writing, that you are entitled to a Disability Insurance Benefit under the Social Security Act.

Under the Plan, you are considered to be totally and permanently disabled only if the Social Security Administration determines, in writing, that you are entitled to a Disability Insurance Benefit under the Social Security Act.

Your Disability Pension payments will begin on the first day of the month following the later of: (1) your fifth full month of total and permanent disability, as indicated in your determination letter from the Social Security Administration; or (2) the date on which the Fund receives your completed application. However, note that in the event your Disability Pension doesn't start by the applicable date described in the preceding sentence, when it does begin, you will receive one lump sum, which includes all retroactive payments, back to the later of the date described in (1) or (2) above.

How long payments last. A Disability Pension will continue as long as you remain totally and permanently disabled. You may be required to submit proof of continued eligibility for Social Security disability benefits. Disability Pension payments will stop once you are no longer totally and permanently disabled. After you reach Normal Retirement Age, your pension benefits will continue, regardless of whether you remain totally disabled.

If you earn money during your disability or lose your Social Security benefit. Your Disability Pension will stop if you engage in any work for profit while receiving a Disability Pension before Normal Retirement Age. You are required to notify the Fund Office at the end of any month in which earnings are paid to you. If you do not report the earnings in a timely manner, you may be disqualified from receiving benefits for six months.

You must also notify the Fund Office if you lose entitlement to your Social Security Disability benefit before reaching Normal Retirement Age.

Partial Pension

The Carpenters Labor-Management Pension Fund has signed the International Reciprocal Agreement for Carpenters Pension Funds, which provides for the payment of a Partial (Pro-rata) Pension for participants who have worked under several Carpenters pension plans that have signed the agreement and who meet the requirements for a Partial Pension. (Other plans that have also signed the agreement are called "Related Plans.") This agreement helps protect your eligibility for benefits when your employment has been split among several plans. If you have worked under another Carpenters pension fund or funds, please contact the Fund Administrator for more information on the Reciprocal Agreement.

When you apply for a pension from this Plan, be sure to note on your application all locals and any other Carpenter pension funds under which you worked. The Fund Office will then contact these locals and/or funds to see if you are eligible for benefits under the Reciprocal Agreement.

How Your Pension is Calculated

Fast Facts

- Benefits are calculated based on the hourly contribution rate paid by your employer and the periods during which you earned Pension Credit.
- If your benefit is paid under a form other than a Single Life Pension, or before Normal Retirement Age, the benefit calculated under the Plan formula will be reduced.

All Plan benefits are first calculated under a table that provides a specific amount of monthly benefits for a specific hourly rate of employer contributions. That table appears below in the subsection called "Regular Pension." The amount calculated this way may then be subject to reduction if benefits are paid before Normal Retirement Age, survivor benefits are to continue to another person after your death, or benefits are payable under any of the optional forms of payment.

For former participants of the **Carpenters Pension Fund of Arkansas**, your pension is equal to the amount of the pension you earned under the Arkansas Plan as of the merger date, plus a benefit for Pension Credit earned after the merger date, calculated as described in the Appendix on page 48.

Regular Pension

If you have service both before and after January 1, 1996, your benefit will be figured in three pieces. The monthly amount of your pension will be equal to the sum of the three calculations shown below:

- ***For service before January 1, 1996*:*** The benefit level corresponding to the highest contribution rate under which you earned at least four quarters of Pension Credit, multiplied by the total number of Pension Credits earned,

PLUS

- ***For service on or after January 1, 1996 and before January 1, 2013:*** The benefit level corresponding to the contribution rate under which you worked in any calendar year determined on a year-to-year basis (where there is more than one rate in effect for the year, the highest contribution rate under which you earned at least two quarters of Pension Credit will apply), multiplied by the number of Pension Credits accrued for the calendar year under determination. However, if you worked under a contribution rate that exceeded $3.00 prior to December 31, 2010, the benefit level for Pension Credit earned in 2010 or earlier years will not exceed $94.27.

PLUS

- ***For service on or after January 1, 2013:*** The benefit level corresponding to the contribution rate under which you worked in any calendar year determined on a year-to-year basis (where there is more than one rate in effect for the year, the highest contribution rate under which you earned at least two quarters of Pension Credit will apply), multiplied by the number of Pension Credits accrued for the calendar year under determination.

**With respect to all Pension Credit earned on or after June 30, 1985 and before January 1, 1996, in the event of a contribution rate decrease during your Contribution Period, the benefit level for each year of*

Pension Credit earned after the decrease will be calculated on the basis of the average contribution rate received during each calendar year. The total monthly pension benefit for the period prior to January 1, 1996 will be the sum of the benefits earned prior to the decrease in contribution rate, plus, for each subsequent year, the amount of the benefit earned on a year-by-year basis. In addition, the benefit level could be affected if you have a Break-in-Service, as described on page 10.

Here is the benefit rate table currently in effect:

Hourly Contribution Rate	Amount Payable for Each Credit Earned Before January 1, 2000	Amount Payable for Each Credit Earned Between January 1, 2000 and December 31, 2001	Amount Payable for Each Credit Earned Between January 1, 2002 and December 31, 2012	Amount Payable for Each Credit Earned On or After January 1, 2013
$0.20	$7.62	$6.30	$6.62	$5.30
0.40	15.25	12.60	13.23	10.58
0.60	22.87	18.90	19.85	15.88
0.80	29.40	24.30	25.52	20.42
1.00	36.22	29.93	31.43	25.14
1.20	43.46	35.92	37.72	30.18
1.40	50.71	41.91	44.01	35.21
1.60	57.95	47.89	50.28	40.22
1.80	65.19	53.88	56.57	45.26
2.00	72.43	59.86	62.85	50.28
2.20	-	-	69.13	55.30
2.40	-	-	75.42	60.34
2.60	-	-	81.70	65.36
2.80	-	-	87.99	70.39
3.00	-	-	94.27	75.42
3.01	-	-	94.58	75.66
3.02	-	-	94.90	75.92
3.03	-	-	95.21	76.17
3.04	-	-	95.53	76.42
3.05	-	-	95.84	76.67
3.06	-	-	96.16	76.93
3.07	-	-	96.47	77.18
3.08	-	-	96.78	77.42
3.09	-	-	97.10	77.68
3.10	-	-	97.41	77.93
3.11	-	-	97.73	78.18

Hourly Contribution Rate	Amount Payable for Each Credit Earned Before January 1, 2000	Amount Payable for Each Credit Earned Between January 1, 2000 and December 31, 2001	Amount Payable for Each Credit Earned Between January 1, 2002 and December 31, 2012	Amount Payable for Each Credit Earned On or After January 1, 2013
3.12	-	-	98.04	78.43
3.13	-	-	98.35	78.68
3.14	-	-	98.67	78.94
3.15	-	-	98.98	79.18
3.16	-	-	99.30	79.44
3.17	-	-	99.61	79.69
3.18	-	-	99.93	79.94
3.19	-	-	100.24	80.19
3.20	-	-	100.55	80.44
3.21	-	-	100.87	80.70
3.22	-	-	101.18	80.94
3.23	-	-	101.50	81.20
3.24	-	-	101.81	81.45
3.25	-	-	102.13	81.70
3.26	-	-	102.44	81.95
3.27	-	-	102.75	82.20
3.28	-	-	103.07	82.46
3.29	-	-	103.38	82.70
3.30	-	-	103.70	82.96
3.31	-	-	104.01	83.21
3.32	-	-	104.32	83.46
3.33	-	-	104.64	83.71
3.34	-	-	104.95	83.96
3.35	-	-	105.27	84.22
3.36	-	-	105.58	84.46
3.37	-	-	105.90	84.72
3.38	-	-	106.21	84.97
3.39	-	-	106.52	85.22
3.40	-	-	106.84	85.47
3.41	-	-	107.15	85.72
3.42	-	-	107.47	85.98
3.43	-	-	107.78	86.22

Hourly Contribution Rate	Amount Payable for Each Credit Earned Before January 1, 2000	Amount Payable for Each Credit Earned Between January 1, 2000 and December 31, 2001	Amount Payable for Each Credit Earned Between January 1, 2002 and December 31, 2012	Amount Payable for Each Credit Earned On or After January 1, 2013
3.44	-	-	108.09	86.47
3.45	-	-	108.41	86.73
3.46	-	-	108.72	86.98
3.47	-	-	109.04	87.23
3.48	-	-	109.35	87.48
3.49	-	-	109.67	87.74
3.50	-	-	109.98	87.98
3.51	-	-	110.29	88.23
3.52	-	-	110.61	88.49
3.53	-	-	110.92	88.74
3.54	-	-	111.24	88.99
3.55	-	-	111.55	89.24
3.56	-	-	111.87	89.50
3.57	-	-	112.18	89.74
3.58	-	-	112.49	89.99
3.59	-	-	112.81	90.25
3.60	-	-	113.12	90.50
3.61	-	-	113.44	90.75
3.62	-	-	113.75	91.00
3.63	-	-	114.06	91.25
3.64	-	-	114.38	91.50
3.65	-	-	114.69	91.75
3.66	-	-	115.01	92.01
3.67	-	-	115.32	92.26
3.68	-	-	115.64	92.51
3.69	-	-	115.95	92.76
3.70	-	-	116.26	93.01
3.71	-	-	116.58	93.26
3.72	-	-	116.89	93.51
3.73	-	-	117.21	93.77
3.74	-	-	117.52	94.02
3.75	-	-	117.84	94.27

Hourly Contribution Rate	Amount Payable for Each Credit Earned Before January 1, 2000	Amount Payable for Each Credit Earned Between January 1, 2000 and December 31, 2001	Amount Payable for Each Credit Earned Between January 1, 2002 and December 31, 2012	Amount Payable for Each Credit Earned On or After January 1, 2013
3.76	-	-	118.15	94.52
3.77	-	-	118.46	94.77
3.78	-	-	118.78	95.02
3.79	-	-	119.09	95.27
3.80	-	-	119.41	95.53
3.81	-	-	119.72	95.78
3.82	-	-	120.03	96.02
3.83	-	-	120.35	96.28
3.84	-	-	120.66	96.53
3.85	-	-	120.98	96.78
3.86	-	-	121.29	97.03
3.87	-	-	121.61	97.29
3.88	-	-	121.92	97.54
3.89	-	-	122.23	97.78
3.90	-	-	122.55	98.04
3.91	-	-	122.86	98.29
3.92	-	-	123.18	98.54
3.93	-	-	123.49	98.79
3.94	-	-	123.80	99.04
3.95	-	-	124.12	99.30
3.96	-	-	124.43	99.54
3.97	-	-	124.75	99.80
3.98	-	-	125.06	100.05
3.99	-	-	125.38	100.30
4.00	-	-	125.69	100.55

If you retired or terminated employment with a right to a vested benefit before 2007, your pension will be determined under the benefit levels in effect at the time your employment ended.

Note that if your benefit is paid under a form other than a Single Life Pension, the benefit calculated under the Plan formula will be reduced.

Example 1: Calculating a Regular Pension at Age 65

When Jason retires on January 1, 2015, at age 65, he has 25 Pension Credits. (For purposes of this example, we assume he has only whole Pension Credits; however, it is also possible to have a benefit calculated using partial Pension Credits.) Assuming he has not had a Break-in-Service and did not earn any past service, here is how Jason's Regular Pension is calculated:

Step 1: For Jason's service before January 1, 1996, he earned 6 Pension Credits and his highest contribution rate under which he earned at least four quarters of Pension Credit was $1.20:

$43.46 x 6 = $260.76

PLUS

Step 2: For Jason's service after January 1, 1996 through 2014, the benefit level is determined on a year-to-year basis:

1996 – 1999	(4 Pension Credits and a contribution rate of $1.40 each year): **$50.71 x 4 = $202.84**
2000	(1 Pension Credit and a contribution rate of $1.60): **$47.89 x 1 = $47.89**
2001	(1 Pension Credit and a contribution rate of $1.80): **$53.88 x 1 = $53.88**
2002 – 2005	(4 Pension Credits and a contribution rate of $1.80 each year): **$56.57 x 4 = $226.28**
2006 – 2009	(4 Pension Credit and a contribution rate of $2.00): **$62.85 x 4 = $251.40**
2010 – 2012	(3 Pension Credits and a contribution rate of $2.40):**$75.42 x 3 = $226.26**
2013 – 2014	(2 Pension Credits at a contribution rate of $2.40): **$60.34 x 2 = $120.68**

Step 3: Jason's total monthly benefit (before reduction for any forms of payment):
$260.76 + $202.84 + $47.89 + $53.88 + $226.28 + $251.40 + $226.26 + $120.68= **$1,389.99**

Jason's monthly Regular Pension, payable as a Single Life Pension, is $1,389.99, which will be rounded up to $1,390 under the Plan's rounding rule. This amount may be reduced if Jason's benefit is to be paid under a different arrangement.

Example 2: Calculating a Regular Pension at Age 62

In the first example, we calculated a Regular Pension of $1,390 per month for Jason. Now let's assume that Jason is only 62, instead of 65, when he retires with 25 Pension Credits. The benefit he earned as of December 31, 2012 is unreduced, and the benefit earned after December 31, 2012 is reduced based on the new rules. Here's how his reduced Regular Pension is calculated:

Step 1: Benefit amount earned as of December 31, 2012: **$1,269.31**

PLUS

Step 2: Benefit amount earned after December 31, 2012, reduced by 8% for each year he is younger than age 65 (8% x 3 years = 24%):

$120.68 x 24% = $28.96

$120.68 - $28.96 = $91.72

Step 3: Jason's total monthly Regular Pension: $1,269.31 + $91.72 = $1,361.03

Under Plan rules this amount is rounded up to $1,362.00 per month and it may be reduced if it is to be paid in a form other than a Single Life Pension.

Deferred payment. If you want to defer the beginning of pension payments to a date after Normal Retirement Age, you may elect a deferral. In this case, your pension payments will be actuarially increased to account for the fact that you will receive fewer monthly payments over your lifetime. (This increase does not apply if you work in disqualifying employment after your Normal Retirement Age.) However, in no event may payment be deferred to a date later than April 1 of the year following the year you reach age 70 ½ (unless you continue working in Covered Employment).

The actuarial increase for months of deferral beyond Normal Retirement Age (excluding months of disqualifying employment) up to April 1 of the year following the year you reach age 70 ½ is calculated as one percent (.01) for each of the first 60 months of deferral and one and one half percent (.015) for all months of deferral over 60 months.

Because Normal Retirement Age was changed effective January 1, 2013, if you defer beginning to receive your pension payments, the actuarial increase may be applied differently for the part of your benefit earned after December 31, 2012.

Example: Calculating a Deferred Pension

Matt leaves Covered Employment on December 31, 2014 when he is age 60. If Matt delays applying for his pension benefit until January 1, 2020 when he is 65 years old, any benefit he earned after December 31, 2012 will not be reduced. Because Normal Retirement Age with respect to the benefit he had earned as of December 31, 2012 was age 62, and if he did not work in disqualifying employment after that date, the benefit he earned as of December 31, 2012 will be actuarially increased for delayed retirement. The actuarial increase is 1% for each month after age 62 until the date his benefits begin.

Matt's benefit will be calculated as follows:

Step 1: Monthly Benefit as of December 31, 2012 = $900.00
Increased by 36% (36 months x 1%): $900.00 x 36% = $324.00
Benefit earned as of 12/31/12 actuarially increased for delayed retirement = $1,224.00

Step 2: Monthly Benefit earned 1/1/13 through 12/31/14 = $140.78

Matt's Total Delayed Retirement Benefit (Step 1 plus Step 2) = $1,364.78 (rounded to $1,365.00)

Merged Plans

If you previously participated in a pension plan that merged into this Plan, special rules may apply to the calculation of your service and/or pension. The rules for the former participants under the Carpenters Pension Fund of Arkansas, which merged into this Plan on January 1, 2014, are described in the Appendix. Any such rules should have been communicated to you in connection with the merger. If you have any questions on the rules that apply to you, please contact the Fund Office.

Early Retirement Pension

An Early Retirement Pension is calculated the same way as a Regular Pension. That amount is then reduced according to the table below for each year that payments are made before Normal Retirement Age.

Early Retirement Age	% Reduction for Regular Pension Earned Prior to January 1, 2013	% Reduction for Regular Pension Earned on or After January 1, 2013
64		8%
63		16%
62		24%
61	5%	32%
60	10%	37%
59	15%	42%
58	20%	47%
57	25%	52%
56	30%	55%
55	35%	58%

In addition, if your benefit is paid in a form other than a Single Life Pension, the benefit will be subject to further reduction for an optional form of payment.

Example: Calculating an Early Retirement Pension

Jason retires at 59 instead of age 62. The benefit he had earned as of December 31, 2012 is reduced based on the previous early retirement factors, and the benefit he earned after December 31, 2012 is reduced based on the new early retirement factors. Here's how his benefit will be calculated:

Jason's benefit will be calculated as follows:

Step 1: Benefit amount earned as of December 31, 2012, reduced by 5% for each year younger than age 62 (5% x 3 years = 15%):
$1,269.31 x 15% = $190.40
$1,269.31 - $190.40 = $1,078.91

Step 2: Benefit amount earned after December 31, 2012 reduced as follows:
8% for each year between age 65 and 61: 8% x 4 years = 32%
5% for each year between age 61 and 59: 5% x 2 years = 10%
Total reduction = 42%
$120.68 X 42% = $50.69
$120.68 - $50.59 = $69.99

Jason's Total Monthly Early Retirement Single Life Pension (Total of Steps 1 and 2) = $1,148.90 (rounded to $1,149.00)

Rule of 85 Special Pension

If you met the requirements for the Rule of 85 Special Pension prior to January 1, 2013, your monthly benefit will be the amount of the Regular Pension you would have been entitled to if you had reached Normal Retirement Age on the day you are eligible for a Rule of 85 Special Pension, based on the actual Pension Credit accumulated at that time.

If you did not meet the age and service requirements for the Rule of 85 Special Pension as of January 1, 2013, the pension benefit will be equal to the sum of:

- The amount of Regular Pension earned prior to January 1, 2013, based on Pension Credit earned prior to January 1, 2013, plus
- The amount of Regular Pension earned on or after January 1, 2013, reduced by the Early Retirement reduction factors.

Example 1: Calculating a Rule of 85 Special Pension

On December 31, 2012, Dan was age 58 and had earned 27 years of Vesting Service and 27 Pension Credits. Because the total of his age and years of Vesting Service equals 85, he is eligible for a Rule of 85 Special Pension. He continues to work until December 2014, earning two additional Pension Credits, and retires at age 60 on January 1, 2015. Because Dan met the requirements for a Rule of 85 Special Pension prior to January 1, 2013, he will receive an unreduced Pension. His benefit will be calculated as follows:

Step 1: For Dan's service before January 1, 1996, he earned 10 Pension Credits and his highest contribution rate under which he earned at least four quarters of Pension Credit was $1.20: $43.46 x 10 **= $434.60**

PLUS

Step 2: From January 1, 1996 through 2014, Dan earned 19 Pension Credits. The benefit level is determined on a year-to-year basis:

1996 – 1999 (4 Pension Credits at a contribution rate of $1.40): **$50.71 x 4 = $202.84**

2000 (1 Pension Credit at a contribution rate of $1.60): **$47.89 x 1 = $47.89**

2001 (1 Pension Credit at a contribution rate of $1.80): **$53.88 x 1 = $53.88**

2002 – 2005 (4 Pension Credits at a contribution rate of $1.80): **$56.57 x 4 = $226.28**

2006 - 2009 (4 Pension Credits at a contribution rate of $2.00): **$62.85 x 4 = $251.40**

2010 – 2012 (3 Pension Credits at a contribution rate of $2.40): **$75.42 x 3 = $226.26**

2013 – 2014 (2 Pension Credits at a contribution rate of $2.40): **$60.34 x 2 = $120.68**

Dan's Total Monthly Single Life Pension Benefit (Step 1 plus Step 2) = $1,563.83 (rounded to $1,564.00)

Example 2: Calculating a Rule of 85 Special Pension

On December 31, 2012, Ben was age 55 and had earned 25 years of Vesting Service and 25 Pension Credits. He continues to work until December 31, 2017, earning five additional years of Vesting Service and five additional Pension Credits, and retires at age 60 on January 1, 2018. Because Ben meets the requirements for a Rule of 85 Special Pension, the benefit amount he earned as of December 31, 2012 will be unreduced, but because he did not meet the requirement for a Rule of 85 Special Pension as of December 31, 2012, the amount of the benefit he earned after that date will be reduced for early retirement. His benefit will be calculated as follows:

Step 1: Benefit amount earned as of December 31, 2012 = $1,100.00

Step 2: **Benefit amount earned January 1, 2013 through December 31, 2017:**
5 Pension Credits at a contribution rate of $3.00: $75.42 x 5 = $377.10

Benefit amount earned after December 31, 2012 reduced as follows:
8% for each year between age 65 and 61: 8% x 4 years = 32%
5% for each year between age 61 and 60: 5% x 1 year = 5%
Total Reduction = 37%
$377.10 x 37% = $139.53
$377.10 - $139.53 = $237.57

Ben's Rule of 85 Special Pension Single Life Benefit (Step 1 plus Step 2) = $1,337.57 (rounded to $1,338.00)

Deferred Pension

The amount of a Deferred Pension depends on when payments begin. If your Deferred Pension payments begin after you reach Normal Retirement Age, the monthly amount of your pension will be the same as a Regular Pension. If your Deferred Pension payments begin before you reach Normal Retirement Age, the monthly amount of your pension will be the same as an Early Retirement Pension.

Example: Calculating a Deferred Pension

Matt leaves Covered Employment on December 31, 2014 when he is age 60. He applies for his pension to begin on January 1, 2017, when he is age 62. Because Normal Retirement Age is 62 with respect to the benefit he earned as of December 31, 2012, that benefit will not be reduced. Because Normal Retirement Age is age 65 with respect to the benefit he earned after December 31, 2012, that portion of his benefit will be reduced for early retirement. The reduction factor for the benefit he earned after December 31, 2012 is 8% for each year that he is younger than age 65 on the date his benefits begin. Matt's benefit will be calculated as follows:

Step 1: Monthly Benefit as of December 31, 2012 = **$900.00**

PLUS

Step 2: Monthly Benefit earned January 1, 2013 through December 31, 2014:

2 Pension Credits at a $2.80 contribution rate: **2 x $70.39 = $140.78**

Reduced by 8% for each year younger than age 65 (8% x 3 years = 24%)

$140.78 x 24% = $33.79

$140.78 - $33.79 = $106.99

Matt's Total Delayed Retirement Single Life Pension Benefit (Step 1 plus Step 2) = **$1,006.99** (rounded to $1,007.00)

Disability Pension

The amount of a Disability Pension will be the amount of the Regular Pension you would have been entitled to if you had reached Normal Retirement Age on the day you became disabled. There is no reduction for payments made before the Normal Retirement Age. However, keep in mind that payments will stop if you recover from your disability or return to work before the Normal Retirement Age.

Please remember that no matter what type of pension you receive, your benefit will be reduced if it is paid in a form other than a Single Life Pension.

How Your Pension is Paid

Fast Facts

- Your payment options are based on your marital status when your pension payments begin. The normal forms of payment are a Single Life Pension if you are not married or a Participant-and-Spouse Pension if you are married.
- Optional forms of payment include: Single Life Option, Joint and Survivor Option, Social Security Option, Partial Lump Sum Option, and a 10 Years Certain Option.
- Your pension is not paid automatically. You must apply for it.

This section describes the forms of pension payment available under the Plan, and how you go about selecting one. Please note that your pension will be paid under the normal form of payment that applies to you unless you elect one of the Plan's other forms of payment. In the event the actuarial value of your pension benefit is $5,000 or less, payment will be made in one lump sum.

Your payment options are based on your marital status when your pension payments begin. The normal forms of payment are:

- a Single Life Pension if you are not married, or
- a Participant-and-Spouse Pension if you are married.

In addition, you may choose to receive your pension under any optional form offered by the Plan for which you may qualify. Keep in mind that if you are married, you'll need your spouse's written, notarized consent to elect a form of payment other than the Participant-and-Spouse Pension.

For former participants of the **Carpenters Pension Fund of Arkansas**, the forms of pension payment available for the portion of your benefit earned under the Arkansas Plan are described in the Appendix on page 50. The forms of payment available for the benefit you earn after December 31, 2013 are described in this section.

Normal Forms of Payment

If you're not married when your pension starts, your benefit is normally paid as a Single Life Pension. This type of pension pays you the full amount calculated under the Plan formula for as long as you live, subject to any applicable reduction for early payment. Generally, no benefits are paid after your death. However, if you die before receiving 60 monthly pension payments, your beneficiary will continue to receive your monthly pension until a total of 60 payments have been made to the two of you combined. If you have not named a beneficiary, or if your beneficiary (and any contingent beneficiaries) dies before you or dies before a total of 60 monthly payments have been made, no further benefits will be paid.

If you're married when your pension starts**,** your benefit is normally paid as a Participant-and-Spouse Pension. This means that you get a reduced monthly amount for life (subject to any applicable reduction for early payment). Then, if your spouse is living when you die and was married to you for at least a year at the time of your death, he or she gets 50% of your monthly amount for as long as he or she lives.

If you are married when you retire, the normal form of payment is a Participant-and-Spouse Pension. However, with your spouse's written consent, you may choose another form of payment.

If your spouse dies *before* you do but after your pension starts, your monthly payments continue in the same reduced amount and after you die, no further benefits will be paid.

The exact amount of reduction in your benefit depends on the difference in age between you and your spouse and is determined according to the charts that follow this section.

> ***For example***, suppose you are 62 and your spouse is 60 when your pension starts. Your pension will be reduced to 88.2% of the amount calculated under the Plan formula (89% minus .4% for each of the two years of age difference).

Details on procedures to follow if you want to reject the Participant-and-Spouse Pension are described under the heading "Applying for Benefits." Don't forget that you ***must*** have your spouse's written, notarized consent to elect a form of payment other than the Participant-and-Spouse Pension.

Optional Forms of Payment

You may elect any form of payment for which you qualify. If you are married, in order to elect a form of payment other than the automatic Participant-and-Spouse Pension, you will need your spouse's written, notarized consent.

Single Life Option

This is the normal form for single people, and an option if you're married. You receive the full amount produced by the Plan formula (less any applicable reduction for early payment), with the guarantee that if you die before receiving 60 monthly payments, payments will continue to your beneficiary until a total of 60 payments have been made to the two of you combined.

Joint and Survivor Option

If you are lawfully married on the effective date of your pension, you may elect a Joint and Survivor Option with your spouse's written, notarized consent. Under this option, you will receive a reduced monthly pension in return for a guarantee that a different amount (75% or 100%, as you may elect) will be paid to your spouse for his or her lifetime after your death. See the chart of reductions at the end of this section for more information. This option is *not* available to participants who are not married. (Also, keep in mind that, depending on when your payments start, your benefit may be subject to an additional reduction for early payments.)

Social Security Option

If you are eligible to retire on an Early Retirement Pension, you may elect to have your pension actuarially adjusted so that you may receive a larger pension benefit payable until your 62nd, 65th, 66th, or 67th birthday, and a reduced amount thereafter. This way your total retirement income from both sources combined will be approximately the same both before and after Social Security starts. Be sure to check with the Social Security Administration to ensure that you are entitled to Social Security benefits when you reach retirement age, as well as the estimated amount of benefits you will receive.

For more information on how the adjustment in your benefit is figured, contact the Fund Office.

To elect this option, you must complete the application form provided by the Fund Office for this purpose. If you elect this option, your pension will be paid as a monthly annuity for your lifetime only, with no benefits paid after your death (subject to any applicable reduction for early payment). And if you're married, you will need your spouse's written, notarized consent.

Note that your benefit *cannot* be paid under the Social Security Option if the benefit you receive from the Plan after Social Security starts would be less than $20 a month.

10 Years Certain Option

If you are single or married, you may reject the applicable normal form of payment, and elect the 10 Years Certain Option (subject to the spousal consent rules if you're married). Under this option, you will receive payments for life in a reduced monthly amount, with the guarantee that if you die before receiving 120 monthly payments, payments to your beneficiary will continue until a total of 120 payments have been made to the two of you combined. In the event both you and your beneficiary (and any contingent beneficiaries) die before receiving 120 monthly payments, no further payments will be made.

Partial Lump-Sum Payment

Under this arrangement, your monthly pension under your normal form is reduced by no more than 10% in order to provide a partial lump-sum payment when your pension benefits are first payable. If you're married, you must have your spouse's written, notarized consent to elect this form of payment.

However, you may elect this option only if the lump-sum payment is between $500 and $3,000, and the amount of your monthly pension is at least $20 a month.

Lump-Sum Payment

If the value of your pension benefit is $5,000 or less, your benefit will automatically be paid as a single, lump sum.

For more information on the adjustment to your benefit under this option, contact the Fund Office.

Applying for Benefits

Your pension is *not* paid automatically. You must *apply* for it. To apply for a pension, you should request an application package from the Fund Office.

However, under federal law and the terms of the Plan, you must begin receiving your pension no later April 1 of the calendar year following the calendar year in which you reach age 70 ½, or in which you retire, if that is later.

Complete the application and send it to the Fund Office, preferably at least three months before you want your benefits to start. You can elect the form of payment you'd like to receive at least 30, but no more than 180, days before the date you want your pension to start.

To receive benefits, you must apply for your pension benefit **at least 30 days but not more than 180 days before** you want pension payments to begin. To receive an application form, contact the Fund Office.

Once you elect a form of payment, you may change or modify it at any time ***before the date your pension payments begin***. By law, you must have at least 30 days to review the payment information you receive from the Fund Office, unless both you and your spouse consent to an earlier payment.

With your application, be sure to include a copy of your birth certificate (or other proof of your age) and a list of Local Unions in which you have been a member or worked. If you are married, you must also send a copy of your spouse's birth certificate and your marriage certificate. In the case of divorce, you will be required to provide a copy of a filed divorce judgment and/or a Qualified Domestic Relations Order (QDRO).

The Fund Office must have your current address on file at all times. This helps ensure that you receive important correspondence and your pension checks on time**. Be sure to notify the Fund Office if you move.**

About service credit. You should keep in mind that if you are seeking Pension Credit for Covered Employment that is not reflected in the Fund Office's records of your employment history, you must also provide documentation for the claimed periods of Covered Employment, including, but not limited to, Social Security records, pay stubs, W-2 forms or other proof that supports your claim for additional Pension Credit.

If you do not produce documentation to support your claim for additional Pension Credit, you will not receive Pension Credit for any Covered Employment that is not reflected in the Fund Office records. In addition, merely submitting documentation to support your claim for additional Pension Credit does not automatically entitle you to any additional Pension Credit you may seek. The Fund Office will independently review the documentation you provide and render a decision regarding the granting of additional Pension Credit based on the entire record before it. The Fund's claims and appeals procedures will apply in the event there is a denial of your claim for additional Pension Credits.

Disclosures to you. As part of the application process, and during the 30- to 180-day period before your pension starts, the Fund Office will provide more information on the forms of payment available under the Plan. This information will include each of the following:

- a description of the normal and optional forms of payment, and the amount payable to you under each of them,
- an explanation of the general financial effect of an election to receive an optional form of payment, and any information required to be provided regarding relative values of optional forms of payment available to you, and
- a description of your spouse's right to give or withhold consent to your election of an optional form.

About your spouse. The 50% Participant-and-Spouse Pension is paid to your spouse only if you were married to each other throughout the one-year period ending on the earlier of the effective date of your pension, or the date of your death. (In the event you have been married for a year at the time your pension begins, but have divorced by the time you die, the survivor benefit will still be paid to your spouse unless a Qualified Domestic Relations Order provides otherwise.) Your spouse must apply for the survivor benefit. The 50% survivor benefit paid to your spouse ends upon his or her death. The payments do not continue to anyone else.

About spousal consent. You must have your spouse's written, notarized consent if you are married and elect a form of payment other than the 50% Participant-and-Spouse Pension. In certain limited circumstances specified by law the Fund may decide not to impose this requirement. These include situations where:

- your spouse cannot be located,
- there is a court order of abandonment,
- your spouse is incompetent and a legal guardian gives formal consent to the waiver.

The Fund Office can give you more information about these situations. Your spouse's written, notarized consent will also be required for any subsequent change of beneficiary or payment form before payments begin.

About your beneficiary. You may select any person or persons as your beneficiary for the 10 Years (120-months) Certain Pension (subject to the spousal consent rules if you're married) or the 60-month guarantee under the Single Life Pension. You may also name one or more contingent beneficiaries to receive benefits in the event your primary beneficiary does not survive you. You may change your designation at any time (again subject to the spousal consent rules if you are married).

If you die within the guaranteed period without a surviving beneficiary, or if your beneficiary survives you but dies within the guaranteed period, no further payments will be made.

Once Pension Payments Start

Once your pension starts, don't forget to notify the Fund Office if any of the following occurs:

- Your address changes. In this case, you must provide signed, written notification of your new address.
- You plan to return to work. You must describe the type of work and give the name of your employer.
- You are ill and are unable to endorse your checks.
- You have not received your pension payment.
- You have direct deposit and want to change your bank.

Examples of Payment Options

In the "How Your Pension is Calculated" section, we showed an example of how a Regular Pension is calculated. In that example, we calculated a Regular Pension of $1,390 for Jason. If Jason is not married and has his benefit paid under the Single Life Pension (the normal form for unmarried participants), he will receive the full $1,390 a month for as long as he lives with the guarantee that if he dies before receiving 60 monthly payments, unpaid amounts will continue to his beneficiary.

Now assume that Jason is married, and that his wife, Carol, is 62 when Jason retires at age 65. The following table shows how much each would receive under the most common pension payment choices after application of reductions due to actuarial adjustments, as indicated in the chart at the end of this section.

Payment Arrangement	Jason's Lifetime Monthly Benefit	Carol's Monthly Benefit after Jason's Death
Participant-and-Spouse (50% Joint and Survivor)	$1,220	$610 for her lifetime if she survives Jason
75% Joint and Survivor	$1,154	$866 for her lifetime if she survives Jason
100% Joint and Survivor	$1,087	$1,087 for her lifetime if she survives Jason
10 Years Certain Option	$1,279	If Carol is Jason's designated beneficiary and she survives him, she will receive $1,279 monthly until a total of 120 payments have been made to the two of them combined.
Single Life Pension	$1,390	If Jason dies before receiving 60 monthly payments, payments of $1,390 per month will continue to Carol (if she is Jason's designated beneficiary and she survives him) until a total of 60 payments have been made to the two of them combined.
Partial Lump Sum Option	$2,101.20 lump sum and $1,370.00 monthly (If benefit is reduced by $20/month, the lump sum at age 65 is $105.06 x $20)	No survivor benefits are paid under this option.

If Jason had retired on an Early Retirement Pension, he would also have had the option of receiving adjusted benefits under the Social Security Option. More information on this benefit is available from the Fund Office.

Payment Option Adjustment Factors

Joint and Survivor Adjustment Factors

Joint and Survivor Benefit Adjustment Factors		
Form of Payment	***Initial Adjustment***	***Additional Adjustment for Each Year Spouse is Younger (-) or Older (+) than You***
50% Joint and Survivor (Participant-and-Spouse) – Nondisability	89%	0.4%
50% Joint and Survivor (Participant-and-Spouse) – Disability	79%	0.4%
75% Joint and Survivor – Nondisability	84.5%	0.5%
75% Joint and Survivor – Disability	72%	0.5%
100 % Joint and Survivor – Nondisability	80%	0.6%
100 % Joint and Survivor – Disability	65%	0.6%

For former participants of the **Carpenters Pension Fund of Arkansas**, payment option adjustment factors for the benefit earned under the Arkansas Plan are available in the Appendix on page 55. The above adjustment factors will apply to the benefit you earn under this Plan after December 31, 2013.

10 Years Certain Option Adjustments

Your pension payable under this option will be determined by multiplying the monthly amount that would otherwise be payable by the factor in the following table corresponding to your age on the effective date of retirement. ***The factors used in this table may change annually***.

10 Years Certain Option Adjustment Factors	
Age	***Factor***
55	.9729
56	.9700
57	.9668
58	.9631
59	.9589
60	.9541
61	.9488
62	.9427
63	.9359
64	.9283
65	.9199
66	.9108
67	.9009
68	.8904
69	.8792
70	.8673
71	.8549
72	.8418
73	.8279
74	.8128
75	.7965

If You Die Before You Retire

Fast Facts

- This type of benefit can be paid only if you and your spouse were married for at least one year preceding your death (or if a Qualified Domestic Relations Order (QDRO) requires payment of the benefit) and your spouse is alive on the date payments are to start.
- If you're not married, your beneficiary may be eligible to receive the Lump-Sum Death Benefit.

Although the Plan is designed primarily to provide retirement income for you, it can also provide a benefit for your spouse in the event you die after qualifying for a Deferred Pension, but before starting to receive your benefit.

Spouse's Pre-Retirement Survivor Benefit

If you were married and you die after earning a right to a Deferred Pension, or after terminating employment with a right to a Deferred Pension, but before payment of your benefit begins, your spouse will be entitled to a survivor benefit if you had:

- earned at least five years of Vesting Service, and
- at least one Hour of Service after August 22, 1984.

Before the surviving spouse benefit can be paid, the Fund must have a death certificate, as well as proof of your marriage and your spouse's birth date.

This benefit can be paid only if you and your spouse were married for at least one year preceding your death (or if a Qualified Domestic Relations Order (QDRO) requires payment of the benefit) and your spouse is alive on the date payments are to start.

How the benefit is calculated. Your spouse's monthly benefit is 50% of the benefit you had earned as of the day before your death. Normally, this benefit would be subject to reduction for the cost of joint and survivor protection and early payments before Normal Retirement Age. (In addition, if you were under age 55 when you died, your spouse must wait until the date you would have reached age 55 for payments to start.) However, if you have at least 600 hours in Covered Employment after January 1, 1996, these reductions do not apply and your spouse's 50% benefit is payable starting the first of the month following your death, as long as your spouse files a complete application. If you do *not* have 600 hours after April 1, 1996, the benefit is calculated with any applicable early payment and joint and survivor reduction.

If your spouse does not want to receive payments right away, he or she may elect to defer payment. In no event, however, may payments start later than December 31 of the year you would have reached 70 ½. (In the event your spouse does elect to defer payment, the benefit amount will be calculated based on the age you would have been when payment to your spouse actually begins.)

Remarriage. Effective January 1, 1996, the spouse's pre-retirement death benefit will end if your spouse remarries before the date you would have reached age 55. Payments will resume with the month you would have reached age 55, but the reductions for early payments and the cost of joint and survivor protection will apply.

Pre-Retirement Lump-Sum Death Benefit

If you are vested, have at least 600 hours in Covered Employment after January 1, 1996, and at least 600 hours in Covered Employment in the eight consecutive calendar quarters immediately preceding the quarter in which your death occurs, a lump-sum benefit of $2,000 is also payable to your spouse or other beneficiary, in addition to the Spouse's pre-retirement Survivor Benefit described above.

If you're not married, a $7,500 Lump-Sum Death Benefit will be paid to your beneficiary if you:

- had earned at least five years of Vesting Service and had not started to receive a pension,
- worked at least 600 hours in Covered Employment after January 1, 1996.

This $7,500 benefit can also be paid to your surviving spouse if he or she elects not to receive the Spouse's Pre-Retirement Death Benefit described above. If the Lump-Sum Death Benefit is paid to a surviving spouse, no Lump-Sum Death Benefit will be payable to the designated beneficiary.

If you have no written beneficiary designation on file with the Trustees, or if your named beneficiary dies before you, the Lump-Sum Death Benefit will be paid to your spouse or children, in that order. If no such individual survives you, the benefit will be paid to your estate.

Frequently Asked Questions

Here are answers to some of the questions people most frequently ask about the Plan.

Q: My spouse and I are buying a new house. Can I borrow money from the Plan to help with the down payment?

A: No, the Plan does not allow loans.

Q: How much do I have to contribute to the Plan?

A: You don't contribute anything. The entire cost of providing benefits is paid by participating employers.

Q: Can I get a refund of employer contributions to the Fund if my employment ends before I qualify for a pension?

A: No. The sound financing of the Fund requires that all contributions remain in the Fund and that payments be made only to individuals who qualify for pensions or other benefits in accordance with Plan rules.

Q: How do I get an estimate of the current amount of my pension?

A: Contact the Fund Office.

Q: Are all employees entitled to the same benefits?

A: No. The amount of your benefit depends on a number of factors, including the hourly rate of contributions made on your behalf and the length of your service. The hourly rates of contributions are negotiated between each employer and the participating Union.

Q: What do I need to do if I move?

A: Call or write to the Fund Office with your new address information.

You can reach the Fund Office by calling 405-682-2323 or toll free 800-344-0144, or by writing to:

Carpenters Labor-Management Pension Fund
1300 South Meridian Avenue
Suite 200
Oklahoma City, OK 73108-1751

Q: When are pension checks mailed out?

A: Checks are mailed, so you will receive your check around the first of each month. However, don't forget that you also have the option of signing up for direct deposit to your bank account.

Q: **I retired a couple months ago and I am receiving my pension as a Single Life Pension, with payments guaranteed for 60 months. The person I named as my beneficiary (my mother) recently died, and I would like to name my sister as my beneficiary. May I do this?**

A: Yes, under this form of payment you may name a new beneficiary. However, if you're married, you'll need spousal consent for the new designation.

Please note that if you don't have a valid beneficiary designation on file for this form of payment, or if your last named beneficiary dies before you, then no further payments will be made.

Q: **Next month I'm going to get married again. I'm receiving my payments under the 50% Participant-and-Spouse Pension and want to change my beneficiary so that my new spouse, not my ex-spouse, will get the benefit due when I die. Does the Plan permit this type of beneficiary change?**

A: Under Plan rules you may not name a new beneficiary**.** Your monthly payments will continue in the same reduced amount, and your former spouse will be entitled to the survivor benefit upon your death if he or she survives you.

Q: **Will my spouse receive a benefit if I die before retirement?**

A: If you die before retirement, but after qualifying for a Deferred Pension, your spouse will be eligible to receive a lifetime survivor benefit. See the section called "If You Die Before You Retire" for more information.

Q: **Can the Plan be revised?**

A: Yes, the Plan may be amended by the Board of Trustees.

Q: **Who administers the Pension Plan?**

A: The Pension Plan is administered by a Board of Trustees, made up of Union Trustees and Employer Trustees.

Other Questions?

If you have a question that isn't answered in this section, please don't hesitate to contact the Fund Office at 405-682-2323 or toll free at 800-344-0144.

Other Information You Should Know

Claims and Appeals

If your claim for benefits is denied, in whole or in part, you'll receive written notice of that decision within 90 days after your claim is received. Under special circumstances, the Fund Administrator may extend the period for up to an additional 90 days, in which case you would receive a written notice explaining the delay.

If your claim is denied, you will receive a written notice that explains:

- the reason(s) for the denial of your claim,
- the specific reference(s) in the Plan document that support the reasons,
- a description of any additional information you must provide to verify your claim and the reason(s) why that information is necessary, and
- what procedure(s) you should follow if you wish to submit your claim for review.

If your application is denied, in whole or in part, or if you believe your pension amount is not correct, you have the right to appeal the denial. You must submit your appeal in writing within 180 days after you receive the denial of your claim. In your appeal, you must set forth the reasons for your disagreement and you may submit pertinent additional information.

You will be notified of the decision regarding your appeal within 60 days after your application is received.

The decision will be provided to you in writing and will include an explanation of the decision and specific reference to any Plan provision(s) on which the decision is based. The Trustees' decision is final and binding on all parties. The Trustees have sole and exclusive authority and discretion to determine all questions and controversies that occur under the Plan, including issues of eligibility and the interpretation of Plan language. Upon an adverse benefit determination on appeal, you have a right to bring a civil action under section 502(a) of the Employee Retirement Income Security Act of 1974 ("ERISA").

You may not file a lawsuit to obtain benefits until after you have requested a review and a final decision has been reached on review. Notwithstanding any other potentially applicable statute of limitations, a civil action under Section 502(a) of ERISA shall commence not later than the first anniversary of the date of the written notice of decision on appeal.

Re-employment Following Retirement

Your pension payments may be suspended if you work in "disqualifying employment" after starting to receive a pension.

For former participants of the **Carpenters Pension Fund of Arkansas**, the benefit earned under that Plan will be suspended based on the procedures for working in disqualifying employment described in the Appendix on page 56.

No suspension if your employment is not disqualifying

Your pension payments will not be suspended if you don't work in employment that is considered disqualifying employment, or if you work after age 70 ½.

Before Normal Retirement Age, disqualifying employment means any employment with: (1) a Contributing Employer; (2) a company doing the same work as a Contributing Employer; or (3) in self-employment provided such employment is:

- in an occupation, trade or craft in the industry in which employees covered by the Pension Fund are employed, and
- in any geographic area under the jurisdiction of the Pension Fund or reciprocal funds.

Before Normal Retirement Age, your pension will be suspended for any month in which you work in disqualifying employment *no matter how many or how few hours you work*.

After Normal Retirement Age, but before you reach age 70 ½, your pension will be suspended for any month in which you work at least 40 hours in disqualifying employment.

Once you reach age 70 ½, your pension payments will *not* be suspended no matter how many hours you work in disqualifying employment. If you continue to work in Covered Employment after age 70 ½, you will receive an actuarial adjustment for benefits you do not receive while you continue to work.

Suspension Procedures

Here are some things you should keep in mind regarding suspension of benefits:

- You must notify the Plan in writing within 30 days after beginning any type of work that is or may be disqualifying under Plan rules, regardless of how many hours you work (that is, whether or not you worked less than 40 hours in a month). If you fail to provide timely notice of disqualifying employment, the Trustees will assume you worked at least 40 hours in that month and any following month until they are notified that your disqualifying employment has ended.
- In the event it is determined pension benefits were paid for a month for which it is later determined they should have been suspended, the overpayment will be deducted from future pension payments.
- You must notify the Plan when disqualifying employment has ended. If you don't, your pension payments may not resume until you file a notice with the Plan.
- You are entitled to a review of any determination suspending your benefits by filing a written request with the Trustees within 180 days of the date of the notice of suspension.
- The Trustees may waive the rules on suspension of benefits if they determine that an employment emergency exists, or in situations where suspension would create an economic hardship on a group of pensioners who must return to re-employment for a limited period of time.
- Once disqualifying employment ends, benefits are resumed for months after the last month for which benefits were suspended, with benefits beginning no later than the third month after the last calendar month of suspension.
- The Trustees are required to inform all retirees, at least once every 12 months, of the re-employment notification requirements and the rules described in this paragraph.

Benefit payments following suspension. The monthly amount you receive when your Pension resumes may be affected by the length of your re-employment.

If you earn at least five consecutive years of Pension Credit during your re-employment, you are entitled to a recomputation of your benefit as if the amount of your pension were being determined for the first time.

If you don't earn at least five consecutive years of Pension Credit during your re-employment, your Pension will be the same amount you received before your suspension, but taking into account:

- Your "adjusted age" (your age at the beginning of the month when payments resume, reduced by the months for which you previously received benefits and the months for which benefits were suspended for work that would have been disqualifying at or after Normal Retirement Age).
- Your additional pension amount earned based on the Pension Credit you accrued during your period of re-employment. In order for this factor to be taken into account, you must have earned at least four quarters of Pension Credit in a calendar year during your period of re-employment.

Assignment of Benefits

Benefits under the Plan are for your benefit only. They cannot be sold, transferred, assigned or pledged to anyone; nor are benefits subject in any manner to anticipation, alienation, encumbrance or charge. However, the Plan will comply with the following:

- a Qualified Domestic Relations Order (QDRO) that gives an alternate payee a right to a portion of your pension, or
- any offset permitted under Section 401(a)(13) of the Internal Revenue Code.

The Plan has procedures for determining whether an order it receives is a Qualified Domestic Relations Order. You will be notified if such an order is received with regard to your benefit. You may also obtain a copy of the Plan's QDRO procedures, free of charge, from the Plan Administrative Office.

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.

Law sets the maximum benefit that the PBGC guarantees. 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.

The PBGC guarantee generally covers:

- Regular and early retirement pensions;
- Disability benefits if you become disabled before the Plan becomes insolvent; and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law;
- Benefits based on Plan provisions that have been in place for fewer than five years at the earlier of the:
  - Date the Plan terminates; or
  - Time the Plan becomes insolvent;
- Benefits that are not vested because you have not worked long enough;
- Benefits for which you have not met all of the requirements at the time the Plan becomes insolvent; or
- 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 that it guarantees, ask your Plan Administrator or contact:

Pension Benefit Guaranty Corporation
Technical Assistance Division
1200 K Street, NW
Suite 930
Washington, District of Columbia 20005-4026

You may also call the PBGC at 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 www.pbgc.gov.

Plan Amendment and Termination

The Board of Trustees intends to continue the Plan indefinitely, although it reserves the right to change or end the Plan at any time. If the Plan ended, you would be fully vested in any benefit you had accrued, to the extent then funded, and Plan assets would be applied to provide benefits in accordance with the applicable provisions of federal law.

Plan Interpretation

The Board of Trustees has been designated as the official Plan Administrator for purposes of federal law and governs the Pension Fund in accordance with an Agreement and Declaration of Trust. Notwithstanding any other provisions in the Plan and to the full extent permitted by applicable laws, the Trustees have the exclusive right, power, and authority, in their sole and absolute discretion to:

- administer, apply, construe and interpret the Plan and any related Plan documents,
- to decide all matters arising in connection with entitlement to benefits, the nature, type, form, amount and duration of benefits and the operation or administration of the Plan,
- to make all factual determinations required to administer, apply, construe and interpret the Plan (and all related Plan documents).

Without limiting the generality of the statements above, the Board of Trustees acting as Plan Administrator has the ultimate discretionary authority to:

- determine whether any individual is eligible for any benefits under this Plan,

- determine the amount of benefits , if any, an individual is entitled to under this Plan,
- interpret all of the provisions of this Plan (and all related Plan documents),
- interpret all of the terms used in this Plan,
- formulate, interpret and apply rules, regulations and policies necessary to administer the Plan in accordance with its terms,
- decide questions, including legal or factual questions, relating to the eligibility for, or calculation and payment of, benefits under the Plan,
- resolve and/or clarify any ambiguities, inconsistencies and omissions arising under the Plan or other related Plan documents,
- process and approve or deny benefit claims and rule on any benefit exclusions.

All determinations made by the Board (or any duly authorized designee of it) and/or the Appeals Committee with respect to any matter arising under the Plan and any other Plan documents will be final and binding on all parties.

Incapacity

If anyone is entitled to receive benefits from the Plan, and is judged by the Trustees to be physically or mentally incapable of handling personal affairs, the Trustees may pay the benefit to a legal representative or other person, as the Trustees deem in the best interests of the beneficiary.

Compliance with Federal Law

The Plan is governed by current federal laws, including regulations and rulings of the Internal Revenue Service and the Department of Labor. The Plan will always be construed to comply with these regulations, rulings and laws. Generally, federal law takes precedence over state law.

Your Disclosures to the Plan

The information you give to the Fund Office, including statements concerning your age and marital status, affects the calculation of your benefits. If any of the information you provide is false, you may be required to indemnify and repay the Plan for any losses or damages caused by your false statements. What’s more, if the Plan makes payments as a result of false statements, the Fund Office may elect to pursue the matter by pressing criminal charges.

Plan Funding and Administration

The Plan is what the law calls a “defined benefit” pension plan. Benefits are provided in the amounts specified in the Plan document and paid out of the Fund’s assets. These assets are accumulated under the provisions of the Trust Agreement and are held in a Trust Fund for the purpose of providing benefits to Participants and defraying reasonable administrative expenses. The Fund is administered by the Board of Trustees, which has been designated Plan Administrator for purposes of federal law.

Collective Bargaining Agreements

The Plan is financed by contributions paid to the Fund by employers as required under the various collective bargaining agreements (CBAs) negotiated with the Union. You are not required or permitted to contribute to the Plan.

Copies of the applicable collective bargaining agreements may be obtained upon written request to the Fund Office, and they are available for examination during normal business hours at the Fund Office. In addition, a complete list of bargaining units participating in the Fund may be obtained upon written request to the Fund Office and is available for examination by covered persons and beneficiaries during normal business hours at the Fund Office. The Fund Office may charge a reasonable amount for copies.

Participants and their beneficiaries may also receive from the Fund Office, upon written request, information as to whether a particular employer or employee organization is participating in the Fund and, if the employer or employee organization is participating, its address.

Plan Information

Official Plan Name	Carpenters Labor-Management Pension Fund (Construction Industry Benefit Provisions)
Employer Identification Number (EIN)	51-6091982
Plan Number	001
Plan Year	January 1 – December 31
Type of Plan	Defined benefit pension plan
Effective Date	The Plan was originally adopted effective September 22, 1971 and has been amended and restated since then. The most recent amendments are effective May 1, 2015.
Funding of Benefits	All contributions to the Plan are made by employers in accordance with collective bargaining agreements requiring employers to contribute to the Fund. Benefits are paid from the Fund's assets, which are accumulated under the provisions of the collective bargaining agreements and the trust agreement.
Trust	Assets are held in a trust fund for the purpose of providing benefits to covered participants and paying reasonable administrative expenses.
Plan Sponsor & Administrator	The Carpenters Labor-Management Pension Fund is sponsored and administered by a joint Board of Trustees composed of Union Trustees and Employer Trustees. Employer Trustees are appointed by the employers. Union Trustees are designated by the Union. The names and addresses of the Trustees appear at the front of this booklet. The office of the Board of Trustees may be contacted at: Carpenters Labor-Management Pension Fund 1300 South Meridian Avenue Suite 200 Oklahoma City, Oklahoma 73108-1751 Phone: 405-682-2323 or 800-344-0144 The Board of Trustees has delegated day-to-day administration of the Plan to Zenith American Solutions, which serves as Fund Administrative Manager.
Participating Employers	The Carpenters Labor-Management Pension Fund will provide you, upon written request, with information as to whether a particular employer is contributing to the Plan on behalf of employees, as well as the address of such employer. Additionally, a complete list of employers and Local Unions sponsoring the Plan may be obtained upon written request to the Fund Office and is available for examination at the Fund Office.
Agent for Service of Legal Process	Board of Trustees, or any individual Trustee, at the address given above.

Your ERISA Rights

As a participant in the Carpenters Labor-Management Pension Fund, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to certain rights, as outlined in the following information.

Receive Information About Your Plan and Benefits

You have the right to:

- Examine, without charge, at the Plan Administrator's office, all documents governing the Plan, including insurance contracts, 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 (EBSA);
- Obtain, upon written request to the Fund Administrator, copies of documents governing the operation of the Plan, including insurance contracts, collective bargaining agreements, and copies of the latest annual report (Form 5500 series) and updated Summary Plan Description (the Plan may make a reasonable charge for the copies);
- Receive a copy of the documents listed in ERISA §101(k), including the Plan's annual funding notice, which the Plan Administrator is required by law to furnish each Participant; and
- Obtain a statement telling you whether you have a right to receive a pension at Normal Retirement Age 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 earn a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Fund Administrator must provide the statement free of charge.

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 a 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 the 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 Plan Administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. However, you may not begin any legal action, including proceedings before administrative agencies, until you have followed and exhausted the Plan's claims and appeals procedures. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations 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 Fund Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, District of Columbia 20210

For more information about your rights and responsibilities under ERISA, visit www.dol.gov/ebsa. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 866-444-3272.

Appendix: For Former Participants of the Carpenters Pension Fund of Arkansas Who Are Now Participants in the Carpenters Labor-Management Pension Fund

On January 1, 2014, the Carpenters Pension Fund of Arkansas merged into the Carpenters Labor-Management Pension Fund. If you were a former participant in the Arkansas Plan, the benefit you earned under that plan as of December 31, 2013 is preserved, and the forms of payment for that benefit will remain the same. Beginning January 1, 2014, you will earn benefits under the Carpenters Labor-Management Pension Fund, payable under the rules for that Fund. When you retire, your monthly pension will consist of two parts:

1. The monthly pension amount earned before the merger under the Arkansas Plan—calculated and payable according to the Arkansas Plan rules. This is referred to as your "Arkansas Benefit."

2. The monthly pension amount earned after the merger under the CLMPF Plan—calculated and payable according to the CLMPF Plan rules. This is referred to as your "CLMPF Benefit."

The monthly benefit you earn for work after the merger under the Carpenters Labor-Management Pension Fund ("CLMPF Plan") differs from the Arkansas Plan benefit in three ways:

- The amount of Pension Credit you earn for hours worked will be based on the CLMPF schedule described below, and will be limited to a maximum of 1.5 Pension Credits per year rather than the maximum of 2.1 Pension Credits that you could earn in a year under the Arkansas Plan.
- The benefit level for each Pension Credit earned, which was $40 per Pension Credit under the Arkansas Plan, will be based on the contribution rate under the CLMPF Plan. If your contribution rate is $3.50 per hour, the monthly benefit for each Pension Credit earned after December 31, 2013 will be $44.25, and if the contribution rate is $4.00 per hour, the monthly benefit is $56.82 per Pension Credit.
- It is important to note that during the first nine years after the January 1, 2014 merger effective date, the benefit level under the CLMPF Plan is lower for former Arkansas Plan participants because the contribution rate is reduced by $1.74 per hour. This is necessary to offset a funding deficit that existed in the Arkansas Plan at the time of the merger. See the section "How Your Pension is Calculated" for more information.
- Under the Arkansas Plan, Normal Retirement Age was generally age 62. This means that you received an unreduced benefit at age 62. Normal Retirement age under the CLMPF Plan is generally age 65. This means that the full benefit earned under the CLMPF Plan is not payable until age 65. If the benefit you earned under the CLMPF Plan is paid at age 62, it will be reduced for Early Retirement as described in the following section on Early Retirement Pensions.

Eligibility and Participation

Your participation in the CLMPF Plan became effective as of January 1, 2014 if you were an Active Participant or an Inactive Vested Participant in the Carpenters Pension Fund of Arkansas ("Arkansas Plan") on December 31, 2013. If you were not an active participant in the Arkansas Plan and were not vested, you are eligible to participate in the CLMPF Plan on the earliest January 1 or July 1 following completion of 1,000 hours of work in Covered Employment during a 12-consecutive month period, as described on page 3.

You are considered an **Inactive Nonvested Employee** if you have not yet earned vested status and had incurred a one-year Break-in-Service prior to January 1, 2014.

How Your Service Counts Under the Plan

The value of your benefit is based on your years of Pension Credits. The value of your Pension Credits depends on the plan they were earned under, the year they were earned in and the contribution rate in effect at that time.

Pension Credits Earned After the Merger Under the CLMPF Plan

Following the merger, you earn one-quarter of a Pension Credit for each 300 hours of work in Covered Employment during a calendar year, as shown below. A maximum of 1.5 Pension Credits may be earned per year.

CLMPF Plan

Hours Within the Calendar Year	Quarters of Pension Credits
Less than 300 hours	0 Pension Credits
300-599	1 (.25 Pension Credits)
600-899	2 (.5 Pension Credits)
900-1,199	3 (.75 Pension Credits)
1,200-1,499	4 (1 Pension Credits)
1,500-1,799	5 (1.25 Pension Credits)
1,800 or more	6 (1.5 Pension Credits)

Pension Credits Earned Before the Merger Under the Arkansas Plan

For benefits earned before the merger under the Arkansas Plan, you earned one year of Pension Credit during a calendar year if you worked 1,200 Hours in Covered Employment. The maximum Pension Credits that could be earned in a calendar year was 2.1 (if you worked 2,050 Hours in Covered Employment, as shown in the table below).

Arkansas Plan

Hours Within the Calendar Year	Pension Credits
Less than 50	0
50-149	0.1
150-249	0.2
250-349	0.3
350-449	0.4
450-549	0.5
550-649	0.6
650-749	0.7
750-849	0.8
850-949	0.9
950-1,049	1.0
1,050-1,149	1.1

Arkansas Plan

Hours Within the Calendar Year	*Pension Credits*
1,150-1,249	1.2
1,250-1,349	1.3
1,350-1,449	1.4
1,450-1,549	1.5
1,550-1,649	1.6
1,650-1,749	1.7
1,750-1,849	1.8
1,850-1,949	1.9
1,950-2,049	2.0
2,050 and over	2.1

Vesting Service

Like the CLMPF Plan participants, you become vested once you complete five years of Vesting Service. You can also become vested once you reach Normal Retirement Age (as defined in the Arkansas Plan as age 62 or your fifth anniversary of participation, whichever is later), even if you have not earned at least five years of Vesting Service.

For benefits earned after the merger, Normal Retirement Age is defined in the CLMPF Plan as age 65 or the fifth anniversary of your participation, whichever is later.

Any benefits you earn after the merger will follow the CLMPF Plan vesting schedule shown below. Though both plans have the same requirements for accumulating a year of Vesting Service, there is a difference in the way partial Vesting Service is earned, as shown in the following table.

Arkansas Vesting Schedule		CLMPF Vesting Schedule
Hours of Service During calendar year	*Years of Vesting Service*	*Hours of Service During calendar year*
0 to 249	0	Less than 299
250 to 499	.25	300 to 599
500 to 749	.5	600 to 899
750 to 999	.75	900 to 999
1000 or more	1.0	1000 or more

The Arkansas Plan Vesting Schedule applies for benefits earned before the merger. Your post-merger service will be credited under this vesting schedule if necessary to satisfy the vesting and eligibility conditions for your Arkansas Plan benefits. The CLMPF Plan vesting schedule and definition of Normal Retirement Age will apply to any benefits you earn after the merger.

For example, if you accumulate 500 Hours of Service in one calendar year after the merger, you will be credited with ½ of a year of Vesting Service if necessary to satisfy the vesting and eligibility conditions for pre-merger Arkansas Benefits. However, your 500 Hours of Service will only earn ¼ of year of Vesting Service for purposes of vesting under the CLMPF Plan.

Breaks-in-Service

To avoid a Break-in-Service, you must accumulate a minimum of 500 Hours of Service under the Arkansas Plan or 300 Hours of service under the CLMPF Plan.

Only the portion of your benefits earned under the Arkansas Plan prior to the merger will be subject to the break avoidance rule described in the Arkansas Plan. The break avoidance rule described in the CLMPF Plan will apply to benefits earned on or after January 1, 2014.

When You Can Receive a Pension

There are four types of pension available to you at retirement:

- Regular Pension,
- Early Retirement Pension,
- Unreduced Pension, and
- Disability Pension

Regular Pension

Under the Arkansas Plan, Normal Retirement Age was defined as age 62. This means that you received an unreduced benefit at age 62. Normal Retirement Age under the CLMPF Plan is defined as age 65. This means that the full benefit you earned under the CLMPF Plan is not payable until age 65. If the benefit you earned under the CLMPF Plan is paid at age 62, it will be reduced for Early Retirement as described in the following section.

All pensions are calculated under a formula described in the next section.

Early Retirement Pension

Your Arkansas Plan benefit will continue to be available at age 55 if you have 10 years of Vesting Service. The reduction factors for Arkansas Plan benefits earned before the merger are 6% for each year younger than age 62 (.5% for each month younger than age 62).

Your CLMPF Plan benefit will be available at age 55 if you have five years of Vesting Service. Please see page 52 for more information on how your benefit will be reduced.

Your pre-merger Vesting Service earned under the Arkansas Plan and your post-merger Vesting Service under the CLMPF Plan will both be counted when determining if you meet the requirement for years of Vesting Service.

Unreduced Pension

Your Arkansas Plan benefit is payable without any reduction for early retirement once you reach Normal Retirement Age (age 62), or at age 55 with 30 years of Vesting Service.

Your pre-merger Vesting Service earned under the Arkansas Plan and your post-merger Vesting Service under the CLMPF Plan will both be counted when determining if you meet the requirement of having 30 years of Vesting Service.

Your CLMPF Plan benefit will be subject to reduction for early retirement, as described on page 52 of this SPD.

Disability Pension

Disability Pension benefits are equal to the unreduced amount of a Regular Pension, based on the number of Pension Credits earned up to the date of disability. You must have at least 10 years of Vesting Service to be eligible for Disability Pension benefits that were accrued under the Arkansas Plan for service through the date of the merger.

For this purpose, Vesting Service includes service earned both before and after the merger using the Arkansas Plan's vesting schedule for the pre-merger period and the CLMPF Plan's vesting schedule for the post-merger period.

If you do not have at least 10 years of Vesting Service when you become eligible for a Disability Pension under the CLMPF Plan, the portion of your benefit earned under the Arkansas Plan will not be payable until you reach age 62.

Please see the section titled, "Disability Pension," on page 26 of this SPD for more information.

How Your Pension is Calculated

Regular Pension

If you have service under both the Arkansas Plan and the CLMPF Plan, your benefit will be figured in two pieces. The monthly amount of your pension will be equal to the sum of:

- The benefit you had earned under the Arkansas Plan as of December 31, 2013

PLUS

- ***For service on or after January 1, 2014:*** The benefit level corresponding to the contribution rate under which you worked in any calendar year determined on a year-to-year basis in accordance with the benefit rate table shown above at pages 18 with one important difference: During the first nine years after January 1, 2014, the contribution rate is lowered by $1.74 per hour to offset a funding deficit that existed in the Arkansas Plan at the time of the merger. Thus, if you worked under the $3.50 per hour contribution rate, the contribution rate is lowered to $1.76 ($3.50 - $1.74 = $1.76) for purposes of valuing your benefits. This means that your benefit for that year will be lowered to $44.25 (the benefit level corresponding to a contribution rate of $1.76) multiplied by the Pension Credit you earned that year. If you worked under the $4.00 per hour contribution rate, it will be lowered to $2.26 ($4.00 – $1.74 = $2.26) so that your benefit for that year will be $56.82 (the benefit level corresponding to a contribution rate of $2.26) multiplied by the Pension Credit you earned that year. Where there is more than one rate in effect for the year, the highest contribution rate under which you earned at least two quarters of Pension Credit will apply.

Note that if your benefit is paid under a form other than a Single Life Pension, the benefit calculated under the Plan formula will be reduced.

Example:

The benefit you had earned under the Arkansas Plan as of December 31, 2013 was $400 per month. You work 1,800 hours per year for five more years after the merger under the CLMPF Plan, under a $4.00 contribution rate, and retire at age 62 on January 1, 2019. You will be credited with 1.5 Pension Credits for each of the five years under the CLMPF Plan, for a total of 7.5 Pension Credits. Your monthly benefit will be a total of the benefit you earned under the Arkansas Plan, plus the benefit you earned under the CLMPF Plan, calculated as follows:

Arkansas Plan Benefit: $400 per month

CLMPF Benefit: 7.5 Pension Credits x $56.82 = $426.15

Reduction for Early Retirement (24% at age 62): $426.15 x .24 = $102.28

$426.15 - $102.28 = $323.87 per month

Total Monthly Benefit: $400.00 + $323.87 = **$724.00 per month** (rounded up from $723.87 per month)

Because you are retiring at age 62, the portion of your benefit earned under the Arkansas Plan is not reduced. The portion earned under the CLMPF Plan is reduced for payment prior to age 65. Alternatively, the benefit earned under the CLMPF Plan can be delayed until age 65, when it is not subject to reduction for early retirement.

Early Retirement Pension

Your Arkansas Plan benefit is payable as early as age 55 if you have 10 years of Vesting Service. You will be eligible for early payment of your CLMPF benefit at age 55 if you have at least five years of Vesting Service. An Early Retirement Pension is calculated the same way as a Regular Pension. The amount of your Arkansas Plan benefit is then reduced by 6% for each year you are younger than age 62, and your CLMPF benefit is reduced according to the reduction schedule on page 24 for each year you are younger than age 65.

Example:

You worked 1500 hours each year for three years prior to January 1, 2014, and continue to work for 1500 hours each year for another three years under the CLMPF Plan at the $4.00 contribution rate, and earned a total of six years of Vesting Service. You retire at age 55 on January 1, 2017, and are eligible for an Early Retirement Pension under the CLMPF Plan. However, because you did not earn at least 10 years of Vesting Service, you will not be eligible to receive the Arkansas portion of your benefit until you reach age 62.

Based on 1500 hours worked each year, you had earned 1.5 Pension Credits each year for a total of 4.5 Pension Credits prior to January 1, 2014 (1.5 x 3 = 4.5). Your benefit under the Arkansas Plan as of December 31, 2013 was $187.20. For the three years you worked under the CLMPF Plan, you at earned 3.75 additional Pension Credits (1.25 x 3 = 3.75).

At age 55, you will be eligible to receive a monthly benefit based on the Pension Credit earned under the CLMPF Plan, calculated as follows:

3.75 Pension Credits x $56.82 = $213.08

Reduction for Early Retirement (58% at age 55): $213.08 x .58 = $123.59

Reduced Early Retirement Benefit: $213.08 – $123.59 = $89.49

When you reach age 62, you will be eligible to begin receiving the monthly benefit you earned under the Arkansas Plan of $187.20. Because this benefit is payable at age 62, it will not be reduced.

Total Monthly Benefit: Beginning at age 62, your total benefit will be $276.69 ($89.49 + $187.20), rounded up to **$277 per month.**

Unreduced Pension

The Unreduced Pension is the amount of the Regular Pension you would have been entitled to if you had reached Normal Retirement Age (age 62) on the day you are eligible for a Unreduced Pension, based on the actual Pension Credit accumulated at that time.

Unlike the Early Retirement Pension, benefits paid under this pension can be paid without a reduction for early payment.

Example:

You earned 25 years of Vesting Service and a monthly benefit of $990 prior to January 1, 2014, and work for 1500 hours each year for another five years under the CLMPF Plan at the $4.00 contribution rate, earning a total of 30 years of Vesting Service. You retire at age 55 on January 1, 2019, and are eligible for an Unreduced Pension.

For the five years you worked under the CLMPF Plan, you earned 6.25 additional Pension Credits (1.25 x 5 = 6.25). Because you had earned 30 years of Vesting Service, the benefit you earned prior to January 1, 2014 will not be reduced. However, because the CLMPF Plan does not provide an unreduced benefit for retirement prior to age 65, the portion of your benefit earned under the CLMPF Plan will be reduced for Early Retirement.

Your benefit will be a total of the benefit you earned under the Arkansas Plan, plus the benefit you earned under the CLMPF Plan, calculated as follows:

Arkansas Plan Benefit: $990 per month

CLMPF Benefit: 6.25 Pension Credits x $56.82 = $355.13

Reduction for Early Retirement (58% at age 55): $355.13 x .58 = $205.98

$355.13 - $205.98 = $149.15

Total Monthly Benefit: $990 + 149.15 = **$1,140 per month** (rounded up from $1,139.15 per month)

Alternatively, the benefit earned under the CLMPF Plan can be delayed until age 65, when it is not subject to reduction for early retirement.

Disability Pension

The amount of a Disability Pension will be the amount of the Regular Pension you would have been entitled to if you had reached Normal Retirement Age on the day you became disabled. There is no reduction for payments made before the Normal Retirement Age. Payment of your Disability Pension begins the first day of the month following the six-month anniversary of your disability date, as indicated in the disability determination letter from the Social Security Administration, or if later, the first of the month following date you apply for a Disability Pension. However, keep in mind that if you have not earned at least 10 years of Vesting Service, the portion of your benefit earned under the Arkansas Plan will not become payable until you reach age 62. Your Disability Pension will stop if you recover from your disability or return to work before the Normal Retirement Age.

How Your Pension is Paid

Like the CLMPF Plan, your payment options are based on your marital status when your pension payments begin. The normal forms of payment are:

- a Single Life Pension if you are not married, or
- a Participant-and-Spouse Pension if you are married.

In addition, you may choose to receive your pension under any optional form offered by the Plan for which you may qualify. Keep in mind that if you are married, you'll need your spouse's written, notarized consent to elect a form of payment other than the Participant-and-Spouse Pension.

Optional payment forms available to you depend on the Plan you accumulated your benefits in:

- Benefits you earn under the Arkansas Plan will be paid in one of the payment forms offered through the Arkansas Plan.
- Benefits earned under the CLMPF Plan will be paid in one of the payment forms offered through the CLMPF Plan.

Normal Forms of Payment

If you're not married when your pension starts, your benefit is normally paid as a Single Life Pension. This type of pension pays you the full amount calculated under the Plan formula for as long as you live, subject to any applicable reduction for early payment. Generally, no benefits are paid after your death. However, if you die before receiving 36 monthly pension payments, your beneficiary will receive the balance of the payments attributable to the benefit you earned under the Arkansas Plan in a lump sum. The benefit you earned under the CLMPF Plan after the merger is guaranteed for 60 months. If you die before receiving 60 monthly payments, the portion of your benefit earned under the CLMPF Plan will continue until a total of 60 monthly payments have been made, including both those payments made to you and to your beneficiary.

If you're married when your pension starts**,** your benefit is normally paid as a Participant-and-Spouse Pension. This means that you get a reduced monthly amount for life (subject to any applicable reduction for early payment). Then, if your spouse is living when you die and was married to you for at least a year at the time of your death, he or she gets 50% of your monthly amount for as long as he or she lives.

The exact amount of reduction in your benefit depends on the difference in age between you and your spouse and is determined according to the charts that follow this section.

The Participant-and-Spouse Pension also includes a "Pop-Up" feature for the Arkansas portion of your benefit only. This means that if your spouse dies before you (the retiree), the portion of your benefit earned under the Arkansas Plan is increased back to the amount payable under the Single Life Annuity Form.

Optional Forms of Payment

You may elect any form of payment for which you qualify. If you are married, in order to elect a form of payment other than the automatic Participant-and-Spouse Pension, you will need your spouse's written, notarized consent.

Single Life Option

This is the normal form for single people and an option if you're married. You receive the full amount produced by the Plan formula (less any applicable reduction for early payment), with the guarantee that if you die before receiving 36 monthly payments, your beneficiary will receive the remaining balance of the payments attributable to the Arkansas Plan in a lump sum. The portion of your benefit earned under the CLMPF plan will continue until 60 payments have been made, including both payments made to you and to your beneficiary.

Joint and Survivor Option

If you are lawfully married on the effective date of your pension, you may elect a Joint and Survivor Option with your spouse's written, notarized consent. Under this option, you will receive a reduced monthly pension in return for a guarantee that 75% of the monthly benefit will be paid to your spouse for his or her lifetime after your death. See the chart in the next section. This option is *not* available to participants who are not married. As with the 50% Participant-and-Spouse Pension, the 75% Joint and Survivor Option also includes a pop-up feature with respect to the portion of your benefit earned under the Arkansas Plan. (Also, keep in mind that, depending on when your payments start, your benefit may be subject to an additional reduction for early payments.)

Section G: Payment Option Adjustment Factors

Joint and Survivor Benefit Adjustment Factors		
Form of Payment	*Initial Adjustment*	*Additional Adjustment for Each Year Spouse is Younger (-) or Older (+) than You*
50% Joint and Survivor (Participant-and-Spouse) – Nondisability	90%	0.4%
50% Joint and Survivor (Participant-and-Spouse) – Disability	77.5%	0.4%
75% Joint and Survivor – Nondisability	86.0%	0.5%
75% Joint and Survivor – Disability	71.0%	0.6%

If You Die Before You Retire

Although the Plan is designed primarily to provide retirement income for you, it can also provide a benefit for your spouse in the event you die after qualifying for a Deferred Pension, but before starting to receive your benefit.

Spouse's Pre-Retirement Survivor Benefit

If you are married and vested, and die on or after January 1, 2014 (and before your Annuity Starting Date), your surviving spouse is eligible to receive a survivor benefit as defined by the CLMPF Plan. Please see page 34 of this SPD for more information.

Pre-Retirement Lump-Sum Death Benefit

If you're not married, the Lump-Sum Death Benefit in the sum of $7,500 will be paid to your beneficiary if you:

- had earned at least five years of Vesting Service and had not started to receive a pension, and
- worked at least 600 hours in Covered Employment after January 1, 1996.

Note: If you did not work at least one hour on or after January 1, 2014 and die prior to retirement, any benefit to your beneficiary will be paid under the terms of the Arkansas Plan.

Other Information You Should Know

Re-employment Following Retirement

Your pension payments may be suspended if you work in "disqualifying employment" after starting to receive a pension. Any benefit earned before the merger under the Arkansas Plan will be subject to the suspension of benefits as described in the Arkansas Plan. Any benefit earned after the merger under the CLMPF Plan will be subject to the suspension of benefits as described in the CLMPF Plan.

Disqualifying employment before Normal Retirement Age in the Arkansas Plan is defined as employment or self-employment:

- By or with a contributing employer to the Arkansas Plan; or
- By or with any person in the same or related business as any contributing employer; or
- By or with any person in work of the type covered by the plan.

Disqualifying employment after Normal Retirement Age in the Arkansas Plan is defined the same as **before Normal Retirement Age** except that it is limited to the geographical area of:

- Local Union Numbers 690 and 891 of the United Brotherhood of Carpenters and Joiners of America, and
- Any Local of the United Brotherhood of Carpenters and Joiners of America that has entered into a reciprocity agreement with the Trust Fund.

Once you reach age 62, you may work a maximum of 640 hours in a calendar year and your benefits will not be suspended. However, once you have worked more than 640 hours in a calendar year, your Arkansas benefit will be suspended for any month in which you work 40 or more hours.

For definitions of disqualifying employment in regards to the CLMPF Plan, please see page 38 of this SPD.