
IBEW LOCAL 595 PENSION PLAN

SUMMARY PLAN DESCRIPTION

2015 Edition

IBEW LOCAL 595 PENSION PLAN

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IBEW LOCAL 595 PENSION PLAN

December 2015

TO: ALL PARTICIPANTS

This booklet describes the IBEW Local 595 Pension Plan. Many changes have occurred since the last booklet was printed, so we encourage you to read this new booklet carefully. Among the most notable changes are:

- **Regular Pension.** You may now retire with an unreduced pension at age 62 after five years of service or age 60 (if you had at least five Years of Service) for hours worked prior to January 1, 2010.
- **Early Retirement.** Early Retirement benefits are now based upon an actuarial reduction from age 62 (previously age 60).
- **Rule of 90 Pension.** For benefits earned prior to January 1, 2010, you may receive a Rule of 90 Pension if the combination of your age (between ages 55 and 60) and Years of Credited Service equal 90, and you may have the value of your future benefits increased annually after your birthday until you reach age 60. The Rule of 90 benefit is not available for hours worked after January 1, 2010.
- **75% Qualified Optional Survivor Annuity.** The Plan now offers an actuarially reduced benefit form that provides for the survivor to receive a monthly benefit equal to 75% of the amount a Participant received prior to his or her death.
- **Pension Enhancement Options.** The Plan rules regarding eligibility for and calculation of Pension Enhancements have been revised.
- **Non-Earning Contributions.** Due to the Plan's funding status a portion of the total contributions made to the Plan constitute "non-earning" contributions which will not result in an accrued benefit.
 - Same Sex Spouses. Effective June 26, 2013, same sex spouses of Participants (who were legally married in the state of celebration) shall be treated by the Plan in the same manner as opposite sex spouses of Participants. In addition, effective December 1, 2014 some same sex spouses may be eligible to retroactive pension benefits if they make application with the Fund Manager on or before June 26, 2016.
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The Pension Plan has been established to provide you with retirement benefits that, in addition to your Social Security benefits, will help you to enjoy your years of retirement. Disability and death benefits are also provided for the security of you and your family.

This booklet includes a summary of the Pension Plan. IN THE EVENT OF ANY CONFLICT BETWEEN THE TWO, THE OFFICIAL TEXT OF THE PLAN WILL GOVERN. You can request a copy of the actual Plan document from the Fund Manager.

Only the full Board of Trustees ("Board") is authorized to interpret the Plan. The Board has discretion to decide all questions about the Plan. The Board has authorized the Fund Manager to respond in writing to your written questions. If you have an important question about your benefits, you should write to the Fund Manager for a definitive answer. To obtain an accurate answer, you will need to provide complete and accurate information about your situation.

As a courtesy to you, the Fund Manager may also respond informally to oral questions. Oral information and answers, however, are not binding upon the Board and cannot be relied upon in any dispute concerning your benefits.

We hope you find this booklet helpful and that you will enjoy the benefits of the Pension Plan for many years.

Sincerely,

BOARD OF TRUSTEES

IBEW LOCAL 595 PENSION PLAN

This explanation of the Pension Plan is intended to be a general summary only and cannot adequately reflect all of the details and conditions of the Plan. Your rights are determined by consulting the actual text of the Pension Plan document. Nothing in this summary is intended to change in any way the provisions of the Pension Plan document.

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No union official, employer or individual Trustee is authorized to interpret the Pension Plan on behalf of the Board or act as an agent of the Board. The Fund Manager may give you a preliminary administrative ruling, but TO BE FINAL, INFORMATION OR OPINIONS CONCERNING INTERPRETATION OF THE PLAN MUST BE COMMUNICATED TO YOU IN WRITING AND SIGNED ON BEHALF OF THE FULL BOARD OF TRUSTEES. Your right to appeal to the Board any administrative determinations of the Fund Manager is described later in this booklet.

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YOUR PENSION PLAN AT A GLANCE

This page is intended as a quick reference guide only. It highlights the most basic aspects of the Pension Plan and is not intended to be a complete description of benefits or the requirements for benefits.

ELIGIBILITY FOR RETIREMENT

Normal Retirement:

At least age 62 with 5 years of Credited Service, or age 60 with 5 years of Credited Service for hours worked (and benefits earned) prior to January 1, 2010, or Normal Retirement Age.

Early Retirement:

At least age 55 with 10 years of Credited Service (excluding Credited Future Service earned as a result of work in Contiguous Noncovered Employment).

Rule of 90:

At least age 55, and age and years of Credited Service total 90 when added together (for benefits earned prior to January 1, 2010).

BENEFITS IN CASE OF DISABILITY

Any age with 10 years of Credited Service, including at least one quarter of Credited Service as a result of actual work in Covered Employment in the three consecutive Calendar Years immediately prior to the onset of total disability, and in receipt of a Social Security Disability benefit.

FORMS OF BENEFIT PAYMENTS

(must meet age and vesting requirements)

If single Lifetime Pension benefit (with 60 month guarantee)

If married 50% Joint and Survivor Pension

Other forms 75% and 100% Joint and Survivor Pension
"Reversionary" ("pop-up") 50%, 75% or 100% Joint and Survivor Pension

BENEFITS IN EVENT OF DEATH BEFORE RETIREMENT (must meet Credited Service requirements)

If single 60 monthly payments of accrued benefit (Vested Participant)

If married Preretirement survivor pension (50% of accrued benefit, reduced for Joint and Survivor Pension, beginning when the Participant would have reached age 55 and continuing for lifetime of spouse) (Vested Participant)

LIMITATIONS

In no event will benefits be paid which exceed the maximum permitted under Section 415 of the Internal Revenue Code.

The updated Pension Plan described in this booklet applies only to retirements that begin on or after October 1, 2015. However, it includes Break in Service and vesting regulations that may affect some

Employees who stopped working in Covered Employment in earlier years. Please check with the Fund Manager if you have any questions regarding your status under the Plan.

PENSION PLAN DEFINITIONS

This summary contains certain terms that are more completely defined in the Pension Plan. To assist you in your reading, however, the following glossary is provided to give you a preliminary understanding and to refer you to the sections of the Pension Plan containing the full definitions.

Annuity Starting Date

The date as of which Pension benefits are calculated and payments are scheduled to start. Benefit payments shall be payable commencing with the first day of the month following the month in which the Participant has fulfilled all the conditions of entitlement to benefits.

Break in Service

The failure to earn a required minimum of Credited Service or to complete a minimum number of Hours of Service in Covered Employment over specified periods of time can result in a Break in Service. Unless certain conditions are met, a Break in Service can cause the loss of an Employee's participation, previously earned Credited Service, and accrued benefits. This is known as a "**Permanent Break in Service.**" However, there are provisions for repairing a Break in Service before it becomes permanent. Detailed explanations of what causes a Break in Service, what can make a Break in Service permanent, and how Breaks in Service can be repaired are in the section on "How Working Time Counts" starting on page 4.

Contributory Hours, Hours of Service, and Contiguous Noncovered Employment

- "**Contributory Hours**" are hours worked in covered employment for which contributions are made or required to be made to the Pension Plan on an employee's behalf.
- "**Hours of Service**" are hours of employment for which an Employee is entitled to be paid by a Participating Employer. Hours of Service in Covered Employment count toward the right to participate in the Pension Plan and vesting of benefits.
- A Participant can earn Hours of Service in "**Contiguous Noncovered Employment**" that count toward vesting if the Employee works after January 1, 1976, in a job not covered by a Collective Bargaining Agreement and if that employment is continuous with the Participant's Covered Employment with the same contributing Employer. However, Employees of any Employer that has withdrawn from the Pension Plan will not receive Credited Service for employment performed for that Employer after withdrawal.

For example, an unbroken period of employment with the same Employer, part in bargaining unit work and part in management (or while working for the same Employer outside the jurisdiction of IBEW Local 595 ("Local 595")), may all count toward Credited Service for vesting. This is so, however, only if the combined Hours of Service earned in a Calendar Year are sufficient to earn a full year of Credited Future Service (see below).

Covered Employment

Work under a Collective Bargaining Agreement that requires the Employer to contribute to the Pension Plan. Such work has historically included and shall continue to include the following types of work as Covered Employment for any person dispatched out of the Local 595 hiring hall: Project Management, Project Supervision, BIM modeling, CAD drawing, Estimating and Detailing, as assigned by the Employer. Under rules adopted by the Board of Trustees, work under a Subscription Agreement or the Electrical Industry Pension Reciprocal Agreement may also be considered Covered Employment.

Credited Service, Benefit Units, and Benefit accrual

Credited Service measures the years of employment with participating Employers, or fractions of years, counted toward vesting. The calculation is based on Hours of Service. A benefit is "vested" when the right to receive a Pension can no longer be forfeited solely because of a termination or lapse of employment. Vesting requires completion of a specified number of Years of Service or attainment of Normal Retirement Age.

While vesting determines your nonforfeitable right to a benefit, your accrued benefit determines the amount of your benefit. Your "accrued benefit" is the benefit that you have accumulated up to a certain date of employment. The accrued benefit is determined by a two-part calculation. The first part, earned for years prior to January 1, 1994, is the sum of your Benefit Units multiplied by dollar values specified in the Plan. Benefit Units or fractions of Benefit Units are earned according to the number of Contributory Hours of employment in any year. The second part of the calculation is the sum of annual benefits based on a fixed percentage of the amount contributed on your behalf on or after January 1, 1994. The percentage may vary from year to year.

If, before your benefit is vested, there is a Permanent Break in Service, any accrued benefit earned before the Break in Service may be lost.

It may be possible under special circumstances to earn Credited Service or to accrue a benefit for non-working periods of time or, in the case of Credited Service, for time worked for the same Employer outside of Covered Employment. One example that allows a Participant to earn Credited Service for vesting but that does not count toward benefit accrual is Contiguous Noncovered Employment, which is described above. Another example is Qualified Military Service under the Uniformed Services Employment and Reemployment Rights Acts of 1994 ("USERRA"), 38 U.S.C. Chapter 43. If an Employee leaves work for Qualified Military Service and meets certain statutory requirements (see below) to earn reemployment rights, the Employee may be entitled to earn Credited Service and accrue a benefit for the period of the absence. In certain circumstances an Employee may earn Credited Service during periods of absence from work up to 501 Hours of Service in any single continuous period, including certain absences for paternity and maternity leave and absences qualifying under the Family and Medical Leave Act.

Fund Manager

All communications concerning your Pension, including correspondence with the Board of Trustees, should be addressed to the Fund Manager, BeneSys Administrators, Inc. Any inquiries about your rights, benefits and responsibilities and any notice you may be required to give the Pension Plan also should be addressed to this office.

Normal Retirement Age

A Participant is eligible to receive a Regular Pension when he or she has attained Normal Retirement Age. For most Participants, Normal Retirement Age is the earlier of:

- For persons who earned at least one Hour of Service on or after January 1, 1988, age 65, or, if later, the age of the Participant on the fifth anniversary of participation (excluding Credited Service earned prior to January 1, 1988); or
- For persons whose service terminated on or after February 1, 1987, and on or before December 31, 1987, age 65 or, if later, the age of the Participant after accumulation of nine Years of Credited Service or on the tenth anniversary of his or her participation; or
- For persons whose service terminated on or before January 31, 1987, age 65 or, if later, the age of the Participant after accumulation of ten years of Credited Service or on the tenth anniversary of his or her participation.
- For persons who are not subject to a Collective Bargaining Agreement and who earn at least one Hour of Service on or after January 1, 1989, age 65 or, if later, the age of the Participant on the fifth anniversary of his participation (excluding Credited Service earned prior to January 1, 1989).

Participation before a Permanent Break in Service will not be considered.

Separation from Covered Employment

After December 31, 2014, a Separation from Covered Employment will occur at the end of any three consecutive Calendar Year period in which a Participant does not work at least 100 hours of Covered Employment in at least one of the three Calendar Years (for periods prior to January 1, 2015, refer to prior SPD or Plan document). A Separation from Covered Employment freezes the value of benefits at the level in effect at the date of the separation. Unless repaired where permitted under the Plan, later adjustments to benefit values will not apply to frozen benefits, though additional benefits can be earned after the separation at new values. The total pension benefit earned will be the sum of the frozen benefits earned prior to the separation and any new benefits earned afterward.

EXPLANATIONS OF OTHER TECHNICAL TERMS AND FURTHER DETAIL WILL BE FOUND IN THE FOLLOWING EXPLANATORY MATERIAL AND IN THE TEXT OF THE PENSION PLAN DOCUMENT.

HOW TO BECOME A PARTICIPANT IN THE PLAN

You become a Participant in this Plan on the January 1 or July 1 after you work at least 100 Hours of Service during a twelve consecutive month period in employment for which your Employer is required to make contributions to the Pension Plan. The 100 hour requirement may also be met by either of the following:

- Employment in the twelve consecutive months prior to February 1, 1998 for which contributions were required to be made to the East Bay Electrical Workers Pension Plan ("Motor Shop Plan"); or
- Employment under the Collective Bargaining Agreement between IBEW Local 595 and the Stockton Branch of NECA in the twelve consecutive months prior to December 1, 1998 for which contributions were required to be made to either the IBEW Local 595 Money Purchase Pension Plan and/or Electrical Workers Union Local No. 591 Retirement Plan.

HOW WORKING TIME COUNTS

The amount of time you work in a job covered by the Plan determines whether you are eligible for a Pension and how much your Pension will be. For these purposes, the time you work as a Participant of the Plan is measured in two ways—in years of Credited Service and in Benefit Units.

CREDITED SERVICE

Credited Service Before January 1, 1964 ("Credited Past Service")

You will receive one year of Credited Past Service for each Calendar Year before January 1, 1964 during which you worked at least 1,400 hours under an IBEW Local 595 Collective Bargaining Agreement if your employment was of a type for which IBEW Local 595 agreements after January 1, 1964 required contributions to the Pension Plan. If you worked less than 1,400 hours in a Calendar Year, one quarter of a Year of Credited Service will be granted for each 350 hours worked. The maximum number of years of Credited Past Service that can be granted is 15.

To determine the amount of Credited Past Service, the Board of Trustees may rely upon any relevant material evidence including at least two of the following: records of the Union, records or statements of Employers, records of the Social Security Administration, and records of the IBEW Local 595 Health and

Welfare Trust. No Credited Past service will be granted for service with a public agency if that service is covered under the agency's pension plan.

Credited Service After January 1, 1964 ("Credited Future Service")

After January 1, 1964, you may receive Credited Future Service for all Hours of Service in a Calendar Year according to the following schedule:

Between January 1, 1964 and January 1, 1968:

Hours of Service in Calendar Year	Years of Credited Future Service
Less than 350 hours	None
350 to 699 hours	1/4
700 to 999 hours	2/4
1,000 hours or more	One Year

Between January 1, 1968 and January 1, 1970:

Hours of Service in Calendar Year	Years of Credited Future Service
Less than 300 hours	None
300 to 599 hours	1/4
600 to 899 hours	2/4
900 to 999 hours	3/4
1,000 hours or more	One Year

Between January 1, 1970 and January 1, 1976:

Hours of Service in Calendar Year	Years of Credited Future Service
Less than 300 hours	None
300 to 599 hours	1/4
600 to 899 hours	2/4
900 to 999 hours	3/4
1,000 to 1,499 hours	One Year
1,500 to 1,799 hours	1 1/4
1,800 hours or more	1 1/2

Between January 1, 1976 and January 1, 1992:

Hours of Service in Calendar Year	Years of Credited Future Service
Less than 500 hours	None
500 to 749 hours	2/4
750 to 999 hours	3/4
1,000 hours or more	One Year

After January 1, 1992:

Hours of Service in Calendar Year	Years of Credited Future Service
Less than 100 hours	None
100 to 499 hours	1/4
500 to 749 hours	2/4
750 to 999 hours	3/4
1,000 hours or more	One Year

Hours of Service earned after December 31, 1976 in Contiguous Noncovered Employment for a Contributing Employer may be counted toward Credited Service, but only if the combined sum of Hours of Service in Covered Employment and Contiguous Noncovered Employment are sufficient to earn a full Year of Credited Service in a Calendar Year.

BENEFIT UNITS

Benefit Units Before January 1, 1964

If you earned one year of Credited Past Service, you also earned one Benefit Unit. Partial Benefit Units are also granted on the same basis for partial years of Credited Past Service.

Benefit Units After January 1, 1964

Between January 1, 1964 and January 1, 1968:

Contributory Hours in Calendar Year	Benefit Units
Less than 350 hours	None
350 to 699 hours	1/4
700 to 1,049 hours	2/4
1,050 to 1,399 hours	3/4
1,400 hours or more	One

Between January 1, 1968 and January 1, 1970:

Contributory Hours in Calendar Year	Benefit Units
Less than 300 hours	None
300 to 599 hours	1/4
600 to 899 hours	2/4
900 to 1,199 hours	3/4
1,200 hours or more	One

Between January 1, 1970 and January 1, 1976:

Contributory Hours in Calendar Year	Benefit Units
Less than 300 hours	None
300 to 599 hours	1/4
600 to 899 hours	2/4
900 to 1,199 hours	3/4
1,200 to 1,499 hours	One
1,500 to 1,799 hours	1 1/4
1,800 hours or more	1 1/2

Between January 1, 1976 and January 1, 1992:

Contributory Hours in Calendar Year	Benefit Units
Less than 500 hours	None
500 to 599 hours	5/12
600 to 699 hours	6/12
700 to 799 hours	7/12
800 to 899 hours	8/12
900 to 999 hours	9/12
1,000 to 1,099 hours	10/12
1,100 to 1,199 hours	11/12
1,200 to 1,299 hours	One
1,300 to 1,399 hours	1 1/12
1,400 to 1,499 hours	1 2/12
1,500 to 1,599 hours	1 3/12
1,600 to 1,699 hours	1 4/12
1,700 to 1,799 hours	1 5/12
1,800 hours or more	1 1/2

If you earn a Year of Credited Service in a Calendar Year after December 31, 1975 and before January 1, 1992, but worked less than 500 Contributory Hours, you shall be credited with a prorated portion of a full Benefit Unit.

Between January 1, 1992 and December 31, 1993:

Contributory Hours in Calendar Year	Benefit Units
Less than 100 hours	None
100 to 199 hours	1/12
200 to 299 hours	2/12
300 to 399 hours	3/12
400 to 499 hours	4/12
500 to 599 hours	5/12
600 to 699 hours	6/12
700 to 799 hours	7/12
800 to 899 hours	8/12
900 to 999 hours	9/12
1,000 to 1,099 hours	10/12
1,100 to 1,199 hours	11/12
1,200 to 1,299 hours	One
1,300 to 1,399 hours	1 1/12
1,400 to 1,499 hours	1 2/12
1,500 to 1,599 hours	1 3/12
1,600 to 1,699 hours	1 4/12
1,700 to 1,799 hours	1 5/12
1,800 hours or more	1 1/2

Beginning January 1, 1994, new benefit accruals were no longer based upon Benefit Units, but are calculated as a percentage of Contributions required to be made on your behalf in a Calendar Year, provided you worked at least 100 hours in Covered Employment in the year the Contribution is credited.

CREDITED SERVICE AND BENEFIT ACCRUALS FOR QUALIFIED MILITARY SERVICE

The Uniformed Services Employment and Reemployment Rights Act ("USERRA"), effective October 13, 1994, gives military servicemen and reservists special rights while on duty. USERRA applies to persons who perform duty, voluntarily or involuntarily, in the "uniformed services." These services include the Army, Navy, Marine Corps, Air Force, Coast Guard, and Public Health Service Commissioned Corps, as well as the reserve components of each of these services. Federal training or service in the Army National Guard and Air National Guard also gives rise to rights under USERRA. Uniformed service includes active duty, active duty for training, inactive duty training (such as drills), and initial active duty training, as well as the period for which a person is absent from a position of employment for the purpose of an examination to determine fitness to perform any such duty. USERRA covers all employees except those serving in positions where there is "no reasonable expectation that employment will continue indefinitely or for a significant period."

Service members returning from a period of service in the uniformed services must meet four eligibility criteria to be covered by USERRA:

- You must have given advance notice to your employer that you were leaving the job for service in the uniformed services;

- The period of service must not have exceeded five cumulative years;
- You must have been released from service under honorable conditions; and
- You must have reported back to work in a timely manner or have submitted a timely application for reemployment.

USERRA establishes a five-year cumulative total on credit for military service, with certain exceptions allowed for call-ups during emergencies, reserve drills and annually scheduled active duty for training, etc.

USERRA guarantees reemployed persons pension plan benefits that accrued during military service, regardless of whether the plan is a defined benefit plan or a defined contribution plan. Beginning December 12, 1994, if you are absent from Covered Employment due to Qualified Military Service, you will receive Credited Service and credit for benefit contributions for the period of military service during which you retain reemployment rights under USERRA.

To enforce your USERRA rights under the Plan:

- You must not have incurred a one year Break in Service at the time you entered Qualified Military Service;
- You must have reemployment rights under USERRA;
- You must notify the Fund Manager in advance or at the commencement of the leave of absence for military duty unless the circumstances make it impossible or unreasonable to provide such notice; and
- In order to receive credit for benefit contributions, you may be required to provide, at the request of the Fund Office, proof of the period of absence due to Qualified Military Service and proof of your compensation during the 12-month period immediately preceding such period (or, if shorter, the period of employment immediately preceding such period) if your rate of compensation but for the period of military service is not reasonably certain. If the period of Qualified Military Service was for more than 30 days, you may also be required to provide documentation to demonstrate that the application for reemployment was timely and that the period of service was completed under honorable circumstances.

Credited hours will be based on the average number of hours you worked in a week during the 12-month period immediately preceding your Qualified Military Service. The amount of your benefit accrual will be calculated based on the Contribution rate that would have applied if you had not entered military duty but continued to work in Covered Employment.

To have reemployment rights under USERRA, you must return to covered employment after your release from active duty within the following reemployment period applicable to your military leave:

- *Less than 31 days service:* By the beginning of the first regularly scheduled work period that begins on the next calendar day following completion of service, after allowance for safe travel home and an 8-hour rest period. If this is impossible or unreasonable, then as soon as possible.
- *31 to 180 days of service:* You must return to Covered Employment (or place your name on the available to work list) no later than 14 days after completion of your service. If this is impossible or unreasonable, then as soon as possible.
- *180 days or more of service:* You must return to Covered Employment (or place your name on the available to work list) no later than 90 days after completion of your military service.

If these deadlines cannot be met through no fault of yours, you must notify your Employer and the Union Hall of your return as soon as possible.

Reporting or application deadlines may be extended for up to two years if you are hospitalized or convalescing from a military service-connected injury or illness.

In addition, under the Heroes Earnings Assistance and Relief Tax Act (the “HEART” Act) of 2008, generally, if you die while performing covered military service, you are credited with Hours of Service (for vesting purposes only) to which you would have been entitled had you resumed Covered Employment immediately prior to your death.

CAN YOU LOSE YOUR CREDITED SERVICE, BENEFIT UNITS, AND BENEFIT ACCRUALS?

Once you have attained vested status, you cannot lose your Credited Service or benefit accruals. You may lose them, however, if you are not vested and you incur a Permanent Break in Service. A Break in Service (temporary or permanent) is determined by the Break in Service rule in effect at the time your break occurs as explained below.

Permanent Breaks in Service:

- **Between January 1, 1964 and December 31, 1975.** You permanently lost your Credited Service and Benefit Units if you did not earn at least two quarters of Credited Future Service in any period of three consecutive Calendar Years.
- **After December 31, 1975 and prior to January 1, 1986.** A Break in Service became permanent if you had at least three consecutive One Year Breaks, including at least one after December 31, 1975, and the number of One Year Breaks equaled or exceeded the number of full years of Credited Service previously accumulated. Under a transitional rule following the enactment of ERISA, a Break in Service also became permanent if you had less than four Years of Credited Service on January 1, 1976, and you did not earn at least two quarters of Credited Service in either the three Calendar Year period from January 1, 1974 through December 31, 1976, or from January 1, 1975 through December 31, 1977.
- **Beginning January 1, 1986.** A Break in Service becomes permanent if the number of your consecutive One Year Breaks for any Calendar Year after January 1, 1986 equals or exceeds five years, or if greater, the number of full Years of Credited Service previously accumulated.

Temporary Breaks in Service:

- **After December 31, 1975 and prior to January 1, 1992.** A One Year Break in Service occurred if you worked less than 500 Hours of Service in a Calendar Year.
- **Beginning January 1, 1992.** A One Year Break in Service occurs if you work less than 100 Hours of Service in a Calendar Year.

For example, an Employee has earned four Years of Credited Service as of January 1, 2014. Then in:

Year	Employee Works	Years of Credited Service	Break in Service
2012	99 hours	4	1 year (temporary)
2013	0 hours	4	2 years (temporary)
2014	50 hours	4	3 years (temporary)
2015	0 hours	4	4 years (temporary)
2016	80 hours	0	5 years (permanent)

In this example you have a Permanent Break in Service at the close of the fifth year, 2016, because the number of consecutive Break in Service years equals or exceeds five years of Credited Service. If there were at least 100 hours worked in the fifth year, you would not have a fifth consecutive One Year Break and the previous Temporary Break in Service years would have been wiped out.

Important: A Temporary Break in Service can be repaired. All previous Temporary Breaks in Service years are disregarded after a Calendar Year in which an Employee has sufficient hours of work in Covered Employment to earn a required minimum of Credited Service. If work in Covered Employment is not sufficient, Contiguous Noncovered Employment can be counted toward repairing a Temporary Break in Service, but only if the sum of Hours of Service in Covered Employment and Contiguous Non-covered Employment are sufficient to earn a full year (1,000 hours) of Credited Service in a Calendar Year.

Break in Service years will not be added together unless they are consecutive. Until a Permanent Break occurs, Break in Service years are ignored when they are followed by years in which sufficient hours are worked to earn a required minimum of Credited Service.

GRACE PERIODS AND FAMILY LEAVE

A grace period is an absence from Covered Employment which is to be disregarded in determining whether you have worked sufficient hours in Covered Employment to prevent a Permanent Break in Service. A grace period does not add to a Participant's Credited Service.

Generally, a grace period will be allowed for an entire Calendar Year during which a Participant fails to earn sufficient hours to earn the minimum required Credited Service to avoid a One Year Break in Service if any of the following events occur during the year:

- **Disability.** You will be entitled to a grace period of up to three years for each separate and distinct disability if your failure to work in Covered Employment was due to the disability. To be eligible, you must:

Give written notice to the Fund Manager within six months of the commencement of any absence from Covered Employment attributable to the disability; and

Apply in writing to the Board of Trustees for a grace period prior to the expiration of three years from the date the disability begins.

The Board of Trustees may require a physical examination by a physician that they designate, to determine the existence of a disability and the expected duration of such disability.

- **Military Service Prior to December 12, 1994:** If you were unable to work the necessary hours in Covered Employment due to service in the Armed Forces of the United States prior to December 12, 1994, a grace period will be granted for the period of time that you retained reemployment rights under Federal law. To be eligible, you must have made yourself available for reemployment in Covered Employment within 90 days following your release from active duty or within 90 days after recovery from a service-related disability continuing after your release from active duty. Your rights under USERRA, described above, apply to any absence for military duty occurring on or after December 12, 1994. Unlike your rights under USERRA, you will not earn Credited Service or be entitled to benefit accruals during a grace period.
- **Employment in a Supervisory Capacity by a Contributing Employer Between January 1, 1964 and January 1, 1971:** You will be granted a grace period for all periods of employment in a supervisory capacity by a Contributing Employer between January 1, 1964 and January 1, 1971. If you worked in a supervisory capacity for a Contributing Employer after January 1, 1971, you are not entitled to a grace period but you may be entitled to credit for Contiguous Noncovered

Employment (see above) if your work in a supervisory capacity was with the same Employer who employed you while you worked in Covered Employment, either before or after.

- **Work Outside the Geographical Jurisdiction of the Union:** You will be granted a grace period for all periods of employment for an Employer between January 1, 1964 and January 1, 1967 in work covered by a Collective Bargaining Agreement with any local of the International Brotherhood of Electrical Workers performed in the State of California but outside of the geographical jurisdiction of the IBEW Local 595.
- **Maternity, Paternity or Family Leave.** If you are absent from Covered Employment due to parental responsibilities related to the birth or adoption of a child, you may qualify for a grace period, or you may be entitled to Credited Service for your period of absence, depending on when your absence occurred, as follows:

During a period of maternity or paternity leave on or after February 1, 1985, as described in the previous paragraph, you are entitled to receive credit for the Hours of Service up to eight hours per day which would otherwise have been credited to you but for such absence, up to 501 hours of Credited Service for any single continuous period. This is not a grace period but is treated as a period of work for the purpose of determining Credited Service for participation and vesting. The Hours of Service will be credited (1) in the computation period in which the absence begins, if the crediting is necessary to prevent a Break in Service in that period, or (2) in all other cases, in the subsequent computation period. You will not be treated as absent from work due to maternity or paternity if you left work on account of a quit, layoff for lack of work or discharge unrelated to the pregnancy or placement for adoption.

During a period of family and medical leave on or after February 1, 1994, which qualifies under the Family and Medical Leave Act of 1993, 29 U.S.C. Section 2601 et seq., you will be entitled to receive credit for Hours of Service which would otherwise have been credited to you but for such absence, up to 501 hours of Credited Service. Credited service will be awarded upon the conditions described in the previous paragraph and is not a grace period. A period of absence will qualify either as maternity or paternity leave under the previous paragraph or as family and medical leave under this paragraph, but not both.

To claim a grace period for maternity or paternity leave or to claim Credited Service for maternity, paternity or family leave, you must file with the Fund Manager a leave of absence statement from your employer within 10 days after the leave of absence has been granted. The statement must set forth both the reason for and expected duration of the leave of absence. Upon return to work or within 10 days thereafter, you must notify the Fund Manager of the date of your return.

CREDIT FOR WORK OUTSIDE THE JURISDICTION OF LOCAL 595 (REFER TO APPENDIX C)

The IBEW Local 595 Pension Plan, along with other "participating funds," has signed the Electrical Industry Pension Reciprocal Agreement. Under the terms of the Agreement, if you perform Covered Employment within the jurisdiction of another participating fund, you may request that contributions be sent to the IBEW Local 595 Pension Plan as your designated "Home Fund." The initial transfer of contributions shall be made no later than 60 days following receipt of your authorization. You may designate another fund as your "Home Fund" and request that contributions made on your behalf under the IBEW Local 595 Pension Plan be sent to that fund as follows:

- The participating fund or funds in which you are a participant or have credited service and which operates within the jurisdiction of the IBEW local union of which you are a member; or
- If you are not a member of an IBEW local union, your IBEW local union does not have a pension fund, or you are not a participant in or do not have credited service in your local union's fund, then

in the participating fund in which you are a participant or have credited service at the time you file an authorization form requesting reciprocity.

Contributions received from participating funds under the Reciprocal Agreement will provide you with Credited Service under the IBEW Local 595 Pension Plan. However, contributions first will be allocated between the IBEW Local 595 Pension Plan and the IBEW Local 595 Money Purchase Pension Plan according to the ratio of the contribution rates for the Pension Plan and the Money Purchase Pension Plan under the Inside Wire Agreement prevailing in the jurisdiction of Local 595 during the calendar month of the contributions. Credited Service will be granted on an hour-for-hour basis. For service performed on or after January 1, 1994, benefits are based on a percentage-of-contributions formula (described below) that includes contributions received for the year under the Reciprocal Agreement as well as contributions for work performed in the jurisdiction of Local 595.

HOW YOU ACHIEVE VESTED STATUS

You are vested if any of the following occurs:

- **At any time** you attain Normal Retirement Age;
- **Before February 1, 1976**, you accumulated at least 10 Benefit Units (including at least one quarter of a Benefit Unit earned after January 1, 1964) following any Permanent Break in Service;
- **Beginning February 1, 1976 and prior to February 1, 1987**, you accumulated at least 10 Years of Credited Service following any Permanent Break in Service;
- **Beginning February 1, 1987 and prior to January 1, 1996**, you accumulated at least nine Years of Credited Service without a Permanent Break in Service;
- **Beginning January 1, 1996 and prior to January 1, 1997**, you earned at least one Hour of Service on or after January 1, 1996, and accumulated at least seven Years of Credited Service without a Permanent Break in Service;
- **Beginning January 1, 1997 and prior to January 1, 1998**, you earned at least one Hour of Service on or after January 1, 1997, and accumulated at least six Years of Credited Service without a Permanent Break in Service; or
- **Beginning January 1, 1998**, you earned at least one Hour of Service on or after January 1, 1998, and accumulated at least five Years of Credited Service without a Permanent Break in Service.

For Calendar Years commencing January 1, 1989 and thereafter, if you are not participating under a Collective Bargaining Agreement, you are vested if you have at least one Hour of Service in Covered Employment in any Calendar Year beginning on or after January 1, 1989. You will be granted a percentage of your benefits earned in accordance with the following schedule:

Years of Credited Service	Percentage
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7	100%

WHEN YOU ARE ELIGIBLE FOR A PENSION AND HOW MUCH YOU WILL RECEIVE

Several types of Pensions are available to Participants under this Plan. Requirements for the different types of Pensions vary, as do the methods by which payments are determined.

This section describes the types of Pensions and the service, age and other requirements for each. The amount of monthly Pension payment with each type will vary according to a number of factors, including when your benefits were earned, when you apply for Pension, and the payment option you may select.

Information concerning the amount and duration of payments will be found in the section entitled "How Your Pension Will Be Paid" as well as in this section.

REGULAR PENSION

Regular Pension Eligibility

You are eligible to receive a Regular Pension when:

- You reach age 62 (age 60 for benefits earned prior to January 1, 2010); and
- You have achieved vested status.

Regular Pension Amount

The monthly amount of the Regular Pension effective on or after January 1, 2010 is calculated based on:

1. The number of Benefit Units earned prior to January 1, 1994 and the amount payable for each Benefit Unit; and/or
2. The amount of Employer Contributions (less "non-earning" contributions) multiplied by the percentage benefit multiplier attributable to such Contributions earned on or after January 1, 1994

- If you retire after January 1, 2010, and have reached 60 years of age, but not yet 62 years of age, you will be entitled to a fully unreduced Regular Pension benefit for that portion of your benefits accrued prior to January 1, 2010.

Regular Pension Amount for a Participant Covered by a Collective Bargaining Agreement

For a Participant covered by a Collective Bargaining Agreement and retiring on or after January 1, 2010, the monthly amount of the Regular Pension is the sum of the following:

- **Service before January 1, 1994.** The amount of each Benefit Unit earned before January 1, 1994 is:

For frozen benefits earned prior to a Separation from Covered Employment, the amount payable under the Plan when the Separation occurred;

\$106 for previously frozen Benefit Units repaired;

Otherwise, \$130 for each Benefit Unit.

Proportionate amounts are paid for fractions of a Benefit Unit.

- **Service on or after January 1, 1994.** The monthly benefit equals a percentage of the Employer Contributions required to be made on your behalf during a Calendar Year, provided you work a minimum of 100 hours in Covered Employment, as follows:

Period Effective	Percentage of Contribution Rate
January 1, 1994 through December 31, 2002	3.5% of Employer Contributions
January 1, 2003 through January 31, 2007	3% of Employer Contributions
February 1, 2007 through January 31, 2008	2.871% of Employer Contributions
February 1, 2008 through December 31, 2009	2.25% of Employer Contributions
Beginning January 1, 2010	1% of Employer Contributions

Effective for all hours worked on or after July 1, 2009 a portion of all Contributions received and deposited by the Plan will be "non-earning" Contributions. As of July 1, 2015 such portion is as follows:

40.9% (.409) of all hourly Contributions received by the Pension Plan shall constitute "non-earning" Contributions and shall not result in an accrual of a benefit. This shall apply to all Contributions made pursuant to a Collective Bargaining Agreement (including apprentices), master subscription agreement or reciprocity transfer.

Due to future Contribution changes (including additional "non-earning" contributions) the above percentage (40.9%) may be subject to change each year as funding issues are addressed.

- Benefits earned under the Motor Shop Plan before February 1, 1998, shall be determined by the terms of the Motor Shop Plan.



Here is an example of how the Regular Pension is calculated for a Pension effective January 1, 2015 for a Participant (working under the Alameda County Inside Wireman Agreement) who is age 62 and has not incurred a Separation from Covered Employment. His monthly Pension is determined as follows:

No. of Hours or Benefit Units	Year(s)	Hourly Contributions Earning a Benefit (per hour)	Multiplier	Benefit
14	Before January 1, 1994		\$130	\$1,820.00
1,600	1994	\$2.36	3.5%	\$132.16
1,750	1995	\$2.55	3.5%	\$156.19
1,800	1996	\$2.55	3.5%	\$160.65
1,875	1997	\$2.65	3.5%	\$173.91
803	January 1, 1998 – May 31, 1998	\$3.50	3.5%	\$ 98.37
1,223	June 1, 1998 – December 31, 1998	\$3.50	3.5%	\$149.82
2,000	1999	\$3.50	3.5%	\$245.00
1,600	2000	\$3.50	3.5%	\$196.00
1,000	2001	\$3.50	3.5%	\$122.50
1,000	2002	\$3.90	3.5%	\$136.50
1,200	2003 and 2004	\$3.90	3%	\$140.40
600	January 1, 2005 – May 31, 2005	\$3.90	3%	\$70.20
800	June 1, 2005 – January 31, 2006	\$4.00	3%	\$96.00
500	February 1, 2006 - May 31, 2006	\$4.00	3%	\$60.00
600	June 1, 2006 – January 31, 2007	\$4.25	3%	\$76.50
600	February 1, 2007 – May 31, 2007	\$4.25	2.871%	\$73.21
800	June 1, 2007 – January 31, 2008	\$4.45	2.871%	\$102.21
600	February 1, 2008 – May 31, 2008	\$4.45	2.25%	\$60.08

No. of Hours or Benefit Units	Year(s)	Hourly Contributions Earning a Benefit (per hour)	Multiplier	Benefit
800	June 1, 2008 – January 31, 2009	\$4.50	2.25%	\$81.00
1200	February 1, 2009 – December 31, 2009	\$4.50 *	2.25%	\$121.50
1,100	January 1, 2010 – December 31, 2010	\$4.50 *	1%	\$49.50
1,000	January 1, 2011 – May 31, 2011	\$4.50 *	1%	\$45.00
1,100	January 1, 2012 – December 31, 2012	\$4.50 *	1%	\$49.50
1,000	January 1, 2013 – December 31, 2013	\$4.50 *	1%	\$45.00
1,200	January 1, 2014 – December 31, 2014	\$4.50*	1%	\$54.00
AMOUNT OF REGULAR PENSION				\$4515.20

Regular Pension Amount for a Non-Bargained Employee

The monthly amount of the Regular Pension for a non-bargained Employee which is vested is a percentage of the benefit computed above determined as follows:

Years of Credited Service	Percentage of Benefit Earned
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7	100%

* While the total hourly contribution to the Pension Plan for most of these time periods was higher, the \$4.50 contribution amount represents the portion of the hourly contribution for which a Pension benefit was accrued.

RETROACTIVE PENSION BENEFITS RELATED TO SAME SEX SPOUSES

Effective December 1, 2014, if you were legally married to a spouse of the same-sex (based upon the laws of the state of the marriage celebration) prior to your retirement, you may elect to change your single life annuity benefit to a Joint and Survivor Pension with an appropriate actuarial reduction for payments that were already made to you based upon the actuarial equivalence provisions set forth in the Plan document in effect on your retirement date. To be eligible for such a change, you and your spouse must submit a new benefit application to the Plan office **by no later than June 26, 2016**.

Effective December 1, 2014, surviving spouses of retired Participants, who were legally married to their same-sex spouse (based upon the laws of the state of the marriage celebration) prior to the Participant's retirement, may elect to receive the survivor portion of a retroactive Joint and Survivor Pension, with appropriate actuarial reductions for the value of the benefits already paid to the retired Participant during his or her lifetime (in a life annuity benefit form) based upon the actuarial equivalence provisions set forth in the Plan document in effect on the Participant's retirement date. To be eligible for such a change, the surviving spouse must submit a benefit application to the Plan office **by no later than June 26, 2016**.

Effective December 1, 2014, surviving spouses of retired Participants who were not yet retired at the time of their death (which took place prior to June 26, 2013), but who were legally married to their same-sex spouse (based upon the laws of the state of the marriage celebration), may elect to receive the survivor portion of a retroactive Preretirement Survivor Pension benefit to be effective after the Participant's death and based upon the actuarial equivalence provisions set forth in the Plan document in effect on the date of the Participant's death. To be eligible for such a change, the surviving spouse must submit a benefit application to the Plan office **by no later than June 26, 2016**.

REPAIRING FROZEN BENEFIT UNITS RESULTING FROM A SEPARATION FROM COVERED EMPLOYMENT

If you leave Covered Employment and incur a Separation from Covered Employment, the portion of your monthly benefit earned before the Separation will be frozen at the benefit level in effect when the Separation occurred. However, if you are a Vested Participant and incurred a Separation from Covered Employment prior to January 1, 1994, the Separation can be repaired and the amount per Benefit Unit increased from the frozen level to \$106, if you return to Covered Employment after the most recent Separation and:

- You earn 6,000 contributory hours in Covered Employment; and
- After January 31, 1996, you continue working in the electrical industry without incurring another Separation from Covered Employment or a Break in Service before your retirement date.

This requirement will also be satisfied if you work the required number of hours in the jurisdiction of a participating fund that has signed the Electrical Industry Pension Reciprocal Agreement and you designate the IBEW Local 595 Pension Plan as the Home Fund.

EARLY RETIREMENT PENSION

Early Retirement Pension Eligibility

You are eligible to receive an early retirement pension when:

- You reach age 55 (but are not yet age 62); and
- You have at least 10 years of Credited Service since the most recent Permanent Break in Service (exclusive of any credit for Contiguous Noncovered Employment).
- If you retire on or after January 1, 2010 and are less than 62 years old, your benefit will be subject to an Actuarially Equivalent reduction for the difference between your age at retirement and age 62 for all benefits accrued on or after January 1, 2010. The amount of the reduction is found in Appendix E of the official text of the Plan at the end of this booklet.

Early Retirement Pension Amount

The amount of the Early Retirement Pension is reduced from the amount of the Regular Pension you would have received at Normal Retirement to account for the longer period of time you may be receiving benefits. For benefits earned before January 1, 2010 this reduction is 1/2 of 1% for each month you are younger than age 60. For benefits earned on and after January 1, 2010, your accrued benefit is based upon an Actuarially Equivalent reduction from age 62.

For example, assume you decide to retire at age 56 and (all of your benefits were earned prior to January 1, 2010) that your Regular Pension would be \$2,989.50 a month. The reduction is 1/2 of 1% for each of the 48 months you are younger than age 60, which results in a reduction of 24%. The reduction is therefore 24% of \$2,989.50 or \$717.48. Your Early Retirement Pension amount will be \$2,989.50 less \$717.48 = \$2,272.50 (rounded).

If however, your benefits were earned both prior to and after January 1, 2010 and you decide to retire at age 56, the calculation of your Early Retirement amount would be different. If the portion of your benefit earned prior to January 1, 2010 would result in a Regular Pension of \$2,500 a month and the portion of your benefit earned on and after January 1, 2010 would result in a Regular Pension of \$489.50 per month, the total early retirement benefit would be \$2,179.16 and calculated as follows:

- 1) \$2,500 X 0.76 (24% reduction) = \$1,900; plus
- 2) \$489.50 X 0.5703 (Actuarial Equivalence reduction from age 62)
= \$279.16 for a total of \$2,179.16

A copy of the actuarial table which includes the Early Retirement reduction factors is found at Appendix E.

RULE OF 90 PENSION

Rule of 90 Pension Eligibility (for Participants retiring on or after January 1, 2010, the Rule of 90 benefit applies only to benefits accrued prior to January 1, 2010)

You are eligible to receive a Rule of 90 Pension when:

- You reach age 55 (but not yet age 60); and
- Your age and years of Credited Service equals or exceeds 90 when added together.

Rule of 90 Pension Amount

- To determine the amount of the Rule of 90 Pension, you should first determine the amount you would receive as a Regular Pension if you retired at age 60 without further service. This amount is reduced by 1/2 of 1% for each month you are younger than age 60 to account for the longer period of time that you may be collecting payments.
- Once you begin receiving your benefit, it will be recalculated each year on the first of the month following your birthday based on your age at that time in accordance with the reduction formula described above.

For example, assume you have 35 Years of Credited Service and you earned all of your benefits before January 1, 2010 and you decide to retire on your 55th birthday, which is January 1. Assume further that the monthly amount of your Regular Pension benefit, if you were to retire at age 60, is \$2,900. Your Rule of 90 Pension benefit will be calculated each January 1 as follows:

Age	Reduction Factor	Monthly Pension Benefit as of January 1 Birthday
55	30%	\$2,030
56	24%	\$2,204
57	18%	\$2,378
58	12%	\$2,552
59	6%	\$2,726
60	0%	\$2,900

Note: Rule of 90 benefits do not apply to benefits accrued after December 31, 2009.

DISABILITY PENSION

If you become totally disabled before eligibility for a Regular Pension, you are eligible for a Disability Pension if:

- You have at least 10 years of Credited Service since any Permanent Break in Service (not counting service earned in Contiguous Noncovered Employment); and

Exception: If you have at least five years of Credited Service as a result of work in Covered Employment prior to the initial date of permanent disability (as determined by the Social Security Administration in any Social Security Disability Award) and become totally disabled before earning 10 Years of Credited Service, you will be credited (starting with such initial date of permanent disability with 83.4 Hours of Service for each month in which you remain totally disabled until you earn the 10 years of Credited Service required for a Disability Pension.

- You earned at least one quarter of Credited Service as a result of actual work in Covered Employment in the three consecutive Calendar Years prior to the Calendar Year in which you became totally disabled.

For the purpose of satisfying this requirement, Credited Service includes employment in a noncovered classification with a Contributing Employer if the employment immediately follows or precedes work with the same Employer in Covered Employment.

Total Disability

In order to qualify for a Disability Pension, you must have been awarded a permanent Social Security Disability Benefit. Proof of total disability must be shown by submitting a copy of your Social Security Disability award. At any time, the Board of Trustees may require evidence of your continued entitlement for permanent Social Security Disability Benefits.

Disability Pension Amount

The monthly amount of the Disability Pension is determined in the same way as a Regular Pension.

Payment of your Disability Pension begins in the seventh month of permanent disability, or if later, on the effective date of commencement of Social Security Disability payments. **If Social Security determines that the disability is permanent and provides a retroactive date for the commencement of disability benefits and you filed an application for disability benefits from the IBEW Local 595 Pension Plan and submitted your Social Security Disability Benefit Award and entitlement notice to the Fund Manager' office within 60 days from the date of the determination from the Social Security Administration, Disability Pension payments will be made retroactively to the Social Security Disability award date (e.g., first month SSA payments are made), but not prior to the seventh month of disability.** However, if your disability application is submitted after 60 days from the date of determination by the Social Security Administration you shall only be entitled to disability benefits on a basis to be paid on the first day of the month following receipt of application by the Fund.

If you were credited with Hours of Service towards eligibility for the Disability Pension in accordance with the eligibility "Exception" set forth above, payment of your Disability Pension begins the month following the date you satisfy the 10-year eligibility requirement.

You should file an application for a Disability Pension with the Fund Manager when you apply for your Social Security Disability Benefit to make sure that Plan benefits become payable as soon as possible.

Recovery of a Disability Pensioner or Cessation of Social Security Disability Benefits

The Disability Pension is payable for as long as you remain totally disabled and continue to receive Social Security Disability Benefits. Once you reach the age you would normally be eligible for a Regular Pension, your Pension will continue as long as you remain retired. If you return to work in Covered Employment, you will begin to earn additional Credited Service and Benefit Units. When you later qualify to retire, the amount of your new benefit will not be affected by your earlier Disability Pension payments, unless you failed to give timely notice as set forth below.

If you return to work or your Social Security Disability Benefits are discontinued before you reach the age at which you are eligible for a Regular Pension, your Disability Pension will stop. **You are required to notify the Fund Manager (on behalf of the Board of Trustees) in writing within 21 days of the date you receive notice from the Social Security Administration that your Social Security Disability Benefit has been discontinued.** Failure to do so will result in a temporary denial of benefits when you later qualify for a Regular or Early Retirement Pension. The period of ineligibility will be:

- Six months following the date of your retirement; plus
- The number of months equal to the time that elapsed after you received notice of the termination of the Social Security Disability Benefit for which you received a Disability Pension and before you provided the required notice.

PENSION ENHANCEMENT OPTION

You may make a one-time direct rollover to this Plan from another qualified retirement plan of the IBEW 595 Pension Trust. The direct rollover will increase the amount of your accrued benefit by the Actuarial Equivalent of the amount of the rollover. Note: Any enhancement will be effective the first of the month following the rollover of your monies from the IBEW Local 595 Money Purchase Pension Plan.

The terms and conditions of the one-time direct rollover are as follows:

- You must be at least 55 years old at the time of such a rollover;
- The amount of the direct rollover must be \$10,000 or more; and
- The application to make a direct rollover must be received by the Fund Manager within 90 days of:

The date payment of Plan benefits are to begin; or

The payment form of the direct rollover amount shall be the same as the benefit form elected for your accrued benefit. The direct rollover amount will be converted based on the actuarial table in Appendix F at the end of this booklet. The conversion to the Actuarial Equivalent of the amount of the rollover will be based on an interest rate equal to the greater of 7% or the applicable interest rate, and the mortality table used for calculating the value of lump sum payments, as described below:

- (a) The “applicable mortality table” for the Calendar Year in which the benefit is being valued is the table prescribed for use in that year in the IRS Regulations under Internal Revenue Code Section 417(e), and which until modified or superseded, is the table set forth in Notice 2008-85, 2008-2 C.B. 905; and
- (b) The interest rate is equal to the greater of 7% and the “applicable interest rate”. The “applicable interest rate” is the applicable interest rate for the month of November (as published in December) immediately preceding the Calendar Year in which your benefit begins, as set forth in Internal Revenue Code Section 417(e)(3)(C) and (D), as such sections may be amended from time to time.

You also may elect to a one-time direct rollover to this Plan from the IBEW Local 595 Money Purchase Pension Plan (for purposes of Pension Enhancement) at a time after 90 days of your commencement of benefits under this Plan if:

- (A) You have not made previous application for such a rollover;
- (B) The sum to be rolled over to this Plan is in the form of cash, and no portion of that sum has ever been distributed to you (whether or not that distribution may have been reversed);
- (C) You pay any processing fee that may be set by the Board of Trustees in their discretion to cover the added cost of redetermining your benefit; and
- (D) Your election and the revised form of benefit satisfy the requirements for a Pension Enhancement in all other respects.

If you die, your Beneficiary will receive a lump sum death benefit equal to the excess, if any, of the amount of the rollover less the sum of any monthly benefits paid attributable to the rollover, less the portion of any death benefit payable under this Plan that is attributable to the rollover.

The Trustees may decline to permit the election if such a rollover, to any extent, would violate the non-discrimination rules found in § 1.401(a) (4)–1(b) (2) of the IRS Regulations and/or any limitations under §415 (b) of the Code, other existing law or regulation and/or adversely affect the tax qualification of the Plan.

ACTUARIAL ADJUSTMENT FOR DELAYED RETIREMENT

- Effective June 1, 2007, all Participants who continue employment past their Normal Retirement Age shall be given a notice with respect to suspension of benefits as required by applicable Department of Labor regulations. Each such Participant's monthly benefit as of his or her Participant's Annuity Starting Date shall not be less than the benefit payable as of the Normal Retirement Date, actuarially increased (as defined in below) for each complete calendar month between the Normal Retirement Age and the Annuity Starting Date for all months where the Participant's employment (i.e. hours worked) would not result in a suspension of benefits (based upon Plan provisions if the Participant had already retired) and then converted as of the Annuity Starting Date to the benefit payment form elected by or automatically payable to the Participant.
- The actuarial increase adjustment above will be 0.75% per month for each month after Normal Retirement Age.
- However, for periods of your employment beyond Normal Retirement Age, any additional benefits accrued for such employment will be reduced by any actuarial increase (as mentioned above) of your benefit earned prior to Normal Retirement Age.

HOW YOUR PENSION WILL BE PAID

When you make your decision to retire, you will be asked to choose the way you want your Pension to be paid. The forms of payment available to you are described in this section.

IF YOU ARE SINGLE

If you are unmarried when your Pension begins, you will receive monthly Pension payments during your lifetime unless the benefit is payable as an automatic lump sum. These benefits are guaranteed for a minimum of 60 months after your retirement date, and if you live less than 60 months, monthly payments will continue to your designated Beneficiary for the remainder of the 60 month period. If your Beneficiary dies before receiving the balance of the 60 payments, or you fail to name a Beneficiary, the remainder will be paid to your spouse (that is, a spouse to whom you were married after your Annuity Starting Date), if then living, or if there is no spouse then alive, to your children, in equal shares, or if there are no children, to the executor or administrator for your estate. If your spouse should die after commencement of such Preretirement Death Benefits or does not wish to receive such benefits, the benefits will be paid to your surviving children, in equal shares. If one of your surviving children dies or does not wish to receive any preretirement death benefit, his or her share shall be divided equally amongst the remaining surviving children. If, at that point there are no surviving children, the remaining preretirement death benefits shall be paid to your estate.

IF YOU ARE MARRIED

If you are married when you retire you will automatically receive a 50% Joint and Survivor Pension unless you and your spouse elect another form of payment at least seven days, but no more than 180 days, before you retire. Under this form of payment, you will receive a reduced monthly amount for your lifetime, and after your death your spouse will receive a lifetime monthly benefit equal to 50% of the amount you were receiving. The amount you receive will be reduced to take into account your expected life span as well as that of your spouse. The amount of reduction is based on the difference in the ages of you and your spouse and shall be determined as follows:

- If you are eligible for a regular, early or disability pension, the 50% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only, if you and your spouse are the same age. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

For example, * assume that you are retiring at age 62 on a Regular Pension, your monthly benefit is \$1,800 (rounded) and your:

Spouse Is Age	50% JOINT AND SURVIVOR Pension Factor	Monthly Benefit to Pensioner and Spouse (rounded)	Monthly Benefit to Spouse if Pensioner Dies First (rounded)
52	89.8%	\$1,616	\$808
57	91.7%	\$1,651	\$826
62	93.7%	\$1,687	\$844
67	95.6%	\$1,721	\$861
72	97.3%	\$1,751	\$876

*Different factors are used for Disability Pensions

Some Important Facts Concerning the Joint and Survivor Pension

In order to reject the Joint and Survivor Pension, both you and your spouse must sign waiver forms provided by the Fund Manager. The waiver must designate a specific alternate Beneficiary (ies) to receive the Death Benefit provided by the Plan, which may not be changed without spousal consent. The spouse's consent must acknowledge the effect of the waiver. The signatures must be witnessed by a Notary Public or a Plan representative.

Monthly Pension benefits cannot be cancelled or increased after payments begin, even if you are divorced or your spouse dies before you (unless you are receiving an optional "reversionary" Joint and Survivor Pension). If you remarry, your new spouse will not be entitled to the Joint and Survivor Pension.

The Joint and Survivor Pension protects only the spouse married to you at the time your Pension begins. You and your spouse have to be legally married to each other when Pension payments begin or for at least one year before your death or your Annuity Starting Date.

If you are receiving a Disability Pension and you die before reaching age 55, payment to your surviving spouse will begin on the first day of the month following your death.

The rights of a former spouse or other family member determined in a court order may reduce or eliminate benefits due to the current spouse. Only those court orders satisfying the requirements of a Qualified Domestic Relations Order, or QDRO, under Internal Revenue Code Section 414(p) and the rules and procedures of the IBEW Local 595 Pension Trust may affect benefits due to a Participant under the Pension Plan.

A Pension paid to a married Participant will be paid as a 50% Joint and Survivor Pension unless the Participant and spouse reject that form of benefit as stated above and elect instead either a single life Pension, one of the optional payment forms on the following pages, or unless the benefit is payable as an automatic lump sum. You and your spouse are entitled to receive a statement of the relative values of the various optional forms of benefit under the Plan before making the election.

OPTIONAL PAYMENT FORMS

OPTIONAL 75% JOINT AND SURVIVOR PENSION

If you are married upon retirement, you and your spouse may choose the 75% Joint and Survivor Pension. Under this form of payment, you will receive a reduced monthly amount for your lifetime. After your death, your spouse will receive 75% of your monthly benefit for the rest of your spouse's life. (The standard 50% Joint and Survivor Pension provides a surviving spouse with 50% of the amount the Participant was receiving, but the Participant receives a higher benefit during his or her lifetime than the 75% Joint and Survivor Pension.)

The amount of the 75% Joint and Survivor Pension shall be determined as follows:

- If you are eligible for a Regular, Early or Disability Pension, the 75% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

For example, you are about to retire at age 62. Your spouse is also 62 years old. Assuming that the Regular Pension will be \$1,800 per month, the Regular Pension amount will be reduced to provide protection for your spouse during his or her lifetime. Under the 50% Joint and Survivor Pension, your monthly lifetime benefit would be \$1,687.00, and the survivor benefit during the lifetime of your spouse after your death would be \$843.50. Under the 75% Joint and Survivor Pension, the monthly benefit paid during your life would be \$1,625.50 (rounded) and benefit paid to your surviving spouse would be \$1,219.13 (rounded).

As with the 50% Joint and Survivor Pension, this election may not be revoked after your Pension payments have started. In addition, no adjustment will be made in your monthly benefit if you divorce or should your spouse predecease you (unless you are receiving an optional “reversionary” Joint and Survivor Pension).

OPTIONAL 100% JOINT AND SURVIVOR PENSION

If you are married upon retirement, you and your spouse may choose the 100% Husband and Wife Pension. Under this form of payment, you will receive a reduced monthly amount for your lifetime. After your death, your spouse will receive 100% of your monthly benefit for the rest of your spouse's life. (The standard 50% Joint and Survivor Pension provides a surviving spouse with 50% of the amount the Participant was receiving, but the Participant receives a higher benefit during his or her lifetime than the 100% Joint and Survivor Pension.)

The amount of the 100% Joint and Survivor Pension shall be determined are as follows:

- If you are eligible for a Regular, Early or Disability pension, the 100% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

For example, you are about to retire at age 62. Your spouse is also 62 years old. Assuming that the Regular Pension will be \$1,800 per month, the Regular Pension amount will be reduced to provide protection for your spouse during his or her lifetime. Under the 50% Joint and Survivor Pension, your monthly lifetime benefit would be \$1,687.00, and the survivor benefit during the lifetime of the spouse after your death would be \$843.50. Under the 100% Husband and Wife pension, the monthly benefit paid during the life of the Participant would be \$1,570.00, and the benefit paid to the surviving spouse would be the same amount, \$1,570.00.

As with the 50% Joint and Survivor Pension, this election may not be revoked after your Pension payments have started. In addition, no adjustment will be made in your monthly benefit if you divorce or should your spouse predecease you (unless you are receiving an optional "reversionary" Joint and Survivor Pension).

OPTIONAL "REVERSIONARY" 50%, 75% OR 100% JOINT AND SURVIVOR PENSION ("POP-UP OPTION")

If you are married upon retirement, you and your spouse may choose the "reversionary" 50%, 75% or 100% Joint and Survivor Pension. Under this form of payment, you will receive a reduced monthly Pension for your lifetime, and after your death, your spouse will receive 50%, 75% or 100% (whichever is applicable) of your monthly benefit for the rest of your spouse's life. However, should your spouse predecease you, your monthly benefit amount will be increased ("pop-up") to the amount that you would have received if the Joint and Survivor Pension had not been chosen.

The amount of the "reversionary" 50% Joint and Survivor Pension shall be determined as follows:

- If you are eligible for a Regular, Early or Disability Pension, the "reversionary" 50% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

The amount of the "reversionary" 75% Joint and Survivor Pension shall be determined as follows:

- If you are eligible for a Regular, Early or Disability Pension, the "reversionary" 75% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

The amount of the "reversionary" 100% Joint and Survivor Pension shall be determined as follows:

- If you are eligible for a Regular, Early or Disability Pension, the "reversionary" 100% Joint and Survivor Pension shall be the Actuarial Equivalent of the amount payable for your lifetime only. The actuarial reduction factor table is listed in Appendix D at the end of this booklet.

For example, assume you are eligible to receive a Regular Pension in the amount of \$1,800 and that you and your spouse are both age 62. Illustrated below is the benefit amount to be paid while you are living if you and your spouse elect the 50%, 75% or 100% Joint and Survivor Pension, with and without the "reversionary" option.

Type of Joint and Survivor Pension	Reduction Factor	Amount at Retirement	Amount Should Spouse Predecease Pensioner
50% without reversion	93.7%	\$1,687.00	\$1,687.00
50% with reversion	92.6%	\$1,667.00	\$1,800.00
75% without reversion	90.3%	\$1,625.50	\$1,625.50
75% with reversion	88.7%	\$1,597.00	\$1,800.00
100% without reversion	87.2%	\$1,570.00	\$1,570.00
100% with reversion	85.1%	\$1,532.00	\$1,800.00

HOW YOUR SURVIVORS ARE PROTECTED IF YOU DIE BEFORE YOU RETIRE

PRERETIREMENT SURVIVOR PENSION

If you are married, a Preretirement Survivor Pension protects your spouse if you die after you become vested but prior to receiving a Pension benefit, provided you have been married for at least one year prior to your death or your Annuity Starting Date. The Preretirement Survivor Pension is payable for your spouse's lifetime.

If you die after your earliest opportunity to retire under the Plan, your surviving spouse will receive 50% of your earned retirement benefit adjusted as though you had retired on the day of death, retired at age 55, and had not waived the 50% Husband and Wife Pension. Benefits to your spouse will begin on the first of the month following the month in which you died.

If you die before your earliest opportunity to retire under the Plan, the amount payable to your surviving spouse will be calculated as if you had retired at the earliest opportunity before you died and had not waived the 50% Joint and Survivor Pension. However, your spouse cannot begin receiving payments until the first of the month on which you would have been eligible to retire had you lived.

Your spouse may elect in writing to postpone the starting date of the Preretirement Survivor Pension to any time after the day your spouse becomes entitled to receive the Pension, but no later than the date in which you would have reached age 65. If your spouse elects to postpone the starting date of the Pension, your spouse will receive 50% of the amount determined as if you died the day before your spouse's benefit is to start and had retired on a 50% Joint and Survivor Pension.

In lieu of a Preretirement Survivor Pension, your spouse may elect to receive a Preretirement Death Benefit of 60 monthly payments as described below. Such election must be made by your spouse in a manner prescribed by the Board of Trustees within 60 days after the date of your death. If no election is made within the 60-day election period, the Trustees may designate irrevocably the Preretirement Survivor Pension as the benefit form to be paid. If your spouse dies before making an election, a Preretirement Death Benefit of 60 monthly payments will be paid to your Beneficiary.

PRERETIREMENT DEATH BENEFIT

Your Beneficiary will be entitled to a Preretirement Death Benefit of 60 monthly payments equal to the amount of your Regular Pension earned to the date of death, if you earned at least 5 Years of Credited Service without a Permanent Break in Service (excluding any Credited Future Service earned in Contiguous Noncovered Employment).

This benefit is not payable if a surviving spouse is entitled to benefits under a Preretirement Survivor Pension.

You may designate a Beneficiary (or Beneficiaries) on a form provided by the Fund Manager. You may change your Beneficiary at any time in the same manner, except that the Fund Manager will only recognize Beneficiary forms that are received before your death. If you complete a new Beneficiary designation form and submit it to the Fund Manager, such designation shall supersede all prior designations.

If you do not fill out your Beneficiary form, or update it should you become divorced or should your designated Beneficiary die, death benefits may not be paid in the manner you wish. In the absence of a Beneficiary designation, any death benefits will be paid to your surviving spouse, or if there is no spouse then alive, to your surviving children, in equal shares, or if none, to the executor or administrator for your estate. If your spouse should die after commencement of such Preretirement Death Benefits or does not wish to receive such benefits, the benefits will be paid to your surviving children, in equal shares. If one of your surviving children dies or does not wish to receive any preretirement death benefit, his or her share shall be divided equally amongst the remaining surviving children. If, at that point there are no surviving children, the remaining preretirement death benefits shall be paid to your estate.

If you are legally married and wish to designate someone other than your spouse as Beneficiary, you must obtain written spousal consent which is witnessed by a Notary Public or authorized Plan representative. If you and your spouse become divorced before your Annuity Starting Date, the survivor portion of a Joint and Survivor Pension will no longer exist. Payment will not be made to your former spouse in that case unless:

- You reaffirm a prior beneficiary designation of a former spouse in writing to the Fund Manager (as any designation of your spouse as a beneficiary terminates upon your divorce from that spouse); or
- A Court enters a Qualified Domestic Relations Order (QDRO) under Internal Revenue Code Section 414(p) and the rules and procedures of the IBEW Local 595 Pension Trust assigning a portion of your benefits to your former spouse as part of a marital property division. If a court awards a portion of your benefit to a former spouse according to a QDRO, the benefit will be paid directly and not as a survivor benefit under a Joint and Survivor Pension.

If you and your spouse become divorced after payment of the pension begins, an election for the Joint and Survivor Pension will remain in effect. Upon your death, your spouse will receive a survivor benefit unless a different arrangement has been approved under a QDRO.

❖ IMPORTANT ❖

It is YOUR RESPONSIBILITY to have an up-to-date Beneficiary designation card on file with the Fund Manager. If you are not sure whether you have an up-to-date Beneficiary designation card on file, or you wish to change your designated Beneficiary, you can obtain the required form by writing or calling the Fund Manager.

NO ASSIGNMENT OF BENEFITS

Neither you nor any Beneficiary can assign any rights or benefits under the Pension Plan. Your benefits may, however, be subject to the Internal Revenue Code provisions (and/or similar state law provisions) for garnishment for income tax purposes. Your benefits may also be subject to court-awarded division under orders satisfying the requirements of a QDRO.

AUTOMATIC LUMP-SUM PAYMENT OF BENEFITS

If you, your spouse or other payee are entitled to Pension Benefits whose Actuarial Present Value is \$5,000 or less, the Board of Trustees shall pay the benefit in a single lump-sum payment. Such payment would represent your full entitlement to benefits under the Plan. If the lump-sum payment is more than \$1,000 and you do not elect to have the lump-sum paid directly to an eligible retirement plan in a direct rollover or receive it directly, the Fund Manager will make a direct rollover to an individual retirement plan chosen by the Trustees or election of the Participant.

Also, if any lump-sum distribution is to be made to a deceased Participant the distribution can be made via direct transfer to an inherited individual retirement plan for a properly designated beneficiary who is not the surviving spouse of the Participant.

APPLICATIONS, EFFECTIVE DATES, AND APPEAL PROCEDURES

HOW TO APPLY FOR BENEFITS

To apply for your Pension, you must request an application from the Fund Manager. The form, with instructions for completing it, will be mailed to you. Be sure to send the application and any other documents needed (such as proof of age for yourself and your spouse and proof of marriage) to the Fund Manager so that it arrives before the month in which benefit payments are due to begin. The Fund Manager will respond to your application within a reasonable time period, normally within 90 days of the receipt of a complete application with all supporting documents requested by the Fund Manager.

REQUIRED COMMENCEMENT DATE

You may elect, in writing with the Fund Manager, to receive benefits first payable for a later month, provided that the election does not postpone the commencement of your benefits to a date later than your Required Commencement Date. If you attain age 70 ½, are still working in Covered Employment and are not a 5% owner, your Required Commencement Date is the later of either: (1) the April 1 of the Calendar Year following the Calendar Year in which you attain age 70 ½ (even if you are still working in Covered Employment), or if later (2) the April 1 of the Calendar Year following the Calendar Year in which you stop working in Covered Employment. If you are no longer working or you are a 5% owner, your Required Commencement Date is the April 1 of the Calendar Year following the Calendar Year in which you attain age 70 ½.

APPLICATION FOR A DISABILITY PENSION

If you are applying for a Disability Pension, you must submit your application as soon as possible. After you receive a Social Security Disability award, you must submit it to the Fund Manager within 60 days to avoid delay in commencement of benefits. **If you deliver to the Fund Manager a copy of the Social Security award after 60 days from the date of the determination by the Social Security Administration, you may be required to submit a new application and you shall only be entitled to**

disability benefits on a prospective basis to be paid on the first day of the month following receipt of application by the Fund. However, if you timely submit your application within 60 days of the date of your Social Security Disability award, you will receive disability benefits retroactive to the effective date of permanent disability as determined in the Social Security Disability award, but not prior to the seventh month from the inception of such disability or the first date you met the service eligibility requirements for a disability (e.g. 10 years of Credited Service and one quarter of Credited Service in the three consecutive Calendar Years prior to the Calendar Year in which you became totally disabled) .

APPLICATION FOR A PRERETIREMENT DEATH BENEFIT AND SURVIVING SPOUSE PENSION

Your Beneficiary must file an application with the Fund Manager for these benefits on a form furnished by the Fund. An application should be secured from the Fund Manager soon after your death so that payment may begin as soon as possible.

Before the Fund Manager can make preretirement payments, it may be necessary to verify the amount of Credited Past Service (work during periods prior to January 1, 1964) that you earned. Processing the claim may take up to 90 days after a death benefit or Husband and Wife Pension application is filed because it is necessary to secure proof of employment before Contributions began.

TAX WITHHOLDING AND ROLLOVER DISTRIBUTIONS

Federal income taxes will be automatically withheld from any benefits paid by the Trust which exceed the limits established by the Internal Revenue Service unless you elect not to have income taxes withheld. You will be given complete information and the opportunity to elect or reject withholding when you apply for benefits.

In addition, federal law requires that if you or your surviving spouse is receiving certain types of benefits from the Pension Plan, 20% must be withheld for income tax purposes. These types of benefits are: a lump sum payment, installment payments over a period of less than 10 years, or death benefit. Income taxes on the distribution may be avoided by making a direct "rollover" into an individual retirement plan or qualified plan willing to accept the distribution if you otherwise satisfy the requirements for a direct rollover of an Eligible Rollover Distribution under the Internal Revenue Code.

Currently, there is no mandatory withholding for California state income tax on pension benefits. The Fund Manager will, however, withhold for California income tax upon your request.

You will be given complete information when you apply for benefits and the opportunity to elect or reject rollover treatment if your benefit is subject to the 20% mandatory withholding. Prior to making an election, you may wish to consult a professional tax advisor.

BENEFIT LIMITATIONS

Section 415 of the Internal Revenue Code limits the amount of benefits that can be paid to a participant from the Pension Plan. As a result, the total benefits payable to you on an annual basis from this Plan and any other plan may be reduced. You may be requested to provide information regarding participation in other retirement plans, as well as copies of Annual Wage and Tax Statements (W-2 Forms) for certain periods. You will be given complete information when you apply for benefits.

PENSION EFFECTIVE DATES

If you are eligible, your Pension is effective on the first day of the month after you file your Pension application and fulfill all the conditions of entitlement to benefits. For example, if you want to receive your first Pension payment effective July 1, your application must be received by the Fund Manager by June 30. The effective date of your Pension is known as the "Annuity Starting Date."

Disability Pension payments may begin with the seventh calendar month of disability or, if later, on the effective date of commencement of permanent disability payments by the Social Security Administration. If the Social Security Administration determines that the disability is permanent and provides a retroactive date for commencement of Social Security benefits, payment will be made retroactively to the Social Security disability award date, but not prior to the seventh month of disability or the first date you met the service eligibility requirements for a disability (e.g. 10 years of Credited Service and one quarter of Credited Service in the three consecutive Calendar Years prior to the Calendar Year in which you became totally disabled) if you filed an application for disability benefits from the IBEW Local 595 Pension Plan and submitted your Social Security Disability Benefit Award and entitlement notice to the Fund Manager's office within 60 days from the date of the determination from the Social Security Administration.,.

If you become disabled when you have more than 5 Years of Credited Service but less than the 10 Years of Credited Service required for a Disability Pension, you will be credited (starting with the effective date of your Social Security Disability award) with 83.4 Hours of Service for each month during which you remain disabled until your attain 10 years of Credited Service. If you otherwise qualify for a Disability Pension, your Pension payments will begin with the month following the date on which you satisfy the 10-year requirement. The Hours of Service credited in this manner following the onset of disability will not increase your accrued benefit, however.

In any event, if you are eligible for a Regular Pension but delay filing a Pension application and retire sometime after you reach Normal Retirement Age, you are entitled to receive an actuarial increase in your monthly benefit.

APPEAL PROCEDURE

This section describes the rules for benefit appeals generally.

If you or your Beneficiaries apply for benefits and receive notice that the Fund Manager has denied your claim in whole or in part, or your claim to benefits against the Trust Fund is otherwise denied, , you may petition to the Board of Trustees to review the action taken by the Fund Manager on your application. The petition must be in writing and should state clearly the reasons why benefits should not be denied, and should be accompanied by any pertinent documentary materials not already furnished to the Fund Manager and/or Trust Fund. You or your Beneficiaries may request a hearing on the petition to receive and hear any evidence or argument that cannot be presented satisfactorily by correspondence. A hearing may be granted at the Trustees' discretion.

The petition, which is normally submitted in the form of a letter, must be received by the Fund Manager within 60 days after the date shown on the notice denying you benefits or informing you of the amount of the Pension awarded to you.

Upon good cause shown, the Trustees may permit the appeal petition to be amended or supplemented and will grant a hearing on the petition to receive and hear any evidence or argument that cannot be presented satisfactorily by correspondence. If the appeal petition is not filed within the required 60 day period, the right to a review of the denial is waived. Such a waiver will not, however, prevent you from establishing eligibility for benefits at a later date based on additional information and evidence which was not available to you at the time of the denial or hearing. The Board of Trustees may relieve you or your Beneficiaries of any waiver for good cause if application for relief is made within one year after the date shown on the notice of denial. The appeal petition should be addressed to the Board of Trustees (at the office of the Fund Managers) as follows:

Board of Trustees
IBEW Local 595 Pension Plan
P.O. Box 3420
San Ramon, CA 94583

The Plan shall provide you and/or your authorized representative the opportunity to submit written comments, documents, records, and other information relating to the claim for benefits. It shall provide that you and/or your authorized representative be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim for benefits. It shall provide for a review that takes

The Board of Trustees shall consider your appeal of an adverse determination upon your benefit claim no later than its regular quarterly meeting, which immediately follows the receipt of the appeal petition, unless such notice was filed within thirty (30) days preceding the date of such meeting. If the appeal petition was received within thirty (30) days prior to the next regular quarterly meeting, the Board of Trustees may consider the appeal at the second regular quarterly meeting following the receipt of the appeal petition.

If special circumstances exist regarding a benefit claim, the Board of Trustees may take an extension of time, to the next regularly scheduled meeting, to review the claim, provided that you and /or your authorized representative are given a notice describing the special circumstances prior to the expiration of the original review period. However, in no case shall a determination on an appeal be made any later than the third regular meeting of the Board of Trustees following the Plan's receipt of the appeal petition.

After consideration of the appeal petition and upon completion of the hearing, the Board of Trustees shall advise you or your authorized representative of its decision in writing within five (5) days following the hearing at which the appeal was considered. The decision of the Board of Trustees shall set forth specific reasons for their conclusions and shall be written in a manner designed to be understood by the petitioner and shall, to the extent applicable, make references to the pertinent Plan provision(s) upon which the decision is based.

The Trustees may delegate to a subcommittee authority to review any appeal petition, grant a hearing on a petition, accept an extension, or conduct a hearing or the performance of any other act that could be performed by the Board of Trustees. Any action by an appointed subcommittee of the Board of Trustees will be considered to be an action by the Board of Trustees.

Compliance with the provisions of this Plan and any rules and regulations adopted by the Trustees will be a condition precedent to any legal action against the Trust or the Board of Trustees.

In the event of any dispute concerning the interpretation, election or enforcement of any of the provisions of this Plan that has not been resolved pursuant to the appeals procedure above described, the dispute may be submitted to voluntary arbitration solely upon mutual agreement between the Trustees and any Claimant. The issue or issues to be so arbitrated and the terms and conditions applicable to such arbitration must be mutually agreed upon between the parties to the arbitration.

RETIREMENT, WORKING AFTER RETIREMENT AND SUSPENSION OF BENEFITS

RETIREMENT

In order to receive monthly Pension payments from this Plan before reaching the Required Commencement Date, you must be retired as described below.

Retirement Before Age 65

To be considered retired before age 65, you must withdraw completely and refrain from engaging in any work for wages or profit anywhere in the United States if that work is of the type performed by Employees in Covered Employment and requires directly or indirectly the use of the same skills employed by Employees working in Covered Employment on your Annuity Starting Date. Work performed as an instructor or inspector is exempt.

However, effective February 1, 2014 if you apply for a monthly pension benefit and provide the Plan written documentation indicating your intent to continue to work for the Contributing Employer you are currently employed with (after such distribution commences) in a work of the type that is not the subject of a Collective Bargaining Agreement or Memorandum of Understanding with the Union (and therefore does not require contributions to be made to the Plan), you may receive such a distribution so long as all of the following requirements are met:

- (a) You are at least 62 years of age at the time of application for such a distribution;
- (b) You agree, in writing, to cease and refrain from work in Covered Employment pursuant to a Collective Bargaining Agreement or Memorandum Of Understanding to which the Union is a party; and
- (c) The job position which you intend to be employed in with said Contributing Employer after commencement of your monthly benefit (pursuant to such a distribution) is not work of the type which would cause a Suspension of Benefits under the Plan, as set forth below.

Retirement Between Age 65 and the Required Commencement Date

To be considered retired between age 65 and age 70½, you cannot work for wages or profit for 40 hours or more in a calendar month anywhere in eleven Bay Area counties if that work is of the type performed by Employees in Covered Employment and requires directly or indirectly the use of the same skills employed by Employees working in Covered Employment on your Annuity Starting Date. Work performed as an instructor or inspector is exempt. For this purpose, the eleven Bay Area counties are:

- Alameda, Calaveras, Contra Costa, Marin, Napa, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano and Sonoma Counties.

Retirement After the Required Commencement Date (Age 70 ½)

Commencing April 1 of the Calendar Year following the Calendar Year in which you attain age 70 ½, you may be employed in any capacity and be considered retired and entitled to receive your Pension benefits.

SUSPENSION OF PENSION PAYMENTS

If you are retired and take a job that is not allowed by the Plan, YOU MUST NOTIFY THE FUND MANAGER, in writing, within 31 days after you start work without regard to the number of hours of such work. If your payments are to be suspended, you will be given notice by the Plan of the suspension and the specific reasons relating to the suspension. Benefits are suspended for any month in which you engage in prohibited employment as follows:

Prohibited Employment Before Age 65

If you are younger than age 65 and have retired, your pension payments will be suspended for each month you are employed in prohibited employment (as described under the section entitled "Retirement Before Age 65") and for an additional three months after your prohibited employment ends. If you fail to notify the Fund Manager within 31 days after you start work, as required, it could result in an additional suspension period of up to 12 months at the discretion of the Trustees.

Prohibited Employment After 65 and Before the Required Commencement Date

If you are a Pensioner who is age 65 or older, your Pension payments will be suspended for the months during which you are employed for 40 hours or more in prohibited employment (as described above) prior to the Required Commencement Date. If you fail to notify the Fund Manager within 31 days after you start work, as required, the Trustees shall presume that you worked at least 40 hours in that month and each month following until you give notice that you have ceased prohibited employment. You have a right to provide evidence overcome this presumption.

Pension Payments Following Suspension

Benefits shall be resumed after the last month for which benefits were suspended, with payment beginning no later than the fourth month after the last calendar month for which benefits were suspended, provided you have complied with the notification requirements described under "Suspension of Pension Payments."

If you retire and return to work in Covered Employment and earn at least a Year of Credited Service, you may be entitled to receive additional Pension benefits when you retire again based on the added benefits earned during the period you returned to Covered Employment. The amount of the adjusted Pension will be determined in accordance with the provisions of the Plan.

Manpower Shortage Emergency Rules

The Trustees may at their discretion waive the suspension rules for a period of up to three consecutive months upon receipt of certification from the Association and the Union that there exists in the jurisdiction of the Union an emergency shortage of Union electricians available for employment. The temporary waiver will allow a Pensioner to return to work under the Collective Bargaining Agreement without a suspension of benefits, but the waiver will apply only during the period of the emergency manpower shortage specified by the Trustees.

Manpower emergency rules adopted by Local 595 and NECA may provide that no Pension Contributions are required for Pensioners working temporarily under those rules. Work performed by a Pensioner under a temporary waiver, when added to Hours of Service earned prior to retirement, may not exceed 1,000 hours in any consecutive 12 month period.

If you perform work under a temporary emergency manpower waiver, you will not be entitled to an adjustment of Credited Service or benefit increase based on that service. If you otherwise wish to return to work and earn additional benefit credits, you may do so, but you will not be permitted to take advantage of the manpower emergency rules and your benefits will be suspended while you are working. You must notify the Fund Manager and Local 595 immediately upon return to work that you are doing so under the normal benefit suspension rules.

OVERPAYMENTS AND ERRONEOUS PAYMENTS

The Trustees of the Plan and the Pension Trust shall have the right to recover from any Participant, surviving spouse, Alternate Payee or Beneficiary any amount that is an overpayment of benefits under this Plan. The Participant, surviving spouse, Alternate Payee or Beneficiary shall refund to the Plan the overpaid amount and any related interest or investment income. In addition, the Trustees of the Plan and the Pension Trust shall have the right to recover from any individual whether a Participant, surviving spouse, Alternate Payee, Beneficiary or otherwise, any erroneous benefit payments made to such individual whether the error was based upon mistake, fraud or misrepresentation or whether the error was that of the Plan or the individual recipient of the payment. Such individual shall refund to the Plan the overpaid amount and any related interest or investment income. The Trustees shall also have the discretion to recover such overpayment via withholding of any future benefit(s) owed to said Participant surviving spouse, Alternate Payee or Beneficiary. In both instances (overpayment or erroneous payments), the Plan and Pension Trust shall be entitled to an equitable lien upon such benefits and payments and such monies shall be held in constructive trust for the benefit of the Plan and Pension Trust by the recipient of the payment (including, but not limited to any rollover accounts or Trust funds), whether the initial or subsequent recipient of such funds. The Plan and the Pension Trust shall also have the right to recover its attorneys' fees and costs incurred in recovery of any overpayment or erroneous payment.

PLAN AMENDMENTS

The Board of Trustees may amend or modify the Plan at any time in accordance with the provisions of the Trust Agreement. However, no amendment or modification may decrease the accrued benefit of any Participant except as provided for in the Trust Agreement.

VALUE OF BENEFITS EARNED

Your Pension benefit amounts are determined by your accrued benefit. For years earned prior to January 1, 1994, your accrued benefit is the sum of your Benefit Units multiplied by dollar values specified in the Plan. Thereafter, a percentage of contributions formula applies. Following is a summary showing how the benefit levels have changed since the Plan began paying benefits in 1967.

YEAR	BENEFIT LEVELS
1967	The benefit level was \$5.10 per Year of Service up to a maximum of \$127.50 per month.
1968	The benefit level was increased to \$5.30 per Year of Service up to a maximum of \$132.50 per month.
1971	The benefit level was increased to \$6.00 per Year of Service up to a maximum of \$150.00 per month.
1972	The benefit level was increased to \$6.75 per Year of Service up to a maximum of \$168.75 per month.
1973	The benefit level was increased to \$7.50 per Year of Service up to a maximum of \$187.50 per month.
1974	The benefit level was increased to \$11.50 per Year of Service up to a maximum of \$287.50 per month.
1976	The benefit level was increased to \$16.00 per Year of Service up to a maximum of \$400.00 per month.
1977	The benefit level for Benefit Units earned after 1976 was increased to \$28.00.
1979	The benefit level for Benefit Units earned after 1978 was increased to \$29.50.
1981	The benefit level for Benefit Units earned after 1979 was increased to \$33.00.
1982	The benefit level for Benefit Units earned after 1981 was increased to \$55.00.
1986	The benefit level for Benefit Units earned after 1981 was increased to \$60.00.
1987	The benefit level for Benefit Units was increased to \$65.00.
1988	The benefit level for Benefit Units was increased to \$68.00.
1989	The benefit level for Benefit Units was increased to \$73.00.
1990	The benefit level for Benefit Units was increased to \$76.00.
1991	The benefit level for Benefit Units was increased to \$79.00.
1992	The benefit level for Benefit Units was increased to \$82.00.
1994	The benefit level for Benefit Units earned through December 31, 1993 was increased to \$92.00, and for service on and after January 1, 1994 the benefit formula rate was 2.9% of Contributions.
1996	The benefit level for all Benefit Units earned through December 31, 1993 was \$92.00, and for service on and after January 1, 1994 the formula rate was 3.3%.
1997	The benefit level for all Benefit Units earned through December 31, 1993 was increased to \$113.00, and for service on or after January 1, 1994 and before January 1, 1997 the formula rate was 3.4%, and for service on and after January 1, 1997 the rate was 3.3%.

YEAR	BENEFIT LEVELS
1998	The benefit level for all Benefit Units earned through December 31, 1993 is \$130.00, and for service on or after January 1, 1994 and before January 1, 2003 the formula rate is increased to 3.5%; and for service on and after January 1, 2003, the rate is 3.3% of Employer Contributions multiplied by 0.87.
2007	The benefit level for all Benefit Units earned through December 31, 1993 is \$130.00 and for service on or after January 1, 1994 and before January 1, 2003, the formula rate is 3.5%; and for service on or after January 1, 2003, and before February 1, 2007, the rate is 3.3% of Employer Contributions; and for service on or after February 1, 2007, and before February 1, 2008, the rate is 2.871% of Employer Contributions; and for service on or after February 1, 2008 the rate is 2.25% of Employer Contributions.
2010	The benefit level for all Benefit Units earned through December 31, 1993 is \$130.00; and for service on or after January 1, 1994, and before January 1, 2003, the formula rate is 3.5% of the Employer Contributions; for service on or after January 1, 2003, and before February 1, 2007, the rate is 3% of the Employer Contributions; for service on or after February 1, 2007, and before February 1, 2008, the rate is 2.871% of the employer contributions; for service on or after February 1, 2008 and before January 1, 2010 the rate is 2.25% of the employer contributions; and for service on or after January 1, 2010, the rate is 1% of the Employer Contributions.

INFORMATION REQUIRED BY THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974

1. The Plan is administered and maintained by the Joint Board of Trustees at the following address:

Board of Trustees
IBEW Local 595 Pension Plan
7180 Koll Center Parkway
Pleasanton, CA 94566

Mail: P.O. Box 3420
San Ramon, CA 94583

Phone: (925) 208-9996

The Board of Trustees is the Plan administrator. This means that the Board of Trustees is responsible for seeing that information regarding the Plan is reported to government agencies and disclosed to Plan Participants and Beneficiaries in accordance with ERISA. The Board of Trustees employs a staff under supervision of the Fund Manager to provide routine administrative services to the Plan. The Fund Manager is BeneSys Administrators, Inc. (See item 4 for the address).

2. The Employee Identification Number (EIN) issued to the Board of Trustees by the Internal Revenue Service is 94-6279541. The Plan number is 001.
3. This is a defined benefit pension plan. For those members eligible for benefits under the IBEW Local 595 Pension Plan, a defined benefit is payable upon retirement.
4. The designated agent for service of legal process is:

BeneSys Administrators, Inc.
7180 Koll Center Parkway
Pleasanton, CA 94566

Mail: P.O. Box 3420
San Ramon, CA 94583

Service of legal process may also be made on the Board of Trustees at the address shown above.

5. The names, titles, and addresses of the Trustees are listed below:

Employer Trustees	Employee Trustees
Greg Armstrong Northern California Chapter NECA 6300 Village Parkway Dublin, CA 94568	Dan Chivello IBEW Local 595 6250 Village Parkway Dublin, CA 94568
Dave Gregersen Gregersen Company 1841 Adeline Street Oakland, CA 94607	Sean Kyle IBEW Local 595 6250 Village Parkway Dublin, CA 94568
Peter Halver Northern CA Chapter NECA 6300 Village Parkway Dublin, CA 94568	Matt Maloon IBEW Local 595 6250 Village Parkway Dublin, CA 94568
David Smith Smith & Sons 44081 Grimmer Blvd. Fremont, CA 94538	David Thoni IBEW Local 595 6250 Village Parkway Dublin, CA 94568

6. The Plan is maintained pursuant to various Collective Bargaining Agreements. Copies of the Collective Bargaining Agreements are available for inspection at the Fund Manager's office during regular business hours and upon written request will be furnished by mail. A copy of any Collective Bargaining Agreement which provides for Contributions to this Plan will also be available for inspection within 10 calendar days after written request at any of the Local Union offices or at the office of any Contributing Employer to which at least 50 Plan Participants report each day.

7. All contributions to the Trust are made by Contributing Employers in accordance with the Collective Bargaining Agreement, at fixed rates per hour. The Fund Manager will provide any Plan Participant or Beneficiary, upon written request, information as to whether a particular employer is contributing to this Trust with respect to the work of Participants in the Trust and if the employer is a contributor, the employer's address.

8. Benefits are provided directly from the Trust's assets which are held in custody by the Trust's custodian and invested by professional investment managers.

9. The date of the end of the Plan's fiscal year is December 31.

10. The Plan's Normal Retirement Age is: (1) for Participants who earn at least one Hour of Service on or after January 1, 1988, the later of age 65 or the age of the Participant on the fifth anniversary of his participation (disregarding Credited Service earned before January 1, 1988).

11. The procedure for filing a claim is set forth on pages 28-30 of this booklet.

12. Plan Termination

The Board of Trustees may terminate or discontinue the Plan, in whole or in part, pursuant to its authority under the Trust Agreement. Upon termination, no further benefits can be earned by Participants, but all benefits earned to the date of termination will be vested and nonforfeitable to the extent funded.

If at termination the Plan assets are not sufficient to fully fund the benefits of all Participants, priorities are established by federal law. These priorities give first preference to persons retired or eligible to retire for at least three years prior to the Plan termination; then to the benefits of individuals under the Plan guaranteed under Title VI of ERISA; then to any other vested benefits; and finally to any other benefits. If vested Employees would receive less than their full accrued benefits, they may receive all or some of the balance from the Pension Benefit Guaranty Corporation as described below.

Other than the payment of any reasonable and lawful expenses of the Plan and any lawful refund of money to an Employer made by mistake in fact or law, there shall be no reversion of any assets of this Plan to any Contributing Employer.

13. Guaranty of Benefits Under Federal Law

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

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

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a participant's years of service multiplied by (1) 100% of the first \$11 of the monthly benefit accrual rate plus (2) 75% of the lesser of \$33, or the accrual rate, if any, in excess of \$11, e.g. next \$22. The PBGC's maximum guarantee limit is \$35.75 per month times a participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be \$12,870.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the plan became 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 the Fund Manager 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 program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

14. Copies of the Trust Agreement, Plan amendments, statements of assets and liabilities and income and expenses of the Plan, and a summary of the annual report are available at the Fund Manager's office during regular business hours and upon written request will be furnished by mail.

In addition, copies of the Collective Bargaining Agreements and a full annual report (Form 5500) are available for inspection at the Fund Manager's office during regular business hours and upon written request will be furnished by mail upon payment of reasonable copying charges.

15. Under the terms of a Qualified Domestic Relations Order ("QDRO"), certain payments could be made from your Pension benefit to pay alimony, child support or marital property rights. If the Board of Trustees receives a QDRO, you will be notified. A QDRO may affect the amount of benefits you will receive or are receiving. If you have questions about QDROs or would like to receive a copy of the Plan's QDRO procedure, please contact the Fund Manager.

STATEMENT OF RIGHTS UNDER EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974

As a participant in the IBEW Local 595 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

- Examine, without charge, at the Fund Manager's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and Collective Bargaining Agreements and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.
- Obtain, upon written request to the Fund Manager, copies of documents governing the operation of the Plan, including insurance contracts and Collective Bargaining Agreements, and copies of the latest annual report (Form 5500 series) and updated Summary Plan Description. The Fund Manager may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Fund Manager is required by law to furnish each Participant with a copy of this summary annual report.
- 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 your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and Beneficiaries. No one, including your employer, your union, or any other person may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a Pension benefit is denied or ignored, in whole or in part, you have the 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 administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if

you disagree with the Plan's decision or lack thereof concerning the status of a qualified domestic relations order, you may file suit in Federal court.

If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court may decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay 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 Pension Plan, you should contact the Board of Trustees. If you have any questions about this statement or about your rights under ERISA or if you need assistance in obtaining documents from the Fund Manager, 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.

APPENDIX A – NONRECURRING RETIREE BENEFIT SUPPLEMENT

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension, Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity on December 1, 1987, and having a pension effective date of December 1, 1987, or earlier, will receive with the December 1, 1987, benefit payment a nonrecurring benefit supplement payment in the amount of \$150.00.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension, Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity on December 1, 1988, and having a pension effective date of December 1, 1988, or earlier, will receive with the December 1, 1988, benefit payment a nonrecurring benefit supplement payment in the amount of \$175.00.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension, Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity on December 1, 1989, and having a pension effective date of December 1, 1989, or earlier, will receive with the December 1, 1989, benefit payment a nonrecurring benefit supplement payment in the amount of \$700.00.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension, Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity on November 1, 1990, and having a pension effective date of November 1, 1990, or earlier, will receive with the December 1, 1990, benefit payment a nonrecurring benefit supplement payment in the amount of \$500.00.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity on December 1, 1991, and having a pension effective date of December 1, 1991, or earlier, will receive with the December 1, 1991, benefit payment a nonrecurring benefit supplement payment in the amount of \$650.00.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension during December 1992, and having a pension effective date of December 1, 1992, or earlier, will receive with the December 1992, benefit payment a nonrecurring benefit supplement payment in the amount of \$600.00.

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension during December 1993, and having a pension effective date of December 1, 1993, or earlier, will receive with the December 1993 benefit payment a nonrecurring benefit supplement payment in the amount of \$500.00.

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension during December 1994 and having a pension effective date of December 1, 1994, or earlier, will receive with the December 1994 benefit payment a nonrecurring benefit supplement payment in the amount of \$1,000.00.

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension during December 1995 and having a pension effective date of December 1, 1995, or earlier, will receive with the December 1995 benefit payment a nonrecurring benefit supplement payment in the amount of \$500.00.

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension or Preretirement Survivor Annuity or Disability Pension during December 1996 and having a pension effective date of February 1, 1996, or earlier, will receive with the December 1996 benefit payment a nonrecurring benefit supplement payment in the amount of \$1,000.00.

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on February 1, 1997, will receive with the December 1997 benefit payment a nonrecurring benefit supplement payment in the amount of \$750.00. If the Participant or surviving spouse is no longer living when the December 1997 benefit payment is made, the benefit will be distributed to the Participant's designated Beneficiary and otherwise shall be paid according to Plan rules for distribution when a Beneficiary has not been properly designated. (See pages 27-28 above).

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on February 1, 1998, will receive with the December 1998 benefit payment a nonrecurring benefit supplement payment in the amount of \$4,000.00. If the Participant or surviving spouse is no longer living when the December 1998 benefit payment is made, the benefit will be distributed to the Participant's designated Beneficiary and otherwise shall be paid according to Plan rules when a Beneficiary has not been properly designated (See pages 27-28 above).

A participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on December 31, 1999, will receive with the December 1999 benefit payment a nonrecurring benefit supplement payment in the amount of \$500.00. If the Participant or surviving spouse is no longer living when the December 1999 benefit payment is made, the benefit will be distributed to the Participant's designated Beneficiary and otherwise shall be paid according to Plan rules for distribution when a Beneficiary has not been properly designated (See pages 27-28 above).

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on December 31, 1999, will receive:

- (a) With the December 2000 benefit payment a nonrecurring benefit supplement payment in the amount of \$750.00; and
- (b) With the February 2001 benefit payment a nonrecurring benefit supplement payment in the amount of \$750.00.
- (c) If the Participant or surviving spouse is no longer living when the December 2000 benefit payment and/or the February 2001 benefit payment is made, the unpaid benefit will be distributed to the Participant's designated Beneficiary and otherwise shall be paid according to Plan rules for distribution when a Beneficiary has not been properly designated (See page 26 above).

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on December 1, 2000 who continued to receive such benefits on December 1, 2001, will receive with the December 2001 benefit payment a nonrecurring benefit supplement payment in the amount of \$2000. If the Participant was receiving such benefits on December 1, 2000, and by reason of the death of the Participant the Participant's spouse was receiving survivor benefits on December 1, 2001, the nonrecurring benefit supplement will be paid to the surviving spouse only and not to the Participant's estate.

A Participant or surviving spouse currently receiving benefits under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on December 1, 2002 will receive with the December 2002 benefit payment a nonrecurring benefit supplement payment in the amount of \$500.

A Participant or surviving spouse receiving a monthly benefit of less than \$2000 per month under a Regular Pension, Early Retirement Pension (including a Rule of 90 Pension), Deferred Vested Pension, Joint and Survivor Pension, Preretirement Survivor Annuity or Disability Pension on February 1, 2003 will receive with the December 2003 benefit payment a nonrecurring benefit supplement payment in the amount of \$250. For purposes of this nonrecurring benefit supplement payment only, if a monthly payment is made to more than one individual based on a single Participant's service (e.g., if there is a QDRO), the threshold amount will be based on the combined amount of the benefit.

APPENDIX B – PROCEDURES FOR DETERMINING THE QUALIFIED STATUS OF DOMESTIC RELATIONS ORDERS AND ADMINISTERING DOMESTIC RELATIONS ORDERS DISTRIBUTIONS UNDER SUCH ORDERS

Pursuant to the Employee Retirement Income Security Act, as amended by the Retirement Equity Act of 1984 ("ERISA"), the Board of Trustees of the IBEW Local 595 Pension Trust adopts these rules and procedures for determining the qualified status of domestic relations orders and administering distributions under such orders which affect the interest of Plan Participants in the IBEW Local 595 Pension Plan ("Pension Plan") and the IBEW Local 595 Money Purchase Pension Plan ("Money Purchase Plan"). The Trustees shall comply with a Qualified Domestic Relations Order as set forth herein and as required by ERISA. In the event of any conflict between these procedures and the Pension Plan or the Money Purchase Plan, the Plan documents will control.

(A) PROCEDURE FOR HANDLING PROPOSED ORDERS OR INQUIRIES

1. Written Request of Plan Office. Inquiries and/or questions concerning the potential interest of a current or former spouse, child or other Alternate Payee should be made in writing to the Fund Manager at P.O. Box 3420, San Ramon, CA 94583. This includes a request to formally join the Pension Plan in a dissolution/divorce proceeding (i.e. a Joinder Request) and/or submission of any proposed order for review. A Participant or potential Alternate Payee may make a written request to the Fund Manager for a determination of the Participant's interest in either of the Plans, and related information as may be reasonably necessary to prepare a Qualified Domestic Relations Order (QDRO). Absent a joinder, the Administrator may require the requesting party to provide information or evidence reasonably demonstrating that a QDRO is being prepared on behalf of the requester. Alternatively, the Administrator may accept the Participant's written authorization of the release of this information.

Upon written request, the Fund Manager will provide general information on the Plans (e.g., Summary Plan Descriptions or Plan documents).

2. Trust Counsel Review. The Fund Manager will forward to Trust legal counsel any Joinder Request, proposed order and any related correspondence or information relating to a pending dissolution or support order. The Plan's referral to Trust counsel shall include information on the Participant's accrued benefit in the Pension Plan and the Money Purchase Plan Individual Account balance as of the most recent valuation date.

Trust counsel will be responsible for responding to Joinder Requests with the appropriate court, and for contacting the Participant and Alternate Payee (or their attorneys) regarding

the Joinder Request, proposed order, or file-endorsed order. Trust counsel will make the determination on behalf of the Trust as to whether an order is a Qualified Domestic Relations Order (QDRO) as defined in ERISA. It is not necessary for the Trust to be a signatory to any such Order. Trust counsel will notify the parties and the Fund Manager if an order is a QDRO.

Trust counsel will also provide Participants, potential Alternate Payees, and Beneficiaries with a copy of these procedures and a sample order, as circumstances require. The Participant, potential Alternate Payee and Beneficiaries are responsible for providing the Plan with a current mailing address.

3. Submission of Certified Copy of Order. Even though Trust counsel may have approved of a proposed order, the Plans may not follow such proposed order until the Plans receive a copy of the file-endorsed order (i.e., signed or stamped by the Judge and filed with the Court Clerk). Thus, parties should submit to the Fund Manager such a final order immediately after Court approval. Trust counsel will then review the file-endorsed order and confirm in writing whether the order is a QDRO, based on the Plan's general standards.
4. Joinder Request. If, upon serving the Trust with a Joinder Request relating to a dissolution or other action between a Participant and his or her spouse, a potential Alternate Payee or Participant indicates that he or she seeks to restrain benefit payments to the Participant while the Alternate Payee's interest is being determined, the Trust will withhold, fifty percent (50%) of the Participant's interest that is attributable to contributions made during the term of the marriage as follows:
 - (a) For a reasonable period prior to the date that the Participant becomes eligible to receive benefits distributions, to allow time for the parties to prepare and submit a QDRO;
 - (b) If the Participant is eligible to receive benefit payments from the Money Purchase Pension Plan, the Trust may withhold the potential Alternate Payee's interest for eighteen (18) months after benefits potentially due to the Participant become payable, to allow time for the parties to prepare and submit a QDRO. This period may be extended with an applicable court order while the action described above is pending;
 - (c) If the Participant is eligible to receive benefit payments from the defined benefit Pension Plan, the Trust may continue to make benefit payments as such payments become due, less any amount potentially due to the Alternate Payee for eighteen (18) months, to allow the parties to prepare and submit a QDRO. At the end of the eighteen month period if a valid QDRO has not been produced any amounts withheld by the Pension Plan for potential payment to the Alternate Payee shall be paid to the Participant. If a valid QDRO is produced after the close of the eighteen (18) month withholding period, the benefits payable pursuant to the QDRO will be applied prospectively only.
 - (d) Alternatively, the Trust may comply with a court order or written agreement by the parties regarding some other formula for withholding or partial distribution to the Participant, while the above action is pending.

5. DROs and Proposed QDROs.

If a Domestic Relations Order (DRO) or proposed QDRO includes a specific amount from either of the Plans in the Trust assignable to the Alternate Payee, the Plans may withhold that amount, rather than the amount stated above.

6. Ambiguous and Silent Domestic Relations Orders that are not QDROs

(a) Pension Plan:

Silent orders: If a domestic relations order presented to the Plan is silent, the Trust will pay the benefits to the person or persons who would have been entitled to such amounts if there were no order. A domestic relations order is silent under this provision if it does not reasonably purport to entitle an Alternate Payee to payment of some portion of the Participant's benefits under the Pension Plan. The Plan has discretion to determine whether the domestic relations order is silent.

Ambiguous Orders: If it is determined that a domestic relations order presented to the Plan is ambiguous, the Plan and Trust counsel will take reasonable actions necessary to comply with their duties under federal law. Such reasonable precautions may include requesting further documentation or court orders from the Participant or potential Alternate Payee; providing the Participant or potential Alternate Payee with these procedures and a sample order; requiring the Participant or Alternate Payee to hold the Plan harmless before receiving benefits; and other similar precautions. The Trust will pay benefits as they become due to the person(s) who would have been entitled to such benefits if there had been no such order. A domestic relations order is ambiguous under this provision if it both (1) does not clearly have the purpose of assigning benefits from the IBEW Local 595 Pension Plan to an Alternate Payee, and (2) is not silent under this provision. A domestic relations order may be ambiguous based on its own contents, or it may be ambiguous due to facts known to the Plan. An ambiguous order is by definition not a QDRO. The Plan has discretion to determine whether the domestic relations order is ambiguous.

(b) Money Purchase Plan:

Silent orders: If a domestic relations order presented to the Plan is silent with respect to benefits under the IBEW Local 595 Money Purchase Plan, the Trust will pay the benefits to the person or persons who would have been entitled to such amounts if there were no order. A domestic relations order is silent under this provision if it does not reasonably purport to entitle an Alternate Payee to payment of some portion of the Participant's benefits under the Money Purchase Plan. The Plan has discretion to determine whether the domestic relations order is silent.

Ambiguous orders: If it is determined that a domestic relations order presented to the Plan is ambiguous, the Plan and Trust counsel will take reasonable precautions within their duties under federal law, to avoid distributing benefits to the Participant that may be due to the potential Alternate Payee. Such reasonable precautions may include requesting further documentation or court orders from the Participant or potential Alternate Payee; providing the Participant or potential Alternate Payee with these procedures and a sample order; segregating a portion of benefits from the Participant for a reasonable period, ending no later than eighteen (18) months after payments would be required to be made under the Plan if there had been no order; segregating benefits pending litigation; requiring the Participant or Alternate Payee to hold the Plan harmless before receiving benefits; and other similar precautions. The eighteen (18) month period mentioned above begins again each time a new domestic relations order is submitted. A domestic relations order is ambiguous under this provision if it both (1) does not clearly have the purpose of assigning benefits from the IBEW Local 595 Money Purchase Pension Plan to an Alternate Payee, and (2) is not silent under this provision. A domestic relations order may be ambiguous

based on its own contents, or it may be ambiguous due to facts known to the Plan. An ambiguous order is by definition not a QDRO. The Plan has discretion to determine whether the domestic relations order is ambiguous.

(B) DETERMINING WHETHER ORDER IS A QUALIFIED ORDER

1. Qualified Domestic Relations Order. A Domestic Relations Order (DRO) is a court judgment, decree or order (including approval of a property settlement agreement) that (1) relates to the payment of child support, alimony or marital property rights to a Spouse, former Spouse, child or other dependent of a Participant and (2) is made pursuant to a state domestic relations law. A *proposed* domestic relations order is not a DRO.

Pursuant to federal law, a Domestic Relations Order becomes a *Qualified Domestic Relations Order* (QDRO) if it (1) creates or recognizes the existence of an Alternate Payee's right to, or assigns to an Alternate Payee the right to, receive all or a portion of the benefits payable to a Participant under the Pension and/or Money Purchase Plan, (2) specifies certain information as described in subsection 3 below, (3) does not alter the amount or form of either/both Plans' benefits; and does not purport to waive a benefit or right under the Pension and/or Money Purchase Plan.

2. Compliance with ERISA. The Trustees shall comply with a QDRO as required by ERISA and any lawful regulations issued thereunder.
3. Contents of a Qualified Domestic Relations Order

- (a) Requirements for Both Plans. For an order to be a QDRO it must clearly specify at least the following information:

- (i) Name and last known mailing address of the Participant and of each Alternate Payee covered by the order (social security numbers and dates of birth may be provided under separate cover for privacy purposes);
- (ii) The Alternate Payee's amount or share of the Participant's interest in the Plan or a formula for determining such a benefit;
- (iii) The correct name of each Plan to which the order applies: "IBEW Local 595 Pension Plan" and/or the "IBEW Local 595 Money Purchase Pension Plan";
- (iv) The number of payments or date payments to the Alternate Payee are to commence and terminate (e.g., duration of Alternate Payee's life), if applicable;

- (b) The order may not:

- (i) Require the Plans to provide any type or form of benefit, or any option, not otherwise provided under the Plan;
- (ii) Require the Plans to provide increased benefits (determined on the basis of actuarial value); and
- (iii) Require the payment of benefits to an Alternate Payee that are required to be paid to another Alternate Payee under another order previously determined to be a QDRO.
- (iv) Require any benefits to be paid unless the Participant has a vested benefit under the Plan;

Optional provisions for the Pension Plan. Regarding the Pension Plan, the order may specify:

- (i) The number of Benefit Units earned during the marriage through December 31, 1993;
- (ii) That for the period after December 31, 1993, the benefit is based on the contributions paid on the Participant's behalf, multiplied by the Plan's applicable percentage;
- (iii) If the Alternate Payee who is a former spouse is to be considered the surviving spouse for purposes of the community property portion of Participant's pension;

(c) Optional provisions for the Money Purchase Pension Plan. Regarding the Money Purchase Pension Plan, the order may specify:

- (i) The value of the Alternate Payee's share of the Participant's interest in the Participant's Individual Account balance;
- (ii) That the Alternate Payee's share will be segregated and an Individual Account established in such Alternate Payee's name;
- (iii) That the Alternate Payee's Individual Account, once established, will be entitled to future earnings and appreciation in the value of the assets minus any expenses and depreciation in value of the assets;
- (iv) That the Alternate Payee will have total control over the Individual Account established in said Alternate Payee's name, including the right to designate Beneficiaries, to the extent allowed by the benefit option selected;
- (v) That the Participant will have total control over the remaining interest in his or her Individual Account in the Plan and that the Alternate Payee will not have any right to the Participant's portion, including as a future Beneficiary before or after the Participant's death (unless the Participant subsequently designates the Alternate Payee as a Beneficiary).

(d) Other recommended provisions. The order may contain the following provisions:

- (i) Address Changes. The order may provide that each party will advise the Plan of any address change;
- (ii) Date of Marriage and Separation;
- (iii) Distribution Even If Participant Working. If the Participant works past the Plan's earliest retirement date, the order may provide that the Alternate Payee is entitled to receive his or her portion of the Participant's interest in the Pension Plan at the earliest retirement age or any time thereafter but not later than the earlier of the Participant's benefit commencement date or the Participant's Normal Retirement Date.
- (iv) Disability. Disability benefits are left to the discretion of the parties. For example, the order must set forth how, if at all, the disability benefits which commence prior to the early retirement age are to be treated; and/or how the disability benefits which exceed the value of early retirement benefits (before normal retirement age) are to be treated.

- (v) Surviving Spouse Designee. If the Participant dies prior to retirement, the order may provide that the Alternate Payee (if a former Spouse) is to be considered the surviving spouse for purposes of the Preretirement Survivor Annuity or any death benefits as to the community property portion of such benefits.

4. Special Rules: Order Affecting Participant Still Working

The Trust shall comply with a QDRO if the Order requires that the benefits of a Participant who has reached retirement age be paid to an Alternate Payee at a time when benefits are not payable to the Participant because the Participant has not yet retired or separated from service.

However, prior to the date when the Participant retires or otherwise begins receiving benefits, the Alternate Payee will not be entitled to receive any subsidized form of benefit or retiree increases to which the Participant may become entitled.

In the absence of specific provisions to the contrary in the QDRO, the benefit of an Alternate Payee who commences receiving benefits prior to the date on which the Participant retires will not be redetermined (i) upon the retirement of the Participant to account for the Alternate Payee's marital property share of any subsidized form of benefit to which the Participant may become entitled as a result of the date of the Participant's retirement, or (ii) to account for the Alternative Payee's marital property share of any benefit increase later approved by the Trustees affecting the value of accrued benefits earned prior to termination of the Participant's marriage.

5. Segregation for Determination Period

Except in the circumstances described below, during the period in which the issue of whether a domestic relations order is a QDRO is being determined (by the Plan Administrator or a court, or otherwise), the Plans will not distribute the amounts that would be payable to the Alternate Payee during such period if the order is determined to be a QDRO.

If a domestic relations order is determined to be a QDRO within eighteen (18) months after the first payment would be required to be made under the QDRO, the Plans are to pay the amounts withheld to the Alternate Payee entitled to receive them.

If the Fund Manager determines that the order is not a QDRO or, after the eighteen (18) month period described above has expired, has not resolved the issue of whether the order is qualified, the withheld amounts may be paid to the Participant and his or her Beneficiary as described in the Plans. Any determination that an order is a QDRO which is made after the close of the eighteen (18) month period described above shall be applied prospectively only.

6. Waiver of Entitlement to Alternate Payee Benefits

Any attempt to by a potential Alternate Payee or Alternate Payee to waive any portion of a benefit conferred upon him or her by a Domestic Relations Order must be provided to the Plan in the form of an amended Domestic Relations Order. The Pension Plan and the Money Purchase Pension Plan will not accept such waivers contained in a Qualified Domestic Relations Order or any other written document unless in the form of a Domestic Relations Order.

7. Lump Sum Distribution/Age 70 1/2 Requirement

If the Participant or Alternate Payee is entitled to a benefit from the Pension Plan with an actuarial present value of \$5,000 or less, and he or she requests such a distribution, the Trustees shall pay the benefit in one lump-sum distribution.

Notwithstanding any provision in the order, benefits will commence being paid to the Alternate Payee (who is a former spouse) no later than the required commencement date of the Participant. Generally, the required commencement date of the Participant is the first day of April of the Calendar Year following the later of:

- (1) the Calendar Year in which the Participant attains age 70 1/2, or
- (2) the Calendar Year in which the Participant elects to retire in accordance with the Plan.

(C) NOTICE TO PARTICIPANTS AND ALTERNATE PAYEES OF DOMESTIC RELATIONS ORDER

Within a reasonable period of time after receipt of a domestic relations order affecting a Participant's interest in the Plan, the Trust, through Trust counsel, shall notify the Participant and the Alternate Payee of receipt of the order and the Plan's procedures for determining whether the order is Qualified. It is the responsibility of the Participant and the Alternate Payee to provide the Plan with a current mailing address. The Plan will determine, within a reasonable time after receipt of any such order, whether the order is a QDRO and notify the Participant and the Alternate Payee of the determination.

Domestic relations orders generally result from stipulations or property settlement agreements. If an order is not the product of a stipulated agreement, the Participant or Alternate Payee may object to any initial determination by the Plan that the order is a valid QDRO. To do this, the objecting party must notify the Fund Manager in writing within 60 days after receiving an initial determination that such order is a QDRO, with the specific grounds for the dispute, and must provide court documentation showing that they are taking legal steps to contest the order. If the Participant and/or Alternate Payee fail to so notify the Fund Manager and the Trust's legal counsel within the 60-day period, they will be deemed to have consented to the qualified status of the order.

The respective Plan's claims and appeal procedure applies to a determination whether an order is a QDRO, the interpretation of such an order, and any other related issue.

(D) COSTS AND ATTORNEYS' FEES ASSESSED

The Plan may assess the costs and attorneys' fees incurred in administering the QDRO against the Participant's interest in the IBEW Local 595 Money Purchase Pension Plan to be shared equally by the parties, unless an alternative division is set forth in a QDRO. The amount of such costs and attorney's fees shall be \$400 per QDRO (such fee will include review of draft orders prior to filing with a court).

Such fees and costs shall be deducted from the respective individual's MPP accounts at the time of approval of the QDRO and segregation of the parties' respective interests made to each party, unless a party provides an alternate method of payment approved by the Plan. In the event that a beneficiary receives the benefits in lieu of the Participant or Alternate Payee, the fees and costs will be deducted from the payments made to such beneficiary.

(E) MODIFICATION TO THE PROCEDURES FOR ADMINISTERING DOMESTIC RELATIONS ORDERS

The Trustees have the right to amend or modify these Procedures without notice to any party. The Trustees will make available a copy of the amended or modified Procedures to each party of a domestic relations order pending for determination.

APPENDIX C – RECIPROCAL AGREEMENT

to the IBEW Local 595 Fifth Revised Pension Plan

*The Electrical Industry Pension Reciprocal Agreement (“Reciprocal Agreement) is mentioned in several places in the Pension Plan. The Reciprocal Agreement is a vehicle for portability of pension contributions in the unionized electrical industry. It is **not**, however, a part of the Pension Plan, and it may be amended from time to time without action of the Trustees. Its text is provided here for informational purposes only.*

This ELECTRICAL INDUSTRY PENSION RECIPROCAL AGREEMENT is entered into by the trustees of defined benefit and defined contribution pension funds which provide pension benefits for employees in the electrical construction industry who are represented for the purpose of collective bargaining by one or more local unions affiliated with the International Brotherhood of Electrical Workers (IBEW).

WITNESSETH:

WHEREAS, many employees in the electrical construction industry may be employed from time to time in the jurisdiction of different IBEW affiliated local unions and have employer contributions made to different pension funds; and

WHEREAS, due to this division of contributions among different pension funds, many employees may lose pension benefits or may not be able to accumulate all benefits in one pension fund; and

WHEREAS, this loss could be avoided by a reciprocal arrangement among electrical industry pension funds whereby employees could choose to have monies transferred and accumulated in a home pension fund; and

WHEREAS, the trustees of each pension fund signatory hereto believe that such reciprocity would greatly promote the interests and wellbeing of the fund's participants;

NOW, THEREFORE, the trustees of each signatory fund adopt the ELECTRICAL INDUSTRY PENSION RECIPROCAL AGREEMENT and, in consideration of the mutual promises among the signatory funds, agree as follows:

DEFINITIONS AND EFFECTIVE DATE

Section 1. Definitions

Wherever capitalized in this Agreement, the following words shall have the meaning indicated:

- (a) **Agreement:** The Electrical Industry Pension Reciprocal Agreement.
- (b) **Participating Fund:** A jointly administered pension fund which is a defined contribution plan (as described in Title 1, Section 3, Paragraph (34) of ERISA) or a defined benefit plan (as defined in Title 1, Section 3, Paragraph (35) of ERISA) which is signatory to this Agreement and covers employment within the jurisdiction of an IBEW local union.
- (c) **Home Fund or Funds:** An employee's Home Fund(s) shall be determined as follows:
 - (i) The Participating Fund or Funds in which the employee is a participant or has credited service and which is operative with the jurisdiction of the IBEW local union of which the employee is a member; or

- (ii) If the employee is not a member of an IBEW local union, the employee's IBEW local union does not have a pension fund, or the employee is not a participant in or has credited service in his local union's fund, then his Home Fund will be the Participating Fund or Funds in which he currently is a participant or has credited service at the time he files an authorization form requesting reciprocity.
- (d) **Employer Contributions or Contributions:** The payment which an employer is required by the terms of a collective bargaining agreement to make to a Participating Fund for the purpose of providing a plan of benefits for employees.
- (e) **Permanent Employee:** An employee employed within the jurisdiction of the IBEW local union of which he is a member or within the jurisdiction of his Home Fund.
- (f) **Temporary Employee:** An employee employed temporarily outside the jurisdiction of his Home Fund and within the jurisdiction of another Participating Fund. However, if an employee is a member of an IBEW local union and is a participant or has credited service in the pension fund of that local union, the employee will not be covered by the terms of this Agreement unless such fund is signatory to this Agreement.
- (g) **Monies:** An amount equivalent to the Contributions received by a Participating Fund on behalf of a Temporary Employee.
- (h) **Reciprocal Administrative Office:** The International Office of the IBEW shall be the Reciprocal Administrative Office. All correspondence shall be addressed to:

RECIPROCAL ADMINISTRATOR
IBEW
1125 15th Street, N.W.
Washington, D.C. 20005

- (i) **ERISA:** The Employee Retirement Income Security Act of 1974 (ERISA), 29 U.S.C. Sec. 1001, et seq., as amended, and the rules and regulations established pursuant to the Act.

Section 2. Effective Date And Parties To Agreement

Any pension fund desiring to become party to this Agreement shall so notify the Reciprocal Administrative Office by sending a copy of a properly adopted and signed Agreement to the Reciprocal Administrative Office by certified mail. The effective date of this Agreement as to such a Fund shall be the first day of the month following the date the above described copy is received by the Reciprocal Administrative Office. The date this Agreement becomes operative as between any two Participating Funds shall be the effective date of this Agreement for each such Fund if they are the same, or the later of the two effective dates if they are not the same. Each Participating Fund which becomes a party to this Agreement is entering into this Agreement as of the appropriate effective date with all other present and future Participating Funds. No party shall be obligated to transfer any Monies received prior to its effective date under this Agreement.

ADMINISTRATION

Section 3. Functions of the Reciprocal Administrative Office

The Reciprocal Administrative Office shall be responsible for receiving signed Agreements and notifications of termination from Participating Funds. The Reciprocal Administrative Office shall also prepare all approved forms, prepare and circulate proposed amendments to the Agreement and determine when an amendment has passed, maintain a listing of current Participating Funds, forward all material to Participating Funds, and assist Participating Funds in whatever manner possible consistent with this Agreement. It is expressly understood and agreed that the functions of the Reciprocal Administrative Office are ministerial in nature, serving primarily as a clearinghouse for the exchange of information and approved forms, and the Reciprocal Administrative Office has no discretionary authority or responsibility over the administration, control, or assets of any fund which participates in this Agreement.

Section 4. Exchange of Information

Each Participating Fund agrees to cooperate in the exchange of relevant information and shall comply promptly with a reasonable written request of the Reciprocal Administrative Office for information or data necessary to carry out this Agreement. Each Participating Fund shall keep the Reciprocal Administrative Office advised of its current contribution rate and supply it with a current copy of the Participating Fund's summary plan description, Employer Identification Number and Plan Number. Each Participating Fund shall place notice of its participation in this Agreement in its summary plan description as soon as practical after becoming signatory to the Agreement.

Section 5. Actions Necessary to Implement Agreement

The trustees of each Participating Fund agree to take all actions, including amendments to plan documents and the establishment of new practices or procedures, as are necessary to fully implement this Agreement.

OPERATION OF RECIPROCAL AGREEMENT

Section 6. How Temporary Employee Elects Reciprocity

If a Temporary Employee is employed within the area of a Participating Fund, he may file a request with the Participating Fund to have an amount of money equal to the Contributions made on his behalf transferred to his Home Fund. Such a request submitted by a Temporary Employee must meet the following requirements:

- (a) It must be on an approved authorization form and signed by the Temporary Employee; and
- (b) It shall release the trustees of the Participating Fund from any claim, by the employee or anyone making claim through him, based on the Contributions made after such authorization.

Section 7. Effect of Election on Participating Fund

When a Participating Fund receives a properly completed request for a transfer of Monies to a Temporary Employee's Home Fund, it shall keep a separate account of the collections of Employer Contributions due for the work of the Temporary Employee. The Participating Fund shall transfer to the Temporary Employee's Home Fund an amount of money equal to the Contributions received on behalf of the Temporary Employee for work performed from the first day of the month in which the signed authorization form is received by either the administrator of the Participating Fund or by a person designated by the Participating Fund to receive such authorization forms. An earlier effective date for the transfer of Monies may be established by the trustees of a Participating Fund.

Section 8. Amount Transferred to Home Fund

The Participating Fund shall transfer to the Temporary Employee's Home Fund an amount of money equal to all Contributions received. There shall be no administrative fee charged by a Participating Fund for the transfer or for any other reason, except as authorized by an amendment to this Plan pursuant to the provisions of Section 23 of this Electrical Industry Pension Reciprocal Agreement.

Section 9. Identification of Home Fund to Receive Transfers

If the Temporary Employee has two Home Funds, a defined benefit fund and a defined contribution fund, the Participating Fund shall transfer all Monies to whichever Home Fund is the same type as the Participating Fund (defined benefit to defined benefit -- defined contribution to defined contribution).

If the Temporary Employee has only one Home Fund, the Participating Fund or Funds shall transfer all Monies to that Fund.

Section 10. Time of Transfer

The initial transfer of Monies by a Participating Fund to the Temporary Employee's Home Fund shall be made as soon as feasible, but not later than sixty (60) days following receipt of the authorization form. Subsequent transfers of Monies to the Home Fund shall be made on at least a monthly basis.

Section 11. Information Submitted With Transfer

Each Participating Fund shall, at the time of making the monthly transfer, submit to the Home Fund a report which shall include the following information for each Temporary Employee:

- (a) Name;
- (b) Social Security Number;
- (c) Number of hours contributed for in the month; and
- (d) The total Monies being transferred.

Section 12. Effect of Transfers on PBGC Premium

For purposes of the Pension Benefit Guaranty Corporation (PBGC), the Temporary Employee shall not be considered a Participant in the Participating Fund if Monies are transferred to the Temporary Employee's Home Fund.

Section 13. How Temporary Employee Stops Transfers

Should a Temporary Employee desire to stop the transfer of Monies from a Participating Fund to his Home Fund, he must request such in writing. Such a request shall become effective on the last day of the month in which it is received by the administrator of the Participating Fund. A copy of such request must be sent to the Temporary Employee's Home Fund by the Participating Fund. A Temporary Employee who files a request for a cessation of the transfer of Monies shall not be eligible to select a new Home Fund and have money transferred pursuant to this Agreement, so long as he works in the area of the Participating Fund to which he requested a cessation of the transfer of Monies.

Section 14. When Reciprocity is Not In Effect

Where a Participating Fund receives Contributions for a Temporary Employee, such Contributions shall not be transferred, but shall be applied in accordance with the Participating Fund's provisions, if:

- (a) The Temporary Employee has not completed and filed an authorization form, as provided in Section 6;

- (b) Ninety (90) days have passed since an authorization form was completed by the Temporary Employee without Contributions being received on his behalf, except where the lapse is due to an employer delinquency; or
- (c) No Home Fund has been established by the Temporary Employee under this Agreement.

Section 15. Treatment of Monies Received By Home Fund

All Monies forwarded pursuant to this Agreement to the trustees of the Home Fund of a Temporary Employee shall be treated as the equivalent of Contributions to that Home Fund and shall be applied in accordance with said Home Fund's provisions. Neither the Participating Fund nor its trustees forwarding Monies to the Home Fund shall have any responsibility for the application of the Monies by the Home Fund.

Section 16. Crediting Service in Home Fund

The manner of crediting Monies and hours received by a Home Fund on behalf of its participants temporarily employed elsewhere shall be as follows:

- (a) **Vesting Service** -- All hours worked in any Participating Fund for which Monies are transferred pursuant to this Agreement shall be counted as vesting service by the Home Fund on an hour-for-hour basis, as required by ERISA. However, if the same hours are reported by more than one Participating Fund the Home Fund shall not be required to credit such hours more than once. A year of vesting service shall be whatever each plan decides, so long as it meets the requirements of ERISA.
- (b) **Benefit Accrual** -- All hours worked in any Participating Fund for which Monies are transferred pursuant to this Agreement shall be counted for benefit accrual purposes by the Home Fund on an equitable basis, considering the relationship between the contribution rate in the Participating Fund and the contribution rate in the Home Fund. For example, the benefit accrual rate for each hour for which Monies are transferred may be proportional to the Home Fund's regular benefit accrual rate based on the relationship between the Home Fund contribution rate and the contribution rate received from the Participating Fund. Where benefit accrual is not based on hours but on the amount of contributions received on a Participant's behalf, all Monies transferred shall be credited to his account for benefit accrual purposes.

Section 17. Liability for Contributions

No Participating Fund shall be liable to any other Participating Fund for any sum whatsoever except to the extent Contributions made on Temporary Employees are in fact collected. All Participating Funds shall make every reasonable effort to collect all Contributions due, as required by ERISA. The trustees of each Participating Fund agree to cause investigation to be made upon request of the trustees of any other Participating Fund to determine whether Contributions as required have been made on behalf of Temporary Employees. However, a Temporary Employee's Home Fund shall have no responsibility to take any action to enforce the terms of any collective bargaining agreement requiring Contributions to another Participating Fund.

Section 18. Employer Limitation

No employer shall be considered a contributing employer in any Participating Fund or Funds other than the Fund or Funds to which he is bound to contribute pursuant to the terms of a collective bargaining agreement which he has signed or assented to.

Section 19. Waiver of Liability

It is expressly understood and agreed that none of the Participating Funds assumes any of the liabilities or obligations of the other Participating Funds. Each Participating Fund shall be liable solely and exclusively for pension benefits due under its own plan. No Participating Fund shall be liable for the acts or omissions of another Participating Fund.

Section 20. No IBEW Liability

Neither the IBEW nor its officers, employees or agents shall in any way be responsible or liable for the payment of benefits, the transfer of Monies, the accuracy of reports, or for any acts and omissions of any Participating Fund; nor shall they have any financial or legal liability with regard to transactions between Participating Funds pursuant to this Agreement or its administration.

Section 21. Acceptance of Written Documents

The trustees of Participating Funds shall be fully protected in acting upon any instrument, certificate, report, or paper believed by them to be genuine; and the trustees of each Participating Fund shall be under no duty to make any investigation or inquiry as to any statement in any such writing or as to the authority of the person making such statement, but may accept the same as conclusive evidence of the accuracy of the statement contained therein and the authority to make it.

OTHER PROVISIONS

Section 22. Effect on Other Reciprocal Agreements

This Agreement shall supersede any existing or future "money-follows-the-man" type of reciprocal agreement in effect between two or more Participating Funds requiring transfers of money to a Home Fund.

Section 23. Amendment Procedures

This Agreement may be amended at any time by the written approval of a proposed amendment by a simple majority of all Participating Funds. The Reciprocal Administrative Office shall prepare and circulate proposed amendments, tabulate all votes on amendments, and report the results to the Participating Funds.

Section 24. Plan Termination or Loss of Tax-Exempt Status

In the event a Participating Fund shall terminate its plan or lose its tax-exempt status, its participation in this Agreement shall automatically terminate. It shall be the responsibility of that Fund to notify the Reciprocal Administrative Office of said termination or loss of tax-exempt status. Notice in writing, by certified mail, shall be given prior to or immediately following the date of either occurrence.

Section 25. Termination of Reciprocal Agreement

Any Participating Fund may terminate its participation in this Agreement by giving written notice, by certified mail, to the Reciprocal Administrative Office if the notice is received at least one hundred eighty (180) days prior to the end of any calendar year. In such event, termination shall become effective with respect to Contributions attributable to work performed in the calendar year during which such notice of termination is given.

Section 26. Resolution of Disputes

Agreement shall first be referred to the Reciprocal Administrative Office and notice shall be given to any other parties to the dispute. If the dispute is not satisfactorily resolved within sixty (60) days from the time notice thereof shall have been given to all parties, it may be submitted to an arbitrator, if requested in writing by either party, for binding determination. The arbitrator, the time and the location of the arbitration hearing may be selected by mutual agreement by the Participating Funds who are parties to the dispute, or, in the event that the disputing parties cannot mutually agree on the selection of an arbitrator, the time, and the location of the hearing, either party may request in writing that the Reciprocal Administrative Office select an arbitrator, the time, and the location of the hearings. Should a party not be present before the arbitrator at the time and location so determined, the hearing nevertheless shall proceed and an award be made. The expense of the arbitration shall be borne equally by the parties. The award of the arbitrator shall be final, binding, and conclusive upon the parties to the dispute and it may be enforced in any court of competent jurisdiction, including the United States court or state court in and for the district or county within which such award was made. The arbitrator shall not have the authority to modify or amend this Agreement.

Any notice given pursuant to this Section must be mailed to the regular post office address of the Participating Fund to which it is sent, by certified mail, return receipt requested, and a copy sent to the Reciprocal Administrative Office.

Section 27. Separability

In the event that any of the provisions of this Agreement shall be adjudicated invalid or unenforceable, such adjudication shall not affect or impair the validity of the remaining provisions of this Agreement, which shall remain in full force and effect.

Section 28. Applicable Law

This Agreement shall be construed and enforced according to federal law and, where not preempted by federal law, the laws of the District of Columbia.

APPENDIX D – ACTUARIAL ADJUSTMENT FACTORS FOR 50%, 75% AND 100% SURVIVOR ANNUITIES

to the IBEW Local 595
Third Revised Pension Plan

50% Joint & Survivor Pension Factors

Age Beneficiary	Participant															
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40	0.914	0.908	0.901	0.894	0.886	0.878	0.870	0.861	0.852	0.843	0.833	0.823	0.812	0.801	0.790	0.779
41	0.916	0.910	0.903	0.896	0.889	0.881	0.873	0.864	0.855	0.845	0.836	0.825	0.815	0.804	0.793	0.782
42	0.918	0.912	0.906	0.899	0.891	0.883	0.875	0.867	0.858	0.848	0.838	0.828	0.818	0.807	0.796	0.785
43	0.921	0.914	0.908	0.901	0.894	0.886	0.878	0.869	0.860	0.851	0.841	0.831	0.821	0.810	0.799	0.788
44	0.923	0.917	0.910	0.903	0.896	0.889	0.880	0.872	0.863	0.854	0.844	0.834	0.824	0.813	0.802	0.791
45	0.925	0.919	0.913	0.906	0.899	0.891	0.883	0.875	0.866	0.857	0.847	0.837	0.827	0.817	0.806	0.795
46	0.927	0.922	0.915	0.909	0.902	0.894	0.886	0.878	0.869	0.860	0.851	0.841	0.831	0.820	0.809	0.798
47	0.930	0.924	0.918	0.911	0.904	0.897	0.889	0.881	0.872	0.863	0.854	0.844	0.834	0.824	0.813	0.802
48	0.932	0.927	0.921	0.914	0.907	0.900	0.892	0.884	0.876	0.867	0.858	0.848	0.838	0.827	0.817	0.806
49	0.935	0.929	0.923	0.917	0.910	0.903	0.896	0.888	0.879	0.870	0.861	0.852	0.842	0.831	0.821	0.810
50	0.937	0.932	0.926	0.920	0.913	0.906	0.899	0.891	0.883	0.874	0.865	0.855	0.846	0.835	0.825	0.814
51	0.940	0.934	0.929	0.923	0.916	0.909	0.902	0.894	0.886	0.878	0.869	0.859	0.850	0.840	0.829	0.819
52	0.942	0.937	0.932	0.926	0.919	0.913	0.906	0.898	0.890	0.882	0.873	0.864	0.854	0.844	0.834	0.823
53	0.945	0.940	0.934	0.929	0.923	0.916	0.909	0.902	0.894	0.886	0.877	0.868	0.858	0.849	0.839	0.828
54	0.947	0.942	0.937	0.932	0.926	0.919	0.913	0.905	0.898	0.890	0.881	0.872	0.863	0.853	0.843	0.833
55	0.950	0.945	0.940	0.935	0.929	0.923	0.916	0.909	0.902	0.894	0.885	0.877	0.868	0.858	0.848	0.838
56	0.952	0.948	0.943	0.938	0.932	0.926	0.920	0.913	0.906	0.898	0.890	0.881	0.872	0.863	0.854	0.844
57	0.955	0.951	0.946	0.941	0.936	0.930	0.924	0.917	0.910	0.902	0.894	0.886	0.877	0.868	0.859	0.849
58	0.957	0.953	0.949	0.944	0.939	0.933	0.927	0.921	0.914	0.907	0.899	0.891	0.882	0.873	0.864	0.855
59	0.960	0.956	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.911	0.904	0.896	0.887	0.879	0.870	0.861
60	0.962	0.959	0.955	0.950	0.945	0.940	0.935	0.929	0.922	0.916	0.908	0.901	0.893	0.884	0.876	0.867
61	0.965	0.961	0.957	0.953	0.949	0.944	0.938	0.933	0.927	0.920	0.913	0.906	0.898	0.890	0.881	0.873
62	0.967	0.964	0.960	0.956	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.911	0.903	0.896	0.887	0.879
63	0.969	0.966	0.963	0.959	0.955	0.951	0.946	0.941	0.935	0.929	0.923	0.916	0.909	0.901	0.893	0.885
64	0.972	0.969	0.965	0.962	0.958	0.954	0.949	0.945	0.939	0.934	0.927	0.921	0.914	0.907	0.899	0.892
65	0.974	0.971	0.968	0.965	0.961	0.957	0.953	0.948	0.943	0.938	0.932	0.926	0.920	0.913	0.906	0.898
66	0.976	0.973	0.971	0.967	0.964	0.960	0.956	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.912	0.905
67	0.978	0.976	0.973	0.970	0.967	0.964	0.960	0.956	0.951	0.947	0.942	0.936	0.930	0.924	0.918	0.911
68	0.980	0.978	0.975	0.973	0.970	0.967	0.963	0.959	0.955	0.951	0.946	0.941	0.935	0.930	0.924	0.917
69	0.982	0.980	0.978	0.975	0.972	0.970	0.966	0.963	0.959	0.955	0.951	0.946	0.941	0.935	0.930	0.924
70	0.983	0.982	0.980	0.977	0.975	0.972	0.969	0.966	0.963	0.959	0.955	0.950	0.946	0.941	0.936	0.930
71	0.985	0.983	0.982	0.980	0.978	0.975	0.972	0.970	0.966	0.963	0.959	0.955	0.951	0.946	0.941	0.936
72	0.987	0.985	0.984	0.982	0.980	0.978	0.975	0.973	0.970	0.967	0.963	0.959	0.955	0.951	0.947	0.942
73	0.988	0.987	0.985	0.984	0.982	0.980	0.978	0.976	0.973	0.970	0.967	0.964	0.960	0.956	0.952	0.948
74	0.990	0.988	0.987	0.986	0.984	0.982	0.980	0.978	0.976	0.973	0.971	0.968	0.964	0.961	0.957	0.954
75	0.991	0.990	0.989	0.988	0.986	0.985	0.983	0.981	0.979	0.977	0.974	0.972	0.969	0.966	0.963	0.959

Appendix D – 50% Reversionary Joint & Survivor Pension Factors

Age	Participant															
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40	0.912	0.905	0.898	0.891	0.884	0.876	0.867	0.859	0.850	0.840	0.830	0.820	0.809	0.799	0.788	0.776
41	0.914	0.907	0.900	0.893	0.886	0.878	0.870	0.861	0.852	0.842	0.833	0.822	0.812	0.801	0.790	0.779
42	0.915	0.909	0.902	0.895	0.888	0.880	0.872	0.863	0.854	0.845	0.835	0.825	0.814	0.804	0.793	0.782
43	0.917	0.911	0.905	0.898	0.890	0.882	0.874	0.866	0.857	0.847	0.838	0.828	0.817	0.806	0.796	0.785
44	0.919	0.913	0.907	0.900	0.892	0.885	0.877	0.868	0.859	0.850	0.840	0.830	0.820	0.809	0.799	0.788
45	0.921	0.915	0.909	0.902	0.895	0.887	0.879	0.871	0.862	0.853	0.843	0.833	0.823	0.812	0.802	0.791
46	0.923	0.918	0.911	0.904	0.897	0.890	0.882	0.873	0.865	0.856	0.846	0.836	0.826	0.815	0.805	0.794
47	0.926	0.920	0.913	0.907	0.900	0.892	0.884	0.876	0.868	0.859	0.849	0.839	0.829	0.819	0.808	0.797
48	0.928	0.922	0.916	0.909	0.902	0.895	0.887	0.879	0.871	0.862	0.852	0.842	0.832	0.822	0.812	0.801
49	0.930	0.924	0.918	0.912	0.905	0.898	0.890	0.882	0.874	0.865	0.855	0.846	0.836	0.826	0.815	0.805
50	0.932	0.927	0.921	0.914	0.908	0.901	0.893	0.885	0.877	0.868	0.859	0.849	0.839	0.829	0.819	0.808
51	0.934	0.929	0.923	0.917	0.910	0.903	0.896	0.888	0.880	0.871	0.862	0.853	0.843	0.833	0.823	0.812
52	0.937	0.931	0.926	0.920	0.913	0.906	0.899	0.891	0.883	0.875	0.866	0.856	0.847	0.837	0.827	0.816
53	0.939	0.934	0.928	0.922	0.916	0.909	0.902	0.895	0.887	0.878	0.869	0.860	0.851	0.841	0.831	0.821
54	0.941	0.936	0.931	0.925	0.919	0.912	0.905	0.898	0.890	0.882	0.873	0.864	0.855	0.845	0.835	0.825
55	0.943	0.939	0.933	0.928	0.922	0.915	0.908	0.901	0.893	0.885	0.877	0.868	0.859	0.849	0.840	0.830
56	0.946	0.941	0.936	0.930	0.925	0.918	0.912	0.905	0.897	0.889	0.881	0.872	0.863	0.854	0.844	0.834
57	0.948	0.943	0.938	0.933	0.927	0.921	0.915	0.908	0.901	0.893	0.885	0.876	0.867	0.858	0.849	0.839
58	0.950	0.946	0.941	0.936	0.930	0.924	0.918	0.911	0.904	0.897	0.889	0.881	0.872	0.863	0.854	0.844
59	0.953	0.948	0.944	0.939	0.933	0.928	0.921	0.915	0.908	0.901	0.893	0.885	0.876	0.868	0.859	0.849
60	0.955	0.951	0.946	0.941	0.936	0.931	0.925	0.918	0.912	0.905	0.897	0.889	0.881	0.872	0.864	0.855
61	0.957	0.953	0.949	0.944	0.939	0.934	0.928	0.922	0.916	0.909	0.901	0.894	0.886	0.877	0.869	0.860
62	0.959	0.955	0.951	0.947	0.942	0.937	0.931	0.926	0.919	0.913	0.906	0.898	0.890	0.882	0.874	0.866
63	0.961	0.958	0.954	0.950	0.945	0.940	0.935	0.929	0.923	0.917	0.910	0.903	0.895	0.887	0.879	0.871
64	0.963	0.960	0.956	0.952	0.948	0.943	0.938	0.933	0.927	0.921	0.914	0.907	0.900	0.893	0.885	0.877
65	0.966	0.962	0.959	0.955	0.951	0.946	0.941	0.936	0.931	0.925	0.918	0.912	0.905	0.898	0.890	0.883
66	0.968	0.965	0.961	0.958	0.954	0.949	0.945	0.940	0.934	0.929	0.923	0.916	0.910	0.903	0.896	0.888
67	0.970	0.967	0.964	0.960	0.956	0.952	0.948	0.943	0.938	0.933	0.927	0.921	0.915	0.908	0.901	0.894
68	0.972	0.969	0.966	0.963	0.959	0.955	0.951	0.947	0.942	0.937	0.931	0.926	0.920	0.913	0.907	0.900
69	0.974	0.971	0.968	0.965	0.962	0.958	0.954	0.950	0.946	0.941	0.936	0.930	0.925	0.919	0.913	0.906
70	0.975	0.973	0.970	0.968	0.964	0.961	0.958	0.954	0.949	0.945	0.940	0.935	0.930	0.924	0.918	0.912
71	0.977	0.975	0.973	0.970	0.967	0.964	0.961	0.957	0.953	0.949	0.944	0.939	0.934	0.929	0.924	0.918
72	0.979	0.977	0.975	0.972	0.970	0.967	0.964	0.960	0.957	0.953	0.948	0.944	0.939	0.934	0.929	0.924
73	0.981	0.979	0.977	0.975	0.972	0.970	0.967	0.963	0.960	0.956	0.953	0.948	0.944	0.940	0.935	0.930
74	0.983	0.981	0.979	0.977	0.975	0.972	0.970	0.967	0.964	0.960	0.957	0.953	0.949	0.945	0.941	0.937
75	0.984	0.983	0.981	0.979	0.977	0.975	0.972	0.970	0.967	0.964	0.961	0.957	0.954	0.950	0.946	0.943

Appendix D – 75% Joint & Survivor Pension Factors

Age	Participant																
	Beneficiary	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40		0.875	0.866	0.856	0.846	0.836	0.825	0.814	0.802	0.789	0.777	0.763	0.750	0.736	0.722	0.708	0.693
41		0.877	0.869	0.859	0.849	0.839	0.828	0.817	0.805	0.793	0.780	0.767	0.753	0.740	0.725	0.711	0.697
42		0.880	0.872	0.862	0.852	0.842	0.831	0.820	0.808	0.796	0.783	0.770	0.757	0.743	0.729	0.715	0.700
43		0.883	0.875	0.865	0.856	0.845	0.835	0.824	0.812	0.800	0.787	0.774	0.761	0.747	0.733	0.718	0.704
44		0.886	0.878	0.869	0.859	0.849	0.838	0.827	0.816	0.803	0.791	0.778	0.764	0.751	0.737	0.722	0.708
45		0.890	0.881	0.872	0.863	0.853	0.842	0.831	0.819	0.807	0.795	0.782	0.769	0.755	0.741	0.727	0.712
46		0.893	0.884	0.876	0.866	0.856	0.846	0.835	0.823	0.811	0.799	0.786	0.773	0.759	0.745	0.731	0.716
47		0.896	0.888	0.879	0.870	0.860	0.850	0.839	0.827	0.816	0.803	0.790	0.777	0.764	0.750	0.735	0.721
48		0.899	0.891	0.883	0.874	0.864	0.854	0.843	0.832	0.820	0.808	0.795	0.782	0.768	0.754	0.740	0.726
49		0.903	0.895	0.886	0.877	0.868	0.858	0.847	0.836	0.824	0.812	0.800	0.787	0.773	0.759	0.745	0.731
50		0.906	0.899	0.890	0.881	0.872	0.862	0.852	0.841	0.829	0.817	0.804	0.791	0.778	0.764	0.750	0.736
51		0.910	0.902	0.894	0.885	0.876	0.866	0.856	0.845	0.834	0.822	0.810	0.797	0.783	0.770	0.756	0.741
52		0.913	0.906	0.898	0.890	0.880	0.871	0.861	0.850	0.839	0.827	0.815	0.802	0.789	0.775	0.761	0.747
53		0.917	0.910	0.902	0.894	0.885	0.875	0.865	0.855	0.844	0.832	0.820	0.807	0.794	0.781	0.767	0.753
54		0.921	0.914	0.906	0.898	0.889	0.880	0.870	0.860	0.849	0.838	0.826	0.813	0.800	0.787	0.773	0.759
55		0.924	0.917	0.910	0.902	0.894	0.885	0.875	0.865	0.854	0.843	0.831	0.819	0.806	0.793	0.780	0.766
56		0.928	0.921	0.914	0.906	0.898	0.890	0.880	0.870	0.860	0.849	0.837	0.825	0.812	0.799	0.786	0.772
57		0.931	0.925	0.918	0.911	0.903	0.894	0.885	0.876	0.865	0.855	0.843	0.831	0.819	0.806	0.793	0.779
58		0.935	0.929	0.922	0.915	0.907	0.899	0.890	0.881	0.871	0.861	0.849	0.838	0.826	0.813	0.800	0.786
59		0.938	0.933	0.926	0.920	0.912	0.904	0.896	0.886	0.877	0.867	0.856	0.844	0.832	0.820	0.807	0.794
60		0.942	0.936	0.930	0.924	0.917	0.909	0.901	0.892	0.883	0.873	0.862	0.851	0.839	0.827	0.814	0.802
61		0.945	0.940	0.934	0.928	0.921	0.914	0.906	0.897	0.888	0.879	0.868	0.858	0.846	0.834	0.822	0.809
62		0.949	0.944	0.938	0.932	0.926	0.919	0.911	0.903	0.894	0.885	0.875	0.864	0.853	0.842	0.830	0.817
63		0.952	0.947	0.942	0.937	0.930	0.924	0.916	0.909	0.900	0.891	0.881	0.871	0.861	0.849	0.838	0.826
64		0.955	0.951	0.946	0.941	0.935	0.928	0.921	0.914	0.906	0.897	0.888	0.878	0.868	0.857	0.846	0.834
65		0.959	0.954	0.950	0.945	0.939	0.933	0.926	0.919	0.912	0.903	0.895	0.885	0.875	0.865	0.854	0.842
66		0.962	0.958	0.953	0.949	0.943	0.938	0.931	0.925	0.917	0.910	0.901	0.892	0.883	0.872	0.862	0.851
67		0.965	0.961	0.957	0.952	0.948	0.942	0.936	0.930	0.923	0.916	0.908	0.899	0.890	0.880	0.870	0.860
68		0.967	0.964	0.960	0.956	0.952	0.947	0.941	0.935	0.929	0.921	0.914	0.906	0.897	0.888	0.878	0.868
69		0.970	0.967	0.964	0.960	0.955	0.951	0.946	0.940	0.934	0.927	0.920	0.912	0.904	0.895	0.886	0.877
70		0.973	0.970	0.967	0.963	0.959	0.955	0.950	0.945	0.939	0.933	0.926	0.919	0.911	0.903	0.894	0.885
71		0.975	0.973	0.970	0.966	0.963	0.959	0.954	0.949	0.944	0.938	0.932	0.925	0.918	0.910	0.902	0.894
72		0.978	0.975	0.972	0.969	0.966	0.962	0.958	0.954	0.949	0.944	0.938	0.932	0.925	0.918	0.910	0.902
73		0.980	0.978	0.975	0.972	0.969	0.966	0.962	0.958	0.954	0.949	0.943	0.938	0.931	0.925	0.917	0.910
74		0.982	0.980	0.978	0.975	0.972	0.969	0.966	0.962	0.958	0.954	0.949	0.943	0.938	0.931	0.925	0.918
75		0.984	0.982	0.980	0.978	0.975	0.973	0.969	0.966	0.962	0.958	0.954	0.949	0.944	0.938	0.932	0.925

Appendix D – 75% Reversionary Joint & Survivor Pension Factors

Age	Participant															
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40	0.871	0.862	0.853	0.843	0.832	0.821	0.810	0.798	0.786	0.773	0.760	0.746	0.733	0.719	0.704	0.690
41	0.874	0.865	0.855	0.845	0.835	0.824	0.813	0.801	0.789	0.776	0.763	0.749	0.736	0.722	0.707	0.693
42	0.876	0.867	0.858	0.848	0.838	0.827	0.816	0.804	0.792	0.779	0.766	0.753	0.739	0.725	0.711	0.696
43	0.879	0.870	0.861	0.851	0.841	0.830	0.819	0.807	0.795	0.782	0.769	0.756	0.742	0.728	0.714	0.700
44	0.882	0.873	0.864	0.854	0.844	0.833	0.822	0.810	0.798	0.786	0.773	0.759	0.746	0.732	0.718	0.703
45	0.884	0.876	0.867	0.857	0.847	0.836	0.825	0.814	0.802	0.789	0.776	0.763	0.749	0.735	0.721	0.707
46	0.887	0.879	0.870	0.860	0.850	0.840	0.829	0.817	0.805	0.793	0.780	0.767	0.753	0.739	0.725	0.711
47	0.890	0.882	0.873	0.864	0.854	0.843	0.832	0.821	0.809	0.797	0.784	0.771	0.757	0.743	0.729	0.715
48	0.893	0.885	0.876	0.867	0.857	0.847	0.836	0.825	0.813	0.801	0.788	0.775	0.761	0.747	0.733	0.719
49	0.896	0.888	0.879	0.870	0.861	0.850	0.840	0.828	0.817	0.805	0.792	0.779	0.765	0.752	0.738	0.724
50	0.899	0.891	0.883	0.874	0.864	0.854	0.844	0.832	0.821	0.809	0.796	0.783	0.770	0.756	0.742	0.728
51	0.902	0.894	0.886	0.877	0.868	0.858	0.847	0.837	0.825	0.813	0.801	0.788	0.775	0.761	0.747	0.733
52	0.905	0.898	0.890	0.881	0.872	0.862	0.852	0.841	0.829	0.818	0.805	0.792	0.779	0.766	0.752	0.738
53	0.909	0.901	0.893	0.885	0.875	0.866	0.856	0.845	0.834	0.822	0.810	0.797	0.784	0.771	0.757	0.743
54	0.912	0.904	0.897	0.888	0.879	0.870	0.860	0.849	0.838	0.827	0.815	0.802	0.789	0.776	0.762	0.749
55	0.915	0.908	0.900	0.892	0.883	0.874	0.864	0.854	0.843	0.832	0.820	0.807	0.795	0.781	0.768	0.754
56	0.918	0.911	0.904	0.896	0.887	0.878	0.869	0.858	0.848	0.836	0.825	0.813	0.800	0.787	0.774	0.760
57	0.921	0.915	0.907	0.900	0.891	0.882	0.873	0.863	0.852	0.841	0.830	0.818	0.805	0.793	0.779	0.766
58	0.925	0.918	0.911	0.903	0.895	0.887	0.877	0.868	0.857	0.847	0.835	0.823	0.811	0.798	0.785	0.772
59	0.928	0.921	0.915	0.907	0.899	0.891	0.882	0.872	0.862	0.852	0.841	0.829	0.817	0.804	0.792	0.779
60	0.931	0.925	0.918	0.911	0.903	0.895	0.886	0.877	0.867	0.857	0.846	0.835	0.823	0.811	0.798	0.785
61	0.934	0.928	0.922	0.915	0.907	0.899	0.891	0.882	0.872	0.862	0.852	0.840	0.829	0.817	0.804	0.792
62	0.937	0.931	0.925	0.919	0.911	0.904	0.895	0.887	0.877	0.868	0.857	0.846	0.835	0.823	0.811	0.799
63	0.940	0.935	0.929	0.922	0.915	0.908	0.900	0.892	0.883	0.873	0.863	0.852	0.841	0.830	0.818	0.806
64	0.943	0.938	0.932	0.926	0.919	0.912	0.905	0.896	0.888	0.878	0.869	0.858	0.847	0.836	0.825	0.813
65	0.946	0.941	0.936	0.930	0.923	0.916	0.909	0.901	0.893	0.884	0.874	0.864	0.854	0.843	0.832	0.820
66	0.949	0.944	0.939	0.933	0.927	0.921	0.914	0.906	0.898	0.889	0.880	0.870	0.860	0.850	0.839	0.827
67	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.911	0.903	0.895	0.886	0.876	0.867	0.856	0.846	0.835
68	0.954	0.950	0.946	0.940	0.935	0.929	0.922	0.915	0.908	0.900	0.891	0.882	0.873	0.863	0.853	0.843
69	0.957	0.953	0.949	0.944	0.939	0.933	0.927	0.920	0.913	0.905	0.897	0.889	0.880	0.870	0.860	0.850
70	0.960	0.956	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.911	0.903	0.895	0.886	0.877	0.868	0.858
71	0.962	0.959	0.955	0.951	0.946	0.941	0.935	0.929	0.923	0.916	0.908	0.901	0.892	0.884	0.875	0.865
72	0.965	0.962	0.958	0.954	0.949	0.945	0.939	0.934	0.928	0.921	0.914	0.907	0.899	0.891	0.882	0.873
73	0.967	0.964	0.961	0.957	0.953	0.948	0.943	0.938	0.932	0.926	0.920	0.913	0.905	0.897	0.889	0.881
74	0.970	0.967	0.964	0.960	0.956	0.952	0.947	0.942	0.937	0.931	0.925	0.918	0.911	0.904	0.897	0.889
75	0.972	0.969	0.966	0.963	0.959	0.956	0.951	0.947	0.942	0.936	0.930	0.924	0.918	0.911	0.904	0.896

Appendix D – 100% Joint & Survivor Pension Factors

Age	Participant																
	Beneficiary	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40		0.838	0.827	0.816	0.803	0.791	0.778	0.764	0.750	0.735	0.720	0.705	0.689	0.702	0.698	0.694	0.690
41		0.842	0.831	0.819	0.807	0.794	0.781	0.768	0.753	0.739	0.724	0.709	0.693	0.706	0.702	0.698	0.694
42		0.845	0.834	0.823	0.811	0.798	0.785	0.772	0.757	0.743	0.728	0.713	0.697	0.710	0.706	0.702	0.698
43		0.849	0.838	0.827	0.815	0.802	0.789	0.776	0.762	0.747	0.732	0.717	0.701	0.714	0.710	0.706	0.702
44		0.853	0.842	0.831	0.819	0.806	0.793	0.780	0.766	0.751	0.737	0.721	0.705	0.718	0.714	0.710	0.706
45		0.857	0.846	0.835	0.823	0.811	0.798	0.784	0.770	0.756	0.741	0.726	0.710	0.722	0.718	0.714	0.710
46		0.861	0.850	0.839	0.827	0.815	0.802	0.789	0.775	0.761	0.746	0.731	0.715	0.726	0.722	0.718	0.714
47		0.865	0.854	0.843	0.832	0.820	0.807	0.794	0.780	0.766	0.751	0.736	0.720	0.730	0.726	0.722	0.718
48		0.869	0.859	0.848	0.837	0.824	0.812	0.799	0.785	0.771	0.756	0.741	0.725	0.734	0.730	0.726	0.722
49		0.873	0.863	0.852	0.841	0.829	0.817	0.804	0.790	0.776	0.761	0.746	0.731	0.738	0.734	0.730	0.726
50		0.877	0.868	0.857	0.846	0.834	0.822	0.809	0.796	0.782	0.767	0.752	0.736	0.742	0.738	0.734	0.730
51		0.882	0.872	0.862	0.851	0.839	0.827	0.815	0.801	0.787	0.773	0.758	0.742	0.727	0.742	0.738	0.734
52		0.886	0.877	0.867	0.856	0.845	0.833	0.820	0.807	0.793	0.779	0.764	0.749	0.733	0.746	0.742	0.738
53		0.891	0.882	0.872	0.861	0.850	0.838	0.826	0.813	0.799	0.785	0.770	0.755	0.739	0.750	0.746	0.742
54		0.895	0.886	0.877	0.866	0.856	0.844	0.832	0.819	0.805	0.791	0.777	0.762	0.746	0.754	0.750	0.746
55		0.900	0.891	0.882	0.872	0.861	0.850	0.838	0.825	0.812	0.798	0.784	0.769	0.753	0.758	0.754	0.750
56		0.904	0.896	0.887	0.877	0.867	0.856	0.844	0.831	0.818	0.805	0.790	0.776	0.760	0.745	0.758	0.754
57		0.909	0.901	0.892	0.883	0.872	0.862	0.850	0.838	0.825	0.812	0.798	0.783	0.768	0.752	0.762	0.758
58		0.914	0.906	0.897	0.888	0.878	0.868	0.856	0.845	0.832	0.819	0.805	0.791	0.776	0.760	0.766	0.762
59		0.918	0.911	0.902	0.893	0.884	0.874	0.863	0.851	0.839	0.826	0.812	0.798	0.784	0.768	0.753	0.766
60		0.923	0.915	0.907	0.899	0.890	0.880	0.869	0.858	0.846	0.833	0.820	0.806	0.792	0.777	0.761	0.770
61		0.927	0.920	0.913	0.904	0.895	0.886	0.876	0.865	0.853	0.841	0.828	0.814	0.800	0.785	0.770	0.755
62		0.931	0.925	0.918	0.910	0.901	0.892	0.882	0.872	0.860	0.848	0.836	0.823	0.809	0.794	0.779	0.764
63		0.936	0.929	0.923	0.915	0.907	0.898	0.889	0.878	0.868	0.856	0.844	0.831	0.817	0.803	0.789	0.773
64		0.940	0.934	0.927	0.920	0.913	0.904	0.895	0.885	0.875	0.864	0.852	0.839	0.826	0.812	0.798	0.783
65		0.944	0.938	0.932	0.925	0.918	0.910	0.901	0.892	0.882	0.871	0.860	0.848	0.835	0.822	0.808	0.793
66		0.948	0.943	0.937	0.930	0.923	0.916	0.908	0.899	0.889	0.879	0.868	0.856	0.844	0.831	0.817	0.803
67		0.952	0.947	0.941	0.935	0.929	0.922	0.914	0.905	0.896	0.886	0.876	0.865	0.853	0.840	0.827	0.814
68		0.955	0.951	0.946	0.940	0.934	0.927	0.920	0.912	0.903	0.894	0.884	0.873	0.862	0.850	0.837	0.824
69		0.959	0.955	0.950	0.945	0.939	0.933	0.926	0.918	0.910	0.901	0.892	0.881	0.870	0.859	0.847	0.834
70		0.962	0.958	0.954	0.949	0.944	0.938	0.931	0.924	0.917	0.908	0.899	0.890	0.879	0.868	0.857	0.844
71		0.966	0.962	0.958	0.953	0.948	0.943	0.937	0.930	0.923	0.915	0.907	0.898	0.888	0.877	0.866	0.855
72		0.969	0.965	0.962	0.957	0.953	0.948	0.942	0.936	0.929	0.922	0.914	0.905	0.896	0.886	0.876	0.865
73		0.971	0.968	0.965	0.961	0.957	0.952	0.947	0.941	0.935	0.928	0.921	0.913	0.904	0.895	0.885	0.875
74		0.974	0.971	0.968	0.965	0.961	0.957	0.952	0.947	0.941	0.935	0.928	0.920	0.912	0.903	0.894	0.884
75		0.977	0.974	0.971	0.968	0.965	0.961	0.956	0.952	0.946	0.941	0.934	0.927	0.920	0.912	0.903	0.894

Appendix D – 100% Reversionary Joint & Survivor Pension Factors

Age	Participant															
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
40	0.834	0.823	0.811	0.799	0.786	0.773	0.759	0.745	0.731	0.716	0.701	0.685	0.669	0.678	0.674	0.670
41	0.837	0.826	0.814	0.802	0.790	0.776	0.763	0.749	0.734	0.719	0.704	0.688	0.673	0.682	0.678	0.674
42	0.840	0.829	0.818	0.806	0.793	0.780	0.766	0.752	0.738	0.723	0.708	0.692	0.676	0.686	0.682	0.678
43	0.843	0.832	0.821	0.809	0.797	0.783	0.770	0.756	0.742	0.727	0.711	0.696	0.680	0.690	0.686	0.682
44	0.847	0.836	0.825	0.813	0.800	0.787	0.774	0.760	0.745	0.731	0.715	0.700	0.684	0.694	0.690	0.686
45	0.850	0.839	0.828	0.816	0.804	0.791	0.778	0.764	0.749	0.735	0.719	0.704	0.688	0.698	0.694	0.690
46	0.854	0.843	0.832	0.820	0.808	0.795	0.782	0.768	0.754	0.739	0.724	0.708	0.692	0.702	0.698	0.694
47	0.857	0.847	0.836	0.824	0.812	0.799	0.786	0.772	0.758	0.743	0.728	0.712	0.697	0.706	0.702	0.698
48	0.861	0.851	0.840	0.828	0.816	0.803	0.790	0.777	0.762	0.748	0.733	0.717	0.701	0.710	0.706	0.702
49	0.865	0.854	0.844	0.832	0.820	0.808	0.795	0.781	0.767	0.752	0.737	0.722	0.706	0.714	0.710	0.706
50	0.868	0.858	0.848	0.837	0.825	0.812	0.799	0.786	0.772	0.757	0.742	0.727	0.711	0.718	0.714	0.710
51	0.872	0.862	0.852	0.841	0.829	0.817	0.804	0.791	0.777	0.762	0.747	0.732	0.716	0.722	0.718	0.714
52	0.876	0.867	0.856	0.845	0.834	0.822	0.809	0.796	0.782	0.767	0.753	0.737	0.722	0.726	0.722	0.718
53	0.880	0.871	0.861	0.850	0.838	0.826	0.814	0.801	0.787	0.773	0.758	0.743	0.727	0.711	0.726	0.722
54	0.884	0.875	0.865	0.854	0.843	0.831	0.819	0.806	0.792	0.778	0.764	0.749	0.733	0.717	0.730	0.726
55	0.888	0.879	0.869	0.859	0.848	0.836	0.824	0.811	0.798	0.784	0.769	0.754	0.739	0.723	0.734	0.730
56	0.892	0.883	0.874	0.864	0.853	0.841	0.829	0.817	0.803	0.790	0.775	0.761	0.745	0.730	0.738	0.734
57	0.896	0.887	0.878	0.868	0.858	0.846	0.835	0.822	0.809	0.796	0.781	0.767	0.752	0.736	0.742	0.738
58	0.900	0.892	0.883	0.873	0.863	0.852	0.840	0.828	0.815	0.802	0.788	0.773	0.758	0.743	0.727	0.742
59	0.904	0.896	0.887	0.878	0.868	0.857	0.845	0.834	0.821	0.808	0.794	0.780	0.765	0.750	0.734	0.746
60	0.908	0.900	0.892	0.882	0.873	0.862	0.851	0.839	0.827	0.814	0.800	0.786	0.772	0.757	0.742	0.750
61	0.912	0.904	0.896	0.887	0.878	0.867	0.857	0.845	0.833	0.820	0.807	0.793	0.779	0.764	0.749	0.754
62	0.916	0.908	0.900	0.892	0.883	0.873	0.862	0.851	0.839	0.827	0.814	0.800	0.786	0.772	0.757	0.741
63	0.920	0.913	0.905	0.896	0.888	0.878	0.868	0.857	0.845	0.833	0.820	0.807	0.793	0.779	0.764	0.749
64	0.923	0.917	0.909	0.901	0.892	0.883	0.873	0.863	0.852	0.840	0.827	0.814	0.801	0.787	0.772	0.758
65	0.927	0.921	0.913	0.906	0.897	0.888	0.879	0.869	0.858	0.846	0.834	0.821	0.808	0.794	0.780	0.766
66	0.931	0.925	0.918	0.910	0.902	0.894	0.884	0.874	0.864	0.853	0.841	0.829	0.816	0.802	0.789	0.774
67	0.934	0.928	0.922	0.915	0.907	0.899	0.890	0.880	0.870	0.859	0.848	0.836	0.823	0.810	0.797	0.783
68	0.938	0.932	0.926	0.919	0.912	0.904	0.895	0.886	0.876	0.866	0.855	0.843	0.831	0.818	0.805	0.792
69	0.941	0.936	0.930	0.923	0.916	0.909	0.901	0.892	0.882	0.872	0.862	0.850	0.839	0.826	0.814	0.801
70	0.945	0.940	0.934	0.928	0.921	0.914	0.906	0.897	0.888	0.879	0.869	0.858	0.846	0.834	0.822	0.809
71	0.948	0.943	0.938	0.932	0.925	0.919	0.911	0.903	0.894	0.885	0.875	0.865	0.854	0.843	0.831	0.818
72	0.951	0.947	0.941	0.936	0.930	0.923	0.916	0.909	0.900	0.892	0.882	0.872	0.862	0.851	0.839	0.827
73	0.954	0.950	0.945	0.940	0.934	0.928	0.921	0.914	0.906	0.898	0.889	0.879	0.869	0.859	0.848	0.836
74	0.957	0.953	0.949	0.944	0.938	0.933	0.926	0.919	0.912	0.904	0.895	0.886	0.877	0.867	0.856	0.845
75	0.960	0.956	0.952	0.948	0.943	0.937	0.931	0.925	0.918	0.910	0.902	0.893	0.884	0.875	0.865	0.854

Appendix D – 50% Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
Participant	40	41	42	43	44	45	46	47	48	49	50	51	52
40	0.8491	0.8514	0.8538	0.8563	0.8589	0.8616	0.8644	0.8673	0.8703	0.8734	0.8766	0.8799	0.8833
41	0.8460	0.8484	0.8508	0.8533	0.8560	0.8587	0.8616	0.8645	0.8676	0.8707	0.8739	0.8773	0.8807
42	0.8429	0.8453	0.8478	0.8504	0.8530	0.8558	0.8587	0.8617	0.8648	0.8679	0.8712	0.8746	0.8781
43	0.8398	0.8422	0.8447	0.8473	0.8500	0.8529	0.8558	0.8588	0.8619	0.8651	0.8685	0.8719	0.8755
44	0.8367	0.8391	0.8416	0.8443	0.8470	0.8499	0.8528	0.8559	0.8590	0.8623	0.8657	0.8692	0.8728
45	0.8335	0.8360	0.8385	0.8412	0.8440	0.8468	0.8498	0.8529	0.8561	0.8595	0.8629	0.8664	0.8701
46	0.8303	0.8328	0.8353	0.8380	0.8408	0.8438	0.8468	0.8499	0.8532	0.8566	0.8600	0.8636	0.8673
47	0.8270	0.8295	0.8321	0.8349	0.8377	0.8407	0.8437	0.8469	0.8502	0.8536	0.8571	0.8608	0.8645
48	0.8237	0.8262	0.8289	0.8316	0.8345	0.8375	0.8406	0.8438	0.8472	0.8506	0.8542	0.8579	0.8617
49	0.8204	0.8229	0.8256	0.8284	0.8313	0.8343	0.8374	0.8407	0.8441	0.8476	0.8512	0.8550	0.8588
50	0.8170	0.8195	0.8222	0.8251	0.8280	0.8311	0.8342	0.8375	0.8410	0.8445	0.8482	0.8520	0.8559
51	0.8135	0.8161	0.8188	0.8217	0.8247	0.8278	0.8310	0.8343	0.8378	0.8414	0.8451	0.8490	0.8529
52	0.8100	0.8126	0.8154	0.8183	0.8213	0.8244	0.8277	0.8310	0.8345	0.8382	0.8420	0.8459	0.8499
53	0.8064	0.8091	0.8119	0.8148	0.8178	0.8210	0.8243	0.8277	0.8312	0.8349	0.8387	0.8427	0.8468
54	0.8028	0.8055	0.8083	0.8112	0.8143	0.8175	0.8208	0.8243	0.8279	0.8316	0.8355	0.8395	0.8436
55	0.7991	0.8018	0.8046	0.8076	0.8107	0.8139	0.8172	0.8207	0.8244	0.8282	0.8321	0.8362	0.8404
56	0.7952	0.7980	0.8008	0.8038	0.8069	0.8102	0.8136	0.8171	0.8208	0.8246	0.8286	0.8327	0.8370
57	0.7913	0.7940	0.7969	0.7999	0.8031	0.8064	0.8098	0.8134	0.8171	0.8210	0.8250	0.8292	0.8335
58	0.7872	0.7900	0.7929	0.7960	0.7991	0.8025	0.8059	0.8096	0.8133	0.8172	0.8213	0.8255	0.8299
59	0.7830	0.7858	0.7888	0.7918	0.7950	0.7984	0.8019	0.8056	0.8094	0.8133	0.8175	0.8217	0.8262
60	0.7787	0.7815	0.7845	0.7876	0.7908	0.7942	0.7977	0.8014	0.8053	0.8093	0.8135	0.8178	0.8223
61	0.7742	0.7770	0.7800	0.7831	0.7864	0.7898	0.7934	0.7971	0.8010	0.8051	0.8093	0.8137	0.8182
62	0.7695	0.7723	0.7753	0.7785	0.7818	0.7852	0.7888	0.7926	0.7965	0.8006	0.8049	0.8093	0.8140
63	0.7646	0.7674	0.7705	0.7736	0.7770	0.7804	0.7841	0.7879	0.7919	0.7960	0.8003	0.8048	0.8095
64	0.7595	0.7623	0.7654	0.7686	0.7719	0.7754	0.7791	0.7830	0.7870	0.7912	0.7955	0.8001	0.8048
65	0.7541	0.7570	0.7601	0.7633	0.7667	0.7702	0.7739	0.7778	0.7818	0.7861	0.7905	0.7951	0.7999

Appendix D – 50% Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary													
	Participant	53	54	55	56	57	58	59	60	61	62	63	64	65
40		0.8868	0.8903	0.8940	0.8978	0.9017	0.9056	0.9097	0.9138	0.9179	0.9222	0.9264	0.9307	0.9350
41		0.8842	0.8879	0.8916	0.8955	0.8994	0.9034	0.9076	0.9117	0.9160	0.9203	0.9246	0.9290	0.9334
42		0.8817	0.8854	0.8892	0.8931	0.8971	0.9012	0.9054	0.9097	0.9140	0.9184	0.9228	0.9273	0.9318
43		0.8791	0.8829	0.8867	0.8907	0.8948	0.8990	0.9032	0.9076	0.9120	0.9165	0.9210	0.9256	0.9301
44		0.8765	0.8803	0.8843	0.8883	0.8924	0.8967	0.9010	0.9055	0.9100	0.9145	0.9191	0.9238	0.9285
45		0.8738	0.8777	0.8817	0.8858	0.8900	0.8944	0.8988	0.9033	0.9079	0.9125	0.9172	0.9220	0.9268
46		0.8712	0.8751	0.8792	0.8833	0.8876	0.8920	0.8965	0.9011	0.9058	0.9105	0.9153	0.9202	0.9250
47		0.8684	0.8724	0.8766	0.8808	0.8852	0.8896	0.8942	0.8989	0.9036	0.9085	0.9134	0.9183	0.9233
48		0.8657	0.8697	0.8739	0.8782	0.8827	0.8872	0.8919	0.8966	0.9015	0.9064	0.9114	0.9164	0.9215
49		0.8628	0.8670	0.8712	0.8756	0.8801	0.8847	0.8895	0.8943	0.8993	0.9043	0.9093	0.9145	0.9197
50		0.8600	0.8642	0.8685	0.8729	0.8775	0.8822	0.8871	0.8920	0.8970	0.9021	0.9073	0.9125	0.9178
51		0.8571	0.8613	0.8657	0.8702	0.8749	0.8797	0.8846	0.8896	0.8947	0.8999	0.9052	0.9105	0.9159
52		0.8541	0.8584	0.8629	0.8675	0.8722	0.8771	0.8820	0.8872	0.8924	0.8977	0.9030	0.9085	0.9140
53		0.8510	0.8554	0.8600	0.8646	0.8694	0.8744	0.8795	0.8847	0.8900	0.8954	0.9008	0.9064	0.9120
54		0.8479	0.8524	0.8570	0.8617	0.8666	0.8716	0.8768	0.8821	0.8875	0.8930	0.8986	0.9042	0.9100
55		0.8447	0.8492	0.8539	0.8587	0.8637	0.8688	0.8741	0.8795	0.8850	0.8906	0.8963	0.9020	0.9079
56		0.8414	0.8460	0.8507	0.8556	0.8607	0.8659	0.8712	0.8767	0.8823	0.8880	0.8938	0.8997	0.9057
57		0.8380	0.8427	0.8475	0.8524	0.8576	0.8629	0.8683	0.8739	0.8796	0.8854	0.8913	0.8973	0.9034
58		0.8345	0.8392	0.8441	0.8491	0.8543	0.8597	0.8653	0.8709	0.8768	0.8827	0.8887	0.8949	0.9011
59		0.8308	0.8356	0.8405	0.8457	0.8510	0.8564	0.8621	0.8679	0.8738	0.8798	0.8860	0.8923	0.8986
60		0.8270	0.8318	0.8369	0.8421	0.8475	0.8530	0.8588	0.8646	0.8707	0.8768	0.8831	0.8895	0.8960
61		0.8230	0.8279	0.8330	0.8383	0.8438	0.8494	0.8553	0.8613	0.8674	0.8737	0.8801	0.8866	0.8933
62		0.8188	0.8238	0.8289	0.8343	0.8399	0.8456	0.8516	0.8577	0.8640	0.8704	0.8769	0.8836	0.8903
63		0.8144	0.8194	0.8247	0.8301	0.8358	0.8417	0.8477	0.8539	0.8603	0.8668	0.8735	0.8803	0.8873
64		0.8097	0.8149	0.8202	0.8257	0.8315	0.8374	0.8436	0.8499	0.8564	0.8631	0.8699	0.8769	0.8840
65		0.8049	0.8101	0.8155	0.8211	0.8269	0.8330	0.8393	0.8457	0.8524	0.8592	0.8661	0.8732	0.8805

Appendix D – 50% Reversionary Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
	Participant	40	41	42	43	44	45	46	47	48	49	50	51
40	0.8450	0.8470	0.8490	0.8511	0.8533	0.8556	0.8580	0.8604	0.8629	0.8655	0.8682	0.8710	0.8738
41	0.8420	0.8440	0.8461	0.8482	0.8505	0.8528	0.8552	0.8576	0.8602	0.8628	0.8655	0.8683	0.8712
42	0.8389	0.8410	0.8431	0.8453	0.8475	0.8499	0.8523	0.8548	0.8574	0.8601	0.8628	0.8657	0.8686
43	0.8359	0.8379	0.8401	0.8423	0.8446	0.8470	0.8494	0.8520	0.8546	0.8573	0.8601	0.8630	0.8660
44	0.8328	0.8348	0.8370	0.8393	0.8416	0.8440	0.8465	0.8491	0.8518	0.8545	0.8574	0.8603	0.8634
45	0.8296	0.8317	0.8339	0.8362	0.8386	0.8410	0.8436	0.8462	0.8489	0.8517	0.8546	0.8576	0.8607
46	0.8264	0.8286	0.8308	0.8331	0.8355	0.8380	0.8406	0.8432	0.8460	0.8488	0.8518	0.8548	0.8580
47	0.8232	0.8254	0.8276	0.8300	0.8324	0.8349	0.8375	0.8403	0.8430	0.8459	0.8489	0.8520	0.8552
48	0.8200	0.8221	0.8244	0.8268	0.8293	0.8318	0.8345	0.8372	0.8401	0.8430	0.8460	0.8492	0.8524
49	0.8167	0.8189	0.8212	0.8236	0.8261	0.8287	0.8314	0.8342	0.8371	0.8400	0.8431	0.8463	0.8496
50	0.8133	0.8156	0.8179	0.8203	0.8229	0.8255	0.8282	0.8311	0.8340	0.8370	0.8402	0.8434	0.8467
51	0.8099	0.8122	0.8146	0.8170	0.8196	0.8223	0.8250	0.8279	0.8309	0.8339	0.8371	0.8404	0.8438
52	0.8065	0.8088	0.8112	0.8137	0.8163	0.8190	0.8218	0.8247	0.8277	0.8308	0.8341	0.8374	0.8409
53	0.8029	0.8053	0.8077	0.8102	0.8129	0.8156	0.8185	0.8214	0.8245	0.8276	0.8309	0.8343	0.8378
54	0.7993	0.8017	0.8042	0.8067	0.8094	0.8122	0.8151	0.8181	0.8212	0.8244	0.8277	0.8312	0.8347
55	0.7957	0.7981	0.8005	0.8031	0.8058	0.8087	0.8116	0.8146	0.8178	0.8210	0.8244	0.8279	0.8316
56	0.7919	0.7943	0.7968	0.7995	0.8022	0.8051	0.8080	0.8111	0.8143	0.8176	0.8211	0.8246	0.8283
57	0.7880	0.7905	0.7930	0.7957	0.7984	0.8013	0.8043	0.8075	0.8107	0.8141	0.8176	0.8212	0.8249
58	0.7840	0.7865	0.7891	0.7918	0.7946	0.7975	0.8005	0.8037	0.8070	0.8104	0.8139	0.8176	0.8214
59	0.7799	0.7824	0.7850	0.7877	0.7905	0.7935	0.7966	0.7998	0.8031	0.8066	0.8102	0.8139	0.8178
60	0.7756	0.7781	0.7807	0.7835	0.7864	0.7894	0.7925	0.7957	0.7991	0.8026	0.8063	0.8101	0.8140
61	0.7711	0.7737	0.7763	0.7791	0.7820	0.7851	0.7882	0.7915	0.7950	0.7985	0.8022	0.8061	0.8101
62	0.7665	0.7691	0.7718	0.7746	0.7775	0.7806	0.7838	0.7871	0.7906	0.7942	0.7980	0.8019	0.8059
63	0.7617	0.7643	0.7670	0.7698	0.7728	0.7759	0.7791	0.7825	0.7860	0.7897	0.7935	0.7975	0.8016
64	0.7566	0.7592	0.7620	0.7648	0.7678	0.7710	0.7743	0.7777	0.7812	0.7850	0.7888	0.7928	0.7970
65	0.7513	0.7540	0.7567	0.7596	0.7627	0.7658	0.7691	0.7726	0.7762	0.7800	0.7839	0.7880	0.7922

Appendix D – 50% Reversionary Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary													
	Participant	53	54	55	56	57	58	59	60	61	62	63	64	65
40		0.8767	0.8797	0.8828	0.8860	0.8893	0.8926	0.8961	0.8996	0.9032	0.9069	0.9106	0.9145	0.9184
41		0.8742	0.8773	0.8804	0.8837	0.8870	0.8904	0.8939	0.8975	0.9012	0.9049	0.9088	0.9127	0.9167
42		0.8717	0.8748	0.8780	0.8813	0.8847	0.8881	0.8917	0.8954	0.8991	0.9029	0.9069	0.9109	0.9149
43		0.8691	0.8723	0.8755	0.8789	0.8823	0.8859	0.8895	0.8932	0.8970	0.9009	0.9049	0.9090	0.9132
44		0.8665	0.8697	0.8730	0.8764	0.8800	0.8836	0.8873	0.8911	0.8950	0.8989	0.9030	0.9071	0.9114
45		0.8639	0.8671	0.8705	0.8740	0.8776	0.8812	0.8850	0.8889	0.8928	0.8969	0.9010	0.9053	0.9096
46		0.8612	0.8645	0.8680	0.8715	0.8751	0.8789	0.8827	0.8867	0.8907	0.8948	0.8990	0.9034	0.9078
47		0.8585	0.8619	0.8654	0.8690	0.8727	0.8765	0.8804	0.8844	0.8885	0.8927	0.8970	0.9014	0.9059
48		0.8558	0.8592	0.8628	0.8664	0.8702	0.8741	0.8781	0.8821	0.8863	0.8906	0.8950	0.8995	0.9041
49		0.8530	0.8565	0.8601	0.8639	0.8677	0.8716	0.8757	0.8799	0.8841	0.8885	0.8930	0.8975	0.9022
50		0.8502	0.8538	0.8574	0.8612	0.8651	0.8692	0.8733	0.8775	0.8819	0.8863	0.8909	0.8955	0.9003
51		0.8473	0.8510	0.8547	0.8586	0.8625	0.8666	0.8708	0.8752	0.8796	0.8841	0.8888	0.8935	0.8984
52		0.8444	0.8481	0.8519	0.8559	0.8599	0.8641	0.8684	0.8728	0.8773	0.8819	0.8866	0.8915	0.8964
53		0.8415	0.8452	0.8491	0.8531	0.8572	0.8615	0.8658	0.8703	0.8749	0.8796	0.8844	0.8894	0.8944
54		0.8384	0.8423	0.8462	0.8503	0.8545	0.8588	0.8632	0.8678	0.8725	0.8773	0.8822	0.8872	0.8924
55		0.8353	0.8392	0.8432	0.8474	0.8516	0.8560	0.8606	0.8652	0.8700	0.8749	0.8799	0.8850	0.8903
56		0.8321	0.8361	0.8402	0.8444	0.8487	0.8532	0.8578	0.8626	0.8674	0.8724	0.8775	0.8828	0.8882
57		0.8288	0.8328	0.8370	0.8413	0.8457	0.8503	0.8550	0.8598	0.8648	0.8699	0.8751	0.8804	0.8859
58		0.8254	0.8295	0.8337	0.8381	0.8426	0.8472	0.8520	0.8569	0.8620	0.8672	0.8725	0.8780	0.8836
59		0.8218	0.8260	0.8303	0.8347	0.8393	0.8441	0.8489	0.8540	0.8591	0.8644	0.8699	0.8755	0.8812
60		0.8181	0.8223	0.8267	0.8312	0.8359	0.8407	0.8457	0.8509	0.8561	0.8615	0.8671	0.8728	0.8786
61		0.8142	0.8185	0.8230	0.8276	0.8323	0.8373	0.8423	0.8476	0.8530	0.8585	0.8642	0.8700	0.8759
62		0.8102	0.8145	0.8191	0.8237	0.8286	0.8336	0.8388	0.8441	0.8496	0.8553	0.8611	0.8670	0.8731
63		0.8059	0.8103	0.8149	0.8197	0.8247	0.8298	0.8351	0.8405	0.8461	0.8519	0.8578	0.8639	0.8701
64		0.8014	0.8059	0.8106	0.8155	0.8205	0.8257	0.8311	0.8366	0.8424	0.8483	0.8543	0.8605	0.8669
65		0.7967	0.8012	0.8060	0.8110	0.8161	0.8214	0.8269	0.8326	0.8384	0.8444	0.8506	0.8570	0.8635

Appendix D – 75% Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
	40	41	42	43	44	45	46	47	48	49	50	51	52
40	0.7805	0.7834	0.7865	0.7897	0.7930	0.7965	0.8001	0.8038	0.8077	0.8117	0.8158	0.8201	0.8245
41	0.7763	0.7793	0.7824	0.7856	0.7890	0.7925	0.7961	0.7999	0.8038	0.8079	0.8120	0.8164	0.8208
42	0.7722	0.7752	0.7783	0.7815	0.7849	0.7885	0.7921	0.7959	0.7999	0.8040	0.8082	0.8126	0.8171
43	0.7680	0.7710	0.7741	0.7774	0.7808	0.7844	0.7881	0.7919	0.7959	0.8001	0.8044	0.8088	0.8134
44	0.7637	0.7667	0.7699	0.7732	0.7767	0.7803	0.7840	0.7879	0.7919	0.7961	0.8004	0.8049	0.8096
45	0.7594	0.7625	0.7657	0.7690	0.7725	0.7761	0.7799	0.7838	0.7879	0.7921	0.7965	0.8010	0.8057
46	0.7551	0.7582	0.7614	0.7648	0.7683	0.7719	0.7757	0.7797	0.7838	0.7881	0.7925	0.7971	0.8018
47	0.7507	0.7538	0.7571	0.7605	0.7640	0.7677	0.7715	0.7755	0.7797	0.7840	0.7885	0.7931	0.7979
48	0.7463	0.7494	0.7527	0.7561	0.7597	0.7634	0.7673	0.7713	0.7755	0.7798	0.7844	0.7890	0.7939
49	0.7419	0.7450	0.7483	0.7517	0.7553	0.7591	0.7630	0.7670	0.7713	0.7757	0.7802	0.7850	0.7899
50	0.7374	0.7405	0.7438	0.7473	0.7509	0.7547	0.7586	0.7627	0.7670	0.7714	0.7760	0.7808	0.7858
51	0.7328	0.7360	0.7393	0.7428	0.7464	0.7502	0.7542	0.7583	0.7627	0.7671	0.7718	0.7766	0.7816
52	0.7282	0.7314	0.7347	0.7382	0.7419	0.7457	0.7497	0.7539	0.7582	0.7628	0.7675	0.7723	0.7774
53	0.7235	0.7267	0.7301	0.7336	0.7373	0.7412	0.7452	0.7494	0.7538	0.7583	0.7631	0.7680	0.7731
54	0.7187	0.7220	0.7254	0.7289	0.7326	0.7365	0.7406	0.7448	0.7492	0.7538	0.7586	0.7635	0.7687
55	0.7139	0.7171	0.7205	0.7241	0.7278	0.7318	0.7358	0.7401	0.7445	0.7492	0.7540	0.7590	0.7642
56	0.7089	0.7122	0.7156	0.7192	0.7230	0.7269	0.7310	0.7353	0.7398	0.7444	0.7493	0.7544	0.7596
57	0.7039	0.7071	0.7106	0.7142	0.7180	0.7219	0.7261	0.7304	0.7349	0.7396	0.7445	0.7496	0.7549
58	0.6987	0.7020	0.7054	0.7090	0.7128	0.7168	0.7210	0.7253	0.7298	0.7346	0.7395	0.7447	0.7500
59	0.6933	0.6966	0.7001	0.7037	0.7075	0.7115	0.7157	0.7201	0.7246	0.7294	0.7344	0.7396	0.7450
60	0.6878	0.6911	0.6946	0.6982	0.7021	0.7061	0.7103	0.7147	0.7193	0.7241	0.7291	0.7343	0.7398
61	0.6821	0.6854	0.6889	0.6925	0.6964	0.7004	0.7047	0.7091	0.7137	0.7185	0.7236	0.7289	0.7344
62	0.6762	0.6795	0.6830	0.6867	0.6905	0.6946	0.6988	0.7033	0.7079	0.7128	0.7179	0.7232	0.7287
63	0.6701	0.6734	0.6769	0.6806	0.6844	0.6885	0.6928	0.6972	0.7019	0.7068	0.7119	0.7172	0.7228
64	0.6637	0.6670	0.6705	0.6742	0.6781	0.6822	0.6864	0.6909	0.6956	0.7005	0.7057	0.7110	0.7167
65	0.6571	0.6604	0.6639	0.6676	0.6715	0.6756	0.6798	0.6843	0.6890	0.6940	0.6991	0.7046	0.7102

Appendix D – 75% Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary												
Participant	53	54	55	56	57	58	59	60	61	62	63	64	65
40	0.8291	0.8338	0.8386	0.8436	0.8488	0.8540	0.8594	0.8649	0.8706	0.8763	0.8820	0.8879	0.8938
41	0.8255	0.8302	0.8352	0.8402	0.8454	0.8508	0.8563	0.8619	0.8676	0.8734	0.8792	0.8852	0.8912
42	0.8218	0.8266	0.8316	0.8368	0.8420	0.8475	0.8530	0.8587	0.8645	0.8704	0.8764	0.8825	0.8886
43	0.8181	0.8230	0.8280	0.8333	0.8386	0.8441	0.8498	0.8556	0.8615	0.8675	0.8735	0.8797	0.8859
44	0.8144	0.8193	0.8244	0.8297	0.8351	0.8407	0.8465	0.8523	0.8583	0.8644	0.8706	0.8769	0.8832
45	0.8106	0.8156	0.8208	0.8261	0.8316	0.8373	0.8431	0.8491	0.8552	0.8614	0.8677	0.8741	0.8805
46	0.8067	0.8118	0.8171	0.8225	0.8281	0.8338	0.8397	0.8458	0.8520	0.8583	0.8647	0.8712	0.8777
47	0.8029	0.8080	0.8133	0.8188	0.8245	0.8303	0.8363	0.8424	0.8487	0.8551	0.8616	0.8682	0.8749
48	0.7989	0.8041	0.8095	0.8151	0.8208	0.8267	0.8328	0.8390	0.8454	0.8519	0.8585	0.8653	0.8721
49	0.7949	0.8002	0.8057	0.8113	0.8171	0.8231	0.8293	0.8356	0.8421	0.8487	0.8554	0.8622	0.8692
50	0.7909	0.7962	0.8017	0.8074	0.8133	0.8194	0.8257	0.8321	0.8387	0.8454	0.8522	0.8592	0.8662
51	0.7868	0.7922	0.7978	0.8035	0.8095	0.8157	0.8220	0.8285	0.8352	0.8420	0.8490	0.8560	0.8632
52	0.7826	0.7881	0.7937	0.7996	0.8056	0.8119	0.8183	0.8249	0.8317	0.8386	0.8457	0.8528	0.8601
53	0.7784	0.7839	0.7896	0.7955	0.8017	0.8080	0.8145	0.8212	0.8281	0.8351	0.8423	0.8496	0.8570
54	0.7741	0.7796	0.7854	0.7914	0.7976	0.8040	0.8106	0.8174	0.8244	0.8315	0.8388	0.8463	0.8538
55	0.7697	0.7753	0.7811	0.7872	0.7935	0.8000	0.8067	0.8136	0.8206	0.8279	0.8353	0.8428	0.8505
56	0.7651	0.7708	0.7767	0.7828	0.7892	0.7958	0.8026	0.8096	0.8168	0.8241	0.8316	0.8393	0.8471
57	0.7604	0.7662	0.7722	0.7784	0.7848	0.7915	0.7984	0.8055	0.8127	0.8202	0.8279	0.8357	0.8436
58	0.7556	0.7614	0.7675	0.7738	0.7803	0.7870	0.7940	0.8012	0.8086	0.8162	0.8239	0.8319	0.8399
59	0.7506	0.7565	0.7626	0.7690	0.7756	0.7824	0.7895	0.7968	0.8043	0.8120	0.8199	0.8279	0.8361
60	0.7455	0.7514	0.7576	0.7640	0.7707	0.7776	0.7847	0.7921	0.7998	0.8076	0.8156	0.8238	0.8322
61	0.7401	0.7461	0.7523	0.7588	0.7655	0.7726	0.7798	0.7873	0.7950	0.8030	0.8111	0.8195	0.8280
62	0.7345	0.7405	0.7468	0.7534	0.7602	0.7673	0.7747	0.7823	0.7901	0.7982	0.8064	0.8149	0.8236
63	0.7287	0.7347	0.7411	0.7477	0.7546	0.7618	0.7693	0.7770	0.7849	0.7931	0.8015	0.8101	0.8190
64	0.7225	0.7287	0.7351	0.7418	0.7488	0.7560	0.7636	0.7714	0.7794	0.7877	0.7963	0.8051	0.8140
65	0.7161	0.7223	0.7288	0.7355	0.7426	0.7499	0.7576	0.7655	0.7737	0.7821	0.7908	0.7997	0.8088

Appendix D – 75% Reversionary Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
	40	41	42	43	44	45	46	47	48	49	50	51	52
40	0.7751	0.7775	0.7801	0.7828	0.7855	0.7884	0.7913	0.7944	0.7976	0.8008	0.8042	0.8077	0.8113
41	0.7710	0.7735	0.7761	0.7788	0.7815	0.7844	0.7874	0.7905	0.7937	0.7971	0.8005	0.8040	0.8076
42	0.7669	0.7694	0.7720	0.7747	0.7775	0.7805	0.7835	0.7866	0.7899	0.7932	0.7967	0.8003	0.8040
43	0.7627	0.7653	0.7679	0.7707	0.7735	0.7765	0.7795	0.7827	0.7860	0.7894	0.7929	0.7965	0.8003
44	0.7585	0.7611	0.7638	0.7666	0.7694	0.7724	0.7755	0.7787	0.7821	0.7855	0.7891	0.7927	0.7965
45	0.7543	0.7569	0.7596	0.7624	0.7653	0.7684	0.7715	0.7747	0.7781	0.7816	0.7852	0.7889	0.7928
46	0.7501	0.7527	0.7554	0.7582	0.7612	0.7642	0.7674	0.7707	0.7741	0.7776	0.7813	0.7850	0.7889
47	0.7458	0.7484	0.7512	0.7540	0.7570	0.7601	0.7633	0.7666	0.7701	0.7736	0.7773	0.7811	0.7851
48	0.7414	0.7441	0.7469	0.7498	0.7528	0.7559	0.7591	0.7625	0.7660	0.7696	0.7733	0.7772	0.7812
49	0.7370	0.7397	0.7425	0.7455	0.7485	0.7517	0.7549	0.7583	0.7619	0.7655	0.7693	0.7732	0.7773
50	0.7326	0.7353	0.7382	0.7411	0.7442	0.7474	0.7507	0.7541	0.7577	0.7614	0.7652	0.7692	0.7733
51	0.7281	0.7309	0.7337	0.7367	0.7398	0.7430	0.7464	0.7499	0.7535	0.7572	0.7611	0.7651	0.7693
52	0.7236	0.7264	0.7293	0.7323	0.7354	0.7386	0.7420	0.7455	0.7492	0.7530	0.7569	0.7610	0.7652
53	0.7190	0.7218	0.7247	0.7277	0.7309	0.7342	0.7376	0.7412	0.7448	0.7487	0.7526	0.7568	0.7610
54	0.7143	0.7171	0.7201	0.7231	0.7263	0.7296	0.7331	0.7367	0.7404	0.7443	0.7483	0.7525	0.7568
55	0.7096	0.7124	0.7154	0.7184	0.7217	0.7250	0.7285	0.7321	0.7359	0.7398	0.7439	0.7481	0.7525
56	0.7047	0.7076	0.7105	0.7137	0.7169	0.7203	0.7238	0.7275	0.7313	0.7352	0.7393	0.7436	0.7481
57	0.6997	0.7026	0.7056	0.7087	0.7120	0.7154	0.7190	0.7227	0.7265	0.7305	0.7347	0.7390	0.7435
58	0.6946	0.6975	0.7005	0.7037	0.7070	0.7104	0.7140	0.7178	0.7216	0.7257	0.7299	0.7343	0.7388
59	0.6894	0.6923	0.6953	0.6985	0.7018	0.7053	0.7089	0.7127	0.7166	0.7207	0.7249	0.7294	0.7340
60	0.6840	0.6869	0.6899	0.6931	0.6965	0.7000	0.7036	0.7074	0.7114	0.7155	0.7198	0.7243	0.7289
61	0.6784	0.6813	0.6844	0.6876	0.6909	0.6945	0.6981	0.7020	0.7060	0.7101	0.7145	0.7190	0.7237
62	0.6725	0.6755	0.6786	0.6818	0.6852	0.6887	0.6925	0.6963	0.7004	0.7046	0.7089	0.7135	0.7183
63	0.6665	0.6695	0.6726	0.6758	0.6792	0.6828	0.6865	0.6904	0.6945	0.6987	0.7032	0.7078	0.7126
64	0.6602	0.6632	0.6663	0.6696	0.6730	0.6766	0.6804	0.6843	0.6884	0.6927	0.6971	0.7018	0.7067
65	0.6537	0.6567	0.6598	0.6631	0.6665	0.6702	0.6739	0.6779	0.6820	0.6863	0.6908	0.6955	0.7004

Appendix D – 75% Reversionary Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary												
	53	54	55	56	57	58	59	60	61	62	63	64	65
40	0.8150	0.8188	0.8228	0.8268	0.8310	0.8352	0.8396	0.8441	0.8487	0.8534	0.8582	0.8631	0.8681
41	0.8114	0.8153	0.8193	0.8234	0.8276	0.8320	0.8364	0.8410	0.8456	0.8504	0.8553	0.8603	0.8654
42	0.8078	0.8117	0.8158	0.8199	0.8242	0.8286	0.8332	0.8378	0.8426	0.8474	0.8524	0.8575	0.8626
43	0.8041	0.8081	0.8122	0.8165	0.8208	0.8253	0.8299	0.8346	0.8394	0.8444	0.8494	0.8546	0.8599
44	0.8004	0.8045	0.8087	0.8129	0.8174	0.8219	0.8266	0.8314	0.8363	0.8413	0.8464	0.8517	0.8570
45	0.7967	0.8008	0.8051	0.8094	0.8139	0.8185	0.8232	0.8281	0.8331	0.8382	0.8434	0.8488	0.8542
46	0.7930	0.7971	0.8014	0.8058	0.8104	0.8151	0.8199	0.8248	0.8299	0.8351	0.8404	0.8458	0.8514
47	0.7892	0.7934	0.7977	0.8022	0.8068	0.8116	0.8165	0.8215	0.8266	0.8319	0.8373	0.8428	0.8485
48	0.7853	0.7896	0.7940	0.7986	0.8033	0.8081	0.8130	0.8181	0.8234	0.8287	0.8342	0.8398	0.8456
49	0.7815	0.7858	0.7903	0.7949	0.7996	0.8045	0.8096	0.8147	0.8201	0.8255	0.8311	0.8368	0.8426
50	0.7775	0.7819	0.7865	0.7912	0.7960	0.8009	0.8061	0.8113	0.8167	0.8222	0.8279	0.8337	0.8396
51	0.7736	0.7780	0.7826	0.7874	0.7923	0.7973	0.8025	0.8078	0.8133	0.8189	0.8247	0.8306	0.8366
52	0.7695	0.7741	0.7787	0.7835	0.7885	0.7936	0.7989	0.8043	0.8099	0.8156	0.8215	0.8275	0.8336
53	0.7655	0.7700	0.7748	0.7796	0.7847	0.7899	0.7952	0.8007	0.8064	0.8122	0.8182	0.8243	0.8305
54	0.7613	0.7659	0.7707	0.7757	0.7808	0.7861	0.7915	0.7971	0.8028	0.8087	0.8148	0.8210	0.8273
55	0.7570	0.7617	0.7666	0.7716	0.7768	0.7822	0.7877	0.7934	0.7992	0.8052	0.8114	0.8177	0.8241
56	0.7526	0.7574	0.7623	0.7674	0.7727	0.7781	0.7838	0.7895	0.7955	0.8016	0.8078	0.8142	0.8208
57	0.7482	0.7530	0.7580	0.7632	0.7685	0.7740	0.7797	0.7856	0.7916	0.7978	0.8042	0.8107	0.8174
58	0.7435	0.7484	0.7535	0.7587	0.7642	0.7698	0.7756	0.7815	0.7877	0.7940	0.8004	0.8071	0.8139
59	0.7387	0.7437	0.7488	0.7542	0.7597	0.7654	0.7712	0.7773	0.7835	0.7899	0.7965	0.8033	0.8102
60	0.7338	0.7388	0.7440	0.7494	0.7550	0.7608	0.7667	0.7729	0.7792	0.7858	0.7925	0.7994	0.8064
61	0.7286	0.7337	0.7390	0.7444	0.7501	0.7560	0.7620	0.7683	0.7748	0.7814	0.7882	0.7952	0.8024
62	0.7232	0.7284	0.7337	0.7393	0.7450	0.7510	0.7571	0.7635	0.7701	0.7768	0.7838	0.7909	0.7982
63	0.7176	0.7228	0.7282	0.7339	0.7397	0.7457	0.7520	0.7585	0.7651	0.7720	0.7791	0.7863	0.7938
64	0.7117	0.7170	0.7225	0.7282	0.7341	0.7402	0.7466	0.7531	0.7599	0.7669	0.7741	0.7815	0.7891
65	0.7055	0.7109	0.7164	0.7222	0.7282	0.7344	0.7409	0.7475	0.7544	0.7615	0.7689	0.7764	0.7841

Appendix D – 100% Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
Participant	40	41	42	43	44	45	46	47	48	49	50	51	52
40	0.7222	0.7255	0.7290	0.7327	0.7365	0.7405	0.7447	0.7490	0.7535	0.7581	0.7629	0.7679	0.7731
41	0.7173	0.7206	0.7242	0.7279	0.7317	0.7357	0.7399	0.7443	0.7488	0.7535	0.7583	0.7634	0.7686
42	0.7124	0.7157	0.7193	0.7230	0.7269	0.7309	0.7351	0.7395	0.7441	0.7488	0.7537	0.7588	0.7641
43	0.7074	0.7108	0.7144	0.7181	0.7220	0.7261	0.7303	0.7347	0.7393	0.7441	0.7490	0.7542	0.7595
44	0.7024	0.7059	0.7094	0.7132	0.7171	0.7212	0.7255	0.7299	0.7345	0.7393	0.7443	0.7495	0.7549
45	0.6974	0.7009	0.7045	0.7082	0.7122	0.7163	0.7206	0.7251	0.7297	0.7346	0.7396	0.7448	0.7502
46	0.6924	0.6958	0.6995	0.7033	0.7072	0.7114	0.7157	0.7202	0.7249	0.7297	0.7348	0.7401	0.7455
47	0.6873	0.6908	0.6944	0.6982	0.7022	0.7064	0.7107	0.7152	0.7200	0.7249	0.7300	0.7353	0.7408
48	0.6822	0.6857	0.6893	0.6932	0.6972	0.7013	0.7057	0.7103	0.7150	0.7199	0.7251	0.7304	0.7360
49	0.6771	0.6806	0.6842	0.6881	0.6921	0.6963	0.7007	0.7052	0.7100	0.7150	0.7202	0.7255	0.7311
50	0.6719	0.6754	0.6791	0.6829	0.6869	0.6912	0.6956	0.7002	0.7050	0.7100	0.7152	0.7206	0.7262
51	0.6667	0.6702	0.6738	0.6777	0.6818	0.6860	0.6904	0.6951	0.6999	0.7049	0.7102	0.7156	0.7213
52	0.6614	0.6649	0.6686	0.6725	0.6765	0.6808	0.6852	0.6899	0.6947	0.6998	0.7051	0.7106	0.7163
53	0.6560	0.6596	0.6633	0.6671	0.6712	0.6755	0.6800	0.6846	0.6895	0.6946	0.6999	0.7054	0.7112
54	0.6506	0.6542	0.6579	0.6618	0.6658	0.6701	0.6746	0.6793	0.6842	0.6893	0.6947	0.7002	0.7060
55	0.6451	0.6487	0.6524	0.6563	0.6604	0.6647	0.6692	0.6739	0.6788	0.6839	0.6893	0.6949	0.7007
56	0.6396	0.6431	0.6468	0.6507	0.6548	0.6591	0.6636	0.6684	0.6733	0.6785	0.6839	0.6895	0.6954
57	0.6339	0.6374	0.6411	0.6450	0.6491	0.6535	0.6580	0.6627	0.6677	0.6729	0.6783	0.6839	0.6899
58	0.6280	0.6316	0.6353	0.6392	0.6433	0.6476	0.6522	0.6569	0.6619	0.6671	0.6726	0.6782	0.6842
59	0.6221	0.6256	0.6293	0.6332	0.6374	0.6417	0.6462	0.6510	0.6560	0.6612	0.6667	0.6724	0.6783
60	0.6159	0.6194	0.6232	0.6271	0.6312	0.6355	0.6401	0.6449	0.6499	0.6551	0.6606	0.6663	0.6723
61	0.6096	0.6131	0.6168	0.6208	0.6249	0.6292	0.6338	0.6385	0.6436	0.6488	0.6543	0.6601	0.6661
62	0.6031	0.6066	0.6103	0.6142	0.6184	0.6227	0.6272	0.6320	0.6370	0.6423	0.6478	0.6536	0.6596
63	0.5964	0.5999	0.6036	0.6075	0.6116	0.6159	0.6205	0.6253	0.6303	0.6355	0.6411	0.6468	0.6529
64	0.5894	0.5929	0.5966	0.6005	0.6046	0.6089	0.6134	0.6182	0.6232	0.6285	0.6340	0.6398	0.6459
65	0.5822	0.5857	0.5893	0.5932	0.5973	0.6016	0.6062	0.6109	0.6159	0.6212	0.6267	0.6325	0.6386

Appendix D – 100% Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary												
Participant	53	54	55	56	57	58	59	60	61	62	63	64	65
40	0.7785	0.7840	0.7897	0.7956	0.8017	0.8080	0.8145	0.8211	0.8278	0.8347	0.8417	0.8488	0.8560
41	0.7740	0.7796	0.7854	0.7914	0.7976	0.8039	0.8105	0.8172	0.8240	0.8310	0.8381	0.8453	0.8526
42	0.7695	0.7752	0.7810	0.7871	0.7933	0.7998	0.8064	0.8132	0.8201	0.8272	0.8344	0.8418	0.8492
43	0.7650	0.7707	0.7766	0.7828	0.7891	0.7956	0.8023	0.8092	0.8162	0.8234	0.8307	0.8382	0.8457
44	0.7604	0.7662	0.7722	0.7784	0.7848	0.7914	0.7981	0.8051	0.8123	0.8196	0.8270	0.8346	0.8422
45	0.7558	0.7617	0.7677	0.7739	0.7804	0.7871	0.7940	0.8010	0.8082	0.8156	0.8232	0.8309	0.8387
46	0.7512	0.7571	0.7632	0.7695	0.7760	0.7828	0.7897	0.7969	0.8042	0.8117	0.8193	0.8271	0.8351
47	0.7465	0.7524	0.7586	0.7650	0.7716	0.7784	0.7854	0.7927	0.8001	0.8077	0.8154	0.8234	0.8314
48	0.7417	0.7477	0.7539	0.7604	0.7671	0.7740	0.7811	0.7884	0.7959	0.8036	0.8115	0.8195	0.8277
49	0.7370	0.7430	0.7493	0.7558	0.7625	0.7695	0.7767	0.7841	0.7917	0.7995	0.8075	0.8156	0.8239
50	0.7321	0.7382	0.7445	0.7511	0.7579	0.7650	0.7722	0.7797	0.7875	0.7954	0.8034	0.8117	0.8201
51	0.7272	0.7334	0.7397	0.7464	0.7532	0.7604	0.7677	0.7753	0.7831	0.7911	0.7993	0.8077	0.8162
52	0.7222	0.7284	0.7349	0.7416	0.7485	0.7557	0.7632	0.7708	0.7787	0.7868	0.7951	0.8036	0.8123
53	0.7172	0.7234	0.7299	0.7367	0.7437	0.7510	0.7585	0.7663	0.7743	0.7825	0.7909	0.7995	0.8083
54	0.7121	0.7184	0.7249	0.7317	0.7388	0.7461	0.7538	0.7616	0.7697	0.7780	0.7865	0.7953	0.8042
55	0.7068	0.7132	0.7198	0.7267	0.7338	0.7412	0.7489	0.7568	0.7650	0.7734	0.7821	0.7909	0.7999
56	0.7015	0.7079	0.7145	0.7215	0.7287	0.7362	0.7439	0.7520	0.7602	0.7688	0.7775	0.7865	0.7956
57	0.6960	0.7025	0.7092	0.7162	0.7234	0.7310	0.7388	0.7470	0.7553	0.7640	0.7728	0.7819	0.7912
58	0.6904	0.6969	0.7036	0.7107	0.7180	0.7256	0.7336	0.7418	0.7502	0.7590	0.7679	0.7772	0.7866
59	0.6846	0.6911	0.6979	0.7050	0.7124	0.7201	0.7281	0.7364	0.7450	0.7538	0.7629	0.7722	0.7818
60	0.6786	0.6852	0.6920	0.6992	0.7066	0.7144	0.7225	0.7309	0.7395	0.7485	0.7577	0.7671	0.7768
61	0.6724	0.6790	0.6859	0.6931	0.7006	0.7084	0.7166	0.7251	0.7338	0.7429	0.7522	0.7618	0.7716
62	0.6660	0.6726	0.6795	0.6868	0.6943	0.7023	0.7105	0.7190	0.7279	0.7370	0.7465	0.7562	0.7661
63	0.6593	0.6659	0.6729	0.6802	0.6878	0.6958	0.7041	0.7127	0.7217	0.7309	0.7405	0.7503	0.7604
64	0.6523	0.6590	0.6660	0.6733	0.6810	0.6890	0.6974	0.7061	0.7151	0.7245	0.7341	0.7441	0.7544
65	0.6450	0.6517	0.6588	0.6661	0.6738	0.6819	0.6904	0.6991	0.7083	0.7177	0.7275	0.7376	0.7480

Appendix D – 100% Reversionary Joint & Survivor Disability Pension Factors

Age	Spouse/Beneficiary												
	40	41	42	43	44	45	46	47	48	49	50	51	52
40	0.7158	0.7186	0.7215	0.7245	0.7277	0.7309	0.7343	0.7378	0.7414	0.7451	0.7490	0.7530	0.7571
41	0.7110	0.7138	0.7168	0.7198	0.7230	0.7262	0.7296	0.7332	0.7368	0.7406	0.7445	0.7485	0.7527
42	0.7062	0.7090	0.7120	0.7150	0.7182	0.7215	0.7250	0.7285	0.7322	0.7360	0.7400	0.7441	0.7483
43	0.7013	0.7042	0.7072	0.7103	0.7135	0.7168	0.7203	0.7239	0.7276	0.7314	0.7354	0.7395	0.7438
44	0.6965	0.6993	0.7023	0.7054	0.7087	0.7120	0.7155	0.7192	0.7229	0.7268	0.7308	0.7350	0.7393
45	0.6915	0.6944	0.6975	0.7006	0.7039	0.7072	0.7108	0.7144	0.7182	0.7221	0.7262	0.7304	0.7348
46	0.6866	0.6895	0.6925	0.6957	0.6990	0.7024	0.7060	0.7097	0.7135	0.7174	0.7215	0.7258	0.7302
47	0.6816	0.6846	0.6876	0.6908	0.6941	0.6976	0.7011	0.7049	0.7087	0.7127	0.7169	0.7212	0.7256
48	0.6766	0.6796	0.6827	0.6859	0.6892	0.6927	0.6963	0.7000	0.7039	0.7080	0.7121	0.7165	0.7210
49	0.6716	0.6746	0.6776	0.6809	0.6842	0.6877	0.6914	0.6952	0.6991	0.7032	0.7074	0.7118	0.7163
50	0.6665	0.6695	0.6726	0.6759	0.6792	0.6828	0.6864	0.6902	0.6942	0.6983	0.7026	0.7070	0.7116
51	0.6614	0.6644	0.6675	0.6708	0.6742	0.6777	0.6814	0.6853	0.6893	0.6934	0.6977	0.7022	0.7068
52	0.6562	0.6592	0.6624	0.6657	0.6691	0.6727	0.6764	0.6803	0.6843	0.6885	0.6928	0.6973	0.7020
53	0.6510	0.6540	0.6572	0.6605	0.6639	0.6675	0.6713	0.6752	0.6792	0.6835	0.6878	0.6924	0.6971
54	0.6457	0.6487	0.6519	0.6552	0.6587	0.6623	0.6661	0.6700	0.6741	0.6784	0.6828	0.6874	0.6922
55	0.6403	0.6434	0.6466	0.6499	0.6534	0.6570	0.6608	0.6648	0.6689	0.6732	0.6777	0.6823	0.6871
56	0.6348	0.6379	0.6411	0.6445	0.6480	0.6517	0.6555	0.6595	0.6636	0.6679	0.6724	0.6771	0.6820
57	0.6293	0.6323	0.6356	0.6389	0.6425	0.6461	0.6500	0.6540	0.6582	0.6625	0.6671	0.6718	0.6767
58	0.6236	0.6266	0.6299	0.6333	0.6368	0.6405	0.6444	0.6484	0.6526	0.6570	0.6616	0.6663	0.6713
59	0.6177	0.6208	0.6240	0.6274	0.6310	0.6347	0.6386	0.6427	0.6469	0.6513	0.6559	0.6607	0.6657
60	0.6117	0.6148	0.6180	0.6214	0.6250	0.6288	0.6327	0.6367	0.6410	0.6454	0.6501	0.6549	0.6600
61	0.6055	0.6086	0.6119	0.6153	0.6189	0.6226	0.6265	0.6306	0.6349	0.6394	0.6440	0.6489	0.6540
62	0.5991	0.6022	0.6055	0.6089	0.6125	0.6162	0.6202	0.6243	0.6286	0.6331	0.6378	0.6427	0.6478
63	0.5925	0.5956	0.5989	0.6023	0.6059	0.6097	0.6136	0.6177	0.6221	0.6266	0.6313	0.6362	0.6414
64	0.5857	0.5888	0.5920	0.5955	0.5991	0.6028	0.6068	0.6109	0.6153	0.6198	0.6245	0.6295	0.6347
65	0.5786	0.5817	0.5849	0.5883	0.5919	0.5957	0.5997	0.6038	0.6082	0.6127	0.6175	0.6225	0.6277

Appendix D – 100% Reversionary Joint & Survivor Disability Pension Factors (Continued)

Age	Spouse/Beneficiary													
	Participant	53	54	55	56	57	58	59	60	61	62	63	64	65
40		0.7614	0.7658	0.7703	0.7750	0.7798	0.7848	0.7899	0.7951	0.8004	0.8059	0.8115	0.8172	0.8230
41		0.7570	0.7615	0.7661	0.7708	0.7757	0.7807	0.7859	0.7911	0.7966	0.8021	0.8078	0.8136	0.8195
42		0.7526	0.7571	0.7618	0.7666	0.7715	0.7766	0.7818	0.7872	0.7927	0.7983	0.8041	0.8100	0.8160
43		0.7482	0.7528	0.7575	0.7623	0.7673	0.7725	0.7778	0.7832	0.7888	0.7945	0.8003	0.8063	0.8124
44		0.7438	0.7484	0.7531	0.7580	0.7631	0.7683	0.7737	0.7792	0.7848	0.7906	0.7965	0.8026	0.8088
45		0.7393	0.7439	0.7487	0.7537	0.7588	0.7641	0.7695	0.7751	0.7808	0.7867	0.7927	0.7989	0.8052
46		0.7348	0.7395	0.7443	0.7494	0.7545	0.7599	0.7654	0.7710	0.7768	0.7828	0.7889	0.7951	0.8015
47		0.7302	0.7350	0.7399	0.7450	0.7502	0.7556	0.7612	0.7669	0.7728	0.7788	0.7850	0.7914	0.7978
48		0.7256	0.7304	0.7354	0.7406	0.7459	0.7514	0.7570	0.7628	0.7688	0.7749	0.7811	0.7876	0.7941
49		0.7210	0.7259	0.7309	0.7361	0.7415	0.7470	0.7527	0.7586	0.7647	0.7709	0.7772	0.7837	0.7904
50		0.7163	0.7213	0.7264	0.7316	0.7371	0.7427	0.7485	0.7544	0.7605	0.7668	0.7733	0.7799	0.7866
51		0.7116	0.7166	0.7218	0.7271	0.7326	0.7383	0.7441	0.7501	0.7563	0.7627	0.7693	0.7760	0.7828
52		0.7069	0.7119	0.7171	0.7225	0.7281	0.7338	0.7397	0.7458	0.7521	0.7586	0.7652	0.7720	0.7790
53		0.7020	0.7071	0.7124	0.7178	0.7235	0.7293	0.7353	0.7415	0.7478	0.7544	0.7611	0.7680	0.7751
54		0.6971	0.7023	0.7076	0.7131	0.7188	0.7247	0.7308	0.7370	0.7435	0.7501	0.7570	0.7639	0.7711
55		0.6921	0.6973	0.7027	0.7083	0.7140	0.7200	0.7262	0.7325	0.7391	0.7458	0.7527	0.7598	0.7671
56		0.6870	0.6923	0.6977	0.7034	0.7092	0.7152	0.7215	0.7279	0.7345	0.7414	0.7484	0.7556	0.7630
57		0.6818	0.6871	0.6926	0.6983	0.7042	0.7103	0.7167	0.7232	0.7299	0.7368	0.7439	0.7512	0.7587
58		0.6764	0.6818	0.6874	0.6931	0.6991	0.7053	0.7117	0.7183	0.7251	0.7321	0.7393	0.7468	0.7544
59		0.6709	0.6763	0.6819	0.6878	0.6938	0.7001	0.7066	0.7133	0.7202	0.7273	0.7346	0.7421	0.7499
60		0.6652	0.6707	0.6763	0.6822	0.6883	0.6947	0.7012	0.7080	0.7150	0.7222	0.7297	0.7373	0.7452
61		0.6593	0.6648	0.6705	0.6765	0.6827	0.6891	0.6957	0.7026	0.7097	0.7170	0.7245	0.7323	0.7403
62		0.6531	0.6587	0.6645	0.6705	0.6768	0.6832	0.6900	0.6969	0.7041	0.7115	0.7192	0.7271	0.7352
63		0.6468	0.6524	0.6582	0.6643	0.6706	0.6772	0.6840	0.6910	0.6983	0.7058	0.7136	0.7216	0.7298
64		0.6401	0.6457	0.6516	0.6578	0.6641	0.6708	0.6777	0.6848	0.6922	0.6998	0.7077	0.7158	0.7241
65		0.6331	0.6388	0.6448	0.6509	0.6574	0.6641	0.6710	0.6783	0.6857	0.6935	0.7014	0.7097	0.7182

APPENDIX E – EARLY RETIREMENT FACTORS EFFECTIVE JANUARY 1, 2010

For benefits earned prior to January 1, 2010, reduction is $\frac{1}{2}\%$ for each month prior to age 60.

Age	0	1	2	3	4	5	6	7	8	9	10	11
55	0.700	0.705	0.710	0.715	0.720	0.725	0.730	0.735	0.740	0.745	0.750	0.755
56	0.760	0.765	0.770	0.775	0.780	0.785	0.790	0.795	0.800	0.805	0.810	0.815
57	0.820	0.825	0.830	0.835	0.840	0.845	0.850	0.855	0.860	0.865	0.870	0.875
58	0.880	0.885	0.890	0.895	0.900	0.905	0.910	0.915	0.920	0.925	0.930	0.935
59	0.940	0.945	0.950	0.955	0.960	0.965	0.970	0.975	0.980	0.985	0.990	0.995
60	1.000											

For benefits earned on or after January 1, 2010, reduction is based on actuarial equivalence from age 62 (as shown below).

Age	0	1	2	3	4	5	6	7	8	9	10	11
55	0.5221	0.5261	0.5301	0.5341	0.5381	0.5422	0.5462	0.5502	0.5542	0.5582	0.5623	0.5663
56	0.5703	0.5748	0.5792	0.5837	0.5881	0.5926	0.5971	0.6015	0.6060	0.6104	0.6149	0.6194
57	0.6238	0.6288	0.6337	0.6387	0.6436	0.6486	0.6536	0.6585	0.6635	0.6684	0.6734	0.6784
58	0.6833	0.6888	0.6944	0.6999	0.7054	0.7109	0.7165	0.7220	0.7275	0.7331	0.7386	0.7441
59	0.7496	0.7558	0.7620	0.7682	0.7743	0.7805	0.7867	0.7929	0.7990	0.8052	0.8114	0.8176
60	0.8237	0.8306	0.8376	0.8445	0.8514	0.8583	0.8652	0.8722	0.8791	0.8860	0.8929	0.8998
61	0.9067	0.9145	0.9223	0.9301	0.9378	0.9456	0.9534	0.9611	0.9689	0.9767	0.9845	0.9922
62	1.0000											

Interest Rate: 7.00%

Mortality Table: 1971 Group Annuity Mortality Table 50/50

APPENDIX F – FACTORS FOR CONVERTING LUMP SUM ROLLOVERS

Factors for Converting Lump Sum Rollovers from Another Qualified Plan to Benefits Under the IBEW Local 595 Pension Trust **during the 2015 Plan Year**

Age	Months											
	0	1	2	3	4	5	6	7	8	9	10	11
55	148.0405	147.9114	147.7823	147.6532	147.5241	147.3950	147.2659	147.1368	147.0077	146.8786	146.7495	146.6204
56	146.4913	146.3577	146.2240	146.0904	145.9567	145.8231	145.6895	145.5558	145.4222	145.2885	145.1549	145.0212
57	144.8876	144.7490	144.6104	144.4718	144.3332	144.1946	144.0560	143.9173	143.7787	143.6401	143.5015	143.3629
58	143.2243	143.0805	142.9366	142.7928	142.6490	142.5051	142.3613	142.2175	142.0736	141.9298	141.7860	141.6421
59	141.4983	141.3496	141.2010	141.0523	140.9036	140.7550	140.6063	140.4576	140.3090	140.1603	140.0116	139.8630
60	139.7143	139.5609	139.4074	139.2540	139.1006	138.9471	138.7937	138.6403	138.4868	138.3334	138.1800	138.0265
61	137.8731	137.7148	137.5565	137.3982	137.2399	137.0816	136.9234	136.7651	136.6068	136.4485	136.2902	136.1319
62	135.9736	135.8104	135.6473	135.4841	135.3209	135.1577	134.9946	134.8314	134.6682	134.5050	134.3419	134.1787
63	134.0155	133.8473	133.6792	133.5110	133.3429	133.1747	133.0066	132.8384	132.6702	132.5021	132.3339	132.1658
64	131.9976	131.8222	131.6469	131.4715	131.2961	131.1208	130.9454	130.7700	130.5947	130.4193	130.2439	130.0686
65	129.8932	129.7123	129.5313	129.3504	129.1695	128.9885	128.8076	128.6267	128.4457	128.2648	128.0839	127.9029
66	127.7220	127.5356	127.3492	127.1627	126.9763	126.7899	126.6035	126.4170	126.2306	126.0442	125.8578	125.6713
67	125.4849	125.2932	125.1014	124.9097	124.7180	124.5262	124.3345	124.1428	123.9510	123.7593	123.5676	123.3758
68	123.1841	122.9875	122.7909	122.5943	122.3977	122.2011	122.0045	121.8078	121.6112	121.4146	121.2180	121.0214
69	120.8248	120.6208	120.4168	120.2127	120.0087	119.8047	119.6007	119.3966	119.1926	118.9886	118.7846	118.5805
70	118.3765	118.1662	117.9559	117.7456	117.5353	117.3250	117.1147	116.9044	116.6941	116.4838	116.2735	116.0632
71	115.8529	115.6385	115.4241	115.2097	114.9953	114.7809	114.5665	114.3521	114.1377	113.9233	113.7089	113.4945
72	113.2801	113.0625	112.8448	112.6272	112.4095	112.1919	111.9742	111.7566	111.5389	111.3213	111.1036	110.8860
73	110.6683	110.4483	110.2284	110.0084	109.7885	109.5685	109.3486	109.1286	108.9086	108.6887	108.4687	108.2488
74	108.0288	107.7992	107.5696	107.3400	107.1104	106.8808	106.6512	106.4216	106.1920	105.9624	105.7328	105.5032
75	105.2736	105.0420	104.8103	104.5787	104.3470	104.1154	103.8838	103.6521	103.4205	103.1888	102.9572	102.7255
76	102.4939	102.2616	102.0293	101.7971	101.5648	101.3325	101.1002	100.8679	100.6356	100.4034	100.1711	99.9388
77	99.7065	99.4745	99.2425	99.0104	98.7784	98.5464	98.3144	98.0823	97.8503	97.6183	97.3863	97.1542
78	96.9222	96.6833	96.4444	96.2055	95.9665	95.7276	95.4887	95.2498	95.0109	94.7720	94.5330	94.2941
79	94.0552	93.8138	93.5724	93.3311	93.0897	92.8483	92.6069	92.3655	92.1241	91.8828	91.6414	91.4000
80	91.1586											

Assumptions: Applicable Mortality Table, @ 7.00%

To calculate the monthly pension amount to which the Participant would be entitled on the Annuity Starting Date (or on the date not more than 90 days following commencement of the payment of benefits under this Plan when a Pension Enhancement Option rollover is received), the lump-sum rollover amount should be divided by the factor applicable to the individuals age at retirement. Adjustment for the form of benefit (other than an annuity for the life of the Participant only) shall be made according to the applicable sections of the Plan. These factors will change from year to year based on changes in the IRS Applicable Mortality Table.