

## Central States, Southeast and Southwest Areas Pension Plan

### Item #2

Does the application include a description of the proposed benefit suspension – calculated as if no other limitations apply – that includes:

- the suspension's effective date (and its expiration date, if applicable),
- a description of the different categories or groups of individuals affected, and
- how the suspension affects these individuals differently.

See section 2.02.

A description of the proposed benefit suspension is attached as document number 2.1. Document number 2.2 illustrates the various categories, shows the suspension provisions that apply to each, and contains a detailed calculation example for a participant in each category.

## **2.02 Terms of proposed benefit suspension.**

### **Overview of Benefit Suspensions**

The Board of Trustees proposes the following reduction of benefits, which will become effective on July 1, 2016 and will remain in effect indefinitely.

Generally, the amount of a participant's suspension is based upon three main factors. First, the "tier" (or tiers) to which a participant's benefits are attributable. Second, the amount of contributions made to the Plan on a participant's behalf. Third, whether the participant is an active participant, a terminated participant, or a retiree as of July 1, 2016.

Additionally, as described below, participants with at least 20 years of Contributory Service Credit (and their beneficiaries in pay status) as of July 1, 2016, will receive lesser suspensions than other participants. Also, the suspensions are affected by both the age of the participant upon retirement and whether the participant elected a joint and survivor form of benefit upon retirement.

### **Contribution Tiers**

Federal law establishes three "tiers" of benefits under the Plan, and establishes different conditions for the reductions that are applied to the benefits attributable to each tier. The tiers are defined as follows:

- **Tier 1** consists of benefits attributable to contributions made by an employer that withdrew from the Plan on or before July 1, 2016, but failed to pay (or is delinquent with respect to paying) the full amount of its withdrawal liability under law or an agreement with the Plan.
- **Tier 2** consists of all benefits attributable to contributions not assigned to Tier 1 or Tier 3.
- **Tier 3** consists of benefits attributable to contributions made by an employer that (a) has withdrawn from the Plan in a complete withdrawal in which the employer paid the full amount of the employer's withdrawal liability under law or an agreement with the Plan, and also (b) pursuant to a collective bargaining agreement, has agreed to provide benefits to participants and beneficiaries of the Plan under a separate, single-employer-sponsored plan, in an amount equal to any reduction in the amount of benefits for such participants and beneficiaries as a result of the financial status of the Plan.

The only benefits assigned to Tier 3 as of the date of this notice are those attributable to contributions made by United Parcel Service, Inc. and its controlled group ("UPS") for participants that are part of the Transfer Group under an agreement between UPS and the Plan dated September 29, 2007 (generally those participants who were active participants with UPS or whose last employer prior to becoming terminated vested was UPS as of that

date). Participants who retired prior to that date are not part of Tier 3, even if they worked for UPS because the pension benefits of those participants are not protected by UPS.

Federal law requires that benefits attributable to Tier 1 be reduced to the maximum extent permissible. Therefore the determination of the suspension amounts for benefits attributable to Tier 1 contributions does not include any formula developed by the Board of Trustees, but instead is generally equal to 110% of the benefit amount guaranteed by PBGC.

Benefits that are attributable to Tier 2 or Tier 3 contributions (determined based on the participant's percentage of their total contributions that was from Tier 2 and Tier 3, respectively) generally will be reduced in accordance with the structure outlined below under General Benefit Reduction Provisions.

For benefits attributable to Tier 2 contributions, the benefit reduction to participants with at least 20 years of Contributory Service Credit as of July 1, 2016 will not be greater than 50% of the amount that would otherwise have been payable with respect to such contributions before this reduction.

For benefits attributable to Tier 3 contributions, the benefit reduction to participants with at least 20 years of Contributory Service Credit as of July 1, 2016 will not be greater than 40% of the amount that would otherwise have been payable with respect to such contributions before this reduction.

### **General Benefit Reduction Provisions (Tier 2 and Tier 3 Contributions Only)**

The following general benefit reduction provisions apply only to benefits attributable to Tier 2 or Tier 3 contributions.

- Except as provided below, under the benefit reductions that the Trustees have proposed, a plan amendment will take effect on July 1, 2016 that will reduce participants' monthly pension benefits to 1% of the Tier 2 and Tier 3 contributions that have been made on their behalf as of that date, adjusted for any early retirement and JSO benefit adjustments as described below.
  - For example, if a participant has a plan benefit of \$1,000 per month on July 1, 2016, and 1% of the total contributions made on that participant's behalf is \$800, then the \$1,000 benefit will be reduced by \$200 to \$800 effective July 1, 2016.
- For terminated participants with less than 20 years of Contributory Service Credit who do not have a Benefit Commencement Date on or before October 1, 2015, benefits as of July 1, 2016 will be 0.5% of the total Tier 2 and Tier 3 contributions made on their behalf and adjusted for any early retirement and JSO as described below.
  - A participant will be in "terminated" status for purposes of the suspension plan if, as of July 1, 2016, any of the following is true:

- The participant (a) has a Year of Employment under the Plan during any year ending on or before December 31, 2014, and (b) earned no Contributory Service Credit during 2014;
  - The participant (a) has a Year of Employment under the Plan during any year ending on or before December 31, 2015, and (b) earned no Contributory Service Credit during 2015; or
  - The participant (a) has earned or earns an Hour of Service while employed with a Contributing Employer (or any predecessor or successor entity) that at any time on or after October 1, 2015 incurs a Rehabilitation Plan Withdrawal, and (b) has either (i) earned the last year of Contributory Service Credit on or before October 1, 2015 while a member of a Bargaining Unit (or any predecessor or successor Bargaining Unit) ultimately incurring such Rehabilitation Plan Withdrawal or (ii) earned the last year of Contributory Service Credit on or before July 1, 2016 while a member of a Bargaining Unit (or any predecessor or successor Bargaining Unit) ultimately incurring such Rehabilitation Plan Withdrawal. This provision shall not apply to Rehabilitation Plan Withdrawals occurring after July 1, 2016 unless the Bargaining Unit, on or before July 1, 2016, ratifies or otherwise agrees to a Collective Bargaining Agreement (or other agreement) which permits the withdrawal of the Bargaining Unit in whole or in part from the Plan (regardless of when the withdrawal in fact occurs).
- As already provided under the Plan, benefits are reduced for each month that the age of retirement precedes age 65. As applied here, in the event that a participant retired with less than 20 years of Service Credit at retirement, the 1% (or 0.5% as the case may be) of total contribution monthly benefit will be reduced by 0.5% for each month that the age of the participant at retirement precedes age 65. This reduction applies down to age 57, with participants who retired prior to age 57 treated as having retired at age 57 for this purpose.
  - For example, a participant who retired at exactly age 57 or earlier would have the 1% of contributions benefit reduced by 48% (0.5% x 96 months). If 1% of the contributions made on that participant's behalf is \$1,000, the monthly benefit will be reduced to \$520 (reducing \$1,000 by 48%).
- As already provided under the Plan, benefits are reduced for each month that the age of retirement precedes age 62 if the participant had at least 20 years of Service Credit at retirement. As applied here, if a participant had at least 20 years of Service Credit at retirement, the 0.5% per month reduction applies to the 1% of total contributions monthly benefit for each month that the age at retirement precedes age 62 instead of age 65.
  - For example, a participant with 20 or more years of Service Credit who retired at exactly age 57 or earlier would have the 1% of contributions benefit reduced by 30% (0.5% x 60 months). If 1% of the contributions made on that participant's

behalf is \$1,000 per month, the monthly benefit will be reduced to \$700 (reducing \$1,000 by 30%).

- Under the terms of the Plan's Rehabilitation Plan, a participant subject to an adjustable benefit reduction will have the 1% (or 0.5% as the case may be) of contributions benefit reduced by the percentage listed in the Rehabilitation Plan.
- In addition to any reduction for early retirement, the 1% or 0.5% of contributions monthly benefit will also be adjusted to reflect any adjustment factors for election of a JSO in accordance with the terms of the Plan in effect on October 1, 2015.

### **Restricted Reemployment Changes**

The following changes are effective July 1, 2016, apply only to those participants whose benefits are, in fact, reduced under this application (not including reductions to future benefit accruals), and are contingent upon approval of the application as provided under MPRA. In all other circumstances, the existing (pre-MPRA suspension) restricted reemployment rules in the Plan continue to apply.

For a participant with a Benefit Commencement Date on or before October 1, 2015, the participant shall not be subject to **any** restricted reemployment rules effective July 1, 2016 provided that prior to October 1, 2015 the participant has surrendered and severed any and all aspects of the employment relationship, including any seniority rights, with any Contributing Employers.

For a participant whose Benefit Commencement Date is after October 1, 2015 and who is at least 62 but less than 65 on the Benefit Commencement Date, and is performing Covered Service immediately prior to the Benefit Commencement Date, the participant must avoid reemployment in a Core Teamster Industry (as defined in the Plan), and with any Contributing Employer for whom the participant worked during the one year period immediately prior to his retirement and, prior to retirement, must have surrendered and severed all aspects of the employment relationship, including any seniority rights, with any such Contributing Employers. Once such participant turns 65, the rules in the next paragraph apply.

For a participant whose Benefit Commencement Date is after October 1, 2015 who has reached age 65 (regardless of age at time of retirement), the participant shall not be subject to **any** restricted reemployment rules as long as the participant has previously surrendered and severed all aspects of the employment relationship, including any seniority rights, with any Contributing Employers. The only exception is that a participant whose last year of Contributory Service Credit was earned while employed by a labor organization, or other Contributing Employer with whom the participant did not have seniority rights under a collective bargaining agreement, will not be eligible for this "No Restrictions" rule unless the participant has first spent one continuous post-retirement year without any restricted reemployment under the existing (pre-MPRA suspension) restricted reemployment rules.

## **Reduction of Early Retirement Subsidies for Contribution-Based Pension**

Currently, the Contribution-Based Pension (section 4.02 of the Plan) is reduced by 0.5% for each month the age of the participant on his retirement date is less than 62 if the participant has at least 20 years of Service Credit (the reduction occurs from age 65 if the participant has less than 20 years of Service Credit). However, if the participant is subject to the Default Schedule, Rehabilitation Plan Withdrawal, or Distressed Employer Schedule, the Contribution-Based Pension payable at age 65 is reduced to an actuarially equivalent benefit in accordance with the terms of the Plan.

Effective July 1, 2021 (five years from the effective date of the reductions), the Contribution-Based Pension (section 4.02 of the Plan) will be reduced by 0.5% for each month the age of the participant on his retirement date is less than 63 if the participant has at least 20 years of Service Credit (the reduction occurs from age 65 if the participant has less than 20 years of Service Credit).

Effective July 1, 2023, the Contribution-Based Pension (section 4.02 of the Plan) will be reduced by 0.5% for each month the age of the participant on his retirement date is less than 64 if the participant has at least 20 years of Service Credit (the reduction occurs from age 65 if the participant has less than 20 years of Service Credit).

Effective July 1, 2025, the Contribution-Based Pension (section 4.02 of the Plan) will be reduced by 0.5% for each month the age of the participant on his retirement date is less than 65 for all participants regardless of whether the participant has at least 20 years of Service Credit.

Thus, for example, if a participant who has at least 20 years of Service Credit retires on or after July 1, 2021 (and before July 1, 2023) at age 62, the participant's benefit would be reduced by 6% (12 months x 0.5% per month) as compared to currently when there would be no reduction. If a participant retires on or after July 1, 2023 (and before July 1, 2025) at age 62, the participant's benefit would be reduced by 12% (24 months x 0.5% per month) as compared to currently when there would be no reduction. If a participant retires on or after July 1, 2025 at age 62, the participant's benefit would be reduced by 18% (36 months x 0.5% per month) as compared to currently when there would be no reduction.

Regardless of these changes, if a participant is subject to the Default Schedule, Rehabilitation Plan Withdrawal, or Distressed Employer Schedule as defined in the Rehabilitation Plan, the participant's benefit will be reduced based on age using the actuarial equivalence table in the Rehabilitation Plan.

## **Reduction of Future Benefit Accrual Rate**

At present, the Accrued Benefit of a participant who is eligible for a Contribution-Based Pension includes 1% of all contributions made on the participant's behalf on and after January 1, 2004. Effective for contributions attributable to a participant's service on and after July 1, 2016, the Accrued Benefit will be 0.75% of all contributions made on the participant's behalf.

Thus, for example, if a participant had \$10,000 in contributions made on his behalf prior to July 1, 2016, the monthly Accrued Benefit increased by \$100 ( $\$10,000 \times 1\%$ ). If \$10,000 in contributions are made on the participant's behalf on and after July 1, 2016, the monthly Accrued Benefit would increase by \$75 ( $\$10,000 \times 0.75\%$ ).

### **Contribution Increases**

The suspension plan reflects increases in the maximum contribution rates of \$342 or \$348 per week currently required under the Rehabilitation Plan. The increases to the maximum required rate begin on August 1, 2018 with a rate increase of 2.5% per year becoming 3.0% per year in 2028 and thereafter. Also, the suspension plan reflects an increase in the contribution rate for YRC beginning on August 1, 2019 of 2.5% per year becoming 3.0% per year in 2028 and thereafter.

### **Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently**

As discussed above, the formula that determines the amount of benefit suspension varies based on 3 criteria:

- Whether the participant is (a) an active employee, retiree, or beneficiary in payment status, or (b) a terminated vested participant.
- Whether the participant's benefit is attributable to contributions from Tier 1, Tier 2, or Tier 3, as defined in section 432(e)(9)(D)(vii).
- Whether the participant's years of Contributory Service Credit is at least 20, or is less than 20.

Depending on the category in which an individual resides, the amount of benefit suspension may be based on 110% of the PBGC guarantee formula, 1.0% of contributions received on the individual's behalf, or 0.5% of contributions received on the individual's behalf. In addition, depending on the category, there may be no cap on the maximum amount of suspension that can apply, a cap of 50% of the pre-suspension benefit, or a cap of 40% of the pre-suspension benefit.

Document number 2.2 illustrates the various categories, shows the suspension formula provisions that apply to each, and contains a detailed calculation example for a participant in each category.

**Central States, Southeast and Southwest Areas Pension Plan**

Description of the Proposed Benefit Suspension Calculation and  
Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**PROPOSED BENEFIT SUSPENSION EXAMPLE CATEGORIES**

Contributory Service Credits:	ACTIVE, RETIRED OR BENEFICIARY		TERMINATED VESTED	
	<20 YEARS	>=20 YEARS	<20 YEARS	>=20 YEARS
TIER 1	<b>EXAMPLE 1</b> 110% OF PBGC GUARANTEE	<b>EXAMPLE 2</b> 110% OF PBGC GUARANTEE	<b>EXAMPLE 3</b> 110% OF PBGC GUARANTEE	<b>EXAMPLE 4</b> 110% OF PBGC GUARANTEE
TIER 2	<b>EXAMPLE 5-5A</b> 1% OF TIER 2 CONTRIBUTIONS  NO CAP	<b>EXAMPLE 6</b> 1% OF TIER 2 CONTRIBUTIONS  50% CAP	<b>EXAMPLE 7</b> .5% OF TIER 2 CONTRIBUTIONS  NO CAP	<b>EXAMPLE 8</b> 1% OF TIER 2 CONTRIBUTIONS  50% CAP
TIER 3	<b>EXAMPLE 9</b> 1% OF TIER 3 CONTRIBUTIONS  NO CAP	<b>EXAMPLE 10</b> 1% OF TIER 3 CONTRIBUTIONS  40% CAP	<b>EXAMPLE 11</b> .5% OF TIER 3 CONTRIBUTIONS  NO CAP	<b>EXAMPLE 12</b> 1% OF TIER 3 CONTRIBUTIONS  40% CAP



**Central States, Southeast and Southwest Areas Pension Plan**

Description of the Proposed Benefit Suspension Calculation and

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**Calculation Terms and Definitions**

<b>(a)</b> <b>Monthly Benefit</b>	The monthly benefit amount earned by the participant or beneficiary under the terms of the plan. The monthly benefit amount before the suspension.
<b>(b)</b> <b>Total Contributions</b>	The total amount of contributions submitted to the plan on behalf of the participant including self-contributions made by the participant.
<b>(c)</b> <b>Tier 1 Contributions</b>	The amount of contributions submitted to the plan by Tier 1 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 1 employer.
<b>(d)</b> <b>Tier 2 Contributions</b>	The amount of contributions submitted to the plan by Tier 2 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 2 employer.
<b>(e)</b> <b>Tier 3 Contributions</b>	The amount of contributions submitted to the plan by Tier 3 employers on behalf of the participant plus the amount of self-contributions made by the participant for a period of employment with a Tier 3 employer.
<b>(f)</b> <b>Contributory Service</b>	The amount of contributory service credit years earned by the participant as a result of service with a contributing employer required to make employer contributions on his or her behalf pursuant to a collective bargaining agreement.
<b>(g)</b> <b>PBGC Years of Service</b>	The years of credited service as defined for purposes of the PBGC guarantee formula. Years of credited service includes the amount of contributory service credit years earned by the participant, the amount of non-contributory service credit years earned by the participant to the extent it increases the participant's accrued benefit under the terms of the plan, and fractional years of credited service. A full year of service is credited for this purpose for any calendar year in which 40 or more weeks, 180 or more days, or 1,200 or more hours of service were earned (35 weeks prior to 1976), and a fractional year is credited for any calendar year in which less than 40 weeks, 180 days, or 1,200 hours were earned (35 weeks prior to 1976).
<b>(h)</b> <b>Contribution Accrual Rate</b>	The percentage of contributions made on the participant's behalf that is accrued towards the participant's monthly benefit per the proposed benefit suspension plan. The percentage of contributions varies depending on participant's status as active, terminated vested, or retired and the amount of contributory service credit years.
<b>(i)</b> <b>Tier 2 Suspension Cap</b>	The maximum percentage suspension applicable to the Tier 2 portion of the monthly benefit per the proposed benefit suspension plan.

**Central States, Southeast and Southwest Areas Pension Plan**

Description of the Proposed Benefit Suspension Calculation and  
Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

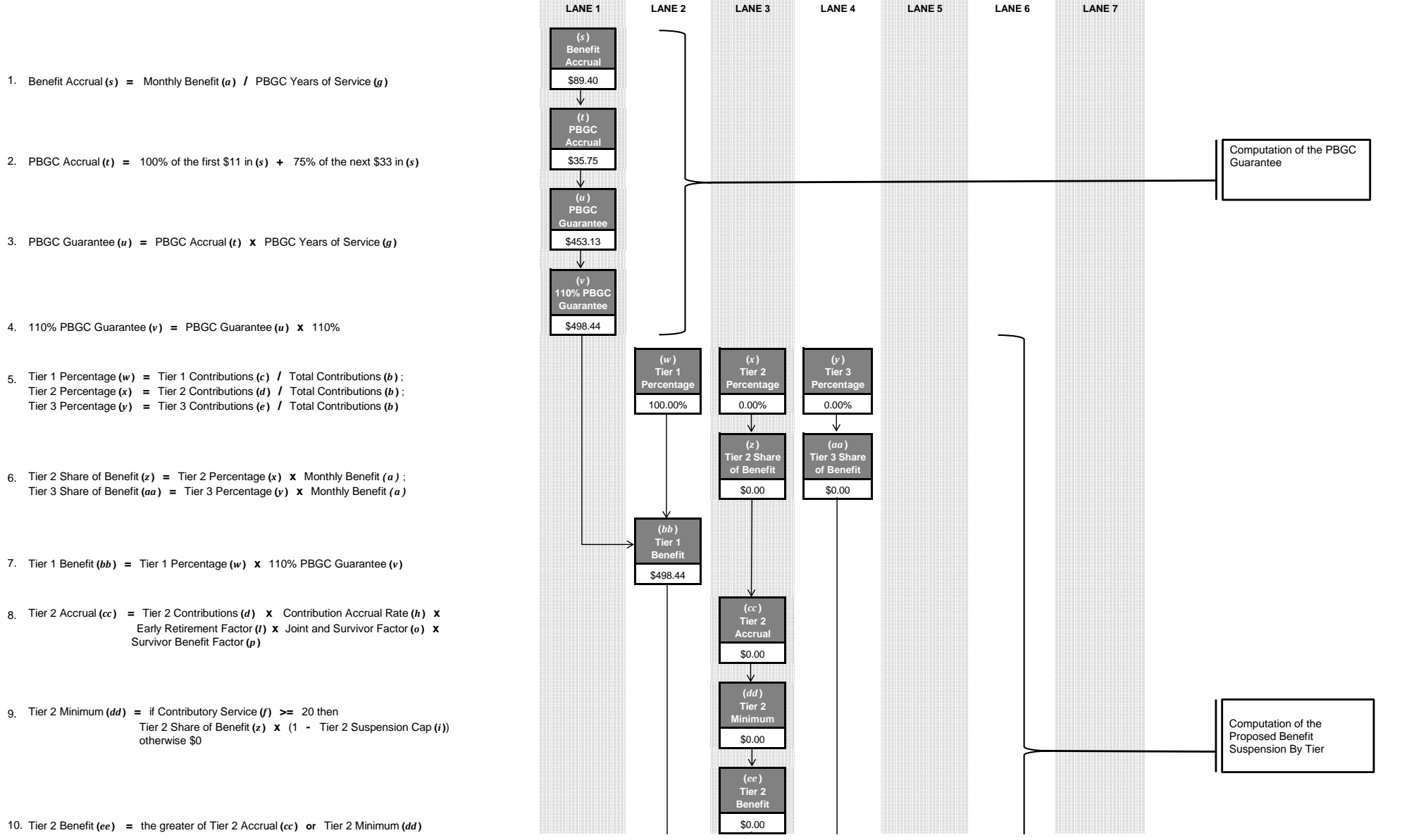
**Calculation Terms and Definitions**

<p><b>(j)</b> <b>Tier 3 Suspension Cap</b></p>	<p>The maximum percentage suspension applicable to the Tier 3 portion of the monthly benefit per the proposed benefit suspension plan.</p>
<p><b>(k)</b> <b>Participant Age at Retirement</b></p>	<p>The participant's age at retirement is used to determine the appropriate age reduction factor for early retirements as well as the appropriate joint and survivor reduction factor should the participant elect the joint and survivor form of payment.</p>
<p><b>(l)</b> <b>Early Retirement Factor</b></p>	<p>The applicable age reduction factor that can apply to a retirement benefit if the retirement occurs prior to the normal retirement age. If no reduction is applicable based on the age of the participant at retirement, then the early retirement factor is 1 and no reduction for early retirement is applied.</p>
<p><b>(m)</b> <b>Spouse Age at Retirement</b></p>	<p>The age of the participant's spouse at retirement is used to determine the appropriate joint and survivor reduction factor to be applied to a retirement benefit if the joint and survivor form of payment is elected.</p>
<p><b>(n)</b> <b>Form of Payment</b></p>	<p>The form of payment elected by the participant at retirement. The form of payment options are the Joint and 50% Surviving Spouse Option, the Joint and 75% Surviving Spouse, the Lifetime Only Option, and the Lifetime with Limited Surviving Spouse Option.</p>
<p><b>(o)</b> <b>Joint and Survivor Factor</b></p>	<p>The reduction factor applicable when the joint and survivor form of payment is elected. If the joint and survivor form of payment is not elected or if the participant or participant's beneficiary is not in pay status, then the joint and survivor factor is 1 and no reduction for joint and survivor is applied.</p>
<p><b>(p)</b> <b>Survivor Benefit Factor</b></p>	<p>The percentage (in decimal notation) of the participant's benefit that is payable to a survivor beneficiary after the participant's death. The percentage is based on the joint and survivor form of payment elected. For example, if the 50% joint and survivor form of payment is elected and the payee is the surviving beneficiary, then the survivor benefit factor is .5. If the joint and survivor form of payment is not elected, if the participant or participant's beneficiary is not in pay status, or if the payee is the participant, then the survivor benefit factor is 1 and no survivor benefit reduction is applied.</p>
<p><b>(q)</b> <b>Months To Age 80</b></p>	<p>The number of months during the period that begins with the month after the month in which the suspension is effective and ends with the month in which that participant or beneficiary attains the age of 80.</p>
<p><b>(r)</b> <b>Amount Based On Disability</b></p>	<p>The amount of the monthly benefit that is based on disability. The examples shown with amounts based on disability are of participants who convert from a disability benefit to a retirement benefit upon reaching normal retirement age. The amount of the retirement benefit is Monthly Benefit <b>(a)</b> and the portion of Monthly Benefit <b>(a)</b> that is based on the disability benefit is Amount Based on Disability <b>(r)</b>.</p>

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 1** Calculation of the Proposed Benefit Suspension of a Tier 1 Active, **Retired** or Beneficiary Participant with less than 20 Years of Contributory Service

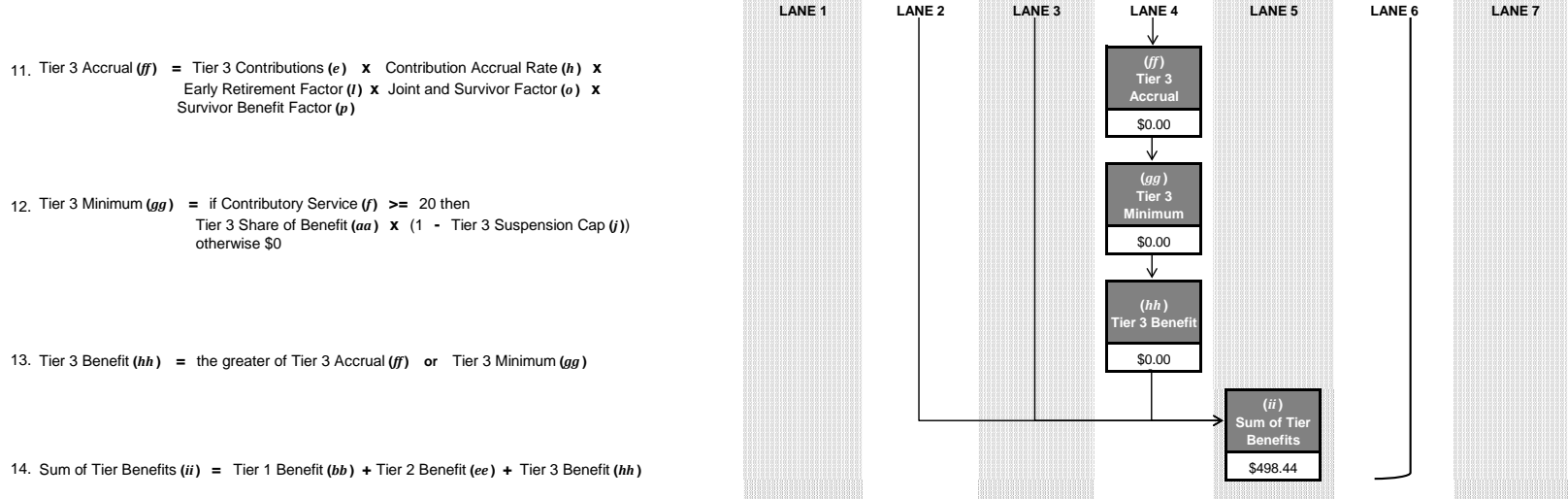
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,133.12	\$82,280.00	\$82,280.00	\$0.00	\$0.00	12.55	12.675	1.0%	50%	40%	64 years; 2 months	0.95	56 years	Joint And 50% Surviving Spouse	0.8591	1	60	\$0.00



**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,133.12	\$82,280.00	\$82,280.00	\$0.00	\$0.00	12.55	12.675	1.0%	50%	40%	64 years; 2 months	0.95	56 years	Joint And 50% Surviving Spouse	0.8591	1	60	\$0.00



The benefit suspension of the participant's monthly benefit of \$1,133.12 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$498.44 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit is proposed to be reduced to \$498.44 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 13 for complete calculation.

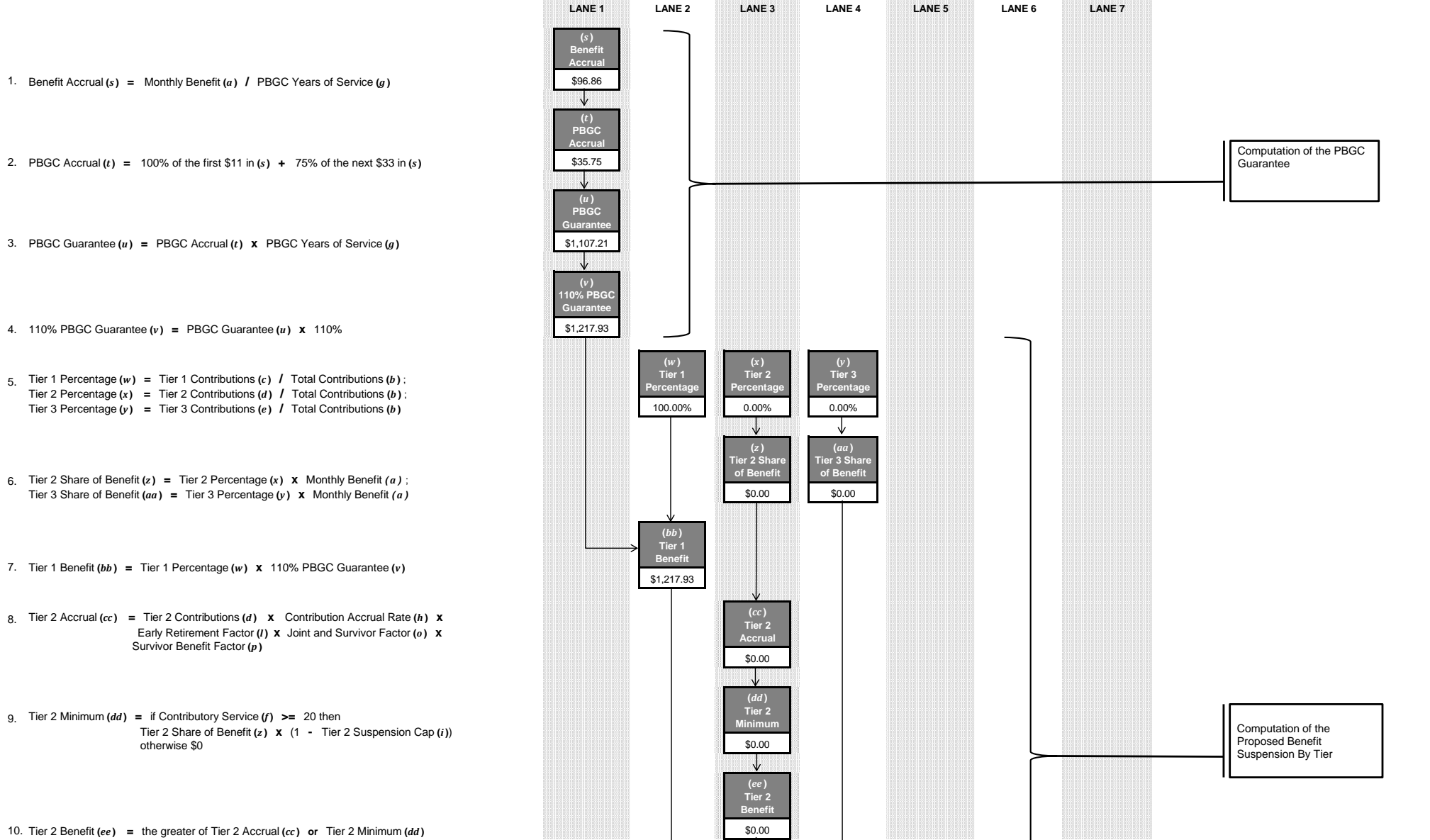
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 1 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 2** Calculation of the Proposed Benefit Suspension of a Tier 1 Active, **Retired** or Beneficiary Participant with 20 or more Years of Contributory Service

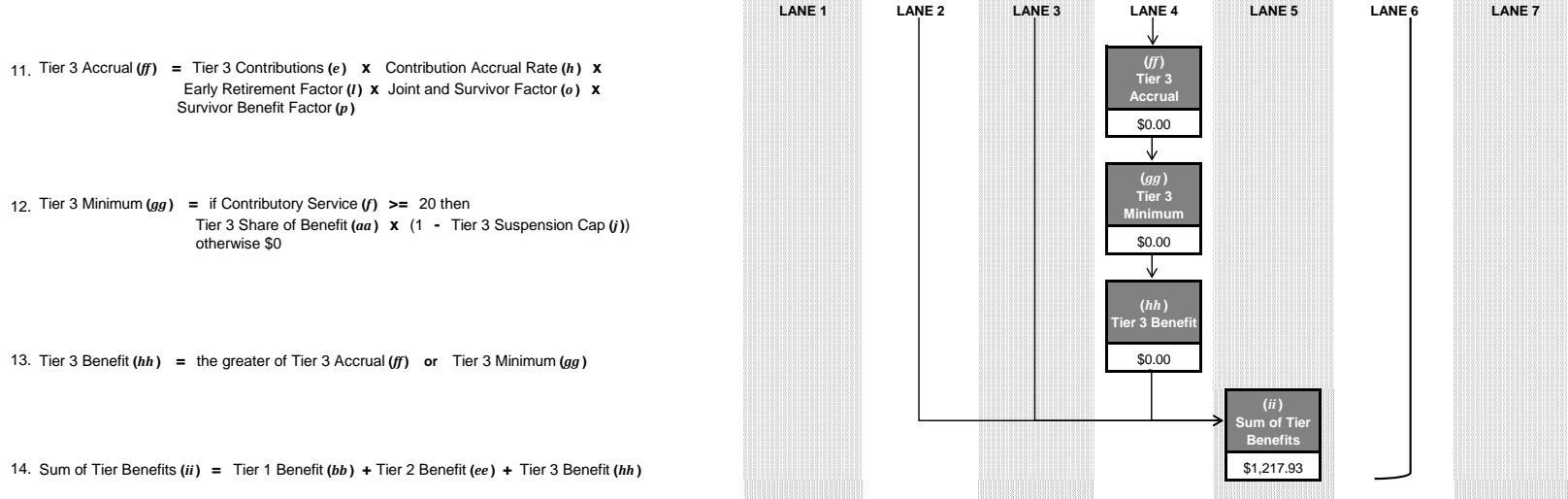
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,000.00	\$99,899.80	\$99,899.80	\$0.00	\$0.00	30	30.971	1.0%	50%	40%	57 years; 3 months	0.715	N/A	Lifetime Only	1	1	60	\$0.00



**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$3,000.00	\$99,899.80	\$99,899.80	\$0.00	\$0.00	30	30.971	1.0%	50%	40%	57 years; 3 months	0.715	N/A	Lifetime Only	1	1	60	\$0.00



The benefit suspension of the participant's monthly benefit of \$3,000 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$1,217.93 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit is proposed to be reduced to \$1,217.93 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 16 for complete calculation.

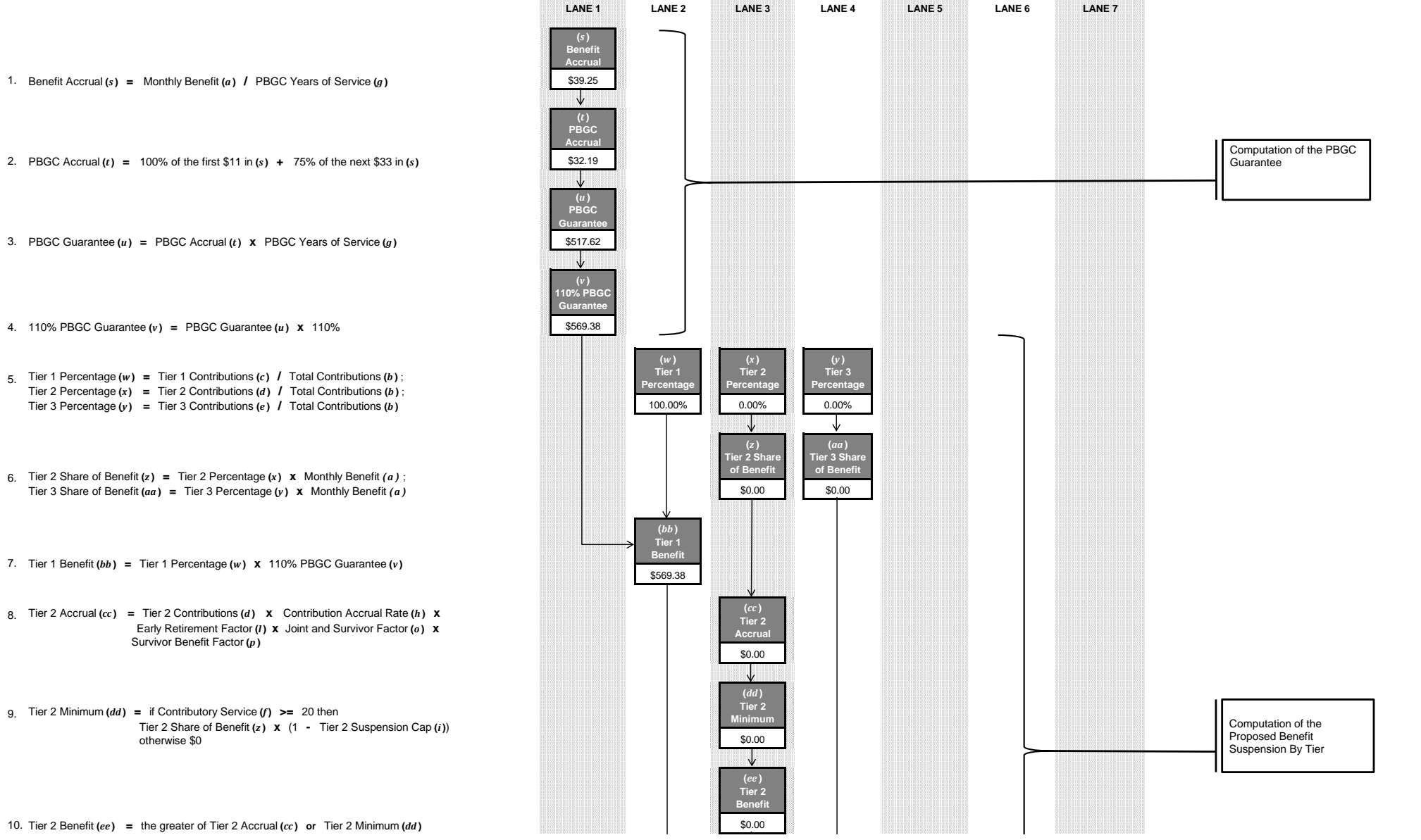
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 2 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 3** Calculation of the Proposed Benefit Suspension of a Tier 1 Terminated Vested Participant with less than 20 Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$631.15	\$38,731.80	\$38,731.80	\$0.00	\$0.00	15.5	16.08	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

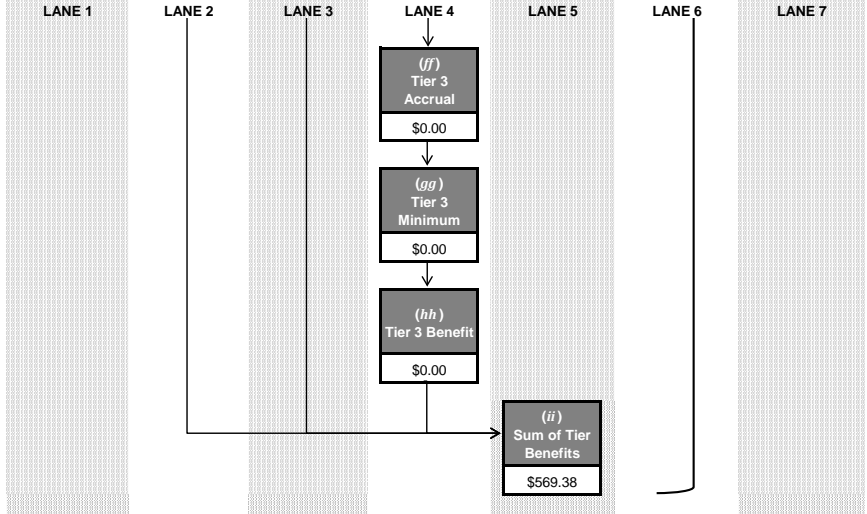


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$631.15	\$38,731.80	\$38,731.80	\$0.00	\$0.00	15.5	16.08	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The benefit suspension of the participant's monthly benefit of \$631.15 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$569.38 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit is proposed to be reduced to \$569.38 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 19 for complete calculation.

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

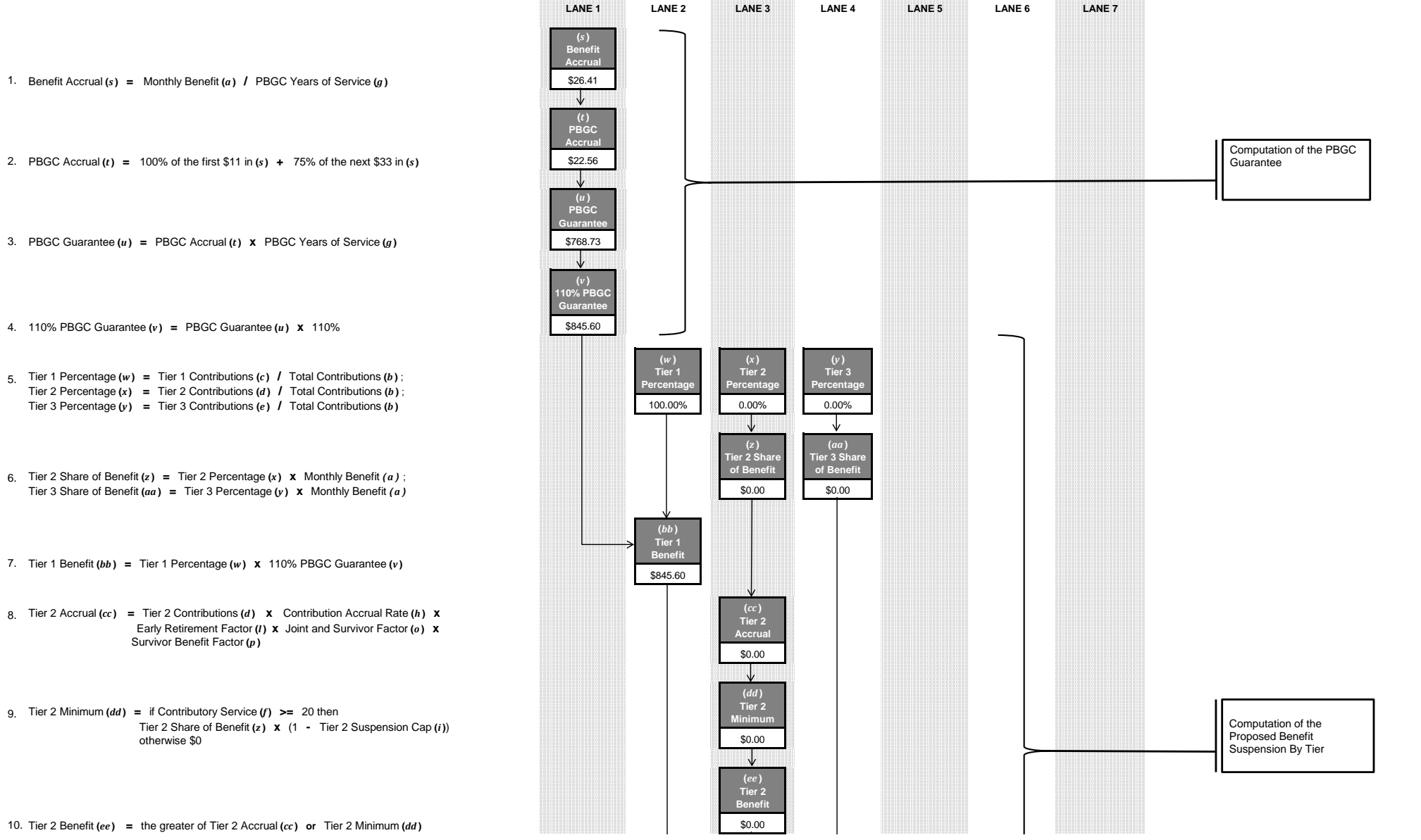
EXAMPLE 3 (continued)



**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 4** Calculation of the Proposed Benefit Suspension of a Tier 1 Terminated Vested Participant with 20 or more Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$900.00	\$51,260.50	\$51,260.50	\$0.00	\$0.00	33.725	34.075	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

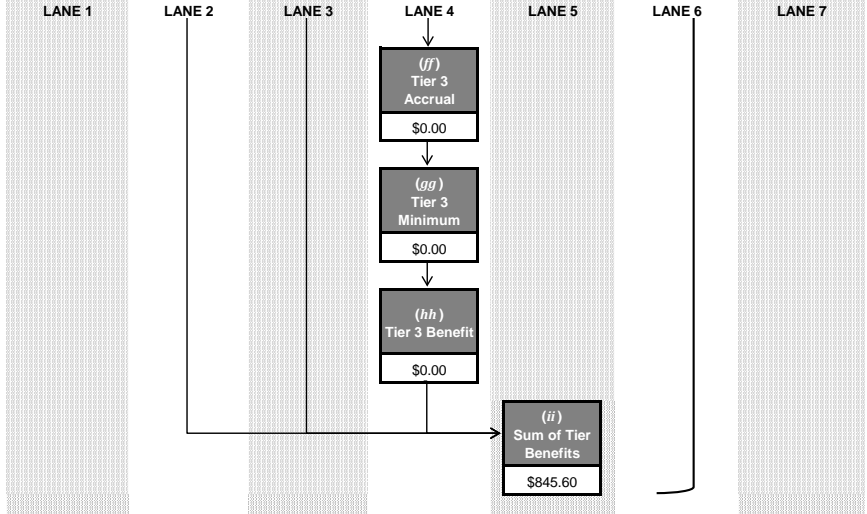


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$900.00	\$51,260.50	\$51,260.50	\$0.00	\$0.00	33.725	34.075	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The benefit suspension of the participant's monthly benefit of \$900 (Monthly Benefit - a) is applied to the maximum extent permissible because 100% (Tier 1 Percentage - w) of the participant's benefit is attributable to service with Tier 1 employers. A benefit suspension applied to the maximum extent permissible is one that reduces the benefit to \$845.60 (110% PBGC Guarantee - v), the guarantee-based limitation. As a result, the participant's monthly benefit is proposed to be reduced to \$845.60 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 22 for complete calculation.

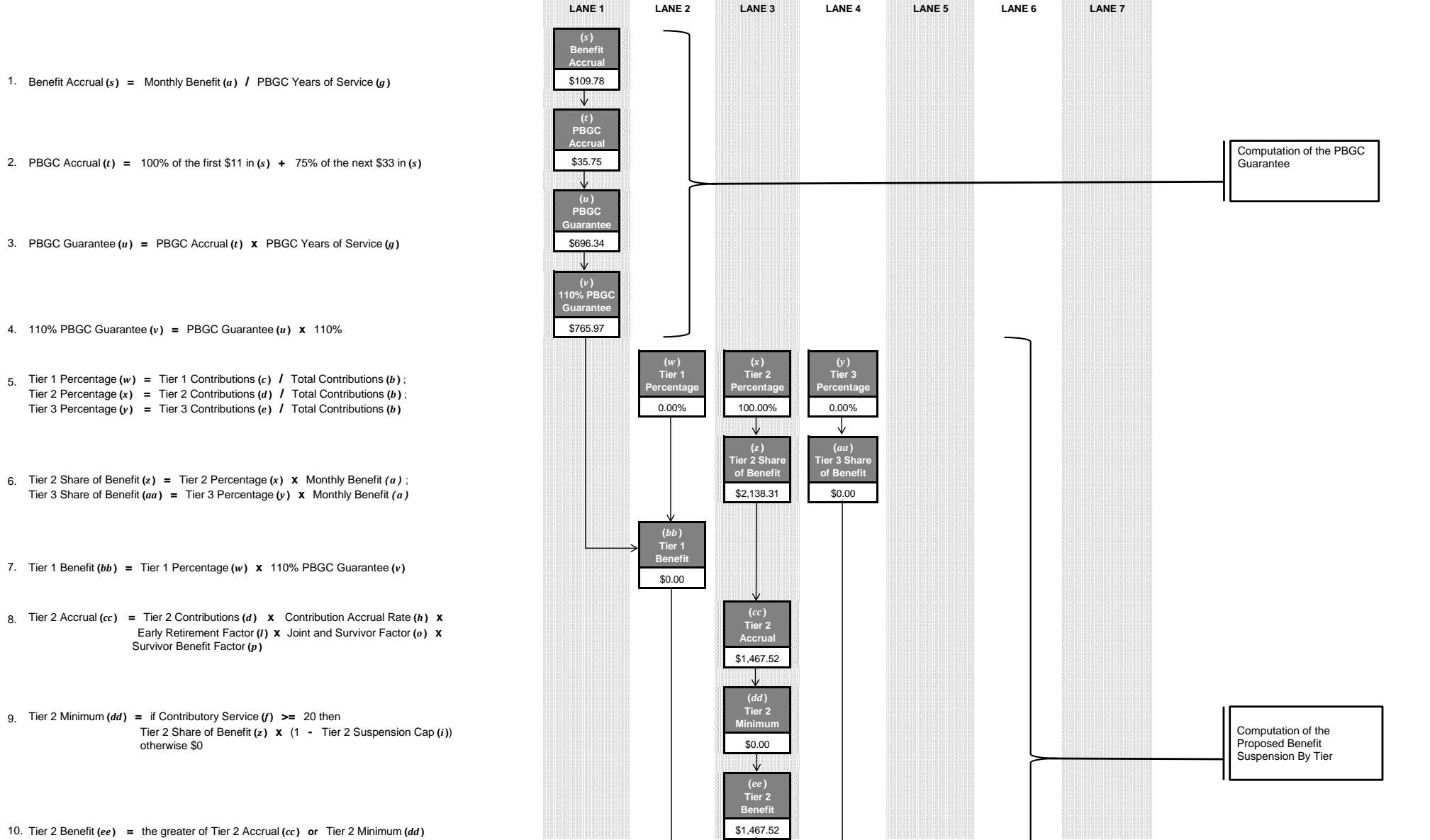
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 4 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 5** Calculation of the Proposed Benefit Suspension of a Tier 2 Active, Retired or Beneficiary Participant with less than 20 Years of Contributory Service

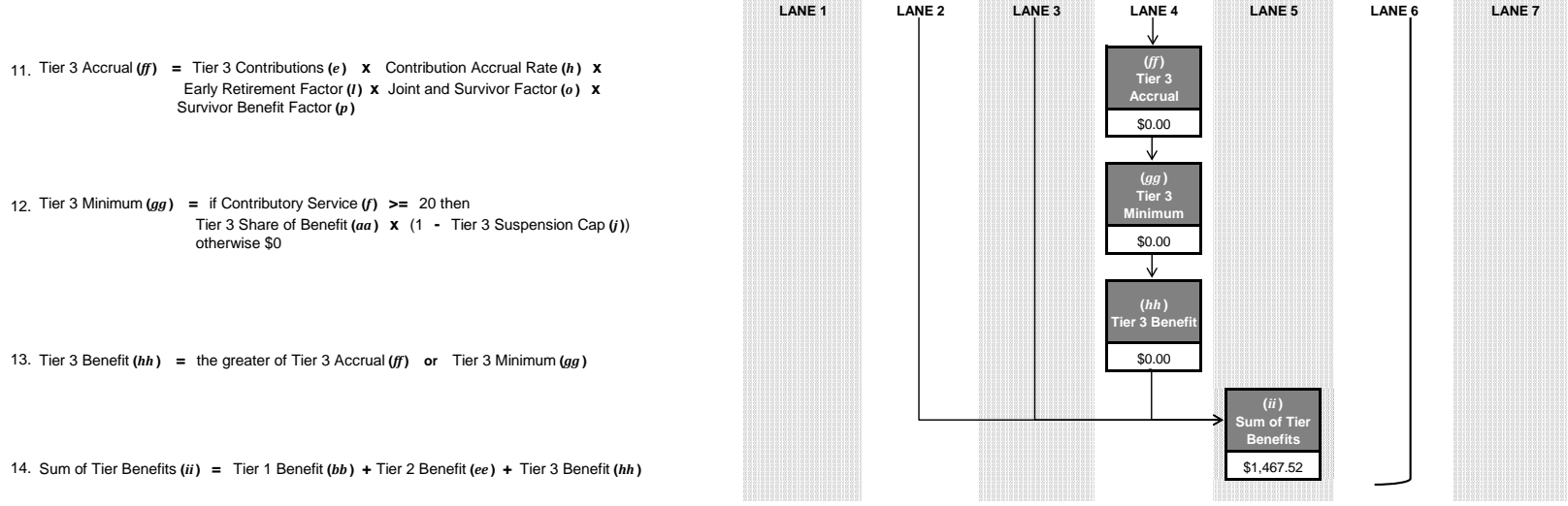
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,138.31	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$2,138.31	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



The participant's monthly benefit of \$2,138.31 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$146,751.60 (Tier 2 Contributions - d). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). As a result, the participant's monthly benefit is proposed to be reduced to \$1,467.52 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 25 for complete calculation.

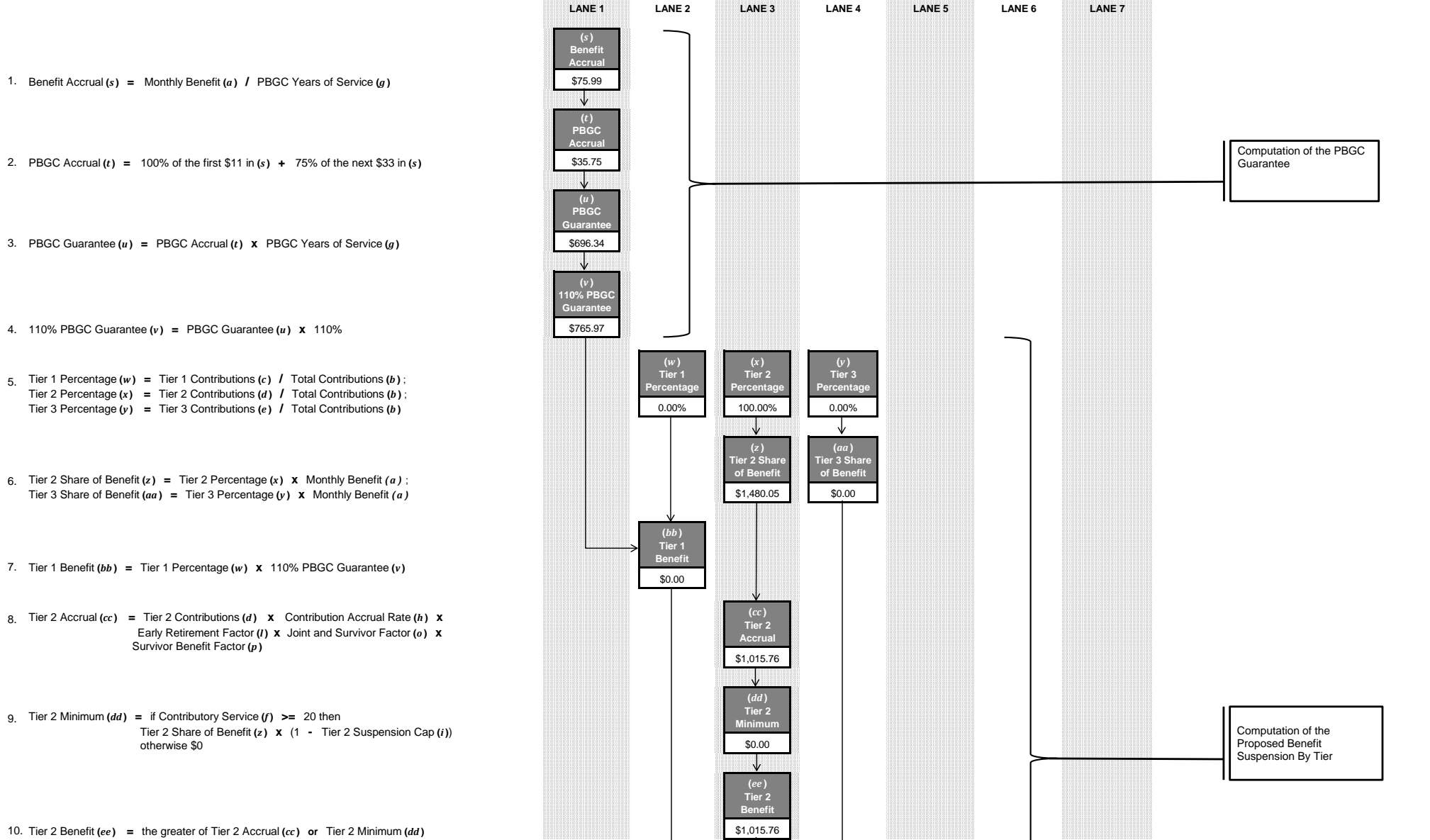
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 5 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 5A** Calculation of the Proposed Benefit Suspension of a Tier 2 Active, Retired or Beneficiary Participant with less than 20 Years of Contributory Service\*

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,480.05	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	62 years; 0 months	0.82	59	Joint and 75% Surviving Spouse	0.8441	1	60	\$0.00

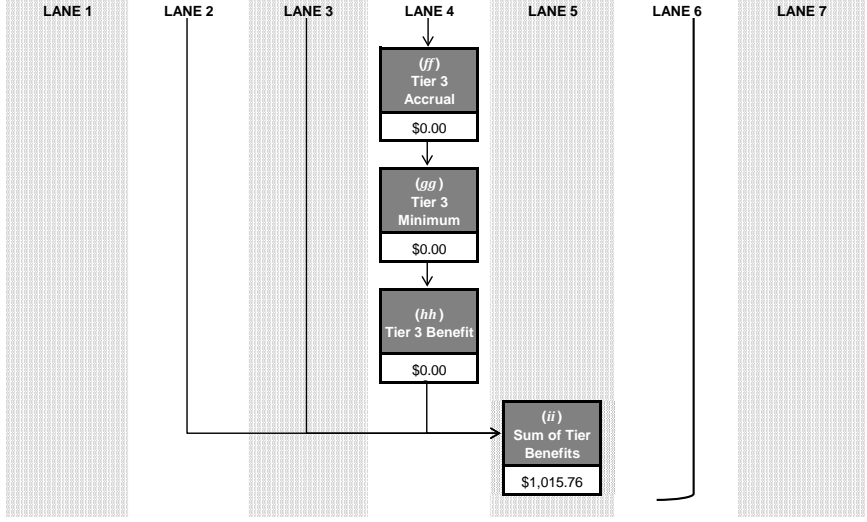


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,480.05	\$146,751.60	\$0.00	\$146,751.60	\$0.00	19.478	19.478	1.0%	50%	40%	62 years; 0 months	0.82	59	Joint and 75% Surviving Spouse	0.8441	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The participant's monthly benefit of \$1,480.05 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$146,751.60 (Tier 2 Contributions - d) times 0.82 (Early Retirement Factor - l) times 0.8441 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). As a result, the participant's monthly benefit is proposed to be reduced to \$1,015.76 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 25A for complete calculation.

\*To illustrate how the benefit of a participant who is not in pay status is calculated at retirement, this example assumes the active participant from Example 5 retires at age 62, has a spouse who is age 59 at retirement, and elects the Joint and 75% Surviving Spouse option as the form of payment.

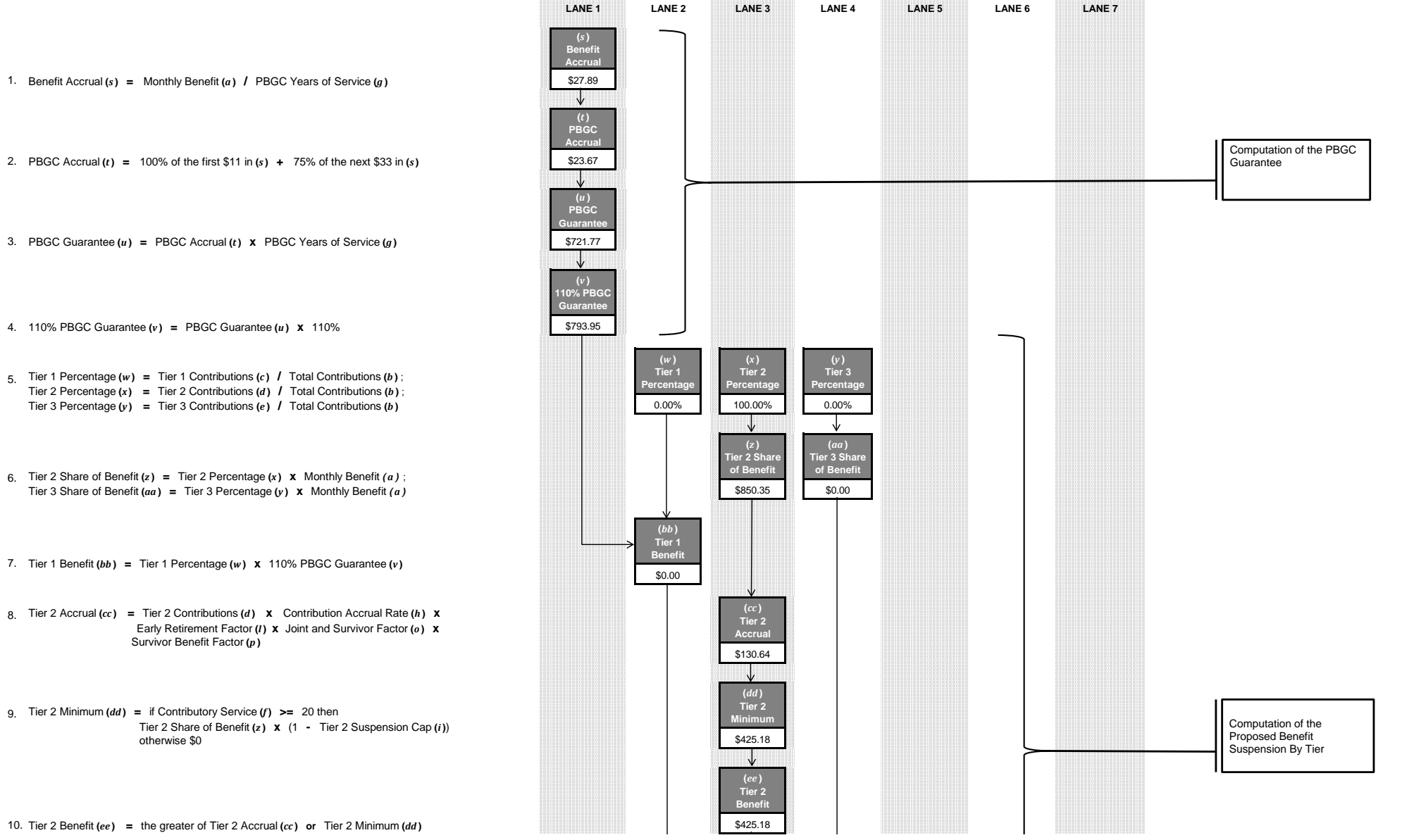
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 5A (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 6** Calculation of the Proposed Benefit Suspension of a Tier 2 Active, Retired or **Beneficiary** Participant with 20 or more Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$850.35	\$39,638.00	\$0.00	\$39,638.00	\$0.00	30	30.493	1.0%	50%	40%	53 years; 1 month	0.7	54 years	Joint And 50% Surviving Spouse	0.9417	0.5	60	\$0.00

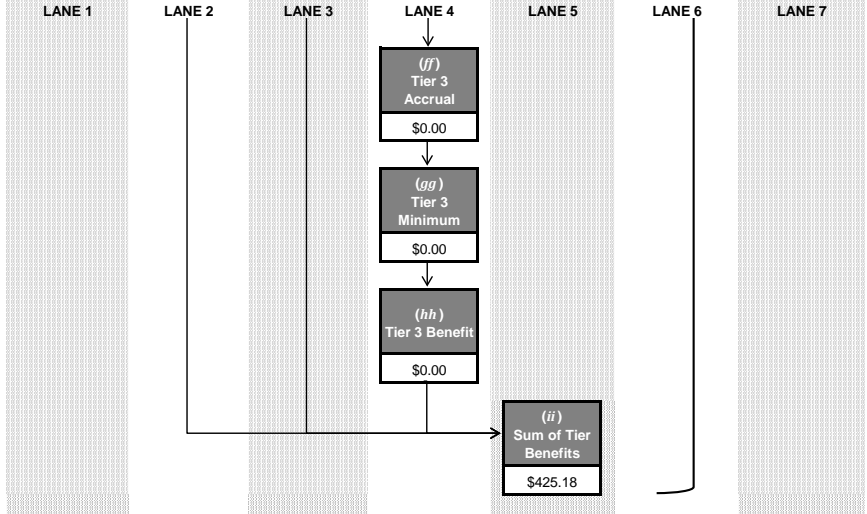


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$850.35	\$39,638.00	\$0.00	\$39,638.00	\$0.00	30	30.493	1.0%	50%	40%	53 years; 1 month	0.7	54 years	Joint And 50% Surviving Spouse	0.9417	0.5	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The beneficiary's monthly benefit of \$850.35 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$39,638 (Tier 2 Contributions - d) times .7 (Early Retirement Factor - l) times 0.9417 (Joint and Survivor Factor - o) times 0.5 (Survivor Benefit Factor - p). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant had 20 or more years of contributory service credit (see Contributory Service - f). As a result, the beneficiary's monthly benefit is proposed to be reduced to \$425.18 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 28 for complete calculation.

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

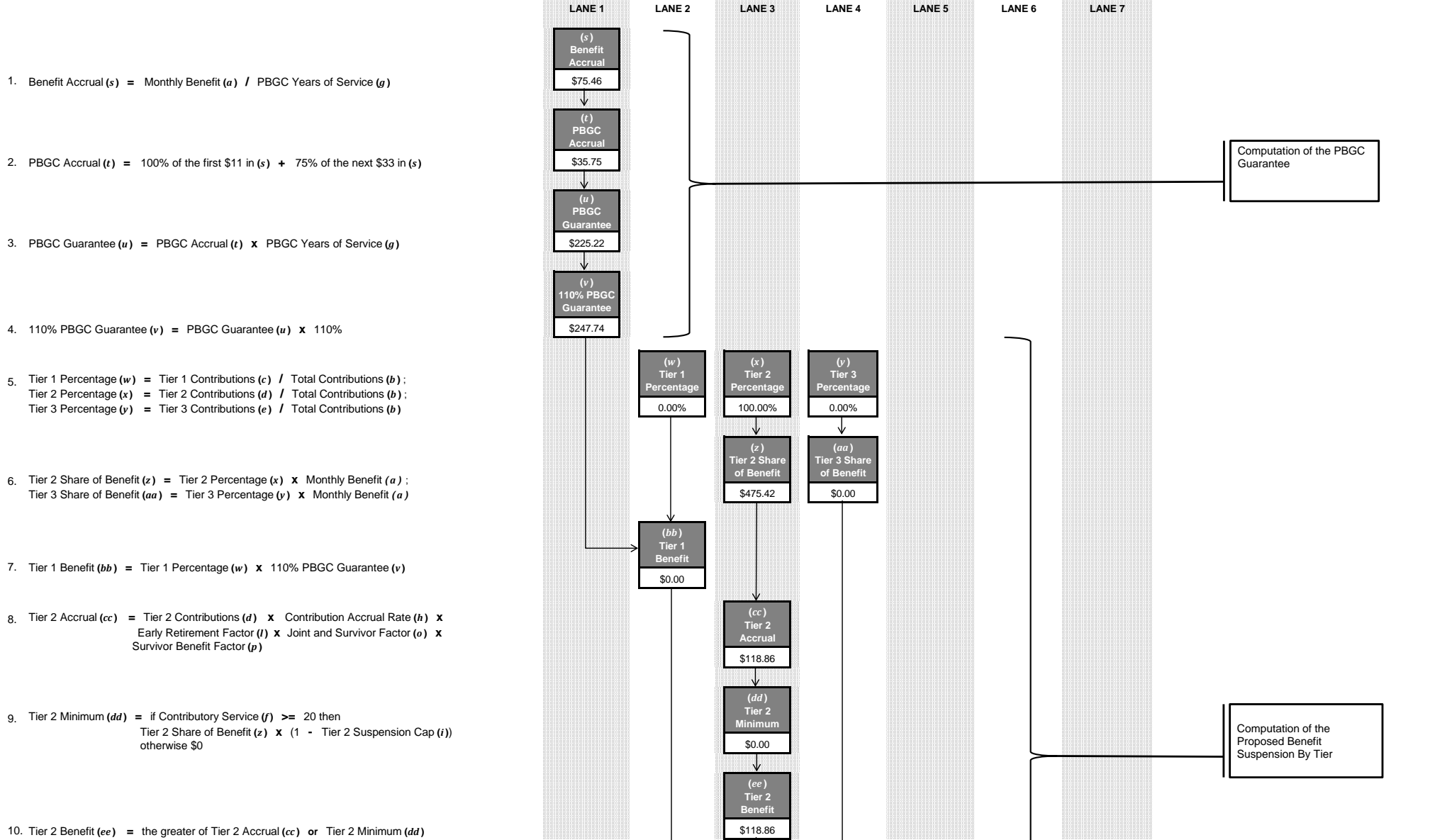
EXAMPLE 6 (continued)



**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 7** Calculation of the Proposed Benefit Suspension of a Tier 2 Terminated Vested Participant with less than 20 Years of Contributory Service

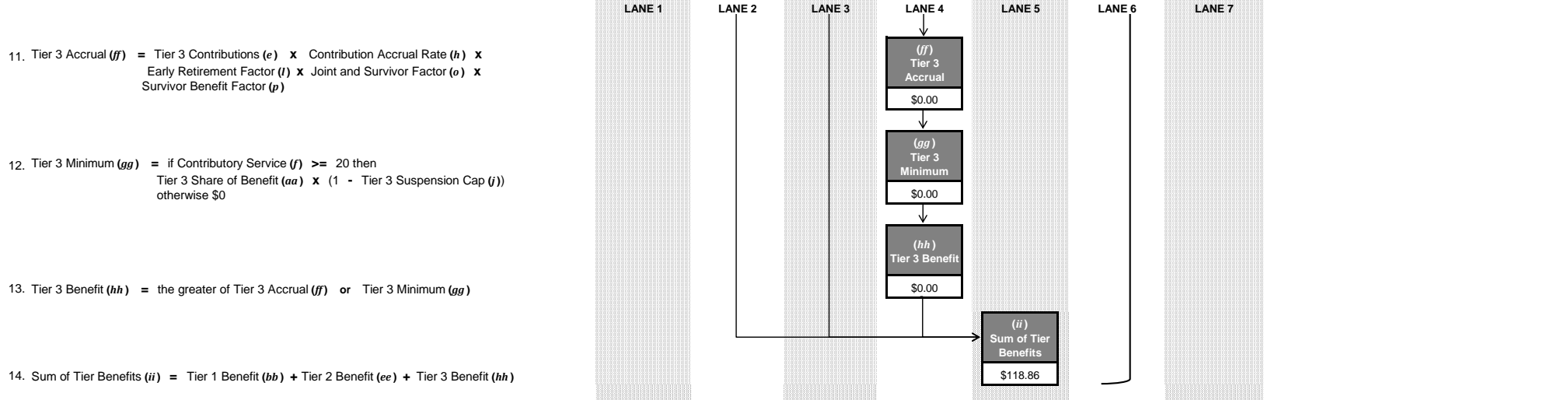
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$475.42	\$23,771.00	\$0.00	\$23,771.00	\$0.00	6	6.3	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$475.42	\$23,771.00	\$0.00	\$23,771.00	\$0.00	6	6.3	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



The terminated vested participant s earned monthly benefit of \$475.42 (Monthly Benefit - a ) is proposed to be suspended to 0.5% (Contribution Accrual Rate - h ) of \$23,771 (Tier 2 Contributions - d ). No cap to the amount of the suspension applies (see Tier 2 Minimum - dd ) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f ). As a result, the participant s monthly benefit is proposed to be reduced to \$118.86 (Sum of Tier Benefits - ii ).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 31 for complete calculation.

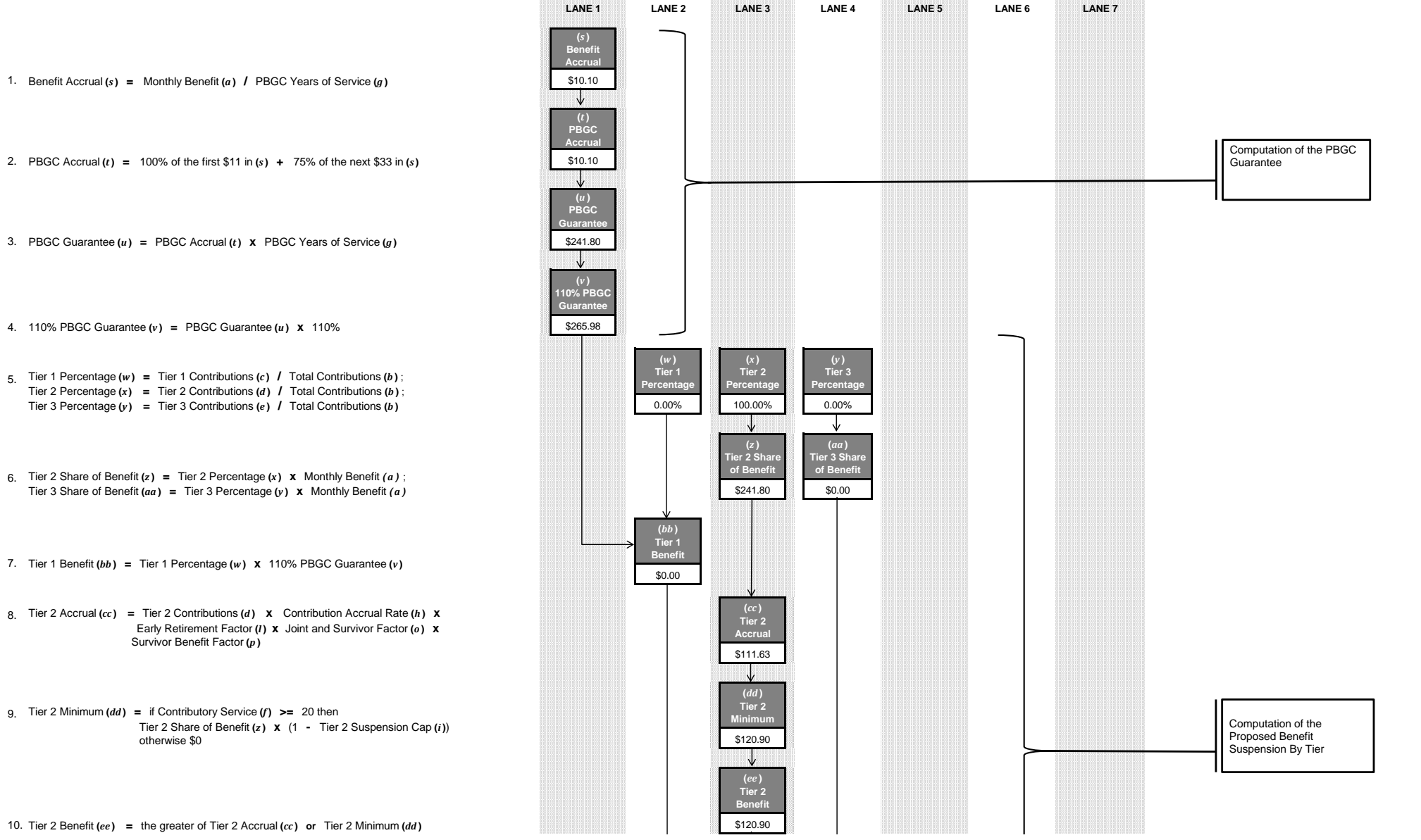
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 7 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 8** Calculation of the Proposed Benefit Suspension of a Tier 2 Terminated Vested Participant with 20 or more Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$241.80	\$11,163.00	\$0.00	\$11,163.00	\$0.00	23.5	23.943	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

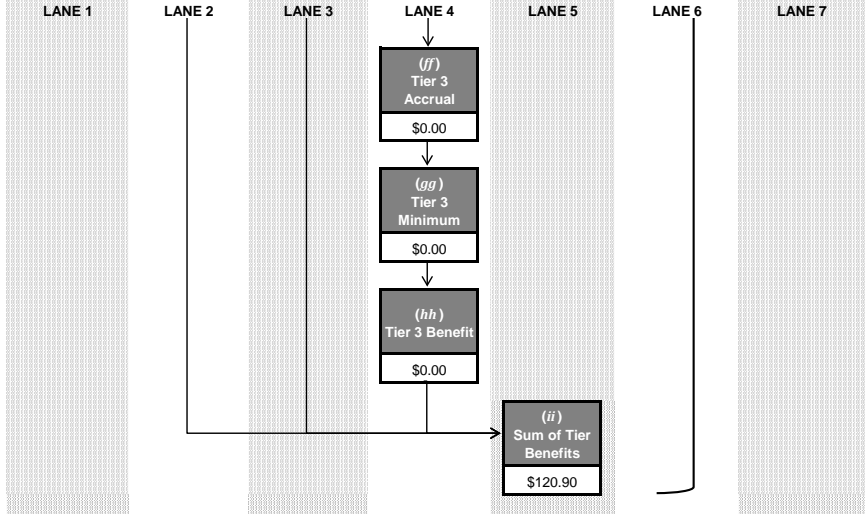


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$241.80	\$11,163.00	\$0.00	\$11,163.00	\$0.00	23.5	23.943	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The terminated vested participant's monthly benefit of \$241.80 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$11,163 (Tier 2 Contributions - d). A 50% cap to the amount of the suspension applies (see Tier 2 Minimum - dd) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). As a result, the participant's monthly benefit is proposed to be reduced to \$120.90 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 34 for complete calculation.

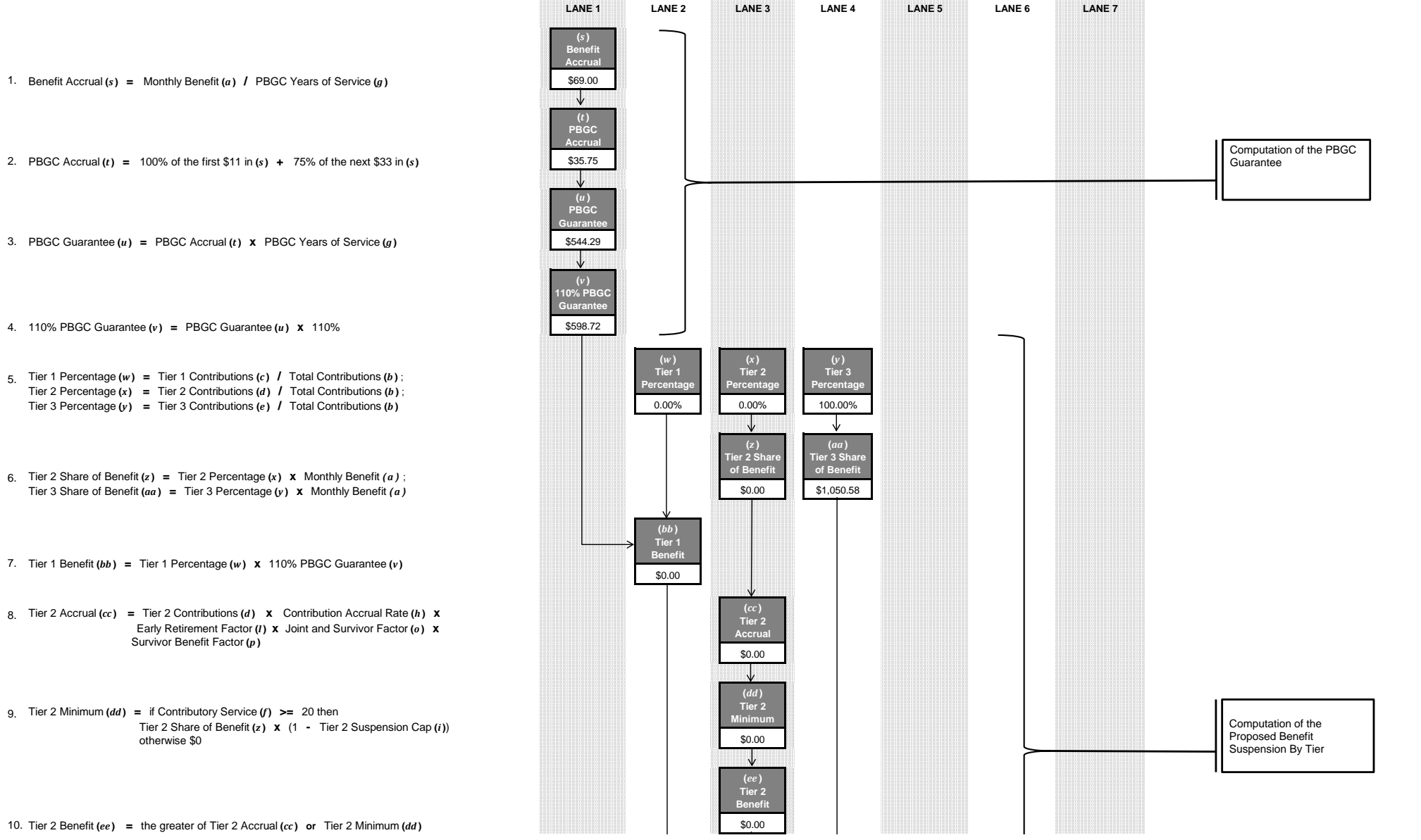
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 8 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 9** Calculation of the Proposed Benefit Suspension of a Tier 3 Active, Retired or Beneficiary Participant with less than 20 Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,050.58	\$67,514.00	\$0.00	\$0.00	\$67,514.00	14.75	15.225	1.0%	50%	40%	65 years; 0 months	1	64 years	Joint And 50% Surviving Spouse	0.8821	1	60	\$0.00

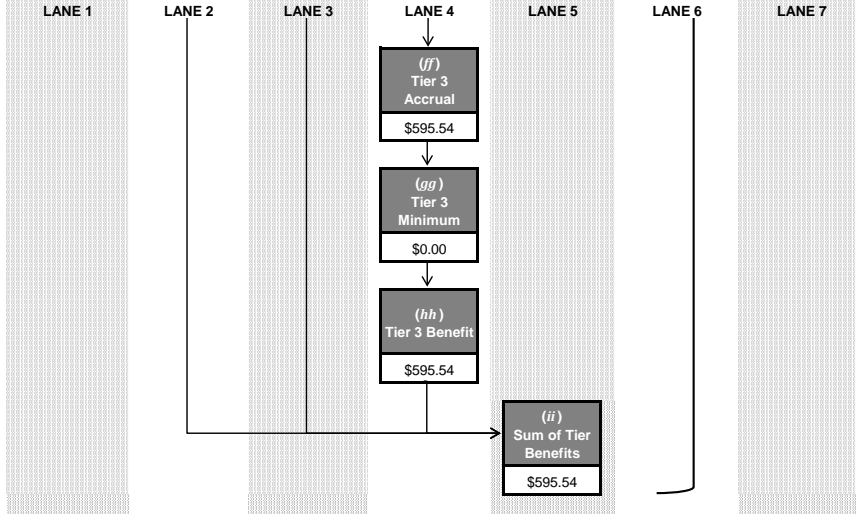


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,050.58	\$67,514.00	\$0.00	\$0.00	\$67,514.00	14.75	15.225	1.0%	50%	40%	65 years; 0 months	1	64 years	Joint And 50% Surviving Spouse	0.8821	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The retired participant's monthly benefit of \$1,050.58 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$67,514 (Tier 3 Contributions - e) times 1 (Early Retirement Factor - l) times 0.8821 (Joint and Survivor Factor - o) times 1 (Survivor Benefit Factor - p). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has less than 20 years of contributory service credit (see Contributory Service - f). As a result, the participant's monthly benefit is proposed to be reduced to \$595.54 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 37 for complete calculation.

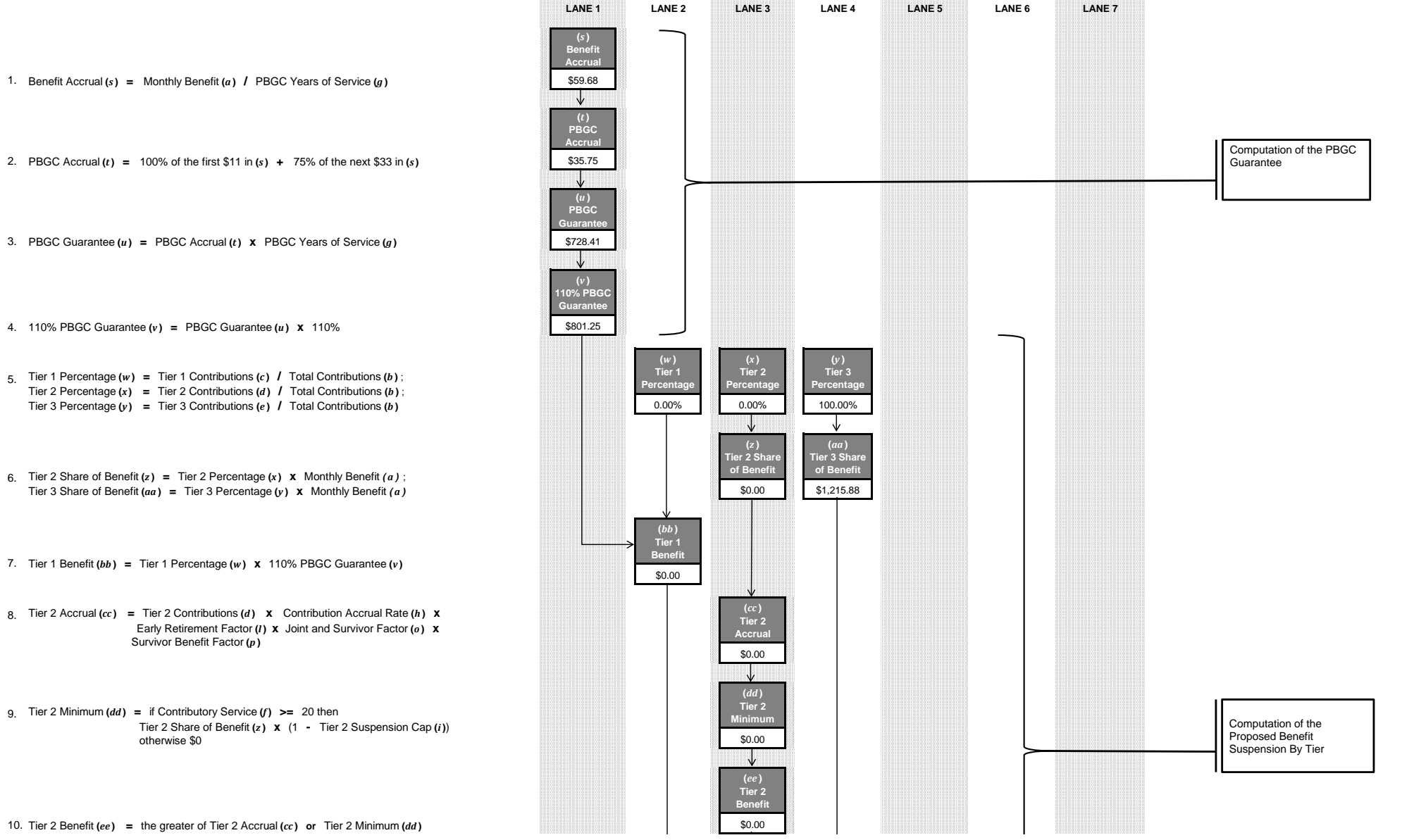
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 9 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 10** Calculation of the Proposed Benefit Suspension of a Tier 3 Active, Retired or Beneficiary in Pay Status with 20 or more Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,215.88	\$69,506.00	\$0.00	\$0.00	\$69,506.00	20	20.375	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00

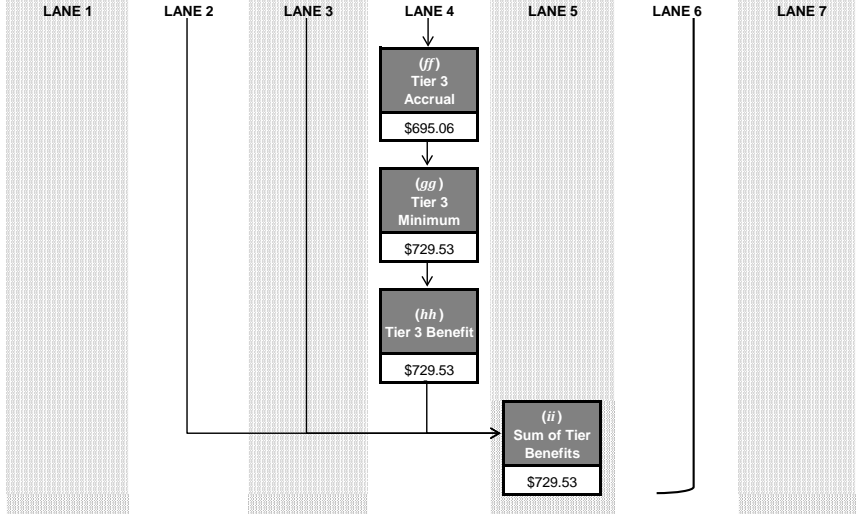


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,215.88	\$69,506.00	\$0.00	\$0.00	\$69,506.00	20	20.375	1.0%	50%	40%	65 years; 0 months	1	N/A	Lifetime Only	1	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The retiree's monthly benefit of \$1,215.88 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$69,506 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the participant has 20 or more years of contributory service credit (see Contributory Service - f). As a result, the retiree's monthly benefit is proposed to be reduced to \$729.53 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 40 for complete calculation.

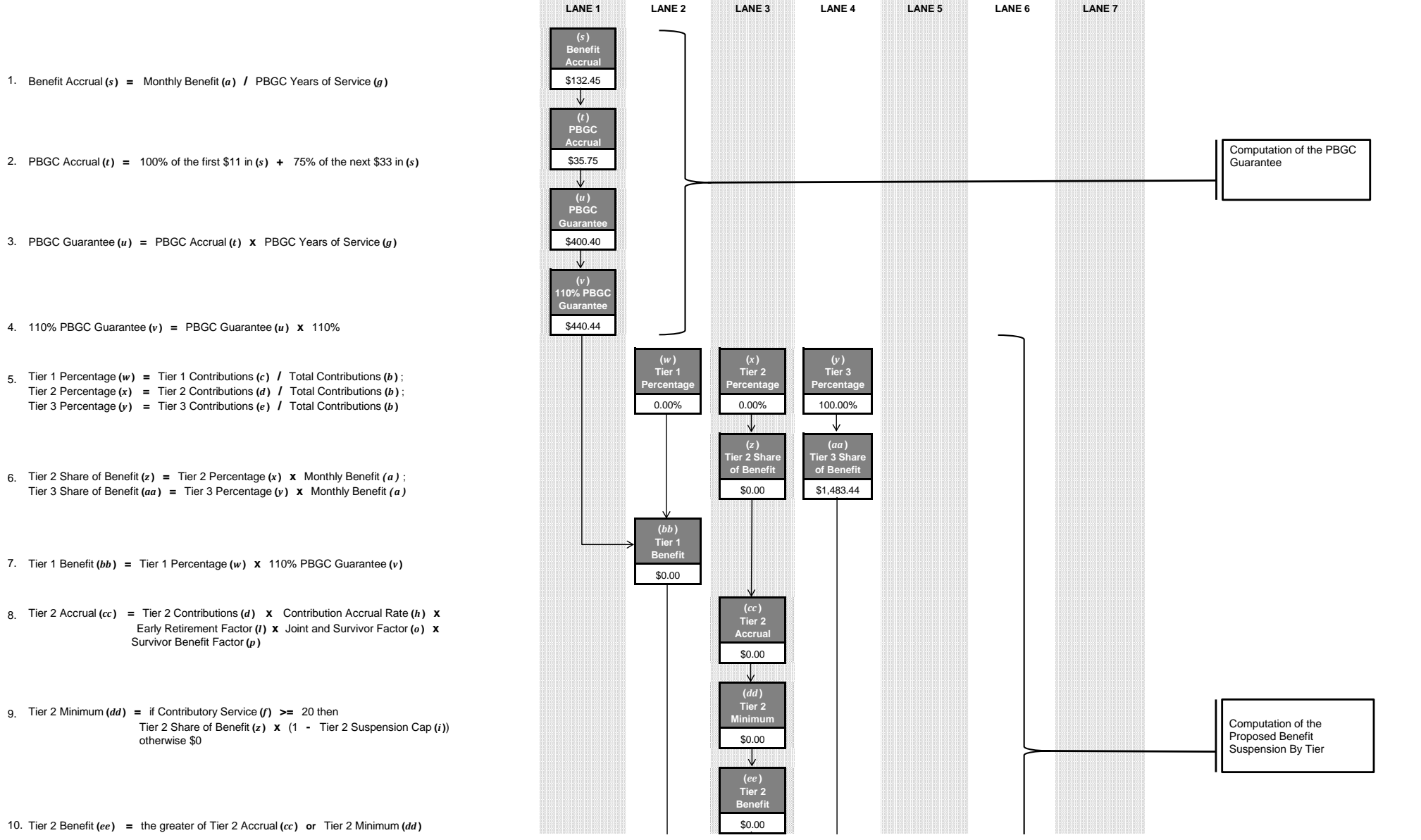
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No



**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 11** Calculation of the Proposed Benefit Suspension of a Tier 3 Terminated Vested Participant with less than 20 Years of Contributory Service

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,483.44	\$74,212.00	\$0.00	\$0.00	\$74,212.00	11	11.2	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

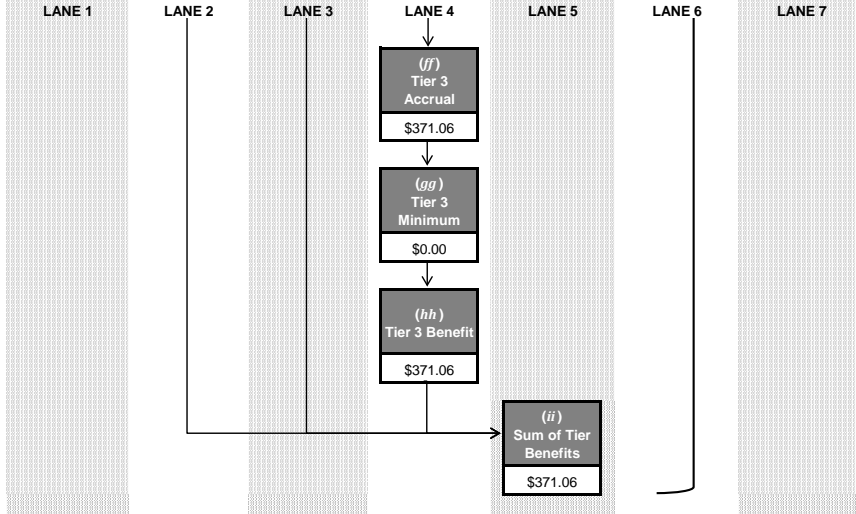


**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,483.44	\$74,212.00	\$0.00	\$0.00	\$74,212.00	11	11.2	0.5%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00

11. Tier 3 Accrual (ff) = Tier 3 Contributions (e) x Contribution Accrual Rate (h) x Early Retirement Factor (l) x Joint and Survivor Factor (o) x Survivor Benefit Factor (p)
12. Tier 3 Minimum (gg) = if Contributory Service (f) >= 20 then Tier 3 Share of Benefit (aa) x (1 - Tier 3 Suspension Cap (j)) otherwise \$0
13. Tier 3 Benefit (hh) = the greater of Tier 3 Accrual (ff) or Tier 3 Minimum (gg)
14. Sum of Tier Benefits (ii) = Tier 1 Benefit (bb) + Tier 2 Benefit (ee) + Tier 3 Benefit (hh)



The terminated vested participant s earned monthly benefit of \$1,483.44 (Monthly Benefit - a) is proposed to be suspended to .5% (Contribution Accrual Rate - h) of \$74,212 (Tier 3 Contributions - e). No cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has less than 20 years of contributory service credit (see Contributory Service - f). As a result, the participant s monthly benefit is proposed to be reduced to \$371.06 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 43 for complete calculation.

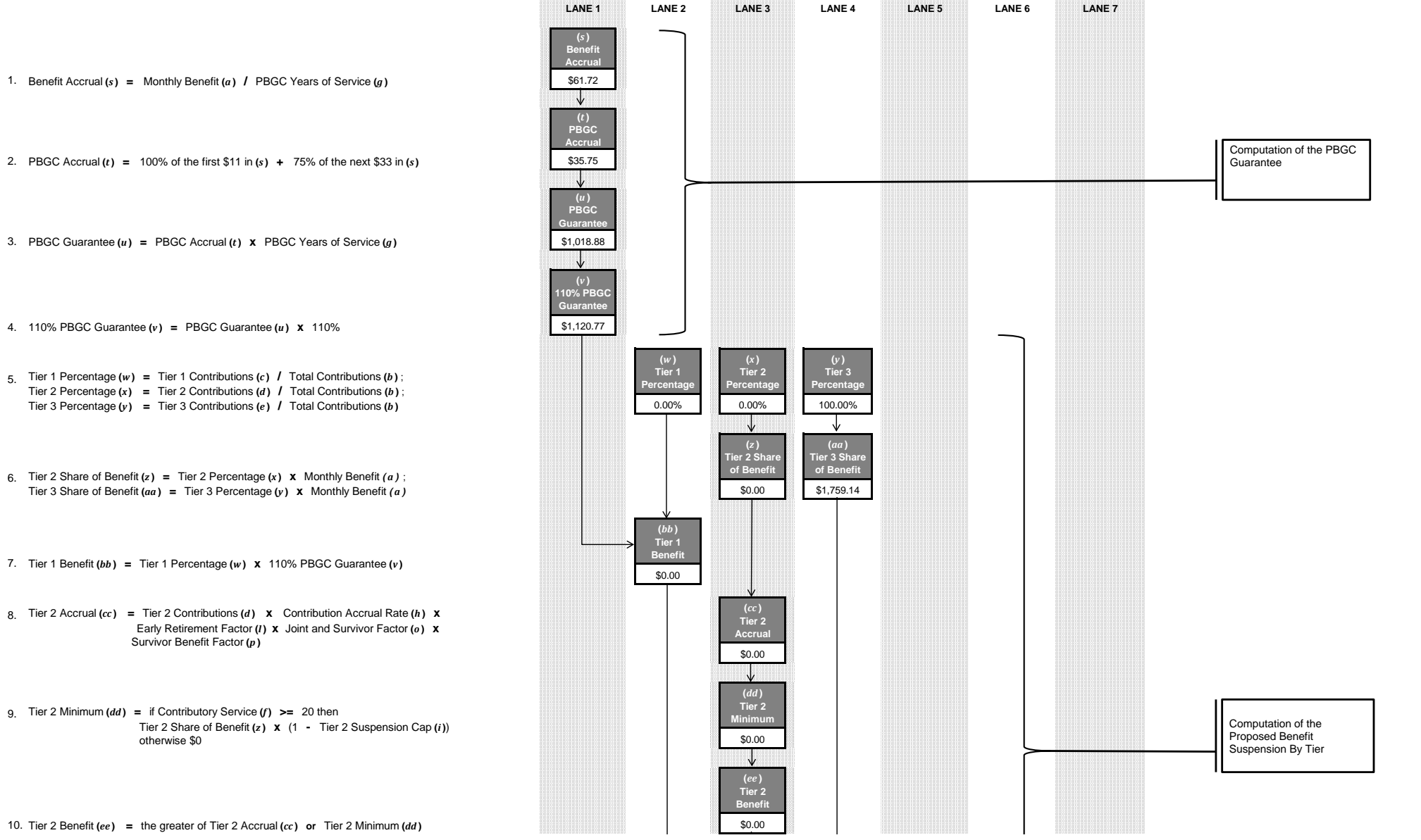
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 11 (continued)

**Central States, Southeast and Southwest Areas Pension Plan**  
 Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

**EXAMPLE 12** Calculation of the Proposed Benefit Suspension of a Tier 3 Terminated Vested Participant with 20 or more Years of Contributory Service

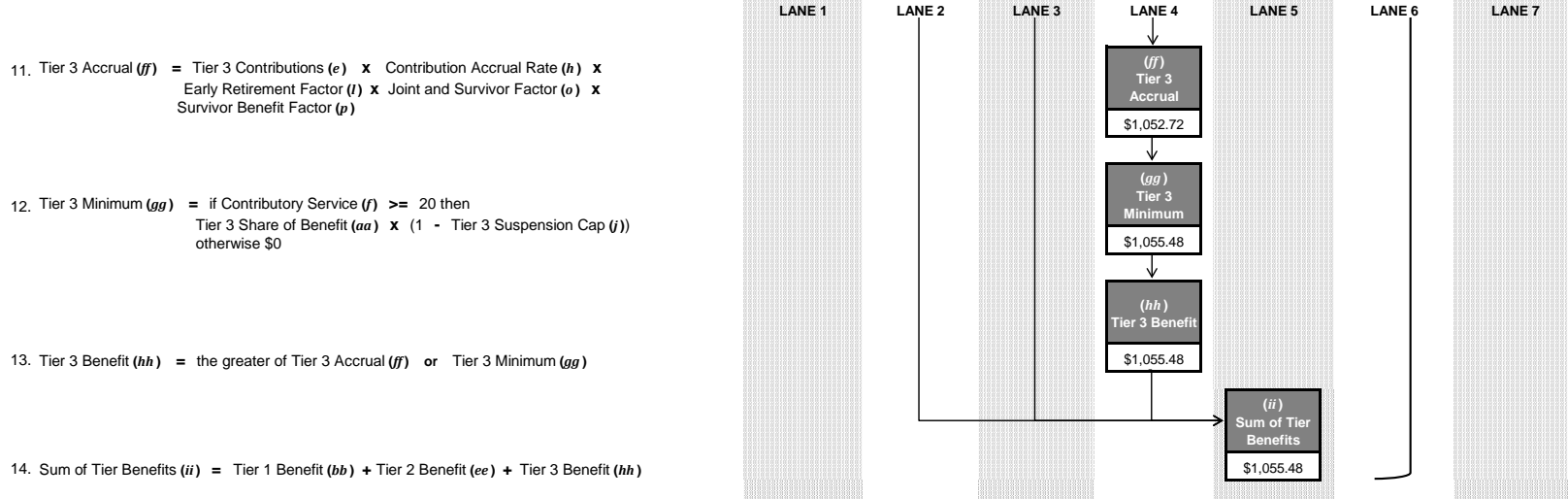
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,759.14	\$105,272.00	\$0.00	\$0.00	\$105,272.00	28.5	28.5	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



**Central States, Southeast and Southwest Areas Pension Plan**

Illustration of How the Proposed Benefit Suspension Affects Individuals in Each Category Differently

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)
Monthly Benefit	Total Contributions	Tier 1 Contributions	Tier 2 Contributions	Tier 3 Contributions	Contributory Service	PBGC Years of Service	Contribution Accrual Rate	Tier 2 Suspension Cap	Tier 3 Suspension Cap	Participant Age at Retirement	Early Retirement Factor	Spouse Age at Retirement	Form of Payment	Joint and Survivor Factor	Survivor Benefit Factor	Months To Age 80	Amount Based On Disability
\$1,759.14	\$105,272.00	\$0.00	\$0.00	\$105,272.00	28.5	28.5	1.0%	50%	40%	N/A	1	N/A	N/A	1	1	60	\$0.00



The terminated vested participant s earned monthly benefit of \$1,759.14 (Monthly Benefit - a) is proposed to be suspended to 1% (Contribution Accrual Rate - h) of \$105,272 (Tier 3 Contributions - e). A 40% cap to the amount of the suspension applies (see Tier 3 Minimum - gg) under the proposed benefit suspension plan because the terminated vested participant has 20 or more years of contributory service credit (see Contributory Service - f). As a result, the participant s monthly benefit is proposed to be reduced to \$1,055.48 (Sum of Tier Benefits - ii).

Note: This example is calculated as if the limitations of § 432(e)(9)(D)(i), (ii) and (iii) do not apply. See Example 46 for complete calculation.

Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(a) exclusion of certain forfeitable benefits (for example, increased benefits that have not become part of the accrued benefit)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(b)(1)(A) exclusion of certain benefits and benefit increases in effect for less than 60 months?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the limitations contained in the section 4022A(c)(2) definition of the accrual rate used for calculating the monthly guaranteed benefit (the accrual rate must be based on a benefit that is no greater than the monthly benefit payable under the plan at normal retirement age in the form of a single life annuity (for example, if the benefit reflected an actuarial increase related to delayed retirement or is paid in the form of a social security level income option) and must be calculated without regard to any reduction under § 411(a)(3)(E), divided by years of credited service (credited service cannot exceed 1 year for any year of participation))?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(d) limitation that the guaranteed benefit will not exceed the benefit calculated under the plan as reduced under § 411(a)(3)(E)?	No
Is the monthly guaranteed benefit calculated under section 4022A reduced on account of the section 4022A(e) exclusion, pursuant to section 4022(b)(6), of benefits that would not be guaranteed if paid under a single-employer plan (benefits paid from a plan that does not satisfy the requirements of § 401(a) or § 404(a)(2))?	No

EXAMPLE 12 (continued)