

To: PARTICIPANTS OF THE NORTHWESTERN OHIO PLUMBERS AND PIPEFITTERS PENSION PLAN

Re: BENEFIT ACCRUALS

DATE: DECEMBER 2016

SUMMARY OF MATERIAL MODIFICATION

This notice is to inform you of a pending change to the Northwestern Ohio Plumbers and Pipefitters Pension Plan ("Plan").

Beginning on January 1, 2017, the rate of **future** benefit accruals for Normal, Early, and Disability Benefits will be changed to 1.2% of **all contributions** made to the Plan on your behalf. From July 1, 2005 through December 31, 2016, you were credited with 2.5% of the contributions received, up to \$2.35 per hour. Any contributions in excess of \$2.35 per hour were excluded from the contributions used to determine benefit accruals.

Again, the above change will only be effective for contributions made to the Plan based on hours worked on or after January 1, 2017. This change will **NOT** apply to contributions resulting from hours worked before January 1, 2017. The benefit you have accrued under the Plan as of December 31, 2016 will not be affected by this action.

An example of how your benefit will change is as follows. *If you work 2,000 hours this year (2016), you would earn a Pension benefit of \$117.50 per month. This amount is calculated by multiplying \$2.35 times 2,000 hours times 2.5%. Starting in 2017, if you work 2,000 hours in a year you will earn a Pension benefit of \$154.80. This amount is calculated by multiplying \$6.45 times 2,000 hours times 1.2%.*

Only **future** benefit accruals (beginning with January 1, 2017 contribution hours) will be calculated under the new formula. Keep in mind that if you are now in pay status, as a retiree or surviving spouse, this change will **NOT** affect your monthly retirement benefit, which will stay the same.

This SMM is a summary and is **NOT** an official Plan Document. The actual terms of the Plan are contained in the Plan Document, which is available from the Fund Office. In the event of any ambiguity in or omission from this SMM, or any conflict between this SMM and the official Plan text, the official Plan text will govern.

If you have any questions about the change or how it might affect you, please contact the NW Ohio Plumbers and Pipefitters Benefit Office at 419 662 1388, extension 1.

Sincerely,

The Board of Trustees of the Northwestern Ohio
Plumbers and Pipefitters Pension Fund