

BRIEF SUMMARY OF RETIREMENT BENEFITS THROUGH L.U. #112

I. B. E. W.

20 Years membership for vesting
\$4.50 for each year of membership

NORMAL RETIREMENT may be taken at age 65 with no reduction in benefits.

EARLY RETIREMENT may be taken at age 62. There is a 6.66% reduction for each year under age 65.

DISABILITY RETIREMENT may be taken if the member has 20 years or more of continuous good standing and has been approved for disability through Social Security.

VESTED PENSION may be applied for if a member has at least 20 years of membership and is no longer working in the industry. After approval, you do not pay any more dues and forfeit all death benefits. At age 65, your benefit is calculated using the factors of your age and years of membership at the time you last paid dues.

DEATH BENEFIT: The death benefit starts at \$6,250 and decreases as a member draws pension benefits, to no lower than \$3000.

NATIONAL ELECTRICAL BENEFIT FUND (N. E. B. F.)

It takes five years of participation to be vested in this plan. The current rate is \$32.00 per month for each year of service. It takes 300 hours per year to receive credit for one year. However, when all years of service are added, you must average 1000 hours per year.

You may retire at age 62 with full benefits if you have worked one year in the last seven years prior to retirement. If you qualify for the unreduced benefit at age 62, you may retire at age 60 or 61 with a benefit reduced by 9.25% for each year or part thereof under the age of 62. Participants who fail to qualify for the unreduced benefit at age 62, may retire at age 65 with full benefits or at age 62 with benefits reduced 6.66% for each year under age 65.

Once approved for Social Security Disability, one may apply for disability which will be paid on a minimum of 20 years of service.

Any participant who worked prior to 1965 needs to do a "Social Security Search" for a work history for all worked performed in the industry prior to that time. This should be done at least six months prior to retirement. Contact the hall for paperwork.

There is also a spouse option under this plan, which is dependent upon the ages of retiree and spouse. The dollar figures are provided prior to you making your final selection.

There is no death benefit under this plan. Should a retiree die before drawing benefits, his spouse will qualify for a spouse's benefit and may start drawing a monthly benefit when the member would have been retirement age.

PRUDENTIAL ANNUITY (IEEW PENSION TRUST)

A participant in the plan may start drawing reduced benefits at age 55, but is to be considered retired. These monthly annuities were purchased when the IEEW Pension Plan terminated. This plan is available only to those who were vested participants in the IEEW Pension Trust, which was an active plan from 1973-1984.

The plan offers several options for spousal benefits and these figures are provided prior to making the selection. This plan is guaranteed a benefit for a minimum of 60 months (5 years.)

If the recipient, who has not chosen a spousal option, dies prior to receiving benefits for five years, the beneficiary will receive the benefit for the remainder of the five years.

L.U. 112/73 RETIREMENT TRUST

This is the local retirement plan for those working out of Local 112. Participants choose how they want their monies invested. The earliest age one may withdraw these funds is age 55, but one must stop working to be considered retired. Any withdrawals prior to age 59 1/2 must pay a 10% federal penalty in addition to the taxes. The penalty does not apply to spousal withdrawals due to divorce or death.

Disability - Full value of your account may be withdrawn if you become totally and permanently disabled. Taxes will apply, but no penalty.

Forms of Payment - Lump sum, monthly annuity payment, direct roll over to another plan such as an IRA, or partial payments of one per calendar year with a minimum withdrawal of \$5,000.00. After a participant has no contributions for one year and is younger than retirement age, withdrawal may be made at that time. Taxes and penalties apply.