

(b) is the monthly benefit that would have been paid to the Participant had he been age 65 at the time of his leaving Covered Employment and he had then been eligible for the benefits set forth in Section 3.2., and

(c) is 1/30th.

3.8 Benefit Amount of Vested Pension at Early Retirement Ages - The Participant may elect to have his vested pension begin at any age between 55 and 65. In such a case, the amount of his vested benefit will be the product of (a), (b) and (c) as shown below in this section.

(a) is the number of years of total credited service not exceeding 30.

(b) is the monthly benefit that would have been paid to the Participant, at the early retirement age chosen by him, according to the schedule of Early Service Retirement Pensions shown in Section 3.4.

(c) is 1/30th.

Disability Retirement Pension

3.9 Eligibility - A Participant shall be eligible for a Disability Retirement Pension in lieu of an Early Service Retirement Pension, upon approval by the Trustees, when he has met all of the following conditions:

(a) He becomes totally and permanently disabled so as to be unable to engage in any substantial gainful

activity by reason of a medically determinable physical or mental impairment.

- (b) He has become qualified to receive disability benefits provided by the Federal Social Security Act.
- (c) Such disability has continued for six consecutive months.
- (d) He has met the conditions for an Early Service Retirement Pension as set forth in Section 3.3(a).

3.10 **Benefit Amount** - The monthly Disability Retirement pension shall be equal to 80% of the Normal Service Retirement Pension which such Participant would have received if he had continued to work until age 65.

General Provisions

3.11 **Change of Employer** - A Participant shall carry his pension credits with him when he transfers from one participating Employer to another, if there is a lay-off and re-hiring, provided the Participant is reemployed by a participating Employer.

3.12 **Election of Pensions** - If a Participant is eligible for more than one type of pension under this Plan, he shall be entitled to elect the type of pension he wishes to receive.

3.13 **Minimum Normal Retirement Pension** - Normal Retirement Pension shall in no event be less than the greatest Early Retirement Pension of Participant could have been eligible for had he elected an Early Retirement. Upon a Participant