

NORTHERN CALIFORNIA PIPE TRADES TRUST FUNDS FOR UA LOCAL 342

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Dear Participant:

Enclosed is your Northern California Pipe Trades Pension Plan (“Plan”) 2016 Pension Statement (“Statement”) which details the following:

- Hours of Covered Employment reported by your Employer(s).
- Vesting Credits accrued through the December 2016 Plan Year.
- Benefit Credits accrued through the December 2016 Plan Year.
- Your estimated monthly Retirement Benefit at Normal Retirement Age (Age 65).
- The last page of the Statement reflects your Pension Benefit Status as of December 31, 2016.

You should review your Statement for accuracy and notify the Trust Fund Office in writing immediately if corrections are needed or if you have any questions.

Hours of Covered Employment

- **This Statement reflects hours reported for covered work performed through 2016.**
- Employers report monthly based on their payroll cycle. Differences in Employer reporting periods may account for minor discrepancies from month to month; however, this should not affect the overall total hours reported.
- Hours for the Plan Years 2013 forward are listed on two lines because the Benefit Rate changed effective with July hours.
- Any late reported hours are reflected in the Plan Year in which the hours were worked (e.g. hours reported in 2016 for hours worked in 2015 are reflected in the Total Hours for the 2015 Plan Year).

Vesting Credit

- Vesting Credit determines whether you are entitled to a monthly Retirement Benefit.
- One Vesting Credit is granted for 1,000 or more hours worked in Covered Employment in a Plan Year.
- A partial Vesting Credit may be granted on a proportional (pro-rated) basis for less than 1,000 hours worked in a Plan Year.
- No Vesting Credit is granted for less than 300 hours worked in a Plan Year.
- **No more than one Vesting Credit can be earned in a Plan Year** regardless of how many hours you work.
NOTE: The only period that permitted a Participant to earn more than one Vesting Credit was the July 1, 1979, through December 31, 1980, Plan Year.

Benefit Credit

- Benefit Credit determines the amount of your monthly Retirement Benefit once you reach the Plan’s Normal Retirement Age.
- Since the 1987 Plan Year, one Benefit Credit is granted for 1,200 hours worked in Covered Employment in a Plan Year.*
- Additional Benefit Credits may be earned for working over 1,200 hours in Covered Employment in a Plan Year.*
- A partial Benefit Credit may be granted on a proportional (pro-rated) basis for less than 1,200 hours worked in a Plan Year.*
- No Benefit Credit is granted for less than 300 hours worked in a Plan Year.
- Benefit Credits earned for all UA Local 342 contracts from January 1, 2003, through June 30, 2008, have **not** been pro-rated. This excludes incoming Reciprocal Contribution Rates that are either above or below the Master Contribution Rate.*
- Incoming Reciprocal Contributions are pro-rated when the rate is above or below the Master Contribution Rate.
**Hours reported at rates above or below the Master Contribution Rate are proportionately adjusted (pro-rated).*

Benefit Rate

- The Benefit Rate is the rate determined by the Board of Trustees for each Plan Year.
- The Bonus Benefit Rate applies the year following accrual of 25 Years of Benefit Credits and either: (a) 25 Years of Vesting Credits; or (b) 25 Years of Participation in the Plan. A Participant must have a minimum of 300 hours reported in Covered Employment for each year of Participation.
- Years of Participation in the Plan pertaining to the Bonus Benefit Rate means the number of calendar years that have elapsed from the time a Participant first earned Benefit Credits without a Permanent Break in Service. Incoming Reciprocal Credits count towards Years of Participation; however, Pro-Rata Reciprocal Credits do not apply towards Years of Participation. If you incur a Permanent Break in Service, no years prior to this Break would count toward your Years of Participation.
- **Future Benefit Rates are subject to change.**

The Pension Plan has different types of Retirement Benefits including, but not limited to, the following:

- **Normal Retirement - Age 65**
 - Attain Normal Retirement Age (Age 65); **and**
 - Accrued ten (10) Vesting Credits (that have not been forfeited due to a Permanent Break in Service); **or**
 - Accrued five (5) Vesting Credits (that have not been forfeited due to a Permanent Break in Service) **and** worked at least 300 hours in Covered Employment in a Plan Year on or after January 1, 1999; **or**
 - Accrued five (5) Vesting Credits (that have not been forfeited due to a Permanent Break in Service) and worked at least 300 hours in Covered Employment during 1998 and worked at least one (1) hour in Covered Employment on or after January 1, 1999; **or**
 - Attained the fifth (5th) anniversary of Participation in the Plan (that has not been forfeited due to a Permanent Break in Service).

- **Service Unreduced Early Retirement - at Age 55**
 - Attain Age 55; **and**
 - Accrued 25 Benefit Credits (that have not been forfeited due to a Permanent Break in Service); **and**
 - Accrued 25 Years of Participation in the Plan (without a Permanent Break in Service).
EXAMPLE: If you worked 300 hours in Covered Employment beginning in the 1991 Plan Year and you accrued 25 Benefit Credits (that have not been forfeited due to a Permanent Break in Service), your 25th Year of Participation would be in the 2016 Plan Year.

- **Service Retirement - at any Age**
 - Participant in the Plan on or before June 30, 1976; **and**
 - Accrued 25 Benefit Credits (that have not been forfeited due to a Permanent Break in Service); **and**
 - Accrued 25 Years of Participation in the Plan.

Many of the benefits summarized above are, *with a few limited exceptions*, conditioned upon you not working in the Pipe Trades Industry after Retirement. For a **summary of the Plan rules, please refer to the Summary Plan Description and Summary of Material Modification Notices, which are available on our website at www.ncpttf.com**. You have a right to make a written request for the Plan Document and any Amendments.

You may also view your hours and contributions on ISITE by selecting **Log in to your ISITE account** on our website at www.ncpttf.com. In order to access information on the ISITE link, you will need your username and password. If you misplaced the Notice containing your username and password, please email our office at tfo@ncpttf.com.

If you are Vested and not working in Covered Employment and have attained Age 70½, you are required under Federal Law to commence receiving your Retirement Benefits by April 1st of the calendar year following the year in which you attain Age 70½. You could be assessed severe penalties by the IRS if you fail to apply for your benefits. If you are still working and have attained Age 70½, you may elect to commence receiving your benefits, and still continue to work in the Pipe Trades Industry. If you have reached or are approaching Age 70½, please contact our office immediately for additional information. Please be aware that since the IRS requires the Plan to commence payments, failure on your part to act may force the Plan to make a distribution based on certain assumptions that may not be what you would have selected.

If you are planning to retire in the next several years, we encourage you and your spouse to attend one of the Pension Pre-Retirement Educational Workshops.

As a reminder, this Pension Statement is for informational purposes only and should be examined carefully for any inaccuracies. Receipt of a Pension Statement is not a guarantee of eligibility or entitlement to benefits and the Plan reserves the right to correct any data on this Statement. Information contained in this Statement is subject to change including, but not limited to, changes due to subsequent contribution information, revisions to the Plan, and/or Qualified Domestic Relations Orders (QDRO). Pension Credits and Pension Amounts listed on the Statement have not been approved and are subject to modification and/or approval by the Board of Trustees at the time you file a Retirement Application.

If you have any questions or find any errors in your Pension Statement, please email our office at tfo@ncpttf.com or call 800/780-8984, ext. 246.

Board of Trustees
Northern California Pipe Trades Pension Trust Fund