

INTERMOUNTAIN IRONWORKERS PENSION TRUST

Restated Rules and Regulations

Effective June 1, 2026

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INTRODUCTION

The Pension Plan for the Intermountain Ironworkers Pension Trust (the “Plan”) was established and is maintained by the Board of Trustees to provide pension benefits to employees covered under the Plan. The Plan is a multiemployer defined benefit pension plan intended to satisfy the requirements of Section 401(a) of the Code and related regulations and the applicable provisions of ERISA and related regulations.

The Plan was originally established effective June 1, 1964, and has thereafter been amended and restated from time to time. The amended and restated Plan as set forth herein is effective June 1, 2026, except as otherwise stated herein, and contains all amendments and modifications to the Plan as of such date. Except as otherwise provided herein, pensions or benefits that commenced prior to June 1, 2026, as well as deferred vested benefits of former Employees who incurred a Separation from Covered Employment prior to June 1, 2026, are determined in accordance with the provisions of the Plan in existence at the time of their Annuity Starting Date or immediately prior to their most recent Separation from Covered Employment, as the case may be.

ARTICLE 1. DEFINITIONS

- 1.01 Accrued Benefit.** “Accrued Benefit” means a Participant’s Plan benefit as of a given date determined under the formula specified in section 3.02 and payable in the form of a monthly Single Life Annuity commencing at Normal Retirement Age.
- 1.02 Actuarial Equivalence.** “Actuarial Equivalence” means two benefits of equal Actuarial Present Value based on the actuarial factors and assumptions specified in the provision in which that phrase is used or, if not otherwise specified, based on the assumptions described in section 1.03.
- 1.03 Actuarial Present Value.** “Actuarial Present Value” means, unless otherwise specified in the Plan, a benefit that has the same actuarial value as another benefit based on the following:
- a. For lump sum payments for any Annuity Starting Date that is on or after June 1, 2008, other than pursuant to a Qualified Domestic Relations Order, Actuarial Present Value is determined based on the Applicable Mortality Table and the Applicable Interest Rate as defined below:
 1. Applicable Mortality Table. The “Applicable Mortality Table” is the “applicable mortality table” prescribed by the Commissioner of the Internal Revenue Service for purposes of Code Section 417(e)(3)(B) (or a successor thereto) in revenue rulings, notices or other guidance published in the Internal Revenue Bulletin that applies to the Annuity Starting Date.
 2. Applicable Interest Rate. The “Applicable Interest Rate” is the adjusted first, second, and third segment rates described in Code Section 417(e)(3)(D) applied under rules similar to the rules of Code Section 430(h)(2)(C) (determined by not taking into account any adjustment under clause (iv) thereof) for the month of April immediately preceding the Plan Year that contains the Annuity Starting Date, as specified by the Commissioner of the Internal Revenue Service in revenue rulings, notices, or other guidance published in the Internal Revenue Bulletin. The stability period, within the meaning of Treasury Regulations Section 1.417(e)-1(d)(4)(ii) (or a successor thereto), is the Plan Year.

Notwithstanding the foregoing, for any Annuity Starting Date that is on or after June 1, 2008 and before June 1, 2010, Actuarial Present Value for any lump sum payment to a former participant in the Local 184 Plan, which plan merged into this Plan effective April 30, 2006, will be determined based on the Applicable Mortality Table and the Applicable Interest Rate defined in subsection b., below, if it produces a larger amount.

With respect to any distribution made pursuant to a Qualified Domestic Relations Order, “Actuarial Present Value” for benefits earned with respect to Plan Years beginning before June 1, 2017 shall be determined using an interest rate of seven percent (7.0%) and the mortality table specified in subsection c.3., below. “Actuarial Present Value” for benefits earned with respect to Plan Years beginning on and after June 1, 2017 shall be determined using an interest rate of seven and one-half percent (7.5%) and the RP-2000 Mortality Table for Healthy Annuitants with blue-collar adjustments, projected 17 years using projection scale AA and weighted as follows: (a) for the Participant, one hundred percent (100%) male and zero percent (0%) female, and (b) for the alternate payee, zero percent (0%) male and one hundred percent (100%) female. See Appendix C.

- b. For lump sum payments for any Annuity Starting Date that is on or after June 1, 2000 and before June 1, 2008, other than pursuant to a Qualified Domestic Relations Order, Actuarial Present Value is determined based on the Applicable Mortality Table and Applicable Interest Rate as defined below:
1. Applicable Mortality Table. For Annuity Starting Dates before June 1, 2008 but on or after December 31, 2002, the “Applicable Mortality Table” is the mortality table set forth in Revenue Ruling 2001-62, and for Annuity Starting Dates before December 31, 2002 but on or after June 1, 2000, the “Applicable Mortality Table” is the mortality table set forth in Revenue Ruling 95-6.
 2. Applicable Interest Rate. For Annuity Starting Dates before June 1, 2008 but on or after June 1, 2000, the “Applicable Interest Rate” is the annual rate of interest on thirty (30) year Treasury securities as specified by the Commissioner of the Internal Revenue Service for the month of April immediately preceding the Plan Year that contains the Annuity Starting Date. The stability period, within the meaning of Treasury Regulations Section 1.417(e)-1(d)(4)(ii) (or a successor thereto), is the Plan Year.

With respect to any distribution made pursuant to a Qualified Domestic Relations Order, “Actuarial Present Value” shall be determined using an interest rate of seven percent (7.0%) and the mortality table specified in subsection c.3., below.

For lump sum payments to former participants in the Local 606 Plan and in the Local 184 Plan, which Plans merged into this Plan effective March 31, 2006 and April 30, 2006, respectively, “Actuarial Present Value” was determined using the Applicable Interest Rate under the Merged Plan or this Plan, whichever produced the greater Actuarial Present Value, in accordance with Treasury Regulation Section 1.417(e)-1(d)(10), for Annuity Starting Dates between the date of the applicable merger and one year after November 7, 2006, the date this amendment was adopted by the Board of Trustees.

- c. For Annuity Starting Dates before June 1, 2000:

1. For lump sum payments other than pursuant to a Qualified Domestic Relations Order, unless otherwise specified in the Plan, the “Actuarial Present Value” of a benefit is determined using the full set of interest rates prescribed by the Pension Benefit Guaranty Corporation for valuing annuities under single-employer plans that terminate without a notice of sufficiency on the first day of the Plan Year in which the date as of which the benefit is valued occurs, or seven percent (7%) if that produces a larger Actuarial Present Value.

Notwithstanding the foregoing, if the value so calculated under the preceding paragraph exceeds \$25,000 the “Actuarial Present Value” of a lump sum benefit shall be determined using one hundred twenty percent (120%) of the full set of interest rates prescribed by the Pension Benefit Guaranty Corporation for valuing annuities under single-employer plans that terminate without a notice of sufficiency on the first day of the Plan Year in which the date as of which the benefit is valued occurs.

2. For payments pursuant to a Qualified Domestic Relations Order, the “Actuarial Present Value” of a benefit shall be determined using the immediate interest rate prescribed by the Pension Benefit Guaranty Corporation for valuing annuities under single-employer plans that terminate without a notice of sufficiency on the first day of the Plan Year in which the date as of which the benefit is valued occurs.
3. For lump sum payments, unless otherwise specified in the Plan, the mortality assumption shall be based on the 1983 Group Annuity Mortality Table weighted as follows:
 - (a) for a Participant’s benefit, one hundred percent (100%) male and zero percent (0%) female;
 - (b) for the benefit of a Participant’s Spouse or former Spouse, Beneficiary, or any other case, zero percent (0%) male and one hundred percent (100%) female.

- d. Except as otherwise provided herein, for all other purposes Actuarial Present Value is determined based on the average historical one-year Constant Maturity Treasury rate in effect during the first month of each applicable Plan Year.

1.04 Annuity Starting Date. “Annuity Starting Date” means the first day of the first period for which a Participant’s pension is payable as an annuity or any other form.

1.05 Applicable RMD Age. “Applicable RMD Age” means the following: age 73 for a Participant born in 1951 or later; age 72 for a Participant born before 1951 but after June 30, 1949; and age 70½ for a Participant born before July 1, 1949.

1.06 Association. “Association” means:

- a. Utah Steel Erection and Reinforcing Bar Association;

- b. Idaho Steel Erectors and Placers Association;
- c. Montana Steel Erectors Association;
- d. New Mexico Building Branch of the Associated General Contractors of America;
- e. Tri-State Steel Erectors;
- f. any other association authorized by the Trustees to participate in the Trust Fund as provided in the Trust Agreement.

1.07 Beneficiary. “Beneficiary” means a person who is receiving or entitled to receive benefits under this Plan on account of a Participant’s death because of their designation as Beneficiary for such benefits by a Participant or by operation of the provisions of this Plan.

1.08 Code. “Code” means the Internal Revenue Code of 1986, as amended.

1.09 Collective Bargaining Agreement. “Collective Bargaining Agreement” means a written agreement between the Association and the Union or a written agreement between the Union and an Employer that requires Contributions to the Trust Fund. If the Trustees reject a Collective Bargaining Agreement, thereafter the Agreement is not a Collective Bargaining or a Written Agreement under the Plan or Trust.

1.10 Compensation. For Plan Years beginning after December 31, 1997, an Employee’s Compensation, for purposes of the limitations under Section 415 and 401(a)(17) of the Code, nondiscrimination under Sections 401(a)(4), 410(b) and 401(a)(26) of the Code and the determination of Highly Compensated Employees shall include any elective deferral, as defined under Section 402(g)(3) of the Code, and any amount that is contributed or deferred by the Employer at the election of the Employee and which, by reason of Sections 125, 132(f)(4), 402(e)(3), 402(h) and 457 of the Code, is not includible in the gross income of the Employee. Effective January 1, 2008, Compensation for these purposes has the meaning given to such term in Treasury Regulation Section 1.415(c)-2(d)(4) and includes the payment of regular pay after an Employee’s severance from employment as described in Treasury Regulation § 1.415(c)-2(e)(3)(ii), provided such payments are made by the later of 2 ½ months following the Employee’s severance from employment or the end of the year that includes the Employee’s severance from employment. No other payments following an Employee’s severance from employment shall be treated as Compensation.

1.11 Contiguous Non-Covered Employment. “Contiguous Non-Covered Employment” means employment for an Employer after the Contribution Date in a job not covered by this Plan which is “contiguous” with a Participant’s Covered Employment with the same Employer. A period of Non-Covered Employment will be considered to be “contiguous” with Covered Employment only if there is no quit, discharge or other termination of employment between the period of Covered and Non-Covered Employment. Contiguous Non-Covered Employment shall be credited only to the extent required by 29 C.F.R. § 2530.210.

1.12 Contributions. “Contributions” as used herein shall mean payments required to be made by Employers to the Trust Fund for work performed by Employees in Covered Employment.

However, the term “Contributions” for benefit accrual purposes shall not include “Supplemental Contributions.” Effective for Plan Years beginning on or after June 1, 2009 and before June 1, 2016, a payment is a “Supplemental Contribution” to the extent it is attributable to an increase in an Employer’s hourly contribution rate to the Fund that is first effective on or after June 1, 2009, except that no more than \$0.50 per hour shall be considered a Supplemental Contribution for the Plan Year beginning on June 1, 2009 and no more than \$1.00 per hour shall be considered a Supplemental Contribution for Plan Years beginning on or after June 1, 2010. For purposes of applying the foregoing in the case of an Employer that first becomes signatory to a Written Agreement on or after June 1, 2009 and before June 1, 2016, the amount of any payment that is a Supplemental Contribution is the amount in excess of the hourly contribution rate in effect in the Applicable Written Agreement on May 31, 2009 (subject to the limits described in the preceding sentence). Effective for Plan Years beginning on or after June 1, 2016 and through August 31, 2021, \$1.50 per hour of any payment is considered a Supplemental Contribution.

Supplemental Contributions are increased for Covered Employment on and after September 1, 2021 through August 31, 2022 as follows: If the hourly contribution rate for Covered Employment in June, July, August or September 2021 and continuing for not less than 12 consecutive months thereafter does not exceed the rate that was in effect under the Applicable Written Agreement on May 31, 2021 by at least 13.1%, and thereafter exceed the rate that was in effect under the Applicable Written Agreement on May 31, 2021 by at least 2.9%, then the Supplemental Contribution is \$2.40 per hour. In the case of an Applicable Written Agreement which establishes its hourly contribution rate by reference to a Written Agreement with Local Union 27 affiliated with the International Association of Bridge, Structural and Ornamental Iron Workers, August 31, 2022 is replaced with August 31, 2023, 13.1% is replaced with \$0.90, and 12 consecutive months is replaced with 24 consecutive months. However, if such hourly contribution rate at first exceeds the rates as described above but does not continue to do so, then the Supplemental Contribution is \$2.40 per hour beginning on and after the date such contribution rate dropped. Otherwise, Supplemental Contributions are \$1.50 per hour.

Supplemental Contributions are increased for Covered Employment beginning on and after September 1, 2022 as follows: If the hourly contribution rate does not exceed the rate that was in effect under the Applicable Written Agreement on May 31, 2021 by at least 13.1% for not less than 12 consecutive months and thereafter exceed the rate that was in effect under the Applicable Written Agreement on May 31, 2021 by at least 2.9%, then the Supplemental Contribution is \$1.58 per hour. In the case of an Applicable Written Agreement which establishes its hourly contribution rate by reference to a Written Agreement with Local Union 27 affiliated with the International Association of Bridge, Structural and Ornamental Iron Workers, September 1, 2022 is replaced with September 1, 2023, 13.1% is replaced with \$0.90, and 12 consecutive months is replaced

with 24 consecutive months. However, if such hourly contribution rate at first exceeds the rates as described above but does not continue to do so, then the Supplemental Contribution is \$1.58 per hour beginning on and after the date such contribution rate dropped. Otherwise, Supplemental Contributions are \$1.50 per hour.

For purposes of this section, the term “Applicable Written Agreement” means the Written Agreement in the geographic area for the skill and type of work pursuant to which the Employee is performing Covered Employment. All Contribution rates have an Applicable Written Agreement.

The term “Contributions” also includes contributions received by the Trust Fund on an Employee’s behalf from a Cooperating Fund under Article 5. The following portion of such contributions are Supplemental Contributions: \$0.50 per hour of such contributions during the Plan Year beginning on June 1, 2009, \$1.00 per hour of such contributions during Plan Years beginning on or after June 1, 2010 and before June 1, 2016, \$1.50 per hour of such contributions during the period from June 1, 2016 through August 31, 2021, \$2.40 per hour of such contributions during the period from September 1, 2021 through August 31, 2022, and \$1.58 per hour on and after September 1, 2022.

1.13 Contribution Date. “Contribution Date” means the first date for which an Employer is obligated by a Written Agreement to contribute to the Trust Fund. The “Contribution Date” to be applied to each Participant shall be the date applicable to the first Employer who makes Contributions on behalf of such Participant.

1.14 Covered Employment. “Covered Employment” means employment of an Employee by an Employer in a classification covered by a Collective Bargaining Agreement for which Contributions to the Trust Fund are required. The term “Covered Employment” also includes any other employment for a Contributing Employer for which Contributions to the Trust Fund are required pursuant to a Written Agreement approved by the Trustees as set forth in the Trust Agreement. If the Trustees reject a Collective Bargaining Agreement or other Written Agreement, thereafter employment pursuant to such Agreement is not Covered Employment.

1.15 Early Retirement Age. “Early Retirement Age” means age fifty-five (55).

1.16 Employee. “Employee” means:

- a. Any individual in the employment of an Employer whose work or work classification is covered by a Collective Bargaining Agreement; provided, however, if such individual is a shareholder, director, officer, or supervisor of the Employer, such individual must spend at least fifty percent (50%) of their hours working for such Employer performing the specific type of work described in and covered by the Collective Bargaining Agreement; or
- b. Any other individual in the employment of an Employer on whose behalf the Employer makes Contributions to this Trust Fund as provided under a Written Agreement approved by the Trustees as set forth in the Trust Agreement.

The term “Employee” does not include any self-employed person, whether a sole proprietor or a partner.

Solely for the purposes of testing for compliance with the nondiscrimination regulations under Section 401(a)(4) of the Code, all leased employees as defined in Code Section 414(n) and 414(o) who have performed services for an Employer on a substantially full-time basis for a period of at least one year shall be treated as employed by an Employer except to the extent such leased employees are excluded in accordance with Code Section 414(n)(5).

1.17 Employer. “Employer” means:

- a. any person, firm, corporation or entity which is or becomes required by a Collective Bargaining Agreement to make Contributions to the Trust Fund; or
- b. any other person, firm, corporation, or entity which is or becomes required by any other Written Agreement to make Contributions to the Trust Fund. It is understood that the Union, the Trust Fund, and/or any related fund may be considered an Employer hereunder if it makes Contributions to the Trust Fund as provided under a Written Agreement approved by the Trustees.

1.18 ERISA. “ERISA” means the Employee Retirement Income Security Act of 1974, as amended.

1.19 Hour of Service. “Hour of Service” means each hour for which an Employee is paid or entitled to payment by an Employer on account of:

- a. The performance of duties for the Employer;
- b. A period of time during which no duties are performed (irrespective of whether the employment relationship has terminated) due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty or leave of absence (provided that no more than five hundred one (501) Hours of Service will be credited under this subsection b. to an Employee on account of any single continuous period during which the Employee performs no duties); and
- c. Back pay, irrespective of mitigation of damages, that has been either awarded or agreed to by the Employer. However, hours credited under subsections a. or b., above, shall not also be credited under this subsection c.

The foregoing definition of “Hours of Service” is intended to coincide with the definition of that term under Department of Labor regulations issued pursuant to ERISA. Hours of Service under this section will be calculated and credited in accordance with, and only to the extent required, by Department of Labor Regulation Section 2530.200b-2(a), (b) and (c), which are incorporated herein by this reference.

1.20 Merged Plan. “Merged Plan” means a qualified pension plan that has merged into this Plan, and includes the following: The Intermountain Steel Fabricators Pension Fund,

which merged into this Plan effective January 1, 1991 (the “Steel Fabricators Plan”); the Ironworkers Local Union No. 606 Pension Fund, which merged into this Plan effective March 31, 2006 (the “Local 606 Plan”), and the Ironworkers Local Union No. 184 Pension Trust Fund, which merged into this Plan effective April 30, 2006 (the “Local 184 Plan”). Except as otherwise specifically provided in the applicable merger agreement or this Plan, the terms of the Merged Plan apply to benefits (including vesting, early retirement subsidies, and optional forms of benefit) earned by a former Merged Plan participant under such plan prior to the effective date of the merger, and the terms of this Plan apply to benefits earned after the effective date of the merger.

1.21 Normal Retirement Age. “Normal Retirement Age” (or “NRA”) means the later of:

- a. age sixty-five (65), or
- b. the earlier of:
 - 1. the fifth (5th) anniversary of the time the Participant commenced participation in the Plan, disregarding participation before June 1, 1988, or
 - 2. the tenth (10th) anniversary of the time the Participant commenced participation in the Plan.

Participation before a Permanent Break in Service and participation before a One-Year Break in Service in the case of a former Participant who has not returned to Covered Employment and reestablished participation in accordance with section 2.03 are disregarded in applying this subsection.

1.22 One-Year Break in Service. “One-Year Break in Service” means a Plan Year during which a Participant fails to complete at least five hundred (500) Hours of Service in Covered Employment or Contiguous Non-Covered Employment. Solely for purposes of determining whether a One-Year Break in Service has occurred, a Participant shall be credited with Hours of Service:

- a. During a leave of absence from employment due to pregnancy of the Participant, birth of a child of the Participant, placement of a child with the Participant in connection with adoption, or the care of a child born to or adopted by a Participant immediately following such birth or adoption. If the number of hours which would normally be worked by the Participant but for such leave of absence cannot be determined, the Participant shall be credited with at least 8 hours for each day of absence. Hours provided under this subsection (a) shall be credited to the Plan Year in which the absence begins if required to be so credited to prevent a Break in Service for such Plan Year, and any hours not so required shall be credited to the subsequent Plan Year; provided, however that a Participant shall not receive credit for more than 501 hours with respect to any one such leave of absence.
- b. During any period of Qualified Military Service (as defined in Section 6.05) to the extent required by Section 414(u) of the Code.

c. During any period of leave under the Family and Medical Leave Act of 1993 to the extent required by such Act.

1.23 Participant. “Participant” means an Employee who meets the requirements for participation in the Plan as set forth in Article 2, or a Vested Participant. The term “Participant” also includes a Pensioner where the context requires.

1.24 Pensioner. “Pensioner” means a person to whom a pension under this Plan is being paid or to whom a pension would be paid but for time for administrative processing.

1.25 Plan. “Plan” means the Pension Plan for the Intermountain Ironworkers Pension Trust, as amended from time to time.

1.26 Plan Administrator. “Plan Administrator” or “Administrator” means the Board of Trustees.

1.27 Plan Year. “Plan Year” means the period from June 1 through the next May 31. For purposes of ERISA regulations, the Plan Year is the vesting computation period, the benefit accrual computation period, and after the initial period of employment or reemployment following a Break in Service, the computation period for eligibility to participate in the Plan. The Plan Year also means the period for which various governmental reports are required to be filed by the Trustees.

1.28 Qualified Domestic Relations Order. “Qualified Domestic Relations Order” or “QDRO” means a domestic relations order that has been determined, pursuant to procedures established by the Trustees, to be a qualified domestic relations order as defined in Section 206(d) of ERISA and Section 414(p) of the Code.

1.29 Required Beginning Date. For a Participant other than a five percent (5%) owner, the “Required Beginning Date” is April 1 of the calendar year following the later of:

- a. the calendar year in which the Participant attains the Applicable RMD Age, or
- b. the calendar year in which the Participant retires. For this purpose, a Participant shall be deemed retired upon incurring a Separation from Covered Employment, provided that such follows the calendar year in which the Participant attains the age specified in subsection a., above.

For an owner of five percent (5%) or more, the Required Beginning Date is April 1 of the calendar year following the calendar year in which the Participant attains the Applicable RMD Age.

1.30 Separation from Covered Employment. “Separation from Covered Employment” means the following:

- a. On and after June 1, 1976, if a Participant fails to earn at least five hundred (500) hours in Covered Employment in a Plan Year, they incur a Separation from Covered Employment as of May 31st of such Plan Year. For Pensions effective

on or after January 1, 2000, the five hundred (500) hours in Covered Employment may be earned in this Plan or a Related Plan, in accordance with Article 4, or any combination thereof. For Pensions effective on or after June 1, 2005, a grace period due to Disability (as defined in Section 3.12 b.) of up to three (3) years may apply to prevent a Separation from Covered Employment. A Participant claiming entitlement to a grace period based on Disability must file a written application therefore, together with written evidence of the Disability, to the Board of Trustees. If a grace period is granted, such period is disregarded in determining whether the Participant has incurred a Separation from Covered Employment. A Participant shall not incur a Separation from Covered Employment for periods of absence while engaged in Qualified Military Service as defined in section 6.05. For Pensions effective on and after June 1, 2001, a Separation from Covered Employment shall be considered repaired (i.e., disregarded) for purposes of determining the Participant's Regular Pension with respect to work in Covered Employment on and after June 1, 1982 under section 3.02 b. if the Participant earns at least five (5) years of Vesting Service after the Separation from Covered Employment and has earned a total of at least ten (10) years of Vesting Service. Vesting Service for purposes of this repair rule must be earned in this Plan and prior to the Participant's Annuity Starting Date, and the five (5) years of Vesting Service earned after a Separation from Covered Employment must be earned without an intervening Separation from Covered Employment.

- b. Prior to June 1, 1976, a Participant incurred a Separation from Covered Employment if they failed to earn three-twelfths (3/12) of a Pension Credit in any two (2) consecutive Plan Year period.

- 1.31 Spouse.** "Spouse" means the person to whom a Participant is legally married and who is treated as a Spouse under the Code. The term "Spouse" also includes a Participant's former Spouse if and to the extent provided in a Qualified Domestic Relations Order. For purposes of this definition, same-sex marriages and spouses are recognized in accordance with IRS Revenue Ruling 2013-17, effective June 26, 2013.
- 1.32 Trust Agreement.** "Trust Agreement" means the Fourth Restated Agreement and Declaration of Trust of the Intermountain Ironworkers Pension Trust, effective as of September 1, 2008, and as thereafter amended.
- 1.33 Trust Fund.** "Trust Fund" or "Trust" or "Fund" means the Intermountain Ironworkers Pension Trust established under the Trust Agreement.
- 1.34 Trustees.** "Trustees" or "Board of Trustees" means the Board of Trustees of the Intermountain Ironworkers Pension Trust as established and constituted from time to time in accordance with the Trust Agreement.
- 1.35 Union.** "Union" means:

- a. Local Union numbers 21, 24, 27, 495, and 732 affiliated with the International Association of Bridge, Structural and Ornamental Iron Workers.
- b. Any other union or labor organization that is signatory to a Collective Bargaining Agreement providing for Contributions to the Trust Fund.

1.36 Vested Participant. “Vested Participant” means an Employee whose benefits under the Plan are vested because they have attained Vested Status in accordance with section 9.13.

1.37 Written Agreement. “Written Agreement” means:

- a. any Collective Bargaining Agreement between the Union, an Employer, and/or the Association providing for Employer Contributions into the Trust Fund;
- b. any other written agreement providing for Employer Contributions into the Trust Fund approved by the Trustees as set forth in the Trust Agreement; and
- c. any extension of, renewal of, or amendment or supplement to any of the agreements described in subsections a. and b., which specifically provide for making Contributions into this Trust Fund.

The Trustees may, in their sole discretion, reject a Written Agreement. Thereafter such Agreement is not a Written Agreement under the Plan or Trust.

1.38 Other Terms. Additional terms are defined in other sections of this Plan as follows:

Terms	Sections
Disability	3.12
Five-Year Guarantee or Certain Feature	8.03
Participant-and-Spouse Pension	7.02 a.
Non-Spouse Pre-Retirement Death Benefit	8.02
Past Vesting Service	6.01
Pension Credits	6.03
Permanent Break in Service	6.04
Pre-Retirement Surviving Spouse Pension	8.01
Prohibited Employment	9.09
Qualified Military Service	6.05

Terms	Sections
Qualified Optional Survivor Annuity	7.03 b.
Related Hours	4.06
Related Plans	4.02
Retired or Retirement	9.08
Retroactive Pension Effective Date	7.06 d.
Single Life Annuity	7.02 b.
Single Life Reversion Option	7.04
Spousal Consent	7.05
Vesting Service	6.01 and 6.02

ARTICLE 2. PARTICIPATION

- 2.01 Participation.** An Employee who is engaged in Covered Employment on or after the Contribution Date shall become a Participant on the earliest June 1 or December 1 entry date following their completion of a twelve (12) consecutive month eligibility computation period during which they completed at least five hundred (500) hours in Covered Employment or Contiguous Non-Covered Employment. An Employee's initial eligibility computation period is the 12-month period measured from their date of hire. Succeeding eligibility computation periods shall be based on the Plan Year, and the first such eligibility computation period shall be the Plan Year that includes the Employee's first anniversary of their date of hire. Upon becoming a Participant, an Employee shall receive retroactive credit to the beginning of the eligibility computation period for service and benefit accrual purposes in accordance with the provisions of this Plan.
- 2.02 Termination of Participation.** A Participant (other than a Vested Participant) who incurs a One-Year Break in Service shall cease to be a Participant as of the last day of the Plan Year in which such One-Year Break in Service occurred. An Employee shall not accrue benefits or earn credit for service for the period they are not a Participant except as provided in section 2.03.
- 2.03 Reinstatement of Participation.** An Employee who has lost their status as a Participant in accordance with section 2.02 and who has not incurred a Permanent Break in Service shall again become a Participant by meeting the requirements of section 2.01 on the basis of hours after the Plan Year during which their participation terminated. An Employee who meets these requirements shall be considered a Participant retroactively as of their re-employment commencement date in Covered Employment. The re-employment commencement date is the first day the Employee is credited with an Hour of Service in Covered Employment or Contiguous Non-Covered Employment after the Plan Year in which they incurred their last One-Year Break in Service.
- 2.04 Impact of Permanent Break in Service.** If an individual (other than a Vested Participant) ceases to be a Participant due to a Permanent Break in Service, they must reestablish participation in accordance with Section 2.01 in order to once again become a Participant.

ARTICLE 3. PENSION ELIGIBILITY AND AMOUNTS

3.01 Regular Pension — Eligibility. A Participant is eligible to receive a Regular Pension when they have attained Normal Retirement Age.

3.02 Regular Pension — Amount. The amount of the Regular Pension for a Participant who retires on or after September 1, 2008 shall be a monthly amount equal to the sum of the amounts calculated in accordance with subsections a., b., and c., below.

- a. Benefits Accrued Before June 1, 1982: The monthly pension amount earned by a Participant before June 1, 1982 equals the Participant's Pension Credits (including fractions thereof) earned prior to June 1, 1982, up to a maximum of twenty-five (25) Pension Credits, multiplied by a dollar figure. For Participants who have not incurred a Separation from Covered Employment at any time prior to June 1, 1998, the applicable dollar figure equals \$36.25. For Participants who incurred one or more Separations from Covered Employment before June 1, 1998, the applicable dollar figure for Pension Credits earned prior to a Separation from Covered Employment (but after any earlier Separation from Covered Employment) is determined under the terms of the Plan in effect at the time such Separation from Covered Employment became effective, and the applicable dollar figure for Pension Credits earned after a Participant's most recent Separation from Covered Employment are determined as described above. Historical "applicable dollar figures" in effect under prior Plan provisions for determining the amount of a Participant's Regular Pension earned for work in Covered Employment prior to June 1, 1982 are memorialized in Appendix A to the Plan.
- b. Benefits Accrued On and After June 1, 1982: The monthly pension amount earned by a Participant on and after June 1, 1982, where there has been no Separation from Covered Employment, is equal to the sum of the amounts determined under the following paragraphs:
 1. With respect to work in Covered Employment on and after June 1, 1982 and prior to June 1, 1999, whenever a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during a Plan Year, the monthly pension amount earned by the Participant for such Plan Year will be three percent (3.0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.
 2. With respect to work in Covered Employment on and after June 1, 1999 and prior to June 1, 2001, if a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during a Plan Year and retires on or after June 1, 2001, the monthly pension amount earned by the Participant for such Plan Year will be three percent (3.0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year. For retirements before June 1, 2001,

the monthly pension amount will be one and seven-tenths percent (1.7%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.

3. With respect to work in Covered Employment on and after June 1, 2001 and prior to June 1, 2002, if a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during the June 1, 2001 to May 31, 2002 Plan Year and retires on or after September 1, 2007, the monthly pension amount earned by the Participant for such Plan Year will be three percent (3.0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year. For retirements before September 1, 2007, the monthly pension amount will be one and seven-tenths percent (1.7%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.
4. With respect to work in Covered Employment on and after June 1, 2002 and prior to June 1, 2003, if a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during the June 1, 2002 to May 31, 2003 Plan Year and retires on or after September 1, 2008, the monthly pension amount earned by the Participant for such Plan Year will be three percent (3.0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year. For retirements before September 1, 2008, the monthly pension amount will be one and seven-tenths percent (1.7%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.
5. With respect to work in Covered Employment on and after June 1, 2003 and prior to June 1, 2009, whenever a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during a Plan Year, the monthly pension amount earned by the Participant for such Plan Year will be one and seven-tenths percent (1.7%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.
6. With respect to work in Covered Employment on and after June 1, 2009 and prior to June 1, 2011, whenever a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during a Plan Year, the monthly pension amount earned by the Participant for such Plan Year will be zero percent (0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year. However, effective for monthly pension payments made for months beginning on or after September 1, 2012, the multiplier in this subsection b.6. shall be one percent (1.0%) instead of zero percent (0%). This change applies to all Participants who worked in Covered Employment on and after June 1, 2009 and prior to June 1, 2011.

7. With respect to work in Covered Employment on and after June 1, 2011, whenever a Participant works at least five hundred (500) hours in Covered Employment or earns a year of Vesting Service during a Plan Year, the monthly pension amount earned by the Participant for such Plan Year will be one percent (1.0%) of the Contributions made or required to be made on behalf of the Participant during such Plan Year.

Except as otherwise provided herein, if a Participant has incurred a Separation from Covered Employment, the amount of their Regular Pension earned for work in Covered Employment on and after June 1, 1982 and before the Separation from Covered Employment shall be determined in accordance with the Plan provisions in effect at the time the Separation from Covered Employment occurred, and if a Participant has incurred more than one Separation from Covered Employment, the amount of their Regular Pension earned for work in Covered Employment after one Separation from Covered Employment and before a subsequent Separation from Covered Employment shall be determined in accordance with the Plan provisions in effect at the time such subsequent Separation from Covered Employment occurred. Historical benefit multipliers in effect under prior Plan provisions for determining the amount of a Participant's Regular Pension earned for work in Covered Employment on and after June 1, 1982 are memorialized in Appendix A to the Plan. The amount of a Participant's Regular Pension earned for work since their most recent Separation from Covered Employment shall be determined in accordance with the provisions of this section 3.02 b. As described in section 1.30 a., a Separation from Covered Employment can be repaired, and thus disregarded, for purposes of determining the amount of a Participant's Regular Pension earned for work in Covered Employment on and after June 1, 1982.

- c. Maximum Amount of Pension Credit Taken Into Account: There is no limit on the number of Pension Credits that may be taken into account in determining the Regular Pension of a Participant who meets any of the following: (1) they retire on or after June 1, 2012; (2) they first became a Participant after May 31, 1996; or (3) they were a Participant on June 1, 1995 and did not incur a Separation from Covered Employment for the Plan Year ending on May 31, 1996. If a Participant does not meet any of the foregoing, when calculating the Participant's Regular Pension under this section 3.02, the maximum number of Pension Credits that may be taken into account shall not exceed a total of thirty (30) years. In this case, if the Participant's Pension Credits exceed thirty (30) years, the years used in the calculation shall be those that provide the greatest monthly benefit.
- d. Retirements Before September 1, 2008: The amount of the Regular Pension for a Participant who retired prior to September 1, 2008 is determined in accordance with the Plan provisions in effect at the time the Participant retired. However, any benefits earned for work in Covered Employment subsequent to a Participant's retirement shall be determined under the Plan provisions in effect at the time such work is performed.

3.03 Early Retirement Pension — Eligibility. A Participant who is retired is eligible for an Early Retirement Pension, if:

- a. they have reached Early Retirement Age and;
- b. either one of the following requirements are met:
 1. they have at least ten (10) years of Vesting Service without a Permanent Break in Service, exclusive of any Vesting Service earned as a result of Contiguous Non-Covered Employment; or
 2. they have at least five (5) years of Vesting Service without a Permanent Break in Service, exclusive of any Vesting Service earned as a result of Contiguous Non-Covered Employment and they satisfy at least one of the following: they worked at least five hundred (500) Hours of Service in Covered Employment in the Plan Year ending May 31, 1997 or the Plan Year ending May 31, 1998, or they have worked at least one Hour of Service in Covered Employment on or after June 1, 1998; and
- c. they have earned at least one Pension Credit after the Contribution Date.

3.04 Early Retirement Pension – Amount. The Early Retirement Pension shall be a monthly amount determined as follows:

- a. Calculate the amount of the Regular Pension to which the Participant would be entitled if had reached Normal Retirement Age at the time their Early Retirement Pension is to be effective (i.e., the Annuity Starting Date of their Early Retirement Pension).
- b. Reduce the amount from subsection a. by one-half of one percent (1/2 of 1%) for each month that the Participant is younger than sixty-five (65) on the Annuity Starting Date of their Early Retirement Pension.

3.05 Social Security Supplement – Eligibility. A Participant is eligible to receive a Social Security Supplement upon retirement if:

- a. they retire on an Early Retirement Pension on or after June 1, 2001 and on or after the date they attain age sixty-two (62);
- b. they have not yet attained age sixty-five (65); and
- c. they worked at least five hundred (500) hours in Covered Employment in the twelve (12) consecutive month period immediately preceding retirement.

3.06 Social Security Supplement – Amount. The monthly amount of the Social Security Supplement is \$100.00 and is payable beginning on the Annuity Starting Date of the Participant (must be at least age sixty-two (62) or older), and will continue through the month the Participant attains age sixty-five (65) or the date of death, whichever occurs

first. The Social Security Supplement is the same amount whether the Participant's pension is payable as a Single Life Annuity, a Participant-and-Spouse Pension, or another optional form of payment.

3.07 Disability Pensions Generally. The Plan provides the following types of Disability Pensions:

- a. A "Social Security Disability Pension" is available to a Participant who meets the eligibility requirements of Section 3.08 and who has received a Social Security Disability award from the Social Security Administration as described in section 3.12.a.
- b. An "Industry Disability Pension" is available to a Participant who meets the eligibility requirements of section 3.08 and who the Trustees determine is Disabled in the absence of a Social Security Disability award in accordance with section 3.12.b.

3.08 Disability Pension — Eligibility and Commencement. A Participant may receive a Disability Pension if:

- a. they are Disabled as defined in section 3.12. a. (in the case of the Social Security Disability Pension) or 3.12. b. (in the case of the Industry Disability Pension) and have not yet attained Normal Retirement Age;
- b. they have at least five (5) years of Vesting Service without a Permanent Break in Service, exclusive of any Vesting Service earned as a result of Contiguous Non-Covered Employment;
- c. they have had at least five hundred (500) hours in Covered Employment in the twenty-four (24) consecutive month period immediately preceding the month in which they become Disabled;
- d. they have earned at least one Pension Credit after the Contribution Date without a Permanent Break in Service; and
- e. they have submitted an application for a Disability Pension to the administrative office no later than two (2) years from their date of Disability. This requirement does not apply to the Social Security Disability Pension.

A Social Security Disability Pension approved prior to May 14, 2008 shall commence, subject to section 9.01, as of the later of (i) the first day of the sixth (6th) month following the month in which the Disability began, or (ii) the Annuity Starting Date. A Social Security Disability Pension approved on or after May 14, 2008 shall be payable commencing as of the sixth (6th) month following the month in which the Disability began, and the Supplemental Disability Benefit provisions under section 3.11 shall not apply. Any retroactive Social Security Disability Pension payments due to a Participant (because the Participant's Disability Pension commencement date precedes the date that payments actually begin) shall be paid in a lump sum, without interest. An Industry

Disability Pension shall commence as of the first day of the first month following the later of (i) the fifth (5th) month after the month in which the Disability began or (ii) the month in which the Participant's Industry Disability Pension application is approved by Trustees.

For purposes of determining whether a Participant had at least five hundred (500) hours under subsection c. above, in addition to Covered Employment, the Plan will count hours of work for a labor organization or national ironworkers organization (i.e., AFL-CIO, Building Trades, International Association, etc.) so long as the employment with the labor organization or national ironworkers organization was contiguous with Covered Employment.

For a participant with a Social Security disability onset date on or after August 1, 2023 (or a disability onset date before November 1, 2007), Related Hours (as defined in section 4.06) shall be taken into account purposes of the five hundred (500) hours requirement in subsection c. In all other cases, the requirement in subsection c. must be satisfied based on hours in this Plan exclusively, without respect to Related Hours. In addition, for disability onset dates on or after November 1, 2007, a Participant must have worked at least five thousand (5,000) Hours of Service in this Plan exclusively, without respect to Related Hours, to be eligible for a Disability Pension. For this purpose, only the hours earned in Plan Years in which the Participant worked at least five hundred (500) hours will be counted toward the five thousand (5,000) hour requirement.

3.09 Disability Pension — Amount. The monthly amount of the Disability Pension shall be an amount calculated as follows:

- a. Social Security Disability Pension. If the Participant is entitled to the Social Security Disability Pension, the monthly Disability Pension amount will be determined as follows:
 1. Except as provided in subsection a.2., below, the monthly Disability Pension amount is the same amount as the Regular Pension.
 2. Effective for Social Security Disability Pensions for Participants with disability onset dates on or after June 1, 2009 and before September 1, 2012, the Social Security Disability Pension was reduced for early commencement in the same manner as the Industry Disability Pension as described in subsection b.2., below. However, effective for monthly pension payments made for months beginning on or after September 1, 2012, this reduction no longer applies and the monthly Social Security Disability Pension amount is determined as described in subsection a.1., above.
- b. Industry Disability Pension. If the Participant is entitled to the Industry Disability Pension, the monthly Disability Pension amount will be determined as follows:

1. Effective for Industry Disability Pensions approved on or after March 1, 1987 (when the Industry Disability Pension was first effective) and before June 1, 2009:
 - (a) Calculate the amount of the Regular Pension to which the Participant would be entitled if they were sixty-five (65) years of age at the time their Disability Pension is to commence.
 - (b) Reduce the amount from subsection b.1.(a) by one fourth of one percent (1/4 of 1%) for each month (three percent (3%) per year) that the Participant is younger than age sixty-five (65) on the commencement date of their Disability Pension. Unless otherwise provided in these rules, the minimum benefit payable is \$50 per month.

2. Effective for Industry Disability Pensions approved on or after June 1, 2009:
 - (a) Calculate the amount of the Regular Pension to which the Participant would be entitled if they were sixty-five (65) years of age at the time their Disability Pension is to commence.
 - (b) Reduce the amount from subsection b.2.(a) as follows:
 - (i) 0.5% for each month that the Participant is younger than age 65 (but not younger than age 55) on the date their Disability Pension is to commence;
 - (ii) 0.15% for each month that the Participant is younger than age 55 (but not younger than age 45) on the date their Disability Pension is to commence; and
 - (iii) 0.075% for each month that the Participant is younger than age 45 on the date their Disability Pension is to commence.

3.10 Social Security Disability Benefit.

- a. Except as provided in subsection b., below, effective as of June 1, 1989, a Social Security Disability Pension will be paid as a Participant-and-Spouse Pension, subject to a waiver in accordance with section 7.05, or any other Actuarially Equivalent benefit payment form that would be available to the Participant under the Plan if they were retiring at Normal Retirement Age. In converting the Accrued Benefit of a Participant retiring with a Social Security Disability Pension to Actuarially Equivalent alternate payment forms, the factors specified for use with Disability Pensions in section 7.02 a. shall be used in lieu of the factors otherwise prescribed for those payment forms.

- b. Effective for Social Security Disability Pensions approved on and after May 14, 2008, the Social Security Disability Pension is an auxiliary disability benefit under Section 1.401(a)-20 of the Treasury Regulations, and therefore is not payable in the form of a Participant-and-Spouse Pension or any optional form of payment and is not subject to the Annuity Starting Date rules under section 1.04 or the notice and consent requirements under Article 7. The Social Security Disability Pension shall terminate on the earliest of the following: (1) the Participant's attainment of Normal Retirement Age, or (2) cessation of the Participant's Disability under Section 3.14. If a Participant receiving a Social Security Disability Pension dies prior to attainment of Normal Retirement Age (or their Annuity Starting Date, if later), the Pre-Retirement Surviving Spouse Pension under section 8.01 or the Non-Spouse Pre-Retirement Death Benefit under section 8.02 shall be payable to their surviving Spouse or Beneficiary, as applicable.

3.11 Retroactive Payment of Supplemental Disability Benefit.

- a. Effective as of June 1, 1989, if the Participant's Annuity Starting Date for the Social Security Disability Pension is after the date payments would have begun if an application had been filed earlier, the Participant will be entitled to a Supplemental Disability Benefit, which is an auxiliary disability benefit under Section 1.401(a)-20 of the Treasury Regulations. The Supplemental Disability Benefit is only available to Participants who are entitled to a Social Security Disability Pension, and is not available for Participants whose Social Security Disability Pension is approved on or after May 14, 2008.
- b. The "Supplemental Disability Benefit" means an amount, payable as a lump sum, equal to the monthly benefit payment payable as the Participant's Disability Pension (in the payment form elected for that pension) multiplied by the number of complete months between the Annuity Starting Date and the date the Disability Pension payments would have begun if the Participant had applied on the date of the Disability.

3.12 Disability Defined.

- a. A Participant is Disabled for purposes of the Social Security Disability Pension upon determination by the Federal Social Security Administration that the Participant is entitled to a Social Security disability benefit in connection with the Old Age, Survivors, and Disability Insurance Program. The Participant's disability onset date established in their disability award from the Social Security Administration is their Disability beginning date for purposes of the Plan. Social Security Disability Pensions are payable from the date described in Section 3.08.
- b. A Participant is Disabled for purposes of the Industry Disability Pension if, as a result of bodily injury or disease, the Participant is unable to engage in ironwork as described in the Written Agreement by reason of any medically determinable physical or mental impairment that can be expected to result in death or to be of

continued and indefinite duration. The determination of whether a Participant is Disabled for purposes of the Industry Disability Pension, and the beginning date of such Disability, is made by the Trustees in their sole and absolute discretion. Industry Disability Pensions are payable from the date described in Section 3.08.

Effective January 1, 2008, a Participant can only receive an Industry Disability Pension one time, for a maximum of twenty-four (24) months. If a Participant entitled to an Industry Disability Pension attains Normal Retirement Age prior to the end of the twenty-four (24) month period, the Industry Disability Pension shall be terminated, and the Participant may apply for another type of pension. If a Participant entitled to an Industry Disability Pension becomes Disabled as defined under Section 3.12 a. with a Social Security Disability onset date prior to the end of the twenty-four (24) month period, the Participant's Industry Disability Pension shall convert to a Social Security Disability Pension commencing as of the sixth (6th) month following the month in which the Social Security Disability onset date occurs. If at the end of the twenty-four (24) month period the Participant has not become entitled to a Social Security disability benefit award, the Industry Disability Pension shall be terminated. The Industry Disability Pension is an auxiliary disability benefit under Treasury Regulations Section 1.401(a)-20, and therefore is not payable in the form of a Participant-and-Spouse Pension or any optional form of payment and is not subject to the Annuity Starting Date rules under section 1.04 or the notice and consent requirements under Article 7.

3.13 Proof of Total and Permanent Disability. The Trustees, before approving payment of any Disability Pension, will require evidence that the Participant has become Disabled, as defined in section 3.12. Medical evidence establishing Disability is required in the case of the Industry Disability Pension. Proof of continued Disability for a Participant on a Disability Pension may be required by the Trustees at any time. If at any time prior to their Normal Retirement Age, the Trustees determine that the Participant is no longer Disabled as defined in section 3.12, or if they refuse to submit proof of continued Disability when requested, the Trustees shall direct that their Disability Pension be discontinued, subject to the waiver requirements set forth in this section 3.13. Notwithstanding the foregoing, if a Participant receiving the Social Security Disability Pension as of May 13, 2008 subsequently ceases to be Disabled, the Participant's Social Security Disability Pension shall not cease.

The Trustees shall accept a Social Security disability award as conclusive proof of Disability for purposes of the Social Security Disability Pension.

A Pensioner receiving a Social Security Disability Pension from the Plan shall be required to submit, at their sole cost and expense, evidence of continued Disability in the form of a Disability certificate, every three (3) years. A Disability certificate can be obtained from the administrative office of the Plan. This requirement is in addition to any other requirement contained within this section 3.13. However, for a Pensioner who receives a monthly Social Security Disability Pension of less than \$100 and has continuously received a Disability Pension for at least fifteen (15) years since their date of disability, or for a Disability Pensioner who was receiving the Social Security

Disability Pension as of May 13, 2008, the certification requirements under this section 3.13 are waived.

3.14 Cessation of Disability. Any Participant receiving benefits under the Disability Pension provisions of the Plan who subsequently ceases to be Disabled may:

- a. Apply for a Regular, Early Retirement, Rule of 85, or Service Pension, provided they have fulfilled the requirements for such benefit. Any benefit for which the Participant is eligible may not become payable sooner than the month immediately following the month in which the Disability Pension shall terminate, and the amount shall be based on the current age of the Pensioner, or
- b. Return to Covered Employment and resume the accrual of Plan benefits.
- c. If a Disability Pensioner loses entitlement to their Social Security disability benefit or recovers from their Disability prior to attainment of age sixty-five (65), such fact shall be reported in writing to the Trustees within twenty-one (21) days of the date they receive notice from the Social Security Administration of such loss.
- d. The written notice and eligibility requirements of this section 3.14 are also requirements for a Disability Pensioner who loses entitlement to their Industry Disability Pension.

This Section 3.14 shall not apply to any Participant receiving a Social Security Disability Pension as of May 13, 2008.

3.15 Service Pension — Eligibility. A Participant who has retired is eligible for a Service Pension if:

- a. they have earned at least twenty-five (25) Pension Credits within the exclusive jurisdiction of the Trust Fund without a Permanent Break in Service,
- b. they have earned at least one Pension Credit after their Contribution Date, and
- c. their first Covered Hour was worked prior to June 1, 1996.

Related Plan Service Credit shall be considered when determining eligibility for a Service Pension only when and to the extent the Participant authorizes transfer of contributions from a Cooperating Pension Fund back to this Trust Fund as the Home Pension Fund pursuant to the provisions of Article 5. Pension Credit earned under a Merged Plan shall not count toward the twenty-five (25) Pension Credit requirement of subsection a., unless otherwise provided in the applicable merger agreement.

3.16 Amount of the Service Pension. The monthly amount of the Service Pension is calculated in the same manner as the monthly amount of the Regular Pension.

3.17 Rule of 85 Pension — Eligibility. A Participant who has retired is eligible for a Rule of 85 Pension if:

- a. the Participant's Pension Credits (disregarding any Pension Credits earned prior to a Permanent Break in Service) plus age on their Annuity Starting Date total at least 85,
- b. the Participant has earned at least one Pension Credit after their Contribution Date,
- c. the Participant has earned at least one Pension Credit in a Plan Year beginning on or after June 1, 2020, and
- d. the Participant's Annuity Starting Date is on or after September 1, 2021.

Non-working periods of absence from Covered Employment under Section 6.03.d. are not counted toward Pension Credit for purposes of the Rule of 85 Pension.

Related Plan Service Credit is considered when determining eligibility for a Rule of 85 Pension only when and to the extent the Participant authorizes transfer of contributions from a Cooperating Pension Fund back to this Trust Fund as the Home Pension Fund pursuant to the provisions of Article 5. Pension Credit earned under a Merged Plan shall not count toward the Pension Credit requirement of subsection a., unless otherwise provided in the applicable merger agreement.

3.18 Rule of 85 Pension—Amount. The monthly amount of the Rule of 85 Pension is calculated in the same manner as the monthly amount of the Regular Pension.

3.19 Non-duplication. A Participant shall be entitled to only one pension under this Plan, except that a Disability Pensioner who recovers may be entitled to a different kind of pension and a Pensioner may also receive a pension as the Spouse of a deceased Pensioner.

3.20 Rounding of Benefit Amounts. If the calculation of any benefit amount due under this Plan results in an amount that is not an exact multiple of \$0.50, then the amount so calculated shall be rounded by raising it to the next higher multiple of \$0.50 and the rounded amount shall be payable. However, this rounding provision shall not apply to the survivor's portion of a Participant-and-Spouse Pension, which shall be exactly fifty percent (50%) of the Participant's monthly benefit without rounding to the next higher multiple of \$0.50.

3.21 Pension Adjustments. From time to time, the Trustees may but shall not be required to increase the pension benefit being paid or payable to Pensioners and Beneficiaries. Any such adjustment shall be set forth in this section in the chronological sequence in which such increases occurred.

- a. Effective June 1, 1992, Pensioners and Beneficiaries receiving benefits as of May 31, 1992, shall have their benefits increased by the following amounts:

If the Annuity Starting Date was prior to June 1, 1972, an increase of \$75.00 per month; if the Annuity Starting Date was after May 31, 1972 and prior to June 1, 1977, an increase of \$50.00 per month; if the Annuity Starting Date was after May 31, 1977 and prior to June 1, 1982, an increase of \$20.00 per month; and if the Annuity Starting Date was after May 31, 1982, an increase of \$10.00 per month.

These pension adjustments shall not apply to a Pro-Rata Pensioner unless the Pro-Rata Pensioner earned at least ten (10) years of Vesting Service with this Plan, or, in the case of a Pro-Rata Disability Pensioner, they earned at least five (5) years of Vesting Service with this Plan.

- b. During July 1996, all Pensioners and Beneficiaries on the pension rolls as of June 1, 1995, shall receive one additional monthly check for the Plan Year ending May 31, 1996.

These pension adjustments shall not apply to a Pro-Rata Pensioner unless the Pro-Rata Pensioner earned at least ten (10) years of Pension Credit with this Plan, or, in the case of a Pro-Rata Disability Pensioner, they earned at least five (5) years of Pension Credit with this Plan.

- c. During July 1997, all Pensioners and Beneficiaries on the pension rolls as of June 1, 1996, shall receive one additional monthly check for the Plan Year ending May 31, 1996, as follows:

\$450.00 for Pensioners, and \$225.00 for Beneficiaries.

These pension adjustments shall only apply if the Pensioner earned at least ten (10) years of Pension Credit with this Plan.

- d. Effective June 1, 1998, the following dividend formula will be utilized for the purpose of providing supplemental pension benefits for Pensioners and Beneficiaries.
 - 1. Each Plan Year, for Plan Years beginning June 1, 1998, June 1, 1999, June 1, 2000 and June 1, 2001, the prior Plan Year's actual net investment return will be determined based upon the Plan's market value of assets, and offset by administrative and investment expenses paid by the Plan.
 - 2. Twenty-five percent (25%) of the excess, if any, of the prior Plan Year's actual net investment return over the assumed investment return based upon the interest rate assumption in the Plan's actuarial valuation for the prior Plan Year, will be allocated as a group to those Participants and Beneficiaries receiving benefits.
 - 3. The amount allocated as a group to those Participants and Beneficiaries receiving benefits will be distributed to individuals as then determined by the Trustees, in their sole discretion, not to exceed \$500 in any Plan Year.

4. The dividend formula will expire on May 31, 2002, unless otherwise extended or modified by the Trustees.

These pension adjustments shall not apply to a Pro-Rata Pensioner unless the Pro-Rata Pensioner earned at least ten (10) years of Vesting Service with this Plan.

- e. During July, 1998, all Pensioners and Beneficiaries on the pension rolls as of June 1, 1997, shall receive one additional monthly check for the Plan Year ending May 31, 1998, as follows:

\$500.00 for Pensioners, and \$250.00 for Beneficiaries.

These pension adjustments shall only apply if the Pensioner earned at least ten (10) years of Pension Credit with this Plan.

- f. Effective June 1, 1998, Pensioners and Beneficiaries receiving benefits as of May 1, 1998 shall have their benefits increased by \$25.00 per month.

This pension adjustment shall not apply to a Pro-Rata Pensioner unless the Pro-Rata Pensioner earned at least ten (10) years of Vesting Service with this Plan.

- g. Effective June 1, 1999, Pensioners and Beneficiaries receiving benefits as of June 1, 1999 shall have their monthly benefit amount increased by five percent (5%).

This pension adjustment shall not apply to Pro-Rata Pensioners unless the Pro-Rata Pensioner earned at least ten (10) years of Vesting Service with this Plan.

- h. Effective June 1, 2000, Pensioners and Beneficiaries receiving benefits as of May 31, 2000 will receive one additional monthly check in the amount of \$500.00. In addition, Pensioners and Beneficiaries receiving benefits as of May 31, 2001 who were not yet receiving benefits as of May 31, 2000 will also receive one additional monthly check in the amount of \$500.00.

These pension adjustments shall only apply if the Pensioner, including Pro-Rata Pensioners, earned at least ten (10) years of Vesting Service with this Plan.

ARTICLE 4. PRO-RATA PENSION

- 4.01 Purpose.** Pro-Rata Pensions are provided under this Plan for employees who would otherwise lack sufficient Vesting Service Credit to be eligible for any pension because their years of employment were divided between pension plans or whose pensions would be less than the full amount because of such division of employment.
- 4.02 Related Plans.** By resolution duly adopted, the Trustees recognize all other pension funds that have executed the Iron Workers International Reciprocal Pension Agreement and who have adopted Exhibit “A” of such Agreement as Related Plans.
- 4.03 Related Service Credits.** Service credits accumulated and maintained by an Employee under a Related Plan shall be recognized under this Plan as Related Service Credits. The Trustees shall compute Related Service Credits on the basis on which that credit has been earned and credited under the Related Plan and certified by the Related Plan to this Trust Fund.
- 4.04 Combined Service Credit.** The total of an Employee’s service credit under this Plan and Related Service Credit together comprise the Employee’s Combined Service Credit. Not more than one year of Combined Service Credit shall be counted in any calendar or Plan crediting year.
- 4.05 Pro-Rata Service Credit.** The total of an Employee’s service credit under this Plan and Related Plans since January 1, 1955 shall comprise the employee’s Pro-Rata Service Credit. More than one year of Pro-Rata Service Credit, on a combined basis, may be granted, for calculation purposes only, in any calendar or Plan crediting year.
- 4.06 Related Hours.** The term “Related Hours” means hours of employment that are creditable under a Related Plan for purposes of accumulating Related Service Credit and for purposes of accumulating Vesting Service Credit, including hours of employment before the effective date of this Article 4.
- 4.07 Vesting Service Credit.** In applying the rules of this Plan with respect to Vesting Service Credit, any period in which an Employee has earned Related Hours of Vesting Service Credit in a Related Plan shall be counted to determine if such an Employee has earned Vesting Service Credit for a calendar or Plan crediting year.

An Employee who is not fully vested under this Plan’s rules and who does not have sufficient Combined Service Credits to be entitled to a pension that requires a service credit minimum, shall be entitled to a Deferred or Vested Pension based upon their Combined Service Credit if the total of Vesting Service Credit in this Plan and Related Plans makes the Employee eligible for such a Pension in both Related Plans.

- 4.08 Breaks in Service.** In applying the rules of this Plan with respect to cancellation of service credit, any period in which an Employee has earned Related Hours of Vesting Service in this Plan or a Related Plan, since January 1, 1955, shall be counted as Covered

Employment when determining whether there has been a period of no Covered Employment sufficient to constitute a break-in-service in this Plan or a Related Plan, or a Separation from Covered Employment in this Plan. Hours of work or vesting credit earned under a non-Related Plan shall not be counted as a period of Covered Employment when determining whether there has been a period of non-Covered Employment sufficient to constitute a break-in-service in this Plan or a Related Plan, or a Separation from Covered Employment in this Plan.

4.09 Eligibility. An Employee shall be eligible for a Pro-Rata Pension under this Plan if they satisfy all of the following requirements:

- a. They would be eligible for any type of pension under this Plan (other than a Pro-Rata Pension) if their Combined Service Credit were treated as service credit under this Plan.
- b. In addition to any other requirements under subsection a., they have, under this Plan, at least two (2) years of Vesting Service Credit based on Covered Employment since the Contribution Date, or at least one half year (1/2) of Vesting Service Credit based on employment since January 1, 1983. Full and minimum units of Vesting Service Credit shall be determined by each Plan's rules for granting service credit.
- c. They are found to be eligible for Pro-Rata Pension from a Related Plan and eligible for a Pro-Rata Pension from the Terminal Plan. The Terminal Plan shall be deemed to be the fund associated with the local union that represents the Employee at the time of, or immediately prior to, their retirement. If at that time the employee was not represented by any one such local union, the Terminal Plan is the one to which the bulk of contributions were paid on behalf of the Employee in the thirty-six (36) consecutive calendar months immediately preceding their retirement.
- d. A pension is not payable to them from a Related Plan independently of its provisions for a Pro-Rata Pension, provided however, an Employee who is entitled to a pension other than a Pro-Rata Pension from this Plan or a Related Plan may elect to waive the other pension and qualify for the Pro-Rata Pension.

4.10 Election of Pensions. If an Employee is eligible for more than one type of pension under this Plan, they shall be entitled to elect the type of pension they are to receive.

4.11 Pro-Rata Pension Amount. The amount of the Pro-Rata Pension shall be determined as follows:

- a. The amount of the pension to which the Employee would be entitled under this Plan taking into account their Combined Service Credit shall be determined.
- b. Then the amount of service credit earned with this Plan since January 1, 1955, shall be divided by the total amount of Pro-Rata Service Credit earned by the Employee since January 1, 1955.

c. Then the fraction so determined in subsection b. shall be multiplied by the pension amount determined in subsection a. and the result shall be the Pro-Rata Pension amount payable by this Plan.

4.12 Benefit Level Amount or Pension Accrual Rate. The benefit level amount of pension accrual applicable to the Pro-Rata Pension payable from the Trust Fund shall be determined under the rules of this Plan.

4.13 Payment of Pro-Rata Pensions. The payment of a Pro-Rata Pension shall be subject to all of the conditions contained in this Plan applicable to other types of pensions including, but not limited to, retirement as herein defined and timely application. The execution date of the applicant on the initial pension application of a Related Plan shall be considered as the application date for each Related Plan.

4.14 Effective Date. This Article 4 shall apply only to Employees who, as of January 1, 1983, have not been previously denied a Pro-Rata Pension under the Pro-Rata Pension Agreement previously in effect and who, since January 1, 1983, have earned a minimum unit of service credit under this Plan's or a Related Plan's rules and regulations.

ARTICLE 5. TRANSFERS OF CONTRIBUTIONS
(MONEY-FOLLOWS-THE-PERSON)

- 5.01 Purpose.** A Pension is provided under this Plan for Employees who would otherwise lack sufficient service credit to be eligible for any pension because their years of employment were divided between different pension plans or whose pension would be less than the full amount because of such division of employment. The provisions of this Article 5 are operative only if both the Pro-Rata and Transfer of Contributions Exhibits of the Iron Workers International Reciprocal Pension Agreement have been adopted by the signatory funds in whose jurisdiction the Employee works.
- 5.02 Cooperating Pension Fund.** By resolution duly adopted, the Trustees recognize all other pension funds that have executed the Iron Workers International Reciprocal Pension Agreement and adopted Exhibits A and B thereto, as Cooperating Pension Funds.
- 5.03 Home Pension Fund.** Each Employee who has employer contributions made on their behalf to one or more of the Cooperating Pension Funds shall have a specific “Home Pension Fund.” The following rules shall be used in determining an Employee’s “Home Pension Fund.”
- a. If the Employee is a member of a local union, their Home Pension Fund shall be that Cooperating Pension Fund in which such local union participates by virtue of a collective bargaining agreement requiring contributions thereto.
 - b. If the Employee is not a member of a local union, their Home Pension Fund shall be that Cooperating Pension Fund to which the bulk of contributions have been made on their behalf in the last three (3) years.
 - c. A Cooperating Pension Fund other than one determined under subsection a. or b. shall be an Employee’s Home Pension Fund if the Employee can establish such Home Fund status to the satisfaction of the trustees of the two Cooperating Pension Funds.
- 5.04 Employee Authorization.** If contributions are or will be made on an Employee’s behalf to a Cooperating Fund signatory to Exhibits A and B of the Iron Workers International Reciprocal Pension Agreement they may, provided their Home Fund is also signatory to Exhibits A and B of said Agreement, file a request with the Cooperating Fund that such contributions be transferred to their Home Fund on their behalf. Such request shall be made in writing on a form approved by the respective funds that is signed and dated by the Employee. The completion and signing of a request form shall release the trustees of the respective funds from any liability or claim by an Employee, or anyone claiming through them, that the transfer of contributions may not or did not work to their best interest. Said completed request form shall be filed by the Employee with the Cooperating Fund within sixty (60) days following the beginning of their employment within the Cooperating Fund’s jurisdiction, provided, however, that the trustees of the

Cooperating Fund may, at its discretion, grant an extension of that sixty (60) day period for special circumstances.

If the Employee does not file a timely request form with the Cooperating Fund, they will be treated as electing not to authorize a transfer of contributions and the Pro-Rata Pension provisions of the Cooperating Fund's Plan shall apply to the Employee. By filing a request for transfer of contributions, the Employee agrees that their eligibility for benefits and all other participant rights are governed by the terms of the Home Fund's Pension Plan and not by the terms of the Cooperating Fund's Pension Plan.

- 5.05 **Transfer of Contributions.** Upon receipt of a timely and properly completed request for a transfer of contributions to the Employee's Home Fund, the Cooperating Fund shall collect and transfer to the Employee's Home Fund the contributions required to be made to the Cooperating Fund on the Employee's behalf. Said contributions shall be forwarded to the Employee's Home Fund within sixty (60) calendar days following the calendar month in which the contributions were received. Any undue delay in transferring contributions shall be considered a violation of the Iron Workers International Reciprocal Pension Agreement and subject to its provisions for arbitration. The contributions so transferred shall be accompanied by such records or reports that are necessary or appropriate. The Cooperating Fund shall transfer the actual dollar amount of contributions received regardless of any difference in the contribution rates between the funds.
- 5.06 **Breaks in Service.** For the purpose of any break-in-service rules, any hours worked in the jurisdiction of a Cooperating Pension Fund shall be counted as if they were worked in the jurisdiction of the Home Pension Fund.
- 5.07 **Payment of Pension.** The payment of the pension shall be subject to the provisions of the Home Pension Fund's plan rules.
- 5.08 **Collection of Contributions.** The Home Fund shall have no responsibility to take any action to enforce the terms of any collective bargaining agreement, or of any other agreement, requiring contributions to any Cooperating Fund other than the Home Fund. Each Cooperating Fund shall be solely responsible for enforcing the terms of collective bargaining agreements and of other agreements requiring contributions thereto.
- 5.09 **Change in Home Pension Fund.** It is recognized that situations will arise where an Employee will change their Home Pension Fund because of a change in residence, availability of work, or for other reasons. In order to protect such an Employee to the fullest extent possible, while still providing safeguards against possible abuse, the following rules shall apply when an Employee wishes to change their Home Pension Fund:
 - a. An Employee must submit a request for a permanent change of Home Pension Fund to both their former Home Pension Fund and to the pension fund that they claim to be their new Home Pension Fund.

- b. Such request must be on a form approved by the trustees of the respective Pension Funds and signed by the Employee.
- c. Such request must state the facts that the Employee claims support their request to change their Home Pension Fund.
- d. No change in Home Pension Fund shall occur unless both funds agree to the changes.

If the Employee's request for a change in Home Fund is granted by both funds, the change shall be effected on the first day of the month following the agreement by both Pension Funds. No assets shall be transferred from the old Home Fund to the new Home Fund. Rather, the Pro-Rata Pension provisions of this Plan shall govern the Employee's rights under the old Home Fund.

5.10 Effective Date. This Article 5 and the payment of pensions hereunder, shall be effective on April 1, 1987.

ARTICLE 6. VESTING SERVICE AND PENSION CREDIT

6.01 Vesting Service for Periods Prior to the Contribution Date (Past Vesting Service).

- a. A Participant shall receive Past Vesting Service for work performed prior to their Contribution Date if such employment would have been eligible as Vesting Service under section 6.02 had the Trust Fund been in existence during such period of employment. Employment outside the geographical area subject to the Written Agreement is not eligible for Past Vesting Service under this section, except as permitted under the rules adopted by the Trustees.
- b. A Participant shall receive one year of Past Vesting Service (12/12ths) or monthly portion thereof (1/12th), under this section 6.01 during the time period:
 1. they were a member of either Local Unions Numbers 27, 454, 495, 732, or 841, or predecessor Local Unions Numbers 81, 107, 410, 494, 646, 692, 708, or 815, affiliated with the International Association of Bridge, Structural, and Ornamental Ironworkers. Such membership shall be considered to have commenced on the Participant's initiation date or date of clearance into one of the said Local Unions from another union; or
 2. they were employed for one thousand two hundred (1,200) hours or more in the type of employment described in subsection a. of this section 6.01. If a Participant was so employed for less than one thousand two hundred (1,200) hours, but for at least one hundred (100) hours in any Plan Year, they shall receive 1/12th of a year of Past Vesting Service for each one hundred (100) hours of such employment.
- c. In establishing Past Vesting Service under this section, the Trustees shall consider and rely upon any relevant and material evidence including any or all of the following:
 1. A statement from the administrator of the Intermountain Ironworkers Health and Welfare Trust certifying to the receipt of employer reports with respect to hours worked by the Participant and stating the number of hours reported for the period covered by the statement.
 2. A statement from an employer certifying that the Participant performed work for such employer entitling them to Vesting Service during such period if such employer was known or reported to be operating in the iron work industry in the geographical territory to which the Written Agreements are applicable during such period.
 3. A statement from the secretary or other authorized officer of the Union certifying that the Participant was a member in good standing in such Union during such period, or was employed by such Union during such

period in a position included under the Plan pursuant to action taken by the Trustees.

4. A W-2 form or check stub furnished for work performed during the period for any employer known or reputed to have been operating in the iron work industry in the geographical territory to which the Written Agreements are applicable during such period.
5. A statement from the Social Security Administration to the effect that according to its records, the Participant was employed during the period by a named employer, if such employer was known or reputed to be operating in the field iron work industry in the geographical territory to which the Written Agreements are applicable during such period.

6.02 Vesting Service After the Contribution Date.

- a. On or after the Contribution Date and before June 1, 1976, a Participant shall receive Vesting Service for hours in Covered Employment during a Plan Year according to the following schedule:

<u>Hours in Plan Year</u>	<u>Vesting Service</u>
Less than 100 hours	None
100 to 199 hours	1/12 year
200 to 299 hours	2/12 year
300 to 399 hours	3/12 year
400 to 499 hours	4/12 year
500 to 599 hours	5/12 year
600 to 699 hours	6/12 year
700 to 799 hours	7/12 year
800 to 899 hours	8/12 year
900 to 999 hours	9/12 year
1,000 hours or more	1 year

- b. A Participant shall receive Vesting Service for hours in Covered Employment on and after June 1, 1976 according to the following schedule:

<u>Hours in Plan Year</u>	<u>Vesting Service</u>
Less than 500 hours	None
500 - 599 hours	5/10
600 - 699 hours	6/10
700 - 799 hours	7/10
800 - 899 hours	8/10
900 - 999 hours	9/10
1,000 hours or more	1 Year

- c. A Participant shall receive Vesting Service for hours in Contiguous Non-Covered Employment if the Participant's total hours in Covered Employment and Contiguous Non-Covered Employment in a Plan Year would entitle the Participant to a full year of Vesting Service. If the Participant does not work sufficient hours to earn a full year of Vesting Service in a Plan Year, they shall not be entitled to Vesting Service for hours in Contiguous Non-Covered Employment.
- d. Notwithstanding the foregoing, a Participant shall receive Vesting Service for any period of Qualified Military Service in accordance with section 6.05.
- e. Non-working periods of absence from Covered Employment after May 31, 1968, will be credited toward the accumulation of Vesting Service at the rate of twenty-five (25) hours per week, if they were due to the following circumstances:
 - 1. disability for the period in which Weekly Accident and Sickness Benefits were paid by the Ironworkers' Intermountain Health and Welfare Trust; or
 - 2. disability for the period for which worker's compensation temporary disability benefits were paid, or which constituted a valid waiting period for such benefits.

Such periods of disability will be recorded for credit purposes as if twenty-five (25) hours in Covered Employment were performed during each week of such disability to a maximum of fifty-two (52) weeks per disability. However, this subsection shall not entitle a Participant to receive double Vesting Service for the same period of time. No more than one full year of Vesting Service may be granted to a Participant in accordance with this subsection over the full period of their participation in the Plan. A Participant shall not be entitled to receive Vesting Service under this subsection for periods of time during which Employer Contributions are paid to the Trust Fund on their behalf.

- f. A Participant shall not be entitled to Vesting Service for years preceding a Permanent Break in Service as defined in section 6.04.

6.03 Pension Credits.

- a. For Employment before June 1, 1976.
 - 1. Before the Contribution Date.

A Participant who was an Employee of an Employer on the date that Employer was first required by a Written Agreement to contribute to the Trust Fund will receive one Pension Credit (or portion thereof) for each year of Vesting Service (or portion thereof) under section 6.01 to which they are entitled.

- 2. On and After the Contribution Date.

For periods before June 1, 1976, a Participant shall receive Pension Credit as follows:

<u>Covered Employment in Plan Year</u>	<u>Pension Credit</u>
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 hours or more	1 year

b. Employment after May 31, 1976.

For periods after May 31, 1976, a Participant shall be credited with Pension Credit in accordance with the following schedule:

<u>Covered Employment in Plan Year</u>	<u>Pension Credit</u>
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 hours or more	1 year

If a Participant earns one year of Vesting Service in a Plan Year after May 31, 1976, but works less than five hundred (500) hours in Covered Employment, they shall be credited with a Pension Credit in proportion to the ratio of their hours in Covered Employment to two thousand (2,000) hours.

c. Pension Credit for Qualified Military Service.

A Participant shall be credited with Pension Credit for any period of Qualified Military Service in accordance with Section 6.05.

d. Pension Credit for Non-Working Periods.

Periods of absence from Covered Employment after May 31, 1968, will be credited toward the accumulation of Pension Credit at the rate of twenty-five (25) hours per week, if they were due to the following circumstances:

1. disability for the period in which Weekly Accident and Sickness Benefits were paid by the Ironworkers' Intermountain Health and Welfare Trust; or
2. disability for the period for which worker's compensation temporary disability benefits were paid, or which constituted a valid waiting period for such benefits.

Such periods of disability will be recorded for credit purposes as if twenty-five (25) hours in Covered Employment were performed during each week of such disability to a maximum of fifty-two (52) weeks per disability. However, this subsection shall not entitle a Participant to receive double Pension Credit for the same period of time. No more than one full year of Pension Credit may be granted to a Participant in accordance with this subsection over the full period of their participation in the Plan. A Participant shall not be entitled to receive Pension Credit under this subsection for periods of time during which Employer Contributions are paid to the Trust Fund on their behalf.

- e. A Participant shall not be entitled to Pension Credit for years preceding a Permanent Break in Service as defined in section 6.04.

6.04 Permanent Break in Service.

a. General.

If a person has a Permanent Break in Service (as defined below) before they become a Vested Participant, it has the effect of permanently canceling their Accrued Benefits, Vesting Service, and Pension Credits earned before the Permanent Break in Service.

b. Permanent Break in Service before June 1, 1976.

A person has a Permanent Break in Service if, after May 31, 1968 and before June 1, 1976, they failed to earn at least three hundred (300) hours in Covered Employment during a two (2) consecutive Plan Year period.

A Participant may be allowed grace periods under the following circumstances, if they failed to earn at least three hundred (300) hours in Covered Employment in any period of two (2) complete consecutive Plan Years before June 1, 1976.

1. Disability

- (a) A Participant shall be allowed a grace period if their failure to earn sufficient hours in Covered Employment was due to disability. This grace period is to consist of up to three (3) years for which the Participant failed to earn sufficient hours in Covered Employment because of disability.
- (b) A Participant claiming disability must give written notice to the Trustees and must present such written evidence and/or submit to such examination as the Trustees may determine. The Trustees shall determine disability. After May 31, 1965, an Employee shall not be granted any such grace periods that commenced more than one year prior to their filing the written notice required by this section, unless the Trustees find that there were extenuating circumstances which prevented a timely filing.

2. Military Service

- (a) A Participant shall be allowed a grace period for the duration of their service in any of the Armed Forces of the United States or during the period which the Participant retains reemployment rights under applicable federal law, provided the Participant makes himself available for Covered Employment within the required time period after release from active duty or after recovery from a disability continuing after their release from active duty.
- (b) A Participant claiming a grace period under this subsection must give written notice to the Trustees of their availability for Covered Employment and must furnish, in writing, such information and proof concerning such military service as the Trustees may determine.

3. Employment in a Supervisory Capacity with a Contributing Employer

- (a) A Participant shall be allowed a grace period for the duration of their employment in a supervisory capacity with an Employer who is required to contribute to the Trust Fund.
- (b) Employment in a supervisory capacity with an Employer shall be determined to the satisfaction of the Trustees. In order to be granted this grace period, an Employee must give written notice to the Trustees and must present such written evidence as the Trustees may determine. After May 31, 1974, written notice must be filed within a period of one year following the date a Participant is first employed in a supervisory capacity by an Employer unless

the Trustees find that there were extenuating circumstances which prevented a timely filing.

Grace periods are periods that are to be disregarded in determining whether there was a period of two (2) consecutive Plan Years during which the Participant failed to earn at least three hundred (300) hours in Covered Employment.

- c. Permanent Break in Service after May 31, 1976, and before June 1, 1985.

A person has a Permanent Break in Service after May 31, 1976 and before June 1, 1985 if their number of consecutive One-Year Breaks in Service, including at least one after May 31, 1976, equal or exceed the greater of two (2) or their total number of years of Vesting Service which were previously accumulated.

- d. Permanent Break in Service after May 31, 1985.

A person has a Permanent Break in Service after May 31, 1985, if their number of consecutive One-Year Breaks in Service equal the greater of five (5) years or their aggregate number of years of Vesting Service which were previously accumulated. In applying the foregoing rule, any person who was receiving a Disability Pension from the Plan as of May 31, 1998 shall be treated as having not incurred a One-Year Break in Service during the Plan Year ending on such date.

6.05 Qualified Military Service. Notwithstanding any provision to the contrary, Contributions, benefits and Vesting Service with respect to Qualified Military Service (as defined in Section 414(u)(5) of the Code) will be provided in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended (USERRA), and Section 414(u) of the Code, for Participants who return to Covered Employment from Qualified Military Service on or after December 12, 1994. Effective for Participants who die or become Disabled (as defined in section 3.12 a.) on or after June 1, 2008 while performing Qualified Military Service, Contributions and benefits shall be provided in accordance with Section 414(u)(9) of the Code. Furthermore, benefits shall be provided as described in Section 401(a)(37) of the Code for Participants who die while performing Qualified Military Service on or after January 1, 2007.

The Contributions required to be made to fund hours credited for periods of Qualified Military Service under this section 6.05 will be allocated from general assets of the Trust Fund, and no Employer shall be individually liable to make Contributions for such hours.

ARTICLE 7. FORMS OF PAYMENT

7.01 General. This Article sets forth the forms of payment available for a Participant's pension under the Plan, as well as the applicable notice, election, and consent requirements. Only Vested Participants are eligible for a pension under this Article 7.

7.02 Automatic Forms of Payment.

a. **Married Participants – Participant-and-Spouse Pension.** A Participant who is married on their Annuity Starting Date shall receive payment of their pension in the form of a Participant-and-Spouse Pension unless they elect (with Spousal Consent, if required) payment in one of the Plan's optional forms of payment described in Section 7.03. A Participant-and-Spouse Pension means that the Participant will receive an adjusted monthly amount for life and, if the Participant dies before their Spouse, the latter will receive a monthly benefit for their lifetime of fifty percent (50%) of the Participant's adjusted monthly amount. The Participant's adjusted monthly amount shall be a percentage of the full monthly amount otherwise payable as a Single Life Annuity, after any adjustment for early retirement, as follows:

1. For benefits earned with respect to Plan Years beginning before June 1, 2017, the percentage shall be ninety percent (90.0%) plus four-tenths of one percent (0.4%) for each full year that the Spouse is older than the Participant or minus four-tenths of one percent (0.4%) for each full year that the Spouse is younger than the Participant. However, if the Participant's pension is a Disability Pension, the percentage shall be eighty-two percent (82.0%) plus four-tenths of one percent (0.4%) for each full year that the Spouse is older than the Participant or minus four-tenths of one percent (0.4%) for each full year that the Spouse is younger than the Participant. In no event shall the percentage be greater than ninety-nine percent (99.0%).
2. For benefits earned with respect to Plan Years beginning on and after June 1, 2017, the percentage shall be determined using an interest rate of seven and one-half percent (7.5%) and the RP-2000 Mortality Table for Healthy Annuitants with blue-collar adjustments, projected 17 years using projection scale AA and weighted as follows: (a) for the Participant, one hundred percent (100%) male and zero percent (0%) female, and (b) for the Spouse, one hundred percent (100%) female and zero percent (0%) male. See Appendix C.

A Participant-and-Spouse Pension, once payments have begun, may not be revoked nor the Pensioner's benefits increased by reason of subsequent divorce or death of the Spouse before that of the Participant except as provided below or in section 7.04.

If a Participant and their Spouse have been married for less than one year on the Participant's Annuity Starting Date, the Spouse will be entitled to monthly survivor annuity payments under the Participant-and-Spouse Pension only if the Participant and Spouse remain married for at least one year. If the Participant and Spouse divorce after less than one year of marriage, unless otherwise provided in a Qualified Domestic Relations Order the Pension shall convert to the Single Life Annuity and the Participant shall be paid the difference between the amounts that had been paid and the amounts that would have been paid if benefits had commenced in the form of a Single Life Annuity initially. If the Participant predeceases the Spouse after less than one year of marriage, monthly payments shall be provided under the Five-Year Guarantee or Certain Feature described in section 8.03 to the Participant's Beneficiary, and the Participant's Beneficiary shall be paid the difference between the amounts that had been paid and the amounts that would have been paid if benefits had commenced in the form of a Single Life Annuity initially.

- b. Unmarried Participants – Single Life Annuity. A Participant who is not married on their Annuity Starting Date shall receive payment of their pension in the form of a Single Life Annuity. The Single Life Annuity provides monthly payments to the Participant for their lifetime equal to the monthly pension amount determined in accordance with Article 3. Except as provided in Section 8.03 (Five-Year Guarantee or Certain Feature), monthly payments under the Single Life Annuity stop on the Participant's death. The Single Life Annuity is the only payment option available to an unmarried Participant.

7.03 Optional Forms of Payment for Married Participants. Subject to the Spousal Consent requirement described in Section 7.05, a married Participant may waive the Participant-and-Spouse Pension and, in lieu thereof, elect to receive their pension in one of the following optional forms of payment:

- a. A Single Life Annuity, as described in section 7.02 b.
- b. A Qualified Optional Survivor Annuity. Under the Qualified Optional Survivor Annuity, a Participant will receive an adjusted monthly amount for life and, if the Participant dies before their Spouse, the latter will receive a monthly benefit for their lifetime of seventy-five percent (75%) of the Participant's adjusted monthly amount. The Participant's adjusted monthly amount shall be a percentage of the full monthly amount otherwise payable as a Single Life Annuity, after any adjustment for early retirement, as follows:
1. For benefits earned with respect to Plan Years beginning before June 1, 2017, the percentage shall be eighty-four percent (84%) plus forty-five-one-hundredths of one percent (0.45%) for each full year that the Spouse is older than the Participant or minus forty-five-one-hundredths of one percent (0.45%) for each full year that the Spouse is younger than the Participant, provided that in no event shall the percentage be greater than ninety-nine percent (99%).

2. For benefits earned with respect to Plan Years beginning on and after June 1, 2017, the percentage shall be determined in accordance with the interest rate and mortality table described in section 7.02 a.2. See Appendix C.

If a Participant and their Spouse have been married for less than one year on the Participant's Annuity Starting Date, the rules described in the last paragraph of Section 7.02 a. (related to divorce or death of the Participant after less than one year of marriage) apply to the Qualified Optional Survivor Annuity in the same manner they apply to the Participant-and-Spouse Pension. A Qualified Optional Survivor Annuity, once payments have begun, may not be revoked nor the Pensioner's benefits increased by reason of subsequent divorce or death of the Spouse before that of the Participant except as provided above or in section 7.04.

- c. A Participant-and-Spouse Pension or a Qualified Optional Survivor Annuity with the Single Life Reversion Option described in Section 7.04.

7.04 Single Life Reversion Option.

- a. Subject to the Spousal Consent requirement described in Section 7.05, a married Participant may elect the Single Life Reversion Option at the time of their retirement if their Pension is to be paid in the form of a Participant-and-Spouse Pension or in the form of a Qualified Optional Survivor Annuity. Under the Single Life Reversion Option, if the Participant's Spouse predeceases them, the amount of monthly payments to the Participant for the remainder of their lifetime shall be increased prospectively to the amount payable under the Single Life Annuity form of payment described in section 7.02 b. In the event the Participant subsequently dies before receiving sixty (60) monthly payments (counting payments both before and after their Spouse's death), the Five-Year Guarantee or Certain Feature provided in Section 8.03 shall apply.
- b. In the case of either the Participant-and-Spouse Pension or the Qualified Optional Survivor Annuity, for benefits earned with respect to Plan Years beginning before June 1, 2017, the amount of pension payable under this option shall be determined in accordance with the provisions of section 7.02 a.1. or section 7.03 b.1., as applicable subject to an additional reduction of one and one-half percent (1.5%). For benefits earned with respect to Plan Years beginning on and after June 1, 2017, the amount of the pension payable under this option shall be determined in accordance with the interest rate and mortality table described in section 7.02 a.2. See Appendix C.

7.05 Spousal Consent Requirements.

- a. In order for a married Participant to waive the Participant-and-Spouse Pension and elect an optional form of payment other than the Qualified Optional Survivor Annuity, the Participant must file an election and waiver with the Trustees, in writing, in such form as the Trustees may prescribe. In addition, the following

requirements (hereafter the “Spousal Consent” requirements) must be met: The Participant’s Spouse must consent in writing to the election, the Participant’s election must either designate the Spouse as Beneficiary or designate a specific alternate Beneficiary which is consented to by the Spouse and which may not be changed without the Spouse’s written consent, the Spouse’s written consent must acknowledge the effect of the election, and the Spouse’s written consent to the election must be notarized or witnessed by a Plan representative. Thereafter, the Participant cannot elect a different form of benefit (other than the Participant-and-Spouse Pension or the Qualified Optional Survivor Annuity) without the written consent of their Spouse.

- b. Notwithstanding any other provision of the Plan, Spousal Consent in accordance with this section 7.05 is not required if the Participant establishes to the satisfaction of the Trustees:
 - (a) that there is no Spouse,
 - (b) that the Spouse cannot be located,
 - (c) that the Participant and Spouse are legally separated, or
 - (d) that the Participant has been abandoned by the Spouse as confirmed by a court order.

If the Spouse is legally incompetent, consent under this section 7.05 may be given by their legal guardian, including the Participant if authorized to act as the Spouse’s legal guardian.

- c. The Participant’s election and waiver of the Participant-and-Spouse Pension and Spousal Consent must be made within the reasonable time period established by the Trustees for this purpose, which shall begin on the date the written explanation described in section 7.06 is furnished to the Participant and shall end no later than 180 days thereafter. The Participant may file a new waiver or revoke a previous waiver at any time prior to their Annuity Starting Date or, if later, expiration of the 7-day period that begins the day after the written explanation described in section 7.06 is furnished to the Participant.
- d. A Spouse’s consent to a waiver of the Participant-and-Spouse Pension shall be effective only with respect to that Spouse, and shall be irrevocable unless the Participant revokes the waiver to which it relates.
- e. Subject to the requirements for documentation described in this section, a Participant must file with the Trustees, within the time period described in subsection c., above, a written representation on which the Trustees are entitled to rely concerning that Participant’s marital status that if false gives the Trustees the right to adjust the dollar amount of the pension payments made to the Participant and/or the alleged surviving Spouse so as to recover any benefits that may have been erroneously paid.

7.06 Notices.

- a. At least 30 but not more than 180 days prior to a Participant's Annuity Starting Date, the Plan Administrator shall furnish to the Participant a written notification containing the information required by Code Sections 411(a)(11) and 417(a)(3) and Treasury Regulation § 1.417(a)(3)-1, including (1) the terms and conditions of the Plan's qualified joint and survivor annuity (QJSA) (the Participant-and-Spouse Pension) and the Qualified Optional Survivor Annuity (QOSA), if applicable, and the Participant's right to make, and the effect of, an election to waive the QJSA or QOSA or to revoke such an election; (2) the rights of the Participant's Spouse, if any, with respect to the QJSA; (3) a general description of the eligibility conditions and other material features of the optional forms of benefit available under the Plan; and (4) an explanation of the relative values and financial effects of the Plan's optional forms of benefit in accordance with Treasury Regulation § 1.417(a)(3)-1. In addition, effective for Plan Years beginning after December 31, 2006, the notification furnished to Participants shall contain a description, in accordance with IRS and Treasury Department guidance issued under Code Section 411(a)(11), of how much larger benefits will be if the commencement of distributions is deferred.
- b. A Participant who has received the written explanation described in this section and elected a form of payment (with Spousal Consent, if required) may begin receiving their Pension as of an Annuity Starting Date which is less than 30 days following the date the written explanation is furnished, provided the following requirements are met: (a) the Participant and Spouse, if applicable, are provided with information clearly indicating they have at least 30 days to consider their options including, if applicable, whether to elect or waive the Participant-and-Spouse Pension; (b) the Participant may revoke their election or waiver prior to the later of the Annuity Starting Date or expiration of the 7-day period that begins the day after the written explanation is furnished; and (c) payment of the Pension may not begin before expiration of such 7-day period. However, except as provided in subsection c., below, or as provided under the terms of a Merged Plan with respect to benefits earned under that Merged Plan, in no event may a Participant's Annuity Starting Date precede the date they are furnished the written explanation described herein.
- c. Notwithstanding anything herein to the contrary, a Participant's Annuity Starting Date may be up to six (6) months prior to the date they are furnished the written explanation described in this section 7.06 (a "Retroactive Annuity Starting Date"), provided the following requirements are met: (1) the Retroactive Annuity Starting Date is after the date the Participant submitted their written pension application under section 9.01; (2) the Participant could otherwise have started receiving benefits as of the Retroactive Annuity Starting Date under the terms of the Plan then in effect; and (3) if applicable, the Participant's Spouse (determined as if the date payments commence were the Participant's Annuity Starting Date) provides Spousal Consent to their Retroactive Annuity Starting

Date election. If a Participant elects a Retroactive Annuity Starting Date (with Spousal Consent, if required), distribution of the Participant's monthly benefits shall be made in accordance with Treasury Regulation § 1.417(e)-1(b)(3)(iv) and (v), including distribution of a lump sum make-up payment reflecting any missed payment(s) for the period from the Retroactive Annuity Starting Date to the date that payments actually commence (adjusted for interest at 7.0% per annum from the date the payment(s) would have been made to the date of the actual make-up payment). When a Participant elects a Retroactive Annuity Starting Date, the date payments actually commence shall be substituted for the Participant's Annuity Starting Date for purposes of applying the timing requirements for notices and giving consent to distribution in this section 7.06. Furthermore, if the Participant's Spouse as of the Retroactive Annuity Starting Date is not the Participant's Spouse as of the date distributions commence, consent of that former Spouse is not needed to waive the Participant-and-Spouse Pension with respect to the Retroactive Annuity Starting Date, unless otherwise provided under a Qualified Domestic Relations Order. A Participant may not elect a Retroactive Annuity Starting Date with respect to any benefits that are payable in a form subject to the present value requirements of Code Section 417(e)(3), such as a lump sum distribution.

- 7.07 Relation to Qualified Domestic Relations Order.** Any rights of a former Spouse or other alternate payee under a Qualified Domestic Relations Order with respect to a Participant's pension, shall take precedence over those of any later Spouse of the Participant under this Article 7.

ARTICLE 8. DEATH BENEFITS

8.01 Pre-Retirement Surviving Spouse Pension.

- a. Eligibility. If a Participant who is married and who has achieved Vested Status dies prior to their Annuity Starting Date, a Pre-Retirement Surviving Spouse Pension shall be paid to the Participant’s surviving Spouse, but only if the Participant and such Spouse were married throughout the one-year period ending on the date of the Participant’s death. The Pre-Retirement Surviving Spouse Pension is the Plan’s “Qualified Preretirement Survivor Annuity” within the meaning of Section 417 of the Code. The Pre-Retirement Surviving Spouse Pension applies only to Participants who die after August 22, 1984 and have at least one Hour of Service on or after January 1, 1976; benefits paid on the death of Participants who do not meet this requirement are determined in accordance with the Plan document in effect before the effective date of the Retirement Equity Act of 1984.

- b. Amount. The Pre-Retirement Surviving Spouse Pension is an annuity for the life of the Participant’s surviving Spouse under which the monthly payments are equal to the amounts that would be payable to such Spouse as a survivor annuity under the Participant-and-Spouse Pension if:
 - 1. in the case of a Participant who dies after attaining their earliest retirement age, such Participant had retired with an immediate Participant-and-Spouse Pension on the day before the Participant’s death; or
 - 2. in the case of a Participant who dies on or before their earliest retirement age, such Participant had separated from service on the date of death (or the date the Participant actually separated from service, if earlier), survived to their earliest retirement age and retired with an immediate Participant-and-Spouse Pension on that day, and died the following day.

- c. Timing. A Participant’s surviving Spouse may elect to commence distribution of the Pre-Retirement Surviving Spouse Pension as of the first day of any month following the date of the Participant’s death. Alternatively, a Participant’s surviving Spouse may elect to defer commencement of the Pre-Retirement Surviving Spouse Pension until no later than the date distribution is required to commence under Section 9.07. A surviving Spouse’s failure to affirmatively elect to commence distribution is deemed an election to defer commencement until such date as is subsequently affirmatively elected or as is required under Section 9.07. If the surviving Spouse defers commencement of the Pre-Retirement Surviving Spouse Pension, the benefit amount will be determined at commencement as if the Participant had separated from service on the date of death (or the date the Participant actually separated from service, if earlier), survived to the date the surviving Spouse elects to begin receiving the benefit,

retired on that day with an immediate Participant-and-Spouse Pension, and died the next day. If the Participant's surviving Spouse dies before the date the Pre-Retirement Surviving Spouse Pension commences, the Pre-Retirement Surviving Spouse Pension will be forfeited and there will be no payments to any other Beneficiary.

- d. Applicable Plan Terms. The Pre-Retirement Surviving Spouse Pension shall be determined under the terms of the Plan in effect when the Participant last worked in Covered Employment, except as otherwise specifically provided in this Plan.

8.02 Non-Spouse Pre-Retirement Death Benefit.

- a. Non-Vested Participants. If a Participant dies prior to attaining Vested Status, a lump sum payment equivalent to the amount contributed to the Trust Fund on their behalf, up to a maximum of \$6,250, will be paid to their designated Beneficiary without any adjustment for timing of payment. In determining the amount of the lump sum payment, only Contributions received subsequent to their last Permanent Break in Service, as defined in section 6.04, if any, will be counted. Contributions made on a Participant's behalf under the Local 606 Plan are taken into account for purposes of this benefit, subject to the limitations specified above.
- b. Vested Unmarried Participants. Upon the death of a Participant who has attained Vested Status but who is not survived by a Spouse to whom they were married throughout the one-year period ending on the date of their death, sixty (60) payments in a monthly amount calculated in accordance with section 3.02 will be paid to their Beneficiary without any adjustment for timing of payment. This is in lieu of, and not in addition to, the benefit described in the above subsection a. This benefit also applies with respect to benefits accrued under the Local 606 Plan instead of the benefit for vested unmarried Participants described in the Plan document for the Local 606 Plan, provided that the benefit described in this paragraph is a larger benefit.
- c. Alternative Death Benefit for Vested Married Participants. Upon the death of a Participant who has attained Vested Status and who is survived by a Spouse to whom they were married throughout the one-year period ending on the date of their death, the Participant's surviving Spouse shall have the option of waiving the Pre-Retirement Surviving Spouse Pension as set forth in Section 8.01 and electing to receive, in lieu thereof, the benefit described in subsection b. above. This option for an eligible surviving Spouse to receive a benefit calculated as described in subsection b. above in lieu of the otherwise available qualified pre-retirement survivor annuity is also available with respect to benefits accrued under the Local 606 Plan.

8.03 Five-Year Guarantee or Certain Feature. If a Pensioner who is receiving their pension in the form of a Single Life Annuity dies prior to having received sixty (60) monthly payments, monthly payments shall be continued until a total of sixty (60) such payments

have been made to the Pensioner and their Beneficiary combined. The payments will cease after a total of sixty (60) monthly payments have been made. This benefit shall not be payable if payments were due under the Participant-and-Spouse Pension, the Qualified Optional Survivor Annuity, or the Pre-Retirement Surviving Spouse Pension at the time of the Participant's death.

8.04 Designation of Beneficiary.

- a. A Participant or Pensioner may designate a Beneficiary (or Beneficiaries) to receive any payments due and payable to a Beneficiary under the terms of this Plan on the death of the Participant or Pensioner by submitting such Beneficiary designation to the Trustees, in writing, on such form as the Trustees may prescribe.
- b. The term "Beneficiary" means the last person or persons designated as such by a Participant or Pensioner in a written notice to the Trustees as described above, or if no person is so named or if the person or persons so designated does not survive the Participant or Pensioner, the person or persons in the first of the following successive classes of Beneficiaries surviving at the death of the Participant:
 1. Spouse;
 2. children;
 3. parents;
 4. siblings; or
 5. estate; provided, however, that if the Trustees cannot locate a qualified representative of the estate or if no such representative has been appointed by an appropriate court, then payment may be made to the Participant's or Pensioner's heirs-at-law.

In the event a Beneficiary entitled to payments under section 8.02 or 8.03 dies before all payments due to the Beneficiary have been made, any remaining payments shall be made to the Participant's next Beneficiary determined above as if the first Beneficiary had failed to survive the Participant.

- c. Any Beneficiary so designated may be changed, cancelled or revoked at any time or from time to time during the Participant's or Pensioner's life. If the Participant or Pensioner is married and the Beneficiary is not the Spouse, the written consent of the Spouse to the designation of Beneficiary (or any change to the designation of Beneficiary) is required. The last written designation received by the Trustees shall be controlling over any other designation; provided, however, that no designation or change or cancellation thereof shall be effective unless received by the Trustees prior to the Participant's or Pensioner's death and in no event shall it be effective as of a date prior to such receipt. Unless otherwise provided in a Qualified Domestic Relations Order, a Participant's designation of their Spouse as

Beneficiary shall be deemed automatically revoked upon the final dissolution (or annulment) of marriage of the Participant and such Spouse, and any benefits due to the Participant's Beneficiary shall be paid as if the former Spouse had predeceased the Participant. The Participant may reinstate a former Spouse as Beneficiary by filing a new designation of Beneficiary form subsequent to a final dissolution or annulment. The deemed revocation in this section is effective only if the Trustees receive written notice of divorce or annulment a reasonable period of time before the Participant's Annuity Starting Date (or, if earlier, before distributing Plan benefits).

- d. A Beneficiary or the Beneficiary's agent or representative (including a representative of the Beneficiary's estate) may disclaim the Beneficiary's interest in the benefits under the Plan, provided such disclaimer satisfies Code Section 2518(b) and is otherwise effective under applicable law. In the event of a disclaimer meeting the requirements of this paragraph, distribution of the benefits shall be made as if the disclaiming Beneficiary had predeceased the Participant.

ARTICLE 9. APPLICATION, BENEFIT PAYMENTS, AND SUSPENSION

9.01 Applications. A pension application must be made in writing and filed with the administrative office for the Plan. Except as provided in Section 3.08 (regarding Social Security Disability Pensions approved on and after May 14, 2008) or as provided under the terms of a Merged Plan with respect to benefits earned under that Merged Plan, the effective date of a pension may not be earlier than the first day of the month following the month in which the application was filed. Furthermore, a pension may not be effective prior to the date the Participant has fulfilled all of the requirements for eligibility for the pension. Unless otherwise provided herein, a pension is effective on the Participant's Annuity Starting Date. However, distribution of a pension may not begin before a Participant's application is perfected by submission of all required election forms and supporting documentation, including Spousal Consent (if required).

9.02 Information and Proof. Every Participant, Pensioner or Beneficiary shall furnish, at the request of the Trustees or the administrative office for the Plan, any information or proof reasonably required to determine their benefit rights. If the claimant makes a willfully false statement material to an application or furnishes fraudulent information or proof material to their claim, benefits under this Plan may be suspended until a determination of the facts has been made. The Trustees shall have the right to recover any benefit payments made in reliance on any false or fraudulent statement, information, or proof submitted by a claimant or otherwise made in error.

9.03 Benefit Payments Generally.

- a. A Participant who is eligible to receive benefits under this Plan and who makes application in accordance with the rules of the Plan shall be entitled upon the Annuity Starting Date to receive benefits, subject to the provisions of this Plan.
- b. Pension benefits shall be payable commencing with the Annuity Starting Date.
- c. The last monthly pension payment will be payable for the month in which the death of the Pensioner occurs except as provided in accordance with a survivor's benefit or any other provision of this Plan providing for payments after the death of the Pensioner.

9.04 Commencement of Pension Payments. Unless the Participant elects otherwise, the payment of pension benefits under the Plan shall commence no later than the sixtieth (60th) day after the close of the Plan Year in which the latest of the following events occurs:

- a. the Participant attains Normal Retirement Age;
- b. the termination of the Participant's service with their employer (within the meaning of Section 401(a)(14) of the Code); or

- c. the tenth (10th) anniversary of the date on which the Participant commenced participation in the Plan.

Notwithstanding the foregoing, if the Participant does not make application for a pension or provide the forms and proof required under Section 9.01, the commencement of payment shall be delayed until the Participant makes application in accordance with Section 9.01, and the Participant shall be deemed to have elected to delay commencement sufficient to satisfy this section. However, payments shall commence no later than as required under section 9.07.

9.05 Delayed Retirement. Effective as of June 1, 1989, if a Participant's Annuity Starting Date is after the Participant's Normal Retirement Age, the monthly benefit will be the Accrued Benefit at Normal Retirement Age, actuarially increased for each complete calendar month between Normal Retirement Age and the Annuity Starting Date, and then converted as of the Annuity Starting Date to the benefit payment form elected in the Participant's pension application or to the automatic form applicable to the Participant, if no other form is elected. The actuarial increase will be one percent (1.0%) per month for the first sixty (60) months after Normal Retirement Age and one and one-half percent (1.5%) per month for each month thereafter. However, if a Participant works in Covered Employment after Normal Retirement Age, they will receive the greater of the actuarial increases or any additional benefits that they earn, but not both. For purposes of the foregoing, a Participant's Accrued Benefit is recalculated annually after Normal Retirement Age, and benefits accrued after Normal Retirement Age will be offset by the actuarial increases described in this Section in accordance with Code Section 411(b)(1)(H) and proposed Treasury Regulations issued thereunder.

9.06 Right of Appeal and Determination of Disputes. Claims for benefits under the Plan shall be processed in accordance with the requirements of ERISA and applicable regulations. The claim procedures applicable to the Plan are set out in the Summary Plan Description and are incorporated herein by this reference.

A Participant or Beneficiary may not file a lawsuit against the Plan, the Trust, the Plan Administrator, the Board of Trustees, any individual Trustee, or the delegee of any of the foregoing, later than two years after the appeal was denied or, if earlier, the date the Participant's or Beneficiary's cause of action first accrued.

9.07 Minimum Distribution Requirements. Notwithstanding any other provisions of this Plan to the contrary, the following required minimum distribution rules apply:

- a. Before Death. In general, the entire interest of each Participant shall be distributed not later than as follows:
 1. to the Participant not later than their Required Beginning Date, or
 2. beginning not later than the Participant's Required Beginning Date, in accordance with Treasury Regulation Sections 1.401(a)(9)-1 through -9,

- (a) over the life of the Participant or over the lives of the Participant and their designated Beneficiary, or
 - (b) over a period not extending beyond the life expectancy of the Participant or the life expectancy of the Participant and their designated Beneficiary.
 3. If the Participant's Spouse is not their designated Beneficiary, a method of payment to the Participant may not provide more than incidental benefits to the Beneficiary pursuant to the minimum distribution incidental benefit requirement described in Code Section 401(a)(9)(G) and Treasury Regulation Sections 1.401(a)(9)-2 and -6.
- b. After Death. Following the Participant's death, the entire interest of each Participant shall be distributed not later than as follows:
1. If the Participant's death occurs after their Required Beginning Date, the remaining portion of the Participant's interest shall be distributed to the Participant's Beneficiary, in accordance with Treasury Regulation Sections 1.401(a)(9)-1 through -9, at least as rapidly as under the method of distributions to the Participant under Article 7 as of the date of the Participant's death.
 2. If the Participant's death occurs prior to their Required Beginning Date, distribution shall be made to the Participant's Beneficiary by the end of the calendar year containing the fifth (5th) anniversary of the Participant's death. However, if the Participant's designated Beneficiary is their Spouse and such Spouse is entitled to distributions under the Pre-Retirement Surviving Spouse Pension described in section 8.01, then, notwithstanding the above, the Spouse shall receive, in accordance with Treasury Regulation Sections 1.401(a)(9)-1 through -9, distribution over a period not exceeding the Spouse's life expectancy, provided that distribution to the Spouse commences no later than December 31st of the calendar year in which the Participant would have attained the Applicable RMD Age or, if later, December 31st of the calendar year immediately following the calendar year in which the Participant died.
- c. All distributions under the Plan will be made in accordance with Code Section 401(a)(9) and Treasury Regulation Sections 1.401(a)(9)-1 through -9, which are incorporated herein by this reference, and this Section 9.07 shall be construed and applied in accordance therewith.

9.08 Retired or Retirement. To be considered Retired or in Retirement, a Participant must not be engaged in Prohibited Employment (as defined in section 9.09) that results in the suspension of pension benefits under section 9.10.

9.09 Prohibited Employment.

- a. Before Normal Retirement Age. Before Normal Retirement Age, except for a Pensioner who is employed in non-contributory employment as an instructor, or in labor relations, or as a building inspector for a political subdivision of the United States, a state, a county, a city, or any other municipality, or a certified or licensed technician having received the requisite training and skills not available through the Iron Worker's journeyman and apprenticeship training programs, or as an inspector for an independent testing laboratory, or an inspector for a contributing Employer, a Pensioner is engaged in Prohibited Employment if:
1. they are engaged in any employment or activity for wages or profit, including self-employment, in the building and construction industry, wherever such employment or activity may be performed;
 2. they are engaged in any type of employment for any employer who is engaged in any type of work or activity within the building and construction industry, wherever such employment or activity may be performed; or
 3. they are engaged in maintenance work for any employer wherever such maintenance work may be performed. Maintenance work is defined as the type of work generally covered by the provisions of a Written Agreement for the purpose of remodeling, renovating or repairing existing facilities or equipment.

Engagement in such employment until the Pensioner earns more than the maximum of \$12,000 in any calendar year shall not be a violation of this provision.

During the period from June 1, 2002 to May 31, 2005, a Pensioner who is at least age fifty-five (55) and has at least thirty (30) years of Vesting Service may return to work for an Employer without suspension of benefits for the entire period the Pensioner is re-employed, provided that the Pensioner does not perform Covered Employment. If a Pensioner who meets these age and service requirements is engaged in Prohibited Employment for a non-signatory employer or contributory work for an Employer, the suspension rules as otherwise described in this Article 9 shall apply.

During the period from August 1, 2005 to December 31, 2005, the Board of Trustees has determined that a labor shortage exists, that Early Retirement and Service Pensioners are needed to fill staffing requirements of Employers, and that those Pensioners (but not Disability Pensioners) may return to employment within the geographic area covered by the Trust Fund for contributing Employers on a temporary basis only under this modified suspension rule. Such Pensioners may work in the type of employment specified in the preceding sentence only during the period from August 1, 2005 to December 31, 2005 and shall not have their

pension payments suspended, regardless of the amount of earnings of such Pensioners during the calendar year.

During the period from May 1, 2006 to September 30, 2006, the Board of Trustees has determined that a labor shortage exists, that Early Retirement and Service Pensioners are needed to fill staffing requirements of Employers, and that those Pensioners (but not Disability Pensioners) may return to employment within the geographic area covered by the Trust Fund for contributing Employers on a temporary basis only under this modified suspension rule. Such Pensioners may work in the type of employment specified in the preceding sentence only during the period from May 1, 2006 to September 30, 2006 and shall not have their pension payments suspended. Earnings from employment during such period as described in this paragraph shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2014 to May 31, 2016, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is not Covered Employment and the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from July 1, 2016 to June 30, 2017, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from July 1, 2017 to May 31, 2018, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2018 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2020, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2020 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2021, Pensioners (but

not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2021 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2022, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2022 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2023, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2023 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2024, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2024 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2025, Pensioners (but not Disability Pensioners) may return to employment without Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2025 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2026, Pensioners (but not Disability Pensioners) may return to employment without a Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

During the period from June 1, 2026 to the earlier of a finding by the Board of Trustees that a labor shortage no longer exists, or May 31, 2027, Pensioners (but not Disability Pensioners) may return to employment without a Section 9.10 a. suspension of benefits, provided that the employment is for an Employer that has a Collective Bargaining Agreement. Earnings from such employment during such period shall not count towards the \$12,000 earnings maximum in a calendar year for suspension purposes.

- b. After Normal Retirement Age. Notwithstanding any other provision of this section, as of the Participant's Normal Retirement Age, no employment will be considered Prohibited Employment with respect to such Participant.

9.10 Suspension of Pension Payments.

- a. Before Normal Retirement Age. If, in any calendar year, a Pensioner employed in Prohibited Employment as described in section 9.09 a. earns more than the maximum amount of \$12,000, their pension payment shall be suspended for each calendar month thereafter in which they perform Prohibited Employment. Payment of pension benefits shall resume no later than the first day of the third calendar month following the calendar month in which the Pensioner ceases Prohibited Employment, provided that they have given notice to the Plan in accordance with subsection c. 5. The required penalty suspension period will not begin until the administrative office has received a completed Reinstatement Application Form. If the required suspension period has not been completed by the end of the calendar year in which they worked in Prohibited Employment, the remainder of the suspension period will be carried over and applied to the next calendar year(s) after the Participant again works in Prohibited Employment.

However, if a Disability Pensioner becomes engaged in Prohibited Employment under section 9.09 a., subsequently retires and is again awarded a pension, they shall not be required to satisfy the foregoing waiting period before their pension is effective. A nine (9) month trial work period as provided by the Social Security Act shall apply to a Disability Pensioner in place of the \$12,000 earnings limit described in the preceding paragraph of this subsection a.

If a Pensioner becomes engaged in Prohibited Employment under section 9.09 a., they must so notify the Trustees, in writing, in accordance with subsection c. 2, below. If they fail to give written notice as required in subsection c. 2, their pension may be suspended by the Trustees for an additional period of twelve (12) months over and above the suspension period specified in this subsection a.

- b. After Normal Retirement Age. Notwithstanding any other provision of this section, a Pensioner's benefits shall not be suspended for any period after the date the Pensioner attains Normal Retirement Age.
- c. Notices.

1. Upon commencement of pension payments, the Trustees shall notify the Pensioner of the Plan rules governing suspension of benefits. If benefits have been suspended, new notification shall, upon resumption of benefits, be given to the Participant if there have been any material changes in the suspension rules or the identity of the industries or area covered by the Plan.
 2. A Pensioner shall notify the Plan in writing within twenty-one (21) days after starting work of a type that is or may be Prohibited Employment without regard to the number of hours of such work.
 3. The Trustees shall inform all Pensioners at least once every twelve (12) months of the reemployment notification requirements and the presumptions set forth in this subsection c.
 4. At least once each Plan Year, a Pensioner shall be required to certify on a form acceptable to the Trustees that they are retired in accordance with Plan rules. In addition, all Pensioners who have not attained the age of sixty-five (65) will be required to furnish true and correct copies of the first two (2) pages of their federal tax returns together with copies of W-2 forms attached thereto. Any pension payments otherwise due shall be withheld pending adequate response by the Pensioner to such requests.
 5. A Pensioner whose pension has been suspended shall notify the Trustees, in writing, when Prohibited Employment has ended. A Reinstatement Application Form must be completed and returned to the administrative office. The Trustees shall have the right to withhold benefit payments until such notice is filed with the Plan.
 6. A Participant may ask the Trustees, in writing, whether a particular employment will be Prohibited Employment. The Trustees shall provide the Participant with a written notice of their determination.
 7. The Trustees shall inform a Participant of any suspension of benefits by notice given by personal delivery or first-class mail during the first calendar month in which their benefits are suspended.
- d. Review. A Participant shall be entitled to a review of a determination suspending their benefits by written request filed with the Trustees within sixty (60) days of the notice of suspension.

A right of review shall also apply, under the same terms, to a determination by or on behalf of the Trustees that contemplated employment will be Prohibited Employment.

- e. Recoupment of Overpayments Upon Resumption of Pension Payments.

1. Overpayments attributable to payments made for any month or months for which the Participant's benefits have been suspended shall be deducted from pension payments otherwise paid or payable subsequent to the period of suspension. A deduction from a monthly benefit for a month after the Participant attained Normal Retirement Age shall not exceed twenty-five percent (25%) of the pension amount (before deduction), except that the Trustees may withhold up to one hundred percent (100%) of the first pension payment made upon resumption of benefits after a suspension.
2. A Participant who resumes retirement before Normal Retirement Age shall have one hundred percent (100%) of their benefit withheld until the amount of overpayments is recovered or, if earlier, until they reach Normal Retirement Age, at which time the rules in paragraph 1 above shall apply.
3. If a Pensioner dies before overpayments have been recovered, deductions shall be made from the benefits payable to their Beneficiary or surviving Spouse, subject to the above percentage limitations on the rate of deduction in paragraphs 1 and 2 above.
4. The foregoing provisions of this Section 9.10 e. shall not limit the Trustees from recovering an overpayment(s) by means other than a deduction from the monthly pension benefit.

9.11 Resumption of Benefit Payments Following Suspension.

- a. The monthly amount of pension when resumed after suspension shall be determined under paragraph 1 or 2, whichever is applicable, and adjusted for any optional form of payment in accordance with paragraph 3.

Nothing in this section shall be understood to extend any benefit increase or adjustment effective after the Pensioner's initial retirement to the amount of pension upon resumption of payment, except to the extent that it may be expressly directed by other provisions of the Plan.

1. Resumption Before Normal Retirement Age. The amount shall be determined under this paragraph if, upon resumption (the end of the first month for which payment is resumed), the Pensioner had not yet attained Normal Retirement Age. The amount shall be determined as if it were then being determined for the first time, but on the basis of an adjusted age. The adjusted age shall be the age of the Pensioner at the beginning of the first month for which payment is resumed, reduced by the months for which they previously received benefits to which they were entitled.
2. Resumption After Normal Retirement Age. The amount shall be determined under this paragraph if, upon resumption (the end of the first month for which payment is resumed), the Pensioner had attained Normal Retirement Age. If the Pensioner had previously been receiving an

unreduced Regular Pension, the pension amount shall be determined based upon the Pensioner's Normal Retirement Age. If the Pensioner had previously been receiving an Early Retirement Pension, the amount shall be determined as if it were then being determined for the first time, but on the basis of an adjusted age. The adjusted age shall be the Pensioner's Normal Retirement Age, reduced by the months for which they previously receive benefits to which they were entitled.

3. The amount determined under the above paragraphs shall be adjusted for the Participant-and-Spouse Pension or any other optional form of benefit in accordance with which the benefits of the Pensioner are payable.
- b. Suspension of pension payments before Normal Retirement Age in accordance with section 9.10 a., because of employment of a type for which a pension could not be suspended after Normal Retirement Age, shall not reduce the Pensioner's pension below the amount payable at their Normal Retirement Age.

9.12 Benefit Accruals and Recomputation of Benefit Payments Following a Pensioner's Return to Covered Employment.

- a. Pre-NRA Rehire Accruals. If a Pensioner who has retired and commenced benefit payments prior to Normal Retirement Age returns to Covered Employment prior to Normal Retirement Age, any additional benefit accruals earned for such post-retirement Covered Employment prior to Normal Retirement Age ("Pre-NRA Rehire Accruals") are subject to the following terms and conditions:
 1. Eligibility for Commencement: Pre-NRA Rehire Accruals earned on and after June 1, 2018 are not payable until the Pensioner has reached Normal Retirement Age. Pre-NRA Rehire Accruals earned prior to June 1, 2018 are not payable until the Pensioner has resumed retirement or reached Normal Retirement Age, whichever is earlier.
 2. Payment Elections: A Pensioner must make application to the administrative office for the Plan to commence the payment of Pre-NRA Rehire Accruals. The Pensioner shall be entitled to a new election as to the form of benefit payment for such Pre-NRA Rehire Accruals; provided, however, that the first election on or after Normal Retirement Age shall apply for any subsequent accruals earned.
- b. Post-NRA Rehire Accruals. If a Pensioner who has commenced benefit payments (regardless of whether commencement was before or after the attainment of Normal Retirement Age) works in Covered Employment after the attainment of Normal Retirement Age, any additional benefit accruals earned for such Covered Employment ("Post-NRA Rehire Accruals") are subject to the following terms and conditions:

1. Offset Rule: Post-NRA Rehire Accruals are offset (but not below zero) by the actuarial value of benefit payments received by the Pensioner subsequent to Normal Retirement Age in accordance with Code Section 411(b)(1)(H) and proposed Treasury Regulations issued thereunder (application of this rule with respect to Plan Years ending prior to June 1, 2025 has been waived by the Trustees).
 2. Benefit Elections. If the Pensioner initially retired prior to Normal Retirement Age, an election with the administrative office for the Plan on or after Normal Retirement Age is required for payment of the Pensioner's Post-NRA Rehire Accruals to commence (this may be satisfied by an election under subsection a.2. made on or after Normal Retirement Age). In such case, the Pensioner shall be entitled to a new election as to the form of benefit payment for the accruals not yet in pay status; provided, however, that the first election on or after Normal Retirement Age shall apply for any subsequent accruals earned.
- c. Timing of Pension Recalculations. Pre- and Post-NRA Rehire Accruals are determined at the end of each Plan Year and are payable no earlier than June 1 following the end of the applicable Plan Year. Post-NRA Rehire Accrual recalculations shall occur automatically except where a new benefit election is required as described in subsection b.2. Pre-NRA Rehire Accruals are not payable until after the eligibility for commencement and payment election requirements of subsection a. are met.

9.13 Vested Status or Nonforfeitability. A Participant's Accrued Benefit under the Plan becomes vested (i.e., nonforfeitable) upon acquiring Vested Status. A Participant acquires Vested Status under the Plan under the circumstances described below:

- a. A Participant acquires Vested Status after completion of ten (10) years of Vesting Service. A Participant who performs work in Non-Bargained Employment acquires Vested Status in accordance with Article 12.
- b. Notwithstanding paragraph a above, a Participant who works at least five hundred (500) Hours of Service in Covered Employment in the Plan Year ending May 31, 1997 or May 31, 1998, or who works at least one Hour of Service in Covered Employment on or after June 1, 1998, acquires Vested Status after completion of five (5) years of Vesting Service.
- c. A Participant also acquires Vested Status upon attainment of Normal Retirement Age.
- d. Years of Vesting Service that are not taken into account because of a Permanent Break in Service do not count in determining a Participant's Vested Status.

The Plan may forfeit a benefit which is payable on account of an inability to find a Participant or Beneficiary to whom payment is due, provided that the Plan will reinstate such benefit if a claim is made by the Participant or Beneficiary for the forfeited benefit.

9.14 Optional Forms of Benefits. Unless otherwise specified, any optional form of benefit under this Plan is intended to be at least the Actuarial Equivalent of the Participant's nonforfeitable Accrued Benefit payable at Normal Retirement Age or, if later, the Participant's Annuity Starting Date.

9.15 Maximum Limit on Benefits. In addition to other limitations set forth in the Plan and notwithstanding any other provisions of the Plan to the contrary, the annual benefit payable to a Participant at any time under the Plan shall not exceed the maximum limitations applicable to the Plan set forth Internal Revenue Code ("Code") Section 415 and the Treasury Regulations and IRS rulings promulgated thereunder. If the benefit a Participant would otherwise accrue in a limitation year would produce an annual benefit in excess of such limitations, the benefit shall be limited to a benefit that does not exceed such limitations. In applying this section 9.15 and the limitations of Code Section 415, the following rules shall apply:

- a. Cost-of-Living Adjustment. The maximum dollar limit prescribed by Code Section 415(b)(1)(A) shall be automatically adjusted for cost-of-living increases in accordance with Code Section 415(d). The new limitation shall apply to limitation years ending with or within the calendar year of the date of the adjustment, but a Participant's benefit shall not reflect the adjusted limit prior to January 1 of that calendar year. The automatic annual adjustment of the maximum dollar limit shall apply to Participants who have either had a severance from employment or commenced receiving benefits.
- b. Aggregation With Other Defined Benefit Plans. If a Participant also participates in any other defined benefit pension plan (other than another multiemployer plan) maintained by a contributing Employer, the limitations of Code Section 415 shall be applied on an aggregate basis to the benefits payable under this Plan and such other plan(s), subject to the following: (1) only benefits payable under this Plan that are provided by such contributing Employer shall be taken into account, and (2) benefits under this Plan shall not be aggregated with benefits under such other defined benefit plan(s) for purposes of determining whether the compensation limit of Code Section 415(b)(1)(B) is exceeded. Any reduction in the aggregate benefits payable under this Plan and any such other plan due to the application of this Section 9.15 shall be made from benefits payable under such other plan unless precluded under the terms of such plan.
- c. Mortality Adjustments. For purposes of adjusting the Section 415(b)(1)(A) dollar limitation for Annuity Starting Dates prior to age 62 and after age 65, an adjustment will not be made to reflect the probability of a Participant's death in accordance with Treasury Regulation Section 1.415(b)-1(d)(2) and -1(e)(3).

- d. Impact on Prior Benefits. Except as otherwise required by law, a change in the applicable limits of Code Section 415 shall not decrease the benefits earned by a Participant prior to the effective date of such change.

9.16 Small Benefit Lump Sum. Effective June 1, 2001, notwithstanding any other provision of this Plan, if the Actuarial Present Value of a benefit payable under the Plan is no more than \$7,000 (\$5,000 for Annuity Starting Dates prior to December 1, 2025) as of the date payment would start, the benefit shall be payable only in the form of a single lump sum. No other forms of payment shall be available to the Participant or Beneficiary in this situation.

9.17 Direct Rollovers.

- a. This section applies to distributions made on or after January 1, 1993. Notwithstanding any provision of the Plan to the contrary that would otherwise limit a Distributee’s election under this section, a Distributee may elect, at the time and in the manner prescribed by the Plan administrator, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified by the Distributee in a Direct Rollover, except that a Distributee may not elect a Direct Rollover of a distribution (or series of distributions) of less than \$200 in a single calendar year.

- b. Definitions.

- 1. Eligible Rollover Distribution. An “Eligible Rollover Distribution” is any distribution of all or any portion of the balance to the credit of the Distributee, except that an Eligible Rollover Distribution does not include: any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the Distributee or the joint lives (or joint life expectancies) of the Distributee and the Distributee’s designated Beneficiary, or for a specified period of ten (10) years or more; any distribution to the extent such distribution is required under Section 401(a)(9) of the Code; any distribution which is made upon hardship of an Employee; or the portion of any distribution that is not includible in gross income (“after-tax amounts”). However, a distribution shall not fail to be an eligible rollover distribution merely because it includes after-tax amounts, provided that such amounts may be transferred only (i) to an individual retirement account or annuity described in Section 408(a) or (b) of the Code or to a Roth IRA described in Section 408A of the Code, or (ii) in a direct trustee-to-trustee transfer to a qualified trust that is a defined contribution plan that provides for separate accounting for amounts so transferred (and earnings thereon), including separate accounting for the portion which is includible in gross income and for the portion which is not so includible.

- 2. Eligible Retirement Plan. An “Eligible Retirement Plan” is an individual retirement account described in Section 408(a) of the Code, an individual

retirement annuity described in Section 408(b) of the Code, an annuity plan described in Section 403(a) of the Code, or a qualified trust described in Section 401(a) of the Code, that accepts the Distributee's Eligible Rollover Distribution. Effective for distributions made after December 31, 2001, an Eligible Retirement Plan shall also include an annuity contract described in Section 403(b) of the Code and an eligible plan under Section 457(b) of the Code, which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state, and which agrees to separately account for amounts transferred into such from this Plan. Effective for distributions made on and after January 1, 2008, an Eligible Retirement Plan also includes a Roth IRA described in Code Section 408A.

3. Distributee. A "Distributee" includes an Employee or former Employee. In addition, the Employee's or former Employee's surviving Spouse and the Employee's or former Employee's Spouse or former Spouse who is the alternate payee under a Qualified Domestic Relations Order are Distributees with regard to the interest of the Spouse or former Spouse. Effective June 1, 2010, a Distributee also includes a Participant's or former Participant's non-Spouse Beneficiary with regard to the interest of such non-Spouse Beneficiary. However, in the case of a non-Spouse Beneficiary, the direct rollover may be made only to (i) an individual retirement account or annuity described in Sections 408(a) or (b) of the Code ("IRA"), or (ii) a Roth IRA as described in Section 408A of the Code, provided such IRA or Roth IRA is established on behalf of the Beneficiary and will be treated as an inherited IRA pursuant to Section 402(c)(11) of the Code.
4. Direct Rollover. A "Direct Rollover" is a payment by the Plan to the Eligible Retirement Plan specified by the Distributee.

9.18 Direct Rollovers to the Plan for the Pension Enhancement Option. Effective June 1, 2022, the Plan will accept "direct rollovers" of "eligible rollover distributions" (as those terms are defined in Treasury Regulation Section 1.401(a)(31)-1, but excluding, for the avoidance of doubt, any amounts attributable to after-tax employee contributions and distributions from designated Roth accounts) elected by Participants from their account in the Intermountain Ironworkers Tax Deferral Plan to be used to enhance the annuity otherwise payable to them under this Plan, subject to the eligibility requirements and other terms and provisions set forth in Appendix B hereto (the "Pension Enhancement Option"). This option is also available to a Participant's surviving Spouse or alternate payee under a QDRO with respect to their account in the Intermountain Ironworkers Tax Deferral Plan to the extent provided for in Appendix B. No other rollovers (direct or indirect) are accepted by this Plan. Notwithstanding the foregoing, the Plan will not accept any rollovers under this Section during any period subsequent to certification by the Plan's actuary that the Plan is in "critical" or "critical and declining" funded status (as those terms are defined in Section 432 of the Code) until such time as the Plan is thereafter certified to no longer be in "critical" or "critical and declining" funded status,

and if the Plan is certified by the Plan's actuary to be in "endangered" funded status (as that term is defined in Section 432 of the Code), rollovers under this Section will be accepted only to the extent the Plan's actuary certifies that the benefits payable on account of amounts rolled over will be consistent with the Plan's required funding improvement plan and paid for out of contributions not required by the funding improvement plan to meet the applicable benchmark, in accordance with the schedule contemplated in the funding improvement plan.

ARTICLE 10. GENERAL PROVISIONS

10.01 Administration of the Plan. This Plan is administered by the Board of Trustees, which is also the ERISA named fiduciary of the Plan. The Trustees shall administer the Plan according to the powers and duties granted them in accordance with the Trust Agreement. The Trustees shall make such rules and regulations consistent with the orderly administration of the Plan as they deem necessary, desirable, or appropriate. The Trustees shall have full authority and complete discretion to interpret and construe the terms of the Plan, the Summary Plan Description, and the Trust Agreement, and to determine the eligibility of any person to receive benefits from the Plan and the amount of such benefits, and the decision of the Trustees on any issue shall be final and binding on all parties and shall be subject to the fullest deference permitted by law. Any rules and regulations and any exercise of discretion or other action by the Trustees will be equitable and nondiscriminatory and will be uniform in application to all Employees, Participants, or Beneficiaries in similar circumstances. The Trustees may employ such advisors and providers of service such as accountants, actuaries, administrative personnel, attorneys or other qualified persons as may be necessary for the proper administration of the Plan. The Trustees may delegate, to the extent authorized by law, any of their powers and duties as provided in the Trust Agreement. Any Trustee or other fiduciary with respect to the Plan may serve in more than one fiduciary capacity with respect to the Plan.

10.02 Non-Assignment of Benefits.

- a. No Participant, Pensioner or Beneficiary entitled to any benefits under this Plan shall have the right to assign, alienate, transfer, encumber, pledge, mortgage, hypothecate, anticipate, or impair in any manner their legal or beneficial interests, or any interest in assets of the Trust Fund, or benefits of this Plan. Neither the Trust Fund, nor any of the assets thereof, shall be liable for the debts of any Participant, Pensioner or Beneficiary entitled to any benefits under this Plan, nor be subject to attachment or execution or process in any court action or proceeding.

- b. Notwithstanding subsection a. or any other provision of the Plan, benefits under the Plan may be paid to someone other than a Participant, Pensioner or Beneficiary pursuant to a Qualified Domestic Relations Order (“QDRO”), in accordance with Section 414(p) of the Code. The Trustees shall determine whether an order is a QDRO within a reasonable period after receiving the order and in accordance with the Plan’s QDRO Procedures. In no event shall the existence or enforcement of a QDRO cause the Trust Fund to pay benefits with respect to a Participant in excess of the Actuarial Present Value of the Participant’s benefits without regard to the QDRO, and benefits otherwise payable under the Plan shall be reduced by the Actuarial Present Value of any payment required pursuant to a QDRO. Payments to an alternate payee under a QDRO may not commence prior to the date the Participant reaches their “earliest retirement age,” as defined in Section 414(p)(4) of the Code. Auxiliary disability

benefits (as defined under Section 1.401(a)-20 of the Treasury Regulations) are disregarded in determining a Participant's earliest retirement age.

10.03 Non-Reversion. In no event shall any of the corpus or assets of the Trust Fund revert to the Employers or be subject to any claims of any kind or nature by the Employers; provided, however, that accordance with Code Section 401(a)(2) and the Treasury Regulations issued thereunder, the Trustees may return a contribution or payment made because of a mistake of fact or law within six months after the date on which the Trustees determine that the contribution or payment was the result of a mistake of fact or law.

10.04 No Right to Assets. No person other than the Trustees of the Trust Fund shall have any right, title or interest in any of the income, or property of any funds received or held by or for the account of the Trust Fund, and no person shall have any right to benefits provided by the Plan except as expressly provided herein.

10.05 Distribution to Incompetents or Minors. In the event a distribution is to be made to an incompetent person or to a minor, then the Trustees may direct that such distribution be paid directly to such person, the legal conservator or guardian of the estate of such person, to a parent of a minor, to a responsible adult with whom an incompetent person resides, to a trustee of a trust for the benefit of such person, or to the custodian for a minor under a gift or transfer to minors act applicable under the laws of the state in which said person resides. The executed receipt of any of the foregoing persons shall fully discharge the Trustees, the Plan, and the Trust from further liability on account thereof.

10.06 Limitation of Liability. This Plan has been established on the basis of an actuarial calculation that has established, to the extent possible, that the Contributions will, if continued, be sufficient to maintain the Plan on a permanent basis, fulfilling the funding requirements of ERISA. Except for liabilities which may result from provisions of ERISA, nothing in this Plan shall be construed to impose any obligation to contribute beyond the obligation of the Employer to make Contributions as stipulated in its collective bargaining with the Union. There shall be no liability upon the Trustees individually, or collectively, or upon the Union to provide the benefits established by this Plan, if the Trust Fund does not have assets to make such payments.

10.07 New Employers.

- a. If an Employer is sold, merged or otherwise undergoes a change of company identity, the successor company shall participate as to the Employees theretofore covered in the Plan just as if it were the original company, provided it remains an Employer as defined in section 1.17.
- b. No new Employer may be admitted to participation in the Trust Fund and this Plan except upon approval by the Trustees. The participation of any such new Employer shall be subject to such terms and conditions as the Trustees may lawfully prescribe including, but not limited to, the imposition of waiting periods in connection with the commencement of benefits, a requirement for retroactive Contributions, or the application of modified benefit conditions, and amounts. In

adopting applicable terms or conditions, the Trustees shall take into account such requirements as they may deem necessary to preserve the actuarial soundness of the Trust Fund and to preserve an equitable relationship with the Contributions required from other participating Employers and the benefits provided to their Employees.

10.08 Terminated Employer. If an Employer's participation in the Trust Fund with respect to a bargaining unit terminates, the Trustees may, pursuant to Section 411(a)(3)(E) of the Code, reduce or cancel that part of any pension for which a person was made eligible on the basis of employment in such bargaining unit prior to the Contribution Date with respect to that unit.

10.09 Trustees' Reliance. The Trustees shall be entitled to rely on written representations, consents, and revocations submitted by Participants, Spouses or other parties in making determinations under this Plan and, unless such reliance is arbitrary or capricious, the Trustees' determinations shall be final and binding, and shall discharge the Trust Fund and the Trustees from liability to the extent of the payments made. This means that, unless the Plan is administered in a manner determined to be inconsistent with the fiduciary standards of Part 4 of Title I of ERISA, the Trust Fund shall not be liable under this section for duplicate benefits with respect to the same Participant, or for surviving Spouse benefits in excess of the Actuarial Present Value of the benefits described in this section, determined as of the Annuity Starting Date of the Participant's pension or, if earlier, the date of the Participant's death.

10.10 Disputed Payments. If any controversy or disagreement arises regarding the propriety of any payment to a Participant, Pensioner, or Beneficiary, or a Participant's alternate payee under a Qualified Domestic Relations Order, or if any controversy arises between or among individuals or with any person claiming a right to benefits under the Plan, the Trustees may (a) retain the assets involved, without liability, until resolution to their satisfaction of the controversy or disagreement, or (b) commence an interpleader in a court of competent jurisdiction. Reasonable expenses incurred by the Plan, including attorneys' fees and costs, may be charged to the benefits in controversy to the extent permitted by law. In the event of any interpleader or other court proceeding to determine the appropriate recipient(s) of Plan benefits, or in the event of any settlement agreement between or among the disputing parties that is satisfactory to the Plan Administrator, the Trustees may distribute the benefits as directed by court order or settlement agreement, and the Plan, the Trustees, and all Contributing Employers shall be fully protected and relieved from liability with respect to any distribution made in accordance therewith.

10.11 Communications. Written and electronic communication to the Plan Administrator or the Trustees, or to their agents or representatives, must be received before the expiration of any time period specified under the Plan, the Summary Plan Description ("SPD") issued with respect to the Plan, the Trust Agreement, or any procedures, rules or regulations adopted by the Trustees. The records of the Plan Administrator or the Trustees, and the records of their agents or representatives, will be conclusive as to whether a communication has been received and the date of such receipt, without regard to the common law "mailbox rule," unless the sender produces a United States Postal

Service return receipt. The common law “mailbox rule” applies for all other purposes under the Plan, the SPD, and the Trust Agreement.

Each Participant and each Beneficiary of a deceased Participant shall file with the Trustees, from time to time, in writing, their current address and any change of address. Any communication, statement, or notice addressed to a Participant or Beneficiary at the last address filed with the Trustees, or as shown on the records of Employers, shall bind the Participant, or Beneficiary, for all purposes of this Plan.

10.12 Correction of Errors. In the event an incorrect amount is paid to a Participant or to a Participant's surviving Spouse, alternate payee or Beneficiary, the Trustees may take such action as they deem necessary or equitable to correct the error pursuant to an overpayments policy established by the Trustees; provided, however, that any collection of overpayments shall be done in a manner consistent with Section 206(h) of ERISA. Such actions may include, but are not limited to, withholding amounts from or actuarially adjusting future benefit payments to recoup an overpayment, seeking repayment of the overpayment to the Plan, taking legal action to collect the overpayment, and/or waiving recovery of all or part of the overpayment in appropriate circumstances as determined by the Trustees in their sole discretion. An adjustment for interest may also apply to the extent permitted by law. Further, to the extent permitted by law, the Plan shall have a “constructive trust” and/or “equitable lien” on any overpaid benefits received by a Participant or by their Spouse, alternate payee or beneficiary, until repaid to the Plan or recovery of the overpayment is waived by the Trustees.

10.13 Gender/Number. Wherever any words are used in this Plan in the masculine gender, they should be construed as though they were also used in the feminine gender in all situations where they would so apply. Wherever any words are used in this Plan in the singular form, they should be construed as though they were also used in the plural form in all situations where they would so apply, and vice versa.

10.14 Applicable Laws. This Plan is intended to comply with ERISA and with the requirements of Sections 401(a) and 501 of the Code and all regulations thereunder, and is to be interpreted and applied consistent with that intent. To the extent not superseded by the Code, ERISA, or other federal law, the Plan shall be construed, administered and enforced according to the laws of the State of Utah.

ARTICLE 11. TOP HEAVY PROVISIONS

11.01 Top Heavy Plan Requirements. If the Plan becomes top heavy in any Plan Year beginning after December 31, 1983, the provisions of Code Section 416 and related regulations, as amended, will supersede any conflicting provisions in the Plan.

ARTICLE 12. NON-BARGAINED EMPLOYEES

12.01 Employer. For purposes of identifying Highly Compensated Employees and applying the rules on participation, vesting and statutory limits on benefits under the Trust Fund for such employees, but not for determining covered service, the term “Employer” includes all members of an affiliated service group with the Employer within the meaning of Section 414(m) of the Code and all other businesses aggregated with the Employer under Section 414(o) of the Code. For this purpose, an “Employer” also includes all corporations, trades or businesses under common control with the Employer within the meaning of Sections 414(b) and (c) of the Code. For all other purposes, the term “Employer” shall have the meaning stated in section 1.17.

12.02 Non-Bargained Employee. A “Non-Bargained Employee” means a person who is employed by an Employer and who is not covered by a Collective Bargaining Agreement, but is covered by another written agreement requiring Employer Contributions on their behalf.

12.03 Highly Compensated Employee.

- a. The term “Highly Compensated Employee” includes highly compensated active employees and highly compensated former employees of an Employer. Whether an individual is a highly compensated employee is determined separately with respect to each Employer, based solely on that individual’s compensation form or status with respect to that Employer.
- b. Effective January 1, 1997, a Highly Compensated Employee is any employee who:
 - 1. was a five percent (5%) owner of the Employer at any time during the year or the preceding year, or
 - 2. for the preceding year
 - (a) received Compensation from the Employer in excess of \$80,000 (as adjusted annually for increases in accordance with regulations prescribed by the Secretary of the Treasury), and
 - (b) was in the top-paid group of employees for such preceding year. An employee is in the top-paid group of employees for any year if such employee is in the group consisting of the top twenty percent (20%) of the total employees when ranked by Compensation paid during such year.

For purposes of determining if an Employee’s Compensation from an Employer exceeds \$80,000 (as adjusted) in the preceding year, the preceding year shall be

the calendar year beginning with the Plan Year immediately preceding the Plan Year for which the test is being applied.

12.04 Vesting for Non-Bargained Employee.

- a. A Non-Bargained Employee who has at least one Hour of Service after May 31, 1989, will attain Vested Status after accumulating five (5) years of Vesting Service in Non-Bargained Work, as defined below.
- b. If a Participant has worked at different times in employment covered by a Collective Bargaining Agreement (“Bargained Work”) and leaves such Bargained Work and continues to work for an Employer in Contiguous Non-Covered Employment (“Non-Bargained Work”) the following rules shall apply:
 - 1. The maximum credit a Participant may receive for any Plan Year is one year of Vesting Service. If a Participant works part of a Plan Year in Non-Bargained Work and part of a Plan Year in Bargained Work, the Participant will receive credit for the Plan Year as a Bargained Year if the majority of the hours were in Bargained Work; and conversely, the Participant will receive credit for that Plan Year as a Non-Bargained Year if the majority of the hours were in Non-Bargained Work; provided, however, if an Employee works one thousand (1,000) hours in Non-Bargained Work in a Plan Year the Employee shall receive credit for that year as a Year of Vesting Service in Non-Bargained Work.
 - 2. A Participant to whom this subsection b. applies will acquire Vested Status when the Participant’s combined years of Vesting Service attributable to Bargained Work and Non-Bargained Work equal ten (10), or if sooner, when the Participant’s years of Vesting Service attributable to Non-Bargained Work equal five (5).
- c. Years of Vesting Service that are not taken into account because of a Permanent Break in Service do not count in determining a Participant’s Vested Status.

12.05 Nondiscrimination, Coverage, and Participation.

- a. Effective June 1, 1989, participation in the Plan by Non-Bargained Employees shall be in compliance with Section 401(a)(4) (nondiscrimination rules), 410(b) (coverage rules), and 401(a)(26) (minimum participation rules) of the Code.
- b. A Non-Bargained, Highly Compensated Employee shall not receive any Pension Credit (although Vesting Service may be earned) for any Plan Year in which the Employer fails to meet the requirements of Sections 410(b) and 401(a)(26) of the Code with respect to coverage and participation of Non-Bargained Employees. Section 401(a)(26) applies during any Plan Year in which there are less than fifty (50) Participants, including Participants covered by a Collective Bargaining Agreement.

ARTICLE 13. AMENDMENT AND TERMINATION

13.01 Amendment. This Plan may be amended at any time by the Trustees, consistent with the provisions of the Trust Agreement. However, no amendment (including a change in the actuarial basis for determining optional or early retirement benefits) shall be effective to the extent that it has the effect of decreasing a Participant's benefits accrued under the Plan. For purposes of this paragraph, a plan amendment that has the effect of (1) eliminating or reducing an early retirement benefit or a retirement-type subsidy, or (2) eliminating an optional form of benefit, with respect to benefits attributable to service before the amendment shall be treated as reducing benefits accrued under the Plan. In the case of a retirement-type subsidy, the preceding sentence shall apply only with respect to a Participant who satisfies (either before or after the amendment) the pre-amendment conditions for the subsidy. Notwithstanding the foregoing, a Participant's Accrued Benefit, early retirement benefit, retirement-type subsidy, or optional form of benefit may be reduced by an amendment in the following situations:

- a. to the extent the amendment is necessary to establish or maintain the qualification of the Plan or the Trust Fund under the Code and/or to maintain compliance of the Plan with the requirements of ERISA, or
- b. if the amendment meets the requirements of Section 412(c)(8) of the Code (for Plan Years beginning before December 31, 2007) or Section 412(d)(2) of the Code (for Plan Years beginning after December 31, 2007); or
- c. to the extent permitted under Treasury Regulations issued under Section 411(d) of the Code or other applicable guidance issued by the Treasury Department or Internal Revenue Service.

13.02 Merger, Consolidation or Transfers. In the event of a merger or consolidation with, or transfer of assets or liabilities to, any other plan, each Participant in the Plan will receive a benefit immediately after the merger, consolidation, or transfer (if the plan then terminated) which is at least equal to the benefit the Participant was entitled to immediately before such merger, consolidation, or transfer (if the Plan had then terminated).

13.03 Termination. The Trustees shall have the right to discontinue or terminate this Plan in whole or in part at any time by action of the Trustees, consistent with the provisions of the Trust Agreement. In the event of termination of this Plan, or a partial termination within the meaning of Section 411(d)(3) of the Code, the rights of all affected Participants to benefits accrued to the date of termination, partial termination or discontinuance shall become one hundred percent (100%) vested and nonforfeitable, to the extent then funded. No part of the assets of the Trust Fund shall be returned to any Employer or inure to the benefit of any Employer or Union. Upon a termination of the Plan, the Trustees shall take such steps as they determine to be necessary or desirable to comply with Sections 4041A and 4281 of ERISA.

ARTICLE 14. WITHDRAWAL LIABILITY

14.01 Withdrawal Liability. An Employer that withdraws from the Plan after April 28, 1980, in either a complete or partial withdrawal shall owe and pay withdrawal liability to the Plan, as determined by the Plan’s actuary in accordance with ERISA, as amended. For purposes of this Article, all corporations, trades or businesses that are under common control, as defined in regulations of the Pension Benefit Guaranty Corporation (PBGC), are considered a single employer, and the entity resulting from a change in business form described in Section 4218(a) of ERISA is considered to be the original employer.

Signature in Counterparts: This document may be signed in counterpart originals, with the same force and effect as if each executing a counterpart original had signed on the same original document.

The undersigned officers of the Board of Trustees of the Intermountain Ironworkers Pension Trust do hereby execute the foregoing amended and restated Rules and Regulations for the Intermountain Ironworkers Pension Plan, effective June 1, 2026, on behalf of the Board of Trustees.



Doug Thomas, Chairman
Date: 5/19/2026 | 10:00 PM EDT



Lillian Santillanes, Secretary
Date: 5/21/2026 | 1:19 PM EDT

APPENDIX A

Applicable Benefit Multipliers with Respect to Covered Employment on and after June 1, 1982 Under Prior Plan Terms:

The applicable benefit multipliers in effect under prior Plan terms with respect to work in Covered Employment on and after June 1, 1982 are summarized below:

Covered Employment During 1983 through 1988 Plan Years (i.e., June 1, 1982 – May 31, 1988):

- Original Multiplier equaled 1.4% of Contributions.
- Effective June 1, 1996, Multiplier increased to 1.5% of Contributions if no Separation from Covered Employment before June 1, 1996 and retire on or after June 1, 1996.
- Effective June 1, 1997, Multiplier increased to 1.8% of Contributions if no Separation from Covered Employment before June 1, 1997 and retire on or after June 1, 1997.
- Effective June 1, 1998, Multiplier increased to 2.5% of Contributions if no Separation from Covered Employment before June 1, 1998 and retire on or after June 1, 1998.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1989 through 1991 Plan Years (i.e., June 1, 1988 – May 31, 1991):

- Original Multiplier equaled 1.15% of Contributions.
- Effective June 1, 1996, Multiplier increased to 1.5% of Contributions if no Separation from Covered Employment before June 1, 1996 and retire on or after June 1, 1996.
- Effective June 1, 1997, Multiplier increased to 1.8% of Contributions if no Separation from Covered Employment before June 1, 1997 and retire on or after June 1, 1997.
- Effective June 1, 1998, Multiplier increased to 2.5% of Contributions if no Separation from Covered Employment before June 1, 1998 and retire on or after June 1, 1998.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1992 Plan Year (i.e., June 1, 1991 – May 31, 1992):

- Original Multiplier equaled 1.35% of Contributions.
- Effective June 1, 1996, Multiplier increased 1.5% of Contributions if no Separation from Covered Employment before June 1, 1996 and retire on or after June 1, 1996.
- Effective June 1, 1997, Multiplier increased to 1.8% of Contributions if no Separation from Covered Employment before June 1, 1997 and retire on or after June 1, 1997.
- Effective June 1, 1998, Multiplier increased to 2.5% of Contributions if no Separation from Covered Employment before June 1, 1998 and retire on or after June 1, 1998.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1993 through 1996 Plan Years (i.e., June 1, 1992 – May 31, 1996):

- Original Multiplier equaled 1.5% of Contributions.
- Effective June 1, 1997, Multiplier increased to 1.8% of Contributions if no Separation from Covered Employment before June 1, 1997 and retire on or after June 1, 1997.

- Effective June 1, 1998, Multiplier increased to 2.5% of Contributions if no Separation from Covered Employment before June 1, 1998 and retire on or after June 1, 1998.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1997 Plan Year (i.e., June 1, 1996 – May 31, 1997):

- Original Multiplier equaled 1.7% of Contributions.
- Effective June 1, 1998, Multiplier increased to 2.5% of Contributions if no Separation from Covered Employment before June 1, 1998 and retire on or after June 1, 1998.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1998 Plan Year (i.e., June 1, 1997 – May 31, 1998):

- Original Multiplier equaled 2.5% of Contributions.
- Effective June 1, 1999, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 1999 and retire on or after June 1, 1999.

Covered Employment During 1999 Plan Year (i.e., June 1, 1998 – May 31, 1999):

- Original Multiplier equaled 1.7% of Contributions.
- Effective June 1, 2000, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 2000 and retire on or after June 1, 2000.

Covered Employment During 2000 and 2001 Plan Years (i.e., June 1, 1999 – May 31, 2001):

- Original Multiplier equaled 1.7% of Contributions.
- Effective June 1, 2001, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 2001 and retire on or after June 1, 2001.

Covered Employment During 2002 Plan Year (i.e., June 1, 2001 – May 31, 2002)

- Original Multiplier equaled 1.7% of Contributions.
- Effective September 1, 2007, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 2007 and retire on or after September 1, 2007.

Covered Employment During 2003 Plan Year (i.e., June 1, 2002 – May 31, 2003):

- Original Multiplier equaled 1.7% of Contributions.
- Effective September 1, 2008, Multiplier increased to 3.0% of Contributions if no Separation from Covered Employment before June 1, 2008 and retire on or after September 1, 2008.

Covered Employment During 2004 through 2009 Plan Years (i.e., June 1, 2003 – May 31, 2009):

- Multiplier equals 1.7% for all Participants.

Covered Employment During 2010 through 2011 Plan Years (i.e., June 1, 2009 – May 31, 2011):

- Original Multiplier equaled 0% of Contributions.
- Multiplier increased to 1.0% of Contributions, effective for payments made on or after September 1, 2012. Applies to all Participants for whom Contributions were made during these Plan Years.

Covered Employment During 2012 through 2026 Plan Years (i.e., June 1, 2011 – May 31, 2026):

- Multiplier equals 1.0% for all Participants.

Applicable Dollar Figures with Respect to Pension Credits Earned for Covered Employment Prior to June 1, 1982 Under Prior Plan Terms:

The value of Pension Credits earned for Covered Employment prior to June 1, 1982 in effect under prior Plan terms is shown in the chart below:

Effective Date	Value of Pension Credits
June 1, 1981	\$30.25
July 1, 1980	\$27.75
July 1, 1979	\$26.00
July 1, 1978	\$24.35
July 1, 1977	\$22.00
June 1, 1976	\$20.00

APPENDIX B

PENSION ENHANCEMENT OPTION

Effective June 1, 2022, the Plan provides the Pension Enhancement Option (“PEO”) benefit described in this Appendix B with respect to direct rollovers accepted by the Plan on behalf of eligible Participants, surviving Spouses and alternate payees from the Intermountain Ironworkers Tax Deferral Plan (the “Tax Deferral Plan”) pursuant to Section 9.18 of the Plan, subject to the eligibility requirements and other terms and provisions set forth herein. Capitalized terms used in this Appendix B have the same meaning as given to such terms in Article 1 of the Plan; provided, however, that for purposes of this Appendix B, an “Annuity Starting Date” shall also mean the first day of the first period for which benefits are payable to a surviving Spouse or an alternate payee.

1. **Eligibility for PEO Benefits.** The PEO benefit is only available to Participants, surviving Spouses and alternate payees who have an account in the Tax Deferral Plan (an “Account”) and who meet the other eligibility requirements provided below:
 - a. **Eligibility for Participants.** To be eligible for the PEO benefit, a Participant must retire under this Plan on a Regular Pension, Early Retirement Pension, Service Pension or Rule of 85 Pension with an Annuity Starting Date on or after June 1, 2022. Participants receiving a Social Security Disability Pension or Industry Disability Pension are not eligible for the PEO benefit until such time they retire under one of the pension types described in this section. The Participant must also (i) be eligible for distribution of their Account under the Tax Deferral Plan, and (ii) elect to roll over a portion of such Account directly to this Plan to provide for the PEO benefit, which election (and corresponding PEO benefit payment election under this Plan) must be made either (A) contemporaneously with the Participant’s election of their Pension under this Plan or (B) within 12 months after the Participant’s Pension payments commenced.
 - b. **Eligibility for Surviving Spouses.** A Participant’s surviving Spouse who is entitled to distribution of the Participant’s Account under the Tax Deferral Plan following the Participant’s death and who qualifies for the Pre-Retirement Surviving Spouse Pension under this Plan with an Annuity Starting Date on or after June 1, 2022, shall be eligible to receive the PEO benefit by making an election to directly roll over a portion of their Tax Deferral Plan Account to this Plan to provide for the PEO benefit. Such election (and corresponding PEO benefit payment election under this Plan) must be made either (A) contemporaneously with the surviving Spouse’s election to commence payment of Pension benefits under this Plan or (B) within 12 months after the surviving Spouse’s Annuity Starting Date for such Pension benefits.
 - c. **Eligibility for Alternate Payees.** A Participant’s alternate payee (Spouse or former Spouse) under a QDRO that provides for a separate interest benefit with respect to the Participant’s Accrued Benefit under this Plan with an Annuity

Starting Date on or after June 1, 2022, and who also is entitled to a portion of the Participant's Account in the Tax Deferral Plan pursuant to a separate interest QDRO that applies with respect to the Tax Deferral Plan, shall be eligible to receive the PEO benefit by making an election to directly roll over a portion of their share of the Tax Deferral Plan Account to this Plan to provide for the PEO benefit. Such election (and corresponding PEO benefit payment election under this Plan) must be made either (A) contemporaneously with the alternate payee's election to commence payment of their separate interest benefit under this Plan or (B) within 12 months after the alternate payee's Annuity Starting Date for such separate interest benefit under this Plan.

- d. Notwithstanding the foregoing, a Participant, surviving Spouse, or alternate payee who retired with an Annuity Starting Date prior to June 1, 2023 shall have a one-time window lasting through May 31, 2024, for electing the PEO benefit, provided the Participant, surviving Spouse, or alternate payee still has an Account under the Tax Deferral Plan and elects within the aforementioned window to directly roll over a portion of their Account to this Plan to provide for the PEO benefit (and also makes a corresponding PEO benefit payment election under this Plan contemporaneously with such election).

2. **Minimum and Maximum Rollovers for PEO Benefits.** The minimum amount that the Plan will accept as a rollover for the PEO benefit is \$10,000, and the maximum amount that the Plan will accept is 90% of the Participant's (or surviving Spouse's or alternate payee's) Tax Deferral Plan Account balance measured as of the time that the rollover election is made, or the balance of the Account at the time the rollover occurs, if less.

3. **PEO Benefit Amount and Payment Form.** The PEO benefit is determined by converting the amount rolled over by the Participant, surviving Spouse or alternate payee from the Tax Deferral Plan to this Plan (together with any interest provided for under Section 5 of this Appendix B, if applicable) to an actuarial equivalent immediate annuity payable from this Plan using, in all cases, the Applicable Interest Rate and the Applicable Mortality Table as defined in Section 1.03.a. of the Plan (rather than the conversion factors described in Article 7 of the Plan). The available forms of annuity for the PEO benefit are as follows:

- a. For a married Participant, the Participant-and-Spouse Pension described in Section 7.02.a. of the Plan; provided, however, that subject to the Spousal Consent requirement described in Section 7.05 of the Plan, a married Participant may waive payment of their PEO benefit in the form of the Participant-and-Spouse Pension and, in lieu thereof, elect to receive payment in one of the optional forms of payment described in Section 7.03 of the Plan. For the avoidance of doubt, it is noted that the Single Life Annuity option that is available for election by a married Participant under this provision is a Single Life Annuity with the Five-Year Guarantee or Certain Feature described in Section 8.03 of the Plan.

- b. For an unmarried Participant, the Single Life Annuity described in Section 7.02.b. of the Plan with the Five-Year Guarantee or Certain Feature described in Section 8.03 of the Plan.
- c. For a surviving Spouse, the Single Life Annuity described in Section 7.02.b. of the Plan with the Five-Year Guarantee or Certain Feature described in Section 8.03 of the Plan.
- d. For an alternate payee under a QDRO, the Single Life Annuity described in Section 7.02.b. of the Plan with the Five-Year Guarantee or Certain Feature described in Section 8.03 of the Plan.

The PEO benefit determined as described above is payable in addition to the Pension benefits otherwise payable to the Participant, surviving Spouse or alternate payee under the Plan, and is generally subject to all Plan provisions concerning the payment of Pension benefits under the Plan except for the Plan's rules and provisions concerning Prohibited Employment and Suspension of Pension Payments set forth in Sections 9.09 and 9.10 of the Plan, the Maximum Limit on Benefits set forth in Section 9.15 of the Plan, or as otherwise provided in this Appendix B. A Participant, surviving Spouse or alternate payee may, if eligible, elect a different form of payment for their PEO benefit than the form of payment elected for their Pension benefits otherwise payable under the Plan.

- 4. **Annuity Starting Date for PEO Benefits.** A Participant's (or surviving Spouse's or alternate payee's) Annuity Starting Date for PEO benefits will occur as soon as administratively practicable after the date of the Participant's (or surviving Spouse's or alternate payee's) submission to the administrative office for the Plan and the Tax Deferral Plan of all required election forms for the PEO benefit, including the Tax Deferral Plan rollover election form, provided that the Annuity Starting Date must be as of the first day of a month. A Retroactive Annuity Starting Date (as described in Section 7.06.c. of the Plan) is not permitted with respect to the PEO benefit. The notice and consent rules described in Sections 7.05 and 7.06 of the Plan otherwise apply with respect to PEO benefit elections. Subject to the limitations stated in Section 1 hereof, a Participant's (or surviving Spouse's or alternate payee's) Annuity Starting Date for their PEO benefits may be contemporaneous or later (but not earlier) than their Annuity Starting Date for their Pension benefits otherwise payable under the Plan.
- 5. **Interest on Delayed Annuity Commencement.** The design and operation of the PEO benefit under the Plan is such that a Participant's (or surviving Spouse's or alternate payee's) Annuity Starting Date for their PEO benefit should occur at reasonably the same time as the Plan's receipt of their direct rollover from their Tax Deferral Plan Account. However, in the event there is a delay between the Plan's receipt of the Participant's (or surviving Spouse's or alternate payee's) direct rollover to the Plan and their Annuity Starting Date for PEO benefits of the type for which interest would be required under IRS Revenue Ruling 2012-4, the amount of their annuity will be determined by crediting the amount directly rolled over with interest, compounded annually, at the rate of 120% of

the Federal mid-term rate (as in effect under Section 1274 of the Code for the first month of the applicable Plan Year) from the date the rollover is received by the Plan to the Annuity Starting Date for the PEO benefit and then converting the resulting amount to an actuarially equivalent immediate annuity in accordance with Section 3 of this Appendix B.

6. **Vesting.** A Participant, surviving Spouse or alternate payee shall be at all times 100% vested in their PEO benefit derived from any amount rolled over to the Plan from the Tax Deferral Plan pursuant to Section 9.18 of the Plan and this Appendix B.
7. **Death Prior to the ASD for PEO Benefits.** In the unlikely event a Participant, surviving Spouse or alternate payee who rolls over an amount to the Plan pursuant to Section 9.18 of the Plan and this Appendix B dies after the Plan's receipt of such rollover but before their Annuity Starting Date for PEO benefits, a PEO death benefit shall be payable in addition to any other death benefits otherwise payable under the Plan. Such PEO death benefit shall be payable as follows:
 - a. Except as provided in subsection b., below, the PEO death benefit shall be payable in the form of a single lump sum payment equal to the amount rolled over (together with interest determined as provided for in Section 5 hereof for the period running from the date the rollover is received by the Plan to the date the lump sum payment is made), which shall be made to the Participant's (or surviving Spouse's or alternate payee's) Beneficiary, as determined in accordance with Section 8.04 of the Plan, as soon as practicable following the Plan's receipt of notice of the Participant's death.
 - b. In the case of a Participant who was married at the time of their death (provided the Participant and such Spouse were married throughout the one-year period ending on the date of the Participant's death), the PEO death benefit is payable to the Participant's surviving Spouse, and shall be paid in the form of the Single Life Annuity described in Section 3.c. hereof (and calculated as described therein) commencing as of the date that otherwise would have been the Annuity Starting Date for the Participant's PEO benefit in accordance with Section 4 hereof; provided, however, that such surviving Spouse may elect to instead receive payment of the single lump sum payment described in subsection a., above, in lieu of such Single Life Annuity.

APPENDIX C

Intermountain Ironworkers' Pension Trust
50% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	25	26	27	28	29	30	31	32	33	34	35	36	37
42	0.9657	0.9662	0.9668	0.9673	0.9679	0.9686	0.9692	0.9699	0.9705	0.9712	0.9720	0.9727	0.9735
43	0.9630	0.9636	0.9642	0.9647	0.9654	0.9660	0.9667	0.9674	0.9681	0.9688	0.9696	0.9703	0.9711
44	0.9602	0.9607	0.9613	0.9619	0.9626	0.9632	0.9639	0.9646	0.9654	0.9661	0.9669	0.9677	0.9686
45	0.9571	0.9577	0.9583	0.9589	0.9596	0.9602	0.9610	0.9617	0.9625	0.9633	0.9641	0.9649	0.9658
46	0.9538	0.9544	0.9550	0.9556	0.9563	0.9570	0.9577	0.9585	0.9593	0.9601	0.9610	0.9619	0.9628
47	0.9502	0.9508	0.9514	0.9521	0.9528	0.9535	0.9543	0.9551	0.9559	0.9567	0.9576	0.9585	0.9595
48	0.9463	0.9469	0.9476	0.9483	0.9490	0.9497	0.9505	0.9513	0.9522	0.9531	0.9540	0.9549	0.9559
49	0.9422	0.9428	0.9435	0.9442	0.9449	0.9456	0.9464	0.9473	0.9482	0.9491	0.9500	0.9510	0.9520
50	0.9377	0.9383	0.9390	0.9397	0.9405	0.9412	0.9421	0.9429	0.9438	0.9448	0.9457	0.9468	0.9478
51	0.9329	0.9335	0.9342	0.9350	0.9357	0.9365	0.9374	0.9382	0.9392	0.9401	0.9411	0.9422	0.9433
52	0.9278	0.9284	0.9291	0.9299	0.9307	0.9315	0.9323	0.9332	0.9342	0.9352	0.9362	0.9373	0.9384
53	0.9223	0.9230	0.9237	0.9245	0.9252	0.9261	0.9270	0.9279	0.9289	0.9299	0.9309	0.9321	0.9332
54	0.9165	0.9172	0.9179	0.9187	0.9195	0.9204	0.9213	0.9222	0.9232	0.9242	0.9253	0.9265	0.9277
55	0.9104	0.9111	0.9118	0.9126	0.9134	0.9143	0.9152	0.9162	0.9172	0.9182	0.9194	0.9205	0.9218
56	0.9040	0.9047	0.9054	0.9062	0.9070	0.9079	0.9088	0.9098	0.9108	0.9119	0.9131	0.9143	0.9155
57	0.8972	0.8979	0.8987	0.8995	0.9003	0.9012	0.9021	0.9031	0.9042	0.9053	0.9065	0.9077	0.9090
58	0.8901	0.8908	0.8916	0.8924	0.8932	0.8941	0.8951	0.8961	0.8972	0.8983	0.8995	0.9008	0.9021
59	0.8827	0.8834	0.8842	0.8850	0.8859	0.8868	0.8877	0.8888	0.8899	0.8910	0.8922	0.8935	0.8948
60	0.8749	0.8757	0.8764	0.8773	0.8781	0.8791	0.8800	0.8811	0.8822	0.8833	0.8846	0.8859	0.8872
61	0.8669	0.8676	0.8684	0.8692	0.8701	0.8710	0.8720	0.8731	0.8742	0.8754	0.8766	0.8779	0.8793
62	0.8585	0.8592	0.8600	0.8608	0.8617	0.8627	0.8637	0.8648	0.8659	0.8671	0.8683	0.8697	0.8711
63	0.8498	0.8506	0.8514	0.8522	0.8531	0.8540	0.8551	0.8561	0.8573	0.8585	0.8598	0.8611	0.8625
64	0.8409	0.8416	0.8424	0.8433	0.8442	0.8451	0.8461	0.8472	0.8484	0.8496	0.8509	0.8523	0.8537
65	0.8316	0.8323	0.8331	0.8340	0.8349	0.8359	0.8369	0.8380	0.8391	0.8404	0.8417	0.8431	0.8445
66	0.8219	0.8227	0.8235	0.8244	0.8253	0.8263	0.8273	0.8284	0.8296	0.8308	0.8321	0.8335	0.8350
67	0.8120	0.8127	0.8135	0.8144	0.8153	0.8163	0.8174	0.8185	0.8196	0.8209	0.8222	0.8236	0.8251
68	0.8016	0.8024	0.8032	0.8041	0.8050	0.8060	0.8070	0.8081	0.8093	0.8106	0.8119	0.8133	0.8148
69	0.7908	0.7916	0.7924	0.7933	0.7942	0.7952	0.7963	0.7974	0.7986	0.7998	0.8012	0.8026	0.8041
70	0.7796	0.7804	0.7812	0.7821	0.7830	0.7840	0.7850	0.7862	0.7874	0.7886	0.7900	0.7914	0.7929
71	0.7680	0.7687	0.7695	0.7704	0.7714	0.7724	0.7734	0.7745	0.7757	0.7770	0.7784	0.7798	0.7813
72	0.7559	0.7567	0.7575	0.7584	0.7593	0.7603	0.7614	0.7625	0.7637	0.7650	0.7663	0.7678	0.7693
73	0.7435	0.7443	0.7451	0.7460	0.7469	0.7479	0.7490	0.7501	0.7513	0.7526	0.7539	0.7554	0.7569
74	0.7308	0.7316	0.7324	0.7333	0.7342	0.7352	0.7363	0.7374	0.7386	0.7399	0.7412	0.7427	0.7442
75	0.7179	0.7186	0.7195	0.7203	0.7213	0.7223	0.7234	0.7245	0.7257	0.7270	0.7283	0.7298	0.7313
76	0.7049	0.7056	0.7065	0.7073	0.7083	0.7093	0.7103	0.7115	0.7127	0.7140	0.7153	0.7168	0.7183
77	0.6919	0.6926	0.6934	0.6943	0.6953	0.6963	0.6973	0.6985	0.6997	0.7009	0.7023	0.7038	0.7053
78	0.6790	0.6798	0.6806	0.6814	0.6824	0.6834	0.6844	0.6856	0.6868	0.6881	0.6894	0.6909	0.6924
79	0.6664	0.6671	0.6679	0.6688	0.6698	0.6708	0.6718	0.6729	0.6741	0.6754	0.6768	0.6782	0.6798

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
50% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	38	39	40	41	42	43	44	45	46	47	48	49	50
42	0.9742	0.9750	0.9758	0.9766	0.9774	0.9782	0.9791	0.9799	0.9807	0.9815	0.9824	0.9832	0.9840
43	0.9719	0.9728	0.9736	0.9745	0.9753	0.9762	0.9771	0.9780	0.9788	0.9797	0.9806	0.9815	0.9824
44	0.9694	0.9703	0.9712	0.9721	0.9730	0.9739	0.9749	0.9758	0.9768	0.9777	0.9787	0.9796	0.9806
45	0.9667	0.9676	0.9685	0.9695	0.9705	0.9715	0.9725	0.9735	0.9745	0.9755	0.9765	0.9776	0.9786
46	0.9637	0.9647	0.9657	0.9667	0.9677	0.9687	0.9698	0.9709	0.9720	0.9731	0.9742	0.9753	0.9764
47	0.9605	0.9615	0.9625	0.9636	0.9646	0.9658	0.9669	0.9680	0.9692	0.9703	0.9715	0.9727	0.9739
48	0.9569	0.9580	0.9591	0.9602	0.9613	0.9625	0.9637	0.9649	0.9661	0.9673	0.9686	0.9699	0.9711
49	0.9531	0.9542	0.9553	0.9565	0.9577	0.9589	0.9602	0.9614	0.9627	0.9641	0.9654	0.9667	0.9681
50	0.9489	0.9501	0.9512	0.9525	0.9537	0.9550	0.9563	0.9577	0.9590	0.9604	0.9619	0.9633	0.9648
51	0.9444	0.9456	0.9468	0.9481	0.9494	0.9508	0.9521	0.9536	0.9550	0.9565	0.9580	0.9595	0.9611
52	0.9396	0.9408	0.9421	0.9434	0.9448	0.9462	0.9476	0.9491	0.9506	0.9522	0.9538	0.9554	0.9571
53	0.9344	0.9357	0.9370	0.9384	0.9398	0.9413	0.9428	0.9443	0.9459	0.9476	0.9493	0.9510	0.9527
54	0.9289	0.9302	0.9316	0.9330	0.9345	0.9360	0.9376	0.9392	0.9409	0.9426	0.9444	0.9462	0.9480
55	0.9231	0.9244	0.9258	0.9273	0.9288	0.9304	0.9320	0.9337	0.9355	0.9373	0.9391	0.9410	0.9430
56	0.9169	0.9182	0.9197	0.9212	0.9228	0.9244	0.9261	0.9279	0.9297	0.9316	0.9335	0.9355	0.9376
57	0.9103	0.9117	0.9132	0.9148	0.9164	0.9181	0.9199	0.9217	0.9236	0.9255	0.9276	0.9297	0.9318
58	0.9035	0.9049	0.9064	0.9080	0.9097	0.9114	0.9133	0.9152	0.9171	0.9192	0.9213	0.9235	0.9257
59	0.8962	0.8977	0.8993	0.9009	0.9026	0.9044	0.9063	0.9083	0.9103	0.9124	0.9146	0.9169	0.9192
60	0.8887	0.8902	0.8918	0.8935	0.8952	0.8971	0.8990	0.9010	0.9031	0.9053	0.9076	0.9099	0.9124
61	0.8808	0.8823	0.8840	0.8857	0.8875	0.8894	0.8914	0.8934	0.8956	0.8978	0.9002	0.9027	0.9052
62	0.8726	0.8742	0.8758	0.8776	0.8794	0.8813	0.8834	0.8855	0.8877	0.8900	0.8925	0.8950	0.8977
63	0.8641	0.8657	0.8674	0.8691	0.8710	0.8730	0.8751	0.8772	0.8795	0.8819	0.8844	0.8870	0.8898
64	0.8553	0.8569	0.8586	0.8604	0.8623	0.8643	0.8665	0.8687	0.8710	0.8735	0.8760	0.8787	0.8816
65	0.8461	0.8477	0.8495	0.8513	0.8533	0.8553	0.8575	0.8597	0.8621	0.8646	0.8673	0.8701	0.8730
66	0.8366	0.8382	0.8400	0.8419	0.8438	0.8459	0.8481	0.8504	0.8529	0.8554	0.8582	0.8610	0.8640
67	0.8267	0.8284	0.8302	0.8321	0.8341	0.8362	0.8384	0.8408	0.8433	0.8459	0.8486	0.8515	0.8546
68	0.8164	0.8181	0.8199	0.8219	0.8239	0.8260	0.8283	0.8307	0.8332	0.8359	0.8387	0.8417	0.8448
69	0.8057	0.8074	0.8093	0.8112	0.8132	0.8154	0.8177	0.8201	0.8227	0.8254	0.8283	0.8313	0.8345
70	0.7946	0.7963	0.7981	0.8001	0.8021	0.8043	0.8066	0.8091	0.8117	0.8144	0.8174	0.8204	0.8237
71	0.7830	0.7847	0.7865	0.7885	0.7906	0.7928	0.7951	0.7976	0.8002	0.8030	0.8060	0.8091	0.8124
72	0.7710	0.7727	0.7745	0.7765	0.7786	0.7808	0.7832	0.7857	0.7884	0.7912	0.7942	0.7974	0.8007
73	0.7586	0.7603	0.7622	0.7642	0.7663	0.7685	0.7709	0.7734	0.7761	0.7789	0.7820	0.7852	0.7886
74	0.7459	0.7476	0.7495	0.7515	0.7536	0.7559	0.7582	0.7608	0.7635	0.7664	0.7694	0.7727	0.7761
75	0.7330	0.7347	0.7366	0.7386	0.7407	0.7430	0.7454	0.7479	0.7507	0.7536	0.7567	0.7599	0.7634
76	0.7200	0.7217	0.7236	0.7256	0.7277	0.7300	0.7324	0.7350	0.7377	0.7406	0.7438	0.7471	0.7506
77	0.7070	0.7087	0.7106	0.7126	0.7147	0.7170	0.7194	0.7220	0.7248	0.7277	0.7308	0.7342	0.7377
78	0.6941	0.6958	0.6977	0.6997	0.7019	0.7041	0.7066	0.7092	0.7119	0.7149	0.7180	0.7214	0.7250
79	0.6814	0.6832	0.6851	0.6871	0.6892	0.6915	0.6939	0.6965	0.6993	0.7023	0.7054	0.7088	0.7124

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
50% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	51	52	53	54	55	56	57	58	59	60	61	62	63
42	0.9848	0.9855	0.9863	0.9871	0.9878	0.9885	0.9892	0.9899	0.9905	0.9911	0.9917	0.9923	0.9929
43	0.9832	0.9841	0.9849	0.9857	0.9865	0.9873	0.9881	0.9888	0.9895	0.9902	0.9909	0.9915	0.9922
44	0.9815	0.9824	0.9834	0.9842	0.9851	0.9860	0.9868	0.9876	0.9884	0.9892	0.9899	0.9906	0.9913
45	0.9796	0.9806	0.9816	0.9826	0.9835	0.9845	0.9854	0.9863	0.9872	0.9880	0.9888	0.9896	0.9903
46	0.9775	0.9785	0.9796	0.9807	0.9817	0.9828	0.9838	0.9848	0.9857	0.9866	0.9875	0.9884	0.9892
47	0.9751	0.9762	0.9774	0.9786	0.9797	0.9808	0.9819	0.9830	0.9841	0.9851	0.9861	0.9870	0.9880
48	0.9724	0.9737	0.9750	0.9762	0.9775	0.9787	0.9799	0.9811	0.9822	0.9833	0.9844	0.9855	0.9865
49	0.9695	0.9708	0.9722	0.9736	0.9749	0.9763	0.9776	0.9789	0.9801	0.9814	0.9826	0.9837	0.9849
50	0.9662	0.9677	0.9692	0.9706	0.9721	0.9736	0.9750	0.9764	0.9778	0.9791	0.9805	0.9817	0.9830
51	0.9627	0.9642	0.9658	0.9674	0.9690	0.9705	0.9721	0.9736	0.9751	0.9766	0.9781	0.9795	0.9809
52	0.9588	0.9604	0.9621	0.9638	0.9655	0.9672	0.9689	0.9706	0.9722	0.9739	0.9754	0.9770	0.9785
53	0.9545	0.9563	0.9581	0.9599	0.9618	0.9636	0.9654	0.9672	0.9690	0.9708	0.9725	0.9742	0.9759
54	0.9499	0.9518	0.9538	0.9557	0.9577	0.9596	0.9616	0.9636	0.9655	0.9674	0.9693	0.9712	0.9730
55	0.9450	0.9470	0.9491	0.9511	0.9532	0.9553	0.9575	0.9596	0.9617	0.9638	0.9658	0.9678	0.9698
56	0.9397	0.9418	0.9440	0.9462	0.9485	0.9507	0.9530	0.9552	0.9575	0.9598	0.9620	0.9642	0.9664
57	0.9340	0.9363	0.9386	0.9409	0.9433	0.9457	0.9482	0.9506	0.9530	0.9555	0.9579	0.9603	0.9626
58	0.9280	0.9304	0.9328	0.9353	0.9378	0.9404	0.9430	0.9456	0.9482	0.9508	0.9534	0.9560	0.9585
59	0.9217	0.9242	0.9267	0.9293	0.9320	0.9347	0.9374	0.9402	0.9430	0.9458	0.9486	0.9514	0.9541
60	0.9149	0.9175	0.9202	0.9230	0.9258	0.9286	0.9315	0.9345	0.9375	0.9405	0.9434	0.9464	0.9494
61	0.9078	0.9106	0.9134	0.9162	0.9192	0.9222	0.9253	0.9284	0.9316	0.9347	0.9379	0.9411	0.9443
62	0.9004	0.9032	0.9061	0.9092	0.9123	0.9154	0.9187	0.9220	0.9253	0.9287	0.9321	0.9355	0.9389
63	0.8926	0.8955	0.8986	0.9017	0.9050	0.9083	0.9117	0.9152	0.9187	0.9223	0.9259	0.9295	0.9332
64	0.8845	0.8875	0.8907	0.8940	0.8973	0.9008	0.9044	0.9080	0.9117	0.9155	0.9193	0.9232	0.9271
65	0.8760	0.8791	0.8824	0.8858	0.8893	0.8929	0.8966	0.9005	0.9044	0.9083	0.9124	0.9165	0.9206
66	0.8671	0.8703	0.8737	0.8772	0.8809	0.8846	0.8885	0.8925	0.8966	0.9008	0.9050	0.9093	0.9136
67	0.8578	0.8611	0.8646	0.8683	0.8720	0.8759	0.8799	0.8841	0.8884	0.8927	0.8972	0.9017	0.9063
68	0.8481	0.8515	0.8551	0.8588	0.8627	0.8667	0.8709	0.8752	0.8797	0.8842	0.8889	0.8936	0.8985
69	0.8378	0.8413	0.8450	0.8489	0.8529	0.8570	0.8614	0.8658	0.8705	0.8752	0.8801	0.8850	0.8901
70	0.8271	0.8307	0.8345	0.8384	0.8425	0.8468	0.8513	0.8559	0.8607	0.8656	0.8707	0.8759	0.8812
71	0.8159	0.8196	0.8234	0.8275	0.8317	0.8361	0.8407	0.8455	0.8504	0.8556	0.8608	0.8662	0.8717
72	0.8043	0.8080	0.8119	0.8161	0.8204	0.8249	0.8297	0.8346	0.8397	0.8450	0.8504	0.8560	0.8618
73	0.7922	0.7960	0.8000	0.8042	0.8087	0.8133	0.8182	0.8232	0.8285	0.8339	0.8396	0.8454	0.8513
74	0.7798	0.7837	0.7878	0.7920	0.7966	0.8013	0.8063	0.8115	0.8169	0.8225	0.8283	0.8343	0.8405
75	0.7671	0.7711	0.7752	0.7796	0.7842	0.7890	0.7941	0.7994	0.8050	0.8108	0.8168	0.8230	0.8293
76	0.7544	0.7583	0.7625	0.7670	0.7717	0.7766	0.7818	0.7872	0.7929	0.7988	0.8050	0.8114	0.8179
77	0.7415	0.7455	0.7498	0.7543	0.7591	0.7641	0.7694	0.7749	0.7807	0.7868	0.7931	0.7997	0.8064
78	0.7288	0.7329	0.7372	0.7417	0.7465	0.7516	0.7570	0.7627	0.7686	0.7748	0.7813	0.7880	0.7950
79	0.7163	0.7204	0.7247	0.7294	0.7342	0.7394	0.7449	0.7506	0.7567	0.7630	0.7696	0.7765	0.7837

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
50% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	64	65	66	67	68	69	70	71	72	73	74	75	76
42	0.9934	0.9939	0.9944	0.9948	0.9953	0.9957	0.9960	0.9964	0.9967	0.9970	0.9973	0.9976	0.9979
43	0.9927	0.9933	0.9938	0.9943	0.9948	0.9952	0.9957	0.9961	0.9964	0.9968	0.9971	0.9974	0.9977
44	0.9920	0.9926	0.9932	0.9937	0.9942	0.9947	0.9952	0.9956	0.9961	0.9965	0.9968	0.9972	0.9975
45	0.9911	0.9917	0.9924	0.9930	0.9936	0.9942	0.9947	0.9952	0.9956	0.9961	0.9965	0.9969	0.9972
46	0.9900	0.9908	0.9915	0.9922	0.9929	0.9935	0.9941	0.9946	0.9951	0.9956	0.9961	0.9965	0.9969
47	0.9888	0.9897	0.9905	0.9913	0.9920	0.9927	0.9933	0.9939	0.9945	0.9951	0.9956	0.9961	0.9965
48	0.9875	0.9884	0.9893	0.9902	0.9910	0.9918	0.9925	0.9932	0.9938	0.9944	0.9950	0.9956	0.9961
49	0.9859	0.9870	0.9880	0.9889	0.9898	0.9907	0.9915	0.9923	0.9930	0.9937	0.9944	0.9950	0.9955
50	0.9842	0.9853	0.9864	0.9875	0.9885	0.9895	0.9904	0.9912	0.9921	0.9928	0.9936	0.9943	0.9949
51	0.9822	0.9835	0.9847	0.9859	0.9870	0.9881	0.9891	0.9901	0.9910	0.9918	0.9927	0.9935	0.9942
52	0.9800	0.9814	0.9827	0.9840	0.9853	0.9865	0.9876	0.9887	0.9897	0.9907	0.9917	0.9925	0.9934
53	0.9775	0.9790	0.9805	0.9820	0.9834	0.9847	0.9860	0.9872	0.9884	0.9895	0.9905	0.9915	0.9924
54	0.9747	0.9765	0.9781	0.9797	0.9812	0.9827	0.9842	0.9855	0.9868	0.9880	0.9892	0.9903	0.9914
55	0.9717	0.9736	0.9754	0.9772	0.9789	0.9806	0.9821	0.9836	0.9851	0.9865	0.9878	0.9891	0.9902
56	0.9685	0.9705	0.9725	0.9745	0.9763	0.9782	0.9799	0.9816	0.9832	0.9848	0.9862	0.9876	0.9890
57	0.9649	0.9671	0.9693	0.9715	0.9735	0.9755	0.9775	0.9793	0.9811	0.9828	0.9845	0.9861	0.9876
58	0.9610	0.9635	0.9659	0.9682	0.9705	0.9727	0.9748	0.9769	0.9788	0.9807	0.9826	0.9843	0.9860
59	0.9568	0.9595	0.9621	0.9646	0.9671	0.9695	0.9719	0.9742	0.9763	0.9785	0.9805	0.9824	0.9843
60	0.9523	0.9552	0.9580	0.9608	0.9635	0.9662	0.9687	0.9712	0.9736	0.9760	0.9782	0.9804	0.9824
61	0.9475	0.9506	0.9536	0.9566	0.9596	0.9625	0.9653	0.9681	0.9707	0.9733	0.9758	0.9781	0.9804
62	0.9423	0.9456	0.9489	0.9522	0.9554	0.9586	0.9616	0.9646	0.9675	0.9704	0.9731	0.9757	0.9783
63	0.9368	0.9404	0.9439	0.9474	0.9509	0.9543	0.9577	0.9610	0.9641	0.9672	0.9702	0.9731	0.9760
64	0.9309	0.9348	0.9386	0.9424	0.9461	0.9498	0.9535	0.9570	0.9605	0.9639	0.9671	0.9703	0.9734
65	0.9247	0.9288	0.9329	0.9369	0.9409	0.9449	0.9489	0.9527	0.9565	0.9602	0.9638	0.9673	0.9707
66	0.9180	0.9224	0.9267	0.9311	0.9354	0.9397	0.9439	0.9481	0.9522	0.9562	0.9601	0.9640	0.9677
67	0.9109	0.9155	0.9202	0.9248	0.9294	0.9340	0.9386	0.9431	0.9475	0.9519	0.9561	0.9603	0.9644
68	0.9033	0.9082	0.9131	0.9180	0.9229	0.9279	0.9328	0.9376	0.9424	0.9471	0.9517	0.9563	0.9607
69	0.8952	0.9003	0.9055	0.9107	0.9160	0.9212	0.9265	0.9316	0.9368	0.9419	0.9469	0.9518	0.9567
70	0.8865	0.8919	0.8974	0.9029	0.9085	0.9141	0.9196	0.9252	0.9307	0.9362	0.9416	0.9470	0.9523
71	0.8773	0.8830	0.8887	0.8946	0.9004	0.9063	0.9123	0.9182	0.9241	0.9300	0.9359	0.9417	0.9474
72	0.8676	0.8735	0.8796	0.8857	0.8919	0.8981	0.9044	0.9107	0.9171	0.9234	0.9297	0.9359	0.9421
73	0.8574	0.8636	0.8699	0.8763	0.8828	0.8894	0.8961	0.9028	0.9095	0.9163	0.9230	0.9297	0.9365
74	0.8468	0.8532	0.8598	0.8665	0.8734	0.8803	0.8873	0.8944	0.9016	0.9088	0.9160	0.9232	0.9305
75	0.8359	0.8425	0.8494	0.8564	0.8635	0.8708	0.8783	0.8857	0.8933	0.9009	0.9087	0.9164	0.9242
76	0.8247	0.8316	0.8387	0.8460	0.8535	0.8611	0.8689	0.8767	0.8847	0.8928	0.9010	0.9093	0.9176
77	0.8134	0.8206	0.8279	0.8355	0.8433	0.8512	0.8594	0.8676	0.8760	0.8846	0.8933	0.9021	0.9110
78	0.8021	0.8095	0.8172	0.8250	0.8330	0.8413	0.8498	0.8585	0.8673	0.8763	0.8855	0.8948	0.9044
79	0.7910	0.7986	0.8065	0.8146	0.8229	0.8315	0.8404	0.8494	0.8587	0.8681	0.8778	0.8877	0.8978

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
50% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age									
	77	78	79	80	81	82	83	84	85	86
42	0.9981	0.9984	0.9986	0.9988	0.9990	0.9992	0.9993	0.9995	0.9996	0.9997
43	0.9980	0.9982	0.9985	0.9987	0.9989	0.9991	0.9993	0.9994	0.9996	0.9997
44	0.9978	0.9981	0.9983	0.9986	0.9988	0.9990	0.9992	0.9994	0.9995	0.9997
45	0.9976	0.9979	0.9982	0.9984	0.9987	0.9989	0.9991	0.9993	0.9995	0.9996
46	0.9973	0.9976	0.9980	0.9982	0.9985	0.9988	0.9990	0.9992	0.9994	0.9996
47	0.9969	0.9973	0.9977	0.9980	0.9983	0.9986	0.9989	0.9991	0.9993	0.9995
48	0.9965	0.9970	0.9974	0.9978	0.9981	0.9984	0.9987	0.9990	0.9992	0.9994
49	0.9961	0.9966	0.9970	0.9975	0.9979	0.9982	0.9985	0.9988	0.9991	0.9993
50	0.9955	0.9961	0.9966	0.9971	0.9975	0.9979	0.9983	0.9986	0.9990	0.9992
51	0.9949	0.9955	0.9961	0.9967	0.9972	0.9976	0.9981	0.9984	0.9988	0.9991
52	0.9941	0.9949	0.9955	0.9962	0.9967	0.9973	0.9978	0.9982	0.9986	0.9989
53	0.9933	0.9941	0.9949	0.9956	0.9963	0.9969	0.9974	0.9979	0.9984	0.9988
54	0.9924	0.9933	0.9942	0.9950	0.9958	0.9965	0.9971	0.9977	0.9982	0.9986
55	0.9914	0.9924	0.9934	0.9943	0.9952	0.9960	0.9967	0.9974	0.9980	0.9985
56	0.9902	0.9914	0.9926	0.9936	0.9946	0.9955	0.9963	0.9971	0.9978	0.9984
57	0.9890	0.9903	0.9916	0.9928	0.9939	0.9949	0.9958	0.9967	0.9975	0.9982
58	0.9876	0.9891	0.9905	0.9919	0.9931	0.9943	0.9953	0.9963	0.9972	0.9980
59	0.9861	0.9878	0.9894	0.9909	0.9923	0.9936	0.9948	0.9959	0.9969	0.9978
60	0.9844	0.9863	0.9881	0.9898	0.9914	0.9928	0.9942	0.9954	0.9966	0.9976
61	0.9827	0.9847	0.9867	0.9886	0.9904	0.9920	0.9936	0.9950	0.9963	0.9974
62	0.9807	0.9831	0.9853	0.9874	0.9893	0.9912	0.9929	0.9945	0.9960	0.9973
63	0.9787	0.9812	0.9837	0.9860	0.9882	0.9903	0.9922	0.9940	0.9957	0.9971
64	0.9764	0.9793	0.9820	0.9846	0.9870	0.9893	0.9915	0.9935	0.9953	0.9970
65	0.9740	0.9771	0.9801	0.9830	0.9857	0.9883	0.9907	0.9929	0.9950	0.9968
66	0.9713	0.9748	0.9781	0.9813	0.9843	0.9872	0.9898	0.9923	0.9946	0.9966
67	0.9684	0.9722	0.9758	0.9793	0.9827	0.9858	0.9888	0.9915	0.9940	0.9963
68	0.9651	0.9692	0.9733	0.9771	0.9808	0.9843	0.9876	0.9906	0.9934	0.9960
69	0.9614	0.9660	0.9704	0.9747	0.9788	0.9826	0.9862	0.9896	0.9928	0.9956
70	0.9574	0.9624	0.9673	0.9720	0.9765	0.9807	0.9847	0.9885	0.9920	0.9952
71	0.9530	0.9585	0.9638	0.9690	0.9739	0.9786	0.9831	0.9873	0.9911	0.9947
72	0.9483	0.9542	0.9601	0.9657	0.9712	0.9764	0.9813	0.9859	0.9903	0.9942
73	0.9431	0.9496	0.9560	0.9622	0.9682	0.9739	0.9794	0.9845	0.9894	0.9938
74	0.9377	0.9447	0.9517	0.9585	0.9651	0.9714	0.9774	0.9832	0.9885	0.9935
75	0.9320	0.9396	0.9472	0.9546	0.9618	0.9688	0.9755	0.9819	0.9878	0.9933
76	0.9260	0.9343	0.9425	0.9506	0.9585	0.9662	0.9736	0.9806	0.9872	0.9934
77	0.9200	0.9289	0.9378	0.9466	0.9553	0.9637	0.9718	0.9796	0.9869	0.9938
78	0.9140	0.9236	0.9332	0.9427	0.9521	0.9613	0.9702	0.9788	0.9870	0.9946
79	0.9080	0.9183	0.9286	0.9389	0.9492	0.9592	0.9689	0.9784	0.9874	0.9958

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

50% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	25	26	27	28	29	30	31	32	33	34	35	36	37
42	0.9655	0.9660	0.9665	0.9670	0.9676	0.9682	0.9688	0.9694	0.9701	0.9708	0.9715	0.9722	0.9729
43	0.9628	0.9633	0.9639	0.9644	0.9650	0.9656	0.9663	0.9669	0.9676	0.9683	0.9690	0.9698	0.9705
44	0.9599	0.9605	0.9610	0.9616	0.9622	0.9629	0.9635	0.9642	0.9649	0.9656	0.9664	0.9672	0.9679
45	0.9569	0.9574	0.9580	0.9586	0.9592	0.9599	0.9605	0.9613	0.9620	0.9627	0.9635	0.9643	0.9651
46	0.9535	0.9541	0.9547	0.9553	0.9559	0.9566	0.9573	0.9580	0.9588	0.9596	0.9604	0.9612	0.9621
47	0.9499	0.9505	0.9511	0.9518	0.9524	0.9531	0.9538	0.9546	0.9554	0.9562	0.9570	0.9579	0.9588
48	0.9461	0.9467	0.9473	0.9479	0.9486	0.9493	0.9501	0.9508	0.9516	0.9525	0.9533	0.9542	0.9552
49	0.9419	0.9425	0.9431	0.9438	0.9445	0.9452	0.9460	0.9468	0.9476	0.9485	0.9494	0.9503	0.9513
50	0.9374	0.9380	0.9387	0.9394	0.9401	0.9408	0.9416	0.9424	0.9433	0.9442	0.9451	0.9460	0.9470
51	0.9326	0.9332	0.9339	0.9346	0.9353	0.9361	0.9369	0.9377	0.9386	0.9395	0.9405	0.9414	0.9425
52	0.9275	0.9281	0.9288	0.9295	0.9302	0.9310	0.9318	0.9327	0.9336	0.9345	0.9355	0.9365	0.9376
53	0.9220	0.9227	0.9233	0.9241	0.9248	0.9256	0.9264	0.9273	0.9282	0.9292	0.9302	0.9313	0.9324
54	0.9162	0.9169	0.9176	0.9183	0.9191	0.9199	0.9207	0.9216	0.9226	0.9235	0.9246	0.9257	0.9268
55	0.9101	0.9107	0.9114	0.9122	0.9130	0.9138	0.9147	0.9156	0.9165	0.9175	0.9186	0.9197	0.9209
56	0.9036	0.9043	0.9050	0.9058	0.9065	0.9074	0.9083	0.9092	0.9102	0.9112	0.9123	0.9134	0.9146
57	0.8969	0.8975	0.8983	0.8990	0.8998	0.9007	0.9016	0.9025	0.9035	0.9045	0.9056	0.9068	0.9080
58	0.8898	0.8904	0.8912	0.8919	0.8928	0.8936	0.8945	0.8955	0.8965	0.8976	0.8987	0.8999	0.9011
59	0.8823	0.8830	0.8838	0.8845	0.8854	0.8862	0.8871	0.8881	0.8891	0.8902	0.8914	0.8926	0.8938
60	0.8746	0.8753	0.8760	0.8768	0.8776	0.8785	0.8794	0.8804	0.8815	0.8826	0.8837	0.8850	0.8862
61	0.8665	0.8672	0.8680	0.8687	0.8696	0.8705	0.8714	0.8724	0.8735	0.8746	0.8758	0.8770	0.8783
62	0.8581	0.8588	0.8596	0.8604	0.8612	0.8621	0.8631	0.8641	0.8651	0.8663	0.8675	0.8687	0.8701
63	0.8495	0.8502	0.8509	0.8517	0.8526	0.8535	0.8544	0.8555	0.8565	0.8577	0.8589	0.8602	0.8615
64	0.8405	0.8412	0.8420	0.8428	0.8436	0.8446	0.8455	0.8465	0.8476	0.8488	0.8500	0.8513	0.8527
65	0.8312	0.8319	0.8327	0.8335	0.8344	0.8353	0.8363	0.8373	0.8384	0.8396	0.8408	0.8421	0.8435
66	0.8216	0.8223	0.8231	0.8239	0.8248	0.8257	0.8267	0.8277	0.8288	0.8300	0.8312	0.8325	0.8339
67	0.8116	0.8123	0.8131	0.8139	0.8148	0.8157	0.8167	0.8178	0.8189	0.8201	0.8213	0.8227	0.8241
68	0.8013	0.8020	0.8028	0.8036	0.8045	0.8054	0.8064	0.8075	0.8086	0.8098	0.8110	0.8124	0.8138
69	0.7905	0.7912	0.7920	0.7928	0.7937	0.7946	0.7956	0.7967	0.7978	0.7990	0.8003	0.8016	0.8031
70	0.7793	0.7800	0.7808	0.7816	0.7825	0.7834	0.7844	0.7855	0.7866	0.7878	0.7891	0.7905	0.7919
71	0.7676	0.7683	0.7691	0.7700	0.7709	0.7718	0.7728	0.7739	0.7750	0.7762	0.7775	0.7789	0.7803
72	0.7556	0.7563	0.7571	0.7579	0.7588	0.7598	0.7608	0.7618	0.7630	0.7642	0.7655	0.7668	0.7683
73	0.7432	0.7439	0.7447	0.7455	0.7464	0.7474	0.7484	0.7494	0.7506	0.7518	0.7531	0.7545	0.7559
74	0.7305	0.7312	0.7320	0.7328	0.7337	0.7347	0.7357	0.7368	0.7379	0.7391	0.7404	0.7418	0.7433
75	0.7176	0.7183	0.7191	0.7199	0.7208	0.7218	0.7228	0.7239	0.7250	0.7262	0.7275	0.7289	0.7304
76	0.7046	0.7053	0.7061	0.7069	0.7078	0.7088	0.7098	0.7109	0.7120	0.7132	0.7145	0.7159	0.7174
77	0.6916	0.6923	0.6931	0.6939	0.6948	0.6958	0.6968	0.6979	0.6990	0.7002	0.7015	0.7029	0.7044
78	0.6787	0.6794	0.6802	0.6811	0.6820	0.6829	0.6839	0.6850	0.6861	0.6874	0.6887	0.6900	0.6915
79	0.6661	0.6668	0.6676	0.6684	0.6693	0.6703	0.6713	0.6724	0.6735	0.6747	0.6760	0.6774	0.6789

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

50% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	38	39	40	41	42	43	44	45	46	47	48	49	50
42	0.9736	0.9743	0.9751	0.9758	0.9766	0.9774	0.9781	0.9789	0.9797	0.9804	0.9812	0.9819	0.9827
43	0.9713	0.9721	0.9728	0.9736	0.9745	0.9753	0.9761	0.9769	0.9777	0.9786	0.9794	0.9802	0.9810
44	0.9687	0.9696	0.9704	0.9713	0.9721	0.9730	0.9739	0.9747	0.9756	0.9765	0.9774	0.9783	0.9791
45	0.9660	0.9668	0.9677	0.9686	0.9695	0.9705	0.9714	0.9723	0.9733	0.9742	0.9752	0.9761	0.9770
46	0.9630	0.9639	0.9648	0.9657	0.9667	0.9677	0.9687	0.9697	0.9707	0.9717	0.9727	0.9737	0.9747
47	0.9597	0.9606	0.9616	0.9626	0.9636	0.9646	0.9657	0.9668	0.9678	0.9689	0.9700	0.9711	0.9722
48	0.9561	0.9571	0.9581	0.9592	0.9602	0.9613	0.9624	0.9635	0.9647	0.9658	0.9670	0.9681	0.9693
49	0.9523	0.9533	0.9544	0.9554	0.9566	0.9577	0.9589	0.9600	0.9612	0.9625	0.9637	0.9649	0.9662
50	0.9481	0.9491	0.9502	0.9514	0.9525	0.9537	0.9550	0.9562	0.9575	0.9588	0.9601	0.9614	0.9627
51	0.9435	0.9447	0.9458	0.9470	0.9482	0.9495	0.9507	0.9520	0.9534	0.9547	0.9561	0.9575	0.9589
52	0.9387	0.9398	0.9410	0.9423	0.9435	0.9448	0.9462	0.9475	0.9489	0.9504	0.9518	0.9533	0.9548
53	0.9335	0.9347	0.9359	0.9372	0.9385	0.9399	0.9413	0.9427	0.9442	0.9457	0.9472	0.9488	0.9503
54	0.9280	0.9292	0.9305	0.9318	0.9331	0.9345	0.9360	0.9375	0.9390	0.9406	0.9422	0.9439	0.9455
55	0.9221	0.9233	0.9246	0.9260	0.9274	0.9289	0.9304	0.9319	0.9335	0.9352	0.9369	0.9386	0.9403
56	0.9158	0.9171	0.9185	0.9199	0.9213	0.9229	0.9244	0.9260	0.9277	0.9294	0.9312	0.9330	0.9348
57	0.9093	0.9106	0.9120	0.9135	0.9150	0.9165	0.9181	0.9198	0.9216	0.9233	0.9252	0.9271	0.9290
58	0.9024	0.9038	0.9052	0.9067	0.9082	0.9098	0.9115	0.9132	0.9150	0.9169	0.9188	0.9208	0.9228
59	0.8952	0.8966	0.8980	0.8995	0.9011	0.9028	0.9045	0.9063	0.9082	0.9101	0.9121	0.9141	0.9162
60	0.8876	0.8890	0.8905	0.8921	0.8937	0.8954	0.8972	0.8990	0.9010	0.9029	0.9050	0.9071	0.9093
61	0.8797	0.8811	0.8827	0.8843	0.8859	0.8877	0.8895	0.8914	0.8934	0.8954	0.8976	0.8998	0.9020
62	0.8715	0.8729	0.8745	0.8761	0.8778	0.8796	0.8815	0.8835	0.8855	0.8876	0.8898	0.8921	0.8944
63	0.8629	0.8644	0.8660	0.8677	0.8694	0.8713	0.8732	0.8752	0.8773	0.8795	0.8817	0.8841	0.8865
64	0.8541	0.8556	0.8573	0.8589	0.8607	0.8626	0.8646	0.8666	0.8688	0.8710	0.8733	0.8757	0.8783
65	0.8450	0.8465	0.8481	0.8499	0.8517	0.8536	0.8556	0.8577	0.8599	0.8622	0.8646	0.8670	0.8696
66	0.8354	0.8370	0.8387	0.8404	0.8422	0.8442	0.8462	0.8484	0.8506	0.8530	0.8554	0.8580	0.8606
67	0.8256	0.8272	0.8288	0.8306	0.8325	0.8344	0.8365	0.8387	0.8410	0.8434	0.8459	0.8485	0.8513
68	0.8153	0.8169	0.8186	0.8204	0.8223	0.8243	0.8264	0.8286	0.8310	0.8334	0.8360	0.8387	0.8415
69	0.8046	0.8062	0.8079	0.8097	0.8116	0.8137	0.8158	0.8181	0.8204	0.8229	0.8256	0.8283	0.8312
70	0.7934	0.7951	0.7968	0.7986	0.8006	0.8026	0.8048	0.8071	0.8095	0.8120	0.8147	0.8175	0.8204
71	0.7819	0.7835	0.7852	0.7871	0.7890	0.7911	0.7933	0.7956	0.7981	0.8006	0.8034	0.8062	0.8092
72	0.7699	0.7715	0.7733	0.7751	0.7771	0.7792	0.7814	0.7837	0.7862	0.7888	0.7916	0.7945	0.7975
73	0.7575	0.7591	0.7609	0.7628	0.7648	0.7669	0.7691	0.7715	0.7740	0.7766	0.7794	0.7824	0.7855
74	0.7448	0.7465	0.7482	0.7501	0.7521	0.7542	0.7565	0.7589	0.7614	0.7641	0.7669	0.7699	0.7731
75	0.7319	0.7336	0.7354	0.7373	0.7393	0.7414	0.7437	0.7461	0.7486	0.7513	0.7542	0.7572	0.7604
76	0.7190	0.7206	0.7224	0.7243	0.7263	0.7285	0.7307	0.7332	0.7357	0.7385	0.7414	0.7444	0.7477
77	0.7060	0.7076	0.7094	0.7113	0.7133	0.7155	0.7178	0.7202	0.7228	0.7256	0.7285	0.7316	0.7349
78	0.6931	0.6948	0.6966	0.6985	0.7005	0.7027	0.7050	0.7074	0.7100	0.7128	0.7157	0.7189	0.7222
79	0.6805	0.6822	0.6839	0.6859	0.6879	0.6901	0.6924	0.6948	0.6975	0.7003	0.7032	0.7064	0.7097

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

50% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	51	52	53	54	55	56	57	58	59	60	61	62	63
42	0.9834	0.9841	0.9848	0.9855	0.9862	0.9868	0.9875	0.9881	0.9887	0.9892	0.9898	0.9903	0.9909
43	0.9818	0.9826	0.9833	0.9841	0.9848	0.9855	0.9862	0.9869	0.9876	0.9882	0.9888	0.9894	0.9900
44	0.9800	0.9808	0.9817	0.9825	0.9833	0.9841	0.9848	0.9856	0.9863	0.9870	0.9877	0.9883	0.9890
45	0.9780	0.9789	0.9798	0.9807	0.9816	0.9824	0.9833	0.9841	0.9849	0.9856	0.9864	0.9871	0.9878
46	0.9757	0.9767	0.9777	0.9787	0.9796	0.9806	0.9815	0.9824	0.9832	0.9841	0.9849	0.9857	0.9865
47	0.9732	0.9743	0.9754	0.9764	0.9775	0.9785	0.9795	0.9805	0.9814	0.9823	0.9832	0.9841	0.9850
48	0.9705	0.9716	0.9728	0.9739	0.9750	0.9761	0.9772	0.9783	0.9793	0.9804	0.9814	0.9823	0.9833
49	0.9674	0.9687	0.9699	0.9711	0.9723	0.9735	0.9747	0.9759	0.9770	0.9781	0.9792	0.9803	0.9813
50	0.9640	0.9654	0.9667	0.9680	0.9693	0.9706	0.9719	0.9732	0.9744	0.9756	0.9768	0.9780	0.9791
51	0.9603	0.9618	0.9632	0.9646	0.9660	0.9674	0.9688	0.9702	0.9715	0.9728	0.9741	0.9754	0.9766
52	0.9563	0.9578	0.9593	0.9609	0.9624	0.9639	0.9654	0.9669	0.9683	0.9698	0.9712	0.9726	0.9739
53	0.9519	0.9535	0.9552	0.9568	0.9584	0.9600	0.9616	0.9632	0.9648	0.9664	0.9679	0.9694	0.9709
54	0.9472	0.9489	0.9506	0.9524	0.9541	0.9558	0.9576	0.9593	0.9610	0.9627	0.9643	0.9660	0.9676
55	0.9421	0.9439	0.9458	0.9476	0.9494	0.9513	0.9532	0.9550	0.9568	0.9586	0.9604	0.9622	0.9640
56	0.9367	0.9386	0.9405	0.9425	0.9445	0.9464	0.9484	0.9504	0.9523	0.9543	0.9562	0.9582	0.9600
57	0.9310	0.9330	0.9350	0.9371	0.9391	0.9412	0.9433	0.9454	0.9475	0.9496	0.9517	0.9538	0.9558
58	0.9248	0.9269	0.9291	0.9313	0.9335	0.9357	0.9379	0.9402	0.9424	0.9446	0.9469	0.9491	0.9513
59	0.9184	0.9206	0.9228	0.9251	0.9274	0.9298	0.9321	0.9345	0.9369	0.9393	0.9417	0.9441	0.9464
60	0.9115	0.9138	0.9162	0.9186	0.9210	0.9235	0.9260	0.9285	0.9311	0.9336	0.9362	0.9387	0.9412
61	0.9044	0.9068	0.9092	0.9117	0.9143	0.9169	0.9195	0.9222	0.9249	0.9276	0.9303	0.9330	0.9357
62	0.8969	0.8993	0.9019	0.9045	0.9072	0.9099	0.9127	0.9155	0.9183	0.9212	0.9241	0.9269	0.9298
63	0.8890	0.8916	0.8943	0.8970	0.8998	0.9026	0.9055	0.9085	0.9115	0.9145	0.9175	0.9206	0.9236
64	0.8809	0.8835	0.8863	0.8891	0.8920	0.8950	0.8981	0.9011	0.9043	0.9075	0.9107	0.9139	0.9171
65	0.8723	0.8751	0.8779	0.8809	0.8839	0.8870	0.8902	0.8934	0.8967	0.9000	0.9034	0.9068	0.9103
66	0.8634	0.8663	0.8692	0.8723	0.8754	0.8786	0.8819	0.8853	0.8887	0.8922	0.8958	0.8994	0.9030
67	0.8541	0.8571	0.8601	0.8633	0.8665	0.8699	0.8733	0.8768	0.8804	0.8840	0.8878	0.8915	0.8953
68	0.8444	0.8474	0.8506	0.8538	0.8572	0.8606	0.8642	0.8678	0.8716	0.8754	0.8793	0.8832	0.8872
69	0.8342	0.8373	0.8405	0.8439	0.8473	0.8509	0.8546	0.8584	0.8623	0.8662	0.8703	0.8744	0.8786
70	0.8235	0.8267	0.8300	0.8334	0.8370	0.8407	0.8445	0.8484	0.8524	0.8566	0.8608	0.8651	0.8694
71	0.8123	0.8156	0.8190	0.8225	0.8262	0.8300	0.8339	0.8380	0.8421	0.8464	0.8508	0.8552	0.8598
72	0.8007	0.8041	0.8075	0.8112	0.8149	0.8188	0.8229	0.8271	0.8314	0.8358	0.8403	0.8449	0.8497
73	0.7887	0.7921	0.7957	0.7994	0.8032	0.8073	0.8114	0.8157	0.8201	0.8247	0.8294	0.8342	0.8391
74	0.7764	0.7798	0.7835	0.7873	0.7912	0.7953	0.7996	0.8040	0.8086	0.8133	0.8181	0.8231	0.8282
75	0.7638	0.7673	0.7710	0.7749	0.7789	0.7831	0.7875	0.7920	0.7967	0.8015	0.8065	0.8117	0.8169
76	0.7511	0.7547	0.7584	0.7624	0.7665	0.7708	0.7752	0.7799	0.7847	0.7897	0.7948	0.8001	0.8055
77	0.7383	0.7420	0.7458	0.7498	0.7540	0.7584	0.7629	0.7677	0.7726	0.7777	0.7830	0.7884	0.7940
78	0.7257	0.7294	0.7332	0.7373	0.7416	0.7461	0.7507	0.7556	0.7606	0.7659	0.7713	0.7769	0.7826
79	0.7133	0.7170	0.7209	0.7251	0.7294	0.7340	0.7387	0.7437	0.7488	0.7542	0.7597	0.7655	0.7714

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

50% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	64	65	66	67	68	69	70	71	72	73	74	75	76
42	0.9913	0.9918	0.9923	0.9927	0.9931	0.9935	0.9939	0.9942	0.9946	0.9949	0.9952	0.9955	0.9958
43	0.9905	0.9910	0.9915	0.9920	0.9925	0.9929	0.9933	0.9937	0.9941	0.9945	0.9948	0.9952	0.9955
44	0.9896	0.9901	0.9907	0.9912	0.9918	0.9922	0.9927	0.9932	0.9936	0.9940	0.9944	0.9947	0.9951
45	0.9885	0.9891	0.9897	0.9903	0.9909	0.9915	0.9920	0.9925	0.9930	0.9934	0.9938	0.9943	0.9946
46	0.9872	0.9879	0.9886	0.9893	0.9899	0.9905	0.9911	0.9917	0.9922	0.9927	0.9932	0.9937	0.9941
47	0.9858	0.9866	0.9874	0.9881	0.9888	0.9895	0.9901	0.9908	0.9914	0.9919	0.9925	0.9930	0.9935
48	0.9842	0.9850	0.9859	0.9867	0.9875	0.9883	0.9890	0.9897	0.9904	0.9910	0.9916	0.9922	0.9927
49	0.9823	0.9833	0.9842	0.9851	0.9860	0.9868	0.9877	0.9884	0.9892	0.9899	0.9906	0.9912	0.9919
50	0.9802	0.9813	0.9823	0.9833	0.9843	0.9852	0.9861	0.9870	0.9878	0.9886	0.9894	0.9901	0.9908
51	0.9779	0.9790	0.9802	0.9813	0.9824	0.9834	0.9844	0.9854	0.9863	0.9872	0.9880	0.9889	0.9896
52	0.9752	0.9765	0.9778	0.9790	0.9802	0.9813	0.9824	0.9835	0.9845	0.9855	0.9865	0.9874	0.9883
53	0.9723	0.9738	0.9751	0.9765	0.9778	0.9790	0.9803	0.9814	0.9826	0.9837	0.9848	0.9858	0.9868
54	0.9692	0.9707	0.9722	0.9737	0.9751	0.9765	0.9778	0.9792	0.9804	0.9816	0.9828	0.9840	0.9851
55	0.9657	0.9674	0.9690	0.9706	0.9722	0.9737	0.9752	0.9766	0.9780	0.9794	0.9807	0.9820	0.9832
56	0.9619	0.9637	0.9655	0.9673	0.9690	0.9707	0.9723	0.9739	0.9754	0.9769	0.9783	0.9797	0.9811
57	0.9578	0.9598	0.9618	0.9637	0.9655	0.9674	0.9691	0.9709	0.9726	0.9742	0.9758	0.9774	0.9788
58	0.9535	0.9556	0.9577	0.9598	0.9618	0.9638	0.9657	0.9676	0.9695	0.9713	0.9731	0.9748	0.9764
59	0.9488	0.9511	0.9533	0.9556	0.9578	0.9600	0.9621	0.9642	0.9662	0.9682	0.9701	0.9720	0.9738
60	0.9437	0.9462	0.9487	0.9511	0.9535	0.9558	0.9582	0.9604	0.9626	0.9648	0.9669	0.9689	0.9709
61	0.9384	0.9410	0.9437	0.9463	0.9489	0.9514	0.9539	0.9564	0.9588	0.9612	0.9635	0.9657	0.9679
62	0.9327	0.9356	0.9384	0.9412	0.9440	0.9468	0.9495	0.9521	0.9547	0.9573	0.9598	0.9623	0.9646
63	0.9267	0.9298	0.9328	0.9358	0.9388	0.9418	0.9447	0.9476	0.9504	0.9532	0.9560	0.9586	0.9612
64	0.9204	0.9236	0.9269	0.9301	0.9334	0.9365	0.9397	0.9428	0.9459	0.9489	0.9519	0.9548	0.9576
65	0.9137	0.9172	0.9206	0.9241	0.9275	0.9310	0.9344	0.9377	0.9410	0.9443	0.9475	0.9507	0.9537
66	0.9066	0.9103	0.9140	0.9177	0.9213	0.9250	0.9287	0.9323	0.9358	0.9394	0.9429	0.9463	0.9496
67	0.8992	0.9030	0.9069	0.9109	0.9148	0.9187	0.9226	0.9265	0.9303	0.9341	0.9379	0.9416	0.9452
68	0.8912	0.8953	0.8995	0.9036	0.9078	0.9119	0.9161	0.9203	0.9244	0.9285	0.9325	0.9366	0.9405
69	0.8828	0.8871	0.8915	0.8958	0.9003	0.9047	0.9091	0.9136	0.9180	0.9224	0.9268	0.9311	0.9354
70	0.8739	0.8784	0.8830	0.8876	0.8922	0.8969	0.9017	0.9064	0.9111	0.9158	0.9205	0.9252	0.9298
71	0.8644	0.8692	0.8739	0.8788	0.8837	0.8887	0.8937	0.8987	0.9038	0.9088	0.9138	0.9189	0.9238
72	0.8545	0.8594	0.8645	0.8696	0.8747	0.8800	0.8852	0.8906	0.8959	0.9013	0.9067	0.9121	0.9174
73	0.8441	0.8493	0.8545	0.8598	0.8653	0.8708	0.8764	0.8820	0.8877	0.8934	0.8992	0.9049	0.9106
74	0.8334	0.8387	0.8442	0.8497	0.8554	0.8612	0.8671	0.8730	0.8790	0.8851	0.8912	0.8974	0.9035
75	0.8223	0.8279	0.8335	0.8393	0.8453	0.8513	0.8575	0.8637	0.8701	0.8765	0.8830	0.8896	0.8961
76	0.8111	0.8168	0.8227	0.8288	0.8349	0.8413	0.8477	0.8543	0.8610	0.8678	0.8746	0.8816	0.8886
77	0.7998	0.8057	0.8118	0.8181	0.8245	0.8311	0.8378	0.8447	0.8517	0.8589	0.8661	0.8735	0.8809
78	0.7886	0.7947	0.8010	0.8075	0.8141	0.8210	0.8280	0.8352	0.8425	0.8501	0.8577	0.8655	0.8734
79	0.7775	0.7838	0.7903	0.7970	0.8039	0.8110	0.8183	0.8258	0.8335	0.8414	0.8495	0.8577	0.8660

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

50% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age									
	77	78	79	80	81	82	83	84	85	86
42	0.9961	0.9963	0.9965	0.9968	0.9970	0.9972	0.9974	0.9976	0.9977	0.9979
43	0.9958	0.9960	0.9963	0.9966	0.9968	0.9970	0.9972	0.9974	0.9976	0.9978
44	0.9954	0.9957	0.9960	0.9963	0.9966	0.9968	0.9970	0.9973	0.9975	0.9976
45	0.9950	0.9954	0.9957	0.9960	0.9963	0.9966	0.9968	0.9971	0.9973	0.9975
46	0.9945	0.9949	0.9953	0.9956	0.9960	0.9963	0.9965	0.9968	0.9971	0.9973
47	0.9939	0.9944	0.9948	0.9952	0.9956	0.9959	0.9962	0.9965	0.9968	0.9970
48	0.9933	0.9938	0.9942	0.9947	0.9951	0.9955	0.9958	0.9962	0.9965	0.9968
49	0.9925	0.9930	0.9935	0.9940	0.9945	0.9949	0.9953	0.9957	0.9961	0.9964
50	0.9915	0.9921	0.9927	0.9933	0.9938	0.9943	0.9948	0.9952	0.9956	0.9960
51	0.9904	0.9911	0.9918	0.9924	0.9930	0.9936	0.9941	0.9946	0.9950	0.9954
52	0.9891	0.9899	0.9907	0.9914	0.9921	0.9927	0.9933	0.9939	0.9944	0.9948
53	0.9877	0.9886	0.9895	0.9903	0.9910	0.9917	0.9924	0.9930	0.9936	0.9942
54	0.9861	0.9871	0.9881	0.9890	0.9898	0.9906	0.9914	0.9921	0.9928	0.9934
55	0.9843	0.9855	0.9865	0.9875	0.9885	0.9894	0.9903	0.9911	0.9918	0.9925
56	0.9824	0.9836	0.9848	0.9860	0.9870	0.9881	0.9890	0.9899	0.9907	0.9915
57	0.9803	0.9817	0.9830	0.9842	0.9854	0.9866	0.9877	0.9887	0.9896	0.9905
58	0.9780	0.9795	0.9810	0.9824	0.9837	0.9850	0.9862	0.9873	0.9884	0.9893
59	0.9755	0.9772	0.9788	0.9804	0.9818	0.9833	0.9846	0.9858	0.9870	0.9881
60	0.9728	0.9747	0.9765	0.9782	0.9798	0.9814	0.9829	0.9843	0.9856	0.9868
61	0.9700	0.9720	0.9740	0.9759	0.9777	0.9794	0.9810	0.9826	0.9840	0.9854
62	0.9669	0.9692	0.9713	0.9734	0.9754	0.9773	0.9791	0.9808	0.9824	0.9839
63	0.9637	0.9662	0.9685	0.9708	0.9730	0.9751	0.9771	0.9789	0.9807	0.9823
64	0.9604	0.9630	0.9656	0.9681	0.9705	0.9728	0.9750	0.9770	0.9790	0.9808
65	0.9568	0.9597	0.9625	0.9652	0.9678	0.9703	0.9727	0.9750	0.9771	0.9791
66	0.9529	0.9561	0.9592	0.9621	0.9650	0.9677	0.9704	0.9728	0.9752	0.9773
67	0.9488	0.9523	0.9556	0.9589	0.9620	0.9650	0.9679	0.9706	0.9731	0.9755
68	0.9444	0.9481	0.9518	0.9553	0.9588	0.9620	0.9652	0.9681	0.9709	0.9736
69	0.9395	0.9436	0.9476	0.9515	0.9552	0.9588	0.9622	0.9655	0.9686	0.9714
70	0.9343	0.9388	0.9431	0.9473	0.9514	0.9553	0.9591	0.9626	0.9660	0.9692
71	0.9287	0.9335	0.9382	0.9428	0.9473	0.9516	0.9557	0.9596	0.9633	0.9667
72	0.9227	0.9279	0.9330	0.9380	0.9428	0.9475	0.9520	0.9563	0.9603	0.9641
73	0.9163	0.9219	0.9275	0.9329	0.9381	0.9433	0.9482	0.9528	0.9573	0.9615
74	0.9096	0.9157	0.9216	0.9275	0.9332	0.9388	0.9441	0.9493	0.9541	0.9587
75	0.9027	0.9092	0.9156	0.9220	0.9282	0.9342	0.9400	0.9456	0.9510	0.9560
76	0.8956	0.9025	0.9095	0.9163	0.9230	0.9296	0.9359	0.9420	0.9478	0.9533
77	0.8884	0.8959	0.9033	0.9107	0.9179	0.9250	0.9319	0.9385	0.9449	0.9509
78	0.8813	0.8893	0.8972	0.9052	0.9130	0.9206	0.9281	0.9353	0.9422	0.9487
79	0.8744	0.8829	0.8914	0.8999	0.9083	0.9165	0.9246	0.9324	0.9399	0.9471

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
75% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	25	26	27	28	29	30	31	32	33	34	35	36	37
42	0.9490	0.9498	0.9506	0.9514	0.9523	0.9532	0.9541	0.9551	0.9560	0.9571	0.9581	0.9592	0.9603
43	0.9452	0.9459	0.9468	0.9476	0.9485	0.9494	0.9504	0.9514	0.9524	0.9535	0.9546	0.9557	0.9569
44	0.9410	0.9418	0.9427	0.9435	0.9445	0.9454	0.9464	0.9475	0.9485	0.9496	0.9508	0.9519	0.9532
45	0.9366	0.9374	0.9382	0.9392	0.9401	0.9411	0.9421	0.9432	0.9443	0.9454	0.9466	0.9478	0.9491
46	0.9318	0.9326	0.9335	0.9344	0.9354	0.9364	0.9375	0.9386	0.9397	0.9409	0.9421	0.9434	0.9447
47	0.9266	0.9275	0.9284	0.9293	0.9303	0.9314	0.9324	0.9336	0.9348	0.9360	0.9372	0.9386	0.9399
48	0.9211	0.9220	0.9229	0.9238	0.9249	0.9259	0.9270	0.9282	0.9294	0.9307	0.9320	0.9333	0.9348
49	0.9151	0.9160	0.9170	0.9179	0.9190	0.9201	0.9212	0.9224	0.9236	0.9249	0.9263	0.9277	0.9292
50	0.9088	0.9097	0.9106	0.9116	0.9127	0.9138	0.9149	0.9162	0.9174	0.9188	0.9202	0.9216	0.9231
51	0.9020	0.9029	0.9038	0.9048	0.9059	0.9070	0.9082	0.9095	0.9108	0.9121	0.9136	0.9150	0.9166
52	0.8947	0.8956	0.8966	0.8976	0.8987	0.8999	0.9011	0.9023	0.9037	0.9051	0.9065	0.9080	0.9096
53	0.8870	0.8879	0.8889	0.8900	0.8911	0.8922	0.8935	0.8947	0.8961	0.8975	0.8990	0.9006	0.9022
54	0.8789	0.8798	0.8808	0.8818	0.8830	0.8841	0.8854	0.8867	0.8881	0.8895	0.8910	0.8926	0.8943
55	0.8702	0.8712	0.8722	0.8732	0.8744	0.8756	0.8768	0.8781	0.8795	0.8810	0.8826	0.8842	0.8859
56	0.8612	0.8622	0.8632	0.8642	0.8654	0.8666	0.8679	0.8692	0.8706	0.8721	0.8737	0.8753	0.8771
57	0.8518	0.8528	0.8538	0.8549	0.8560	0.8572	0.8585	0.8599	0.8613	0.8628	0.8644	0.8661	0.8678
58	0.8420	0.8430	0.8440	0.8451	0.8462	0.8474	0.8487	0.8501	0.8515	0.8531	0.8547	0.8564	0.8582
59	0.8318	0.8328	0.8338	0.8349	0.8360	0.8373	0.8386	0.8399	0.8414	0.8429	0.8445	0.8463	0.8481
60	0.8212	0.8222	0.8232	0.8243	0.8254	0.8267	0.8280	0.8293	0.8308	0.8323	0.8340	0.8357	0.8375
61	0.8102	0.8111	0.8122	0.8133	0.8144	0.8157	0.8170	0.8183	0.8198	0.8214	0.8230	0.8248	0.8266
62	0.7988	0.7998	0.8008	0.8019	0.8031	0.8043	0.8056	0.8070	0.8085	0.8100	0.8117	0.8135	0.8153
63	0.7872	0.7881	0.7892	0.7902	0.7914	0.7926	0.7939	0.7953	0.7968	0.7984	0.8000	0.8018	0.8037
64	0.7752	0.7762	0.7772	0.7783	0.7794	0.7807	0.7820	0.7834	0.7848	0.7864	0.7881	0.7898	0.7917
65	0.7629	0.7639	0.7649	0.7660	0.7671	0.7683	0.7696	0.7710	0.7725	0.7741	0.7757	0.7775	0.7794
66	0.7502	0.7512	0.7522	0.7533	0.7544	0.7557	0.7570	0.7583	0.7598	0.7614	0.7630	0.7648	0.7667
67	0.7373	0.7383	0.7393	0.7403	0.7415	0.7427	0.7440	0.7454	0.7468	0.7484	0.7500	0.7518	0.7537
68	0.7240	0.7249	0.7259	0.7270	0.7281	0.7293	0.7306	0.7320	0.7335	0.7350	0.7367	0.7384	0.7403
69	0.7102	0.7111	0.7121	0.7132	0.7143	0.7155	0.7168	0.7182	0.7196	0.7211	0.7228	0.7245	0.7264
70	0.6960	0.6969	0.6979	0.6990	0.7001	0.7013	0.7026	0.7039	0.7053	0.7069	0.7085	0.7102	0.7121
71	0.6814	0.6823	0.6833	0.6843	0.6855	0.6866	0.6879	0.6892	0.6906	0.6922	0.6938	0.6955	0.6973
72	0.6664	0.6673	0.6683	0.6693	0.6704	0.6716	0.6728	0.6742	0.6756	0.6771	0.6787	0.6804	0.6822
73	0.6511	0.6520	0.6530	0.6540	0.6550	0.6562	0.6574	0.6587	0.6601	0.6616	0.6632	0.6649	0.6667
74	0.6355	0.6364	0.6373	0.6383	0.6394	0.6405	0.6418	0.6430	0.6444	0.6459	0.6474	0.6491	0.6509
75	0.6198	0.6206	0.6215	0.6225	0.6236	0.6247	0.6259	0.6272	0.6285	0.6300	0.6315	0.6331	0.6349
76	0.6040	0.6049	0.6058	0.6067	0.6078	0.6089	0.6101	0.6113	0.6126	0.6141	0.6156	0.6172	0.6189
77	0.5883	0.5891	0.5900	0.5910	0.5920	0.5931	0.5942	0.5955	0.5968	0.5982	0.5997	0.6013	0.6030
78	0.5728	0.5736	0.5745	0.5755	0.5765	0.5775	0.5787	0.5799	0.5812	0.5825	0.5840	0.5856	0.5873
79	0.5577	0.5585	0.5594	0.5603	0.5613	0.5623	0.5634	0.5646	0.5659	0.5673	0.5687	0.5702	0.5719

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
75% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	38	39	40	41	42	43	44	45	46	47	48	49	50
42	0.9614	0.9626	0.9637	0.9649	0.9661	0.9673	0.9685	0.9697	0.9709	0.9721	0.9733	0.9745	0.9757
43	0.9581	0.9593	0.9605	0.9617	0.9630	0.9643	0.9656	0.9669	0.9682	0.9695	0.9708	0.9721	0.9733
44	0.9544	0.9557	0.9570	0.9583	0.9596	0.9610	0.9623	0.9637	0.9651	0.9665	0.9679	0.9693	0.9707
45	0.9504	0.9517	0.9531	0.9545	0.9559	0.9573	0.9588	0.9603	0.9617	0.9632	0.9647	0.9662	0.9677
46	0.9461	0.9475	0.9489	0.9503	0.9518	0.9533	0.9549	0.9565	0.9580	0.9596	0.9612	0.9628	0.9645
47	0.9413	0.9428	0.9443	0.9458	0.9474	0.9490	0.9506	0.9523	0.9539	0.9556	0.9574	0.9591	0.9608
48	0.9362	0.9377	0.9393	0.9409	0.9425	0.9442	0.9459	0.9477	0.9495	0.9513	0.9531	0.9549	0.9568
49	0.9307	0.9322	0.9339	0.9355	0.9373	0.9390	0.9408	0.9427	0.9445	0.9464	0.9484	0.9503	0.9523
50	0.9247	0.9263	0.9280	0.9297	0.9315	0.9334	0.9352	0.9372	0.9392	0.9412	0.9432	0.9453	0.9474
51	0.9182	0.9199	0.9216	0.9234	0.9253	0.9272	0.9292	0.9312	0.9333	0.9354	0.9376	0.9398	0.9420
52	0.9113	0.9130	0.9148	0.9167	0.9186	0.9206	0.9227	0.9248	0.9270	0.9292	0.9315	0.9338	0.9362
53	0.9039	0.9057	0.9075	0.9095	0.9115	0.9135	0.9157	0.9179	0.9201	0.9225	0.9249	0.9273	0.9298
54	0.8960	0.8979	0.8998	0.9017	0.9038	0.9059	0.9082	0.9104	0.9128	0.9152	0.9178	0.9203	0.9230
55	0.8877	0.8895	0.8915	0.8935	0.8957	0.8979	0.9002	0.9025	0.9050	0.9075	0.9101	0.9128	0.9156
56	0.8789	0.8808	0.8828	0.8849	0.8871	0.8893	0.8917	0.8941	0.8967	0.8993	0.9020	0.9048	0.9077
57	0.8697	0.8716	0.8737	0.8758	0.8780	0.8804	0.8828	0.8853	0.8879	0.8907	0.8935	0.8964	0.8994
58	0.8600	0.8620	0.8641	0.8663	0.8686	0.8709	0.8734	0.8760	0.8787	0.8815	0.8845	0.8875	0.8906
59	0.8500	0.8520	0.8541	0.8563	0.8586	0.8611	0.8636	0.8663	0.8691	0.8720	0.8750	0.8781	0.8813
60	0.8395	0.8415	0.8437	0.8459	0.8483	0.8508	0.8534	0.8561	0.8589	0.8619	0.8650	0.8682	0.8716
61	0.8286	0.8306	0.8328	0.8351	0.8375	0.8400	0.8426	0.8454	0.8483	0.8514	0.8546	0.8579	0.8613
62	0.8173	0.8194	0.8215	0.8239	0.8263	0.8289	0.8315	0.8344	0.8373	0.8404	0.8437	0.8471	0.8507
63	0.8056	0.8077	0.8099	0.8123	0.8147	0.8173	0.8201	0.8229	0.8259	0.8291	0.8324	0.8359	0.8396
64	0.7937	0.7958	0.7980	0.8004	0.8029	0.8055	0.8082	0.8111	0.8142	0.8174	0.8208	0.8244	0.8281
65	0.7814	0.7835	0.7857	0.7881	0.7906	0.7932	0.7960	0.7989	0.8020	0.8053	0.8088	0.8124	0.8162
66	0.7687	0.7708	0.7730	0.7754	0.7779	0.7806	0.7834	0.7863	0.7895	0.7928	0.7963	0.7999	0.8038
67	0.7557	0.7578	0.7600	0.7624	0.7649	0.7676	0.7704	0.7734	0.7766	0.7799	0.7834	0.7871	0.7911
68	0.7423	0.7444	0.7466	0.7490	0.7515	0.7542	0.7570	0.7600	0.7632	0.7666	0.7701	0.7739	0.7778
69	0.7284	0.7305	0.7327	0.7351	0.7376	0.7403	0.7431	0.7461	0.7493	0.7527	0.7563	0.7601	0.7641
70	0.7140	0.7161	0.7183	0.7207	0.7232	0.7259	0.7287	0.7317	0.7349	0.7383	0.7419	0.7457	0.7498
71	0.6993	0.7013	0.7036	0.7059	0.7084	0.7111	0.7139	0.7169	0.7201	0.7235	0.7271	0.7309	0.7350
72	0.6841	0.6862	0.6884	0.6907	0.6932	0.6958	0.6986	0.7016	0.7048	0.7082	0.7118	0.7157	0.7197
73	0.6686	0.6706	0.6728	0.6751	0.6776	0.6802	0.6830	0.6860	0.6891	0.6925	0.6961	0.6999	0.7040
74	0.6528	0.6548	0.6569	0.6592	0.6617	0.6643	0.6670	0.6700	0.6731	0.6765	0.6801	0.6839	0.6880
75	0.6368	0.6388	0.6409	0.6431	0.6456	0.6481	0.6509	0.6538	0.6569	0.6603	0.6638	0.6676	0.6717
76	0.6208	0.6227	0.6248	0.6271	0.6294	0.6320	0.6347	0.6376	0.6407	0.6440	0.6475	0.6513	0.6553
77	0.6048	0.6067	0.6088	0.6110	0.6133	0.6159	0.6185	0.6214	0.6244	0.6277	0.6312	0.6350	0.6390
78	0.5890	0.5909	0.5930	0.5952	0.5975	0.6000	0.6026	0.6054	0.6084	0.6117	0.6151	0.6189	0.6228
79	0.5736	0.5755	0.5775	0.5797	0.5819	0.5844	0.5870	0.5898	0.5928	0.5960	0.5994	0.6030	0.6070

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
75% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	51	52	53	54	55	56	57	58	59	60	61	62	63
42	0.9769	0.9781	0.9792	0.9803	0.9814	0.9824	0.9835	0.9845	0.9854	0.9864	0.9873	0.9881	0.9889
43	0.9746	0.9759	0.9771	0.9783	0.9795	0.9807	0.9818	0.9829	0.9840	0.9850	0.9860	0.9869	0.9878
44	0.9721	0.9734	0.9748	0.9761	0.9774	0.9787	0.9799	0.9811	0.9823	0.9834	0.9845	0.9856	0.9866
45	0.9692	0.9707	0.9722	0.9736	0.9750	0.9764	0.9778	0.9791	0.9804	0.9816	0.9828	0.9840	0.9851
46	0.9661	0.9677	0.9692	0.9708	0.9723	0.9739	0.9753	0.9768	0.9782	0.9796	0.9809	0.9822	0.9834
47	0.9625	0.9643	0.9660	0.9677	0.9693	0.9710	0.9726	0.9742	0.9758	0.9773	0.9787	0.9801	0.9815
48	0.9586	0.9605	0.9623	0.9642	0.9660	0.9678	0.9696	0.9713	0.9730	0.9746	0.9763	0.9778	0.9793
49	0.9543	0.9563	0.9583	0.9603	0.9622	0.9642	0.9661	0.9680	0.9699	0.9717	0.9735	0.9752	0.9768
50	0.9495	0.9517	0.9538	0.9559	0.9581	0.9602	0.9623	0.9643	0.9664	0.9683	0.9703	0.9722	0.9740
51	0.9443	0.9466	0.9488	0.9511	0.9534	0.9557	0.9580	0.9602	0.9624	0.9646	0.9667	0.9688	0.9708
52	0.9386	0.9410	0.9434	0.9459	0.9484	0.9508	0.9533	0.9557	0.9581	0.9604	0.9628	0.9650	0.9672
53	0.9324	0.9349	0.9375	0.9402	0.9428	0.9454	0.9481	0.9507	0.9533	0.9559	0.9584	0.9608	0.9633
54	0.9256	0.9284	0.9311	0.9339	0.9367	0.9396	0.9424	0.9452	0.9480	0.9508	0.9535	0.9562	0.9589
55	0.9184	0.9213	0.9242	0.9272	0.9302	0.9332	0.9362	0.9392	0.9423	0.9453	0.9482	0.9512	0.9540
56	0.9107	0.9137	0.9168	0.9199	0.9231	0.9263	0.9295	0.9328	0.9360	0.9393	0.9425	0.9456	0.9488
57	0.9025	0.9057	0.9089	0.9122	0.9156	0.9190	0.9224	0.9259	0.9293	0.9328	0.9363	0.9397	0.9431
58	0.8938	0.8971	0.9005	0.9040	0.9076	0.9111	0.9148	0.9185	0.9222	0.9259	0.9296	0.9333	0.9369
59	0.8847	0.8881	0.8917	0.8953	0.8990	0.9028	0.9067	0.9106	0.9145	0.9184	0.9224	0.9263	0.9303
60	0.8750	0.8786	0.8823	0.8861	0.8900	0.8940	0.8980	0.9021	0.9063	0.9105	0.9147	0.9189	0.9231
61	0.8649	0.8686	0.8724	0.8764	0.8805	0.8846	0.8889	0.8932	0.8976	0.9020	0.9065	0.9110	0.9155
62	0.8543	0.8582	0.8621	0.8662	0.8705	0.8748	0.8792	0.8838	0.8884	0.8931	0.8978	0.9026	0.9073
63	0.8433	0.8473	0.8514	0.8556	0.8600	0.8645	0.8691	0.8739	0.8787	0.8836	0.8886	0.8937	0.8987
64	0.8320	0.8360	0.8402	0.8446	0.8491	0.8538	0.8586	0.8635	0.8686	0.8738	0.8790	0.8843	0.8896
65	0.8201	0.8243	0.8286	0.8331	0.8378	0.8426	0.8476	0.8527	0.8579	0.8633	0.8688	0.8744	0.8800
66	0.8078	0.8121	0.8165	0.8211	0.8259	0.8309	0.8360	0.8413	0.8468	0.8524	0.8581	0.8639	0.8698
67	0.7952	0.7995	0.8040	0.8087	0.8136	0.8187	0.8240	0.8295	0.8351	0.8409	0.8469	0.8529	0.8591
68	0.7820	0.7864	0.7910	0.7958	0.8008	0.8060	0.8115	0.8171	0.8229	0.8289	0.8351	0.8414	0.8478
69	0.7683	0.7727	0.7774	0.7823	0.7874	0.7927	0.7983	0.8041	0.8100	0.8162	0.8226	0.8291	0.8358
70	0.7540	0.7585	0.7633	0.7682	0.7734	0.7788	0.7845	0.7904	0.7966	0.8029	0.8095	0.8162	0.8231
71	0.7393	0.7438	0.7486	0.7536	0.7589	0.7644	0.7702	0.7762	0.7825	0.7890	0.7957	0.8026	0.8097
72	0.7240	0.7286	0.7334	0.7385	0.7438	0.7494	0.7552	0.7614	0.7678	0.7744	0.7813	0.7884	0.7957
73	0.7083	0.7129	0.7177	0.7228	0.7282	0.7339	0.7398	0.7460	0.7525	0.7593	0.7663	0.7736	0.7811
74	0.6923	0.6969	0.7017	0.7068	0.7123	0.7180	0.7239	0.7302	0.7368	0.7437	0.7509	0.7583	0.7659
75	0.6760	0.6806	0.6854	0.6906	0.6960	0.7017	0.7078	0.7141	0.7208	0.7277	0.7350	0.7425	0.7504
76	0.6596	0.6642	0.6690	0.6742	0.6796	0.6854	0.6914	0.6978	0.7045	0.7116	0.7190	0.7266	0.7345
77	0.6432	0.6478	0.6526	0.6577	0.6632	0.6689	0.6750	0.6814	0.6882	0.6953	0.7027	0.7105	0.7185
78	0.6271	0.6316	0.6364	0.6415	0.6469	0.6527	0.6588	0.6652	0.6720	0.6791	0.6866	0.6944	0.7026
79	0.6112	0.6157	0.6204	0.6255	0.6309	0.6367	0.6427	0.6492	0.6560	0.6632	0.6707	0.6786	0.6868

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
75% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	64	65	66	67	68	69	70	71	72	73	74	75	76
42	0.9897	0.9905	0.9912	0.9918	0.9925	0.9931	0.9936	0.9942	0.9947	0.9951	0.9956	0.9960	0.9964
43	0.9887	0.9895	0.9903	0.9910	0.9917	0.9924	0.9930	0.9936	0.9942	0.9947	0.9952	0.9957	0.9961
44	0.9875	0.9884	0.9893	0.9901	0.9909	0.9917	0.9924	0.9930	0.9936	0.9942	0.9948	0.9953	0.9958
45	0.9862	0.9872	0.9881	0.9891	0.9899	0.9908	0.9915	0.9923	0.9930	0.9936	0.9942	0.9948	0.9953
46	0.9846	0.9857	0.9868	0.9878	0.9888	0.9897	0.9906	0.9914	0.9922	0.9929	0.9936	0.9942	0.9948
47	0.9828	0.9841	0.9853	0.9864	0.9875	0.9885	0.9895	0.9904	0.9913	0.9921	0.9928	0.9936	0.9942
48	0.9808	0.9821	0.9835	0.9847	0.9859	0.9871	0.9882	0.9892	0.9902	0.9911	0.9920	0.9928	0.9935
49	0.9784	0.9800	0.9814	0.9828	0.9842	0.9855	0.9867	0.9878	0.9889	0.9899	0.9909	0.9918	0.9927
50	0.9758	0.9774	0.9791	0.9806	0.9821	0.9836	0.9849	0.9862	0.9874	0.9886	0.9897	0.9907	0.9917
51	0.9727	0.9746	0.9764	0.9781	0.9798	0.9814	0.9829	0.9844	0.9857	0.9870	0.9883	0.9894	0.9905
52	0.9694	0.9714	0.9734	0.9753	0.9772	0.9790	0.9807	0.9823	0.9838	0.9853	0.9866	0.9879	0.9892
53	0.9656	0.9679	0.9701	0.9722	0.9742	0.9762	0.9781	0.9799	0.9816	0.9832	0.9848	0.9863	0.9876
54	0.9614	0.9639	0.9663	0.9687	0.9709	0.9731	0.9752	0.9772	0.9791	0.9810	0.9827	0.9844	0.9859
55	0.9568	0.9596	0.9622	0.9648	0.9673	0.9697	0.9720	0.9742	0.9764	0.9784	0.9804	0.9822	0.9840
56	0.9518	0.9548	0.9577	0.9605	0.9633	0.9659	0.9685	0.9710	0.9733	0.9756	0.9778	0.9798	0.9818
57	0.9464	0.9496	0.9528	0.9559	0.9589	0.9618	0.9646	0.9674	0.9700	0.9725	0.9749	0.9772	0.9794
58	0.9405	0.9440	0.9474	0.9508	0.9541	0.9573	0.9604	0.9634	0.9663	0.9691	0.9718	0.9743	0.9768
59	0.9341	0.9379	0.9417	0.9453	0.9489	0.9524	0.9558	0.9591	0.9623	0.9654	0.9683	0.9712	0.9739
60	0.9273	0.9314	0.9354	0.9394	0.9433	0.9471	0.9508	0.9544	0.9579	0.9613	0.9646	0.9677	0.9708
61	0.9199	0.9243	0.9286	0.9329	0.9372	0.9413	0.9454	0.9493	0.9531	0.9569	0.9605	0.9639	0.9673
62	0.9121	0.9168	0.9214	0.9261	0.9306	0.9351	0.9395	0.9438	0.9480	0.9521	0.9560	0.9598	0.9635
63	0.9037	0.9088	0.9138	0.9187	0.9236	0.9285	0.9332	0.9379	0.9425	0.9469	0.9512	0.9554	0.9595
64	0.8949	0.9003	0.9056	0.9109	0.9162	0.9214	0.9265	0.9316	0.9365	0.9413	0.9461	0.9507	0.9551
65	0.8856	0.8913	0.8969	0.9026	0.9082	0.9138	0.9193	0.9247	0.9301	0.9353	0.9405	0.9455	0.9504
66	0.8757	0.8817	0.8877	0.8937	0.8997	0.9056	0.9116	0.9174	0.9232	0.9288	0.9344	0.9399	0.9452
67	0.8653	0.8716	0.8779	0.8842	0.8906	0.8969	0.9033	0.9095	0.9157	0.9218	0.9279	0.9338	0.9396
68	0.8543	0.8608	0.8675	0.8742	0.8809	0.8876	0.8944	0.9010	0.9077	0.9142	0.9207	0.9271	0.9334
69	0.8425	0.8494	0.8563	0.8633	0.8704	0.8776	0.8847	0.8918	0.8989	0.9059	0.9129	0.9198	0.9267
70	0.8301	0.8372	0.8445	0.8518	0.8593	0.8668	0.8743	0.8819	0.8894	0.8969	0.9044	0.9119	0.9192
71	0.8170	0.8244	0.8319	0.8396	0.8474	0.8553	0.8632	0.8712	0.8792	0.8872	0.8952	0.9032	0.9111
72	0.8032	0.8108	0.8187	0.8266	0.8347	0.8430	0.8514	0.8597	0.8682	0.8767	0.8853	0.8938	0.9023
73	0.7888	0.7967	0.8047	0.8130	0.8214	0.8300	0.8388	0.8476	0.8565	0.8655	0.8746	0.8837	0.8928
74	0.7738	0.7819	0.7902	0.7987	0.8075	0.8164	0.8255	0.8347	0.8441	0.8536	0.8632	0.8728	0.8826
75	0.7584	0.7667	0.7752	0.7840	0.7930	0.8022	0.8117	0.8213	0.8311	0.8411	0.8512	0.8614	0.8718
76	0.7427	0.7512	0.7599	0.7689	0.7782	0.7877	0.7975	0.8075	0.8177	0.8281	0.8387	0.8495	0.8605
77	0.7268	0.7354	0.7443	0.7535	0.7630	0.7728	0.7830	0.7933	0.8039	0.8147	0.8258	0.8371	0.8487
78	0.7110	0.7197	0.7288	0.7381	0.7478	0.7579	0.7683	0.7789	0.7899	0.8011	0.8127	0.8245	0.8367
79	0.6953	0.7041	0.7133	0.7228	0.7327	0.7430	0.7536	0.7645	0.7758	0.7875	0.7995	0.8118	0.8245

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust
75% Participant-and-Spouse Pension Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age									
	77	78	79	80	81	82	83	84	85	86
42	0.9968	0.9971	0.9975	0.9978	0.9980	0.9983	0.9985	0.9988	0.9990	0.9992
43	0.9965	0.9969	0.9973	0.9976	0.9979	0.9982	0.9984	0.9987	0.9989	0.9991
44	0.9962	0.9966	0.9970	0.9974	0.9977	0.9980	0.9983	0.9986	0.9988	0.9990
45	0.9958	0.9963	0.9967	0.9971	0.9975	0.9979	0.9982	0.9985	0.9987	0.9989
46	0.9954	0.9959	0.9964	0.9968	0.9973	0.9976	0.9980	0.9983	0.9986	0.9988
47	0.9949	0.9954	0.9960	0.9965	0.9969	0.9974	0.9978	0.9981	0.9984	0.9987
48	0.9942	0.9949	0.9955	0.9961	0.9966	0.9970	0.9975	0.9979	0.9982	0.9985
49	0.9935	0.9942	0.9949	0.9955	0.9961	0.9967	0.9972	0.9976	0.9980	0.9983
50	0.9926	0.9934	0.9942	0.9949	0.9956	0.9962	0.9968	0.9973	0.9977	0.9981
51	0.9915	0.9925	0.9934	0.9942	0.9950	0.9956	0.9963	0.9969	0.9974	0.9978
52	0.9903	0.9914	0.9924	0.9934	0.9942	0.9950	0.9957	0.9964	0.9970	0.9975
53	0.9890	0.9902	0.9913	0.9924	0.9934	0.9943	0.9951	0.9959	0.9965	0.9971
54	0.9874	0.9888	0.9901	0.9913	0.9924	0.9934	0.9944	0.9953	0.9960	0.9967
55	0.9857	0.9872	0.9887	0.9901	0.9913	0.9925	0.9936	0.9946	0.9955	0.9963
56	0.9837	0.9855	0.9871	0.9887	0.9901	0.9915	0.9927	0.9938	0.9949	0.9958
57	0.9815	0.9835	0.9854	0.9872	0.9888	0.9903	0.9917	0.9930	0.9942	0.9952
58	0.9792	0.9814	0.9835	0.9855	0.9873	0.9890	0.9906	0.9921	0.9934	0.9946
59	0.9765	0.9790	0.9814	0.9836	0.9857	0.9876	0.9894	0.9910	0.9925	0.9939
60	0.9737	0.9764	0.9790	0.9815	0.9838	0.9860	0.9880	0.9899	0.9916	0.9931
61	0.9705	0.9736	0.9765	0.9793	0.9819	0.9843	0.9866	0.9887	0.9906	0.9923
62	0.9671	0.9705	0.9737	0.9768	0.9797	0.9824	0.9850	0.9873	0.9895	0.9914
63	0.9634	0.9672	0.9708	0.9742	0.9774	0.9804	0.9833	0.9859	0.9883	0.9905
64	0.9594	0.9636	0.9675	0.9713	0.9749	0.9783	0.9814	0.9843	0.9870	0.9895
65	0.9551	0.9597	0.9640	0.9682	0.9722	0.9759	0.9794	0.9827	0.9857	0.9884
66	0.9504	0.9554	0.9602	0.9648	0.9691	0.9733	0.9772	0.9808	0.9841	0.9872
67	0.9452	0.9507	0.9560	0.9610	0.9658	0.9704	0.9747	0.9787	0.9824	0.9858
68	0.9396	0.9455	0.9513	0.9568	0.9621	0.9672	0.9719	0.9764	0.9805	0.9842
69	0.9333	0.9398	0.9461	0.9522	0.9580	0.9636	0.9688	0.9737	0.9783	0.9824
70	0.9265	0.9335	0.9404	0.9471	0.9535	0.9596	0.9654	0.9708	0.9758	0.9805
71	0.9190	0.9266	0.9341	0.9414	0.9484	0.9551	0.9615	0.9675	0.9731	0.9782
72	0.9108	0.9191	0.9272	0.9351	0.9428	0.9502	0.9572	0.9638	0.9701	0.9758
73	0.9019	0.9108	0.9197	0.9283	0.9367	0.9448	0.9525	0.9598	0.9667	0.9730
74	0.8923	0.9020	0.9115	0.9209	0.9300	0.9389	0.9474	0.9555	0.9631	0.9701
75	0.8822	0.8925	0.9028	0.9130	0.9229	0.9326	0.9419	0.9508	0.9592	0.9671
76	0.8715	0.8826	0.8936	0.9046	0.9154	0.9259	0.9361	0.9459	0.9552	0.9638
77	0.8605	0.8722	0.8840	0.8958	0.9074	0.9189	0.9300	0.9407	0.9509	0.9605
78	0.8491	0.8616	0.8741	0.8867	0.8993	0.9116	0.9237	0.9354	0.9466	0.9571
79	0.8376	0.8507	0.8641	0.8775	0.8909	0.9043	0.9173	0.9301	0.9423	0.9539

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

75% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	25	26	27	28	29	30	31	32	33	34	35	36	37
42	0.9487	0.9494	0.9502	0.9510	0.9518	0.9527	0.9536	0.9545	0.9554	0.9564	0.9574	0.9584	0.9594
43	0.9448	0.9456	0.9464	0.9472	0.9480	0.9489	0.9498	0.9508	0.9518	0.9528	0.9538	0.9549	0.9560
44	0.9407	0.9414	0.9423	0.9431	0.9440	0.9449	0.9458	0.9468	0.9478	0.9489	0.9500	0.9511	0.9522
45	0.9362	0.9370	0.9378	0.9387	0.9396	0.9405	0.9415	0.9425	0.9436	0.9447	0.9458	0.9470	0.9481
46	0.9314	0.9322	0.9331	0.9340	0.9349	0.9358	0.9368	0.9379	0.9390	0.9401	0.9413	0.9425	0.9437
47	0.9262	0.9271	0.9279	0.9288	0.9298	0.9308	0.9318	0.9329	0.9340	0.9352	0.9364	0.9376	0.9389
48	0.9207	0.9215	0.9224	0.9233	0.9243	0.9253	0.9264	0.9275	0.9286	0.9298	0.9311	0.9324	0.9337
49	0.9148	0.9156	0.9165	0.9174	0.9184	0.9195	0.9205	0.9217	0.9229	0.9241	0.9254	0.9267	0.9281
50	0.9084	0.9092	0.9101	0.9111	0.9121	0.9132	0.9143	0.9154	0.9166	0.9179	0.9192	0.9206	0.9220
51	0.9015	0.9024	0.9033	0.9043	0.9053	0.9064	0.9075	0.9087	0.9099	0.9112	0.9126	0.9140	0.9154
52	0.8943	0.8952	0.8961	0.8971	0.8981	0.8992	0.9004	0.9016	0.9028	0.9041	0.9055	0.9070	0.9085
53	0.8866	0.8875	0.8884	0.8894	0.8905	0.8916	0.8927	0.8939	0.8952	0.8966	0.8980	0.8995	0.9010
54	0.8784	0.8793	0.8803	0.8813	0.8823	0.8835	0.8846	0.8859	0.8872	0.8885	0.8900	0.8915	0.8931
55	0.8698	0.8707	0.8717	0.8727	0.8737	0.8749	0.8761	0.8773	0.8786	0.8800	0.8815	0.8830	0.8846
56	0.8608	0.8617	0.8626	0.8637	0.8647	0.8659	0.8671	0.8684	0.8697	0.8711	0.8726	0.8741	0.8758
57	0.8514	0.8523	0.8532	0.8543	0.8554	0.8565	0.8577	0.8590	0.8604	0.8618	0.8633	0.8649	0.8665
58	0.8416	0.8425	0.8434	0.8445	0.8456	0.8467	0.8479	0.8492	0.8506	0.8520	0.8536	0.8552	0.8568
59	0.8313	0.8323	0.8332	0.8343	0.8354	0.8365	0.8378	0.8391	0.8404	0.8419	0.8434	0.8450	0.8467
60	0.8207	0.8216	0.8226	0.8237	0.8248	0.8259	0.8272	0.8285	0.8298	0.8313	0.8329	0.8345	0.8362
61	0.8097	0.8106	0.8116	0.8127	0.8138	0.8149	0.8162	0.8175	0.8189	0.8203	0.8219	0.8235	0.8253
62	0.7984	0.7993	0.8003	0.8013	0.8024	0.8036	0.8048	0.8061	0.8075	0.8090	0.8106	0.8122	0.8140
63	0.7867	0.7876	0.7886	0.7896	0.7907	0.7919	0.7931	0.7945	0.7959	0.7973	0.7989	0.8006	0.8023
64	0.7748	0.7757	0.7766	0.7777	0.7788	0.7799	0.7812	0.7825	0.7839	0.7854	0.7869	0.7886	0.7904
65	0.7625	0.7634	0.7643	0.7654	0.7665	0.7676	0.7689	0.7702	0.7716	0.7730	0.7746	0.7763	0.7780
66	0.7498	0.7507	0.7517	0.7527	0.7538	0.7549	0.7562	0.7575	0.7589	0.7603	0.7619	0.7636	0.7653
67	0.7369	0.7378	0.7387	0.7397	0.7408	0.7420	0.7432	0.7445	0.7459	0.7474	0.7489	0.7506	0.7524
68	0.7236	0.7245	0.7254	0.7264	0.7275	0.7286	0.7299	0.7312	0.7325	0.7340	0.7356	0.7372	0.7390
69	0.7098	0.7107	0.7116	0.7126	0.7137	0.7148	0.7160	0.7173	0.7187	0.7202	0.7217	0.7234	0.7251
70	0.6956	0.6965	0.6974	0.6984	0.6995	0.7006	0.7018	0.7031	0.7045	0.7059	0.7074	0.7091	0.7108
71	0.6810	0.6819	0.6828	0.6838	0.6849	0.6860	0.6872	0.6884	0.6898	0.6912	0.6927	0.6944	0.6961
72	0.6661	0.6669	0.6678	0.6688	0.6698	0.6710	0.6721	0.6734	0.6747	0.6761	0.6777	0.6793	0.6810
73	0.6507	0.6516	0.6525	0.6535	0.6545	0.6556	0.6567	0.6580	0.6593	0.6607	0.6622	0.6638	0.6655
74	0.6352	0.6360	0.6369	0.6378	0.6389	0.6399	0.6411	0.6423	0.6436	0.6450	0.6465	0.6481	0.6497
75	0.6194	0.6202	0.6211	0.6221	0.6231	0.6241	0.6253	0.6265	0.6278	0.6291	0.6306	0.6321	0.6338
76	0.6037	0.6045	0.6054	0.6063	0.6073	0.6083	0.6094	0.6106	0.6119	0.6132	0.6147	0.6162	0.6179
77	0.5880	0.5888	0.5896	0.5905	0.5915	0.5925	0.5936	0.5948	0.5961	0.5974	0.5988	0.6003	0.6019
78	0.5725	0.5733	0.5741	0.5750	0.5760	0.5770	0.5781	0.5793	0.5805	0.5818	0.5832	0.5847	0.5863
79	0.5574	0.5582	0.5590	0.5599	0.5608	0.5618	0.5629	0.5640	0.5652	0.5665	0.5679	0.5694	0.5709

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

75% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	38	39	40	41	42	43	44	45	46	47	48	49	50
42	0.9605	0.9616	0.9627	0.9638	0.9649	0.9660	0.9672	0.9683	0.9694	0.9705	0.9716	0.9727	0.9738
43	0.9571	0.9582	0.9594	0.9606	0.9618	0.9629	0.9641	0.9654	0.9666	0.9678	0.9690	0.9702	0.9713
44	0.9534	0.9546	0.9558	0.9570	0.9583	0.9596	0.9608	0.9621	0.9634	0.9647	0.9660	0.9673	0.9686
45	0.9494	0.9506	0.9519	0.9532	0.9545	0.9559	0.9572	0.9586	0.9600	0.9613	0.9627	0.9641	0.9655
46	0.9450	0.9463	0.9476	0.9490	0.9504	0.9518	0.9532	0.9547	0.9562	0.9576	0.9591	0.9606	0.9621
47	0.9402	0.9416	0.9430	0.9444	0.9459	0.9474	0.9489	0.9504	0.9520	0.9535	0.9551	0.9567	0.9583
48	0.9351	0.9365	0.9380	0.9395	0.9410	0.9425	0.9441	0.9458	0.9474	0.9491	0.9507	0.9524	0.9541
49	0.9295	0.9310	0.9325	0.9340	0.9356	0.9373	0.9390	0.9407	0.9424	0.9441	0.9459	0.9477	0.9495
50	0.9235	0.9250	0.9266	0.9282	0.9298	0.9316	0.9333	0.9351	0.9369	0.9388	0.9406	0.9425	0.9444
51	0.9170	0.9185	0.9202	0.9218	0.9236	0.9253	0.9272	0.9290	0.9310	0.9329	0.9349	0.9369	0.9389
52	0.9100	0.9116	0.9133	0.9151	0.9168	0.9187	0.9206	0.9225	0.9245	0.9266	0.9287	0.9308	0.9329
53	0.9026	0.9043	0.9060	0.9078	0.9096	0.9115	0.9135	0.9155	0.9176	0.9198	0.9219	0.9241	0.9264
54	0.8947	0.8964	0.8982	0.9000	0.9019	0.9039	0.9059	0.9080	0.9102	0.9124	0.9147	0.9170	0.9194
55	0.8863	0.8880	0.8899	0.8918	0.8937	0.8958	0.8979	0.9001	0.9023	0.9046	0.9070	0.9094	0.9119
56	0.8775	0.8793	0.8811	0.8831	0.8851	0.8872	0.8894	0.8916	0.8939	0.8963	0.8988	0.9013	0.9039
57	0.8683	0.8701	0.8720	0.8740	0.8760	0.8782	0.8804	0.8827	0.8851	0.8876	0.8901	0.8928	0.8955
58	0.8586	0.8605	0.8624	0.8644	0.8665	0.8687	0.8710	0.8734	0.8759	0.8784	0.8811	0.8838	0.8866
59	0.8485	0.8504	0.8524	0.8544	0.8566	0.8588	0.8612	0.8636	0.8662	0.8688	0.8715	0.8743	0.8772
60	0.8380	0.8399	0.8419	0.8440	0.8462	0.8485	0.8509	0.8534	0.8560	0.8587	0.8615	0.8644	0.8673
61	0.8271	0.8290	0.8310	0.8332	0.8354	0.8377	0.8402	0.8427	0.8454	0.8481	0.8510	0.8540	0.8570
62	0.8158	0.8178	0.8198	0.8219	0.8242	0.8266	0.8291	0.8317	0.8344	0.8372	0.8401	0.8432	0.8463
63	0.8042	0.8061	0.8082	0.8104	0.8127	0.8151	0.8176	0.8202	0.8230	0.8258	0.8288	0.8320	0.8352
64	0.7922	0.7942	0.7963	0.7985	0.8008	0.8032	0.8058	0.8084	0.8112	0.8142	0.8172	0.8204	0.8237
65	0.7799	0.7819	0.7840	0.7862	0.7885	0.7910	0.7935	0.7963	0.7991	0.8021	0.8052	0.8084	0.8118
66	0.7672	0.7692	0.7713	0.7735	0.7759	0.7783	0.7809	0.7837	0.7866	0.7896	0.7927	0.7960	0.7995
67	0.7542	0.7562	0.7583	0.7606	0.7629	0.7654	0.7680	0.7708	0.7737	0.7767	0.7799	0.7833	0.7868
68	0.7409	0.7428	0.7449	0.7472	0.7495	0.7520	0.7547	0.7574	0.7604	0.7635	0.7667	0.7701	0.7736
69	0.7270	0.7290	0.7311	0.7333	0.7356	0.7381	0.7408	0.7436	0.7465	0.7496	0.7529	0.7563	0.7599
70	0.7127	0.7146	0.7167	0.7190	0.7213	0.7238	0.7265	0.7293	0.7322	0.7354	0.7386	0.7421	0.7457
71	0.6979	0.6999	0.7020	0.7042	0.7066	0.7090	0.7117	0.7145	0.7175	0.7206	0.7239	0.7274	0.7310
72	0.6828	0.6848	0.6868	0.6890	0.6914	0.6938	0.6965	0.6993	0.7023	0.7054	0.7087	0.7122	0.7159
73	0.6673	0.6692	0.6713	0.6735	0.6758	0.6783	0.6809	0.6837	0.6866	0.6898	0.6931	0.6966	0.7003
74	0.6515	0.6534	0.6555	0.6576	0.6599	0.6624	0.6650	0.6678	0.6707	0.6739	0.6772	0.6807	0.6844
75	0.6356	0.6375	0.6395	0.6416	0.6439	0.6463	0.6489	0.6517	0.6546	0.6577	0.6610	0.6645	0.6682
76	0.6196	0.6215	0.6235	0.6256	0.6278	0.6302	0.6328	0.6355	0.6384	0.6415	0.6448	0.6483	0.6520
77	0.6037	0.6055	0.6075	0.6096	0.6118	0.6142	0.6167	0.6194	0.6223	0.6254	0.6286	0.6321	0.6358
78	0.5880	0.5898	0.5917	0.5938	0.5960	0.5983	0.6008	0.6035	0.6064	0.6094	0.6126	0.6161	0.6197
79	0.5726	0.5744	0.5763	0.5783	0.5805	0.5828	0.5853	0.5879	0.5908	0.5938	0.5970	0.6004	0.6040

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

75% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	51	52	53	54	55	56	57	58	59	60	61	62	63
42	0.9749	0.9760	0.9770	0.9780	0.9790	0.9800	0.9809	0.9818	0.9827	0.9835	0.9844	0.9852	0.9859
43	0.9725	0.9736	0.9748	0.9759	0.9770	0.9780	0.9790	0.9800	0.9810	0.9820	0.9829	0.9837	0.9846
44	0.9698	0.9711	0.9723	0.9735	0.9747	0.9758	0.9770	0.9781	0.9791	0.9802	0.9812	0.9821	0.9831
45	0.9668	0.9682	0.9695	0.9708	0.9721	0.9734	0.9746	0.9758	0.9770	0.9781	0.9792	0.9803	0.9813
46	0.9635	0.9650	0.9664	0.9678	0.9692	0.9706	0.9720	0.9733	0.9746	0.9758	0.9770	0.9782	0.9793
47	0.9599	0.9614	0.9630	0.9645	0.9660	0.9675	0.9690	0.9704	0.9718	0.9732	0.9745	0.9758	0.9771
48	0.9558	0.9575	0.9591	0.9608	0.9624	0.9641	0.9657	0.9672	0.9688	0.9703	0.9717	0.9731	0.9745
49	0.9513	0.9531	0.9549	0.9567	0.9585	0.9602	0.9619	0.9636	0.9653	0.9669	0.9685	0.9701	0.9716
50	0.9464	0.9483	0.9502	0.9521	0.9540	0.9559	0.9578	0.9596	0.9614	0.9632	0.9650	0.9667	0.9683
51	0.9409	0.9430	0.9450	0.9471	0.9491	0.9512	0.9532	0.9552	0.9571	0.9591	0.9610	0.9628	0.9646
52	0.9351	0.9372	0.9394	0.9416	0.9438	0.9460	0.9481	0.9503	0.9524	0.9545	0.9565	0.9586	0.9605
53	0.9287	0.9310	0.9333	0.9356	0.9379	0.9403	0.9426	0.9449	0.9472	0.9494	0.9517	0.9539	0.9560
54	0.9218	0.9242	0.9267	0.9291	0.9316	0.9341	0.9366	0.9390	0.9415	0.9439	0.9463	0.9487	0.9510
55	0.9144	0.9169	0.9195	0.9221	0.9248	0.9274	0.9300	0.9327	0.9353	0.9379	0.9405	0.9430	0.9456
56	0.9065	0.9092	0.9119	0.9147	0.9174	0.9202	0.9230	0.9258	0.9286	0.9314	0.9342	0.9369	0.9397
57	0.8982	0.9010	0.9038	0.9067	0.9097	0.9126	0.9156	0.9186	0.9216	0.9245	0.9275	0.9304	0.9333
58	0.8894	0.8923	0.8953	0.8983	0.9014	0.9045	0.9077	0.9108	0.9140	0.9171	0.9203	0.9234	0.9266
59	0.8802	0.8832	0.8863	0.8895	0.8927	0.8959	0.8992	0.9026	0.9059	0.9093	0.9126	0.9160	0.9193
60	0.8704	0.8736	0.8768	0.8801	0.8834	0.8869	0.8903	0.8938	0.8974	0.9009	0.9045	0.9080	0.9116
61	0.8602	0.8635	0.8668	0.8702	0.8737	0.8773	0.8809	0.8846	0.8883	0.8920	0.8958	0.8996	0.9033
62	0.8496	0.8529	0.8564	0.8599	0.8636	0.8673	0.8711	0.8749	0.8788	0.8827	0.8867	0.8907	0.8947
63	0.8385	0.8420	0.8456	0.8492	0.8530	0.8568	0.8608	0.8648	0.8688	0.8730	0.8771	0.8813	0.8855
64	0.8272	0.8307	0.8344	0.8382	0.8420	0.8460	0.8501	0.8543	0.8585	0.8628	0.8672	0.8715	0.8760
65	0.8153	0.8190	0.8227	0.8266	0.8306	0.8347	0.8389	0.8433	0.8477	0.8521	0.8567	0.8613	0.8659
66	0.8030	0.8068	0.8106	0.8146	0.8187	0.8230	0.8273	0.8318	0.8363	0.8410	0.8457	0.8505	0.8554
67	0.7904	0.7942	0.7982	0.8022	0.8065	0.8108	0.8153	0.8199	0.8246	0.8294	0.8343	0.8393	0.8444
68	0.7773	0.7812	0.7852	0.7894	0.7937	0.7981	0.8027	0.8075	0.8123	0.8173	0.8224	0.8276	0.8328
69	0.7637	0.7676	0.7717	0.7759	0.7803	0.7849	0.7896	0.7944	0.7994	0.8046	0.8098	0.8152	0.8206
70	0.7495	0.7535	0.7576	0.7619	0.7664	0.7711	0.7759	0.7809	0.7860	0.7912	0.7966	0.8022	0.8078
71	0.7349	0.7389	0.7431	0.7474	0.7520	0.7567	0.7616	0.7667	0.7719	0.7773	0.7829	0.7886	0.7944
72	0.7197	0.7238	0.7280	0.7324	0.7371	0.7419	0.7468	0.7520	0.7573	0.7629	0.7685	0.7744	0.7803
73	0.7042	0.7082	0.7125	0.7170	0.7216	0.7265	0.7316	0.7368	0.7422	0.7479	0.7536	0.7596	0.7657
74	0.6882	0.6923	0.6966	0.7011	0.7058	0.7108	0.7159	0.7212	0.7267	0.7324	0.7383	0.7444	0.7507
75	0.6721	0.6762	0.6805	0.6850	0.6898	0.6947	0.6999	0.7053	0.7109	0.7166	0.7226	0.7288	0.7352
76	0.6559	0.6600	0.6643	0.6688	0.6736	0.6786	0.6838	0.6892	0.6949	0.7007	0.7068	0.7131	0.7196
77	0.6396	0.6437	0.6481	0.6526	0.6574	0.6624	0.6676	0.6731	0.6788	0.6847	0.6909	0.6972	0.7038
78	0.6236	0.6277	0.6320	0.6366	0.6413	0.6464	0.6516	0.6571	0.6629	0.6688	0.6750	0.6815	0.6881
79	0.6079	0.6120	0.6163	0.6208	0.6256	0.6306	0.6359	0.6414	0.6472	0.6532	0.6595	0.6660	0.6727

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

75% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age												
	64	65	66	67	68	69	70	71	72	73	74	75	76
42	0.9866	0.9873	0.9880	0.9887	0.9893	0.9899	0.9904	0.9910	0.9915	0.9919	0.9924	0.9928	0.9933
43	0.9854	0.9862	0.9869	0.9876	0.9883	0.9890	0.9896	0.9902	0.9908	0.9913	0.9918	0.9923	0.9928
44	0.9840	0.9848	0.9857	0.9865	0.9872	0.9879	0.9886	0.9893	0.9899	0.9905	0.9911	0.9917	0.9922
45	0.9823	0.9833	0.9842	0.9851	0.9859	0.9868	0.9875	0.9883	0.9890	0.9897	0.9903	0.9909	0.9915
46	0.9804	0.9815	0.9825	0.9835	0.9845	0.9854	0.9862	0.9871	0.9879	0.9886	0.9893	0.9900	0.9907
47	0.9783	0.9795	0.9806	0.9817	0.9828	0.9838	0.9847	0.9857	0.9865	0.9874	0.9882	0.9890	0.9897
48	0.9759	0.9771	0.9784	0.9796	0.9808	0.9819	0.9830	0.9840	0.9850	0.9860	0.9869	0.9877	0.9886
49	0.9731	0.9745	0.9759	0.9772	0.9785	0.9798	0.9810	0.9821	0.9832	0.9843	0.9853	0.9863	0.9872
50	0.9699	0.9715	0.9730	0.9745	0.9759	0.9773	0.9787	0.9799	0.9812	0.9824	0.9835	0.9846	0.9856
51	0.9664	0.9681	0.9698	0.9714	0.9730	0.9745	0.9760	0.9774	0.9788	0.9801	0.9814	0.9826	0.9838
52	0.9625	0.9643	0.9662	0.9680	0.9697	0.9714	0.9730	0.9746	0.9761	0.9776	0.9790	0.9804	0.9817
53	0.9581	0.9602	0.9622	0.9641	0.9660	0.9679	0.9697	0.9714	0.9731	0.9747	0.9763	0.9778	0.9793
54	0.9533	0.9555	0.9577	0.9599	0.9620	0.9640	0.9660	0.9679	0.9697	0.9715	0.9733	0.9750	0.9766
55	0.9480	0.9505	0.9528	0.9552	0.9575	0.9597	0.9618	0.9639	0.9660	0.9680	0.9699	0.9718	0.9735
56	0.9423	0.9450	0.9475	0.9501	0.9526	0.9550	0.9574	0.9597	0.9619	0.9641	0.9662	0.9682	0.9702
57	0.9362	0.9391	0.9419	0.9446	0.9473	0.9499	0.9525	0.9550	0.9575	0.9599	0.9622	0.9645	0.9666
58	0.9297	0.9327	0.9357	0.9387	0.9416	0.9445	0.9473	0.9500	0.9527	0.9553	0.9579	0.9603	0.9627
59	0.9226	0.9259	0.9292	0.9324	0.9355	0.9386	0.9417	0.9446	0.9476	0.9504	0.9532	0.9559	0.9585
60	0.9151	0.9186	0.9221	0.9255	0.9289	0.9323	0.9356	0.9388	0.9420	0.9451	0.9481	0.9511	0.9540
61	0.9071	0.9108	0.9146	0.9183	0.9219	0.9255	0.9291	0.9326	0.9360	0.9394	0.9427	0.9459	0.9490
62	0.8986	0.9026	0.9066	0.9106	0.9145	0.9184	0.9222	0.9260	0.9297	0.9333	0.9369	0.9404	0.9438
63	0.8897	0.8940	0.8982	0.9024	0.9066	0.9108	0.9149	0.9189	0.9229	0.9269	0.9308	0.9346	0.9383
64	0.8804	0.8849	0.8894	0.8939	0.8983	0.9028	0.9072	0.9115	0.9159	0.9201	0.9243	0.9284	0.9324
65	0.8706	0.8753	0.8801	0.8848	0.8896	0.8943	0.8990	0.9037	0.9083	0.9129	0.9174	0.9218	0.9262
66	0.8603	0.8652	0.8702	0.8753	0.8803	0.8853	0.8903	0.8953	0.9003	0.9052	0.9101	0.9148	0.9195
67	0.8495	0.8547	0.8600	0.8653	0.8706	0.8759	0.8812	0.8865	0.8918	0.8971	0.9023	0.9075	0.9126
68	0.8382	0.8436	0.8491	0.8547	0.8603	0.8659	0.8716	0.8772	0.8828	0.8885	0.8941	0.8996	0.9051
69	0.8262	0.8319	0.8376	0.8434	0.8493	0.8552	0.8612	0.8672	0.8732	0.8792	0.8851	0.8910	0.8969
70	0.8136	0.8194	0.8254	0.8315	0.8377	0.8439	0.8502	0.8565	0.8628	0.8692	0.8755	0.8819	0.8882
71	0.8003	0.8064	0.8126	0.8189	0.8253	0.8319	0.8384	0.8451	0.8518	0.8585	0.8653	0.8721	0.8788
72	0.7865	0.7927	0.7992	0.8057	0.8124	0.8192	0.8261	0.8330	0.8401	0.8472	0.8544	0.8616	0.8687
73	0.7720	0.7785	0.7851	0.7919	0.7988	0.8059	0.8130	0.8203	0.8277	0.8352	0.8428	0.8504	0.8580
74	0.7571	0.7637	0.7705	0.7775	0.7847	0.7920	0.7994	0.8070	0.8148	0.8226	0.8306	0.8386	0.8467
75	0.7418	0.7486	0.7555	0.7627	0.7701	0.7776	0.7854	0.7933	0.8013	0.8095	0.8179	0.8263	0.8348
76	0.7263	0.7332	0.7403	0.7477	0.7552	0.7630	0.7710	0.7792	0.7875	0.7961	0.8048	0.8136	0.8226
77	0.7106	0.7177	0.7249	0.7324	0.7402	0.7482	0.7564	0.7648	0.7735	0.7823	0.7914	0.8007	0.8101
78	0.6950	0.7022	0.7096	0.7173	0.7252	0.7333	0.7418	0.7504	0.7594	0.7686	0.7780	0.7876	0.7974
79	0.6797	0.6869	0.6944	0.7022	0.7103	0.7186	0.7273	0.7362	0.7454	0.7548	0.7646	0.7746	0.7848

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)

Intermountain Ironworkers' Pension Trust

75% Participant-and-Spouse Pension with Single Life Reversion Factors^{1,2}

Effective for benefits earned with respect to Plan Years beginning on or after June 1, 2017

Member's Age	Spouse's Age									
	77	78	79	80	81	82	83	84	85	86
42	0.9937	0.9940	0.9944	0.9947	0.9951	0.9954	0.9957	0.9959	0.9962	0.9964
43	0.9932	0.9936	0.9940	0.9944	0.9947	0.9951	0.9954	0.9957	0.9960	0.9962
44	0.9927	0.9931	0.9936	0.9940	0.9944	0.9947	0.9951	0.9954	0.9957	0.9960
45	0.9920	0.9926	0.9930	0.9935	0.9939	0.9943	0.9947	0.9951	0.9954	0.9957
46	0.9913	0.9919	0.9924	0.9929	0.9934	0.9939	0.9943	0.9947	0.9951	0.9954
47	0.9904	0.9910	0.9917	0.9922	0.9928	0.9933	0.9938	0.9942	0.9946	0.9950
48	0.9893	0.9901	0.9908	0.9914	0.9920	0.9926	0.9931	0.9936	0.9941	0.9945
49	0.9881	0.9889	0.9897	0.9904	0.9911	0.9918	0.9924	0.9930	0.9935	0.9940
50	0.9866	0.9875	0.9884	0.9893	0.9900	0.9908	0.9915	0.9921	0.9927	0.9932
51	0.9849	0.9859	0.9869	0.9879	0.9888	0.9896	0.9904	0.9911	0.9918	0.9924
52	0.9829	0.9841	0.9852	0.9863	0.9873	0.9882	0.9891	0.9899	0.9907	0.9914
53	0.9807	0.9820	0.9832	0.9844	0.9856	0.9866	0.9876	0.9886	0.9894	0.9902
54	0.9781	0.9796	0.9810	0.9823	0.9836	0.9848	0.9859	0.9870	0.9880	0.9889
55	0.9753	0.9769	0.9785	0.9800	0.9814	0.9828	0.9840	0.9852	0.9863	0.9873
56	0.9721	0.9740	0.9757	0.9774	0.9790	0.9805	0.9819	0.9832	0.9845	0.9856
57	0.9687	0.9708	0.9727	0.9746	0.9763	0.9780	0.9796	0.9811	0.9825	0.9837
58	0.9651	0.9673	0.9694	0.9715	0.9734	0.9753	0.9771	0.9787	0.9803	0.9817
59	0.9611	0.9635	0.9659	0.9682	0.9703	0.9724	0.9743	0.9762	0.9779	0.9795
60	0.9567	0.9594	0.9620	0.9645	0.9669	0.9692	0.9714	0.9734	0.9753	0.9771
61	0.9521	0.9550	0.9579	0.9606	0.9632	0.9658	0.9681	0.9704	0.9725	0.9745
62	0.9471	0.9504	0.9535	0.9565	0.9593	0.9621	0.9647	0.9672	0.9695	0.9717
63	0.9419	0.9454	0.9488	0.9521	0.9552	0.9582	0.9611	0.9638	0.9664	0.9688
64	0.9364	0.9402	0.9439	0.9474	0.9509	0.9542	0.9573	0.9603	0.9631	0.9657
65	0.9305	0.9346	0.9386	0.9425	0.9463	0.9499	0.9533	0.9566	0.9596	0.9625
66	0.9242	0.9286	0.9330	0.9372	0.9413	0.9453	0.9490	0.9526	0.9559	0.9591
67	0.9175	0.9224	0.9271	0.9317	0.9362	0.9404	0.9445	0.9484	0.9521	0.9555
68	0.9104	0.9157	0.9208	0.9258	0.9306	0.9353	0.9397	0.9440	0.9480	0.9517
69	0.9027	0.9084	0.9139	0.9193	0.9246	0.9296	0.9345	0.9391	0.9435	0.9476
70	0.8944	0.9005	0.9065	0.9124	0.9180	0.9235	0.9288	0.9338	0.9386	0.9431
71	0.8854	0.8920	0.8985	0.9048	0.9110	0.9169	0.9226	0.9281	0.9333	0.9382
72	0.8758	0.8829	0.8898	0.8967	0.9033	0.9098	0.9160	0.9219	0.9276	0.9329
73	0.8656	0.8731	0.8806	0.8879	0.8951	0.9021	0.9088	0.9153	0.9215	0.9273
74	0.8547	0.8628	0.8707	0.8786	0.8863	0.8939	0.9012	0.9082	0.9149	0.9212
75	0.8434	0.8519	0.8604	0.8688	0.8771	0.8852	0.8931	0.9007	0.9079	0.9148
76	0.8316	0.8407	0.8497	0.8587	0.8676	0.8763	0.8848	0.8930	0.9008	0.9083
77	0.8196	0.8291	0.8387	0.8482	0.8577	0.8670	0.8761	0.8850	0.8934	0.9015
78	0.8074	0.8175	0.8276	0.8377	0.8478	0.8577	0.8675	0.8769	0.8861	0.8948
79	0.7953	0.8058	0.8165	0.8272	0.8379	0.8484	0.8588	0.8690	0.8788	0.8882

¹ Factors apply to benefits earned with respect to Plan Years beginning on or after June 1, 2017.

² 7.50% Interest Rate, RP-2000 Mortality for Healthy Annuitants with blue-collar adjustments, projected 17 years using Scale AA (Members: Male table, Beneficiaries: Female table)