

IMPORTANT

This booklet applies to Participants who terminate active participation in the IUE-CWA Pension Plan (the “Plan” or the “Pension Plan”) on or after April 1, 2017.

A Section at the end of this document contains information for Participants who ceased active participation in the Plan prior to April 1, 2017. You may also contact the Pension Fund Office for additional information.

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PLAN BENEFITS INSURED BY
PENSION BENEFIT GUARANTY CORPORATION49

SUPPLEMENT TO THE SUMMARY PLAN DESCRIPTION
This supplement to the Summary Plan Description for the
IUE-CWA Pension Fund applies to Participants who ceased
Active Participation in the Plan prior to April 1, 201751

INTRODUCTION

This booklet summarizes the principal provisions of the IUE-CWA Pension Plan. It explains what benefits are available, eligibility requirements, how service is credited, when benefits may be suspended or lost, and other important facts about the Plan.

We believe that this Plan represents valuable retirement income security for you and your family in addition to whatever you may be entitled to receive from Social Security. We hope you will take the time to carefully read and study this Summary Plan Description. We urge you to share this Summary Plan Description with your family because they may also have an interest in the Plan. We also suggest that you keep this Summary Plan Description for future reference.

The complete provisions of the Plan are contained in the Plan Document, a copy of which may be obtained from the Pension Fund Office upon request. In the event of any conflict between this summary and the Plan Document, the provisions of the Plan Document will prevail.

The Board of Trustees has the sole and absolute authority and discretion to interpret and apply the terms of the Plan and the rules thereunder, including all questions of eligibility for benefits and the right to participate in the Plan. Do not rely on oral statements made by any individuals regarding the Plan. The Board of Trustees reserves the right to change the benefits and provisions of the Plan at any time. In addition, while the Board of Trustees intends to continue the Plan indefinitely, it reserves the right to terminate the Plan at any time.

Should you have any questions, please phone or write the Pension Fund Office. The Fund Office is always glad to be of assistance.

Board of Trustees
IUE-CWA Pension Fund

IDENTIFICATION OF THE PLAN

Name and Address of the Plan	IUE-CWA Pension Fund 2001 E. 3rd Street Bloomington, IN 47401 Telephone: 812-671-0690 Fax: 812-671-9696 www.iuepension.org
Plan Sponsor	Board of Trustees of the IUE-CWA Pension Fund Same Address as Above
Board of Trustees	Union Trustees Laura Hagan, Chair Assistant to the President, IUE-CWA 2701 Dryden Rd Dayton, OH 45439 Kaine Goodwin Staff Representative, IUE-CWA 2701 Dryden Rd Dayton, OH 45439 Employer Trustees Mary Shofner, Secretary Human Resource Manager, WEG Transformers USA, Inc. One Pauwels Drive Washington, MO 63090 Deborah DeVous CEO, Freedom 1st Credit Union 1645 Webster Street Dayton, OH 45404
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Custodian

Northern Trust

Auditor

BKD, LLP

Actuary and Plan Consultant

Segal Consulting

PARTICIPATION IN THE PLAN

Participation

Employee Participation

To be eligible to participate in the Plan, you must work for a Participating Employer in a job classification which the Employer has agreed to cover under the Plan. A Participating Employer is an Employer who is obligated to make payments to the IUE-CWA Pension Fund (the "Fund" or the "Pension Fund") on behalf of employees covered by an agreement between the Employer and the Union, the IUE-CWA, the Communication Workers of America (CWA), or one of its affiliated unions (in some cases, the agreement may be between the Employer and the Trustees of the Plan).

If you are employed on the date your Employer becomes a Participating Employer of the Plan, you will become a Participant when your Employer becomes obligated to begin making contributions to the Fund on your behalf, provided that you are either credited with at least 170 "Hours of Service" within the Plan Year (which is the calendar year) containing the date on which your Employer is obligated to begin contributing to the Fund on your behalf OR you were already employed by the Employer on the date on which the Employer first became obligated to contribute to the Fund on behalf of employees.

If you are not eligible to participate in the Plan as a result of failing to meet either of the above conditions, you will be eligible to participate in the Plan on the first day of the Plan Year in which at least 170 Hours of Service are credited to the Fund on your behalf.

Employer Participation

To become a Participating Employer, the Employer and the Local Union must sign a Participation Agreement.

Hour of Service

An Hour of Service means an hour for which a Participating Employer is obligated to make contributions to the Pension Fund on behalf of covered employees. Generally, an "Hour of Service" is each hour for which an employee is paid, or entitled to payment, for the performance of duties for the Employer. In addition, an "Hour of Service" includes each hour for which an employee is paid, or entitled to payment, by the Employer because of a period during which no duties are performed due to vacation, holiday, paid sick leave, and the like.

Active Participant

An Active Participant is a Participant regularly employed by a Participating Employer in Covered Employment. You will continue to be an Active Participant through the end of the month in which you earn "Compensation" from a Participating Employer and for which the Participating Employer is required to make a contribution to the Pension Fund on your behalf. For this purpose, "Compensation" means wages paid for the actual performance of duties.

"Compensation" does not include pay for which no duties were performed (such as holidays, vacations, etc.) unless such time immediately follows the date you last earned compensation for the actual performance of duties.

Seniority Date

Your Seniority Date shall be determined by your Collective Bargaining Agreement.

Termination of Participation

If you are not eligible for any pension benefit under the Plan and cease working for a Participating Employer, your participation in the Plan will terminate on the date you cease employment with your Employer, subject to the Break in Service rules described later in this Summary.

If you are eligible for a Deferred Retirement Pension or are receiving a pension, you will cease to be a Participant at the end of the month in which you die or the end of the month in which you receive all the benefits to which you are entitled under the Plan.

CREDIT FOR SERVICE

Credited Service

Credited Service is used to calculate the amount of your pension benefit and to determine your eligibility for Death Benefits.

This consists of your Future Service Credit and may include Past Service Credit when applicable.

Past Service Credit

If, on the effective date of your Employer's participation in the Plan, you are employed in a job classification which obligates your Employer to make contributions to the Pension Fund on your behalf, you will receive Past Service Credit for the period of your employment from your Seniority Date to your Employer's effective date of participation, calculated to the nearest 1/10th year. The Seniority Date used is your Seniority Date at the time of your Employer's effective date of participation. No Past Service Credit is given for any period of employment prior to your Seniority Date, nor is any Past Service Credit given for any period of employment after the date on which your Employer is obligated to make contributions to the Pension Fund.

If your Employer became a Participating Employer of the Plan before January 1, 1978, absences of 12 months or more between your Seniority Date and your Employer's effective date of participation will not be counted as Past Service Credit.

If your Employer became a Participating Employer on or after January 1, 1978, all absences between your Seniority Date and your Employer's date of participation are treated as service with the Employer provided you retained your Seniority Date during the period of absence.

Past Service Credit is not included in Credited Service when calculating benefit amounts if an agreement between your Participating Employer and the Trustees specifies that benefit amounts are based on Future Service Credit only.

Future Service Credit

Future Service Credit is service earned after the date your Employer became a Participating Employer of the Plan. You receive 1/10th of a year of Future Service Credit for each 170 hours for which contributions are required to be made to the Fund on your behalf during a calendar year, to a maximum of 10/10ths in a calendar year for up to 2,080 hours. For each 170 hours of service in excess of 2,080 hours of service earned in any calendar year after 1984 you will receive an additional 1/10th of a year of Future Service Credit.

The following table illustrates the amount of Future Service Credit you will receive based on the number of hours for which contributions are required to be made to the Fund on your behalf in each calendar year from 1985.

<u>Number of Hours In a Calendar Year</u>	<u>Future Service Credit</u>
Less than 170	0.0
170 to 339	0.1
340 to 509	0.2
510 to 679	0.3
680 to 849	0.4
850 to 1,019	0.5
1,020 to 1,189	0.6
1,190 to 1,359	0.7
1,360 to 1,529	0.8
1,530 to 1,699	0.9
1,700 to 2,079	1.0
2,080 to 2,249	1.0
2,250 to 2,419	1.1
2,420 to 2,589	1.2
2,590 to 2,759	1.3
2,760 to 2,929	1.4
2,930 to 3,099	1.5
and so on	

Prior to 1985, Future Service Credit was limited to 1 year in any calendar year regardless of the number of hours for which contributions were made in excess of 1,700 hours in the year.

Credited Vesting Service

Credited Vesting Service is used to determine your eligibility for Normal, Early, Disability, and Deferred Retirement Benefits and your eligibility for reinstatement of prior service credit.

Credited Vesting Service is the total of your Past Service Credit, if any, and your Future Vesting Service Credit.

Future Vesting Service Credit

Future Vesting Service Credit, like Future Service Credit, is service earned after the date your Employer became a Participating Employer of the Plan. You will be credited with 1/10th of a year of Future Vesting Service Credit for each 170 hours for which contributions are required to

be made to the Fund on your behalf during a calendar year, up to 10/10ths (a full year) of Future Vesting Service Credit if your Employer is required to make contributions to the Fund on your behalf for 1,000 or more hours in a calendar year, up to 2,080 hours. For each 170 hours of service in excess of 2,080 hours of service earned in any calendar year after 1984 you will receive an additional 1/10th of a year of Future Vesting Service Credit.

The following table illustrates the amount of Future Vesting Service Credit you will receive based on the number of hours for which contributions are made to the Fund on your behalf in each calendar year from 1985.

<u>Number of Hours In a Calendar Year</u>	<u>Future Vesting Service Credit</u>
Less than 170	0.0
170 to 339	0.1
340 to 509	0.2
510 to 679	0.3
680 to 849	0.4
850 to 999	0.5
1,000 to 2,079	1.0
2,080 to 2,249	1.0
2,250 to 2,419	1.1
2,420 to 2,589	1.2
2,590 to 2,759	1.3
2,760 to 2,929	1.4
2,930 to 3,099	1.5
and so on	

Prior to 1985 Future Vesting Service Credit was limited to 1 year in any calendar year regardless of the number of hours in excess of 1,000 hours for which contributions were made in the year.

Break in Service

A Break in Service occurs on the last day of the Plan Year in which you fail to earn at least 2/10ths of Future Vesting Service Credit.

You will lose your accumulated Credited Service and pension benefit accruals if you incur a Break in Service before you earn the required years of Credited Vesting Service to qualify for a Deferred Retirement Pension.

Beginning January 1, 1987, if you are absent from work because

of pregnancy, the birth or adoption of a child, or to care for a child immediately following the birth or adoption of a child, you will be credited with 2/10ths of Future Vesting Service Credit if Future Vesting Service Credit is needed in the Plan Year of the absence or the following Plan Year to prevent a Break in Service. You may reinstate your prior Credited Service and pension benefit accruals in accordance with the following rules.

If you are on active military leave, your absence cannot be treated as a Break in Service. Upon prompt return to work, your military service counts for eligibility, vesting and benefit accrual purposes. If you have any questions regarding your rights under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), please contact the Plan Administrator.

Reinstatement of Prior Service Credit

If you incur a Break in Service on or after January 1, 1976, and again become an Active Participant, you may reinstate your prior service and benefit accruals if you meet certain requirements:

If you are **NOT** vested (in other words, if you have not completed a minimum of 5 years of Credited Vesting Service) at the time you incur a Break in Service, your prior service and benefit accruals will be reinstated if:

- (1) you complete 1,000 or more Hours of Service in the 12 months following the date you again become an Active Participant, AND
- (2) the number of consecutive Breaks in Service you had following your prior period as an Active Participant is less than the number of years of Credited Vesting Service you earned before you incurred a Break in Service or, beginning January 1, 1987, you had less than 5 consecutive one-year Breaks in Service; AND
- (3) within the earlier of 5 years after the date you again become an Active Participant or within the completion of a period of 5 consecutive one-year Breaks in Service you repay, with interest, any Severance Benefit you received based on your prior period of participation.

If you **ARE** vested at the time you incur a Break in Service, your prior service and benefit accruals will be reinstated if you complete 1,000 Hours of Service in the 12 months following the date you again become an Active Participant.

If you received a Severance Benefit based on your prior period of participation and do not repay it with interest within the earlier of 5 years after you again become an Active Participant or within the completion of a period of 5 consecutive one-year Breaks in Service, all future benefits payable to you will be reduced by the value of the Severance Benefit you received.

If you received a lump sum payment equal to the full value of your pension based on your prior service and you do not repay such lump sum payment with interest within the earlier of 5 years of the date you again become an Active Participant or within the completion of a period of 5 consecutive one-year Breaks in Service, you will not be eligible to reinstate your prior service and benefit accruals and you will become a new Participant for all purposes of the Plan.

Note: Under the Plan in effect before January 1, 1976, a Participant who was paid a Severance Benefit forfeited his rights to all other benefits and lost his accumulated Service without the right to reinstatement. If you ceased to be a Participant before January 1, 1976 and received a Severance Benefit based on service prior to January 1, 1976, you may not repay the Severance Benefit and you are not eligible to reinstate such prior service and benefit accruals.

Other Service Rules

Credit for Periods of Military Service

If you leave the employ of your employer to enter the U.S. Armed Forces because you are required by law to serve, or you enlist either in lieu of being legally required to serve or during a period of national emergency, and you return to work for the same Employer, you will receive Credited Service under the Plan for the period of your absence due to military service, if:

- (1) you make an application to return to work for the same employer within 90 days of your date of discharge from military service, or within 90 days of the date you are released from hospitalization continuing for a period of not more than a year after discharge from military service; AND

- (2) you return to work; AND
- (3) you receive a certificate attesting that you have satisfactorily completed military service; AND
- (4) such military service occurs after the date your Employer became a Participating Employer of the Plan or during the period for which you would otherwise be entitled to Past Service Credit under the Plan.

If you meet all of the above requirements, you will receive service credit under the Plan for your absence due to military service up to the maximum number of years provided by federal law governing the reemployment rights of veterans.

Vesting Service Credit for Non-Covered Employment with a Participating Employer

If your Employer covers only Bargaining Unit (Union) employees under the Pension Plan, employees outside the Bargaining Unit (non-union) will not receive Vesting Service Credit under the Plan except under special circumstances as follows:

Transfers from Covered to Non-Covered Employment

Assume you are employed within the Bargaining Unit (Covered Employment) and your Employer makes contributions to the Pension Fund on your behalf. After you have earned Credited Service under the Plan, you transfer to a job outside the Bargaining Unit (non-covered employment with the same Employer). Your Employer discontinues making contributions to the Fund on your behalf and you are no longer covered as an Active Participant under the Plan.

You will continue to earn Future Vesting Service Credit (but not Credited Service), based on your Hours of Service while in non-covered employment, so long as your Employer continues to be a Participating Employer of the Plan.

Transferring from a Covered position to a Non-Covered position within the company does not qualify as severed employment; therefore, you will not be allowed to start your pension benefits upon a transfer to Non-Covered Employment. You will be eligible to start pension benefits under the terms of the Plan when you have severed employment with all Participating Employers.

Transfers from Non-Covered to Covered Employment

Assume you are employed outside the Bargaining Unit (non-covered employment) and are not eligible to participate in the Plan. Then, at some point after your Employer entered the Plan you transfer to a job within the Bargaining Unit (covered employment). You become eligible to participate in the Plan and your Employer begins making contributions to the Fund on your behalf.

You will be entitled to Vesting Service Credit (but not Credited Service) for the period of your non-covered employment between the date your Employer entered the Plan and the date you transferred to covered employment (the date your Employer became obligated to begin making contributions to the Fund on your behalf).

PENSION BENEFITS

The amount of your pension benefit is based on your “Continuous Credited Service” and the “Monthly Benefit Rate” applicable for your Employer for each segment of Continuous Credited Service and/or Future Service Credit that you have earned.

Please contact the Pension Fund Office for specific information as to how your benefit for work with your Employer is calculated.

Participants who are or who become Terminated Vested Participants on and after April 1, 2017 should consult the Supplement to the Summary Plan Description, on page 51 of this Summary, for special rules that may apply to them.

Continuous Credited Service

Continuous Credited Service is Credited Service earned during a continuous period of Covered Employment with a Participating Employer.

Depending on your dates of service and the Participation Agreement in effect for your Employer, you may also earn Continuous Credited Service in segments called Future Service Credits, for which each period has a different Negotiated Contribution amount and Monthly Benefit Rate.

If you leave the employment of a Participating Employer, or you transfer from covered to non-covered employment with a Participating Employer, for a period in excess of 12 months, your Continuous Credited Service will end on the date you ceased to be in Covered Employment with that Employer. Should you later return to Covered Employment with the same Participating Employer, you will begin a new period of Continuous Credited Service. If you were a Participant of the Plan on April 1, 1973, all service you accumulated prior to April 1, 1973, will be considered Continuous Credited Service.

Monthly Benefit Rate

Your pension benefits may be based on one or more Monthly Benefit Rates as noted above.

Prior to January 1, 2009, when an Employer first became a Participating Employer of the Plan, the Fund’s actuaries determined an initial Benefit-Contribution Multiplier for the Employer. The initial multiplier represented the amount of monthly pension at age 65, per year of Continuous Credited Service, which could have been provided for each \$0.01 per hour of contribution.

Example:

If an Employer's initial Benefit-Contribution Multiplier is determined to be \$0.30 and the Participating Employer agrees to contribute to the Fund at the rate of \$0.20 per hour, the initial Monthly Benefit Rate would be \$6.00 ($\$0.30 \times 20 = \6.00).

Prior to January 1, 2009, the Benefit-Contribution Multiplier for all Participating Employers was re-determined periodically. An Employer's multiplier may have increased, decreased, or remained the same. The re-determined multiplier represented the amount of **additional** benefit which could have been provided, per year of Continuous Credited Service, for each \$0.01 per hour of **increased** contribution. The multiplier in effect on the day following the date a contract expired applied to any contribution increases negotiated to become effective during the term of the next agreement.

Example:

The Employer in the above example had an initial Monthly Benefit Rate of \$6.00. If the employer agrees to increase contributions by \$0.05 per hour in the next contract and the Benefit-Contribution Multiplier then in effect is \$0.33, the employer's Monthly Benefit Rate would be increased by \$1.65 ($\$0.33 \times 5 = \1.65). The Employer's new Monthly Benefit Rate would then be:

Previous Monthly Benefit Rate	\$6.00
Additional Benefit Due to Contribution Increase	<u>\$1.65</u>
New Monthly Benefit Rate	\$7.65

If your Employer participated in the Plan on a basis that allowed for the new Monthly Benefit Rate to be applicable to your Total Service (Past Service Credit plus Future Service Credit) or from your Date of Participation, the Monthly Benefit Rate which applies to those segments of service is the rate in effect on the date you either terminate as an Active Participant or, if earlier, the date on which your Employer begins to participate in the Plan under a Future Service Only basis. Under a Future Service Only basis, each new segment of Continuous Credited Service carries a new Monthly Benefit Rate, as outlined below.

All Collective Bargaining Agreements that became effective January 1, 2009 or later have become Future Service Only Participation Agreements. In this situation, the benefit for each period of Continuous Credited Service thereafter will be computed separately based on the Monthly Benefit Rate applicable to each such period of Continuous

Credited Service. Your pension benefit will be the sum of the benefits earned in each period of Continuous Credited Service.

Normal Retirement Benefit

Eligibility

You are eligible for a Normal Retirement Benefit if:

- (1) you are age 65 on the date you terminate as an Active Participant (or you attain age 65 before the date you incur a Break in Service); AND
- (2) you have accumulated at least 5 years of Credited Vesting Service.

Benefit Amount

Your monthly Normal Retirement Benefit payable for your lifetime is equal to the sum of the benefits earned in each period of Continuous Credited Service in the Plan.

Example:

Assume you work for the same Participating Employer while covered under the Plan. You retire at age 65 with 30 years of Continuous Credited Service. You have earned 24 years of “Total Service” before your Participation Agreement changed to “Future Service Only”. The Monthly Benefit Rate in effect during the final year of Total Service is set at \$20. You then earn three periods of Future Service, each consisting of two-year segments that carries its own Monthly Benefit Rate. Your monthly Normal Retirement Benefit is:

Continuous Credited Service	X	Monthly Benefit Rate	=	Monthly Normal Retirement Benefit
24	X	\$20	=	\$480
2	X	\$10	=	\$20
2	X	\$12	=	\$24
2	X	\$14	=	\$28
			=	\$552 per month

If you earn two or more periods of Continuous Credited Service with the same Participating Employer, or if you earn service with more than one Participating Employer, your benefit for each period of Continuous Credited Service will be computed as stated above. The benefit for each period of Continuous Credited Service will be based on the Monthly Benefit

Rate in effect on the date each period of Continuous Credited Service ended. Your total benefit will be the sum of the benefits earned in each period of Continuous Credited Service.

If you return to work with your Employer following a Break-in-Service due to absence because of layoff, disability, or workers' compensation leave, reinstate prior benefit accruals and retain your seniority rights, your Continuous Credited Service earned with your Employer immediately before and immediately following the break will be treated as one total period for the purpose of calculating your benefit (only if that period of service was Total Service and not separate periods of Future Service) with that Employer.

Postponed Retirement Benefit Eligibility

If you continue as an Active Participant beyond your Normal Retirement Date, your retirement benefit will not start until you terminate Active Participation. In effect your Normal Retirement Benefit will be suspended until you retire from the Participating Employer and you apply for your Late Retirement Benefits.

Benefit Amount

Your monthly Postponed Retirement Benefit payable for your lifetime is equal to your normal retirement benefit actuarially increased to the date you actually retire plus the benefits you accrued for service beyond your normal retirement date.

Early Retirement Benefit Eligibility

You are eligible for an Early Retirement Benefit (a pension beginning before age 65 but no earlier than age 55) if:

- (1) you terminate as an Active Participant on or after age 55 but before you reach age 65; AND
- (2) you have accumulated at least 5 years of Credited Vesting Service.

For eligibility prior to April 1, 2017, please see the supplement at the end of this book on page 51.

Benefit Amount

Your monthly Early Retirement Benefit is equal to the sum of the

benefits earned in each period of Continuous Credited Service, reduced by the following if benefit payments start before age 62.

In order to receive Early Retirement Benefits calculated using the “subsidized” (unreduced by the Rehabilitation Plan) Early Retirement factors the following must occur:

Apply for and begin collecting your Early Retirement Benefits by the end of the Plan Year following the Plan Year in which you last earn 0.2 years Credited Service (this is the definition of “Active Participant”).

Example #1:

o If you cease participation in the IUE-CWA Pension Fund in February 2018 but only earn 0.1 Credited Service in 2018 you will only have until 12/31/2018 to collect your Early Retirement Benefit using the “subsidized” factors for Active Participants, *if you are otherwise eligible*.

o If you choose not to apply or are *not eligible to apply* until 1/1/2019 or later, you may retire early (prior to age 65) but will **NOT** receive the “subsidized” benefits, but instead your benefit will be calculated using the “non-subsidized” early retirement factors which are lower (you can review these on the chart in the Supplement to the Summary Plan Description on page 52).

Example #2:

o If you cease participation in the IUE-CWA Pension Fund in March 2018 and have earned 0.2 Credited Service earned in 2018, you would be considered an Active Participant for 2018. Therefore, you will have until 12/31/2019 to apply for your Early Retirement Benefit using the “subsidized” early retirement factors for Active Participants, *if you are otherwise eligible*.

o If you choose not to apply or are not eligible to apply until 1/1/2020 or later, you may retire early (prior to age 65) but will NOT receive the “subsidized” benefits, but instead your benefit will be calculated using the “non-subsidized” EARLY retirement factors which are lower (you can review these on the chart in the Supplement to the Summary Plan Description on page 52).

- (1) ¼ of 1% for each of the first 24 months your Early Retirement Date precedes age 62; AND
- (2) ½ of 1% for each additional month in excess of 24 months that your Early Retirement Date precedes age 62.

The following table shows the subsidized Early Retirement factors at select early retirement ages:

<u>Age at Early Retirement</u>	<u>Early Retirement Reduction Factor</u>
64	1.00
63	1.00
62	1.00
61	.97
60	.94
59	.88
58	.82
57	.76
56	.70
55	.64

Example:

Assume you work for one Participating Employer while covered under the Plan. The sum of the benefits earned in each period of Continuous Credited Service has been calculated to be \$552 per month. Your monthly Early Retirement Benefit payable for your lifetime starting at age 59, and with 60 payments guaranteed, is:

Normal Retirement Benefit (age 65)		Early Retirement Reduction Factor	=	Monthly Early Retirement Benefit @59
\$552	X	.88	=	\$485.76

The Early Retirement Reduction Factor for Age 59 in the above example was determined as follows:

.0025 x 24 months	=	.06
.0050 x 12 months	=	.06
Total Reduction	=	.12
Early Retirement Reduction Factor	=	1.00 - .12 = .88

Deferred Retirement Benefit

Eligibility

You are eligible for a Deferred Retirement Pension beginning at age 65, regardless of your age at the date you terminate Covered Employment (or incur a Break in Service), provided that if you cease to be an Active Participant after December 31, 1986, you have accumulated at least 5 years of Credited Vesting Service.

Benefit Amount

The amount of your monthly Deferred Retirement Benefit payable at age 65 is equal to the sum of the benefits earned in each period of Continuous Credited Service.

Example:

Assume you work for the same Participating Employer while covered under the Plan. You terminate employment at age 45 with 20 years of Continuous Credited Service. You have 14 years of "Total Service" before your Participation Agreement changed to "Future Service Only," which gives you the Monthly Benefit Rate in effect during the final year of Total Service at \$20. You then have three periods each of two years that carries its own Monthly Benefit Rate. Your monthly Deferred Retirement Benefit payable at age 65 is:

Continuous Credited Service		Monthly Benefit Rate		Monthly Normal Retirement Benefit
14	X	\$20	=	\$280
2	X	\$10	=	\$20
2	X	\$12	=	\$24
2	X	\$14	=	\$28
			=	\$352 per month

Ordinarily, Deferred Retirement Benefits begin at age 65. However, if you have satisfied the service eligibility for an Early Retirement Benefit, you may elect to begin receiving a reduced pension as early as age 55, even if you terminate Active Participation before age 55. The reduction is the same as described in the Early Retirement Benefit paragraph, based on the factors in effect at the date of your termination from service.

Disability Retirement Benefit

Eligibility

You are eligible for a Disability Retirement Benefit beginning on the date of your entitlement to a Social Security Disability Pension if:

- (1) you become disabled while you are an Active Participant of the Plan or within the 24 months following the date you cease to be an Active Participant, as evidenced by the fact that you were awarded a Social Security Disability Pension with a date of entitlement within 24 months after you ceased to be an Active Participant; AND
- (2) you have accumulated at least 10 years of Credited Vesting Service (prior to January 1, 1989, this was 10 years of Credited Service).

Benefit Amount

The amount of your monthly Disability Retirement Benefit is equal to the sum of the benefits earned in each period of continuous credited service.

NORMAL FORM AND OPTIONAL FORMS OF PENSION PAYMENTS

The normal form of pension is a monthly benefit payable for 5 Years Certain (60 months) and for your lifetime thereafter, up to and including the month in which your death occurs. If you die before 60 monthly payments have been made to you, the remainder of the 60 monthly payments will be paid to your Designated Beneficiary.

IT IS IMPORTANT TO NOTE: If, at the time benefits commence, you have a Spouse and you have not elected some other form of benefit payment, in writing, you will automatically be paid a reduced benefit under the 50% Joint and Survivor Option (by law, this requirement does **NOT** apply to Domestic Partnerships).

If you are married and elect an option other than a Joint and Survivor Option, your Spouse must consent to the election in writing before a Notary Public (by law, this requirement does **NOT** apply to Domestic Partnerships).

For the purposes of this Plan, a Spouse is a person who is legally married to a Participant for a minimum of 12 months OR a Domestic Partner, as defined below.

For the purposes of this plan and to the extent not prohibited by law, a Domestic Partner is:

- (A) an individual who is the acknowledged parent of a child or children of a Participant and, at the time of death or retirement of the Participant, maintained a common household with the Participant for a minimum of twelve (12) months prior thereto; or
- (B) an individual in a relationship with the Participant which is a valid civil union or domestic partnership in a state, county, or other locality that has legalized or recognizes civil unions or domestic partnerships, as applicable, provided that such relationship has been legalized for at least twelve (12) months.

The following optional forms of benefit payments are available.

Five Year Certain & Life Thereafter Option

This option is the normal form of payment and provides a monthly benefit payable for 5 years certain (60 months) and **for your lifetime** thereafter, up to and including the month in which your death occurs. If you die before 60 monthly payments have been made to you, the remainder of the 60 monthly payments will be paid to your Designated Beneficiary.

Effective April 1, 2017, Participants who are or become Terminated Vested Participants will no longer be eligible for the 5-year certain form of benefit.

10 Year Certain Option

This option is a reduced pension (less than the amount payable under the normal form option) **payable during your lifetime**. If you die before 120 monthly payments have been made to you, the remainder of the 120 monthly payments will be paid to your Designated Beneficiary.

Life Only Option

This option is an increased monthly pension (more than the amount payable under the normal form) payable to you for your lifetime. At your death no further benefits are payable from the Plan to your Spouse, Domestic Partner, or Designated Beneficiary, other than any Severance Benefit amount in excess of the total of the monthly benefits paid to you.

Effective April 1, 2017, the Life Only Option will be the “normal form” of benefit for all Participants who are or become terminated vested Participants in the future.

50% Joint and Survivor Option

This option is a reduced monthly pension (less than the amount payable under the normal form option) payable during your lifetime. If your Spouse/Domestic Partner is still living at your death, 50% of your reduced pension will be payable during your Spouse's/Domestic Partner's lifetime.

75% Joint and Survivor Option

This option is a reduced monthly pension (less than the amount payable under the 50% Joint and Survivor Option) payable during your lifetime. If your Spouse/Domestic Partner is still living at your death, 75% of your reduced pension will be payable during your Spouse's/Domestic Partner's lifetime.

100% Joint and Survivor Option

This option is a reduced monthly pension (less than the amount payable under the 75% Joint and Survivor Option) payable during your

lifetime. If your Spouse/Domestic Partner is still living at your death, 100% of your reduced pension will be payable during your Spouse's/Domestic Partner's lifetime.

Joint and Survivor Pop-up provision and guarantees: If your Spouse/Domestic Partner dies before you do, your benefit amount will be reinstated (it will pop-up) to the amount under the Normal Form (5 Year Certain) before reduction for the Joint and Survivor option. The pop-up benefit amount will start on the 1st of the month following the month in which you report to the Fund Office that your Spouse/Domestic Partner has died and will continue for your lifetime. If you then die before receiving a total of 60 monthly benefit payments (including the payments, you received before your Spouse/Domestic Partner died) the remainder of the 60 monthly payments will be paid to your Designated Beneficiary.

The table on the following page gives examples of the amount of reduced pension benefit payable for pensions beginning on or after January 1, 2006, under each of the Joint and Survivor Options and the 10-Year Certain Option, based on several different Participant and Spouse/Domestic Partner age combinations. The amounts shown assume the benefit payable under the normal form option (5 Years Certain & Life Thereafter) is \$100 per month.

Sample Plan optional adjustment factors based on various Participant and Spouse/Domestic Partner age combinations follow the table. The actual adjustment factor that would apply to your benefits will depend on the option you elect, your age and your Spouse's/domestic partner's age when benefits start. Please contact the Fund office for the appropriate optional form adjustment factors that apply in your situation.

In order to help you compare the optional forms of payment available to you, the "relative value" of the forms of benefit payment have been determined. Relative value is the relationship of the actuarial value of one benefit form to the actuarial value of another benefit form, using interest and life expectancy assumptions. For this purpose, the relative value of the life annuity was compared to the relative value of each of the other optional forms of benefit available to you.

All of the optional forms are approximately equal in value.

Reduced Monthly Benefit
(Assume the normal form of Benefit is \$100 Per Month)

For purposes of this Table, the term "Spouse" includes a Domestic Partner
Survivor Survivor Survivor Life Only

<u>Participant & Spouse Both Age 65</u>					
a) Benefit to Participant	\$93.73	\$89.89	\$86.36	\$96.78	\$102.10
b) Benefit to Spouse after Participant's Death	\$46.87	\$67.42	\$86.36	1	2
<u>Participant Age 65 – Spouse Age 62</u>					
a) Benefit to Participant	\$92.62	\$88.40	\$84.55	\$96.78	\$102.10
b) Benefit to Spouse after Participant's Death	\$46.31	\$66.30	\$84.55	1	2
<u>Participant Age 62 – Spouse Age 65</u>					
a) Benefit to Participant	\$95.14	\$92.12	\$89.29	\$97.69	\$101.50
b) Benefit to Spouse after Participant's Death	\$47.57	\$69.09	\$89.29	1	2

Notes:

1. If a participant's death occurs before 120 monthly payments have been made, benefits for the remainder of the 120-month guaranteed period will be paid to the Beneficiary.
2. No monthly benefits continue after the death of the Participant.
3. Under the 50%, 75%, or 100% Joint and Survivor Option, if the Spouse of a Participant dies before the Participant, the monthly benefit will pop-up to the original amount under the normal form (\$100 in this example) and will be payable to the Participant for the remainder of the Participant's life.

The above table applies to pensions beginning on or after January 1, 2006.

Illustration of Optional Adjustment Factors
To Convert 5 Year Certain and Life Benefit to

50% Joint and Survivor Benefit

<i>Participant</i> <u>Age</u>	<u>Spouse Age</u>						
	50	55	57	60	62	65	70
55	0.9476	0.9572	0.9611	0.9668	0.9705	0.9759	0.9900
57	0.9371	0.9478	0.9522	0.9588	0.9631	0.9694	0.9800
60	0.9195	0.9320	0.9373	0.9453	0.9506	0.9585	0.9713
62	0.9073	0.9212	0.9271	0.9361	0.9423	0.9514	0.9665
65	0.8857	0.9014	0.9082	0.9189	0.9262	0.9373	0.9562
70	0.8479	0.8667	0.8752	0.8887	0.8983	0.9133	0.9399

75% Joint and Survivor Benefit

<i>Participant</i> <u>Age</u>	<u>Spouse Age</u>						
	50	55	57	60	62	65	70
55	0.9203	0.9338	0.9393	0.9474	0.9526	0.9602	0.9721
57	0.9050	0.9200	0.9262	0.9353	0.9414	0.9502	0.9642
60	0.8794	0.8966	0.9039	0.9149	0.9222	0.9332	0.9508
62	0.8614	0.8801	0.8881	0.9004	0.9087	0.9212	0.9418
65	0.8304	0.8510	0.8601	0.8742	0.8840	0.8989	0.9242
70	0.7756	0.7992	0.8098	0.8270	0.8392	0.8584	0.8928

100% Joint and Survivor Benefit

<i>Participant</i> <u>Age</u>	<u>Spouse Age</u>						
	50	55	57	60	62	65	70
55	0.8945	0.9116	0.9185	0.9287	0.9353	0.9450	0.9601
57	0.8751	0.8938	0.9015	0.9130	0.9207	0.9318	0.9495
60	0.8427	0.8638	0.8727	0.8864	0.8955	0.9092	0.9312
62	0.8199	0.8425	0.8522	0.8672	0.8775	0.8929	0.9184
65	0.7816	0.8060	0.8168	0.8337	0.8455	0.8636	0.8943
70	0.7147	0.7414	0.7535	0.7733	0.7874	0.8098	0.8502

**Illustration of Optional Adjustment Factors
To Convert 5 Year Certain and Life Benefit to**

<u>Participant Age</u>	<u>Life Only</u>	<u>10 Year Certain and Life</u>
55	1.0070	.9909
57	1.0080	.9880
60	1.0110	.9820
62	1.0150	.9769
65	1.0210	.9678
70	1.0410	.9459

Example: Assume you are age 62 and have earned a monthly benefit of \$200. If you are not married, your benefit will be paid under the 5 year certain and life form (unless you elect otherwise). This provides the monthly benefit of \$200 for your lifetime. If you die within 60 months, the remainder of the 60 months of payments will be made to your Beneficiaries.

Assume your Spouse/Domestic Partner is age 60. The 50% Joint and Survivor Option will provide the following:

A monthly benefit for your lifetime of:

$$\$200.00 \times .9361 = \$187.22$$

After your death your Spouse/Domestic Partner will continue to receive a monthly benefit for your Spouse's/Domestic Partner's remaining lifetime of:

$$.50 \times \$187.22 = \$93.61$$

The .9361 factor is on the illustration of Optional Adjustment Factors under the 50% Joint and Survivor Benefit for a participant age 62 and Spouse/Domestic Partner age 60.

Election of an Optional Form of Payment

At the time you apply for a pension, you will be advised by the Pension Fund office of the amounts payable under each of the options available to you and will be given the opportunity to elect the option of your choice.

You must make your option election within 180 days before your benefits start. This is referred to as the "Election Period". You can change

your election at any time during the election period. An election of a Joint and Survivor Option will be void if you or your Spouse/Domestic Partner dies before you actually begin receiving benefits or prior to the first of the month following the date your application for pension is received by the Pension Fund Office.

Settlement of Small Pensions

If your pension is not in pay status and the actuarial lump sum value of your pension is \$1,000 or less, the Trustees will make a single lump sum payment in full settlement of your benefit. If the actuarial lump sum value is greater than \$1,000 but less than \$5,000 you may elect to receive a single lump sum payment in full settlement of your pension.

Naming Your Beneficiary

When you become a Participant of the Plan, you should complete and sign a Designation of Beneficiary card with the Pension Fund Office naming the person(s) to receive any plan death benefits, if applicable. You may, of course, in the case of divorce, new marriage, or other life events, change your Beneficiary, as needed, by filing a new Designation of Beneficiary Card with the Pension Fund Office.

If you are married, your Spouse **MUST BE** your Primary Beneficiary and will be considered to be your Primary Beneficiary even if you have not named your Spouse as such. If you wish to name someone other than your Spouse as Primary Beneficiary, you must contact the Plan Office and your Spouse will be required to sign a consent form in front of a Notary Public or Plan Office employee (this does not apply in the case of a Domestic Partnership).

If you have a Domestic Partner, as defined by the Plan, you may designate him/her to be treated as a Spouse for the purpose of the pre-retirement survivor benefit. You can change this designation at any time.

If you are single, you may name anyone as your Beneficiary, and can change beneficiaries at any time. If at any time after becoming a Participant in the Plan, you become married, you must then name your Spouse as your Primary Beneficiary.

You may name one or more Contingent Beneficiaries. The Contingent Beneficiaries would be the recipients of your Pension Benefits should both you and your Primary Beneficiary expire at the same time or if your Primary Beneficiary predeceases you.

It is important to file and keep up-to-date your Designation of Beneficiary Card with the Pension Fund Office. If you have previously named a Beneficiary and your circumstances have changed (divorce, ending of a Domestic Partnership, etc.) but you neglect to change your Designated Beneficiary, the Pension Fund Office will be obligated to follow your original designation in the event of your death (unless you were remarried). In the event of a marriage, divorce, ending of a Domestic Partnership, or any other important life event, please contact the Pension Fund Office immediately to update your Designation of Beneficiary Card.

If you do not file a Designation of Beneficiary Card with the Pension Fund Office; or the Beneficiary(ies) you named predecease(s) you, any Death Benefit, or pension payments due under an option providing for a guaranteed number of payments will be paid to the following individuals in the order stated:

- First: To your Spouse, if living; otherwise
- Second: To your Children, in equal shares, if living, otherwise
- Third: To your Parents, in equal shares, if living, otherwise
- Fourth: To your Personal Representative

DEATH BENEFITS

Pre-Retirement Survivor Benefit

Eligibility

If you die before you begin receiving a pension under the Plan, a pension benefit will be payable to your Spouse, Domestic Partner, if applicable, or Beneficiary, if applicable, provided, at the date of your death you qualified for a Deferred Retirement Pension.

You **MUST** make an election under the Plan in order to treat your Domestic Partner as a Spouse for the purpose of the pre-retirement survivor pension and at the time of your death the relationship must qualify as a Domestic Partnership under the Plan for such benefits to be payable. You **MUST** name your Beneficiary for the individual to receive a pre-retirement survivor benefit. Your Domestic Partner will **NOT** be eligible for pre-retirement survivor benefits unless you make an election to treat your Domestic Partner as a Spouse for this purpose or you name your Domestic Partner as your Beneficiary.

Benefit Amount

The amount of the Survivor Pension equals 75% of the Deferred Retirement Pension to which you were entitled at your death, reduced for Early Retirement if benefits become payable before you would have reached age 65 and further reduced if benefits begin before age 55, based on your age at death. Benefits will begin on the first of the month following your death.

Spouse's and named Domestic Partner's benefits are payable in monthly installments for the greater of the Spouse's/Domestic Partner's life or 120 months. Non-Spouse/Domestic Partner monthly benefits are payable for 120 months guaranteed.

Effective April 1, 2017, Participants who are or become terminated vested Participants will be eligible only for the Qualified Pre-Retirement Survivor Annuity and not the Pre-Retirement Survivor Pension. The Qualified Pre-Retirement Survivor Annuity which provides a 50% benefit, with no guaranteed payments to the Participant's surviving spouse, while the Pre-Retirement Survivor Annuity provides for a 75% benefit with a 120-month guarantee for the Participant's beneficiary. The following examples illustrate the difference between the two options for married Participants:

- **Prior to April 1, 2017:** Assume Sue is a Participant in the Plan but terminates her employment in 2015 with a vested benefit of \$500 per month. Sue then dies in 2018, before beginning her pension payment. Sue's husband Bob applies for the pre-retirement death benefit

in October 2018. His benefit is 75% of Sue's \$500 monthly pension benefit, or \$375 per month, for the rest of his life, with a guarantee of at least 120 monthly payments. Note that this example does not reflect any potential reductions due to early retirement.

- **On and After April 1, 2017:** Bob's benefit will be 50% of Sue's \$500 monthly pension benefit, or \$250 per month, with no guarantee of a minimum number of payments (also assuming no reduction due to early retirement). This results in a difference of \$125 per month, without a guaranteed number of payments.

The following examples illustrate the difference between the two options for Participants who are not married but who have a designated beneficiary on file:

- **Prior to April 1, 2017:** Assume Richard is a Participant in the Plan but terminates his employment in 2015 with a vested benefit of \$500 per month. Richard then dies in 2018, before beginning his pension payment. Richard was not married but named his brother Andy as his beneficiary. Andy applies for the pre-retirement death benefit in October 2018. Andy's benefit is 75% of \$500, or \$375, for 120 months.
- **On and After April 1, 2017:** Andy is not eligible for any benefit under the Plan because, as Richard's non-spouse beneficiary, he was eligible only for the Pre-Retirement Survivor Annuity which is eliminated effective April 1, 2017.

BENEFIT APPLICATION AND COMMENCEMENT OF BENEFITS

Application for Benefits

To receive pension or other benefits from the Plan, you must file a written application with the Pension Fund Office. Application forms may be obtained from the Pension Fund Office or by visiting the Fund website at www.iuepension.org. Your completed application, together with the necessary documents required to be submitted with the application, should be mailed to the IUE-CWA Pension Fund at the address shown in the beginning of this booklet.

You should file your completed application for Pension 6 to 8 weeks prior to the date you plan to start your benefit. Remember, you must make your optional election within 180 days before your benefit can start.

If you are applying for an Early Retirement Pension, benefits will not be paid retroactively for more than 3 months preceding the date your application is received by the Pension Fund Office.

If you are applying for Disability Retirement Benefits, it is advisable to submit your application to the Pension Fund Office at the same time you apply for a Social Security Disability Pension. (You will not qualify for a disability pension from the IUE-CWA Pension Fund unless you are awarded a Social Security Disability Pension). Retroactive disability benefit payments will be made to the date of entitlement of your Social Security disability award if you file an application or provide the Pension Fund Office with the award within 3 months after its receipt. If an application is not filed or an award is not provided within 3 months after its receipt, benefits will be paid retroactively for a maximum of 36 months.

If you apply for and receive Early Retirement Pension benefits and then become entitled to receive Social Security disability benefit payments, you may contact the Fund Office to request that your benefits be changed to a Disability Retirement Pension. Upon receipt of your Social Security Disability award, your benefit may be changed. You will receive the increased amount of benefit going forward and will receive a payment with the difference between your Early Retirement Pension and your Disability Retirement Pension back to the date of entitlement shown in the award letter, but in no case will the payments be made retroactively for more than 36 months.

When You May Begin Receiving Pension Benefits

The earliest date you may begin receiving pension benefits is the

first of the month following the date you last worked for a Participating Employer in Covered Employment. If you meet all the eligibility requirements and are no longer working for a Participating Employer in Covered Employment, you may request your pension to begin as follows:

Normal Retirement Benefits may begin on the 1st day of any month coincident with or following the date you reach age 65.

Early Retirement Benefits may begin on the 1st day of any month coincident with or following the date you reach age 55.

Deferred Retirement Benefits will begin on the 1st day of the month coincident with or next following the date you reach age 65, or if you meet the eligibility requirements for an Early Retirement Benefit, they may begin on the 1st of any month coincident with or next following the date you reach age 55.

Disability Retirement Benefits may begin on the first day of the month following the date you become entitled to receive a Social Security Disability Pension.

Minimum Required Distributions

You are required by law to receive a minimum required distribution from the Plan no later than April 1st of the calendar year following the calendar year when you turn 70½ or terminate your employment, whichever is later.

For example, if you retired and terminated employment with your Participating Employer at age 65 but do not begin collecting your pension benefits, the Plan is obligated by law to begin paying your pension benefits in the year after you turn 70½ years old.

However, if you continue working with your Participating Employer after 70½, the law does not require you to receive minimum distributions from the Plan. Also, under the Plan if you continue to work and have not yet retired, you are NOT eligible to receive your pension benefits. You must retire and terminate your employment with the Participating Employer to be eligible to receive your pension benefits.

Generally, these required minimum distributions will be paid monthly over your life expectancy (or over the joint life expectancy of you and your Spouse). After you die, these payments may continue to be paid to your surviving Spouse, if applicable. If you have any questions about your minimum required distribution, please contact the Plan Administrator.

Suspension of Benefits in the Event a Pensioner Returns to Work for a Participating Employer

If you are receiving a pension benefit from the Plan and return to Covered Employment with a Participating Employer, you will not be entitled to a pension benefit for any month in which you complete 40 or more hours of service.

If you return to Covered Employment with a Participating Employer, you must notify the Pension Fund Office immediately. When you stop working and again become eligible for benefits, you must apply for reinstatement of your pension benefits by completing a new pension application provided by the Fund Office.

If you are mistakenly paid pension benefits for months in which you returned to Covered Employment and earned 40 or more hours of service, the overpayment will be deducted from future benefits due you. The first month the Fund begins deducting overpayments, you may not be entitled to any benefit. If you were overpaid more than one month's benefit, your pension will be reduced by 25% each month thereafter until the Fund has recovered the total amount by which you were overpaid.

If you do not notify the Fund office as soon as you return to work and the Trustees determine that you have been reemployed (through monthly remittance reports submitted by your Employer or through direct contact with your employer), it will be assumed that you worked 40 or more hours during the calendar month and your benefits will be suspended unless you can prove otherwise.

If you earned less than one year of Vesting Service Credit while you were reemployed, your reinstated pension will be in the same amount as the pension you were receiving before you returned to work.

If you earned one or more years of Vesting Service Credit while you were reemployed, your reinstated pension will be greater than the pension you were receiving before you returned to work. The amount of the increase will depend upon the amount of additional service you earned while reemployed and how long you were receiving pension benefits before you returned to work.

Termination of Disability Benefits Upon Ceasing to be Eligible for Social Security Disability Pension Benefits

If you are receiving a Disability Retirement Benefit from the Plan and cease to be eligible for Social Security Disability Pension Benefits before you reach age 65, the benefit you are receiving from the Plan will

be terminated as of the last day of the month for which you are entitled to receive a Social Security Disability Pension.

If you do not return to work for a Participating Employer, you will qualify for a Deferred Retirement Benefit at age 65 in the same amount as the Disability Pension you were receiving.

If you are reemployed by a Participating Employer and you become eligible to reinstate your prior service credits during your period of reemployment, your benefit will be re-determined upon your subsequent retirement under the Plan.

Assignment of Benefits

Except when required by law, you may not assign these benefits to any other person or organization. Also, these benefits cannot be subject to the claims of creditors. However, federal law requires the Plan to comply with certain court ordered attachments of your rights or interests. This can occur in cases of court orders, called Qualified Domestic Relations Orders, or QDRO's, that arise from claims of alimony, child support, or the division of marital property. The Fund cannot honor a court order assigning pension benefits to a Participant's former Domestic Partner as a QDRO.

If the Trustees receive such an order, you will be notified of how it will be handled with respect to your benefits. You may also obtain from the Plan Administrator, without charge, a copy of the Plan's procedures governing QDRO's.

Maximum Benefits

Your pension benefit under this Plan, regardless of the type or form of payment, may not exceed the limitations of Section 415 of the Internal Revenue Code. These limitations generally provide that your pension at age 65 cannot be more than a dollar cap, (\$225,000 in 2019). The dollar cap is indexed for inflation, but the limit is reduced for retirement before age 62. If you are not eligible to receive your full monthly benefit under this Plan on the effective date of your pension because of this limitation, your benefit will be recalculated each year thereafter to determine if additional benefits can be paid.

CLAIMS AND APPEALS PROCEDURES

Filing A Claim for Benefits

There is a procedure for resolving all claims under the Plan.

Usually, you will submit a completed benefit application for a pension benefit under the Plan when you retire or otherwise terminate employment. If you feel that you are being denied any of your rights or privileges or if you believe the way you are being treated is contrary to the terms of the Plan document, you (or your authorized representative) may file a claim to resolve the issue. All claims will be settled through the same procedure.

Any claim for benefits under the Plan must be submitted to the Board of Trustees in writing, on forms prescribed by the Trustees. A claim is considered filed when the Board of Trustees receives the written communication.

The Board of Trustees has the sole and absolute authority and discretion to interpret and apply the provisions of the Plan and to decide any disputes that may arise about the rights of participants and their beneficiaries.

Timing of Notification of Benefit Determination

Within 90 days after the Board of Trustees receives your request, it will rule on your claim, unless special circumstances require an extension of time for processing the claim. You will be notified of the extension within the original 90-day period, and the extension will be for no longer than 90-days. The notice of extension shall indicate the special circumstances requiring an extension of time and the date by which the Board of Trustees expects to render a determination with respect to your claim.

Manner and Content of Notification of Benefit Determination

If your claim is denied, in whole or in part, the Board of Trustees will furnish you with a written or electronic notification of any adverse benefit notification. The notice will contain the following information:

- (1) The specific reason(s) for the adverse benefit determination;
- (2) Specific reference to the Plan provision(s) on which the determination is based;

- (3) A description of any additional information or material which may be necessary to perfect your claim, and an explanation of why additional material or information is necessary;
- (4) A description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of your right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review.

Appeal of Adverse Benefit Determination

If an adverse benefit determination is made by the Board of Trustees, you (or your authorized representative) may request an appeal of such determination by the Board of Trustees. All requests for review must be sent in writing to the Board of Trustees, IUE-CWA Pension Fund at the address of the Fund shown in the beginning of this booklet, within sixty (60) days after receipt of a notification of an adverse benefit determination. In connection with your request for review, you (or your authorized representative) may submit written comments, documents, records, and other information relating to your claim for benefits. In addition, you will be provided, upon written request and free of charge, with reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, as determined under Labor Regulation Section 2560.503-1. The review by the Board of Trustees shall take into account all comments, documents, records, and other information submitted by you relating to your claim, without regard to whether such information was submitted or considered in the initial benefit determination.

Timing of Notification of Benefit Determination on Review

A decision on review shall be made by the Board of Trustees at its next regularly scheduled meeting following receipt of the request for review, unless the request is filed less than thirty (30) days prior to the next regularly scheduled meeting, in which case a decision will be made at the second regularly scheduled meeting following receipt of such request for review. If special circumstances require a further extension of time for processing the request for review, a benefit determination shall be made no later than the third meeting following the Plan's receipt of the request for review, in which case the Administrator shall notify you, before the commencement of the extension, of the need for the extension of time and the special circumstances and the date as of which the benefit determination will be made. If the extension is required due to your failure to submit information necessary to decide the claim, the period for making the determination will be tolled from the date on which the extension notice

is sent to you until the date on which you respond to the Administrator's request for information. The decision of the Board of Trustees shall be communicated to you in writing within five days after the benefit determination is made.

Manner and Content of Notification of Benefit Determination on Review

The Administrator shall provide you with written or electronic notification of the benefit determination on review. In the case of an adverse benefit determination, the notification shall set forth in a manner calculated to be understood by you:

- (1) The specific reason or reasons for the adverse benefit determination;
- (2) Reference to the specific provisions of the Plan on which the adverse benefit determination is based;
- (3) A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, as determined under Labor Regulation Section 2560.503-1.
- (4) A statement of your rights to bring a civil action under ERISA Section 502(a) following an adverse benefit determination on review.

If you disagree with the decision of the Board of Trustees, you may initiate arbitration by written request to any office of the American Arbitration Association within 60 days after you received the Board of Trustees' decision. The request for arbitration must be accompanied by a copy of the denial of the claim. The arbitration will be conducted in accordance with the Association's rules, a copy of which will be provided to you.

The Trustees, Participants, Beneficiaries, and Employers subject to this Plan each agree to be bound by the decision of the arbitrator.

GENERAL INFORMATION

Type of Plan, Plan Sponsor, and Administrator

The IUE-CWA Pension Fund is a separate Trust which receives contributions from Participating Employers for the purpose of providing retirement benefits for eligible Plan Participants who work for contributing Employers. The IUE-CWA Pension Plan is a defined benefit plan which provides a determinable benefit based on a stated formula.

The Pension Fund is administered by a Joint Board of Trustees comprised of an equal number of Union and Employer Trustees who serve as the Sponsor and Administrator of the Plan. The Trustees delegate portions of their ministerial powers to other individuals and firms to assist them in carrying out their duties. The names of the Trustees and the individuals and firms appointed to assist the Trustees in the operation of the Plan appear in the beginning of this booklet. The Trustees may be contacted through the office of the IUE-CWA Pension Fund, 2001 E. 3rd Street, Bloomington, IN 47401.

Amendment and Termination of the Plan

The Board of Trustees expects to continue the Plan indefinitely. They reserve the right, however, to amend or terminate the Plan at any time. If the Plan should terminate or change, it will not affect your right to your accrued benefit or to any benefit to which you have already become entitled, to the extent then funded.

Sources of Contributions to the Plan

Participating Employers are required to make contributions to the Pension Fund on behalf of Employees covered under a collective bargaining agreement between each Employer and a local union of the Union (or in some cases an agreement between the Employer and the Trustees). The contributions are made directly to the Pension Fund and are in addition to the Employees' regular wages. Each Employer is required to file a monthly Remittance Report with the Fund listing each Employees' Name, Social Security Number, and the number of hours for which contributions are payable.

Under normal circumstances, the Plan does not allow nor require Employee-Participant contributions. Employee contributions (in addition to contributions made by the Employer) are allowed only in circumstances where state or local laws prohibit a state, municipality, or other public organization from paying the full cost of employee pension benefits and plan benefits would not otherwise be available to the employees.

Management of Pension Fund Assets

The Trustees, who serve without pay, are responsible for the management of all business affairs of the Pension Fund, including the receipt and disbursements of all money. All income of the Fund is used for the following purposes:

- (1) The payment of Retirement and Death benefits to Plan Participants and their Beneficiaries.
- (2) Charges for professional services rendered, such as accounting, actuarial, legal, and investment charges.
- (3) The payment of expenses necessary to operate the administrative office.
- (4) The balance is deposited with the Custodian of the Fund for investment by the Investment Managers. The Fund has retained an Investment Advisor to assist the Trustees in selecting and monitoring the investment managers (The name of the Investment Advisor appears in the beginning of this booklet.) The balance, together with the accumulated prior balances and interest other investment income earned, represents a reserve to guarantee future retirement benefits.

A copy of the Fund's latest financial report will be furnished to any Participant, Participating Employer, or interested party upon request. A summary of the financial report is furnished annually to each Participant.

Agent for Service of Legal Process

The Agent for Service of Legal Process is Teresa Collings, Administrator, IUE-CWA Pension Fund, 2001 E. 3rd Street, Bloomington, IN 47401. The service of legal process may also be made on the Trustees of the Plan, who jointly are the Plan Administrator, at the office of the IUE-CWA Pension Fund, 2001 E. 3rd Street, Bloomington, IN 47401.

Identification Numbers and Plan Year

The Employer Identification Number assigned to the Plan Sponsor by the Internal Revenue Service is: 22-6250252. The Plan Number assigned to the Plan by the Trustees is: 001. The Plan Year for purposes of maintaining fiscal records is a calendar year (the 12-month period ending December 31).

Participating Employers

Participants and beneficiaries may obtain a list of Employers and employee organizations sponsoring the Plan from the Pension Fund office upon written request to the Plan Administrator. This list is also available for examination by Participants and Beneficiaries at the Pension Fund office. Participants and beneficiaries may also receive from the Plan Administrator, upon written request, information as to whether a particular employer or employee organization is a sponsor of the plan and, if so, the employer's or employee organization's address.

Agreements

The Plan is maintained pursuant to collective bargaining agreements between each Participating Employer and the Union or, in some cases, agreements between Employers and the Trustees. Each Employee covered by a collective bargaining agreement is furnished with a copy of the agreement by the local union. A copy of the agreement between your Employer and the Union (or the Trustees) with respect to the Pension Plan may be obtained upon written request to the Pension Fund office and is available for examination at the Pension Fund office. It is important to note that only the portion of the collective bargaining agreement pertaining to your Employer's obligation to the Pension Plan is available from the Pension Fund office.

BENEFITS PAYABLE IN THE EVENT AN EMPLOYER TERMINATES PARTICIPATION IN THE PLAN OR IN THE EVENT THE PLAN IS INSOLVENT

Employer Termination

In 1980 Congress enacted legislation establishing rules for determining withdrawal liability for employers who withdraw from multi-employer pension plans. The IUE-CWA Pension Plan is a multiemployer pension plan and has adopted such rules. The imposition of withdrawal liability helps the Plan in meeting its obligation even when employers terminate. Therefore, if your Employer ceases to participate in the Plan you will nevertheless receive the benefit you are eligible for based on your Credited Service and applicable Monthly Benefit Rates.

If your Employer ceased participation in the Plan prior to January 1, 1995 and participated in the Plan less than 5 years, under certain circumstances benefits attributable to Past Service (service prior to the date of the Employers participation) may be restricted. If this applies to you, please contact the Fund for additional information.

Plan Termination

The Plan may be terminated by the Trustees only with the consent of the Sponsoring Union and a majority of the Participating Employers, pursuant to the provisions of the Agreement and Declaration of Trust, and in such event, all the assets of the Pension Fund shall be used for the exclusive benefit of Participants, former Participants, vested former Participants, Pensioners, survivor annuitants, Domestic Partners and beneficiaries, and shall be allocated in shares determined by the Trustees on the basis of the actuarial value of the benefits to be provided to such individuals. The Plan specifies the order of priorities of allocating assets, after payment of expenses, as follows:

First, to provide the pension benefits called for under the Plan for those pensioners who have been receiving monthly payments for 3 years or who would have been receiving payments for 3 years if they had been eligible to and elected to retire 3 years ago, in both cases based on the terms of the Plan in effect 5 years preceding the date of termination of the Plan.

Second, if the same has not already been done, to provide the pension benefits called for under the Plan that will be guaranteed by the Pension Benefit Guaranty Corporation, reduced to reflect any allocations made in accordance with the first priority.

Third, if the same has not already been done to provide all other benefits that, in accordance with the Normal Retirement, Early Retirement, Deferred Retirement, and Disability Retirement provisions of the Plan, are nonforfeitable, reduced to reflect any allocations made in accordance with the first and second priorities.

Fourth, if the same has not already been done, to provide all other accrued benefits under the Plan, reduced to reflect any allocations made in accordance with the first, second, and third priorities.

Fifth, if the pension benefits to which the Employees or Pensioners of any of the above-described classes are entitled cannot be provided, then the assets available for such class of Employees and Pensioners shall be allocated pro rata among such Employees or Pensioners, based upon the actuarial value of the pension benefit described in that class.

Sixth, if after following the order of allocation set forth above there are any assets remaining, then the amount of such assets shall be allocated pro rata among the classes in the first through the fourth priorities based upon the total actuarial value of the pension benefit provided to those combined classes.

Unless the Pension Benefit Guaranty Corporation specifies procedures to the contrary, the Trustees may require that all shares be withdrawn in cash, may purchase immediate and/or deferred annuity contracts providing for the payment of pension benefits in the amount which the share will purchase, or may make benefit payments in accordance with the terms of the Plan, based on the share allocated to each Participant through the continuance of the existing trust, or the creation of a new trust or trusts, or in any combination of the foregoing, as they may determine.

ERISA RIGHTS

As a Participant in the IUE-CWA Pension Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan Participants shall be entitled to:

Receive Information About Your Plan and Benefits

- a. Examine, without charge, at the Fund office and at other specified locations, such as work sites and union halls, all plan documents governing the Plan, including participation 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.
- b. Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including participation agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.
- c. Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each Participant with a copy of this summary annual report.
- d. Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) 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 get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan 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 the employee benefit plan. The people who operate our 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 or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a 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 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 which is denied or ignored, in whole or in part, you may file a suit in Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in a state or 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 the documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration or through www.dol.gov.

PLAN BENEFITS INSURED BY PENSION BENEFIT GUARANTY CORPORATION

Your pension benefits under this multi-employer Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multi-employer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multi-employer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multi-employer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multi-employer program, the PBGC guarantee equals a participant's years of service multiplied by (1) 100% of the first \$11.00 of the monthly benefit accrual rate and (2) 75% of the next \$33.00. 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 is \$ 12,870.00.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits, if you become disabled before the plan becomes insolvent; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the earlier of: (i) the date the plan terminates or (ii) the time the plan becomes insolvent; (3) benefits that are not vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the plan becomes insolvent; and (5) 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 it guarantees, ask your Plan Administrator or contact the PBGC's Technical Assistance Division, 1200 K Street, N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

THE SUMMARY PLAN DESCRIPTION EXPLAINS THE PRINCIPAL PROVISIONS OF THE PENSION PLAN IN GENERAL TERMS. A COPY OF THE PLAN DOCUMENT MAY BE OBTAINED UPON REQUEST FROM THE PENSION FUND OFFICE. IN CASE OF ANY INCONSISTENCY BETWEEN THE SUMMARY PLAN DESCRIPTION AND THE PLAN DOCUMENT, THE ACTUAL PROVISIONS OF THE PLAN DOCUMENT SHALL GOVERN.

SUPPLEMENT TO THE SUMMARY PLAN DESCRIPTION

This supplement to the Summary Plan Description for the IUE-CWA Pension Fund applies to Participants who ceased Active Participation in the Plan prior to April 1, 2017. This section also applies to all participants of the plan who become terminated vested participants on or after April 1, 2017.

The majority of the Summary Plan Description applies to all Participants, regardless of whether they are still active or when they may have stopped participating. This supplement explains the benefits that are different from those in the main Summary Plan Description for Participants who have terminated prior to and/or have not earned Credited Service after April 1, 2017 and any Participants that become “terminated vested” participants in the future.

“Terminated Vested Participant” refers to Participants that have:

1. Earned (vested) in benefits from the Plan; AND
2. Have not begun collecting benefits from the Plan; AND
3. Has ceasing employment with your contributing employer OR your contributing employer no longer participates in the Plan; AND

If all three of these factors is true, this supplement may apply to your benefits in the Plan. If you are unsure of your status, please contact the Plan Office.

Early Retirement Benefit

If you are a terminated vested participant or become a terminated vested participant on or after April 1, 2017:

You are eligible for an Early Retirement Benefit (a pension beginning before age 65 but no earlier than age 55) if:

you terminate as an Active Participant on or after age 55 but before you reach age 65;

AND

you have accumulated at least 5 years of Credited Vesting Service.

[If you terminated participation before January 1, 1978, to be eligible for an Early Retirement Pension you were required to accumulate at least 15 years of Credited Service instead of the 5 years noted above.

If you terminated Participation after December 31, 1977 but before December 31, 1987, to be eligible for an Early Retirement Pension you were required to accumulate at least 10 years of Credited Service instead of the 5 years noted above].

Benefit Amount

Your monthly Early Retirement Benefit is equal to the sum of the benefits earned in each period of continuous credited service, reduced by the following **if benefit payments start before age 65:**

Age	Early Reduction Factor
65	Normal Retirement
64	0.9060
63	0.8225
62	0.7480
61	0.6816
60	0.6220
59	0.5686
58	0.5205
57	0.4771
56	0.4380
55	0.4025

Example:

Assume you work for only one Participating Employer while covered under the Plan and you terminated active employment in October 2016. The sum of the benefits earned in each period of continuous credited service has been calculated to be \$552 per month. Your monthly Early Retirement Benefit payable for your lifetime starting at age 59 is:

Normal Retirement Benefit (age 65) Early Retirement		Early Retirement Reduction Factor		Monthly Early Retirement Benefit @59
\$522	X	.5686	=	\$296.81

Normal Form of Benefits

5-Year Certain: Prior to April 1, 2017, the Normal Form of Pension was a pension payable for five (5) years certain and life thereafter, also known as the "5-year certain" form of benefit. Under the 5-year certain form of benefit, a Participant would receive his or her Pension Benefit during his or her life time with the provision that, if the Participant dies before receiving 60 monthly payments, the monthly payments will continue to the Participant's designated Beneficiary for the remainder of the 60-month period. Effective April 1, 2017, who are or become terminated vested Participants will no longer be eligible for the 5-year certain form of benefit.

Pre-Retirement Death Benefits

If you are a terminated vested participant or become a terminated vested participant on or after of April 1, 2017 and were living after April 1, 2017:

Eligibility

If you die before you begin receiving a pension under the Plan, a pension benefit will be payable to your Spouse, Domestic Partner, if applicable, provided, at the date of your death you qualified for a Deferred Retirement Pension.

You MUST make an election under the Plan in order to treat your Domestic Partner as a Spouse for the purpose of the pre-retirement survivor pension and at the time of your death the relationship must qualify as a Domestic Partnership under the Plan for such benefits to be payable. You MUST name your Beneficiary for the individual to receive a pre-retirement survivor benefit. Your Domestic Partner will NOT be eligible for pre-retirement survivor benefits unless you make an election to treat your Domestic Partner as a Spouse for this purpose or you name your Domestic Partner as your Beneficiary (for more information regarding Domestic Partner, please see page 31).

Benefit Amount

The amount of the Survivor Pension equals 50% of the Deferred Retirement Pension to which you were entitled at your death, reduced for Early Retirement if benefits become payable before you would have reached age 65 and further reduced if benefits begin before age 55, based on your age at death. Benefits will begin on the first of the month following your death.

Spouse's and named Domestic Partner's benefits are payable in monthly installments for the Spouse's/Domestic Partner's life.

There are no benefits payable to a non-spouse/domestic partner beneficiary

Note: If the Participant was deceased prior to April 1, 2017, the Plan provisions in effect at the time of his/her death will apply.

The above provisions do not apply to Participants who ceased to be Active Participants before January 1, 1976, to Participants who died before August 27, 1984 or to participants who died before January 1, 1994. Please refer to previous booklets for provisions which apply to Participants who terminated active participation before January 1, 1976, died before August 23, 1984, or died before January 1, 1994.

VESTING SERVICE REQUIREMENTS

Over the years, the IUE-CWA Pension Fund has had various Vesting and/or Credited Service requirements in order to be eligible for a pension benefit. Below you will find the dates and requirements:

If a Participant terminated and/or did not earn Credited Service after **1/1/1989 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
5 Years Vesting Service	5 Years Vesting Service	5 Years Vesting Service	10 Years Vesting Service

If a Participant terminated and/or did not earn Credited Service after **12/31/1987 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
5 Years Vesting Service	5 Years Vesting Service	5 Years Vesting Service	10 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **1/1/1987 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
5 Years Vesting Service	5 Years Vesting Service	10 Years Credited Service	10 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **7/1/1980 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
5 Years Vesting Service	10 Years Vesting Service	10 Years Credited Service	10 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **1/1/1978 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
10 Years Vesting Service	10 Years Vesting Service	10 Years Credited Service	10 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **1/1/1976 or later:**

Normal Retirement	Deferred Pension	Early Retirement	Disability Retirement
10 Years Vesting Service	10 Years Vesting Service	15 Years Credited Service	10 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **1/1/1973 or later:**

Normal Retirement	Deferred Pension	Early Retirement
10 Years Credited Service	10 Years Credited Service	15 Years Credited Service

If a Participant terminated and/or did not earn Credited Service after **1/1/1971 or later:**

Normal Retirement	Deferred Pension	Early Retirement
10 Years Credited Service	15 Years Credited Service	15 Years Credited Service

Contact the Fund Office

If you have questions about your benefit, please contact the Fund Office at 800-521-5822 or through the website at www.iuepension.org.

NOTES
