

ROOFERS LOCAL UNION No. 71

PENSION FUND



SUMMARY PLAN DESCRIPTION

Revised August 1, 2025

FORWARD

This booklet contains a summary of the Roofers Local Union No. 71 Pension Plan, as amended through August 1, 2025 (the “Plan”). Amendments were necessary to incorporate recent legislative changes. It is not intended to be a substitute for the Pension Plan Document but is intended as an explanatory summary of the Plan which will assist the participant in a better understanding of the operation of the Plan. The eligibility provisions and benefit levels for Participants shall be determined by the provisions of the Plan in effect at the time of their retirement or termination.

There is also a separate Agreement and Declaration of Trust which establishes the underlying Trust Fund. The Trust Fund is administered by the Board of Trustees, made up of an equal number of representatives from the Union and the participating employers. The Board of Trustees is the designated Plan Administrator and also the designated Plan Fiduciary. Under the terms of the Agreement and Declaration of Trust, the Board of Trustees administers the Plan for the sole benefit of the participating employees. A copy of the Agreement and Declaration of Trust is available in the Plan office for review by any participating employee.

Through the material provided in this booklet, we have tried to answer those questions which are usually raised in any discussion of the Plan. It is important that you understand that, if there is some phase of the Plan which is not clear to you, you should call the Fund Office for further information. The Fund Office will make every effort to provide the information you need for a proper understanding of the Plan.

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1. IDENTIFICATION OF THE PLAN

Name of Plan: Roofers Local Union No. 71 Pension Plan
Type of Plan: Defined Benefit Plan

Plan Number: 001

Date Plan Year Ends: June 30th

Plan Sponsor and Plan Administrator: Board of Trustees
Roofers Local Union No. 71 Pension Plan
3660 Stutz Drive, Suite 101
Canfield, OH 44406
Phone: (330) 779-8852

A complete list of the employers and employee organizations sponsoring the Plan may be obtained by Participants and Beneficiaries upon written request to the Plan Administrator, and is available for examination by Participants and Beneficiaries

Employer Identification Number: 34-6628427

Type of Administration:
(Contract Administrator) The Administration of the Plan is carried out by:
BeneSys, Inc.

3660 Stutz Drive, Suite 101
Canfield, OH 44406
Phone: (330) 779-8852
Fax: (330) 270-0912

Funding Entity Assets are accumulated for purposes of paying benefits under this Plan in the Local Union No. 71 Pension Plan as provided with the Trust Agreement with the Board of Trustees. The investment consultant is Mariner Wealth Advisors.

Agent for Service of Legal Process Board of Trustees
Roofers Local Union No. 71 Pension Plan
3660 Stutz Drive, Suite 101
Canfield, OH 44406

Service of legal process may be made upon a Plan Trustee or the Plan Administrator.

Board of Trustees

Union Trustees

Carlo Ponzio, Trustee
Roofers Local No. 71
2714 Martin Luther King Blvd.
Youngstown, OH 44510
Phone: (330) 746-3020

Fred Savelli, Trustee
120 East Northview Ave.
New Castle, PA 16105
Phone: (724) 658-7112

Joe Suverison, Trustee
9937 Delray St.
New Middleton, OH 44442
Phone: (330) 509-9959

Employer Trustees

Shawn Kutan, Trustee
3847 Crum Road
Youngstown, OH 44515
Phone: (330) 797-5779

Sam Boak, Trustee
Boak & Sons, Inc.
75 Victoria Road
Youngstown, OH 44515
Phone: (330) 793-5646

Tom Froelich, Trustee
TEMA Roofing Services
1596 Motor Inn Dr.
Girard, OH 44420

2. ESTABLISHMENT OF THE PLAN

The Plan was established in accordance with the terms of the Collective Bargaining Agreement between Local Union Number 71 of the United States, Tile and Composition Roofers, Damp and Waterproof Workers Association (referred to as the “Union”) and the Builders Association of Eastern Ohio and Western Pennsylvania. There is a section in the Collective Bargaining Agreement which provides for employer contributions to the Plan which may be obtained from the business office of the Union.

A copy of the Collective Bargaining Agreement may be obtained by Participants and Beneficiaries upon written request to the Plan Administrator, and is available for examination by Participants and Beneficiaries.

3. ADMINISTRATION OF THE PLAN

The costs of financing the Plan are determined periodically and are paid entirely by the participating employers in the form of cents per hour contribution as set forth in the Collective Bargaining Agreement. These contributions are paid into a trust established for the exclusive benefit of the Participant of the Plan.

The affairs of the Plan are administered by a Contract Administrator under the direction of the Board of Trustees. The Board of Trustees consists of six members, three appointed by the Union, and three appointed by the participating employers. The current members of the Board of Trustees are listed in Section 1.

Plan Reference: Section 7.01

4. PARTICIPATION IN THE PLAN

An employee will become a Plan Participant on the first day of the first Plan Year in which the Participant completes 280 or more hours of Covered Employment. Status as a Participant will continue until the Participant dies, retires, or incurs a Break in Service.

Covered Employment means employment in which an employer is required to contribute to the Fund pursuant to the Collective Bargaining Agreement. Covered Employment also includes employment by the Union of a Union member as the Union's Business Agent for whom contributions are submitted for forty (40) hours per week for fifty-two (52) weeks per year.

Plan Reference: Sections 1.10, 1.13, 2.01, 2.03

5. TYPES OF BENEFITS PROVIDED

The Plan is a defined benefit plan which provides a retirement benefit based upon a Participant's years of covered service. The benefits provided under this Plan shall be paid solely from the Fund. The retirement benefits are funded by employer contributions made to the Trust Fund as required by the Collective Bargaining Agreement.

To ensure funding of the Fund, the Board of Trustees shall have actuarial computations made in order to determine that the contributions to the Fund are sufficient to finance the benefits. The Trustees shall engage the services of an actuary for this purpose.

Plan Reference: Section 1.09, 9.01

The Plan provides the following benefits:

Normal Retirement Benefit:

Monthly pension payable for life to those Participants who retire and have both (1) attained age sixty-two (62), and (2) completed one Year of Future Service Credit.

If a retired Participant dies before his accumulated pension payments exceed the total amount of contributions made on his behalf to the Fund, his designated Beneficiary will receive, in a lump sum, the difference between the total amount of contributions and the total accumulated pension payments made to him before his death.

A Beneficiary is the person or persons designated by the Participant to receive benefits payable under the Plan. In the absence of a designated Beneficiary, the default Beneficiary shall be the Participant's spouse or other persons entitled to the Participant's estate under the intestate laws of the state in which the Participant resides.

Plan reference: Sections 1.05, 1.20, 1.26, 1.27, 4.01, 4.02

Early Retirement Benefit:

Monthly pension payable for life to those Participants who retire after attaining age fifty-five (55) (but prior to age sixty-two (62)) and after completing ten (10) Years of Credited Service or Vesting Service.

Disability Retirement Benefit:

Monthly pension payable for life to those Participants who retires due to Permanent and Total Disability provided the Participant:

- (1) Completed either:
 - a. Fifteen (15) Years of Future Service Credit as of July 1, 1996, or
 - b. Attained age 50, and has completed fifteen (15) Years of Future Service Credit.
- (2) Has not incurred a Break in Service as of his disability date, and
- (3) Suffers a Permanent and Total Disability, and
- (4) Has not engaged in Disqualified Employment that has not been "cured."

Disqualified Employment means work for an employer in the Industry in non-covered employment on or after July 1, 1996, and that employer is not a party to a Collective Bargaining Agreement with the Union. Disqualified Employment can be "cured" if a Participant returns to work for an employer in Covered Employment and that employer makes contributions to the Fund on his behalf for at least 1,000 hours worked. Disqualified Employment can only be cured one time. If a Participant returns to Disqualified Employment a second time, this second period of Disqualified Employment cannot be "cured."

Plan reference: Sections 1.3, 1.34, 5.04

Pre-Retirement Death Benefit:

For married Participants who have been married throughout the 12-month period preceding date of death:

A deferred monthly survivor pension or a lump sum payment, payable to the surviving spouse of a Participant who died as either:

1. An active Participant with five (5) Years of Credited Service or Vesting Service and had not yet incurred a Break in Service at the time of death; or

2. Had incurred a Break in Service after meeting the requirements for a Deferred Vested Benefit.

For All Other Participants:

A lump sum death benefit payable to all:

1. Terminated non-married Participants who are entitled to a Deferred Vested Benefit.
2. Non-married active Participants who have not yet incurred a Break in Service.
3. Married Participants who have not yet completed five (5) Years of Credited Service or Vesting Service and who have not yet incurred a Break in Service.

The benefit payable following death after retirement is explained in Section 14 of this booklet.

Plan reference: Sections 6.08

Deferred Vested Benefit

Monthly pension payable for life of a Participant beginning at age sixty-two (62) to those Participants who stop working in Covered Employment after completing five (5) Years of Credited Service or Vesting Service but before they are eligible for any other benefit. A Participant who has at least ten (10) Years of Credited Service or Vesting Service may also elect to take a reduced pension commencing on or after his fifty-fifth (55th) birthday.

Plan reference: Sections 5.02, 5.05

6. CREDITED SERVICE AND VESTING SERVICE

Credited Service consists of two types to which a Participant may be entitled: Past Service Credit and Future Service Credit. Past Service Credit represents service before November 1, 1968; Future Service Credit represents service after October 31, 1968, or following a Break in Service.

The amount of Past Service Credit which a Participant will receive is equal to the number of years from the Participant's most recent date of initiation into Local Union No. 71 through October 31, 1968, subject to a maximum of five (5) years.

For example: If a Participant was initiated into Local No. 71 on October 7, 1960, and if:

1. He was a member of the Union on November 1, 1968; and
2. He was employed in Covered Employment on November 1, 1968;

3. Then he would receive Past Service Credit for the period from October 7, 1960, through October 31, 1968. His credited past service would be limited to five (5) years in this example.

Future Service Credit is determined as follows: A Participant will receive credit for a full year of Future Service Credit for each Plan Year that he received credit for 1,400 hours during which either (i) contributions at the full rate were paid to the Fund on his behalf, or (ii) he was absent from active employment under circumstances which required the granting of credit, including certain Military Service.

In Plan Years in which a Participant was not credited with 1,400 hours, he will receive credit for one-tenth (1/10th) of a Year for each 140 hours credited.

Certain periods of absence will result in a Participant receiving Future Service Credit. A Participant will receive eight (8) Hours of Future Service Credit for each day he receives Workmen's Compensation benefits arising from Covered Employment, or a weekly accident or sickness benefit, paid by the Health and Welfare Fund in which he is insured. In addition, certain Military Service may also be counted.

However, in any given Plan Year, a Participant's credit resulting from an absence described above will be limited to the difference between 1,400 hours and the actual hours for which contributions were made to the Fund on his behalf.

A Participant's Credited Service is the sum of his Past Service Credit and Future Service Credit. Credit will be received for any service performed after the Participant's Normal Retirement Date.

Vesting Service.

A Participant will receive one (1) year of Vesting Service for each Plan Year in which contributions were credited on his behalf for 1,000 or more hours.

Plan Reference: Sections 1.09, 1.32, 3.01, 3.02, 3.03, 3.04

Notwithstanding any provision of the Plan to the contrary, effective December 12, 1994, contributions, benefits and service credit with respect to Qualified Military Service will be provided in accordance with Code Section 414(u) and the Uniformed Services Employment and Reemployment Rights Act.

Under this Act, Qualified Military Service means any absence from work by reason of active duty in the Armed Forces of the United States. A Participant shall be given full credit for benefit accrual, hours of service, participation, vesting, and years of vesting service for time periods, not to exceed five (5) years, in which the Participant is absent from work due to military service.

- A. The five-year limitation indicated above and in Section B shall not include any service:

- (1) That is required beyond five (5) years to complete an initial period of obligated service;
- (2) During which the Participant is unable to obtain orders releasing him from service in the uniformed services before expiration of the 5-year period, and such inability was through no fault of the Participant;
- (3) Performed as required pursuant to the ready reserve training requirements, required drills and field exercises and/or participation in field exercises, or to fulfill additional training requirements determined and certified in writing by the Secretary of the military department concerned to be necessary for professional development or for completion of skill training or retraining;
- (4) Performed as:
 - i. Ordered to or retained on active duty as a reserve pursuant to certain provisions of federal law or as a recall to duty or detention beyond terms of enlistment (in the case of the coast guard) pursuant to certain provisions of federal law (i.e. war or national emergency);
 - ii. Ordered to or retained on active duty (other than for training) under any provision of law during a war or during a national emergency declared by the President or the Congress;
 - iii. Ordered to active duty (other than for training) in support, as determined by the Secretary of the military department concerned, of an operational mission for which reserve personnel have been ordered to active duty under federal law;
 - iv. Ordered to active duty in support, as determined by the Secretary of the military department concerned, of a critical mission or requirement of the uniformed services; or
 - v. Called into federal service as a member of the National Guard pursuant to federal law in the case of an insurrection, invasion, rebellion and/or danger of rebellion.

Contributions or appropriate service credit shall be made for the above leave of absence by the Pension Fund or as otherwise determined at the discretion of the Board of Trustees of the Fund, in compliance with federal law.

- B. In order to receive continuing benefits as outlined above, the Participant will need to notify the respective Employer with advance written or verbal notice of such service. Upon the completion of a period of service in the uniformed services, the Participant will need to notify the Employer, as referred to such subsection below, of his intent to return to a position of employment with such Employer as follows:

- (1) In the case that a Participant's period of service in the uniformed services was less than 31 days, by reporting to the Employer:
 - i. not later than the beginning of the first full regularly scheduled work period on the first full calendar day following the completion of the period of service and expiration of eight hours after a period allowing for the Participant's safe transportation from the place of that service to his residence; or
 - ii. as soon as possible after the expiration of the eight-hour period referred to in clause (i), reporting within the period referred to in such clause is impossible or unreasonable through no fault of the Participant.
- (2) In the case that the Participant's absence from a position of employment for a period of any length for the purposes of an examination to determine his fitness to perform service in the uniformed services, by reporting in the manner and time referred to in subparagraph B(1) above.
- (3) In the case that the Participant's period of service in the uniformed services was for more than 30 days but less than 181 days, by submitting an application for reemployment with the Employer not later than 14 days after the completion of the period of service or if submitting such application within such period is impossible or unreasonable through no fault of the Participant, the next first full calendar day when submission of such application becomes possible.
- (4) In the case that the Participant's period of service in the uniformed services was for more than 180 days, by submitting an application for re-employment with the Employer not later than 90 days after the completion of the period of service.

Furthermore, in order to restore the above pension rights, the Participant must notify the Fund Office, in writing, within sixty (60) days of his discharge, of his intent to return to work.

Upon the Participant's honorable discharge from the military service, his eligibility status under the Plan will be restored to the status that existed when he entered military service, provided that he fulfills the notice and documentation requirements outlined above. In addition to said notice, the Participant shall also supply the Fund Office with copies of his discharge papers showing the date of his induction or enlistment in military service and the date of his discharge. Failure by the Participant to file such documentation with the Fund Office and/or provide the above notice may be deemed an indication that the Participant does not wish to restore his eligibility status under the Plan.

If the Participant is hospitalized for, or convalescing from, an illness or injury incurred in, or aggravated during, the performance of service in the uniformed services shall, at the end of the period that is necessary for the Participant to recover from such illness or injury, he shall report to his Employer (in the case described in subparagraph B(1) or B(2) above) or submit an application

for reemployment with such Employer (in the case described in subparagraph B(3) or B(4) above). Except as provided below, such period of recovery may not exceed two years.

Such two-year period shall be extended by the minimum time period to accommodate the circumstances beyond the Participant's control which make reporting within the period specified in subparagraph B(1) impossible or unreasonable.

7. BREAK IN SERVICE

Break in Service means a period of two (2) consecutive Plan Years in which a Participant does not complete more than two hundred and eighty hours (280) Hours of Service in Covered Employment. A Break in Service will occur on the last day of the second (2nd) Plan Year in which the Participant has incurred two (2) consecutive one (1) year Breaks in Service.

For example: Suppose the Participant works the number of hours indicated in the following table:

<u>Plan Year</u> <u>Ending June 30th</u>	<u>Hours</u>
2019	1,800
2020	1,200
2021	600
2022	100
2023	1,800
2024	180
2025	100

The Participant would incur a Break in Service on the last day of the 2004 Plan Year (June 30, 2004).

Absence as a result of military service is not deemed to be a Break in Service.

In addition, in determining whether a Participant has incurred a one (1) year Break in Service, Hours of Service are recognized for maternity and paternity leave. If the Participant is absent from work for maternity and paternity leave, then he will receive credit for the Hours of Service which he would have received had he not been absent. The total number of hours credit for maternity and paternity leave shall not exceed two hundred and eighty (280).

Plan Reference: Sections 1.06, 1.10

8. LOSS OF CREDITED SERVICE/REINSTATEMENT OF CREDITED SERVICE

After July 1, 1985, if a Participant incurs a Break in Service anytime before completing ten (10) or more Years of Credited or Vesting Service, his pre-Break years of Credited Service and Vesting Service will be canceled only after the Participant has completed a Year of Vesting Service

upon return to Covered Employment. Such prior Credited Service and Vesting Service will be restored provided that the number of consecutive "One (1) Year Breaks in Service" incurred is the lesser of:

1. Five (5) consecutive "One (1) Year Breaks in Service", or
2. The number of Years of Credited Service or Vesting Service earned prior to his Break in Service.

After July 1, 1975 and prior to July 1, 1985, if a Participant incurs a Break in Service prior to completing ten (10) or more Years of Credited or Vesting Service, the Credited Service and Vesting Service earned prior to such Break in Service will be restored only after the Participant has completed a Year of Vesting Service upon return to Covered Employment. Such prior Credited Service and Vesting Service will be restored provided that the number of consecutive "One (1) Year Breaks in Service" incurred is less than the number of Years of Credited Service or Vesting Service earned prior to incurring a Break in Service.

1,000 Hour Rule

A Participant returning to Covered Employment following a Break in Service must work at least 1,000 Hours in Covered Employment in:

1. The twelve (12) month period beginning on the date of his return; or
2. Twelve (12) month period beginning on the July 1st following his return; or
3. Any subsequent twelve (12) month period beginning on July 1st.

For example: Suppose a Participant terminates employment on June 30, 2020, after completing four (4) years of Credited Service or Vesting Service. Then, suppose he returns to Covered Employment on December 1, 2021. If he satisfies the 1,000 hour rule in a twelve (12) month period beginning before June 30, 2025 (June 30, 2020 + 5 years), then his prior Credited Service and prior Vesting Service of four (4) years would be reinstated. In other words, for a Participant's prior Credited Service and Vesting Service to be reinstated, he must work 1,000 hours in Covered Employment in one of the following twelve (12) month periods:

December 1, 2021	-	June 30, 2022
July 1, 2022	-	June 30, 2023
July 1, 2023	-	June 30, 2024
July 1, 2024	-	June 30, 2025

Plan reference: Sections 3.06, 3.07

9. NORMAL RETIREMENT BENEFIT

As indicated in Section 5, a Participant will be eligible to retire and receive a Normal Retirement Benefit when he has both:

1. Attained age sixty-two (62), and
2. Completed one (1) Year of Future Service Credit.

The first day of the month following (or coinciding with) the day on which a Participant satisfies both of these requirements is called your Normal Retirement Date.

Plan reference: Sections 1.20, 1.27

Amount of Monthly Benefit

If a Participant qualifies for a Normal Retirement Benefit under this Plan, as amended and restated, the amount of his monthly benefit is the sum of:

1. \$58.00 multiplied by the Credited Service earned before July 1, 1994; plus
2. \$100.00 multiplied by the Credited Service earned on or after July 1, 1994, but before July 1, 2009; plus
3. \$10.00 multiplied by Credited Service earned on or after July 1, 2009, but before July 1, 2014; plus
4. \$25.00 multiplied by Credited Service earned on or after July 1, 2014.

For example: Suppose a Participant is eligible for a Normal Retirement Benefit on June 30, 2025. The Participant has zero Years of Credited Service as of July 1, 1994, and thirty-one (31) Years of Credited Service earned after July 1, 1994:

- | | |
|---|-----------------|
| 1. Zero Years of Credited Service @ \$58.00 | \$0.00 |
| 2. Eleven (15) Years of Credited Service @ \$100.00 | \$1,500.00 |
| 3. Five (5) Years of Credited Service @ \$10.00 | \$50.00 |
| 4. Eleven (11) Years of Credited Service @ \$25.00 | <u>\$275.00</u> |

TOTAL MONTHLY BENEFIT \$1,825.00

Note: If the Participant is married and does not elect otherwise, his Normal Retirement Benefit will be paid in the form of a Joint and 50% Survivor Annuity under which his benefit will be reduced to its Actuarial Equivalent payable for his lifetime with one-half (1/2) of the reduced amount continuing to his legal spouse following his death. This is explained in Section 14.

Plan Reference: Sections 4.01, 4.03, 5.01, 6.01, 6.05

10. EARLY RETIREMENT BENEFIT

If a Participant has attained age fifty-five (55) and completed ten (10) or more years of Credited or Vesting Service, the Participant is eligible to receive an Early Retirement Benefit.

The monthly Early Retirement Benefit is the Participant's Accrued Benefit as of his Early Retirement Date reduced by one-half percent (1/2%) for each month that the payment precedes his Normal Retirement Date.

For Example: A Participant retires on May 1, 2025, at age sixty (60) with an Accrued Benefit of \$1,680.00 and he elects to receive his monthly benefits commencing immediately. His monthly Early Retirement Benefit is calculated as follows:

1. Accrued Benefit	\$1,680.00
2. Completed months between early retirement and normal retirement dates	24
3. Accrued Benefit will be reduced by .5%x24 (or 12%) which results in a dollar reduction of .12x\$1,680.00	\$201.60
4. Month Early Retirement Benefit will be \$1,680.00 less \$201.60, or	\$1,478.40

Note: As in the case of normal retirement, if the Participant is married and does not elect otherwise, his Early Retirement Benefit will be reduced and paid in the form of a Joint and 50% Survivor Annuity as explained in Section 14.

Plan Reference: Sections 5.02, 6.02, 6.05, 6.06

11. DISABILITY RETIREMENT BENEFIT

If a Participant suffers a Permanent and Total Disability after attaining age fifty (50) and completing fifteen (15) Years of Future Service Credit, has not incurred a Break in Service, and has not engaged in Disqualified Employment that has not been "cured," the Participant will be eligible for a Disability Retirement Benefit. The Disability Retirement Benefit is the Accrued Benefit and will begin on the first day of the seventh month following the date of disability. As noted later in this booklet (see Section 15), a Participant must apply for Disability Benefits before such benefit will be paid, and further, no benefits will be paid prior to the date of application.

Permanent and Total Disability shall mean, upon determination by the Board of Trustees, an inability to engage in future work for remuneration or profit in a job classification of the type specified in the Collective Bargaining Agreement. Such disability is continuous and permanent during the remainder of the Participant's life.

Note: If a Participant is married and does not elect otherwise, his Disability Retirement Benefit will be actuarially reduced and paid in the form of a Joint and Survivor Annuity as explained in Section 14. If the Participant recovers from his Disability prior to his sixty-second (62) birthday, his Disability payments will cease and his Benefit will be recalculated whenever he later terminates employment or retires.

Plan Reference: Sections 5.04, 5.06, 6.04, 6.05, 6.06

12. DEATH BENEFITS

Pre-Retirement Death Benefit for non-Married Participants, non-Vested Married Participants, and Participants married for less than 12 months

A lump sum Death Benefit shall be payable to the Beneficiary of:

1. Any terminated non-Married Participant who is entitled to a Deferred Vested Benefit.
2. Any non-Married Active Participant who has not yet incurred a Break in Service.
3. Any Married Participant who has:
 - a. not yet completed five (5) Years of Credited Service or Vesting Service, and
 - b. not yet incurred a Break in Service, or
 - c. married for less than 12 months.

Amount of Benefit

The Death Benefit is the lump sum amount of the accumulated contributions made to the Fund on the Participant's behalf, plus, if the Participant is vested on the date of his death, an additional \$5,000.

Plan reference: 6.08

Pre-Retirement Death Benefit for Vested Married Participants

If a Participant is married throughout the twelve (12) month period immediately preceding his death and has completed five (5) Years of Credited Service or Vesting Service, then his Surviving Spouse will be entitled to the deferred survivor annuity benefit following the Participant's death. This benefit will be paid in lieu of all other death benefits.

Form of Benefit

The benefit is a monthly pension payable for the life of a Participant's legal spouse. The monthly pension benefit will begin, at the option of the spouse, on the date that the Participant

would have been eligible for an Early Retirement had he survived to that date, or anytime thereafter, but not beyond his Normal Retirement Date.

Amount of Benefit

The monthly benefit is one-half (1/2) the amount which a Participant would have received had he survived to his Normal Retirement Date and elected an actuarially reduced Joint and 50% Survivor form of payment. The \$5,000 death benefit is also payable if the Participant was vested at the time of death.

For example: Suppose that a Participant dies while an active Participant at age fifty-two (52) with an Accrued Benefit of \$1,000. Had he survived to age fifty-five (55), he could have elected to take an early Retirement Benefit of \$580.00 ($\$1 - .005 (84 \text{ months}) \times (\$1,000.00)$).

If the Participant's spouse is four (4) years younger than him, the actuarially equivalent Joint and 50% Survivor Annuity would be \$476.76 ($.822 \times \580.00) determined in accordance with the rate shown in the Appendix. The spouse, therefore, would be entitled to a lifetime of \$238.38 (50% of \$476.76) beginning on what would have been the Participant's fifty-fifth (55th) birthday. The accumulated pension payments received by the spouse must exceed the total contributions made to the Fund on the Participant's behalf. If this is not the case, then the difference will be paid to the spouse's Beneficiary in a lump sum.

In lieu of the Joint and Survivor Death Benefit, your spouse may elect a lump sum death benefit amount equal to the of the accumulated contributions made to the Fund on the Participant's behalf, plus, if the Participant is vested on the date of his death, an additional \$5,000.

Post-Retirement Death Benefit

When a retired Participant who is receiving pension benefits dies, his Beneficiary shall be entitled to the difference between the total contributions made on his behalf and the total accumulated pension payments made to him before his death. For participants who retire on and after July 1, 1988, the death benefit includes an additional \$5,000.

Plan Reference: Section 6.08, 6.11

13. DEFERRED VESTED BENEFITS

If a Participant quits working in Covered Employment or incurs a Break in Service before being eligible for an Early Retirement, Normal Retirement, Disability Retirement, or Death Benefit, then the Participant may be eligible for a Deferred Vested Benefit. To be eligible, he must have completed ten (10) Years of Credited Service or Vesting Service before the Break in Service. Beginning July 1, 1999, the ten (10) Years of Service requirement becomes five (5), for Participants who earn at least one Hour of Service after June 30, 1999.

Amount of Monthly Benefit

A monthly benefit is equal to a Participant's Accrued Benefit as of his date of termination, payable at age sixty-two (62), or a reduced amount between the ages of fifty-five (55) and sixty-two (62).

Period of Payment

Deferred Vested Benefits will normally begin on a Participant's Normal Retirement Date (the first day of the month coinciding with or next following the Participant's sixty-second (62nd) birthday) and will continue throughout his lifetime. If the Participant wishes, he may elect to have benefits begin earlier than his sixty-second (62nd) birthday. If he elects to have benefits begin early, on or after age fifty-five (55), then his benefits will be reduced by one-half of one percent (1/2%) for each month that payment precedes his Normal Retirement Date.

Note: If a Participant is married and does not elect otherwise, then his Deferred Vested Benefit will be reduced and payable in the form of a Joint and Survivor Annuity as explained in Section 14.

Plan Reference: Sections 5.05, 6.05, 6.06

14. PAYMENT OF BENEFITS

Time of Payment of Benefits

Unless a Participant elects otherwise, payment of his benefits must begin no later than sixty (60) days after the close of the Plan Year in which his either (a) reaches Normal Retirement Age, or (b) terminates employment with his employer.

Notwithstanding the above, Federal tax law requires that a Participant start receiving Plan benefits no later than the April 1 following the later of the calendar year in which he reaches age 70 ½ or the calendar year in which the Participant retires. If the Participant turns 70 ½ after December 31, 2019, the latest date to begin receiving Plan benefits is the April 1 following when the Participant turns age 72 or the calendar year in which the Participant retires. If the Participant turns 72 after December 31, 2022, then the latest date to begin receiving Plan benefits is the April 1 following when the Participant turns 73 (further increased to age 75 if the participant turns 74 after December 31, 2032) or the calendar year when the Participant retires.

Normal Form for Unmarried Participants - Single Life Annuity

Pension Benefits are normally payable for as long as the Participant lives. If a Participant dies before his monthly payments equal the total contributions made to the Fund on his behalf, then the Participant's Beneficiary will receive a Death Benefit. The Death Benefit is the excess of the contributions made to the Fund on his behalf over the total Pension payments made to the Participant.

Plan Reference: Section 4.02, 6.05

Normal Form for Married Participants - Joint and 50% Survivor Life Annuity

If the Participant is married, his benefit will be paid in the form of a reduced Joint and 50% Survivor Annuity unless he elects otherwise. Upon his death, his spouse, if living, will receive one half (1/2) of the amount of benefit that he was receiving at the time of his death, payable for the lifetime of the spouse.

Plan Reference: Section 6.05

Optional Forms

Instead of the Normal Form of Benefit explained above, a Participant may elect to have his benefits paid under any of the following options; however, a married Participant's election of any other optional forms is contingent upon the Participant's spouse executing a written consent waiver out of the Joint and 50% Survivor Annuity form of payment. The spouse's written consent must be witnessed by a Plan representative or notary public.

Plan Reference: 6.05

Joint and Survivor

This optional payment provides for a reduced monthly benefit which will be paid for a Participant's lifetime. After his death, a designated percentage (100%, 75%, or 50%) of his reduced benefit will be paid to his Joint Annuitant as long as Joint Annuitant lives.

The factors which are used in determining reductions made for the various optional payment forms are provided in the Appendix.

For example: Suppose a Participant retires at age sixty-two (62) and is eligible for a monthly Normal Retirement Benefit of \$1,680. Assume that the Participant is four (4) years older than his spouse.

The Participant's monthly retirement benefit under each of the optional payment forms is given below:

Form	Factor	Your Lifetime Monthly Benefit	Monthly Benefit Paid After Your Death
Normal (Single Life Annuity)	100.0%	\$1,680.00	\$0.00
Joint & 50% Survivor	82.2%	\$1,380.96	\$690.48
Joint & 75% Survivor	75.5%	\$1,268.40	\$951.30
Joint & 100% Survivor	70.0%	\$1,176.00	\$1,176.00

Suspension of Benefits

For Retirees Under Age Sixty-Two (62)

Retirees who return to work in Covered Service prior to attaining age sixty-two (62) will have their benefits suspended in any calendar month in which they are re-employed in Covered Service for one (1) or more hours. Re-employment does not include re-employment as a trainer or instructor for programs operated by, on behalf of, or in conjunction with the Union.

If a Participant is disabled, his Disability Benefits are payable only as long as he remains disabled. The benefits will stop if he recovers. However, if a Participant recovers from his disability after reaching age sixty-two (62), the Disability Benefit will continue as though he remains disabled.

Covered Service is generally defined as hours of work generally related to the trade and craft which is performed within the geographic area covered by the Plan. If a Participant is receiving benefits and is considering work covered by the Plan, he may request from the Board of Trustees a determination as to whether his specific contemplated employment will be considered Covered Service as it relates to the Suspension of Retirement Benefits. In all such matters, the Trustees will be guided by the provisions of Section 203 of ERISA.

Temporary Waiver of Suspension of Benefits

The Board of Trustees may determine specific times that a retired pensioner may return to work without being suspended from benefits. If a retired pensioner returns to Covered Service during these specific times, he will be entitled to earn additional Credited Service for the period after the return to Covered Employment, but such additional Credited Service will not be used to increase his pension benefits attributable to Pension Credit earned prior to the return to work.

Notice of Re-Employment

Any pensioner, age sixty-two (62) or over who accepts employment in the same industry, trade or craft, or geographic area as set forth herein must notify the Fund Office within ten (10) days of returning to employment as to the number of hours he expects to work each month if such hours are forty (40) or more. Pensioners who return to work for one (1) or more hours prior to attaining age sixty-two (62), must give the same notice to the Fund Office of such re-employment.

Notice of Suspension of Benefits

The Trustees will notify the pensioner during the first calendar month in which the Plan withholds payments. However, in order to give timely notice to a suspension of benefits, the pensioner must have filed prior notice of his intention to return to work in Covered Service with the Fund Office.

Recovery of Overpayments to Participants and Beneficiaries

In the event a pensioner is re-employed and not eligible for benefits or a Beneficiary receives a payment due to an administrative or clerical error, the Plan has the right to request immediate repayment of the benefits or overpayment. In the event that a pensioner or the Beneficiary is unwilling or unable to repay the owed amounts to the Plan within thirty (30) days or reach a mutually agreeable repayment schedule, the Plan has the right to offset future benefits due to the pensioner or the Beneficiary.

If the Plan offsets a future benefit owed to a pensioner or a Beneficiary on or after December 29, 2022, the offset cannot be more than 10% of the monthly gross benefit amount, and the amount deducted over a calendar year cannot be more than 10% of the total overpayment. However, if the Pensioner or beneficiary is “Culpable”, as that term is defined in ERISA, these restrictions do not apply.

Notice of Termination of Employment

Any Pensioner who has returned to work and whose benefits have been suspended must give immediate notice to the Fund Office upon termination after such period of re-employment. Upon receipt of such notice of termination of employment at the Fund Office, the Trustees will resume such Retiree's monthly benefits, commencing with the first month following receipt of such notice. Additional contributions received on behalf of a Pensioner who returned to work in Covered Service as set forth above shall be considered and the Participant's benefit shall be recalculated.

Plan Reference: Section 4.05, 5.06

15. APPLICATION FOR BENEFITS

A Participant must apply for his Plan benefit in order to receive it. Plan benefits cannot be paid for any period prior to the date of application, so it is important that a Participant apply for his benefit before the benefit is to begin. The Board of Trustees will provide the necessary application forms. The Plan will not require payment of a fee or costs as a condition to making a claim for benefits or appeal.

The Board of Trustees may require information they deem necessary to process an application for benefits prior to payment of any benefit. Required information may include, but is not limited to, records of employment, proof of dates of birth and death, evidence of existence, etc.

Plan reference: Section 7.04, 7.06, 10.01

If an initial application for benefits under this Plan is denied by the Board of Trustees, then a Participant or his authorized representative may appeal the decision by written notice. The written notice only needs to state the Participant's name, address, and the fact that he is appealing from the decision of the Board of Trustees, giving the date of the decision appealed from. The appeal shall be addressed as follows:

Board of Trustees,
Roofers Local Union No. 71 Pension Plan
3660 Stutz Drive
Suite 101
Canfield, Ohio 44406
(330) 779-8852

A notice of a denial of a Participant's application will be sent to the Participant in an understandable form including:

1. The specific reason or reasons for the adverse benefit determination;
2. Specific reference to pertinent Plan provisions on which the determination was based;
3. A description of any additional material or information necessary for the Participant to perfect his claim and an explanation of why such material or information is necessary;
4. A description of the Plan's review procedures and the time limits applicable to such procedures.

Plan Reference: 10.02

The Board of Trustees shall review and make a benefit determination at the Board of Trustees meeting immediately following the Plan's receipt of the Participant's notice to appeal. If the notice of appeal was received within thirty (30) days prior to the next regular quarterly meeting, the Board of Trustees may consider the appeal at the second regular quarterly meeting following the receipt of the notice of appeal. The Plan Administrator shall notify the Participant of the benefit determination no later than five (5) days after the determination is made.

Plan Reference: 10.04

Should the benefit determination be a denial, the First Level Review Adverse Benefit Determination will contain:

1. The specific reason or reasons for the adverse benefit determination;
2. Specific reference to the Plan provisions on which the determination was based;
3. A statement that the Participant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to the his claim for benefits;
4. A description of the Plan's procedures regarding the Second Level Review allowing a hearing before the Board of Trustees and the time limits applicable to such procedures, including a statement of the Participant's right to bring civil action under ERISA Section 502(a) following an adverse benefit determination from the Second Level of Review; and

5. The following statement: "You and your Plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency."

Plan Reference: 10.05

If the Participant wishes to file an appeal of the First Level Review Adverse Benefit Determination, the Plan will provide a hearing at the next Board of Trustees meeting following the receipt of the request for a Second Level Review as long as the request is received at least thirty (30) days prior to the scheduled meeting date. The Plan Administrator shall notify the Participant of the benefit determination as soon as possible after the meeting, but not later than five (5) days after the benefit determination is made.

Plan Reference: 10.06

Should the benefit determination be a denial, the Second Level Review Adverse Benefit Determination will contain:

1. The specific reason or reasons for the adverse determination;
2. A reference to specific Plan provisions on which the determination is based;
3. A statement that the Participant is entitled to receive, upon request and free of charge, reasonable access to, and copies of all documents, records, and other information relevant to his claim for benefits;
4. A statement of the Participant's right to bring civil action under ERISA Section 502(a) following an adverse benefit determination from this Second Level of Review; and
5. The following statement: "You and your Plan may have other voluntary alternative dispute resolution options such as mediation. One way to find out what is available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency."

Plan Reference: 10.07

Claims and Appeals Procedures for Disability Benefits

All notices of an adverse benefit determination to applications for Disability Benefits shall include:

1. An explanation as to why the Plan disagreed with the views of (1) a health care or vocational professional who evaluated the claimant or advised the Plan, or (2) a disability determination of the Social Security Administration.

2. If an adverse benefit determination is based on a medical need or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination or a statement that such explanation will be provided free of charge upon request.
3. If the adverse benefit determination is following the final level of appeal provided by the Plan, the date by which the claimant must file a civil action under ERISA Section 502(a).

Plan Reference: 10.09

Limitation of Actions Under ERISA Section 502(a)

The mandatory levels of appeal must be exhausted before any legal action is brought. No legal civil action under ERISA Section 502(a) can be filed in any court against the Plan more than one (1) calendar year after these claims' review procedures have been exhausted.

Choice of Law and Venue

An employee, Participant, pensioner, beneficiary, dependent, surviving spouse, or any other individual or entity asserting any right under this Plan, or hereby bound directly or indirectly or with rights or obligations hereunder, shall only bring an action in connection with the Plan exclusively in the United States District Court for the Northern District of Ohio.

This Plan shall be construed under and in accordance with the law and the laws of the United States of America. In the event there is a matter involving state law that is not preempted by federal law, Ohio law shall be the controlling state law.

Plan Reference: 10.11

Qualified Domestic Relations Orders

If the Plan or Board of Trustees receives a Qualified Domestic Relations Order (QDRO), the Plan may be required to pay a portion of a Participant's benefits to an Alternate Payee. A QDRO is a judgment that satisfies certain criteria specified in the Plan and under federal law and assigns to an Alternate Payee (for example, your former spouse) the right to receive all or a portion of the Participant's benefits. If a Participant is subject to a QDRO which includes provisions related to his Plan benefits, the Participant or the Alternate Payee should contact the Fund Office to obtain a free copy of the QDRO procedures.

Plan Reference: 6.12, 6.13, 7.03

16. ADMINISTRATION OF THE PLAN

The Plan shall be administered solely by the Board of Trustees, and the decisions of the Board of Trustees in all matters pertaining to the administration of the Plan shall be final. The Trustees shall make such rules and prescribe such procedures for the administration of the Plan as they shall deem necessary and reasonable.

Plan Reference: 7.01

Amendment of the Plan

This Plan may be amended or modified by majority vote of the Board of Trustees. However, no amendment or modification may reduce or restrict any benefits which have been approved for payment prior to the amendment so long as funds are available for payment of such benefits. A Participant's benefit may be reduced by the Board of Trustees so long as the Board of Trustees has filed a notice with the Secretary of Labor which notifies the Participant that the Secretary of Labor has approved the amendment reducing a benefit. No amendment shall permit any part of the Fund to be used for or for or diverted to purposes other than for the exclusive benefit of Participants, or the spouses or children or Beneficiaries of Participants.

No amendment shall take away a Participant's vested status if already earned at the time the amendment is passed. However, an amendment can change the schedule of vested status as long as a Participant who has credit for at least five (5) years of Vested Service has the option of having the nonforfeitable percentage of his credit determined without regard to the amendment.

Plan Reference: 8.01

Discontinuance of the Plan

The Plan and Trust can be discontinued by the Board of Trustees when there is no longer a Collective Bargaining Agreement in effect which requires Employers to contribute to the Fund. If the Plan is completely or partially terminated, or if there is a complete discontinuance of contributions under the Plan, an Employee shall have a nonforfeitable right to all benefits accrued as of the date of the termination or discontinuance.

In the event the Plan is terminated at any time, the amount in the Fund will be allocated to the extent available to provide benefits for Participants in order of priority according to the Plan.

Plan Reference 8.02

17. INSURANCE OF PLAN BENEFITS: PENSION BENEFIT GUARANTY CORPORATION

Your pension benefits under this plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

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

The PBGC guarantee generally does not cover: (1) Benefits greater than the maximum guaranteed amount set by law for the year in which the plan terminates; (2) some or all of benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the time the plan terminates; (3) benefits that are not vested because you have not worked long enough for the company; (4) benefits for which you have not met all of the requirements at the time the plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

18. ERISA RIGHTS OF PARTICIPANTS

Your Rights Under the Employee Retirement Income Security Act of 1974

As a Participant in the Roofers Local Union No. 71 Pension Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.

Obtain, upon written request to the Plan's Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan's Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 62) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and Beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the Plan's administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan's administrator, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington,

D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

19. SUMMARY ANNUAL REPORT AND PLAN CHANGES

You will receive a summary of the annual report of the Plan once a year at no charge. After modifications are made, you will be notified as provided by law.

20. PLAN DOCUMENT

The provisions of the Roofers Local Union No. 71 Pension Plan described in this summary are as of August 1, 2025. This Pension Plan is a continuation of the Plan adopted effective November 1, 1968. The Plan has been amended several times since that date. The provisions described here include those that were effective August 1, 2025. Further modifications may be adopted in the future.

In making decisions, the Board of Trustees, on which Labor and Management are equally represented, is assisted by a team of professional advisors to assure that any plan changes are consistent with our objective to provide the best benefits possible within the limits of our financial resources.

This description is a summary of your Pension Plan documents. We have tried to write this summary in clear, understandable and informal language. Please refer to the Pension Plan and Trust Agreement which are the official Plan documents for more extensive information.

IN THE EVENT OF ANY CONFLICT BETWEEN THIS DESCRIPTION AND THE PLAN DOCUMENTS, THE PLAN DOCUMENTS WILL GOVERN.

You are entitled to examine the Pension Plan and the Trust Agreement. You are also entitled to examine the Plan Annual Report as soon as it is filed with the Secretary of Labor. These documents may be seen in the Fund Office. If you would rather have a copy of these documents, send a written request to the Board of Trustees. The charge for copying is 25 cents per page.

APPENDIX

JOINT AND SURVIVOR FACTORS

To get Member's Adjusted Pension Multiply Regular Pension by Factor Below

Member Older Than Spouse or Joint Annuitant

<u>Difference in Ages</u>	<u>50% Continuation</u>	<u>75% Continuation</u>	<u>100% Continuation</u>
0	85.0%	79.1%	74.0%
1	84.3%	78.2%	73.0%
2	83.6%	77.3%	72.0%
3	82.9%	76.4%	71.0%
4	82.2%	75.5%	70.0%
5	81.5%	74.6%	69.0%
6	80.8%	73.7%	68.0%
7	80.1%	72.9%	67.0%
8	79.4%	72.0%	66.0%
9	78.7%	71.1%	65.0%
10	78.0%	70.3%	64.0%
11	77.3%	69.4%	63.0%
12	76.6%	68.6%	62.0%
13	75.9%	67.7%	61.0%
14	75.2%	66.9%	60.0%
15	74.5%	66.1%	59.0%
16	73.8%	65.3%	58.0%
17	73.1%	64.4%	57.0%
18	72.4%	63.6%	56.0%
19	71.7%	62.8%	55.0%
20	71.0%	62.0%	54.0%

To determine the amount payable to spouse after member's death, multiply adjusted pension by 100%, 75%, or 50%, whichever is applicable.

If difference in ages is greater than 20 years, the Board of Trustees will determine the Joint & Survivor factors.

To get the difference in ages, determine the difference in dates of birth to the nearest year. If the difference is an integral number of years plus six (6) or more months, select the next higher factor.

Participants applying for a Disability Retirement and who are entitled to a 50%, 75% or 100% Joint and Survivor Annuity shall be considered as being ten years older than their attained age at the time of retirement for the purpose of determining the adjustment factor applicable to convert their benefit to a 50% or 100% Joint and Survivor Annuity.

JOINT AND SURVIVOR FACTORS

To get Member's Adjusted Pension Multiply Regular Pension by Factor Below

Member Younger Than Spouse or Joint Annuitant

<u>Difference in Ages</u>	<u>50% Continuation</u>	<u>75% Continuation</u>	<u>100% Continuation</u>
0	85.0%	79.1%	74.0%
1	85.7%	80.0%	75.0%
2	86.4%	80.9%	76.0%
3	87.1%	81.8%	77.0%
4	87.8%	82.8%	78.0%
5	88.5%	83.7%	79.0%
6	89.2%	84.6%	80.0%
7	89.9%	85.6%	81.0%
8	90.6%	86.5%	82.0%
9	91.3%	87.5%	83.0%
10	92.0%	88.5%	84.0%
11	92.5%	89.2%	84.8%
12	93.0%	89.9%	85.6%
13	93.5%	90.6%	86.4%
14	94.0%	91.3%	87.2%
15	94.5%	92.0%	88.0%
16	95.8%	92.4%	88.6%
17	95.1%	92.8%	89.2%
18	95.4%	93.3%	89.8%
19	95.7%	93.7%	90.4%
20	96.0%	94.1%	91.0%

To determine the amount payable to spouse after member's death, multiply adjusted pension by 100%, 75%, or 50%, whichever is applicable.

If difference in ages is greater than 20 years, the Board of Trustees will determine the Joint & Survivor factors.

To get the difference in ages, determine the difference in dates of birth to the nearest year. If the difference is an integral number of years plus six (6) or more months, select the next higher factor.

Participants applying for a Disability Retirement and who are entitled to a 50%, 75% or 100% Joint and Survivor Annuity shall be considered as being ten years older than their attained age at the time of retirement for the purpose of determining the adjustment factor applicable to convert their benefit to a 50% or 100% Joint and Survivor Annuity.