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◆◆ SUMMARY OF MATERIAL MODIFICATIONS ◆◆

NEW AGE-ADJUSTED TOTAL AND PERMANENT DISABILITY PENSION BENEFIT

December 2015

Dear Participant:

We are pleased to announce the addition of a new Age-Adjusted Total and Permanent Disability Benefit from the North Central States Regional Council of Carpenters' Pension Fund, effective January 1, 2016. This new benefit does not eliminate the Plan's \$200 per month Total and Permanent Disability Benefit. However, the two benefits may not be collected at the same time.

The Plan's Board of Trustees is required to provide each participant with a notification of important changes made to the Plan. This notification, which is called a Summary of Material Modifications ("SMM"), is intended to update the September 1, 2010 Summary Plan Description ("SPD"). Therefore, you should place this SMM with your SPD (page 19) and retain it for future reference. If you do not have a copy of the SPD, please contact the Plan Administrative Manager at the address and telephone number noted below. If there are any differences between this SMM and the terms of the Plan document, the Plan document controls.

What is the Age-Adjusted Total and Permanent Disability Benefit?

The new benefit allows certain disabled participants to retire before reaching age 55. If you qualify, you will receive a monthly retirement income equal to your age 55 early retirement benefit actuarially reduced to reflect the earlier commencement date and adjusted for any optional form of payment you may select. If you retire under the new Age-Adjusted Disability Benefit provisions, your benefit amount and form will be locked in for life.

(over)

How do I qualify for this new benefit?

To qualify for this new benefit, you must be under age 55, be totally and permanently disabled in accordance with all Plan rules, and have at least 20 years of continuous service during the period immediately preceding your retirement. The total and permanent disability must occur within 24 months of the last employer contributions made to the Plan on your behalf.

How is the new benefit different from the Plan's \$200 per month Total and Permanent Disability Benefit and the Plan's Unreduced Early Retirement Benefit?

The \$200 per month benefit provides a temporary or "bridge" benefit that is generally payable until you convert to an Early Retirement Benefit at age 55. With the Age-Adjusted Total and Permanent Disability Benefit, your benefit amount and form will be locked in for life – you do not convert at age 55.

The Unreduced Early Retirement Benefit provides retirement benefits for certain disabled participants commencing at age 55. While the benefits under the Age-Adjusted Total and Permanent Disability rules are not as great as those under the Unreduced Early option, they commence earlier.

Are there restrictions for the new Age-Adjusted Total and Permanent Disability Benefit?

Yes, the Age-Adjusted Disability Benefit is a permanent form of benefit and therefore may not be converted in the future to an Unreduced Early Retirement (age 55) Benefit.

In addition, electing the new Age-Adjusted Disability Benefit will prevent you from changing your benefit payment form (i.e. Joint and Survivor) after your initial election.

If I am currently receiving the \$200 per month Total and Permanent Disability Benefit, can I change to the new Age-Adjusted Total and Permanent Disability Benefit?

Yes, provided you meet the eligibility requirements. However, such a change will lock in your age-adjusted benefits for life. You will forfeit your ability to convert to an Unreduced Early Retirement Benefit upon reaching age 55.

Are there Suspension of Benefits/Return-to-Work Rules associated with Age-Adjusted Total and Permanent Disability Benefits?

Yes. Unlike under the Plan's current Suspension of Benefits and Return-to-Work Rules, **participants receiving the Age-Adjusted Total and Permanent Disability Benefit will have their benefits suspended upon returning to work for any hours in any type of employment prior to Normal Retirement Age.**

The Plan's current suspension of benefits rules will be applied after you attain Normal Retirement Age. However, participants receiving the Age-Adjusted Total and Permanent Disability Benefit are **required to notify the Fund of their return to any type of work.**

How do I apply for the Age-Adjusted Total and Permanent Disability Benefit?

You may apply for the new Age-Adjusted Total and Permanent Disability Benefit on or after January 1, 2016 by contacting the Fund Office for an application form.

Example Calculation

Suppose a 45-year old participant with 20 years of service satisfies the Plan's requirements to be totally and permanently disabled. If he has accrued a normal retirement benefit of \$3,500 per month, his options (assuming a single life form of payment) are:

Option #1 - \$200 per month Disability Benefit and Unreduced Early Retirement Benefit

- Receive \$200 per month from age 45 to age 55; and
- Receive \$3,500 per month from age 55 for life.

Option #2 – Age-Adjusted Disability Benefit

- Receive \$1,262.42 (= \$3,500 multiplied by the actuarial adjustment factor of .36069) per month from age 45 for life.

Sincerely,

THE FUND OFFICE