

**International Association of Machinists Motor City Pension Fund**

**EIN/Plan #: 38-6237143/001**

**Checklist Item #36 – 7.06 Recent Plan Documents**

*Does the application include:*

- *The required plan documents,*
- *Any recent amendments,*
- *The summary plan description (SPD),*
- *The summary of material modifications, and*
- *The most recent determination letter?*

*See section 7.06*

Document 36.1(1) and 36.1(2) provides a copy of the most recently restated plan document effective July 1, 2014 and a copy of Amendment #1.

Document 36.2 provides a copy of the most recent summary of plan description (SPD).

Document 36.3 provides a copy of the most recent favorable determination letter.

**International Association of Machinists Motor City Pension Fund**

**EIN/Plan #: 38-6237143/001**

**Checklist Item #36 – 7.06 Recent Plan Documents**

**Document 36.1(1)**

**The Most Recently Updated  
Plan Document**

Please refer to the following pages.

**INTERNATIONAL ASSOCIATION OF MACHINISTS MOTOR CITY  
PENSION PLAN**

(As Amended and Restated Effective July 1, 2014)

## **ADOPTION AND PLAN RESTATEMENT**

**WHEREAS**, pursuant to the terms of a Trust Agreement entitled **INTERNATIONAL ASSOCIATION OF MACHINISTS MOTOR CITY PENSION FUND** originally dated March 27, 1956, there was established the **INTERNATIONAL ASSOCIATION OF MACHINISTS MOTOR CITY PENSION PLAN** (hereinafter referred to as the "Plan") effective June 1, 1955 to provide retirement benefits to eligible Participants; and

**WHEREAS**, the Plan was amended from time to time; and

**WHEREAS**, the Trustees hereunder reserved the right to amend the Pension Plan as provided in Article IX of the Plan; and

**WHEREAS**, the Plan and related Trust are intended to meet the requirements of Code Sections 401(a) and 501(a).

**NOW, THEREFORE**, the Plan is amended and restated in its entirety as hereinafter set forth effective July 1, 2014, unless otherwise stated herein. Except as may otherwise be provided herein, the provisions of this amended and restated Plan shall apply only to an Employee who terminates employment with an Employer on or after June 30, 2014. The rights and benefits, if any, of any Employee who retired or whose employment by an Employer was otherwise terminated prior to July 1, 2014, shall be determined in accordance with applicable law and the Plan provisions in effect on the Employee's date of termination or retirement.

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## ARTICLE I – DEFINITIONS

### ***Section 1.01. - “Accrued Benefit”***

**“Accrued Benefit”** means the monthly amount determined under Section 4.01.

### ***Section 1.02. - “Actuarial Equivalent”***

**“Actuarial Equivalent”** means:

(A) Except for Adjusting Benefit for 415 Limits or Calculating Lump Sum Values:

A benefit of equivalent value when computed on the basis of the UP-1984 mortality table and an assumed rate of interest of six percent (6%).

(B) Adjusting Benefits for Purposes of Code Section 415 Limits:

1. The determination of Actuarial Equivalents for Code Section 415(b)(2) limits for annuity starting dates before July 1, 2014 shall be based upon the Plan in effect at the time of the annuity starting date.
2. The determination of Actuarial Equivalents for Code Section 415(b)(2) limits for annuity starting dates on or after July 1, 2014 shall be based upon the following.
  - a. For the purposes of applying the benefit limitations of Internal Revenue Code Section 415, a retirement benefit that is payable in any form other than a straight life annuity or qualified joint and survivor annuity, and that is not subject to 417(e)(3), shall be adjusted to an actuarially equivalent straight life annuity that equals the greater of the annual straight life annuity, if any, payable under the Plan at the same annuity starting date and the annual amount of a straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the Participant’s form of benefit computed using an interest rate of five percent (5%) and the applicable mortality table under Code Section 417(e)(3). The applicable mortality table will be a mortality table, modified as appropriate by the Secretary, based on the mortality table specified for the Plan Year under subparagraph (A) of Code Section 430(h)(3) (without regard to subparagraph (C) or (D) of such Section).
  - b. For the purposes of applying the benefit limitations of Code Section 415 to a retirement benefit that is payable in a form that is subject to Code Section 417(e)(3), such benefit shall be adjusted to an Actuarial Equivalent straight life annuity at the same annuity starting date using the applicable mortality table and applicable interest rate as described below. The applicable mortality table will be a mortality table, modified as appropriate by the Secretary, based on the mortality table specified for the Plan Year under subparagraph (A) of Code Section 430(h)(3) (without regard to subparagraph (C) or (D) of such Section). The applicable interest rate means the adjusted first, second and third segment rates for the month of May before the Plan Year containing the annuity starting



date. The adjusted first, second and third segment rates are the first, second and third segment rates determined under Code Section 430(h)(2)(C) as if the Code Section 430(h)(2)(D) definition of “corporate bond yield curve” was applied by substituting the average yields for the month, as described in Code Section 430(h)(2)(D)(ii) for the average yields for the twenty-four (24) month period, as described in such Section.

(C) Calculating Minimum Lump Sum Values:

1. The determination of the minimum lump sum value for annuity starting dates before July 1, 2014 shall be based upon the Plan in effect at the time of the annuity starting date.
2. The determination of the minimum lump sum value for annuity starting dates on or after July 1, 2014 shall be based upon the applicable mortality table and applicable interest rate as described below. The applicable mortality table will be a mortality table, modified as appropriate by the Secretary, based on the mortality table specified for the Plan Year under subparagraph (A) of Code Section 430(h)(3) (without regard to subparagraph (C) or (D) of such Section). The applicable interest rate means the adjusted first, second and third segment rates for the month of May before the Plan Year containing the annuity starting date. The adjusted first, second and third segment rates are the first, second and third segment rates determined under Code Section 430(h)(2)(C) as if the Code Section 430(h)(2)(D) definition of “corporate bond yield curve” was applied by substituting the average yields for the month, as described in Code Section 430(h)(2)(D)(ii) for the average yields for the twenty-four (24) month period, as described in such Section.

**Section 1.03. - “Actuary”**

“Actuary” means a person who is enrolled by the Joint Board for the Enrollment of Actuaries established under Subtitle C of Title III of ERISA, or a firm of actuaries at least one (1) of whose members is so enrolled.

**Section 1.04. - “Administrative Agency”**

“Administrative Agency” means an organization or agency selected by the Trustees with which the Trustees have entered into an agreement to perform specified administrative functions in the operations of the Plan and Fund.

**Section 1.05. - “Administrator”**

“Administrator” means the Trustees.

**Section 1.06 – “Beneficiary”**

“Beneficiary” means a person designated by a Participant on a form acceptable to the Trustees. If a Participant should die without designating a Beneficiary, the Beneficiary is the Participant’s legal Spouse. If the Participant is not married or is not survived by a legal Spouse, then the Automatic Beneficiary(s) shall be the Participant’s surviving children, equally; and if none, the Participant’s estate.

However, in the event that a married Participant or the Participant's Spouse files for a divorce, annulment or other termination of marriage the Participant's Beneficiary designation shall be null and void on the date a Participant's divorce proceedings become final unless the Participant redesignates such former Spouse as Beneficiary subsequent to the divorce, annulment or other termination of marriage. The divorced Participant may also file a designation of a new Beneficiary. If the Participant is not married, the Beneficiary will be the person or persons designated by the Participant. In the event a Participant, single or divorced, fails to name a Beneficiary, the applicable benefit shall be paid to the Participant's surviving children, equally; and if none, the Participant's estate.

***Section 1.07. - "Break in Service"***

***"Break in Service"*** means a break in an Employee's employment relationship, as determined in accordance with Section 2.05.

***Section 1.08. - "Code"***

***"Code"*** means the Internal Revenue Code of 1986, as amended from time to time. References to any section of the Internal Revenue Code shall be to that section as it may be renumbered, amended, supplemented or reenacted.

***Section 1.09. - "Collective Bargaining Agreement"***

***"Collective Bargaining Agreement"*** means the written agreement in force and effect between the Union and an Employer providing for contributions to the Fund, together with any modifications or amendments thereto.

***Section 1.10. - "Credited Service"***

***"Credited Service"*** means the sum of service of a Participant specified under Article II used to determine eligibility for benefits as provided under Article III.

***Section 1.11. - "Effective Date"***

***"Effective Date"*** means June 1, 1955, the initial date the Plan became effective.

***Section 1.12. - "Employee"***

***"Employee"*** means any person who is an Employee according to the Trust Agreement and for whom contributions are required under the Plan. As of January 1, 1976, "Employee" also means any employee who would normally be included in the definition of "Employee" except for the fact that such employee works less than full time, provided such employee has contributions made by the Employer for at least sixteen (16) weeks in: (A) the twelve (12) consecutive month period subsequent to his Employment Commencement Date, or (B) any Plan Year subsequent to his Employment Commencement Date.

Employee shall not include leased employees within the meaning of Code Section 414(n)(2). Leased employee means any person who is not an Employee of the Employer and who provides services to the Employer if: (A) such services are provided pursuant to an agreement between the Employer and any other person, (B) such person has performed such services for the Employer on a substantially full-time basis for a period of one (1) year, and (C) for Plan Years commencing prior

to July 1, 1997, such services are of a type historically performed, in the business field of the Employer, by Employees, and for Plan Years on and after July 1, 1997 the person is under the primary direction or control of the Employer.

***Section 1.13. - "Employer"***

***"Employer"*** means any association, individual, partnership or corporation which is an Employer according to the terms of the Trust Agreement and specifically Article I, Section 1 thereof and who is contributing or has agreed to contribute on behalf of his Employees.

***Section 1.14. - "Employment Commencement Date"***

***"Employment Commencement Date"*** means the first day an Employee is entitled to receive Credited Service for the performance of duties.

***Section 1.15. - "ERISA"***

***"ERISA"*** means the Employee Retirement Income Security Act of 1974.

***Section 1.16. - "Fiduciary"***

***"Fiduciary"*** means the Trustees.

***Section 1.17. - "Normal Retirement Date"***

***"Normal Retirement Date"*** means the first day of the calendar month coincident with or immediately following the Participant's sixty-fifth (65<sup>th</sup>) birthday.

***Section 1.18. - "Participant"***

***"Participant"*** means any Employee who has met the eligibility conditions of Section 2.01 and is covered under the Plan.

***Section 1.19. - "PBGC"***

***"PBGC"*** means the Pension Benefit Guaranty Corporation established under ERISA.

***Section 1.20. - "Permanent and Total Disability"***

***"Permanent and Total Disability"*** means a physical or mental condition of a Participant which totally and permanently prevents such Participant from engaging in any regular occupation or employment for remuneration or profit, which occupation or employment would be inconsistent with a finding of a Permanent and Total Disability and which condition renders the Participant eligible for disability benefits under the Federal Social Security Act. .However, no Participant shall be deemed to have a Permanent and Total Disability for the purpose of the Plan if his incapacity resulted from service in the armed forces of any country. The disability must occur while the Employee is an active Employee hereunder.

***Section 1.21. - "Plan" or "Pension Plan"***

***"Plan" or "Pension Plan"*** means the International Association of Machinists Motor City Pension Plan, hereinafter set forth and described.

**Section 1.22. - "Plan Year"**

**"Plan Year"** means the twelve (12) month period commencing on each January 1 through December 31, 1989, the six (6) month period commencing January 1, 1990 and ending June 30, 1990, and the twelve (12) month period commencing on July 1, 1990 and each July 1 thereafter.

**Section 1.23. - "Reemployment Commencement Date"**

**"Reemployment Commencement Date"** means the first day an Employee is entitled to receive Credited Service for the performance of duties after a termination of employment.

**Section 1.24. - "Retired Participant" or "Retiree"**

**"Retired Participant"** or **"Retiree"** means a Participant who has retired under the Plan and is eligible for a retirement benefit in accordance with Article III.

**Section 1.25. - "Social Security Retirement Age"**

**"Social Security Retirement Age"** means age sixty-five (65) for an individual born before January 1, 1938, age sixty-six (66) for an individual born on or after January 1, 1938 and before January 1, 1955, and age sixty-seven (67) for an individual born on or after January 1, 1955.

**Section 1.26. - "Spouse"**

**"Spouse"** means the husband or wife of an Employee to whom the Employee was married to for at least twelve (12) months at the later of the Employee's termination of employment or the commencement of his benefits hereunder or at the Employee's death, if sooner. Effective June 26, 2013, a Spouse includes a same-sex spouse where the Participant and Spouse were legally married in a state (or any foreign jurisdiction having the legal authority to sanction marriages) that recognizes same-sex marriages.

**Section 1.27. - "Terminated Vested Participant"**

**"Terminated Vested Participant"** means a Participant who terminates employment with an Employer at any time prior to retirement after attaining at least five (5) years of Vesting Service, or a Participant whose Employer discontinues contributions to the Plan on behalf of its Employees at any time prior to the Participant's retirement who has satisfied, at the time of the Employer's discontinuance of contributions, the vesting requirements of the Plan in effect at that time.

**Section 1.28. - "Trust Agreement"**

**"Trust Agreement"** means the agreement and declaration of trust made and entered into by and between the Union and the Employer and that instrument as from time to time amended.

**Section 1.29. - "Trust Fund" or "Fund"**

**"Trust Fund"** or **"Fund"** means International Association of Machinists Motor City Pension Fund.

**Section 1.30. - "Trustees"**

**"Trustees"** means the Employer Trustees and the Union Trustees, collectively, as appointed under the Trust Agreement, and as constituted from time to time, in accordance with the provisions of the Trust Agreement.

***Section 1.31. - "Union"***

***"Union"*** means the Machinists Motor City Lodge 698, District 60, International Association of Machinists and Aerospace Workers and, shall also mean, any and all Lodges of International Association of Machinists and Aerospace Workers in the State of Michigan which has duly executed a collective bargaining agreement with any association or individual employer who satisfies requirements for participation as established by the Trustees and agrees to be bound by this Agreement.

***Section 1.32. - "Vesting Service"***

***"Vesting Service"*** means the period of service an Employee has toward establishing eligibility for a Terminated Vested Benefit as provided under Section 3.05.

Unless the context shall clearly indicate otherwise, the male gender shall be construed to mean the female gender, and the female gender shall be construed to mean the male gender, wherever used herein and the plural shall include the singular.

## ARTICLE II – COVERAGE AND FORMS OF SERVICE

### *Section 2.01. - Coverage Under the Plan*

Each Participant who was covered under the Plan on the effective date of this amendment and restatement shall be automatically covered under the Plan after its effective date. Each other present and future Employee shall be automatically covered under the Plan upon becoming an Employee as specified in Section 1.12.

### *Section 2.02. - Reemployment - Date and Manner*

#### (A) Prior to a Break in Service

An Employee who terminates employment and is subsequently reemployed by the Employer prior to the date he would have otherwise incurred a Break in Service shall not be deemed to have terminated his employment for purposes of the Plan, and he shall not lose his Vesting Service or Credited Service which he had accrued as of his prior date of termination of employment.

#### (B) On or After A Break in Service

An Employee who has a Break in Service must then again fulfill the eligibility requirements of Section 2.01 and he shall then be covered under the Plan as of his Reemployment Commencement Date.

### *Section 2.03. - Credited Service*

(A) Credited Service for the period prior to January 1, 1958 shall be given at the rate of one (1) year for each year of employment with the Employer prior to January 1, 1958; provided however, that with respect to employment prior to June 1, 1955, a Participant may count employment only with his Employer on June 1, 1955 and not employment for other Employers under the Plan prior thereto. Full years, half years, or quarter years of Credited Service may be given to Participants according to uniform rules to be established by the Trustees for this purpose. Employees formerly covered by the Transit Mixed Concrete Institute - Mechanics' Motor City Lodge #698 Pension Plan who were brought under the Plan by merger agreement as of January 1, 1960 shall have their credits for employment prior to such date of merger determined in accordance with the provisions of said Transit Mixed Concrete Institute - Mechanics' Motor City Lodge #698 Pension Plan as it existed prior to the First Amendment thereto.

(B) (i) Credited Service for the period beginning January 1, 1958 through December 31, 1989 shall be given for each calendar year in accordance with the number of weeks of contributions to the Fund on behalf of the Participant. Credited Service shall be earned in accordance with the following schedule:

<u>Weeks of Contributions in a Calendar Year</u>	<u>Credited Service</u>
0 – 5	0
6 – 15	1/4
16 – 25	1/2
26 – 35	3/4
36 or More	1

- (ii) For the period beginning January 1, 1990 through June 30, 1990, Credited Service shall be given for such period in accordance with the number of weeks of contributions to the Fund on behalf of the Participant in accordance with the following schedule:

Weeks of Contributions for Period January 1, 1990 through June 30, 1990	Credited Service
0 - 2	0
3 - 7	1/4
8 - 12	1/2
13 - 17	3/4
18 or More	1

- (iii) Credited Service for the period beginning July 1, 1990 and thereafter shall be given for each Plan Year in accordance with the number of weeks of contribution to the Fund on behalf of the Participant in accordance with the following schedule:

Weeks of Contributions in a Plan Year	Credited Service
0 - 5	0
6 - 15	1/4
16 - 25	1/2
26 - 35	3/4
36 or More	1

- (C) Employees formerly covered by the Transit Mixed Concrete Institute - Mechanics' Motor City Lodge No. 698 Pension Plan who were brought under the Plan by a merger agreement as of January 1, 1960, shall have their Credited Service prior to such date of merger determined in accordance with the provisions of said Transit Mixed Concrete Institute - Mechanics' Motor City Lodge No. 698 Pension Plan as it existed prior to the First Amendment thereto.
- (D) Notwithstanding any other provisions of this Section, the Employees of an Employer who has come under the terms of the Plan on or after January 1, 1966, shall have their Credited Service and Vesting Service for the period prior to the entry of said Employer into the Plan determined by the Trustees in accordance with the cost studies prepared by the Actuary under the Plan; provided, however, that until contributions have been made to the Fund on behalf of each such Employee for at least five (5) years, such Credited Service and Vesting Service shall be tentative and shall be cancelled if at his termination of employment for any reason under the Plan such contributions on his behalf have not been made for at least five (5) years. Notwithstanding the above, the Trustees in accordance with the cost studies prepared by the Actuary may allow Employees of any such Employer who would otherwise be eligible for Normal Retirement to retire prior to having five (5) years of contributions made on their behalf.

- (E) Notwithstanding any other provisions of this Section, if an Employer who is an automotive dealer and whose employees are organized by the Union prior to December 31, 1973 becomes an Employer under the Plan prior to January 1, 1977, the Employees of said Employer shall be granted Credited Service and Vesting Service for the period prior to entry of said Employer into the Plan at the rate of one (1) year for each year of continuous employment of the Employee with said Employer prior to the Employer's effective date of entry into the Plan; provided, however, that until contributions have been made to the fund on behalf of each such Employee for at least five (5) years, such Credited Service and Vesting Service shall be tentative and shall be cancelled if at his termination of employment for any reason under the Plan such contributions on his behalf have not been made for at least five (5) full years. After contributions have been made on behalf of such an Employee for at least five (5) years, the tentative Credited Service and Vesting Service shall be credited on a permanent basis and his benefit eligibility and benefit amount thereafter shall be determined on the basis of his Credited Service and Vesting Service as so determined. Notwithstanding the above, the Trustees may allow Employees of such Employer who would otherwise be eligible for Normal Retirement or Early Retirement (who is at least age sixty-one (61) years and eleven (11) months on the Employee's last contribution date) to retire prior to having five (5) years of contributions made on their behalf.

***Section 2.04. - Vesting Service***

- (A) An Employee shall be credited with one (1) year of Vesting Service for each year of Credited Service earned prior to January 1, 1976. After January 1, 1976, an Employee shall earn one (1) year of Vesting Service for each Plan Year during which the Employee earns at least one-half (1/2) year of Credited Service.
- (B) Notwithstanding the above, an Employee's Vesting Service shall not be less than his Credited Service.

***Section 2.05. - Loss of Credited Service***

(A) Termination of Employment

Subject to possible reinstatement under Section 2.06(A), a Participant who, prior to becoming eligible for a retirement benefit, is discharged or terminates his employment, and fails to earn one quarter (1/4) of a year of Credited Service in the then current or next succeeding Plan Year, shall have his years of Vesting Service and Credited Service suspended for purposes of the Plan unless at such time he is eligible for a benefit as set forth in Section 3.05.

(B) Break in Service

A Participant who, prior to becoming eligible for a retirement benefit, (i) is discharged or terminates his employment and (ii) earns less than one-quarter (1/4) of a year of Credited Service shall lose his Vesting Service and Credited Service for purposes of the Plan, in which case, the Participant will be deemed to have incurred a Break in Service as of the beginning of the Plan Year in which such conditions occur.

For Plan Years beginning after December 31, 1984, and solely for purposes of determining whether a Break in Service has occurred, if a Participant is absent from work for maternity or paternity reasons the Participant shall receive credit for the number of weeks which



otherwise would normally have been credited to such individual but for such absence up to a maximum of one quarter (1/4) of a year of Credited Service. Such weeks shall be credited in the Plan Year in which the Participant's absence from work begins if the Participant would otherwise be credited with less than one quarter (1/4) of a year of Credited Service for the Plan Year, otherwise in the immediately following Plan Year. For purposes of this paragraph, an absence from work for maternity or paternity reasons means an absence: (i) by reason of the pregnancy of the individual; (ii) by reason of the birth of a child of the individual; (iii) by reason of the placement of a child with the individual in connection with the adoption of such child by such Participant; or, (iv) for purposes of caring for such child for a period beginning immediately following such birth or placement.

If a Participant is on a leave of absence under the Family Medical Leave Act (FMLA) and such leave is not otherwise treated as a leave of absence under this Plan, the Participant shall receive credit for service during the period of FMLA leave solely for purposes of determining whether the Participant has incurred a Break in Service.

- (C) Subject to Section 2.09, no loss of prior Credited Service or Vesting Service will occur if the Participant is granted a leave of absence under the terms of the Collective Bargaining Agreement for military service in the armed forces of the United States and returns to employment with the Employer within the time prescribed by law for protection of his seniority rights or for sick leave because of injury or disease sustained in the course of employment with the Employer and with respect to which period he receives Workers' Compensation benefits or for personal sick leave granted under the Collective Bargaining Agreement for which period he receives pay from the Employer or sickness and accident benefits from a plan to which the Employer contributes other than Social Security.

#### ***Section 2.06. - Reemployment***

(A) Reemployment of a Non-Vested Participant

If a prior Employee who had a Break in Service prior to retirement, was not a Terminated Vested Participant, and is subsequently reemployed by the Employer, he must then complete the eligibility requirements of Section 2.01 from his Reemployment Commencement Date to again become a Participant under the Plan. Upon completion of the eligibility requirements of Section 2.01, the Participant shall have his Vesting Service and Credited Service as of his prior date of termination of employment reinstated, if he meets any of the following conditions:

- (i) With respect to a Break in Service which occurred on or after January 1, 1976, if the period of time from the Participant's last Break in Service to his Reemployment Commencement Date does not exceed such Participant's years of Vesting Service as of his last Break in Service;
- (ii) With respect to a Break in Service which occurred on or after January 1, 1985, if the period of time from the Participant's last Break in Service to his Reemployment Commencement Date does not exceed five (5) years; or

- (iii) With respect to a prior Participant whose last Break in Service occurred on or after January 1, 1976 but prior to January 1, 1985 and whose Reemployment Commencement Date occurs on or after January 1, 1985, if the period of time from the Participant's last Break in Service to December 31, 1984 does not exceed such Participant's years of Vesting Service as of his last Break in Service and if the period of time from his last Break in Service to his Reemployment Commencement Date does not exceed five (5) years.

If the Participant does not meet any of the conditions set forth above, or if the Participant's Break in Service occurred before January 1, 1976, his prior Vesting Service and Credited Service shall not be reinstated.

(B) Reemployment of a Terminated Vested Participant

If a Terminated Vested Participant is reemployed by an Employer prior to retirement he will immediately become covered by the Plan as of his Reemployment Commencement Date and he shall have his Vesting Service and Credited Service, as of his prior date of termination of employment, reinstated.

(C) Reemployment After Retirement

A Retired Participant who is rehired by an Employer shall have his Vesting Service and Credited Service treated in the manner set forth in Section 5.05.

***Section 2.07. - Transfers***

- (A) Upon the transfer of an Employee to other employment with the same Employer which results in his ceasing to be eligible for current Credited Service accruals under the Plan, his Credited Service shall be frozen in an amount as of such transfer date. The Employee will continue to earn Vesting Service as long as the Employee remains an Employee of such Employer. When the transferred Employee terminates his active employment with such Employer he shall be eligible for a benefit, if any, based on his frozen Credited Service, and his age at his termination date provided, however, that such Employee shall not be entitled to a Disability Retirement Benefit. No Credited Service will accrue under any circumstances for such transferred employee unless he returns to employment as an Employee. The Accrued Benefit of such transferred Employee shall be determined on the date contributions to the Plan were last made on his behalf.
- (B) If an employee of an Employer is transferred into employment with such Employer such that he becomes an Employee hereunder, such Employee will receive Vesting Service for his period of employment with such Employer but such service shall not be greater than the Employee could have earned if he was an Employee for his period of employment prior to his transfer.

***Section 2.08. - Controlled Group***

For the purpose of this Article II, Employer also means any corporation which is a member of a controlled group of corporations in which the Employer is a member within the meaning of Code Section 1563(a), without regard to Code Sections 1563(a)(4) and 1563(c)(3)(C), or any other unincorporated trade or business which is under common control of or with the Employer, within the meaning of regulations issued under Code Section 414; provided, however, that service with a controlled group company will only count for determining Vesting Service.

***Section 2.09. - Military Service***

If a Participant is on a leave of absence due to service in the Armed Forces of the United States, he shall be granted service and deemed contributions in accordance with the following:

- (A) If the Participant shall die while on such military leave of absence due to service in the Armed Forces of the United States, such Participant's Accrued Benefit shall become one hundred percent (100%) vested as of the Participant's date of death. The Participant shall receive Credited Service and Deemed Contributions (to the extent not otherwise payable by the Employer under the applicable collective bargaining agreement) for the period of his military leave of absence until the date of his death. Any Death Benefit payable for a Participant who dies pursuant to the provisions of this Subsection 2.09(A), shall be determined in accordance with the provisions of Sections 3.06 and 4.08.
- (B) Deemed Contributions are contributions not required by the collective bargaining agreement that the Employer would have otherwise been obligated to make on behalf of a Participant had such Participant not been on military leave and otherwise actively employed by the Employer.

Notwithstanding any provision of the Plan to the contrary and subject to the preceding paragraphs of this Section 2.09, contributions, benefits, and service credit with respect to qualified military service will be provided in accordance with Code Section 414(u), to wit,

- (i) any individual who is reemployed pursuant to the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994, P.L. No. 103-353 ("USERRA") shall be treated as not having incurred a Break in Service under the Plan by reason of his absence during any period of qualified military service, and
  - (ii) each period of qualified military service served by an individual shall be, upon reemployment pursuant to USERRA, deemed with respect to the Plan to constitute service under the Plan for the purpose of determining the nonforfeitability of an individual's accrued benefits under the Plan, and for the purpose of determining the accrual of benefits under the Plan. With respect to accrual of benefits, during any period of qualified military service, an individual who is reemployed pursuant to the provisions of USERRA shall be treated as having received the contributions he would otherwise have received if he had remained employed during his period of qualified military service. For purposes hereof, the term "qualified military service" means any service in the uniformed services (as defined under USERRA) by an individual, provided such individual is entitled to reemployment rights under USERRA with respect to such service.
- (C) For Military Service on or after January 1, 2007, the survivors of a Participant who dies while performing qualified Military Service (as defined in Code Section 414(u)), shall receive any additional benefits (other than benefit accruals relating to the period of qualified Military Service) provided under the Plan had the Participant resumed and then terminated employment on account of death.

### **ARTICLE III - ELIGIBILITY FOR BENEFITS**

#### ***Section 3.01. - Normal Retirement Benefit***

A Participant whose employment terminates when or after he attains the age of sixty-five (65) shall be entitled to receive a Normal Retirement Benefit in accordance with the provisions of Section 4.02.

#### ***Section 3.02. - Early Retirement Benefit***

A Participant whose employment terminates shall be entitled to receive an Early Retirement Benefit in accordance with the provisions of Section 4.03 if he has:

- (A) for a Participant on behalf of whom contributions ceased on or after July 1, 2000, completed five (5) or more years of Credited Service (prior to July 1, 2000, completed ten (10) or more years of Credited Service) and attained his fifty-second (52nd) but not his sixty-fifth (65th) birthday, or
- (B) for a Participant on behalf of whom contributions ceased on or after July 1, 1998, completed twenty-five (25) or more years of Credited Service (for Participants on behalf of whom contributions ceased prior to July 1, 1998 and after April 30, 1988, completed thirty (30) years or more years of Credited Service).

#### ***Section 3.03. - Late Retirement Benefit***

A Participant who remains employed after his Normal Retirement Date shall be eligible for a Late Retirement Benefit in accordance with the provisions of Section 4.04 on the first day of the month next following the date his employment with the Employer terminates, or if earlier, the first day of the calendar month in which the Participant does not have a week of contribution made by an Employer on his behalf.

#### ***Section 3.04. - Disability Retirement Benefit***

A Participant with at least five (5) years of Credited Service (ten (10) years of Credited Service prior to July 1, 2001) who has a Permanent and Total Disability prior to attaining age sixty-two (62) shall be eligible for a Disability Retirement Benefit in accordance with the provisions of Section 4.05.

Notwithstanding the foregoing, or any other Section of the Plan, effective January 1, 2009 no Disability Retirement Benefit is payable unless the Participant was eligible before January 1, 2009. A vested Participant who terminates employment because of disability may be eligible for the Terminated Vested Benefit or the Early Retirement Benefit, as the case may be.

#### ***Section 3.05. - Terminated Vested Benefit***

Effective January 1, 1991, a Terminated Vested Participant who is ineligible for any other benefit hereunder shall be entitled to receive a Terminated Vested Benefit payable in accordance with the provisions of Section 4.06.

***Section 3.06. - Death Benefit Before Retirement***

- (A) A Participant who dies after having become eligible for Normal Retirement Benefit provisions of the Plan or after having earned the right to a vested benefit (including Terminated Vested Participants who terminated after July 1, 1976) but before actual retirement and is survived by a Spouse of at least one (1) year, such Spouse shall be eligible to receive a Qualified Pre-Retirement Survivor Annuity in accordance with the provisions of Section 4.08(B).
- (B) The Designated Beneficiary of a Participant on behalf of whom contributions ceased on or after July 1, 2000 who dies after having earned the right to a vested benefit but before actual retirement and who is not survived by a Spouse of at least one (1) year shall be eligible to receive a benefit in accordance with the provisions of Section 4.08.

***Section 3.07. - Death Benefit After Retirement***

A Participant with at least ten (10) years of Credited Service who has retired under the Normal, Early or Disability Retirement Benefit provisions of the Plan and who had contributions made on his behalf on or after January 1, 1980 shall be entitled to a Death Benefit in accordance with the provisions of Section 4.09.

No Death Benefits shall be payable under this Section after December 31, 2008.

***Section 3.08. - Application Required***

An eligible Participant shall be required to file a written application with the Trustees or the Administrative Agency in order to receive any benefits. The application shall contain such information as is requested by the Trustees and shall specify the type of retirement benefit for which it is being filed.

***Section 3.09. - Participants Not Actively at Work***

The absence of a Participant from active work at the time he would be eligible to retire under the Plan shall not preclude his retirement without return to active work.

***Section 3.10. - Benefits Mutually Exclusive***

In no event shall a Participant receive benefits under more than one (1) Section of this Article simultaneously. If he is eligible to receive benefits under two (2) or more Sections, he shall elect in writing the one (1) Section under which he wishes to claim benefits.

***Section 3.11. - Non-Forfeitability of Benefits***

A Participant's Accrued Benefit shall become non-forfeitable upon his attainment of age sixty-five (65).

## ARTICLE IV - BENEFITS

### ***Section 4.01. - Accrued Benefit***

Subject to Section 5.05, a Participant's Accrued Benefit is a monthly amount which is the product of (A) and (B) as follows:

- (A) the sum of contributions plus Deemed Contributions made to the Plan on behalf of the Participant (excluding contributions received for the Participant's last Plan Year of participation if zero (0) Credited Service was earned during such Plan year), multiplied by:
- (B)
  - (i) A benefit rate of two and nine-tenths percent (2.9%), provided contributions on the Participant's behalf ceased for benefits earned on or after January 1, 1988 and prior to July 1, 1991, or
  - (ii) a benefit rate of three and one-tenths percent (3.1%), provided contributions on the Participant's behalf ceased for benefits earned after June 30, 1991 and prior to July 1, 1992, or
  - (iii) a benefit rate of three and two-tenths percent (3.2%), provided contributions on the Participant's behalf ceased for benefits earned after June 30, 1992 and prior to July 1, 1993, or
  - (iv) a benefit rate of three and three-tenths percent (3.3%), provided contributions on the Participant's behalf ceased for benefits earned after June 30, 1993 and prior to July 1, 1994, or
  - (v) a benefit rate of three and four-tenths percent (3.4%), provided contributions on the Participant's behalf ceased for benefits earned after June 30, 1994 and prior to July 1, 1995, or
  - (vi) a benefit rate of three and five-tenths percent (3.5%), provided contributions on the Participant's behalf ceased for benefits earned after June 30, 1995 and prior to July 1, 2004, or
  - (vii) for a Participant on whose behalf contributions ceased for benefits earned after June 30, 2004 and prior to July 1, 2006, three and five-tenths percent (3.5%) for contributions made on behalf of the Participant for benefits earned prior to July 1, 2004 and two percent (2.0%) for contributions made on behalf of the Participant for benefits earned after June 30, 2004, or
  - (viii) for a Participant on whose behalf contributions ceased for benefits earned after June 30, 2006, three and five-tenths percent (3.5%) for contributions made on behalf of the Participant for benefits earned prior to July 1, 2004, two percent (2.0%) for contributions made on behalf of the Participant for benefits earned after June 30, 2004 and prior to July 1, 2006 and five-tenths of a percent (0.5%) for credited contributions made on behalf of the Participant for benefits earned after June 30, 2006. The amount of contributions that will be credited for purposes of additional benefit accrual shall be determined by the Trustees from time-to-time.

***Section 4.02. - Normal Retirement Benefit***

The monthly retirement benefit of a Participant eligible for a Normal Retirement Benefit, and who has applied therefor, shall be equal in amount to his Accrued Benefit.

***Section 4.03. - Early Retirement Benefit***

The monthly retirement benefit of a Participant who is eligible and has applied for an Early Retirement Benefit shall be equal to the monthly amount of his Accrued Benefit if he has: (a) completed five (5) years of Credited Service and attained sixty-two (62) years of age or (b) effective for a Participant on behalf of whom contributions ceased on or after July 1, 1998, completed twenty-five (25) years of Credited Service (prior to July 1, 1998 and after April 30, 1988, this was thirty (30) years of Credited Service. Before April 30, 1988, this thirty (30) year unreduced retirement did not apply). The monthly retirement benefit of a Participant who has not met the foregoing age and service requirements shall be reduced by five-ninths of one percent ( $5/9$  of 1%) for each of the first twenty four (24) months that the Participant's Early Retirement Benefit commencement date precedes the first day of the month following his sixty-second birthday and one-third of one percent ( $1/3$  of 1%) for each of the next ninety-six (96) months.

Notwithstanding the foregoing, effective January 1, 2009, the monthly retirement benefit of a Participant who is eligible and has applied for an Early Retirement Benefit shall be equal to the monthly Accrued Benefit reduced by five-ninths of one percent ( $5/9$  of 1%) for each of the first seventy-two (72) months that the Participant's Early Retirement Benefit commencement date precedes the first day of the month following his sixty-fifth (65<sup>th</sup>) birthday and three-tenths of one percent ( $3/10$  of 1%) for each of the next eighty-four (84) months. However, the monthly retirement benefit of a Participant who has applied for an Early Retirement Benefit and who was eligible for an unreduced Early Retirement Benefit, by and including June 30, 2009, under the provisions of the Plan, shall be equal to the monthly amount of his Accrued Benefit.

***Section 4.04. - Late Retirement Benefit***

The monthly retirement benefit of a Participant eligible for a Late Retirement Benefit, and who has applied therefor, shall be equal in amount to his Accrued Benefit.

***Section 4.05. - Disability Retirement Benefit***

**(A) Amount of Benefit**

The monthly retirement benefit of a Participant eligible for a Disability Retirement Benefit, and who has applied therefor, shall be equal in amount to his Accrued Benefit.

**(B) No Coordination of Benefits**

Disability Retirement Benefits payable to a Participant pursuant to the Plan shall not be coordinated pursuant to MCLA 418.354 or any other state law which may require the coordination of disability or similar benefits with awards or benefits payable to a Participant under a state workers compensation law or other similar arrangement.

This Section 4.05 is subject to Section 3.04.

***Section 4.06. - Terminated Vested Benefit***

The monthly benefit, commencing at age sixty-five (65), of a Terminated Vested Participant who has made proper and timely application therefor and is eligible for a Terminated Vested Benefit shall be equal in amount to the Accrued Benefit.

If such former Participant elects to commence his Terminated Vested Benefit between the ages of fifty-two (52) and sixty-five (65), the monthly benefit amount shall be reduced by five-ninths of one percent (5/9 of 1%) for each of the first ninety-six (96) months and five-eightieths of one percent (5/18 of 1%) for each of the next sixty (60) months by which his benefit commencement date precedes the first day of the month following his sixty-fifth (65<sup>th</sup>) birthday. For benefit commencement prior to July 1, 2001, the reduction for such early commencement shall be five-ninths of one percent (5/9 of 1%) for each month that the benefit commencement date precedes the first day of the month following his sixty-fifth (65<sup>th</sup>) birthday. Notwithstanding the preceding sentence, if a Terminated Vested Participant who has attained such status as a result of his Employer discontinuing contributions on behalf of its employees, was eligible, at the time of Employer discontinuance of contributions or at the time such Participant subsequently terminates employment with such Employer, for an Early Retirement Benefit under the terms of the Plan in effect at that time, then the reduction to his benefit shall be no greater than the reduction applicable to Early Retirement Benefits under the Plan provisions in effect at that time.

***Section 4.07. - Optional Retirement Benefits***

(A) Normal Form of Benefit

The normal form of retirement benefit payment is a monthly benefit payable during the lifetime of the Retired Participant.

(B) Optional Forms of Benefit

In lieu of the normal form of benefit provided under the Plan, a Participant may elect one (1) of the options described below by written notice to the Trustees on his date of application for retirement.

(i) Surviving Spouse Option

(a) The Participant shall receive a reduced retirement benefit during his lifetime with seventy-five percent (75%) [or fifty percent (50%) as the Participant may elect] of such reduced retirement benefit to be payable, as of the first day of the month following the month of the Participant's death, to and for the lifetime of the Participant's Spouse at the time of the election of the option. For Participants on behalf of whom contributions ceased prior to July 1, 1997, "fifty percent (50%) [or seventy-five percent (75%), as the Participant may elect]" shall replace "seventy-five percent (75%) [or fifty percent (50%) as the Participant may elect]" in the preceding sentence.

(b) The amount of reduced retirement benefit to be received by the Participant as described in Subsection 4.07(B)(i)(a) shall be determined in accordance with the IAM Motor City Pension Plan 50% or 75% J&S Factors Table in Exhibits 1 (75%) and 2 (50%) of the Plan. The reduction provided in this Subsection 4.07(b)(i)(b) shall be made in all monthly benefits payable to the



Participant; provided, however, that if the Participant's Spouse predeceases him his monthly benefit shall be restored to the amount he would have received had he not elected the Surviving Spouse Option.

(ii) Qualified Joint & Survivor Option (Automatic Spouse Option)

If a Participant at his date of retirement has a Spouse by legal marriage, the Surviving Spouse Option above shall automatically become effective commencing immediately with the Participant's Spouse as the designated joint annuitant, unless a contrary election has been made pursuant to Subsection 4.07(C).

(iii) Social Security Leveler Option

In the event a Participant's retirement benefit under the Plan is to become payable prior to the earliest date his Social Security Benefit could commence, he may elect to receive an Actuarial Equivalent pension, as determined under Section 1.02(C), providing increased monthly benefit amounts prior to his earliest Social Security Benefit commencement date and reduced benefit amounts thereafter.

These amounts, together with the Participant's Social Security Benefit, will provide approximately equal payments both before and after the date his Social Security Benefit would first become payable.

For the purpose of determining the benefits payable under this Option, the Social Security Benefit referred to above shall be the actual amount payable based upon the Social Security Act in effect and the Participant's wage history, if submitted by the Participant, as of the date of the determination, or an estimate of such Social Security Benefit based upon appropriate reasonable assumptions.

(iv) Five-Year Certain and Life Option

This Section is effective January 1, 2009:

- (a) The Participant shall receive a reduced retirement benefit during his lifetime with a guarantee of sixty (60) monthly payments. If fewer than sixty (60) monthly payments have been received by the Participant upon his death the balance of such sixty (60) payments shall be paid to the Designated Beneficiary or, if applicable, the Participant's Spouse.
- (b) The amount of reduced retirement benefit to be received by the Participant as described in Subsection 4.07(B)(iv)(a) shall be the Actuarial Equivalent to the normal form as determined in accordance with the IAM Motor City Pension Plan Five Year Certain and Life Benefit Conversion Table in Exhibit 3 of the Plan.

(C) Participant Elections

A Participant may elect an option for payment of benefits, revoke an option, or change any previous election or revocation at any time within one hundred eighty (180) days of the date his benefit is to commence under the Plan. Such action shall be taken by filing an election form signed by the Participant with the Trustees. Such election form shall be prescribed and provided by the Trustee.

If a Participant at his date of retirement, or if earlier, his Normal Retirement Date, has a Spouse by a legal marriage, the Qualified Joint & Survivor Option of Subsection 4.07(B)(ii) shall automatically become effective with the Participant's Spouse as the designated joint annuitant unless the Participant elects by written notice to the Trustees no less than thirty (30) days and not more than one hundred eighty (180) days prior to the date his benefit is to commence (hereinafter called the "Election Period") that the normal form of retirement benefit or some alternate form of retirement benefit is to be payable. For purposes of this paragraph, the written notice of the Participant to waive the Qualified Joint & Survivor Option and to elect another form of payment or a non-Spouse Beneficiary shall not become effective unless the Participant's Spouse consents to such waiver and acknowledges the effect of such waiver in a writing witnessed by a Plan representative or notary public. In the event that the consent of the Participant's Spouse cannot be obtained and the Participant's Spouse cannot be located, and this is established to the satisfaction of the Trustees, then such election to waive the Qualified Joint & Survivor Option shall become effective.

(D) Notices

- (i) No less than thirty (30) days and not more than one hundred eighty (180) days prior to the date a Participant's retirement benefit is to commence (the annuity starting date), and within any time limits prescribed by regulations under the Code, the Participant shall be provided with a written notice explaining the terms and conditions of each option, and in particular, of: (a) the Qualified Joint & Survivor Option for married Participants; (b) the Participant's right to make, and the effect of, a waiver of the automatic option; (c) the right of the Participant's Spouse to consent or not to consent to such a waiver; and, (d) the right to make, and the effect of, a revocation of a previous waiver or election.

For distributions commencing in Plan Years beginning on or after July 1, 1997, the Participant (and if applicable, the Participant's Spouse) may elect to waive the thirty (30) day minimum waiting period between the time the written notice explaining the terms and conditions of the Qualified Surviving Spouse Option is provided and the date benefits commence. Such waiver is allowed only if the distribution commences more than seven (7) days after the written notice is provided. If no waiver is made, the usual waiting period as described in the preceding paragraph shall apply. Effective for distributions commencing in Plan Years beginning on and after July 1, 1997, the benefit commencement date may be a date prior to the date the written explanation is provided to the Participant if the distribution date does not commence until at least thirty (30) days after such written explanation is provided, subject to the waiver of the thirty (30) day period as provided above.

- (ii) On or about two hundred and seventy (270) days prior to the date a Participant fulfills the eligibility conditions for Early Retirement, such Participant shall be supplied with general information, and upon written request, shall be supplied with specific information concerning the financial effect of the Qualified Joint & Survivor Option if the Participant shall retire early.
- (iii) The Administrative Agency will notify the Participant when a benefit under the Plan is requested. Such notification shall include a general description of the material features and an explanation of the relative values of, the optional forms of benefits available under the Plan in a manner that would satisfy the notice requirements of Code Section 417(a)(3) and Treasury Regulations 1.417(a)(3)-1.

***Section 4.08. - Death Benefits Prior to Retirement***

**(A) Death Prior to Retirement**

If a Participant with a vested right to a retirement benefit dies prior to retirement, and if the provisions of Subsection 4.08(B) are not in effect, and if contributions on behalf of the Participant ceased on or after July 1, 2000, the Participant's Designated Beneficiary (or if no Beneficiary has been designated, the Participant's estate) will receive a benefit in accordance with the following:

- (i) If the Participant was not eligible to commence benefits at his date of death pursuant to Sections 3.01, 3.02 or 3.03, the Participant's Designated Beneficiary shall receive a lump sum benefit equal to the sum of contributions plus Deemed Contributions made by an Employer on the Participant's behalf.
- (ii) If the Participant was eligible to commence benefits at the date of his death pursuant to Sections 3.01, 3.02 or 3.03, the Participant's Designated Beneficiary shall receive the Actuarial Equivalent lump sum benefit of sixty (60) months of retirement benefits as if the Participant had retired on the date of his death and immediately commenced his benefit.

Other than this Death Benefit and the benefit described in Subsection 4.08(B), no benefits are payable under the Plan if a Participant dies prior to retirement.

Notwithstanding the foregoing, no Death Benefits shall be payable under this subsection (A) after December 31, 2008.

**(B) Qualified Pre-Retirement Survivor Annuity**

- (i) If a Participant dies either: (a) after having completed the eligibility requirements for an Early or Normal Retirement Benefit, or (b) on or after August 23, 1984 after having earned the right to a vested benefit under the Plan (including a prior Terminated Vested Participant who terminated employment on or after July 1, 1976), but prior to his actual retirement date and is survived by a Spouse to whom the Participant had been married continuously for at least one (1) year prior to his death, such Participant's Spouse shall be eligible to receive a Qualified Pre-Retirement Survivor Annuity.

- (ii) For purposes of calculating the Qualified Pre-Retirement Survivor Annuity described in Subsection 4.08(B)(i) above, the monthly benefit payable to the vested Participant's Spouse shall be the monthly benefit as determined under provisions of Subsection 4.07(B)(i) as if,
  - (a) in the case of a Participant who dies after attaining age fifty-two (52), or, for a Participant on behalf of whom contributions ceased on or after July 1, 1998 after completing twenty-five (25) or more years of Credited Service (thirty (30) or more years of Credited Service for a Participant on behalf of whom contributions ceased between April 30, 1988 and July 1, 1998), the Participant had retired on the day before his death, and had elected to have his benefits commence immediately or at such later date as the surviving Spouse may elect after the Participant's death, or
  - (b) in the case of a Participant who dies before the time described in Subsection 4.08(B)(ii)(a), the Participant had fulfilled the following: (1) separated from service on his date of death; (2) survived to age fifty-two (52); (3) elected to have his benefits commence immediately or at such later date as the surviving Spouse may elect after the Participant's death; and (4) died on the day following the date on which such benefit would have commenced.
- (iii) The benefit shall be payable for the lifetime of the Participant's Spouse, commencing as of the first day of the month following the later of: (a) the Participant's date of death; (b) the date the Participant would have attained age fifty-two (52) if such Participant had survived, or, if earlier and if applicable, the date described in Subsection 4.08(B)(ii)(a); or (c) such later date as the surviving Spouse may elect after the Participant's death.
- (iv) If the Spouse of a Participant who is eligible for the Qualified Pre-Retirement Survivor Annuity ceases to be the Participant's Spouse, and the Participant subsequently remarries, the coverage shall be automatic with respect to the Participant's new Spouse one (1) year after such remarriage. Notwithstanding the preceding sentence, the payment of benefits under this Subsection 4.08(B) shall be subject to the terms of any domestic relations order that is determined to be a qualified domestic relations order.
- (v) Effective July 1, 2001, a surviving Spouse eligible to receive a Qualified Pre-Retirement Survivor Annuity under this Subsection 4.08(B), may elect to receive this benefit under one (1) of the following forms of payment in lieu of the benefit determined under Subsection 4.08(B)(ii):
  - (a) An immediate life annuity which shall be the Actuarial Equivalent of the deferred Qualified Pre-Retirement Survivor Annuity otherwise payable to the Spouse on the earliest commencement date provided in Subsection 4.08(B)(iii).

- (b) A lump sum payment, which shall be equal to the Actuarial Equivalent present value of the deferred Qualified Pre-Retirement Survivor Annuity otherwise payable to the Spouse on the earliest commencement date provided in Subsection 4.08(B)(iii).
- (vi) Notwithstanding the foregoing Subsections 4.08(B)(i)-(v) or any other Section of the Plan, effective March 1, 2009 the Participant's monthly benefit shall be reduced to cover the cost of providing this benefit for each month the benefit coverage is in effect. Such reduction shall be in accordance with Exhibit 4 of the Plan. To elect out of this benefit, the Participant must follow the election of waiver rules, including written spousal consent, under ERISA Section 205(c) and any applicable regulations.

***Section 4.09. - Death Benefits After Retirement***

- (A) Upon the death of a Participant who has retired under the Normal, Early or Disability Retirement Benefit provisions of the Plan (but not under the Terminated Vested Benefit provisions of the Plan), and who had contributions made on his behalf on or after January 1, 1980, there shall be payable to his then surviving legal spouse (without regard to the definition of Spouse in Section 1.26), or in the event such Participant is unmarried or his Spouse does not survive him, the personal representative of the Participant's estate, a Death Benefit in accordance with the following schedule:

<u>Years of Credited Service at Retirement</u>	<u>Amount of Death Benefit</u>
0 up to 10	\$0
10 up to 20	\$3,000
20 up to 25	\$4,500
25 and Over	\$6,000

The amount of Death Benefit payable to any Participant who retired prior to January 1, 1980 shall be triple the amount applicable to such Participant under the schedule in effect as of the date of his retirement.

- (B) This Section 4.09 shall not be construed so as to allow a Death Benefit that is more than incidental within the meaning of Section 1.401-1(b)(1)(i) of the Department of Treasury regulations. The payment of the Death Benefit in this Section 4.09 shall be adjusted as necessary to conform to the aforesaid regulations.
- (C) Notwithstanding the foregoing, no Death Benefit is payable under this Section 4.09 after December 31, 2008.

***Section 4.10. - Maximum Permissible Benefits Payable from Plan***

The Maximum Benefit Limitation of Code Section 415(d) and Small Benefit Exception of Code Section 415(b)(4) are incorporated herein by reference. The current defined benefit dollar limit is Two Hundred Ten Thousand Dollars (\$210,000) per Code Section 415(b)(1)(A). The age-adjusted dollar limit under Code Section 415(b)(2)(C) and (D) will be administered according to IRS Regulation 1.415(b)-1(a)(4) and the payment of benefits in other than a straight life annuity shall be adjusted pursuant to IRS Regulation 1.415(b)-1(c).

For purposes of this Section 4.10, the Plan adopts the safe harbor definition of "Compensation" stated in IRS Regulation 1.415(c)-2(d)(2) and also differential wage payments under Code Section 414(u)(12). Compensation paid or made available during the applicable limitation year shall include Compensation that is the Participant's earned income paid by the later of: (A) two and one-half (2½) months after severance from employment or (B) the end of the limitation year that includes the date of severance from employment. Further, that such payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments; and the payment would have been paid to the employee prior to a severance from employment if the employee had continued in employment with the employer.

The otherwise permissible annual benefits for any Participant under this Plan may be further reduced to the extent necessary to prevent disqualification of the Plan under Code Section 415. The above limitations are intended to comply with the provisions of Code Section 415, as amended, so that the maximum benefits provided by Plans would not exceed that maximum amounts allowed under Code Section 415 and regulations thereunder. If there is any discrepancy between the provisions of this Section 4.10 and the provisions of Code Section 415 and regulations thereunder, such discrepancy shall be resolved in such a way as to give full effect to the provisions of Code Section 415.

***Section 4.11. - Limitation on Form of Benefit Payments***

Notwithstanding any other provision of the Plan, if the payment of benefits to a Retired Participant or Terminated Vested Participant is made in any form other than a single lump-sum payment, then the period over which benefit payments will be made may only be one (1), or a combination of, the following allowable periods:

- (A) the life of the Participant,
- (B) the life of the Participant and a Designated Beneficiary,
- (C) a period certain not extending beyond the Life Expectancy of the Participant,
- (D) a period certain not extending beyond the joint and last survivor expectancy of the Participant and a Designated Beneficiary.

***Section 4.12. - Benefit Improvements for Retired Participants - (per prior Plan amendments)***

The monthly retirement benefit payable to a Participant or former Participant who retired under the provisions of the Plan shall be subject to a benefit improvement in accordance with this Section 4.12 as follows:

- (A) Participants Retired Prior to May 1, 1988  
The monthly retirement benefit payable to a Participant or Former Participant who retired and who is receiving benefit payments prior to May 1, 1988 shall be increased ten percent (10%) for payments made on or after May 1, 1988.

(B) Participants Retired Prior to May 1, 1989

The monthly retirement benefit payable to a Participant or former Participant who retired and is receiving benefit payments on or after May 1, 1988 and prior to May 1, 1989 shall be increased by the sum of (1) five percent (5%) plus (2) one percent (1%) for each whole year that retirement precedes January 1, 1989. Such increase shall not exceed a maximum of twenty five percent (25%) nor be less than a minimum of twenty dollars (\$20) per month. Such increase shall commence with the benefit payment made for May 1, 1989.

(C) Participants Retired Prior to July 1, 1991

The monthly retirement benefit payable to a Participant or former Participant who retired and who is receiving benefit payments on or after May 1, 1989 and prior to July 1, 1991 shall be increased twenty dollars (\$20) per month commencing July 1, 1991.

(D) Participants Retired Prior to July 1, 1994

The monthly retirement benefit payable to a Participant or former Participant who retired and who is receiving benefit payments on or after July 1, 1991 and prior to July 1, 1994 shall be increased one hundred dollars (\$100) per month commencing July 1, 1994.

(E) Participants Retired Prior to July 1, 1995

The monthly retirement benefit payable to a Participant or former Participant who retired and who is receiving benefit payments on or after July 1, 1994 and prior to July 1, 1995 shall be increased twenty dollars (\$20) per month commencing July 1, 1995.

(F) Participants Retired Prior to July 1, 1999

The monthly retirement benefit payable to a Participant or former Participant who retired and who is receiving benefit payments on or after July 1, 1995 and prior to July 1, 1999 shall be increased thirty dollars (\$30) per month commencing July 1, 1999.

(G) Participants Retired Prior to July 1, 2000

The monthly retirement benefit payable to a Participant or former Participant who retired and who is receiving benefit payments on or after July 1, 1999 and prior to July 1, 2000 shall be increased twenty dollars (\$20) per month commencing July 1, 2000.

***Section 4.13. - Supplemental Retirement Benefit to Retired Participants***

A Supplemental Retirement Benefit of sixty dollars (\$60.00) per month shall be payable to a Retired Participant who, as of July 1, 1997, is receiving retirement benefits, and who purchases medical benefits from the International Association of Machinists Motor City Welfare Fund ("Welfare Fund"). This Supplemental Retirement Benefit shall be paid until the later of: (A) the death of the Retired Participant and (B) the death of the Retired Participant's Spouse.

***Section 4.14. - Benefit Improvements Adopted After Previous Termination of Employment***

Effective July 1, 1999, upon reemployment, a Terminated Vested Participant who has not yet commenced receiving benefits under this Plan, and who returns to active participation under this Plan pursuant to Section 2.02, shall be entitled to any benefit improvements implemented under the

Plan with an effective date subsequent to the Employee's last date of work (before reemployment) for which contributions were payable on his behalf, in accordance with (A), (B) or (C) below:

- (A) immediately upon receipt of the new contributions, if:
  - (i) such contributions are made by an Employer that was a contributing employer to the Fund at the Terminated Vested Participant's last date of work (before reemployment) for which contributions were payable on his behalf; and
  - (ii) not more than twelve (12) consecutive months have elapsed during which no work was performed by such Participant for which contributions were payable to the Fund.
- (B) upon completion of one-half (1/2) year of Credited Service as defined in Section 2.03 regardless of the length of absence, where new contributions are made by an employer that was not participating in the Fund at the Terminated Vested Participant's last date of work (before reemployment) for which contributions were payable on his behalf.
- (C) upon completion of one-half (1/2) year of Credited Service as defined in Section 2.03, where more than twelve (12) consecutive months have elapsed during which no work was performed for which contributions were payable to the Fund.

***Section 4.15. – Payment of Benefit Less Than Fifteen Thousand Dollars (\$15,000)***

Under the terms of this Article IV, if any benefit becomes payable to the Participant's estate, or the Participant's Spouse's estate if applicable, and such benefit is less than Fifteen Thousand Dollars (\$15,000), the benefit distribution may be paid directly to the Participant's Spouse, or in the event the Participant is unmarried or his Spouse does not survive him, to the Participant's then living children in equal shares, or if there are no living children, to the Participant's parents in equal shares, or if one parent is deceased then to the surviving parent, or if there are no surviving parents, to the Participant's siblings in equal shares, or if there are no surviving siblings, to the Participant's estate or the Participant's Spouse's estate if applicable. Such distribution to the surviving heirs requires verification suitable to the Plan Administrator of the identity of the surviving heirs.



## **ARTICLE V - COMMENCEMENT AND DURATION OF MONTHLY BENEFITS**

### ***Section 5.01. - Normal, Early, and Terminated Vested Benefits***

- (A) A Normal, Early or Terminated Vested Benefit shall be payable to a Participant on the first day of the month after such Participant becomes eligible for such benefits in accordance with his application therefor, subject to Section 4.07, and shall be payable on the first of each month thereafter during the life of such Participant and shall cease upon his death, except as provided under Article IV.
- (B) No benefits shall be payable hereunder with respect to any period which is prior to the date application for such benefits is received by the Trustees unless the Trustees determine that the delay was not due to negligence on the part of the Participant. The provisions of this Section shall not be administered in a discriminatory manner.
- (C) The foregoing provisions of this Section 5.01 to the contrary notwithstanding, benefits will be payable to an Employee on and after January 1, 2001 in accordance with Section 5.03 without regard to the Participant's failure to file an application.

### ***Section 5.02. - Disability Retirement Benefits***

- (A) Disability Retirement Benefits shall be payable to a Participant on the first day of the month after such Participant first becomes eligible therefore, subject to Section 4.05, and shall be payable on the first day of each month thereafter during the life of such Participant, subject to the balance of this Section. No benefit shall become payable under this Section until five (5) months after the date such Permanent and Total Disability commences. The Disability Retirement Benefit shall be payable only during continued Permanent and Total Disability until the age of sixty-five (65) and shall be payable for life thereafter regardless of whether or not the Participant is disabled.

Any Participant receiving or applying for a Disability Retirement Benefit, who accepts any regular type of employment, shall become immediately disqualified to receive this benefit.

- (B) Disability Retirement Benefits shall be terminated if, at any time prior to age sixty-five (65), the Participant ceases to have a Permanent and Total Disability.
- (C) In the event that a Participant's Disability Retirement Benefit is terminated under the provisions of Subsection 5.02(B), his Credited Service shall be reinstated for all purposes hereunder and if he is not reemployed under the Plan, he shall be treated as a Participant who terminated his service at the date of his termination of Disability Retirement Benefits.
- (D) Notwithstanding the foregoing Subsections (A)-(C) or any other Section of the Plan, effective January 1, 2009 no Disability Retirement Benefit is payable. A vested Participant who terminates employment because of Permanent and Total Disability may be eligible for the Terminated Vested Benefit or the Early Retirement Benefit, as the case may be, upon application for the same.

### ***Section 5.03. - Required Distributions***

#### **(A) General Rules**

(i) Effective Date

The provisions of this Section 5.03 will apply for purposes of determining required minimum distributions for calendar years beginning with the 2003 calendar year.

(ii) Precedence

The requirements of this Section 5.03 will take precedence over any inconsistent provisions of the Plan.

(iii) Requirements of Treasury Regulations Incorporated

All distributions required under this Section will be determined and made in accordance with the Treasury Regulations under Code Section 401(a)(9).

(iv) TEFRA Section 242(b)(2) Elections

Notwithstanding the other provisions of this Section, other than Subsection 5.03(A)(iii), distributions may be made under a designation made before January 1, 1984, in accordance with Section 242(b)(2) of the Tax Equity and Fiscal Responsibility Act (TEFRA) and the provisions of the Plan that relate to Section 242(b)(2) of TEFRA.

#### **(B) Time and Manner of Distribution**

(i) Required Beginning Date

The Participant's entire interest will be distributed, or begin to be distributed, to the Participant no later than the Participant's Required Beginning Date.

(ii) Death of Participant Before Distributions Begin

If the Participant dies before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(a) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, then, distributions to the surviving Spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained age 70½, if later.

(b) If the Participant's surviving Spouse is not the Participant's sole Designated Beneficiary, then, distributions to the Designated Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.

- (c) If there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.
- (d) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary and the surviving Spouse dies after the Participant but before distributions to the surviving Spouse begin, this Subsection 5.03(B)(ii), other than Subsection 5.03(B)(ii)(a), will apply as if the surviving Spouse were the Participant.

For purposes of this Subsection 5.03(B)(ii) and Subsection 5.03(E), distributions are considered to begin on the Participant's Required Beginning Date (or, if Subsection 5.03(B)(ii)(d) applies, the date distributions are required to begin to the surviving Spouse under Subsection 5.03(B)(ii)(d)). If annuity payments irrevocably commence to the Participant before the Participant's Required Beginning Date (or to the Participant's surviving Spouse before the date distributions are required to begin to the surviving Spouse under Subsection 5.03(B)(ii)(a)), the date distributions are considered to begin is the date distributions actually commence.

(iii) Form of Distribution

Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the Required Beginning Date, as of the first Distribution Calendar Year distributions will be made in accordance with Subsections 5.03(C), (D) and (E). If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code Section 401(a)(9) and the Treasury Regulations. Any part of the Participant's interest which is in the form of an individual account described in Code Section 414(k) will be distributed in a manner satisfying the requirements of Code Section 401(a)(9) and the Treasury Regulations that apply to individual accounts.

(C) Determination of Amount to be Distributed Each Year

(i) General Annuity Requirements

If the Participant's interest is paid in the form of annuity distributions under the Plan, payments under the annuity will satisfy the following requirements:

- (a) the annuity distributions will be paid in periodic payments made at intervals not longer than one (1) year;
- (b) the distribution period will be over a life (or lives) or over a period certain not longer than the period described in Subsections 5.03(D) or (E);
- (c) once payments have begun over a period certain, the period certain will not be changed even if the period certain is shorter than the maximum permitted;

(d) payments will either be nonincreasing or increase only as follows:

- (1) by an annual percentage increase that does not exceed the annual percentage increase in a cost-of-living index that is based on prices of all items and issued by the Bureau of Labor Statistics;
- (2) to the extent of the reduction in the amount of the Participant's payments to provide for a survivor benefit upon death, but only if the Designated Beneficiary whose life was being used to determine the distribution period described in Subsection 5.03(D) dies or is no longer the Participant's Designated Beneficiary pursuant to a qualified domestic relations order within the meaning of Section 414(p);
- (3) to provide cash refunds of employee contributions upon the Participant's death; or
- (4) to pay increased benefits that result from a Plan amendment.

(ii) Amount Required to be Distributed by Required Beginning Date

The amount that must be distributed on or before the Participant's Required Beginning Date (or, if the Participant dies before distributions begin, the date distributions are required to begin under Subsection 5.03(B)(ii)(a) or (b)) is the payment that is required for one (1) payment interval. The second payment need not be made until the end of the next payment interval even if that payment interval ends in the next calendar year. Payment intervals are the periods for which payments are received, e.g., bi-monthly, monthly, semi-annually, or annually. All of the Participant's benefit accruals as of the last day of the first Distribution Calendar Year will be included in the calculation of the amount of the annuity payments for payment intervals ending on or after the Participant's Required Beginning Date.

(iii) Additional Accruals After First Distribution Calendar Year

Any additional benefits accruing to the Participant in a calendar year after the first Distribution Calendar Year will be distributed beginning with the first payment interval ending in the calendar year immediately following the calendar year in which such amount accrues.

(D) Requirements For Annuity Distributions That Commence During Participant's Lifetime

(i) Joint Life Annuities Where the Beneficiary is Not the Participant's Spouse

If the Participant's interest is being distributed in the form of a joint and survivor annuity for the joint lives of the Participant and a non-Spouse Beneficiary, annuity payments to be made on or after the Participant's Required Beginning Date to the Designated Beneficiary after the Participant's death must not at any time exceed the applicable percentage of the annuity payment for such period that would have

been payable to the Participant using the table set forth in Q&A-2 of Section 1.401(a)(9)-6T of the Treasury Regulations. If the form of distribution combines a joint and survivor annuity for the joint lives of the Participant and a non-Spouse Beneficiary and a period certain annuity, the requirement in the preceding sentence will apply to annuity payments to be made to the Designated Beneficiary after the expiration of the period certain.

(ii) Period Certain Annuities

Unless the Participant's Spouse is the sole Designated Beneficiary and the form of distribution is a period certain and no life annuity, the period certain for an annuity distribution commencing during the Participant's lifetime may not exceed the applicable distribution period for the Participant under the Uniform Lifetime Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations for the calendar year that contains the annuity starting date. If the annuity starting date precedes the year in which the Participant reaches age seventy (70), the applicable distribution period for the Participant is the distribution period for age seventy (70) under the Uniform Lifetime Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations plus the excess of seventy (70) over the age of the Participant as of the Participant's birthday in the year that contains the annuity starting date. If the Participant's Spouse is the Participant's sole Designated Beneficiary and the form of distribution is a period certain and no life annuity, the period certain may not exceed the longer of the Participant's applicable distribution period, as determined under this Subsection 5.03(D)(ii), or the joint life and last survivor expectancy of the Participant and the Participant's Spouse as determined under the Joint and Last Survivor Table set forth in Section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's and Spouse's attained ages as of the Participant's and Spouse's birthdays in the calendar year that contains the annuity starting date.

(E) Requirements For Minimum Distributions Where Participant Dies Before Date Distributions Begin

(i) Participant Survived by Designated Beneficiary

If the Participant dies before the date distribution of his or her interest begins and there is a Designated Beneficiary, the Participant's entire interest will be distributed, beginning no later than the time described in Subsection 5.03(B)(ii)(a) or (b), over the life of the Designated Beneficiary or over a period certain not exceeding:

- (a) unless the annuity starting date is before the first Distribution Calendar Year, the Life Expectancy of the Designated Beneficiary determined using the Beneficiary's age as of the Beneficiary's birthday in the calendar year immediately following the calendar year of the Participant's death; or
- (b) if the annuity starting date is before the first Distribution Calendar Year, the Life Expectancy of the Designated Beneficiary determined using the Beneficiary's age as of the Beneficiary's birthday in the calendar year that contains the annuity starting date.

(ii) No Designated Beneficiary

If the Participant dies before the date distributions begin and there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire interest will be completed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(iii) Death of Surviving Spouse Before Distributions to Surviving Spouse Begin

If the Participant dies before the date distribution of his or her interest begins, the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, and the surviving Spouse dies before distributions to the surviving Spouse begin, this Subsection 5.03(E) will apply as if the surviving Spouse were the Participant, except that the time by which distributions must begin will be determined without regard to Subsection 5.03(B)(ii)(a).

(F) Definitions

(i) Designated Beneficiary

The individual who is designated as the Beneficiary under the Plan and is the Designated Beneficiary under Section 401(a)(9) of the Internal Revenue Code and Section 1.401(a)(9)-1, Q&A-4, of the Treasury Regulations.

(ii) Distribution Calendar Year

A calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant's Required Beginning Date. For distributions beginning after the Participant's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin pursuant to subsection (B)(ii).

(iii) Life Expectancy

Life Expectancy as computed by use of the Single Life Table in Section 1.401(a)(9)-9 of the Treasury Regulations.

(iv) Required Beginning Date

The Required Beginning Date for a Participant shall be the first day of April following the later of:

- (a) the calendar year in which the Participant attains age seventy and one-half (70-1/2); or
- (b) the calendar year in which the Participant retires.

***Section 5.04. - Unclaimed Benefits***

In the event that the Trustees have been unable to locate and make payments to any Employee or beneficiary to whom benefits are payable hereunder for a period of three (3) years from the date such benefits are initially payable, such benefits shall be forfeited and revert to and become part of the Trust; provided, however, that such unclaimed benefits shall be reinstated if the person to whom such benefit is due and owing shall subsequently make written application therefor to the Trustees.

***Section 5.05. - Reemployment After Retirement***

If a Retired Participant is subsequently rehired by an Employer and at any time thereafter has contributions made to the Plan on his behalf:

- (A) At a rate of more than one (1) week per calendar month, then the Participant shall immediately cease receiving retirement benefits under the Plan, subject to Section 5.03. His years of Credited Service and Vesting Service as of his prior date of retirement shall be reinstated. Upon the Participant's subsequent retirement, his benefit shall be recomputed with the benefit for the additional service based upon the contributions made on his behalf during such period multiplied by the rate in effect on the date of his subsequent retirement. This rate shall not apply to the previously accrued pension amount. The combined benefits for the two (2) periods of service will then be reduced by three quarters of one percent (.0075) times the amount of benefits paid during the first period of retirement; the result is the net Accrued Benefit. The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after his reemployment date. Such notice shall contain the applicable items of information as set forth in Subsection 5.06(A).
- (B) At a rate of one (1) week or less per calendar month, then the Participant shall continue to be considered a Retired Participant and his monthly retirement benefit will continue to be paid and his Accrued Benefit will not be increased as a result of any contributions that may be made to the Trust as a result of such employment.

***Section 5.06. - Working Past Normal Retirement Date***

If a Participant continues to work beyond his Normal Retirement Date, and at any time thereafter, is employed:

- (A) With one (1) or more weeks or Contribution per calendar month, then the Participant will not receive a retirement benefit for that month. Upon subsequent retirement his benefit shall be computed on the basis of the accumulated contributions made on his behalf before and after his Normal Retirement Date. In no event, however, will the total benefit be less than the Accrued Benefit at the Participant's Normal Retirement Date actuarially increased to his Late Retirement Date (adjusted actuarially for any benefits previously paid). The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after the Participant's Normal Retirement Date. Such notice shall:
  - (i) Explain to the Participant that his benefits are being withheld due to his continuing in active employment beyond his Normal Retirement Date;

- (ii) Generally describe the provisions of Section 3.03 relative to the commencement of Late Retirement Benefits, and provide a copy of such provisions;
- (iii) State that applicable U.S. Department of Labor Regulations may be found in Section 2530-203-3 of the Code of Federal Regulations; and
- (iv) Advise the Participant that he may contact the Administrative Agency regarding any questions he may have about the Plan's provisions for the withholding of benefits during employment beyond the Participant's Normal Retirement Date.

In lieu of the information described above, the notice may refer to the Summary Plan Description of the Plan if substantially similar information is contained in such Summary Plan Description.

- (B) At a rate of one (1) week or less per calendar month, then the Participant shall be considered a Retired Participant and his Late Retirement Date shall be the first day of such month.

***Section 5.07. - Notification of Address***

Each person entitled to a retirement benefit under the Plan shall file with the Administrator or the Administrative Agency from time to time, in writing, his post office address and each change of post office address, and neither the Administrator nor the Administrative Agency shall be obliged to search for or ascertain the location of any such person.

***Section 5.08. - Direct Rollovers***

(A) General

Notwithstanding any provision of the Plan to the contrary that would otherwise limit a Distributee's election under this Section, a Distributee may elect, at the time and in the manner prescribed by the Plan Administrator, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified by the Distributee in a Direct Rollover.

(B) Definitions

(i) Eligible Rollover Distribution

An Eligible Rollover Distribution for purposes of this Section 5.08 is any distribution of all or any portion of the balance to the credit of the Distributee, except that an Eligible Rollover Distribution does not include: any distribution that is one (1) of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or Life Expectancy) of the Distributee or the joint lives (or joint Life Expectancies) of the Distributee and the Distributee's Designated Beneficiary, or for a specified period of ten (10) years or more; any distribution to the extent such distribution is required under Code Section 401(a)(9); and the portion of any distribution that is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to Employer securities).



If, with respect to any portion of a distribution of a deceased Employee from this Plan, a direct trustee-to-trustee transfer is made to an individual retirement plan described in Code Section 402(c)(8)(B)(i) or (ii) that was established for the purposes of receiving the distribution on behalf of an individual who is a Designated Beneficiary of the Employee and who is not the surviving Spouse of the Employee, then the transfer shall be treated as an Eligible Rollover Distribution. The individual retirement plan receiving such distribution shall be treated as an inherited individual retirement account or individual retirement annuity.

(ii) Eligible Retirement Plan

An Eligible Retirement Plan shall mean:

- (a) an individual retirement account described in Code Section 408(a); or
- (b) an individual retirement annuity described in Code Section 408(b) (other than an endowment contract); or
- (c) an annuity plan described in Code Section 403(a); or
- (d) a qualified trust described in Code Section 401(a); or
- (e) an annuity contract described in Code Section 403(b); or
- (f) an eligible deferred compensation plan described in Code Section 457(b) which is maintained by an eligible employer described in Code Section 457(e)(1)(A); or
- (g) a Roth IRA.

The definition of an Eligible Retirement Plan shall also apply in the case of a distribution to a surviving Spouse, or to a Spouse or former Spouse who is an alternate payee under a qualified domestic relations order, as defined in Code Section 414(p), in the same manner as if the surviving Spouse, Spouse or former Spouse were the Participant.

(iii) Distributee

A Distributee includes an Employee or former Employee. In addition, the Employee's or former Employee's surviving Spouse and the Employee's or former Employee's Spouse or former Spouse who is the alternate payee under a qualified domestic relations order, as defined in Section 414(p) of the Code, are Distributees with regard to the interest of the Spouse or former Spouse. The term "Distributee" shall also include a non-Spouse Beneficiary of an Employee or former Employee.

(iv) Direct Rollover

A Direct Rollover is a payment by the Plan to the Eligible Retirement Plan specified by the Distributee.

## **ARTICLE VI - ADMINISTRATION OF THE PLAN**

### ***Section 6.01. - Administration***

The terms and provisions of and the transactions of the Plan shall be administered by the Trustees and the Administrative Agency acting for them as authorized. The decisions of the Trustees in all matters pertaining to the administration of the Plan shall be final and binding on all parties claiming any interest under the Plan.

### ***Section 6.02. - Claims Review***

The following rules apply for claims:

#### **(A) Timing of Notice of Denial of Claims**

If a claim is wholly or partially denied, the Trustees shall notify the claimant, in accordance with Subsection 6.02(C), of the Plan's adverse benefit determination within a reasonable period of time, but not later than ninety (90) days after receipt of the claim by the Plan, unless the Trustees determine that special circumstances require an extension of time for processing the claim. If the Trustees determine that an extension of time for processing is required, written notice of the extension shall be furnished to the claimant prior to the termination of the initial ninety (90) day period. In no event shall such extension exceed a period of ninety (90) days from the end of such initial period. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the plan expects to render the benefit determination.

#### **(B) Calculation of Time**

The period of time within which a benefit determination is required to be made shall begin at the time a claim is filed in accordance with the reasonable procedures of the Plan, without regard to whether all the information necessary to make a benefit determination accompanies the filing.

#### **(C) Content of Notice**

The Trustees shall provide a claimant with written or electronic notification of any adverse benefit determination. Any electronic notification shall comply with the standards imposed by law. The notification shall set forth, in a manner calculated to be understood by the claimant –

- (i) The specific reason or reasons for the adverse determination;
- (ii) Reference to the specific Plan provisions on which the determination is based;
- (iii) A description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary;
- (iv) A description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review;

***Section 6.03. - Appeal Procedure***

The following rules apply to appeals:

- (A) The claimant shall have sixty (60) days following receipt of a notification of an adverse benefit determination within which to appeal the determination;
- (B) The claimant shall have the opportunity to submit written comments, documents, records, and other information relating to the claim for benefits;
- (C) The claimant shall be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant, as that term is defined by law, to the claimant's claim for benefits.
- (D) The review on appeal shall take into account all comments, documents, records, and other information submitted by the claimant relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination.
- (E) The Trustees shall be empowered to hold a hearing at which such claimant shall be entitled to present the basis of his/her claims for review and at which he/she may be represented by counsel.
- (F) The Trustees shall make a benefit determination no later than the date of the meeting of the Trustees that immediately follows the Plan's receipt of a request for review, unless the request for review is filed within thirty (30) days preceding the date of such meeting. In such case, a benefit determination may be made by no later than the date of the second meeting following the Plan's receipt of the request for review. If special circumstances (such as the need to hold a hearing) require a further extension of time for processing, a benefit determination shall be rendered not later than the third meeting of the Trustees following the Plan's receipt of the request for review. If such an extension of time for review is required because of special circumstances, the Trustees shall provide the claimant with written notice of the extension, describing the special circumstances and the date as of which the benefit determination will be made, prior to the commencement of the extension. The Trustees shall notify the claimant, in accordance with Subsection 6.03(I), of the benefit determination as soon as possible, but not later than five (5) days after the benefit determination is made.
- (G) The period of time within which a benefit determination on review is required to be made shall begin at the time an appeal is filed in accordance with the reasonable procedures of a Plan, without regard to whether all the information necessary to make a benefit determination on review accompanies the filing. In the event that a period of time is extended as permitted pursuant to Subsection 6.03(F) due to a claimant's failure to submit information necessary to decide a claim, the period for making the benefit determination on review shall be tolled from the date on which the notification of the extension is sent to the claimant until the date on which the claimant responds to the request for additional information.

- (H) In the case of an adverse benefit determination on review, the Trustees shall provide such access to, and copies of, documents, records, and other information described in Subsections 6.03(I)(iii) or (iv) as is appropriate.
- (I) The Trustees shall provide a claimant with written or electronic notification of a Plan's benefit determination on review. Any electronic notification shall comply with the standards imposed by law. In the case of an adverse benefit determination, the notification shall set forth, in a manner calculated to be understood by the claimant –
  - (i) The specific reason or reasons for the adverse determination;
  - (ii) Reference to the specific Plan provisions on which the benefit determination is based;
  - (iii) A statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant, as that term is defined by law, to the claimant's claim for benefits; and
  - (iv) A statement of the claimant's right to bring an action under Section 502(a) of ERISA.

The Trustees shall have full discretionary authority to interpret and construe the Plan and to issue rulings regarding the rights and benefits of Employees and of all other persons having or claiming an interest in the Plan. Each ruling by the Trustees shall be final and binding on the Union and its members, on the Employee or Employees involved, on the Employers and on all parties claiming any interest under the Plan and may not be further contested, except as otherwise provided by law.

***Section 6.04. - Employer Information***

The Employers shall furnish information to the Actuary, the Administrative Agency or such other party designated by the Trustees, or directly to the Trustees, as is necessary in the proper administration of the Plan.

***Section 6.05. - Employee Information***

The Trustees may require an Employee to provide proof or information relative to age and pertinent benefits paid or payable to such Employee from other sources. In the event that incorrect information is furnished by an Employee to the Trustees, the Trustees shall have the power to make such adjustment in the Employee's benefits as shall be deemed proper by the Trustee on the basis of information in the Trustees' files.

***Section 6.06. - Limitation of Liability***

The Trustees shall be entitled to rely upon all tables, valuations, certificates and reports furnished by any Actuary or accountant, and upon the opinions given by any legal counsel, in each case duly selected by the Trustees.

***Section 6.07. - Effect of a Mistake***

In the event of a mistake or misstatement with respect to any Participant or Beneficiary or the amount of payments made or to be made to a Participant or Beneficiary or the amount of payments made or to be made to a Participant or Beneficiary, the Trustees will, to the extent it deems possible, cause to be withheld, deducted or accelerated, or otherwise make adjustment to contributions, benefits or other funds in such amounts as will, in its judgment, accord to such Participant or Beneficiary the contributions or benefits to which he is properly entitled under the Plan. The interpretations and determinations of the Trustees shall be final and binding unless found by a court of competent jurisdiction to be arbitrary and capricious.

## **ARTICLE VII - FINANCING OF THE PLAN**

### ***Section 7.01. - Trust Fund***

A Trust Agreement has been executed by the Trustees under the terms of which a Trust Fund has been established in which the Trustees are to deposit contributions payable by the Employers, to be held and invested by the Trustees, and from which the Trustees are to pay the benefits provided under the Plan and the expenses of operating the Plan and Fund.

### ***Section 7.02. - Irrevocability***

The Employers shall have no right, title or interest in the contributions made by them or any other Employer to the Fund and no part of the Fund shall revert to the Employer or to any other Employer, provided however, that all contributions to the Plan shall be conditioned on their deductibility, more specifically:

- (A) if the Plan is amended, and such amendment is not approved by the Internal Revenue Service, the contributions made by the Employer to fund the additional benefits provided by the amendment shall be returned to the Employer within one (1) year of the date of denial of qualification of the amendment, or
- (B) if any contributions by an Employer in any Plan Year are made by mistake of fact, such contributions shall be returned to the Employer within one (1) year of payment of the contributions, or
- (C) if all or part of any contribution made by the Employer is disallowed as a deduction under Code Section 404, it may, to the extent disallowed, be returned to the Employer upon demand within one (1) year of the date of disallowance, or
- (D) if all or part of a contribution by the Employer in any Plan Year exceeds the full funding limitation for such Plan Year, it may, to the extent it exceeds the full funding limitation, be returned to the Employer upon demand within one (1) year of payment of such contribution.
- (E) If any contribution is returned to the Employer, in accordance with this Section, the amount returned shall be reduced to reflect any loss in the value of the Fund attributable to the excess contribution.

### ***Section 7.03. - Employer Obligation***

The benefits of this Plan shall be only such as can be provided by the assets of the Fund and there shall be no liability or obligation on the part of the Employers to make any further contributions not already due under the corresponding Collective Bargaining Agreement or such other agreement providing for contributions under the Fund to the Fund in event of termination of the Plan except as required by the PBGC.

### ***Section 7.04. - Employee Rights***

No Employee, former Employee, retired Employee, Spouse, Beneficiary or any person claiming by or through any such person, shall have any right, interest or title to any benefits under the Trust Agreement, the Plan or the Fund, except as such right, interest or title shall have been specifically granted pursuant to the terms of said Plan.

***Section 7.05. - Funding***

In order to effectuate the purposes hereof, the Employers shall contribute to the Fund the amount required by the Collective Bargaining Agreements or such other agreement providing for contributions. Neither the Employers nor the Union shall be liable if the Fund shall be insufficient to provide for payment of all benefits under the Plan except as may be determined by the PBGC.

***Section 7.06. - Funding Standard Account***

The Trustees shall establish a funding standard account as of January 1, 1978. The Actuary shall determine if the prospective contributions would be expected to retain the funding standard account in a credit position by performing an annual actuarial valuation. If the Actuary determines that the prospective contributions will not be sufficient at any time to maintain the funding standard account or the alternate minimum funding standard account, the Trustees shall decrease future benefits but not benefits already accrued. If the Actuary determines that the prospective contributions to the funding standard account will be greater than necessary to maintain the funding standard account in a credit position, the Trustees may improve the benefits up to a level that, based on the Actuary's best estimate, will provide that the prospective contributions will properly maintain the funding standard account on a minimum basis.

***Section 7.07. - Withdrawal Liability***

29 U.S.C. Section 1390(a) shall apply to Employers who withdraw from this Plan in either complete or partial withdrawal. Such Employers are not liable to the Plan for withdrawal liability if **all** the following conditions are met:

- (A) the Employer first had an obligation to contribute to the Plan after September 26, 1980,
- (B) the Employer had an obligation to contribute to the Plan for no more than the lesser of:
  - (i) six (6) consecutive Plan Years preceding the date on which the Employer withdraws, or
  - (ii) the number of years required for vesting under the Plan,
- (C) the Employer was required to make contributions to the Plan for each such Plan Year in an amount equal to less than two percent (2%) of the sum of all Employer contributions made to the Plan for each such Plan Year,
- (D) the Employer has never avoided withdrawal liability because of the application of this Section with respect to the Plan,
- (E) the ratio of the assets of the Plan for the Plan Year preceding the first Plan Year for which the Employer was required to contribute to the Plan to the benefit payments made during that Plan Year was at least eight to one (8:1), and
- (F) benefits of Employees accrued on the basis of service for the Employer before it was obligated to contribute to the Plan may not be payable if it ceases contributions.

***Section 7.08. - Special Funding Provisions***

At the time of the effective date of this restatement this Plan is in critical status as is defined by the Pension Protection Act of 2006 ("PPA 06"). Consequently, notwithstanding any other provisions in this Plan, all Plan provisions including those regarding benefits, contributions, or administrative provisions, are subject to the PPA '06, as amended, all related subsequent legislation, the Plan's rehabilitation plan, and any other statutory or regulatory provisions that apply based on the funding status of this Plan.



## **ARTICLE VIII - MISCELLANEOUS PROVISIONS**

### ***Section 8.01. - Non-Alienation of Benefits***

No benefits payable at any time under the Plan shall be subject in any manner to alienation, sale, transfer, assignment, pledge, attachment or encumbrance of any kind. Any attempt to alienate, sell, transfer, assign, pledge or otherwise encumber any such benefit, whether presently or thereafter payable, shall be void. No retirement benefit or the Fund shall, in any manner, be liable for, or subject to the debts or liability of any Employee or retired Employee entitled to any retirement benefits. This paragraph shall also preclude creation, assignment or recognition of a right to any benefit payable with respect to a Participant pursuant to a domestic relations order, unless such order is determined to be a Qualified Domestic Relations Order, as defined in Code Section 414(p) and provided for in Section 8.03.

### ***Section 8.02. - Evidence of Survival***

The Trustees shall have the right to require satisfactory evidence that any person entitled to a benefit hereunder is living on each and every date when a retirement benefit is due such person. In the absence of such evidence when required by the Trustees, the benefits otherwise due shall be withheld until such evidence shall have been received.

### ***Section 8.03. - Qualified Domestic Relations Order***

- (A) Promptly upon receiving a Domestic Relations Order (DRO), the Administrative Agency will (1) refer the DRO to the Plan's legal counsel and Actuary for an opinion as to whether the DRO is a "Qualified Domestic Relations Order" (QDRO) as defined by Section 206(d)(3)(B) of ERISA, and (2) notify the concerned Participant, the Alternate Payee and any other Alternate Payee (under a prior QDRO) of the receipt by the Plan of the DRO and of this procedure.
- (B) Promptly upon receiving the determination made by the Plan's legal counsel as to the status of the DRO, the concerned Participant and each Alternate Payee (or any representative designated by an Alternate Payee by written notice to the Administrative Agency) shall be furnished a copy of such determination. The notice of determination shall state that the Administrative Agency will commence any payments currently due under the Plan to the person or persons entitled thereto, depending on the Plan's legal counsel's determination as to the "qualified" status of the DRO, after the expiration of a period of sixty (60) days commencing on the date of the mailing of the notice unless prior thereto the Administrative Agency receives notice of the institution of legal proceedings disputing the determination.
- (C) The Administrative Agency shall, as soon as practical after such sixty (60) day period (such period may be waived in writing signed by the Participant and each Alternate Payee), ascertain the dollar amount currently payable to each payee pursuant to the Plan and, if the DRO is "qualified", disburse any such amounts.
- (D) Unless the Administrative Agency receives notice of the institution of legal proceedings disputing the determination within sixty (60) days commencing on the date of the mailing of the notice of determination, if the Plan's legal counsel determines that the DRO is not "qualified," then the Administrative Agency shall make no payments to the Alternate Payee or take any further action pursuant to the DRO.

- (E) If the Administrative Agency receives notice of the institution of legal proceedings disputing the determination within sixty (60) days, there shall be a delay in making payments of the amounts currently due to payees.
- (F) If within eighteen (18) months after the deferral as provided in Subsection 8.03(E), the DRO is determined not to be a valid QDRO, or the status of the DRO has not been finally determined, amounts held in the Plan shall be paid to the person or persons who would have been entitled to such amounts if there had been no DRO. Any determination thereafter that the DRO is a QDRO shall be applied prospectively only.
- (G) The provisions of these procedures shall not cause any payment or distribution from the Plan to the Participant or the Alternate Payee to become due prior to the earliest retirement age provided under the Plan or by law.
- (H) An Alternate Payee includes any Spouse, former spouse, child, or other dependent, of a Participant who is specifically designated in the QDRO as having the right to receive all or a portion of the benefits payable under the Plan with respect to a Plan Participant.
- (I) To the extent possible, the overall payments/actuarial impact based upon the pension accrued by a Plan Participant under this Fund should not be materially altered as a result of a QDRO. Benefits in all cases are subject to any applicable Plan and actuarial reduction factors (i.e., such as those based upon the age of the Participant, etc.)
- (J) If an Alternate Payee predeceases the Participant, the pension otherwise payable to the Participant (but not a then surviving subsequent Spouse of a deceased Participant) shall from that point be based upon the pension entitlement of the Participant without consideration of the QDRO, except that an appropriate actuarial adjustment shall be made to reflect payments already received by the Alternate Payee. If the Alternate Payee is receiving a benefit contingent on the life of the Alternate Payee, then the Alternate Payee's portion of the total divisible benefit will cease on the death of the Alternate Payee without any adjustment being made to the Participant's benefit.
- (K) Postretirement increases, early retirement (and other) subsidies, etc., will be shared proportionately with the Alternate Payee if and only if expressly so stated in the QDRO, to the extent such is not prohibited by Michigan Law.
- (L) For purposes of determining Actuarial Equivalence (and making actuarial adjustments) for plan Participants, the definition specified in Section 1.02(A) will apply. For purposes of determining Actuarial Equivalence (and making actuarial adjustments) for the Alternate Payee, the definition specified in Section 1.02(A) will apply except as otherwise specifically provided for in the QDRO.
- (M) Other provisions applicable to the interpretation and application of QDROs are contained in the Guidelines for the Interpretation and Application of Qualified Domestic Relations Orders, which may be adopted and amended by the Trustees from time to time.

## **ARTICLE IX - AMENDMENTS TO THE PLAN OR MERGER**

### ***Section 9.01. – Amendment***

- (A) Amendments to this Plan may be made by the Trustees in accordance with the terms of the Trust Agreement and shall be binding upon all Employers, the Union, Employees and their beneficiaries.
- (B) No amendments that adversely affect the pensions of Employees already retired or the Accrued Benefits of any Employee shall be made except to the extent necessary to meet the requirements of the Internal Revenue Service or any other governmental authority.

### ***Section 9.02. - Merger***

- (A) If the Plan is merged or consolidated with any other plan or if the Plan's assets or liabilities are transferred to any other plan, each Participant will be entitled to receive a benefit immediately after the merger, consolidation or transfer (if the Plan is later terminated) equal to or greater than the benefit the Participant would have received had the Plan been terminated immediately before the merger, consolidation or transfer.
- (B) Not less than thirty (30) days prior to each merger, consolidation or transfer, the Administrative Agency shall file an actuarial statement of valuation in accordance with Code Section 6058 to the effect that the requirements of Subsection 9.02(A) will be met upon consummation of such merger, consolidation or transfer.
- (C) The Trustees, Union, the Employers and any new or successor administrator (as defined under ERISA) of the affected Employees, shall authorize such merger, consolidation or transfer in writing with an appropriate assumption of liabilities with respect to the affected Employees.

## **ARTICLE X - TERMINATION OF THE PLAN**

### ***Section 10.01. - Plan Termination***

- (A) The Trustees reserve the right to amend or terminate this Plan at any time. Upon the termination or partial termination (as may be determined by the Secretary of Labor or the Secretary of the Treasury) of the Plan all Accrued Benefits of the affected Participants as of the date of termination shall become fully vested and non-forfeitable to the extent funded and as required under Federal Law.
- (B) The withdrawal or elimination of some (but not all) groups of Employees from the Plan shall not constitute a termination of this Plan, which shall continue to exist for the benefit of other Employees remaining in or subsequently brought under said continuing Plan.

### ***Section 10.02. - Asset Allocation***

In the event the Plan is terminated at any time, the amount in the Fund, after reserving therefrom an amount which the Trustees deem necessary for payment of expenses in connection with said termination, will be allocated to the extent available to provide benefits for Participants, Retired Participants and their beneficiaries in the following order of precedence.

- (A) First, equally among benefits of Participants in the following two subcategories:
  - (i) in the case of benefits in pay status three (3) years prior to termination (at the lowest pay level in that period and at the lowest benefit level under the Plan during the five (5) years prior to termination); and
  - (ii) in the case of benefits which would have been in pay status three (3) years prior to termination had the Participant been retired (and his benefits commenced then, at the lowest benefit level under the Plan during the five (5) years prior to termination).
- (B) Second, among all other benefits (if any) of Participants under the Plan guaranteed under the termination insurance provisions of ERISA, determined without regard to Sections 4022(b)(5) and 4022(b)(6);
- (C) Third, among all other non-forfeitable (i.e., uninsured vested) benefits under the Plan; and
- (D) Fourth, among all other benefits under the Plan.
- (E) If the assets available for allocation under any priority category are insufficient to satisfy in full the benefits of all Participants, the assets shall be allocated pro rata among such Participants on the basis of the present value as of the termination date of their respective benefits. To the extent funded, the rights of all Participants to benefits accrued as of the date of termination are non-forfeitable. Any residual assets of the Plan remaining after the above allocation shall be distributed to the Participants provided all liabilities of the Plan to Participants and their beneficiaries have been satisfied.

- (F) The Trustee shall direct that the benefits of missing Participants be either transferred to the Pension Benefit Guaranty Corporation, or direct that annuities be purchased for such Participants.

***Section 10.03. - Payment of Benefits***

- (A) The allocation referred to in this Section, when determined on the basis of advice from the Actuary by the Trustees, may be implemented through the continuance of the existing Fund for that purpose or through the purchase by the Trustees of insurance annuity contracts or by payment of cash lump sums for small benefits or by a combination of these media all as determined by the Trustees.
- (B) Subject to ERISA and regulations of the PBGC, in a Plan termination the Trustees may authorize a uniform procedure for the payment of benefits in the form of actuarial equivalent lump sums.
- (C) There will be no liability, expressed or implied on the part of any Employer to provide any benefits or further contributions to the Fund after the date of termination of the Trust except as determined by the PBGC. The Trust Fund will be the sole source of benefit payments during continuance of the Plan and after termination of the Trust, if any.

***Section 10.04. - Restrictions***

- (A) In the event of termination of the Plan, the benefit of any highly compensated active or former Employee, as defined in Code Section 414(q), is limited to a benefit that is nondiscriminatory under Section 401(a)(4) of the Code. Benefits distributed to any of the twenty-five (25) most highly compensated active and former highly compensated Employees are restricted such that the annual payments are no greater than an amount equal to the payment that would be made on behalf of the Employee under a single life annuity that is the Actuarial Equivalent of the sum of the Employee's Accrued Benefit and the Employee's other benefits under the Plan.

The preceding paragraph shall not apply if:

- (i) after payment of the benefit to an Employee described in the preceding paragraph, the value of Plan assets equals or exceeds one hundred and ten percent (110%) of the value of current liabilities, as defined in Code Section 412(1)(7), or
- (ii) the value of the benefits for an Employee described above is less than one percent (1%) of the value of current liabilities.

For purposes of this Section, benefit includes loans in excess of the amount set forth in Code Section 72(p)(2)(A), any periodic income, any withdrawal values payable to a living Employee, and any death benefits not provided for by insurance on the Employee's life.

- (B) While the Plan is in full effect, the foregoing conditions shall not restrict the current payment of the full retirement benefit provided by the Plan for any Retired Participants.

- (C) If the Plan is amended subsequent to the amendment date to increase benefits actually payable, then in the event of the subsequent termination of the Plan, the provisions of this Section shall be applied to the Plan as so amended, as if the amendment date were the date of such subsequent amendment.
- (D) Any funds not paid out to a Participant as a result of this provision shall be equitably applied to provide benefits for all other Participants included in the Plan in accordance with Section 10.02, except that no such benefits will be used to provide benefits for any Participant set forth in Subsection 10.04(A) in excess of his unrestricted benefits until all other Participants have been provided with their full Accrued Benefits.

## **ARTICLE XI - GOVERNING LAW**

This Plan and all rights thereunder shall be governed, construed and administered in accordance with the Employee Retirement Income Security Act of 1974, as amended or supplemented, and the laws of the State of Michigan.

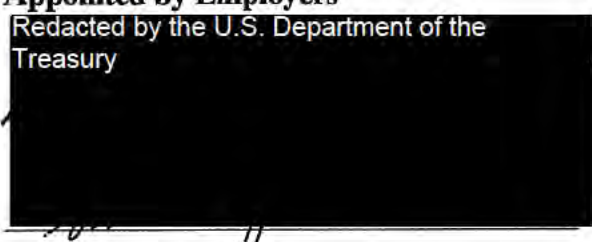
**SIGNATURE PAGE**

**IN WITNESS WHEREOF**, this instrument has been executed by the parties hereto this 29<sup>th</sup> day of January 2015.

**TRUSTEES**

**Appointed by Employers**

Redacted by the U.S. Department of the Treasury



**Appointed by Union**

Redacted by the U.S. Department of the Treasury





## **EXHIBITS**

**IAM Motor City Pension Fund**  
**50% J&S without pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1A**

Spouse Age	Participant Age -->										42	43	44	45	46	47	48		
	30	31	32	33	34	35	36	37	38	39								40	41
30	0.97514	0.97317	0.97103	0.96870	0.96617	0.96345	0.96054	0.95742	0.95408	0.95052	0.94672	0.94267	0.93837	0.93379	0.92895	0.92382	0.91839	0.91267	0.90665
31	0.97596	0.97403	0.97194	0.96966	0.96719	0.96452	0.96166	0.95860	0.95532	0.95181	0.94807	0.94407	0.93982	0.93530	0.93052	0.92544	0.92006	0.91439	0.90842
32	0.97677	0.97490	0.97285	0.97063	0.96821	0.96560	0.96280	0.95979	0.95657	0.95312	0.94944	0.94550	0.94131	0.93685	0.93212	0.92710	0.92179	0.91617	0.91025
33	0.97758	0.97576	0.97377	0.97160	0.96924	0.96669	0.96394	0.96100	0.95784	0.95445	0.95083	0.94696	0.94283	0.93843	0.93376	0.92881	0.92355	0.91800	0.91214
34	0.97839	0.97662	0.97469	0.97257	0.97027	0.96778	0.96510	0.96221	0.95912	0.95580	0.95224	0.94843	0.94437	0.94004	0.93544	0.93055	0.92536	0.91987	0.91408
35	0.97920	0.97748	0.97560	0.97355	0.97130	0.96887	0.96626	0.96344	0.96041	0.95715	0.95367	0.94993	0.94594	0.94168	0.93715	0.93233	0.92721	0.92179	0.91607
36	0.98000	0.97833	0.97651	0.97451	0.97233	0.96997	0.96741	0.96466	0.96170	0.95852	0.95510	0.95144	0.94752	0.94334	0.93889	0.93414	0.92910	0.92375	0.91810
37	0.98078	0.97918	0.97741	0.97548	0.97336	0.97106	0.96857	0.96589	0.96300	0.95989	0.95655	0.95297	0.94913	0.94502	0.94065	0.93598	0.93102	0.92575	0.92018
38	0.98156	0.98001	0.97831	0.97643	0.97438	0.97214	0.96973	0.96712	0.96430	0.96127	0.95801	0.95450	0.95074	0.94672	0.94243	0.93785	0.93297	0.92778	0.92222
39	0.98233	0.98084	0.97919	0.97738	0.97539	0.97322	0.97088	0.96834	0.96561	0.96265	0.95947	0.95605	0.95237	0.94843	0.94423	0.93973	0.93494	0.92985	0.92445
40	0.98309	0.98165	0.98006	0.97831	0.97639	0.97430	0.97202	0.96956	0.96690	0.96403	0.96093	0.95759	0.95401	0.95016	0.94604	0.94164	0.93694	0.93194	0.92663
41	0.98383	0.98245	0.98092	0.97924	0.97738	0.97536	0.97316	0.97078	0.96819	0.96541	0.96239	0.95914	0.95565	0.95189	0.94787	0.94356	0.93886	0.93406	0.92885
42	0.98456	0.98323	0.98177	0.98015	0.97836	0.97640	0.97428	0.97198	0.96948	0.96677	0.96385	0.96069	0.95728	0.95363	0.94970	0.94549	0.94099	0.93619	0.93109
43	0.98527	0.98400	0.98260	0.98104	0.97932	0.97744	0.97539	0.97316	0.97075	0.96813	0.96529	0.96223	0.95892	0.95536	0.95154	0.94743	0.94304	0.93835	0.93335
44	0.98597	0.98476	0.98341	0.98192	0.98026	0.97845	0.97648	0.97434	0.97200	0.96947	0.96673	0.96376	0.96055	0.95709	0.95337	0.94938	0.94509	0.94051	0.93563
45	0.98665	0.98549	0.98420	0.98277	0.98119	0.97945	0.97756	0.97549	0.97324	0.97080	0.96815	0.96528	0.96217	0.95881	0.95520	0.95132	0.94715	0.94268	0.93792
46	0.98731	0.98621	0.98498	0.98361	0.98209	0.98043	0.97861	0.97663	0.97446	0.97211	0.96955	0.96678	0.96377	0.96053	0.95703	0.95325	0.94920	0.94485	0.94021
47	0.98796	0.98691	0.98574	0.98443	0.98298	0.98139	0.97964	0.97774	0.97566	0.97340	0.97094	0.96826	0.96536	0.96222	0.95883	0.95518	0.95125	0.94702	0.94251
48	0.98858	0.98758	0.98647	0.98523	0.98384	0.98232	0.98065	0.97883	0.97684	0.97467	0.97230	0.96972	0.96693	0.96390	0.96062	0.95709	0.95328	0.94918	0.94480
49	0.98918	0.98824	0.98718	0.98600	0.98468	0.98323	0.98164	0.97989	0.97799	0.97591	0.97363	0.97116	0.96847	0.96555	0.96239	0.95898	0.95529	0.95133	0.94708
50	0.98977	0.98888	0.98787	0.98675	0.98550	0.98411	0.98260	0.98093	0.97911	0.97712	0.97494	0.97257	0.96998	0.96718	0.96414	0.96085	0.95729	0.95346	0.94934
51	0.99033	0.98949	0.98854	0.98748	0.98629	0.98497	0.98353	0.98194	0.98020	0.97830	0.97622	0.97395	0.97147	0.96878	0.96586	0.96269	0.95926	0.95556	0.95159
52	0.99088	0.99008	0.98919	0.98818	0.98705	0.98581	0.98443	0.98292	0.98127	0.97946	0.97747	0.97530	0.97293	0.97035	0.96754	0.96450	0.96120	0.95764	0.95381
53	0.99140	0.99065	0.98981	0.98886	0.98779	0.98661	0.98531	0.98388	0.98230	0.98058	0.97868	0.97661	0.97435	0.97188	0.96920	0.96628	0.96311	0.95969	0.95600
54	0.99191	0.99120	0.99041	0.98951	0.98850	0.98739	0.98615	0.98480	0.98330	0.98166	0.97986	0.97789	0.97573	0.97338	0.97081	0.96802	0.96498	0.96170	0.95815
55	0.99239	0.99173	0.99098	0.99014	0.98919	0.98813	0.98697	0.98569	0.98427	0.98272	0.98101	0.97913	0.97708	0.97483	0.97239	0.96972	0.96682	0.96367	0.96027
56	0.99286	0.99224	0.99154	0.99075	0.98985	0.98886	0.98776	0.98654	0.98521	0.98374	0.98212	0.98034	0.97839	0.97625	0.97392	0.97138	0.96861	0.96560	0.96235
57	0.99330	0.99272	0.99207	0.99132	0.99048	0.98955	0.98851	0.98737	0.98611	0.98472	0.98319	0.98150	0.97965	0.97763	0.97541	0.97299	0.97035	0.96749	0.96438
58	0.99373	0.99319	0.99258	0.99188	0.99109	0.99021	0.98924	0.98816	0.98698	0.98567	0.98422	0.98263	0.98088	0.97896	0.97686	0.97456	0.97205	0.96932	0.96636
59	0.99413	0.99363	0.99306	0.99241	0.99167	0.99085	0.98994	0.98893	0.98781	0.98658	0.98521	0.98371	0.98206	0.98024	0.97826	0.97608	0.97370	0.97111	0.96829
60	0.99452	0.99405	0.99352	0.99292	0.99223	0.99146	0.99060	0.98966	0.98861	0.98745	0.98617	0.98475	0.98320	0.98148	0.97961	0.97755	0.97530	0.97284	0.97017
61	0.99489	0.99446	0.99396	0.99340	0.99275	0.99204	0.99124	0.99035	0.98937	0.98829	0.98708	0.98575	0.98429	0.98268	0.98091	0.97997	0.97884	0.97745	0.97598
62	0.99524	0.99484	0.99438	0.99386	0.99326	0.99259	0.99184	0.99102	0.99010	0.98908	0.98796	0.98671	0.98534	0.98382	0.98216	0.98033	0.97832	0.97613	0.97374
63	0.99557	0.99520	0.99478	0.99429	0.99374	0.99311	0.99242	0.99165	0.99079	0.98984	0.98879	0.98763	0.98634	0.98492	0.98336	0.98164	0.97975	0.97768	0.97543
64	0.99589	0.99555	0.99516	0.99471	0.99419	0.99361	0.99297	0.99225	0.99145	0.99057	0.98959	0.98850	0.98729	0.98596	0.98450	0.98289	0.98111	0.97917	0.97705
65	0.99618	0.99587	0.99551	0.99509	0.99462	0.99408	0.99348	0.99282	0.99208	0.99125	0.99034	0.98932	0.98820	0.98696	0.98559	0.98408	0.98242	0.98060	0.97861
66	0.99646	0.99618	0.99585	0.99546	0.99502	0.99452	0.99397	0.99335	0.99267	0.99190	0.99105	0.99011	0.98906	0.98790	0.98663	0.98522	0.98366	0.98196	0.98009
67	0.99673	0.99646	0.99616	0.99581	0.99540	0.99494	0.99443	0.99386	0.99322	0.99251	0.99173	0.99085	0.98988	0.98880	0.98761	0.98629	0.98484	0.98325	0.98151

**IAM Motor City Pension Fund**  
50% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 1A

Spouse Age	Participant Age -->																		
	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
68	0.99698	0.99674	0.99646	0.99613	0.99576	0.99533	0.99486	0.99433	0.99375	0.99309	0.99236	0.99155	0.99064	0.98964	0.98854	0.98732	0.98596	0.98448	0.98285
69	0.99721	0.99699	0.99674	0.99644	0.99609	0.99570	0.99527	0.99478	0.99424	0.99364	0.99296	0.99221	0.99137	0.99044	0.98942	0.98828	0.98703	0.98565	0.98413
70	0.99743	0.99723	0.99700	0.99673	0.99641	0.99605	0.99565	0.99520	0.99471	0.99415	0.99353	0.99283	0.99206	0.99120	0.99025	0.98920	0.98804	0.98675	0.98535
71	0.99764	0.99746	0.99724	0.99700	0.99671	0.99638	0.99601	0.99560	0.99514	0.99463	0.99406	0.99342	0.99271	0.99192	0.99104	0.99007	0.98899	0.98781	0.98650
72	0.99783	0.99767	0.99748	0.99725	0.99698	0.99669	0.99635	0.99597	0.99555	0.99509	0.99456	0.99397	0.99332	0.99259	0.99178	0.99089	0.98989	0.98880	0.98759
73	0.99801	0.99787	0.99769	0.99749	0.99724	0.99697	0.99667	0.99632	0.99594	0.99551	0.99503	0.99449	0.99389	0.99322	0.99248	0.99166	0.99074	0.98973	0.98862
74	0.99818	0.99805	0.99789	0.99771	0.99749	0.99724	0.99696	0.99665	0.99630	0.99591	0.99547	0.99498	0.99443	0.99381	0.99314	0.99238	0.99154	0.99061	0.98959
75	0.99834	0.99822	0.99808	0.99791	0.99771	0.99749	0.99723	0.99695	0.99663	0.99628	0.99588	0.99543	0.99493	0.99437	0.99374	0.99305	0.99228	0.99143	0.99050
76	0.99849	0.99838	0.99825	0.99810	0.99792	0.99772	0.99749	0.99723	0.99694	0.99662	0.99625	0.99585	0.99539	0.99488	0.99431	0.99368	0.99298	0.99220	0.99134
77	0.99862	0.99853	0.99841	0.99828	0.99811	0.99793	0.99772	0.99749	0.99723	0.99693	0.99660	0.99623	0.99582	0.99535	0.99484	0.99426	0.99362	0.99291	0.99213
78	0.99875	0.99866	0.99856	0.99844	0.99829	0.99813	0.99794	0.99773	0.99749	0.99723	0.99693	0.99659	0.99621	0.99579	0.99532	0.99480	0.99422	0.99357	0.99285
79	0.99887	0.99879	0.99870	0.99859	0.99846	0.99831	0.99814	0.99795	0.99773	0.99750	0.99723	0.99692	0.99658	0.99620	0.99577	0.99530	0.99477	0.99418	0.99353
80	0.99897	0.99891	0.99883	0.99873	0.99861	0.99847	0.99832	0.99815	0.99796	0.99774	0.99750	0.99723	0.99692	0.99657	0.99619	0.99576	0.99528	0.99474	0.99416

**IAM Motor City Pension Fund**  
50% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 1A

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
30	0.90032	0.89366	0.88667	0.87935	0.87169	0.86368	0.85530	0.84653	0.83735	0.82778	0.81781	0.80741	0.79659	0.78535	0.77371	0.76169	0.74930	0.73657	0.72355
31	0.90214	0.89554	0.88859	0.88131	0.87369	0.86572	0.85739	0.84865	0.83950	0.82996	0.82002	0.80965	0.79885	0.78763	0.77601	0.76400	0.75162	0.73890	0.72589
32	0.90403	0.89748	0.89058	0.88335	0.87578	0.86785	0.85955	0.85085	0.84175	0.83224	0.82233	0.81199	0.80121	0.79002	0.77842	0.76643	0.75406	0.74135	0.72834
33	0.90597	0.89948	0.89264	0.88546	0.87794	0.87006	0.86181	0.85315	0.84409	0.83462	0.82475	0.81444	0.80369	0.79253	0.78095	0.76898	0.75662	0.74393	0.73093
34	0.90798	0.90154	0.89476	0.88764	0.88017	0.87235	0.86415	0.85555	0.84653	0.83710	0.82727	0.81700	0.80629	0.79515	0.78360	0.77165	0.75932	0.74664	0.73365
35	0.91003	0.90366	0.89695	0.88989	0.88248	0.87472	0.86658	0.85803	0.84906	0.83968	0.82989	0.81966	0.80899	0.79789	0.78636	0.77444	0.76213	0.74947	0.73650
36	0.91214	0.90584	0.89919	0.89220	0.88487	0.87717	0.86908	0.86059	0.85168	0.84235	0.83261	0.82243	0.81180	0.80074	0.78925	0.77736	0.76508	0.75244	0.73949
37	0.91429	0.90807	0.90150	0.89458	0.88732	0.87968	0.87167	0.86324	0.85439	0.84512	0.83544	0.82530	0.81472	0.80370	0.79226	0.78040	0.76815	0.75554	0.74261
38	0.91649	0.91035	0.90386	0.89702	0.88983	0.88228	0.87433	0.86597	0.85719	0.84799	0.83836	0.82829	0.81776	0.80679	0.79538	0.78357	0.77135	0.75877	0.74586
39	0.91873	0.91268	0.90627	0.89952	0.89241	0.88494	0.87708	0.86879	0.86008	0.85095	0.84139	0.83138	0.82091	0.80999	0.79863	0.78686	0.77469	0.76214	0.74926
40	0.92101	0.91505	0.90874	0.90207	0.89506	0.88767	0.87989	0.87169	0.86306	0.85400	0.84452	0.83457	0.82417	0.81331	0.80201	0.79029	0.77816	0.76565	0.75281
41	0.92333	0.91746	0.91125	0.90468	0.89776	0.89047	0.88278	0.87467	0.86612	0.85715	0.84774	0.83787	0.82754	0.81675	0.80551	0.79384	0.78176	0.76930	0.75650
42	0.92567	0.91991	0.91380	0.90734	0.90052	0.89332	0.88573	0.87772	0.86927	0.86038	0.85106	0.84127	0.83102	0.82030	0.80913	0.79753	0.78551	0.77309	0.76034
43	0.92804	0.92239	0.91639	0.91004	0.90332	0.89624	0.88875	0.88084	0.87249	0.86370	0.85447	0.84478	0.83461	0.82397	0.81288	0.80135	0.78939	0.77703	0.76433
44	0.93043	0.92490	0.91901	0.91277	0.90618	0.89920	0.89183	0.88403	0.87579	0.86710	0.85798	0.84838	0.83830	0.82775	0.81674	0.80529	0.79340	0.78111	0.76846
45	0.93284	0.92743	0.92166	0.91555	0.90907	0.90222	0.89496	0.88728	0.87915	0.87058	0.86157	0.85207	0.84210	0.83164	0.82073	0.80936	0.79755	0.78533	0.77275
46	0.93526	0.92997	0.92434	0.91835	0.91200	0.90527	0.89815	0.89059	0.88258	0.87413	0.86524	0.85586	0.84599	0.83564	0.82483	0.81355	0.80183	0.78969	0.77719
47	0.93768	0.93253	0.92702	0.92117	0.91495	0.90836	0.90137	0.89394	0.88607	0.87775	0.86898	0.85973	0.84998	0.83975	0.82904	0.81786	0.80624	0.79419	0.78177
48	0.94011	0.93509	0.92972	0.92400	0.91793	0.91148	0.90463	0.89735	0.88961	0.88143	0.87280	0.86367	0.85405	0.84394	0.83335	0.82229	0.81077	0.79882	0.78649
49	0.94252	0.93764	0.93242	0.92685	0.92092	0.91462	0.90792	0.90078	0.89320	0.88516	0.87667	0.86769	0.85820	0.84823	0.83776	0.82682	0.81542	0.80358	0.79134
50	0.94493	0.94019	0.93512	0.92970	0.92392	0.91778	0.91123	0.90425	0.89682	0.88894	0.88060	0.87177	0.86243	0.85260	0.84227	0.83147	0.82019	0.80846	0.79634
51	0.94732	0.94273	0.93781	0.93254	0.92693	0.92094	0.91456	0.90774	0.90048	0.89276	0.88458	0.87591	0.86673	0.85705	0.84687	0.83621	0.82507	0.81347	0.80147
52	0.94968	0.94525	0.94048	0.93538	0.92993	0.92411	0.91789	0.91125	0.90416	0.89661	0.88860	0.88010	0.87109	0.86158	0.85156	0.84105	0.83005	0.81860	0.80673
53	0.95202	0.94774	0.94314	0.93820	0.93292	0.92727	0.92123	0.91476	0.90785	0.90048	0.89266	0.88433	0.87550	0.86616	0.85631	0.84597	0.83513	0.82383	0.81210
54	0.95433	0.95021	0.94576	0.94099	0.93588	0.93041	0.92456	0.91827	0.91154	0.90437	0.89673	0.88860	0.87995	0.87079	0.86113	0.85096	0.84030	0.82916	0.81759
55	0.95660	0.95264	0.94836	0.94376	0.93883	0.93354	0.92787	0.92177	0.91524	0.90826	0.90082	0.89288	0.88444	0.87548	0.86600	0.85603	0.84555	0.83459	0.82319
56	0.95883	0.95503	0.95092	0.94649	0.94174	0.93664	0.93116	0.92526	0.91893	0.91215	0.90492	0.89719	0.88896	0.88020	0.87093	0.86116	0.85088	0.84011	0.82889
57	0.96102	0.95738	0.95344	0.94919	0.94462	0.93971	0.93443	0.92873	0.92261	0.91604	0.90902	0.90151	0.89349	0.88495	0.87590	0.86634	0.85627	0.84571	0.83469
58	0.96316	0.95968	0.95591	0.95184	0.94746	0.94274	0.93765	0.93217	0.92625	0.91991	0.91311	0.90582	0.89803	0.88972	0.88090	0.87156	0.86171	0.85137	0.84056
59	0.96524	0.96192	0.95833	0.95443	0.95024	0.94572	0.94084	0.93556	0.92986	0.92374	0.91717	0.91012	0.90256	0.89449	0.88591	0.87681	0.86720	0.85708	0.84650
60	0.96727	0.96411	0.96068	0.95697	0.95297	0.94864	0.94397	0.93890	0.93343	0.92753	0.92120	0.91439	0.90707	0.89925	0.89092	0.88207	0.87270	0.86284	0.85250
61	0.96923	0.96624	0.96298	0.95945	0.95563	0.95150	0.94704	0.94219	0.93694	0.93128	0.92518	0.91862	0.91156	0.90399	0.89592	0.88733	0.87823	0.86862	0.85854
62	0.97114	0.96830	0.96521	0.96186	0.95823	0.95430	0.95004	0.94541	0.94039	0.93496	0.92911	0.92280	0.91600	0.90870	0.90089	0.89258	0.88374	0.87440	0.86459
63	0.97297	0.97029	0.96737	0.96419	0.96075	0.95702	0.95296	0.94855	0.94376	0.93857	0.93297	0.92691	0.92038	0.91335	0.90582	0.89778	0.88923	0.88018	0.87065
64	0.97474	0.97221	0.96945	0.96645	0.96319	0.95965	0.95581	0.95161	0.94705	0.94210	0.93675	0.93095	0.92468	0.91793	0.91069	0.90294	0.89468	0.88592	0.87668
65	0.97643	0.97406	0.97146	0.96862	0.96555	0.96220	0.95856	0.95458	0.95025	0.94554	0.94044	0.93490	0.92891	0.92244	0.91548	0.90803	0.90007	0.89161	0.88268
66	0.97805	0.97582	0.97338	0.97071	0.96781	0.96466	0.96122	0.95745	0.95335	0.94888	0.94403	0.93875	0.93303	0.92684	0.92018	0.91303	0.90538	0.89724	0.88862
67	0.97960	0.97751	0.97522	0.97271	0.96999	0.96702	0.96377	0.96022	0.95634	0.95210	0.94750	0.94249	0.93704	0.93114	0.92477	0.91793	0.91059	0.90277	0.89447

**IAM Motor City Pension Fund**  
**50% J&S without pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1A**

Spouse Age	Participant Age																		
	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
68	0.98107	0.97912	0.97697	0.97462	0.97207	0.96928	0.96623	0.96288	0.95922	0.95522	0.95087	0.94612	0.94094	0.93533	0.92926	0.92272	0.91570	0.90820	0.90024
69	0.98247	0.98065	0.97864	0.97645	0.97406	0.97145	0.96859	0.96545	0.96200	0.95823	0.95412	0.94963	0.94473	0.93940	0.93363	0.92741	0.92071	0.91354	0.90592
70	0.98381	0.98211	0.98024	0.97820	0.97597	0.97353	0.97085	0.96791	0.96468	0.96114	0.95727	0.95304	0.94841	0.94337	0.93790	0.93198	0.92561	0.91878	0.91150
71	0.98507	0.98350	0.98177	0.97987	0.97779	0.97552	0.97302	0.97027	0.96725	0.96393	0.96031	0.95632	0.95197	0.94721	0.94204	0.93644	0.93040	0.92391	0.91698
72	0.98627	0.98482	0.98321	0.98145	0.97952	0.97741	0.97509	0.97253	0.96971	0.96661	0.96322	0.95949	0.95540	0.95092	0.94605	0.94077	0.93506	0.92891	0.92234
73	0.98740	0.98606	0.98458	0.98295	0.98117	0.97921	0.97706	0.97468	0.97206	0.96917	0.96601	0.96252	0.95869	0.95450	0.94992	0.94495	0.93957	0.93376	0.92755
74	0.98847	0.98723	0.98586	0.98436	0.98272	0.98091	0.97892	0.97672	0.97429	0.97161	0.96866	0.96542	0.96184	0.95792	0.95364	0.94897	0.94391	0.93845	0.93259
75	0.98947	0.98833	0.98707	0.98569	0.98418	0.98251	0.98068	0.97865	0.97640	0.97391	0.97118	0.96817	0.96484	0.96119	0.95719	0.95282	0.94808	0.94296	0.93745
76	0.99040	0.98936	0.98820	0.98693	0.98554	0.98402	0.98233	0.98046	0.97838	0.97609	0.97357	0.97077	0.96769	0.96429	0.96056	0.95650	0.95207	0.94727	0.94211
77	0.99127	0.99031	0.98926	0.98810	0.98682	0.98542	0.98387	0.98215	0.98025	0.97814	0.97581	0.97323	0.97037	0.96722	0.96376	0.95998	0.95586	0.95138	0.94657
78	0.99207	0.99120	0.99024	0.98918	0.98801	0.98673	0.98532	0.98374	0.98199	0.98005	0.97791	0.97553	0.97290	0.96999	0.96679	0.96328	0.95945	0.95529	0.95080
79	0.99282	0.99203	0.99115	0.99018	0.98912	0.98795	0.98666	0.98522	0.98362	0.98184	0.97988	0.97770	0.97527	0.97259	0.96964	0.96639	0.96285	0.95899	0.95483
80	0.99351	0.99279	0.99199	0.99111	0.99015	0.98909	0.98791	0.98660	0.98514	0.98352	0.98172	0.97972	0.97750	0.97504	0.97232	0.96933	0.96606	0.96249	0.95864

**IAM Motor City Pension Fund**  
**50% J&S without pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1A**

Spouse Age	Participant Age													
	68	69	70	71	72	73	74	75	76	77	78	79	80	
30	0.71022	0.69652	0.68235	0.66774	0.65269	0.63721	0.62137	0.60521	0.58878	0.57215	0.55540	0.53844	0.52131	
31	0.71256	0.69885	0.68468	0.67006	0.65500	0.63950	0.62364	0.60746	0.59101	0.57436	0.55758	0.54057	0.52341	
32	0.71502	0.70131	0.68714	0.67252	0.65744	0.64193	0.62605	0.60985	0.59337	0.57669	0.55988	0.54284	0.52563	
33	0.71762	0.70391	0.68974	0.67510	0.66002	0.64449	0.62860	0.61238	0.59588	0.57916	0.56232	0.54524	0.52800	
34	0.72034	0.70664	0.69247	0.67783	0.66274	0.64720	0.63129	0.61505	0.59852	0.58178	0.56490	0.54779	0.53051	
35	0.72321	0.70951	0.69534	0.68070	0.66560	0.65005	0.63413	0.61786	0.60131	0.58454	0.56763	0.55048	0.53315	
36	0.72620	0.71252	0.69835	0.68371	0.66861	0.65305	0.63711	0.62082	0.60425	0.58745	0.57050	0.55331	0.53594	
37	0.72934	0.71567	0.70151	0.68687	0.67176	0.65619	0.64024	0.62394	0.60734	0.59051	0.57353	0.55630	0.53889	
38	0.73262	0.71896	0.70481	0.69018	0.67507	0.65950	0.64353	0.62721	0.61058	0.59372	0.57671	0.55944	0.54199	
39	0.73604	0.72240	0.70827	0.69364	0.67854	0.66296	0.64698	0.63064	0.61399	0.59711	0.58006	0.56275	0.54525	
40	0.73962	0.72600	0.71188	0.69727	0.68216	0.66658	0.65060	0.63424	0.61758	0.60066	0.58358	0.56624	0.54869	
41	0.74334	0.72975	0.71566	0.70106	0.68596	0.67038	0.65439	0.63802	0.62134	0.60440	0.58728	0.56990	0.55230	
42	0.74722	0.73366	0.71959	0.70501	0.68993	0.67436	0.65836	0.64198	0.62528	0.60831	0.59117	0.57374	0.55610	
43	0.75125	0.73773	0.72370	0.70914	0.69407	0.67851	0.66251	0.64613	0.62941	0.61242	0.59524	0.57778	0.56009	
44	0.75544	0.74197	0.72796	0.71344	0.69839	0.68284	0.66685	0.65046	0.63373	0.61672	0.59951	0.58201	0.56428	
45	0.75979	0.74636	0.73240	0.71791	0.70289	0.68736	0.67137	0.65499	0.63825	0.62122	0.60398	0.58645	0.56867	
46	0.76429	0.75092	0.73701	0.72256	0.70757	0.69206	0.67609	0.65971	0.64296	0.62592	0.60866	0.59110	0.57328	
47	0.76894	0.75564	0.74179	0.72739	0.71244	0.69696	0.68101	0.66463	0.64789	0.63083	0.61355	0.59595	0.57809	
48	0.77374	0.76052	0.74673	0.73238	0.71748	0.70204	0.68611	0.66975	0.65301	0.63595	0.61865	0.60103	0.58313	
49	0.77869	0.76555	0.75184	0.73756	0.72271	0.70731	0.69142	0.67508	0.65834	0.64128	0.62397	0.60632	0.58838	
50	0.78379	0.77074	0.75711	0.74291	0.72812	0.71277	0.69692	0.68061	0.66389	0.64683	0.62952	0.61184	0.59387	
51	0.78903	0.77609	0.76255	0.74843	0.73372	0.71843	0.70263	0.68635	0.66966	0.65261	0.63529	0.61760	0.59960	
52	0.79442	0.78158	0.76816	0.75413	0.73950	0.72428	0.70854	0.69231	0.67564	0.65861	0.64130	0.62360	0.60558	
53	0.79993	0.78722	0.77391	0.75999	0.74545	0.73032	0.71464	0.69847	0.68184	0.66484	0.64754	0.62983	0.61179	
54	0.80556	0.79300	0.77982	0.76601	0.75158	0.73654	0.72095	0.70484	0.68826	0.67129	0.65401	0.63631	0.61826	
55	0.81132	0.79891	0.78587	0.77220	0.75789	0.74295	0.72745	0.71142	0.69491	0.67798	0.66073	0.64305	0.62499	
56	0.81720	0.80496	0.79207	0.77855	0.76438	0.74956	0.73416	0.71822	0.70179	0.68492	0.66771	0.65005	0.63200	
57	0.82319	0.81112	0.79841	0.78505	0.77103	0.75635	0.74107	0.72524	0.70889	0.69210	0.67494	0.65731	0.63928	
58	0.82927	0.81740	0.80488	0.79170	0.77784	0.76331	0.74817	0.73246	0.71622	0.69951	0.68241	0.66483	0.64683	
59	0.83543	0.82377	0.81146	0.79847	0.78479	0.77043	0.75545	0.73987	0.72375	0.70714	0.69013	0.67261	0.65465	
60	0.84166	0.83023	0.81814	0.80536	0.79189	0.77771	0.76290	0.74748	0.73150	0.71500	0.69809	0.68065	0.66274	
61	0.84795	0.83677	0.82491	0.81236	0.79910	0.78514	0.77052	0.75527	0.73944	0.72308	0.70629	0.68894	0.67111	
62	0.85427	0.84335	0.83175	0.81944	0.80643	0.79269	0.77828	0.76322	0.74757	0.73137	0.71471	0.69747	0.67973	
63	0.86060	0.84996	0.83863	0.82659	0.81383	0.80034	0.78616	0.77132	0.75586	0.73984	0.72333	0.70623	0.68859	
64	0.86693	0.85658	0.84554	0.83378	0.82130	0.80806	0.79414	0.77953	0.76429	0.74847	0.73214	0.71519	0.69768	
65	0.87324	0.86319	0.85245	0.84100	0.82880	0.81585	0.80220	0.78785	0.77285	0.75724	0.74111	0.72433	0.70697	
66	0.87949	0.86976	0.85934	0.84820	0.83632	0.82367	0.81031	0.79624	0.78150	0.76613	0.75022	0.73364	0.71646	
67	0.88567	0.87627	0.86618	0.85537	0.84382	0.83149	0.81844	0.80467	0.79021	0.77511	0.75944	0.74308	0.72609	

**IAM Motor City Pension Fund**  
**50% J&S without pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1A**

Spouse Age	Participant Age												
	68	69	70	71	72	73	74	75	76	77	78	79	80
68	0.89177	0.88272	0.87297	0.86251	0.85129	0.83931	0.82658	0.81313	0.79898	0.78417	0.76876	0.75265	0.73588
69	0.89780	0.88909	0.87970	0.86960	0.85875	0.84712	0.83475	0.82164	0.80782	0.79332	0.77821	0.76237	0.74585
70	0.90374	0.89540	0.88638	0.87665	0.86618	0.85493	0.84294	0.83019	0.81673	0.80257	0.78778	0.77225	0.75601
71	0.90958	0.90161	0.89298	0.88364	0.87356	0.86271	0.85111	0.83876	0.82568	0.81189	0.79745	0.78225	0.76633
72	0.91530	0.90771	0.89947	0.89053	0.88087	0.87043	0.85925	0.84731	0.83463	0.82124	0.80719	0.79235	0.77677
73	0.92088	0.91368	0.90584	0.89731	0.88807	0.87807	0.86732	0.85581	0.84357	0.83060	0.81695	0.80252	0.78731
74	0.92630	0.91948	0.91204	0.90394	0.89513	0.88557	0.87527	0.86422	0.85242	0.83990	0.82669	0.81268	0.79788
75	0.93153	0.92510	0.91807	0.91039	0.90202	0.89291	0.88307	0.87249	0.86116	0.84911	0.83636	0.82280	0.80844
76	0.93656	0.93051	0.92389	0.91663	0.90871	0.90006	0.89069	0.88059	0.86975	0.85818	0.84592	0.83283	0.81894
77	0.94137	0.93571	0.92948	0.92265	0.91517	0.90698	0.89810	0.88849	0.87814	0.86707	0.85531	0.84273	0.82933
78	0.94595	0.94066	0.93484	0.92843	0.92139	0.91367	0.90526	0.89614	0.88630	0.87575	0.86451	0.85244	0.83955
79	0.95032	0.94540	0.93997	0.93397	0.92737	0.92011	0.91219	0.90357	0.89425	0.88422	0.87351	0.86198	0.84963
80	0.95447	0.94990	0.94485	0.93926	0.93310	0.92630	0.91885	0.91074	0.90194	0.89244	0.88227	0.87130	0.85950

# IAM Motor City Pension Fund

Participant Age --->



**IAM Motor City Pension Fund**  
**50% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 1B**

Spouse Age	Participant Age ---->																		
	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
68	0.99449	0.99409	0.99361	0.99307	0.99244	0.99173	0.99095	0.99009	0.98913	0.98808	0.98691	0.98563	0.98422	0.98267	0.98098	0.97913	0.97711	0.97492	0.97255
69	0.99476	0.99438	0.99394	0.99342	0.99282	0.99216	0.99142	0.99060	0.98969	0.98869	0.98758	0.98636	0.98501	0.98354	0.98193	0.98016	0.97823	0.97614	0.97387
70	0.99502	0.99467	0.99425	0.99376	0.99320	0.99257	0.99187	0.99109	0.99023	0.98928	0.98823	0.98706	0.98578	0.98438	0.98284	0.98116	0.97932	0.97732	0.97516
71	0.99527	0.99494	0.99455	0.99409	0.99355	0.99296	0.99229	0.99156	0.99074	0.98984	0.98884	0.98774	0.98653	0.98519	0.98373	0.98213	0.98037	0.97847	0.97640
72	0.99551	0.99520	0.99483	0.99440	0.99390	0.99333	0.99271	0.99201	0.99124	0.99038	0.98944	0.98839	0.98724	0.98597	0.98458	0.98305	0.98139	0.97957	0.97760
73	0.99574	0.99545	0.99510	0.99470	0.99422	0.99369	0.99310	0.99244	0.99171	0.99090	0.99001	0.98902	0.98792	0.98672	0.98540	0.98395	0.98236	0.98063	0.97876
74	0.99596	0.99569	0.99536	0.99498	0.99454	0.99403	0.99348	0.99285	0.99217	0.99140	0.99055	0.98961	0.98858	0.98743	0.98618	0.98481	0.98330	0.98165	0.97987
75	0.99617	0.99591	0.99561	0.99526	0.99483	0.99436	0.99384	0.99325	0.99260	0.99188	0.99108	0.99019	0.98920	0.98812	0.98693	0.98563	0.98420	0.98264	0.98094
76	0.99637	0.99613	0.99585	0.99552	0.99512	0.99468	0.99418	0.99363	0.99301	0.99233	0.99158	0.99074	0.98981	0.98878	0.98766	0.98642	0.98506	0.98358	0.98197
77	0.99656	0.99634	0.99608	0.99576	0.99539	0.99497	0.99451	0.99399	0.99341	0.99277	0.99205	0.99126	0.99038	0.98941	0.98835	0.98717	0.98589	0.98448	0.98296
78	0.99674	0.99654	0.99629	0.99600	0.99565	0.99526	0.99482	0.99433	0.99379	0.99318	0.99251	0.99176	0.99093	0.99001	0.98901	0.98790	0.98668	0.98535	0.98390
79	0.99692	0.99673	0.99650	0.99623	0.99590	0.99553	0.99512	0.99466	0.99415	0.99358	0.99294	0.99224	0.99146	0.99059	0.98964	0.98859	0.98744	0.98618	0.98481
80	0.99708	0.99691	0.99670	0.99644	0.99614	0.99579	0.99540	0.99497	0.99449	0.99396	0.99336	0.99270	0.99196	0.99114	0.99024	0.98925	0.98816	0.98697	0.98568

**IAM Motor City Pension Fund**  
**50% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 1B**

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
30	0.89792	0.89123	0.88421	0.87685	0.86917	0.86115	0.85276	0.84397	0.83479	0.82522	0.81526	0.80487	0.79407	0.78285	0.77124	0.75925	0.74689	0.73420	0.72123
31	0.89958	0.89294	0.88596	0.87864	0.87100	0.86301	0.85466	0.84591	0.83677	0.82722	0.81729	0.80693	0.79615	0.78495	0.77336	0.76138	0.74904	0.73637	0.72340
32	0.90129	0.89469	0.88776	0.88049	0.87289	0.86495	0.85663	0.84792	0.83881	0.82930	0.81940	0.80907	0.79831	0.78714	0.77557	0.76361	0.75129	0.73863	0.72568
33	0.90305	0.89650	0.88961	0.88239	0.87484	0.86694	0.85867	0.85000	0.84093	0.83146	0.82159	0.81129	0.80056	0.78942	0.77787	0.76594	0.75363	0.74099	0.72805
34	0.90484	0.89835	0.89152	0.88435	0.87685	0.86899	0.86077	0.85215	0.84312	0.83369	0.82386	0.81359	0.80290	0.79179	0.78027	0.76836	0.75608	0.74345	0.73053
35	0.90668	0.90024	0.89347	0.88636	0.87891	0.87111	0.86293	0.85436	0.84538	0.83599	0.82620	0.81598	0.80533	0.79425	0.78276	0.77088	0.75862	0.74601	0.73311
36	0.90855	0.90218	0.89546	0.88841	0.88102	0.87328	0.86516	0.85664	0.84771	0.83837	0.82863	0.81845	0.80783	0.79679	0.78534	0.77349	0.76126	0.74868	0.73580
37	0.91046	0.90415	0.89751	0.89052	0.88319	0.87551	0.86745	0.85898	0.85011	0.84082	0.83113	0.82100	0.81043	0.79943	0.78801	0.77620	0.76400	0.75145	0.73859
38	0.91240	0.90617	0.89959	0.89267	0.88541	0.87779	0.86980	0.86139	0.85258	0.84335	0.83371	0.82363	0.81311	0.80216	0.79079	0.77901	0.76685	0.75433	0.74150
39	0.91437	0.90821	0.90171	0.89486	0.88767	0.88013	0.87220	0.86386	0.85511	0.84594	0.83637	0.82634	0.81588	0.80498	0.79365	0.78192	0.76980	0.75731	0.74452
40	0.91637	0.91029	0.90387	0.89709	0.88998	0.88251	0.87466	0.86639	0.85771	0.84861	0.83910	0.82914	0.81873	0.80788	0.79661	0.78493	0.77285	0.76040	0.74764
41	0.91840	0.91240	0.90606	0.89937	0.89234	0.88494	0.87717	0.86898	0.86037	0.85134	0.84190	0.83201	0.82166	0.81088	0.79966	0.78803	0.77600	0.76360	0.75088
42	0.92044	0.91453	0.90827	0.90167	0.89473	0.88742	0.87973	0.87162	0.86309	0.85414	0.84477	0.83495	0.82468	0.81396	0.80280	0.79123	0.77925	0.76691	0.75423
43	0.92251	0.91669	0.91052	0.90401	0.89716	0.88994	0.88233	0.87431	0.86587	0.85700	0.84772	0.83797	0.82777	0.81712	0.80603	0.79453	0.78261	0.77032	0.75769
44	0.92459	0.91886	0.91279	0.90637	0.89961	0.89249	0.88498	0.87705	0.86870	0.85992	0.85072	0.84106	0.83094	0.82037	0.80936	0.79792	0.78607	0.77383	0.76127
45	0.92667	0.92105	0.91508	0.90876	0.90210	0.89508	0.88767	0.87984	0.87158	0.86290	0.85379	0.84422	0.83419	0.82370	0.81276	0.80140	0.78962	0.77745	0.76495
46	0.92877	0.92324	0.91738	0.91117	0.90461	0.89769	0.89039	0.88266	0.87451	0.86593	0.85692	0.84744	0.83750	0.82710	0.81625	0.80497	0.79327	0.78118	0.76874
47	0.93087	0.92545	0.91969	0.91359	0.90715	0.90034	0.89314	0.88552	0.87748	0.86900	0.86010	0.85072	0.84088	0.83058	0.81982	0.80863	0.79701	0.78500	0.77264
48	0.93296	0.92766	0.92201	0.91602	0.90969	0.90300	0.89592	0.88842	0.88048	0.87212	0.86333	0.85406	0.84433	0.83413	0.82347	0.81238	0.80085	0.78892	0.77664
49	0.93506	0.92986	0.92433	0.91846	0.91225	0.90568	0.89872	0.89134	0.88352	0.87528	0.86660	0.85745	0.84783	0.83774	0.82719	0.81620	0.80477	0.79294	0.78075
50	0.93714	0.93207	0.92666	0.92091	0.91482	0.90837	0.90154	0.89428	0.88659	0.87847	0.86992	0.86089	0.85139	0.84142	0.83098	0.82010	0.80878	0.79705	0.78495
51	0.93922	0.93426	0.92897	0.92335	0.91739	0.91107	0.90436	0.89724	0.88968	0.88169	0.87327	0.86437	0.85500	0.84515	0.83484	0.82407	0.81287	0.80124	0.78925
52	0.94128	0.93644	0.93128	0.92579	0.91996	0.91377	0.90720	0.90021	0.89279	0.88494	0.87666	0.86789	0.85865	0.84894	0.83875	0.82811	0.81703	0.80552	0.79365
53	0.94332	0.93861	0.93358	0.92822	0.92252	0.91647	0.91004	0.90319	0.89592	0.88821	0.88006	0.87145	0.86235	0.85277	0.84272	0.83222	0.82126	0.80988	0.79813
54	0.94534	0.94076	0.93586	0.93063	0.92507	0.91916	0.91288	0.90618	0.89905	0.89149	0.88349	0.87502	0.86607	0.85664	0.84674	0.83638	0.82556	0.81432	0.80269
55	0.94733	0.94288	0.93811	0.93302	0.92761	0.92185	0.91571	0.90916	0.90218	0.89478	0.88694	0.87862	0.86983	0.86055	0.85080	0.84059	0.82992	0.81882	0.80734
56	0.94930	0.94498	0.94035	0.93540	0.93013	0.92451	0.91853	0.91213	0.90531	0.89807	0.89039	0.88224	0.87361	0.86449	0.85490	0.84485	0.83433	0.82339	0.81205
57	0.95124	0.94705	0.94256	0.93775	0.93262	0.92716	0.92133	0.91509	0.90843	0.90135	0.89384	0.88586	0.87739	0.86845	0.85903	0.84914	0.83879	0.82801	0.81683
58	0.95315	0.94909	0.94473	0.94006	0.93509	0.92978	0.92410	0.91803	0.91154	0.90463	0.89729	0.88948	0.88119	0.87242	0.86318	0.85346	0.84329	0.83267	0.82166
59	0.95502	0.95109	0.94687	0.94235	0.93752	0.93237	0.92685	0.92094	0.91462	0.90789	0.90072	0.89309	0.88499	0.87640	0.86734	0.85781	0.84781	0.83738	0.82654
60	0.95685	0.95306	0.94898	0.94460	0.93992	0.93492	0.92957	0.92383	0.91768	0.91112	0.90414	0.89670	0.88878	0.88038	0.87151	0.86217	0.85236	0.84211	0.83147
61	0.95865	0.95498	0.95104	0.94681	0.94229	0.93744	0.93226	0.92668	0.92071	0.91433	0.90754	0.90028	0.89255	0.88435	0.87567	0.86653	0.85692	0.84687	0.83642
62	0.96040	0.95687	0.95306	0.94898	0.94460	0.93992	0.93490	0.92950	0.92370	0.91751	0.91090	0.90384	0.89630	0.88830	0.87983	0.87089	0.86148	0.85164	0.84139
63	0.96211	0.95871	0.95504	0.95110	0.94688	0.94235	0.93750	0.93227	0.92665	0.92064	0.91423	0.90736	0.90003	0.89223	0.88396	0.87523	0.86604	0.85641	0.84637
64	0.96377	0.96050	0.95697	0.95317	0.94910	0.94474	0.94005	0.93499	0.92956	0.92373	0.91751	0.91084	0.90372	0.89613	0.88807	0.87956	0.87059	0.86117	0.85136
65	0.96540	0.96225	0.95885	0.95520	0.95128	0.94707	0.94255	0.93767	0.93242	0.92678	0.92075	0.91428	0.90737	0.89999	0.89215	0.88386	0.87511	0.86592	0.85633
66	0.96697	0.96395	0.96069	0.95718	0.95341	0.94936	0.94500	0.94029	0.93522	0.92977	0.92394	0.91768	0.91097	0.90381	0.89619	0.88813	0.87961	0.87065	0.86130
67	0.96850	0.96561	0.96248	0.95910	0.95548	0.95159	0.94739	0.94286	0.93797	0.93271	0.92708	0.92102	0.91452	0.90758	0.90019	0.89236	0.88407	0.87536	0.86625

**IAM Motor City Pension Fund**  
**50% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 1B**

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
68	0.96999	0.96722	0.96421	0.96098	0.95750	0.95376	0.94973	0.94537	0.94066	0.93559	0.93016	0.92431	0.91803	0.91131	0.90414	0.89654	0.88850	0.88003	0.87117
69	0.97143	0.96878	0.96590	0.96280	0.95947	0.95588	0.95202	0.94783	0.94330	0.93842	0.93318	0.92754	0.92147	0.91498	0.90805	0.90068	0.89288	0.88466	0.87606
70	0.97282	0.97029	0.96754	0.96457	0.96139	0.95795	0.95425	0.95023	0.94588	0.94119	0.93615	0.93071	0.92486	0.91859	0.91189	0.90477	0.89721	0.88925	0.88091
71	0.97418	0.97176	0.96913	0.96629	0.96325	0.95996	0.95641	0.95256	0.94839	0.94389	0.93905	0.93382	0.92818	0.92214	0.91567	0.90879	0.90149	0.89378	0.88570
72	0.97548	0.97317	0.97067	0.96796	0.96505	0.96191	0.95852	0.95483	0.95084	0.94652	0.94188	0.93685	0.93143	0.92561	0.91938	0.91275	0.90570	0.89825	0.89044
73	0.97674	0.97454	0.97215	0.96957	0.96679	0.96380	0.96056	0.95704	0.95321	0.94908	0.94463	0.93981	0.93461	0.92901	0.92301	0.91662	0.90983	0.90264	0.89510
74	0.97795	0.97586	0.97358	0.97112	0.96848	0.96562	0.96254	0.95917	0.95552	0.95157	0.94731	0.94269	0.93770	0.93233	0.92656	0.92041	0.91387	0.90695	0.89968
75	0.97912	0.97713	0.97496	0.97262	0.97010	0.96739	0.96445	0.96124	0.95775	0.95398	0.94991	0.94549	0.94071	0.93555	0.93002	0.92412	0.91782	0.91117	0.90417
76	0.98024	0.97835	0.97629	0.97406	0.97167	0.96909	0.96629	0.96324	0.95992	0.95631	0.95243	0.94820	0.94363	0.93869	0.93339	0.92772	0.92168	0.91529	0.90857
77	0.98131	0.97952	0.97757	0.97545	0.97318	0.97073	0.96807	0.96516	0.96200	0.95857	0.95487	0.95083	0.94646	0.94174	0.93667	0.93124	0.92544	0.91931	0.91286
78	0.98234	0.98064	0.97879	0.97679	0.97463	0.97230	0.96978	0.96702	0.96402	0.96075	0.95722	0.95338	0.94921	0.94470	0.93985	0.93465	0.92910	0.92323	0.91705
79	0.98333	0.98172	0.97997	0.97807	0.97603	0.97382	0.97143	0.96881	0.96596	0.96286	0.95950	0.95584	0.95187	0.94757	0.94293	0.93797	0.93266	0.92704	0.92113
80	0.98428	0.98276	0.98110	0.97930	0.97737	0.97528	0.97302	0.97054	0.96783	0.96489	0.96170	0.95822	0.95444	0.95034	0.94592	0.94118	0.93612	0.93075	0.92510

**IAM Motor City Pension Fund**  
**50% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1B**

		Participant Age																
Spouse Age		68	69	70	71	72	73	74	75	76	77	78	79	80				
30		0.70795	0.69430	0.68019	0.66564	0.65065	0.63523	0.61946	0.60338	0.58702	0.57047	0.55380	0.53690	0.51985				
31		0.71013	0.69648	0.68238	0.66782	0.65283	0.63740	0.62162	0.60551	0.58914	0.57257	0.55587	0.53895	0.52186				
32		0.71241	0.69877	0.68466	0.67011	0.65511	0.63967	0.62388	0.60776	0.59137	0.57477	0.55805	0.54110	0.52399				
33		0.71480	0.70116	0.68706	0.67250	0.65750	0.64206	0.62625	0.61012	0.59371	0.57710	0.56035	0.54337	0.52623				
34		0.71729	0.70366	0.68956	0.67501	0.66001	0.64456	0.62874	0.61260	0.59618	0.57954	0.56276	0.54576	0.52858				
35		0.71988	0.70627	0.69218	0.67763	0.66263	0.64718	0.63135	0.61520	0.59876	0.58210	0.56530	0.54827	0.53106				
36		0.72259	0.70899	0.69491	0.68037	0.66537	0.64992	0.63409	0.61792	0.60146	0.58478	0.56796	0.55090	0.53366				
37		0.72541	0.71182	0.69776	0.68323	0.66823	0.65278	0.63694	0.62076	0.60429	0.58759	0.57075	0.55366	0.53639				
38		0.72834	0.71477	0.70073	0.68621	0.67121	0.65576	0.63993	0.62374	0.60726	0.59054	0.57367	0.55656	0.53925				
39		0.73138	0.71784	0.70382	0.68931	0.67433	0.65888	0.64304	0.62685	0.61035	0.59362	0.57673	0.55959	0.54225				
40		0.73454	0.72103	0.70703	0.69254	0.67757	0.66213	0.64629	0.63009	0.61359	0.59684	0.57994	0.56277	0.54540				
41		0.73782	0.72434	0.71036	0.69589	0.68094	0.66551	0.64968	0.63348	0.61697	0.60021	0.58328	0.56609	0.54869				
42		0.74121	0.72777	0.71382	0.69938	0.68444	0.66903	0.65320	0.63701	0.62049	0.60372	0.58678	0.56956	0.55213				
43		0.74472	0.73131	0.71740	0.70299	0.68808	0.67268	0.65687	0.64068	0.62416	0.60738	0.59042	0.57318	0.55572				
44		0.74834	0.73498	0.72112	0.70674	0.69186	0.67648	0.66068	0.64450	0.62798	0.61119	0.59422	0.57696	0.55948				
45		0.75208	0.73878	0.72495	0.71061	0.69576	0.68041	0.66463	0.64846	0.63195	0.61516	0.59818	0.58090	0.56339				
46		0.75594	0.74269	0.72892	0.71462	0.69981	0.68449	0.66873	0.65258	0.63607	0.61929	0.60230	0.58501	0.56748				
47		0.75990	0.74672	0.73300	0.71876	0.70399	0.68871	0.67298	0.65685	0.64036	0.62357	0.60658	0.58928	0.57173				
48		0.76398	0.75087	0.73722	0.72303	0.70832	0.69307	0.67738	0.66127	0.64480	0.62802	0.61103	0.59372	0.57615				
49		0.76817	0.75514	0.74156	0.72743	0.71277	0.69758	0.68193	0.66585	0.64940	0.63263	0.61565	0.59833	0.58075				
50		0.77247	0.75952	0.74602	0.73197	0.71737	0.70223	0.68662	0.67058	0.65416	0.63742	0.62044	0.60312	0.58553				
51		0.77687	0.76401	0.75060	0.73662	0.72210	0.70702	0.69147	0.67547	0.65908	0.64237	0.62541	0.60810	0.59050				
52		0.78137	0.76861	0.75529	0.74141	0.72696	0.71196	0.69646	0.68052	0.66417	0.64749	0.63055	0.61325	0.59565				
53		0.78597	0.77332	0.76010	0.74632	0.73196	0.71703	0.70161	0.68572	0.66943	0.65278	0.63587	0.61859	0.60099				
54		0.79066	0.77813	0.76503	0.75135	0.73708	0.72225	0.70690	0.69108	0.67484	0.65824	0.64137	0.62411	0.60653				
55		0.79543	0.78304	0.77006	0.75649	0.74233	0.72759	0.71234	0.69660	0.68043	0.66388	0.64705	0.62982	0.61226				
56		0.80029	0.78803	0.77519	0.76175	0.74771	0.73308	0.71792	0.70226	0.68617	0.66969	0.65291	0.63572	0.61819				
57		0.80523	0.79312	0.78041	0.76710	0.75319	0.73868	0.72363	0.70808	0.69207	0.67566	0.65895	0.64181	0.62431				
58		0.81022	0.79827	0.78572	0.77256	0.75879	0.74441	0.72947	0.71403	0.69812	0.68180	0.66515	0.64808	0.63062				
59		0.81528	0.80350	0.79111	0.77811	0.76449	0.75024	0.73544	0.72012	0.70431	0.68809	0.67153	0.65452	0.63712				
60		0.82038	0.80878	0.79657	0.78374	0.77028	0.75618	0.74153	0.72633	0.71065	0.69453	0.67807	0.66114	0.64381				
61		0.82553	0.81412	0.80209	0.78944	0.77615	0.76222	0.74772	0.73267	0.71712	0.70112	0.68477	0.66793	0.65068				
62		0.83070	0.81949	0.80766	0.79520	0.78209	0.76834	0.75401	0.73911	0.72371	0.70784	0.69161	0.67488	0.65771				
63		0.83590	0.82489	0.81327	0.80101	0.78810	0.77454	0.76038	0.74566	0.73041	0.71469	0.69859	0.68198	0.66492				
64		0.84110	0.83032	0.81891	0.80686	0.79416	0.78080	0.76684	0.75230	0.73722	0.72166	0.70570	0.68922	0.67228				
65		0.84631	0.83576	0.82458	0.81275	0.80027	0.78712	0.77336	0.75902	0.74412	0.72874	0.71294	0.69660	0.67979				
66		0.85151	0.84120	0.83025	0.81866	0.80641	0.79349	0.77995	0.76581	0.75112	0.73592	0.72029	0.70412	0.68745				
67		0.85670	0.84663	0.83594	0.82459	0.81259	0.79990	0.78659	0.77268	0.75819	0.74320	0.72776	0.71177	0.69525				

**IAM Motor City Pension Fund**  
**50% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 1B**

Spouse Age	68	69	70	71	72	73	74	75	76	77	78	79	80
68	0.86188	0.85206	0.84162	0.83054	0.81878	0.80635	0.79328	0.77961	0.76535	0.75058	0.73535	0.71954	0.70321
69	0.86703	0.85748	0.84730	0.83649	0.82500	0.81283	0.80002	0.78660	0.77259	0.75804	0.74304	0.72745	0.71131
70	0.87214	0.86287	0.85297	0.84243	0.83122	0.81932	0.80679	0.79363	0.77988	0.76559	0.75083	0.73546	0.71954
71	0.87721	0.86821	0.85860	0.84834	0.83742	0.82582	0.81357	0.80069	0.78722	0.77319	0.75869	0.74357	0.72788
72	0.88223	0.87351	0.86419	0.85423	0.84360	0.83229	0.82034	0.80776	0.79458	0.78084	0.76661	0.75176	0.73632
73	0.88717	0.87874	0.86972	0.86006	0.84974	0.83874	0.82710	0.81482	0.80194	0.78850	0.77456	0.75999	0.74482
74	0.89203	0.88390	0.87517	0.86582	0.85582	0.84513	0.83381	0.82186	0.80929	0.79616	0.78253	0.76825	0.75338
75	0.89681	0.88897	0.88055	0.87151	0.86182	0.85146	0.84047	0.82884	0.81660	0.80380	0.79049	0.77653	0.76195
76	0.90149	0.89394	0.88583	0.87710	0.86774	0.85772	0.84705	0.83576	0.82386	0.81139	0.79842	0.78478	0.77053
77	0.90606	0.89882	0.89101	0.88260	0.87357	0.86388	0.85356	0.84261	0.83106	0.81894	0.80631	0.79302	0.77910
78	0.91053	0.90358	0.89608	0.88800	0.87930	0.86995	0.85997	0.84938	0.83818	0.82642	0.81414	0.80121	0.78764
79	0.91490	0.90824	0.90105	0.89329	0.88492	0.87591	0.86629	0.85606	0.84522	0.83382	0.82192	0.80935	0.79615
80	0.91915	0.91278	0.90590	0.89846	0.89043	0.88177	0.87250	0.86263	0.85216	0.84114	0.82961	0.81742	0.80460

**IAM Motor City Pension Fund**  
75% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 2A

Participant Age -->		30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
Spouse Age																				
30		0.96317	0.96029	0.95716	0.95377	0.95010	0.94617	0.94196	0.93746	0.93267	0.92758	0.92216	0.91641	0.91031	0.90387	0.89708	0.88992	0.88239	0.87448	0.86621
31		0.96436	0.96155	0.95849	0.95517	0.95157	0.94771	0.94358	0.93916	0.93444	0.92942	0.92407	0.91839	0.91237	0.90600	0.89927	0.89218	0.88471	0.87686	0.86865
32		0.96556	0.96281	0.95983	0.95658	0.95306	0.94928	0.94522	0.94088	0.93624	0.93129	0.92602	0.92042	0.91447	0.90818	0.90152	0.89450	0.88709	0.87931	0.87116
33		0.96675	0.96408	0.96117	0.95800	0.95455	0.95085	0.94687	0.94261	0.93806	0.93320	0.92801	0.92249	0.91662	0.91041	0.90383	0.89688	0.88955	0.88184	0.87376
34		0.96794	0.96534	0.96251	0.95942	0.95606	0.95244	0.94854	0.94437	0.93990	0.93513	0.93003	0.92459	0.91881	0.91268	0.90619	0.89932	0.89207	0.88444	0.87643
35		0.96912	0.96660	0.96384	0.96084	0.95756	0.95403	0.95022	0.94614	0.94176	0.93708	0.93207	0.92673	0.92104	0.91500	0.90860	0.90182	0.89465	0.88710	0.87917
36		0.97029	0.96785	0.96517	0.96225	0.95906	0.95562	0.95191	0.94791	0.94363	0.93905	0.93414	0.92889	0.92330	0.91735	0.91105	0.90436	0.89729	0.88983	0.88198
37		0.97145	0.96909	0.96650	0.96366	0.96056	0.95721	0.95359	0.94970	0.94551	0.94102	0.93622	0.93107	0.92558	0.91974	0.91354	0.90695	0.89997	0.89261	0.88486
38		0.97260	0.97032	0.96781	0.96506	0.96205	0.95879	0.95527	0.95148	0.94740	0.94301	0.93831	0.93327	0.92789	0.92216	0.91606	0.90958	0.90271	0.89545	0.88780
39		0.97373	0.97153	0.96911	0.96645	0.96353	0.96037	0.95695	0.95326	0.94928	0.94501	0.94041	0.93549	0.93022	0.92460	0.91861	0.91224	0.90549	0.89834	0.89079
40		0.97485	0.97272	0.97039	0.96782	0.96500	0.96193	0.95862	0.95503	0.95116	0.94700	0.94252	0.93771	0.93256	0.92706	0.92119	0.91494	0.90830	0.90127	0.89384
41		0.97594	0.97390	0.97165	0.96918	0.96645	0.96348	0.96027	0.95679	0.95304	0.94899	0.94463	0.93994	0.93491	0.92953	0.92379	0.91767	0.91115	0.90424	0.89694
42		0.97702	0.97506	0.97290	0.97051	0.96788	0.96502	0.96191	0.95854	0.95490	0.95097	0.94673	0.94217	0.93727	0.93201	0.92640	0.92041	0.91403	0.90725	0.90008
43		0.97807	0.97620	0.97412	0.97183	0.96929	0.96653	0.96353	0.96028	0.95675	0.95294	0.94883	0.94439	0.93962	0.93450	0.92903	0.92317	0.91693	0.91029	0.90325
44		0.97910	0.97731	0.97532	0.97312	0.97068	0.96803	0.96513	0.96199	0.95858	0.95490	0.95091	0.94660	0.94197	0.93699	0.93165	0.92594	0.91984	0.91334	0.90645
45		0.98011	0.97840	0.97649	0.97438	0.97204	0.96949	0.96671	0.96368	0.96039	0.95683	0.95297	0.94880	0.94430	0.93947	0.93428	0.92871	0.92276	0.91642	0.90968
46		0.98109	0.97946	0.97764	0.97562	0.97338	0.97093	0.96826	0.96534	0.96218	0.95874	0.95501	0.95098	0.94663	0.94193	0.93689	0.93148	0.92569	0.91950	0.91292
47		0.98204	0.98049	0.97876	0.97683	0.97488	0.97234	0.96977	0.96698	0.96393	0.96062	0.95703	0.95314	0.94892	0.94438	0.93950	0.93424	0.92861	0.92259	0.91617
48		0.98297	0.98149	0.97984	0.97800	0.97596	0.97371	0.97126	0.96858	0.96565	0.96247	0.95902	0.95526	0.95120	0.94681	0.94208	0.93699	0.93152	0.92566	0.91942
49		0.98386	0.98246	0.98090	0.97915	0.97720	0.97505	0.97271	0.97014	0.96734	0.96429	0.96097	0.95735	0.95344	0.94920	0.94463	0.93971	0.93441	0.92873	0.92266
50		0.98473	0.98341	0.98192	0.98026	0.97840	0.97636	0.97412	0.97167	0.96899	0.96607	0.96288	0.95941	0.95564	0.95156	0.94716	0.94240	0.93727	0.93177	0.92589
51		0.98557	0.98432	0.98291	0.98134	0.97957	0.97763	0.97550	0.97316	0.97060	0.96780	0.96475	0.96143	0.95781	0.95389	0.94965	0.94506	0.94011	0.93479	0.92909
52		0.98638	0.98520	0.98387	0.98238	0.98070	0.97886	0.97683	0.97460	0.97216	0.96950	0.96658	0.96340	0.95993	0.95617	0.95209	0.94768	0.94291	0.93778	0.93227
53		0.98716	0.98605	0.98479	0.98338	0.98180	0.98005	0.97812	0.97601	0.97369	0.97115	0.96836	0.96532	0.96201	0.95840	0.95449	0.95025	0.94567	0.94073	0.93541
54		0.98791	0.98686	0.98568	0.98435	0.98285	0.98120	0.97937	0.97737	0.97516	0.97275	0.97010	0.96720	0.96403	0.96059	0.95685	0.95278	0.94838	0.94363	0.93851
55		0.98863	0.98765	0.98654	0.98528	0.98387	0.98231	0.98058	0.97868	0.97659	0.97430	0.97178	0.96902	0.96601	0.96272	0.95914	0.95525	0.95104	0.94648	0.94156
56		0.98932	0.98840	0.98736	0.98618	0.98485	0.98338	0.98175	0.97995	0.97797	0.97580	0.97341	0.97079	0.96793	0.96479	0.96139	0.95767	0.95364	0.94927	0.94456
57		0.98999	0.98913	0.98815	0.98704	0.98579	0.98440	0.98287	0.98117	0.97931	0.97725	0.97499	0.97251	0.96979	0.96681	0.96357	0.96003	0.95618	0.95201	0.94750
58		0.99062	0.98982	0.98890	0.98787	0.98669	0.98539	0.98395	0.98235	0.98059	0.97865	0.97652	0.97417	0.97159	0.96877	0.96569	0.96232	0.95866	0.95468	0.95038
59		0.99123	0.99048	0.98963	0.98866	0.98756	0.98634	0.98498	0.98348	0.98182	0.98000	0.97798	0.97577	0.97333	0.97066	0.96774	0.96455	0.96106	0.95728	0.95318
60		0.99180	0.99111	0.99032	0.98941	0.98838	0.98724	0.98597	0.98456	0.98301	0.98129	0.97949	0.97731	0.97501	0.97248	0.96972	0.96670	0.96340	0.95980	0.95591
61		0.99235	0.99171	0.99097	0.99013	0.98917	0.98810	0.98691	0.98560	0.98414	0.98253	0.98075	0.97878	0.97662	0.97424	0.97163	0.96878	0.96565	0.96225	0.95855
62		0.99288	0.99228	0.99160	0.99082	0.98992	0.98892	0.98782	0.98658	0.98522	0.98371	0.98205	0.98020	0.97817	0.97593	0.97348	0.97078	0.96783	0.96461	0.96112
63		0.99337	0.99282	0.99219	0.99146	0.99063	0.98970	0.98867	0.98752	0.98625	0.98484	0.98328	0.98155	0.97965	0.97755	0.97524	0.97271	0.96993	0.96689	0.96359
64		0.99384	0.99333	0.99275	0.99208	0.99131	0.99045	0.98948	0.98842	0.98723	0.98592	0.98446	0.98284	0.98106	0.97909	0.97693	0.97455	0.97194	0.96908	0.96597
65		0.99429	0.99382	0.99328	0.99266	0.99195	0.99115	0.99025	0.98926	0.98816	0.98694	0.98558	0.98407	0.98240	0.98056	0.97854	0.97631	0.97386	0.97117	0.96825
66		0.99471	0.99428	0.99378	0.99321	0.99255	0.99181	0.99098	0.99006	0.98904	0.98790	0.98664	0.98523	0.98368	0.98196	0.98007	0.97799	0.97569	0.97318	0.97043
67		0.99510	0.99471	0.99425	0.99372	0.99311	0.99243	0.99167	0.99081	0.98987	0.98881	0.98764	0.98634	0.98489	0.98329	0.98153	0.97958	0.97744	0.97508	0.97251

**IAM Motor City Pension Fund**  
75% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 2A

Spouse Age	Participant Age ---->																		
	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
68	0.99547	0.99511	0.99469	0.99421	0.99365	0.99302	0.99231	0.99152	0.99065	0.98967	0.98859	0.98738	0.98603	0.98455	0.98291	0.98109	0.97909	0.97690	0.97449
69	0.99582	0.99549	0.99511	0.99467	0.99415	0.99357	0.99292	0.99219	0.99138	0.99048	0.98948	0.98836	0.98711	0.98574	0.98421	0.98253	0.98067	0.97862	0.97638
70	0.99615	0.99585	0.99550	0.99510	0.99462	0.99409	0.99349	0.99282	0.99208	0.99125	0.99032	0.98929	0.98814	0.98686	0.98545	0.98389	0.98216	0.98026	0.97818
71	0.99646	0.99619	0.99587	0.99550	0.99507	0.99458	0.99403	0.99342	0.99273	0.99197	0.99112	0.99016	0.98910	0.98793	0.98662	0.98518	0.98358	0.98182	0.97989
72	0.99675	0.99650	0.99622	0.99588	0.99548	0.99504	0.99454	0.99397	0.99335	0.99265	0.99186	0.99099	0.99001	0.98893	0.98773	0.98639	0.98492	0.98329	0.98150
73	0.99702	0.99680	0.99654	0.99623	0.99587	0.99547	0.99501	0.99450	0.99392	0.99328	0.99256	0.99176	0.99087	0.98987	0.98877	0.98754	0.98618	0.98468	0.98303
74	0.99728	0.99708	0.99684	0.99656	0.99624	0.99586	0.99545	0.99498	0.99446	0.99387	0.99322	0.99248	0.99166	0.99075	0.98974	0.98861	0.98736	0.98598	0.98447
75	0.99751	0.99733	0.99712	0.99687	0.99657	0.99624	0.99586	0.99543	0.99496	0.99442	0.99383	0.99316	0.99241	0.99157	0.99065	0.98961	0.98847	0.98720	0.98581
76	0.99773	0.99757	0.99738	0.99716	0.99689	0.99658	0.99624	0.99585	0.99542	0.99494	0.99439	0.99378	0.99310	0.99234	0.99149	0.99055	0.98950	0.98834	0.98707
77	0.99794	0.99779	0.99762	0.99742	0.99717	0.99690	0.99659	0.99624	0.99585	0.99541	0.99492	0.99436	0.99374	0.99305	0.99228	0.99142	0.99046	0.98940	0.98824
78	0.99813	0.99800	0.99785	0.99766	0.99744	0.99719	0.99691	0.99660	0.99624	0.99585	0.99540	0.99490	0.99433	0.99370	0.99300	0.99222	0.99135	0.99038	0.98932
79	0.99830	0.99819	0.99805	0.99789	0.99769	0.99746	0.99721	0.99693	0.99661	0.99625	0.99584	0.99539	0.99488	0.99431	0.99367	0.99296	0.99217	0.99129	0.99033
80	0.99846	0.99836	0.99824	0.99809	0.99791	0.99771	0.99749	0.99723	0.99694	0.99662	0.99625	0.99584	0.99538	0.99487	0.99429	0.99365	0.99293	0.99214	0.99126

**IAM Motor City Pension Fund**  
75% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 2A

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
30	0.85758	0.84855	0.83913	0.82932	0.81914	0.80857	0.79760	0.78620	0.77437	0.76215	0.74953	0.73649	0.72305	0.70923	0.69507	0.68059	0.66583	0.65084	0.63568
31	0.86006	0.85108	0.84171	0.83194	0.82179	0.81126	0.80032	0.78894	0.77714	0.76492	0.75231	0.73928	0.72584	0.71202	0.69785	0.68336	0.66859	0.65357	0.63839
32	0.86264	0.85371	0.84438	0.83466	0.82456	0.81406	0.80315	0.79181	0.78003	0.76783	0.75524	0.74221	0.72878	0.71496	0.70078	0.68628	0.67149	0.65645	0.64124
33	0.86529	0.85643	0.84716	0.83749	0.82744	0.81698	0.80611	0.79480	0.78305	0.77088	0.75830	0.74529	0.73186	0.71804	0.70385	0.68935	0.67454	0.65949	0.64426
34	0.86804	0.85924	0.85003	0.84042	0.83042	0.82002	0.80919	0.79792	0.78620	0.77406	0.76150	0.74851	0.73509	0.72127	0.70709	0.69257	0.67776	0.66269	0.64743
35	0.87086	0.86213	0.85300	0.84345	0.83351	0.82316	0.81238	0.80115	0.78948	0.77737	0.76484	0.75186	0.73846	0.72465	0.71047	0.69595	0.68113	0.66604	0.65077
36	0.87375	0.86511	0.85605	0.84657	0.83670	0.82641	0.81569	0.80451	0.79288	0.78081	0.76831	0.75536	0.74198	0.72819	0.71401	0.69949	0.68466	0.66956	0.65426
37	0.87672	0.86816	0.85918	0.84979	0.83999	0.82977	0.81911	0.80799	0.79641	0.78438	0.77192	0.75901	0.74565	0.73187	0.71771	0.70319	0.68835	0.67324	0.65793
38	0.87976	0.87129	0.86240	0.85310	0.84338	0.83323	0.82265	0.81159	0.80006	0.78809	0.77567	0.76280	0.74947	0.73571	0.72156	0.70705	0.69222	0.67710	0.66177
39	0.88286	0.87450	0.86570	0.85649	0.84686	0.83680	0.82629	0.81530	0.80385	0.79193	0.77957	0.76673	0.75344	0.73971	0.72558	0.71108	0.69625	0.68113	0.66579
40	0.88602	0.87777	0.86908	0.85997	0.85043	0.84046	0.83004	0.81914	0.80775	0.79590	0.78360	0.77081	0.75756	0.74387	0.72977	0.71529	0.70046	0.68534	0.67000
41	0.88923	0.88110	0.87253	0.86353	0.85410	0.84423	0.83390	0.82308	0.81178	0.80000	0.78777	0.77504	0.76184	0.74819	0.73412	0.71966	0.70485	0.68974	0.67439
42	0.89250	0.88449	0.87604	0.86716	0.85785	0.84809	0.83786	0.82714	0.81593	0.80424	0.79208	0.77942	0.76627	0.75267	0.73864	0.72421	0.70942	0.69432	0.67898
43	0.89581	0.88794	0.87962	0.87086	0.86167	0.85203	0.84192	0.83131	0.82020	0.80859	0.79652	0.78393	0.77086	0.75731	0.74333	0.72894	0.71418	0.69909	0.68376
44	0.89916	0.89143	0.88325	0.87463	0.86557	0.85606	0.84607	0.83558	0.82457	0.81307	0.80109	0.78859	0.77559	0.76211	0.74819	0.73384	0.71911	0.70405	0.68873
45	0.90253	0.89495	0.88692	0.87845	0.86954	0.86016	0.85031	0.83994	0.82906	0.81767	0.80579	0.79339	0.78048	0.76707	0.75321	0.73892	0.72424	0.70921	0.69391
46	0.90593	0.89851	0.89064	0.88232	0.87356	0.86433	0.85462	0.84439	0.83364	0.82238	0.81062	0.79832	0.78550	0.77219	0.75840	0.74418	0.72954	0.71455	0.69928
47	0.90935	0.90209	0.89439	0.88623	0.87764	0.86857	0.85901	0.84893	0.83832	0.82719	0.81556	0.80338	0.79067	0.77745	0.76375	0.74960	0.73503	0.72009	0.70485
48	0.91277	0.90569	0.89816	0.89018	0.88175	0.87285	0.86346	0.85354	0.84308	0.83210	0.82060	0.80856	0.79597	0.78286	0.76925	0.75519	0.74069	0.72581	0.71062
49	0.91619	0.90929	0.90194	0.89414	0.88590	0.87718	0.86796	0.85821	0.84792	0.83710	0.82575	0.81384	0.80139	0.78840	0.77490	0.76094	0.74652	0.73172	0.71658
50	0.91961	0.91289	0.90574	0.89813	0.89007	0.88154	0.87251	0.86294	0.85282	0.84217	0.83099	0.81924	0.80693	0.79408	0.78070	0.76685	0.75253	0.73781	0.72274
51	0.92300	0.91649	0.90953	0.90212	0.89426	0.88592	0.87709	0.86771	0.85779	0.84732	0.83632	0.82474	0.81259	0.79988	0.78665	0.77291	0.75871	0.74408	0.72910
52	0.92638	0.92006	0.91331	0.90610	0.89845	0.89033	0.88170	0.87253	0.86281	0.85254	0.84172	0.83032	0.81835	0.80580	0.79272	0.77913	0.76504	0.75053	0.73564
53	0.92972	0.92361	0.91706	0.91007	0.90264	0.89473	0.88632	0.87737	0.86786	0.85780	0.84719	0.83598	0.82419	0.81183	0.79891	0.78547	0.77153	0.75714	0.74236
54	0.93303	0.92713	0.92080	0.91403	0.90681	0.89913	0.89095	0.88222	0.87294	0.86310	0.85270	0.84171	0.83012	0.81795	0.80522	0.79195	0.77816	0.76391	0.74926
55	0.93628	0.93060	0.92449	0.91795	0.91097	0.90352	0.89557	0.88708	0.87803	0.86842	0.85826	0.84749	0.83613	0.82416	0.81163	0.79854	0.78493	0.77084	0.75633
56	0.93949	0.93403	0.92814	0.92183	0.91509	0.90788	0.90018	0.89193	0.88314	0.87378	0.86386	0.85333	0.84219	0.83046	0.81814	0.80526	0.79183	0.77792	0.76357
57	0.94265	0.93740	0.93175	0.92567	0.91917	0.91221	0.90476	0.89677	0.88823	0.87913	0.86947	0.85920	0.84831	0.83682	0.82473	0.81207	0.79886	0.78513	0.77096
58	0.94573	0.94071	0.93529	0.92946	0.92320	0.91650	0.90931	0.90159	0.89331	0.88448	0.87509	0.86509	0.85446	0.84323	0.83139	0.81897	0.80599	0.79248	0.77850
59	0.94875	0.94395	0.93876	0.93317	0.92717	0.92073	0.91380	0.90635	0.89836	0.88981	0.88070	0.87097	0.86063	0.84967	0.83810	0.82594	0.81320	0.79992	0.78617
60	0.95169	0.94712	0.94216	0.93682	0.93107	0.92489	0.91824	0.91107	0.90336	0.89510	0.88628	0.87685	0.86680	0.85613	0.84484	0.83296	0.82048	0.80746	0.79395
61	0.95455	0.95020	0.94548	0.94038	0.93489	0.92898	0.92260	0.91572	0.90830	0.90034	0.89182	0.88270	0.87295	0.86259	0.85160	0.84001	0.82782	0.81507	0.80182
62	0.95732	0.95319	0.94871	0.94386	0.93862	0.93298	0.92688	0.92029	0.91317	0.90551	0.89731	0.88850	0.87907	0.86903	0.85836	0.84708	0.83519	0.82274	0.80977
63	0.96000	0.95609	0.95184	0.94723	0.94226	0.93688	0.93107	0.92476	0.91795	0.91060	0.90272	0.89423	0.88514	0.87542	0.86508	0.85413	0.84257	0.83043	0.81776
64	0.96258	0.95889	0.95487	0.95050	0.94578	0.94067	0.93514	0.92913	0.92262	0.91559	0.90803	0.89988	0.89113	0.88175	0.87176	0.86115	0.84993	0.83812	0.82577
65	0.96506	0.96158	0.95779	0.95366	0.94920	0.94435	0.93910	0.93338	0.92718	0.92047	0.91324	0.90543	0.89702	0.88800	0.87836	0.86811	0.85724	0.84578	0.83377
66	0.96744	0.96417	0.96059	0.95670	0.95248	0.94791	0.94293	0.93751	0.93161	0.92522	0.91833	0.91086	0.90280	0.89414	0.88486	0.87498	0.86448	0.85339	0.84174
67	0.96971	0.96664	0.96328	0.95962	0.95565	0.95133	0.94663	0.94149	0.93590	0.92984	0.92327	0.91615	0.90845	0.90015	0.89125	0.88175	0.87163	0.86091	0.84965



**IAM Motor City Pension Fund**  
75% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 2A

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
68	0.97187	0.96900	0.96585	0.96241	0.95868	0.95461	0.95019	0.94534	0.94005	0.93430	0.92807	0.92130	0.91396	0.90603	0.89751	0.88839	0.87867	0.86835	0.85747
69	0.97394	0.97125	0.96831	0.96509	0.96159	0.95778	0.95361	0.94905	0.94406	0.93863	0.93273	0.92630	0.91933	0.91178	0.90364	0.89492	0.88560	0.87568	0.86522
70	0.97590	0.97340	0.97066	0.96765	0.96438	0.96081	0.95691	0.95263	0.94794	0.94282	0.93725	0.93117	0.92456	0.91739	0.90965	0.90133	0.89242	0.88293	0.87288
71	0.97777	0.97545	0.97290	0.97010	0.96705	0.96372	0.96007	0.95606	0.95167	0.94686	0.94162	0.93589	0.92964	0.92285	0.91551	0.90760	0.89911	0.89005	0.88044
72	0.97955	0.97739	0.97503	0.97243	0.96959	0.96649	0.96310	0.95936	0.95524	0.95074	0.94583	0.94044	0.93456	0.92815	0.92120	0.91371	0.90565	0.89702	0.88786
73	0.98123	0.97923	0.97704	0.97464	0.97201	0.96914	0.96598	0.96250	0.95867	0.95446	0.94986	0.94482	0.93929	0.93327	0.92672	0.91964	0.91201	0.90383	0.89512
74	0.98280	0.98097	0.97895	0.97672	0.97430	0.97164	0.96871	0.96548	0.96192	0.95801	0.95372	0.94901	0.94384	0.93818	0.93203	0.92537	0.91816	0.91043	0.90218
75	0.98428	0.98260	0.98073	0.97869	0.97645	0.97399	0.97129	0.96831	0.96501	0.96137	0.95739	0.95300	0.94818	0.94289	0.93713	0.93087	0.92409	0.91681	0.90902
76	0.98567	0.98412	0.98241	0.98053	0.97847	0.97621	0.97373	0.97097	0.96792	0.96456	0.96087	0.95679	0.95230	0.94737	0.94199	0.93613	0.92978	0.92294	0.91561
77	0.98696	0.98554	0.98397	0.98225	0.98036	0.97829	0.97601	0.97347	0.97066	0.96756	0.96415	0.96037	0.95621	0.95163	0.94661	0.94115	0.93522	0.92881	0.92194
78	0.98815	0.98686	0.98543	0.98385	0.98213	0.98023	0.97813	0.97581	0.97322	0.97037	0.96723	0.96374	0.95989	0.95565	0.95099	0.94591	0.94038	0.93440	0.92797
79	0.98926	0.98809	0.98678	0.98535	0.98377	0.98204	0.98012	0.97799	0.97563	0.97301	0.97012	0.96691	0.96336	0.95944	0.95514	0.95042	0.94529	0.93972	0.93374
80	0.99029	0.98922	0.98804	0.98673	0.98530	0.98372	0.98198	0.98004	0.97787	0.97548	0.97283	0.96989	0.96663	0.96302	0.95904	0.95469	0.94993	0.94477	0.93922

**IAM Motor City Pension Fund**  
**75% J&S without pop-up factors effective January 1, 2009**  
**Applicable for participants without contributions after May 1, 1998**  
**Exhibit 2A**

Spouse Age	68	69	70	71	72	73	74	75	76	77	78	79	80
30	0.62034	0.60475	0.58883	0.57261	0.55612	0.53937	0.52246	0.50544	0.48837	0.47133	0.45439	0.43747	0.42063
31	0.62302	0.60739	0.59144	0.57518	0.55863	0.54184	0.52487	0.50780	0.49067	0.47357	0.45658	0.43959	0.42268
32	0.62585	0.61019	0.59419	0.57789	0.56130	0.54445	0.52743	0.51030	0.49312	0.47595	0.45889	0.44184	0.42486
33	0.62883	0.61314	0.59711	0.58076	0.56412	0.54722	0.53015	0.51296	0.49571	0.47848	0.46135	0.44423	0.42718
34	0.63198	0.61625	0.60018	0.58379	0.56711	0.55016	0.53303	0.51577	0.49846	0.48116	0.46397	0.44677	0.42965
35	0.63529	0.61953	0.60342	0.58699	0.57026	0.55325	0.53606	0.51875	0.50137	0.48400	0.46673	0.44946	0.43225
36	0.63876	0.62297	0.60683	0.59035	0.57357	0.55651	0.53926	0.52188	0.50443	0.48699	0.46964	0.45230	0.43501
37	0.64240	0.62659	0.61041	0.59389	0.57706	0.55994	0.54263	0.52518	0.50767	0.49015	0.47272	0.45529	0.43792
38	0.64622	0.63038	0.61416	0.59760	0.58072	0.56355	0.54618	0.52867	0.51107	0.49348	0.47597	0.45846	0.44100
39	0.65023	0.63435	0.61811	0.60151	0.58458	0.56735	0.54991	0.53233	0.51466	0.49699	0.47940	0.46179	0.44424
40	0.65442	0.63852	0.62224	0.60560	0.58862	0.57134	0.55384	0.53619	0.51845	0.50069	0.48301	0.46532	0.44767
41	0.65880	0.64288	0.62657	0.60989	0.59287	0.57553	0.55797	0.54025	0.52243	0.50459	0.48682	0.46903	0.45128
42	0.66338	0.64744	0.63111	0.61439	0.59732	0.57993	0.56231	0.54451	0.52661	0.50869	0.49083	0.47295	0.45510
43	0.66815	0.65221	0.63585	0.61910	0.60199	0.58454	0.56686	0.54899	0.53101	0.51300	0.49505	0.47707	0.45911
44	0.67313	0.65718	0.64080	0.62403	0.60687	0.58937	0.57163	0.55369	0.53563	0.51754	0.49949	0.48140	0.46334
45	0.67831	0.66236	0.64597	0.62917	0.61198	0.59443	0.57663	0.55862	0.54048	0.52230	0.50416	0.48596	0.46779
46	0.68371	0.66776	0.65136	0.63454	0.61731	0.59972	0.58186	0.56379	0.54557	0.52729	0.50906	0.49076	0.47247
47	0.68930	0.67337	0.65697	0.64013	0.62288	0.60525	0.58733	0.56919	0.55090	0.53253	0.51420	0.49579	0.47739
48	0.69511	0.67919	0.66280	0.64595	0.62868	0.61101	0.59304	0.57484	0.55647	0.53802	0.51958	0.50107	0.48255
49	0.70111	0.68522	0.66885	0.65200	0.63471	0.61701	0.59899	0.58073	0.56229	0.54375	0.52522	0.50660	0.48796
50	0.70733	0.69148	0.67512	0.65828	0.64099	0.62326	0.60521	0.58689	0.56837	0.54975	0.53113	0.51240	0.49363
51	0.71375	0.69795	0.68163	0.66481	0.64751	0.62977	0.61168	0.59331	0.57473	0.55603	0.53731	0.51847	0.49959
52	0.72037	0.70463	0.68836	0.67157	0.65428	0.63653	0.61841	0.60000	0.58136	0.56258	0.54377	0.52483	0.50582
53	0.72718	0.71152	0.69531	0.67856	0.66129	0.64354	0.62541	0.60696	0.58826	0.56942	0.55052	0.53147	0.51235
54	0.73419	0.71862	0.70248	0.68578	0.66855	0.65081	0.63267	0.61419	0.59545	0.57654	0.55756	0.53841	0.51917
55	0.74138	0.72592	0.70987	0.69324	0.67605	0.65834	0.64021	0.62171	0.60293	0.58396	0.56490	0.54566	0.52631
56	0.74876	0.73343	0.71748	0.70094	0.68381	0.66614	0.64803	0.62953	0.61072	0.59170	0.57258	0.55324	0.53378
57	0.75632	0.74113	0.72531	0.70887	0.69182	0.67421	0.65613	0.63764	0.61882	0.59976	0.58057	0.56116	0.54160
58	0.76404	0.74902	0.73334	0.71702	0.70007	0.68254	0.66450	0.64604	0.62722	0.60813	0.58890	0.56941	0.54975
59	0.77191	0.75707	0.74155	0.72537	0.70855	0.69111	0.67314	0.65472	0.63591	0.61682	0.59755	0.57800	0.55825
60	0.77991	0.76528	0.74995	0.73393	0.71725	0.69992	0.68205	0.66369	0.64491	0.62582	0.60653	0.58693	0.56711
61	0.78803	0.77363	0.75850	0.74268	0.72616	0.70897	0.69121	0.67293	0.65421	0.63514	0.61585	0.59621	0.57633
62	0.79625	0.78209	0.76720	0.75159	0.73526	0.71824	0.70061	0.68243	0.66379	0.64477	0.62548	0.60583	0.58590
63	0.80453	0.79065	0.77602	0.76064	0.74453	0.72769	0.71022	0.69218	0.67363	0.65468	0.63543	0.61578	0.59582
64	0.81285	0.79927	0.78492	0.76981	0.75393	0.73731	0.72002	0.70214	0.68371	0.66485	0.64566	0.62603	0.60606
65	0.82119	0.80792	0.79388	0.77906	0.76345	0.74707	0.73000	0.71229	0.69402	0.67528	0.65617	0.63659	0.61663
66	0.82951	0.81659	0.80288	0.78836	0.77305	0.75694	0.74011	0.72262	0.70453	0.68592	0.66692	0.64742	0.62749
67	0.83778	0.82522	0.81186	0.79769	0.78270	0.76688	0.75032	0.73307	0.71519	0.69676	0.67790	0.65849	0.63863

# IAM Motor City Pension Fund

75% J&S without pop-up factors effective January 1, 2009  
Applicable for participants without contributions after May 1, 1998  
Exhibit 2A

Spouse Age	Participant Age													
	68	69	70	71	72	73	74	75	76	77	78	79	80	
68	0.84599	0.83382	0.82084	0.80703	0.79238	0.77689	0.76063	0.74365	0.72601	0.70778	0.68909	0.66982	0.65004	
69	0.85415	0.84238	0.82979	0.81637	0.80210	0.78696	0.77104	0.75437	0.73700	0.71902	0.70053	0.68141	0.66176	
70	0.86224	0.85089	0.83873	0.82573	0.81186	0.79711	0.78156	0.76522	0.74817	0.73046	0.71221	0.69330	0.67381	
71	0.87024	0.85934	0.84762	0.83505	0.82162	0.80729	0.79214	0.77619	0.75948	0.74209	0.72412	0.70545	0.68616	
72	0.87811	0.86767	0.85642	0.84432	0.83135	0.81747	0.80276	0.78721	0.77089	0.75386	0.73621	0.71783	0.69878	
73	0.88584	0.87588	0.86511	0.85349	0.84100	0.82761	0.81336	0.79827	0.78237	0.76574	0.74845	0.73040	0.71163	
74	0.89338	0.88390	0.87362	0.86251	0.85053	0.83764	0.82389	0.80928	0.79384	0.77765	0.76077	0.74308	0.72465	
75	0.90069	0.89170	0.88194	0.87135	0.85989	0.84753	0.83429	0.82020	0.80526	0.78954	0.77311	0.75583	0.73778	
76	0.90776	0.89927	0.89002	0.87995	0.86904	0.85722	0.84453	0.83098	0.81657	0.80135	0.78541	0.76859	0.75096	
77	0.91456	0.90656	0.89783	0.88830	0.87793	0.86668	0.85456	0.84156	0.82771	0.81304	0.79761	0.78129	0.76412	
78	0.92107	0.91356	0.90534	0.89635	0.88654	0.87586	0.86431	0.85190	0.83863	0.82453	0.80966	0.79387	0.77720	
79	0.92729	0.92028	0.91257	0.90412	0.89487	0.88477	0.87382	0.86201	0.84934	0.83583	0.82155	0.80633	0.79022	
80	0.93323	0.92669	0.91949	0.91158	0.90289	0.89337	0.88303	0.87183	0.85978	0.84689	0.83323	0.81862	0.80309	

**IAM Motor City Pension Fund**  
**75% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 2B**

Participant Age --->		30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
Spouse Age																				
30		0.96127	0.95831	0.95509	0.95162	0.94786	0.94384	0.93954	0.93496	0.93008	0.92491	0.91941	0.91358	0.90741	0.90090	0.89405	0.88683	0.87924	0.87129	0.86298
31		0.96237	0.95947	0.95632	0.95291	0.94922	0.94526	0.94103	0.93651	0.93171	0.92659	0.92116	0.91539	0.90929	0.90284	0.89605	0.88888	0.88135	0.87346	0.86520
32		0.96348	0.96064	0.95755	0.95421	0.95058	0.94669	0.94253	0.93809	0.93335	0.92830	0.92294	0.91724	0.91120	0.90482	0.89809	0.89099	0.88352	0.87568	0.86747
33		0.96457	0.96180	0.95878	0.95551	0.95195	0.94811	0.94404	0.93967	0.93500	0.93003	0.92474	0.91911	0.91315	0.90683	0.90017	0.89314	0.88573	0.87795	0.86981
34		0.96567	0.96296	0.96001	0.95680	0.95332	0.94958	0.94556	0.94127	0.93667	0.93178	0.92656	0.92101	0.91512	0.90888	0.90229	0.89533	0.88799	0.88028	0.87220
35		0.96675	0.96411	0.96123	0.95810	0.95469	0.95102	0.94709	0.94287	0.93835	0.93354	0.92840	0.92293	0.91712	0.91096	0.90444	0.89756	0.89029	0.88265	0.87464
36		0.96782	0.96525	0.96245	0.95939	0.95606	0.95247	0.94861	0.94447	0.94004	0.93531	0.93026	0.92487	0.91914	0.91306	0.90663	0.89982	0.89264	0.88507	0.87714
37		0.96889	0.96639	0.96366	0.96067	0.95742	0.95391	0.95013	0.94608	0.94173	0.93709	0.93212	0.92682	0.92118	0.91519	0.90884	0.90212	0.89502	0.88754	0.87968
38		0.96993	0.96751	0.96485	0.96194	0.95877	0.95534	0.95165	0.94768	0.94343	0.93887	0.93399	0.92879	0.92324	0.91734	0.91108	0.90445	0.89744	0.89004	0.88227
39		0.97097	0.96862	0.96603	0.96321	0.96011	0.95677	0.95316	0.94928	0.94512	0.94065	0.93587	0.93076	0.92530	0.91950	0.91334	0.90680	0.89988	0.89258	0.88490
40		0.97199	0.96971	0.96720	0.96445	0.96144	0.95818	0.95467	0.95088	0.94681	0.94244	0.93775	0.93273	0.92738	0.92167	0.91561	0.90918	0.90236	0.89515	0.88757
41		0.97299	0.97078	0.96835	0.96568	0.96275	0.95958	0.95616	0.95246	0.94848	0.94421	0.93963	0.93471	0.92946	0.92386	0.91790	0.91157	0.90485	0.89775	0.89027
42		0.97397	0.97184	0.96948	0.96690	0.96405	0.96097	0.95763	0.95403	0.95015	0.94598	0.94150	0.93669	0.93154	0.92605	0.92020	0.91397	0.90737	0.90037	0.89300
43		0.97494	0.97287	0.97060	0.96809	0.96533	0.96234	0.95909	0.95559	0.95181	0.94774	0.94336	0.93865	0.93362	0.92823	0.92250	0.91639	0.90989	0.90301	0.89575
44		0.97588	0.97389	0.97169	0.96926	0.96659	0.96368	0.96053	0.95713	0.95344	0.94948	0.94521	0.94061	0.93569	0.93042	0.92480	0.91881	0.91243	0.90567	0.89852
45		0.97680	0.97488	0.97276	0.97042	0.96783	0.96501	0.96195	0.95864	0.95506	0.95120	0.94704	0.94256	0.93775	0.93260	0.92710	0.92123	0.91497	0.90834	0.90131
46		0.97770	0.97586	0.97381	0.97155	0.96904	0.96632	0.96335	0.96014	0.95666	0.95291	0.94886	0.94449	0.93980	0.93477	0.92939	0.92364	0.91752	0.91101	0.90411
47		0.97858	0.97681	0.97483	0.97265	0.97023	0.96759	0.96473	0.96161	0.95824	0.95459	0.95065	0.94640	0.94183	0.93692	0.93167	0.92605	0.92005	0.91368	0.90691
48		0.97944	0.97773	0.97583	0.97373	0.97139	0.96885	0.96607	0.96306	0.95979	0.95625	0.95242	0.94829	0.94384	0.93906	0.93393	0.92844	0.92258	0.91634	0.90972
49		0.98027	0.97863	0.97681	0.97478	0.97253	0.97007	0.96739	0.96448	0.96131	0.95788	0.95417	0.95015	0.94582	0.94117	0.93618	0.93082	0.92510	0.91900	0.91252
50		0.98108	0.97951	0.97776	0.97581	0.97364	0.97127	0.96868	0.96587	0.96280	0.95949	0.95589	0.95199	0.94779	0.94326	0.93840	0.93318	0.92760	0.92164	0.91531
51		0.98186	0.98036	0.97868	0.97681	0.97472	0.97244	0.96995	0.96723	0.96427	0.96106	0.95757	0.95380	0.94972	0.94532	0.94060	0.93552	0.93008	0.92427	0.91808
52		0.98262	0.98119	0.97958	0.97778	0.97578	0.97358	0.97118	0.96856	0.96570	0.96260	0.95923	0.95557	0.95162	0.94735	0.94276	0.93783	0.93253	0.92687	0.92084
53		0.98336	0.98199	0.98045	0.97873	0.97680	0.97469	0.97238	0.96985	0.96710	0.96411	0.96085	0.95731	0.95348	0.94935	0.94490	0.94010	0.93496	0.92945	0.92357
54		0.98407	0.98276	0.98129	0.97965	0.97780	0.97577	0.97355	0.97112	0.96846	0.96558	0.96243	0.95902	0.95532	0.95131	0.94700	0.94235	0.93735	0.93199	0.92628
55		0.98476	0.98352	0.98211	0.98053	0.97876	0.97682	0.97468	0.97235	0.96979	0.96701	0.96398	0.96069	0.95711	0.95324	0.94906	0.94456	0.93971	0.93451	0.92895
56		0.98543	0.98424	0.98290	0.98140	0.97970	0.97783	0.97579	0.97354	0.97109	0.96842	0.96550	0.96232	0.95887	0.95513	0.95109	0.94673	0.94203	0.93698	0.93159
57		0.98608	0.98495	0.98367	0.98223	0.98061	0.97882	0.97686	0.97470	0.97235	0.96978	0.96697	0.96391	0.96058	0.95697	0.95307	0.94885	0.94431	0.93942	0.93419
58		0.98670	0.98562	0.98441	0.98303	0.98148	0.97977	0.97789	0.97583	0.97357	0.97110	0.96840	0.96546	0.96225	0.95877	0.95501	0.95094	0.94654	0.94181	0.93675
59		0.98730	0.98628	0.98512	0.98381	0.98233	0.98070	0.97890	0.97692	0.97476	0.97239	0.96980	0.96696	0.96388	0.96053	0.95690	0.95297	0.94873	0.94416	0.93926
60		0.98788	0.98691	0.98581	0.98456	0.98315	0.98159	0.97987	0.97798	0.97591	0.97364	0.97115	0.96843	0.96547	0.96224	0.95875	0.95496	0.95087	0.94645	0.94172
61		0.98843	0.98752	0.98647	0.98529	0.98394	0.98245	0.98081	0.97900	0.97702	0.97484	0.97243	0.96985	0.96701	0.96391	0.96055	0.95690	0.95295	0.94870	0.94413
62		0.98897	0.98810	0.98711	0.98598	0.98470	0.98328	0.98171	0.97999	0.97809	0.97601	0.97373	0.97123	0.96850	0.96553	0.96230	0.95879	0.95499	0.95089	0.94648
63		0.98948	0.98866	0.98772	0.98665	0.98543	0.98408	0.98259	0.98094	0.97913	0.97714	0.97496	0.97256	0.96995	0.96709	0.96400	0.96062	0.95697	0.95302	0.94878
64		0.98998	0.98920	0.98831	0.98730	0.98614	0.98485	0.98343	0.98186	0.98013	0.97823	0.97615	0.97386	0.97135	0.96862	0.96564	0.96241	0.95890	0.95510	0.95102
65		0.99045	0.98972	0.98888	0.98792	0.98682	0.98559	0.98424	0.98274	0.98110	0.97929	0.97729	0.97510	0.97271	0.97009	0.96724	0.96414	0.96077	0.95712	0.95320
66		0.99091	0.99022	0.98943	0.98852	0.98747	0.98631	0.98502	0.98359	0.98203	0.98030	0.97840	0.97631	0.97402	0.97151	0.96879	0.96582	0.96258	0.95909	0.95532
67		0.99134	0.99070	0.98995	0.98909	0.98809	0.98699	0.98577	0.98441	0.98292	0.98128	0.97947	0.97747	0.97528	0.97289	0.97029	0.96744	0.96434	0.96099	0.95738

**IAM Motor City Pension Fund**  
75% J&S with pop-up factors effective January 1, 2009  
Applicable for participants with contributions after May 1, 1998  
Exhibit 2B

Spouse Age	Participant Age --->																		
	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
68	0.99176	0.99116	0.99045	0.98964	0.98870	0.98765	0.98649	0.98520	0.98378	0.98222	0.98050	0.97859	0.97651	0.97422	0.97173	0.96901	0.96605	0.96284	0.95938
69	0.99217	0.99160	0.99093	0.99017	0.98927	0.98828	0.98718	0.98596	0.98461	0.98313	0.98149	0.97968	0.97769	0.97551	0.97313	0.97054	0.96770	0.96463	0.96132
70	0.99256	0.99202	0.99140	0.99067	0.98983	0.98889	0.98785	0.98669	0.98541	0.98400	0.98244	0.98072	0.97883	0.97675	0.97449	0.97201	0.96930	0.96637	0.96320
71	0.99293	0.99243	0.99184	0.99116	0.99036	0.98947	0.98849	0.98739	0.98618	0.98484	0.98336	0.98172	0.97992	0.97795	0.97579	0.97343	0.97085	0.96805	0.96502
72	0.99328	0.99281	0.99227	0.99162	0.99087	0.99003	0.98910	0.98806	0.98691	0.98565	0.98424	0.98269	0.98098	0.97910	0.97705	0.97480	0.97234	0.96967	0.96678
73	0.99362	0.99319	0.99267	0.99207	0.99136	0.99057	0.98969	0.98871	0.98762	0.98642	0.98509	0.98361	0.98199	0.98021	0.97825	0.97611	0.97377	0.97123	0.96848
74	0.99395	0.99354	0.99306	0.99249	0.99183	0.99108	0.99025	0.98932	0.98829	0.98716	0.98590	0.98450	0.98296	0.98127	0.97942	0.97738	0.97515	0.97273	0.97011
75	0.99426	0.99388	0.99343	0.99290	0.99227	0.99157	0.99078	0.98991	0.98894	0.98787	0.98667	0.98535	0.98389	0.98229	0.98053	0.97860	0.97648	0.97418	0.97169
76	0.99456	0.99421	0.99379	0.99329	0.99270	0.99203	0.99129	0.99047	0.98956	0.98854	0.98742	0.98617	0.98479	0.98326	0.98160	0.97976	0.97775	0.97557	0.97320
77	0.99485	0.99452	0.99413	0.99366	0.99310	0.99248	0.99178	0.99101	0.99015	0.98919	0.98813	0.98695	0.98564	0.98420	0.98262	0.98088	0.97898	0.97690	0.97465
78	0.99512	0.99482	0.99445	0.99401	0.99349	0.99291	0.99225	0.99152	0.99071	0.98981	0.98881	0.98769	0.98646	0.98509	0.98360	0.98195	0.98015	0.97818	0.97605
79	0.99538	0.99510	0.99476	0.99435	0.99386	0.99331	0.99270	0.99201	0.99125	0.99040	0.98945	0.98840	0.98724	0.98595	0.98454	0.98298	0.98127	0.97941	0.97739
80	0.99563	0.99537	0.99506	0.99468	0.99422	0.99370	0.99312	0.99248	0.99176	0.99096	0.99007	0.98908	0.98798	0.98677	0.98544	0.98397	0.98235	0.98058	0.97867

**IAM Motor City Pension Fund**  
**75% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 2B**

		Participant Age																			
Spouse Age		49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	
30		0.85431	0.84526	0.83581	0.82599	0.81581	0.80524	0.79428	0.78290	0.77110	0.75890	0.74632	0.73333	0.71994	0.70618	0.69208	0.67767	0.66298	0.64807	0.63300	
31		0.85657	0.84756	0.83816	0.82838	0.81823	0.80769	0.79676	0.78540	0.77363	0.76144	0.74887	0.73589	0.72251	0.70875	0.69464	0.68023	0.66553	0.65060	0.63551	
32		0.85890	0.84994	0.84059	0.83085	0.82073	0.81023	0.79933	0.78800	0.77625	0.76409	0.75153	0.73856	0.72518	0.71143	0.69732	0.68290	0.66819	0.65325	0.63815	
33		0.86129	0.85239	0.84308	0.83339	0.82332	0.81286	0.80200	0.79070	0.77897	0.76683	0.75430	0.74134	0.72797	0.71422	0.70012	0.68569	0.67098	0.65603	0.64090	
34		0.86374	0.85490	0.84565	0.83601	0.82599	0.81557	0.80475	0.79349	0.78179	0.76968	0.75717	0.74423	0.73088	0.71713	0.70303	0.68861	0.67389	0.65892	0.64379	
35		0.86626	0.85747	0.84828	0.83870	0.82873	0.81837	0.80759	0.79637	0.78471	0.77263	0.76015	0.74723	0.73389	0.72016	0.70606	0.69164	0.67692	0.66195	0.64680	
36		0.86882	0.86011	0.85099	0.84146	0.83156	0.82124	0.81052	0.79934	0.78773	0.77568	0.76323	0.75034	0.73702	0.72330	0.70922	0.69480	0.68008	0.66510	0.64994	
37		0.87144	0.86280	0.85375	0.84430	0.83446	0.82420	0.81353	0.80241	0.79084	0.77884	0.76642	0.75356	0.74026	0.72657	0.71250	0.69809	0.68337	0.66839	0.65322	
38		0.87412	0.86556	0.85658	0.84720	0.83743	0.82724	0.81663	0.80556	0.79405	0.78209	0.76971	0.75689	0.74362	0.72995	0.71590	0.70150	0.68678	0.67181	0.65663	
39		0.87683	0.86836	0.85947	0.85017	0.84047	0.83036	0.81981	0.80881	0.79735	0.78544	0.77311	0.76033	0.74710	0.73346	0.71942	0.70504	0.69034	0.67536	0.66018	
40		0.87960	0.87121	0.86241	0.85320	0.84358	0.83354	0.82307	0.81214	0.80074	0.78890	0.77662	0.76388	0.75069	0.73708	0.72307	0.70871	0.69402	0.67905	0.66388	
41		0.88240	0.87411	0.86540	0.85628	0.84675	0.83680	0.82641	0.81555	0.80422	0.79244	0.78022	0.76754	0.75439	0.74082	0.72685	0.71251	0.69784	0.68288	0.66771	
42		0.88523	0.87705	0.86845	0.85942	0.84999	0.84013	0.82983	0.81905	0.80780	0.79609	0.78393	0.77130	0.75821	0.74469	0.73075	0.71644	0.70179	0.68685	0.67169	
43		0.88810	0.88003	0.87153	0.86261	0.85328	0.84352	0.83331	0.82262	0.81145	0.79982	0.78774	0.77517	0.76214	0.74866	0.73477	0.72050	0.70588	0.69097	0.67582	
44		0.89099	0.88303	0.87465	0.86584	0.85662	0.84696	0.83685	0.82626	0.81518	0.80364	0.79163	0.77914	0.76618	0.75276	0.73892	0.72469	0.71011	0.69522	0.68009	
45		0.89390	0.88607	0.87780	0.86911	0.86001	0.85046	0.84046	0.82987	0.81900	0.80754	0.79563	0.78321	0.77032	0.75697	0.74319	0.72901	0.71447	0.69961	0.68450	
46		0.89683	0.88912	0.88098	0.87242	0.86343	0.85401	0.84413	0.83375	0.82288	0.81152	0.79970	0.78738	0.77457	0.76129	0.74757	0.73345	0.71896	0.70414	0.68907	
47		0.89976	0.89219	0.88419	0.87575	0.86690	0.85760	0.84784	0.83758	0.82683	0.81558	0.80386	0.79164	0.77891	0.76572	0.75207	0.73802	0.72358	0.70880	0.69377	
48		0.90271	0.89527	0.88741	0.87911	0.87039	0.86123	0.85160	0.84147	0.83084	0.81971	0.80810	0.79598	0.78335	0.77025	0.75668	0.74270	0.72832	0.71361	0.69862	
49		0.90565	0.89836	0.89064	0.88249	0.87391	0.86489	0.85540	0.84540	0.83490	0.82390	0.81241	0.80041	0.78789	0.77488	0.76140	0.74750	0.73320	0.71855	0.70361	
50		0.90859	0.90145	0.89388	0.88588	0.87745	0.86858	0.85923	0.84938	0.83902	0.82815	0.81679	0.80491	0.79251	0.77960	0.76623	0.75242	0.73820	0.72362	0.70875	
51		0.91151	0.90453	0.89712	0.88927	0.88100	0.87228	0.86309	0.85339	0.84318	0.83245	0.82123	0.80948	0.79720	0.78442	0.77116	0.75745	0.74331	0.72882	0.71402	
52		0.91443	0.90760	0.90035	0.89266	0.88456	0.87600	0.86697	0.85743	0.84737	0.83680	0.82573	0.81412	0.80198	0.78932	0.77618	0.76258	0.74855	0.73414	0.71942	
53		0.91732	0.91066	0.90357	0.89605	0.88812	0.87973	0.87087	0.86149	0.85160	0.84119	0.83028	0.81882	0.80682	0.79430	0.78128	0.76781	0.75389	0.73958	0.72495	
54		0.92019	0.91369	0.90677	0.89943	0.89167	0.88346	0.87477	0.86557	0.85585	0.84561	0.83486	0.82356	0.81172	0.79935	0.78647	0.77313	0.75933	0.74514	0.73062	
55		0.92303	0.91670	0.90996	0.90279	0.89521	0.88718	0.87867	0.86965	0.86011	0.85005	0.83948	0.82835	0.81668	0.80446	0.79174	0.77854	0.76488	0.75081	0.73640	
56		0.92583	0.91968	0.91311	0.90613	0.89873	0.89089	0.88257	0.87374	0.86439	0.85451	0.84413	0.83318	0.82168	0.80964	0.79707	0.78403	0.77051	0.75658	0.74229	
57		0.92860	0.92263	0.91624	0.90944	0.90223	0.89458	0.88646	0.87782	0.86866	0.85898	0.84879	0.83803	0.82672	0.81485	0.80247	0.78958	0.77622	0.76244	0.74829	
58		0.93133	0.92553	0.91933	0.91271	0.90569	0.89824	0.89032	0.88188	0.87293	0.86345	0.85346	0.84290	0.83178	0.82011	0.80791	0.79520	0.78201	0.76839	0.75439	
59		0.93401	0.92839	0.92237	0.91595	0.90913	0.90187	0.89415	0.88593	0.87718	0.86791	0.85813	0.84778	0.83686	0.82539	0.81339	0.80087	0.78786	0.77441	0.76058	
60		0.93665	0.93120	0.92537	0.91914	0.91251	0.90546	0.89795	0.88994	0.88141	0.87236	0.86279	0.85266	0.84196	0.83070	0.81889	0.80658	0.79376	0.78050	0.76685	
61		0.93923	0.93396	0.92832	0.92228	0.91586	0.90901	0.90171	0.89392	0.88560	0.87678	0.86743	0.85752	0.84705	0.83601	0.82442	0.81232	0.79971	0.78664	0.77318	
62		0.94175	0.93667	0.93121	0.92537	0.91915	0.91251	0.90543	0.89785	0.88976	0.88116	0.87205	0.86237	0.85212	0.84131	0.82996	0.81807	0.80568	0.79282	0.77956	
63		0.94422	0.93932	0.93404	0.92840	0.92238	0.91595	0.90909	0.90173	0.89387	0.88551	0.87663	0.86719	0.85718	0.84661	0.83549	0.82384	0.81167	0.79904	0.78600	
64		0.94663	0.94190	0.93682	0.93137	0.92555	0.91934	0.91269	0.90556	0.89793	0.88980	0.88117	0.87197	0.86221	0.85188	0.84101	0.82960	0.81768	0.80527	0.79246	
65		0.94898	0.94443	0.93953	0.93427	0.92866	0.92266	0.91623	0.90933	0.90194	0.89405	0.88566	0.87671	0.86720	0.85713	0.84650	0.83535	0.82367	0.81152	0.79894	
66		0.95126	0.94689	0.94217	0.93711	0.93170	0.92591	0.91970	0.91303	0.90588	0.89823	0.89009	0.88140	0.87214	0.86233	0.85197	0.84108	0.82966	0.81776	0.80544	
67		0.95349	0.94928	0.94475	0.93988	0.93467	0.92909	0.92311	0.91667	0.90975	0.90235	0.89446	0.88603	0.87704	0.86750	0.85740	0.84678	0.83563	0.82400	0.81195	

**IAM Motor City Pension Fund**  
**75% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 2B**

Spouse Age	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67
68	0.95565	0.95162	0.94726	0.94258	0.93758	0.93221	0.92645	0.92024	0.91356	0.90641	0.89877	0.89060	0.88188	0.87261	0.86279	0.85245	0.84158	0.83022	0.81845
69	0.95775	0.95388	0.94971	0.94522	0.94041	0.93526	0.92971	0.92373	0.91729	0.91039	0.90302	0.89511	0.88666	0.87767	0.86813	0.85807	0.84749	0.83643	0.82493
70	0.95978	0.95609	0.95209	0.94779	0.94318	0.93823	0.93290	0.92715	0.92095	0.91430	0.90719	0.89955	0.89137	0.88266	0.87341	0.86364	0.85336	0.84259	0.83140
71	0.96176	0.95822	0.95440	0.95028	0.94586	0.94112	0.93601	0.93049	0.92453	0.91813	0.91127	0.90390	0.89601	0.88758	0.87863	0.86915	0.85917	0.84871	0.83782
72	0.96367	0.96029	0.95664	0.95270	0.94847	0.94393	0.93904	0.93374	0.92802	0.92187	0.91527	0.90818	0.90056	0.89242	0.88376	0.87459	0.86491	0.85476	0.84419
73	0.96551	0.96229	0.95880	0.95504	0.95100	0.94666	0.94198	0.93691	0.93143	0.92552	0.91918	0.91235	0.90502	0.89717	0.88880	0.87994	0.87057	0.86074	0.85050
74	0.96729	0.96422	0.96089	0.95730	0.95345	0.94931	0.94484	0.93998	0.93473	0.92907	0.92299	0.91643	0.90937	0.90181	0.89375	0.88519	0.87614	0.86663	0.85671
75	0.96900	0.96608	0.96291	0.95949	0.95582	0.95187	0.94760	0.94296	0.93794	0.93252	0.92670	0.92040	0.91362	0.90635	0.89858	0.89034	0.88160	0.87242	0.86283
76	0.97064	0.96787	0.96485	0.96160	0.95810	0.95434	0.95027	0.94585	0.94105	0.93587	0.93030	0.92427	0.91776	0.91078	0.90331	0.89537	0.88695	0.87809	0.86885
77	0.97223	0.96959	0.96672	0.96363	0.96030	0.95672	0.95285	0.94864	0.94407	0.93912	0.93379	0.92802	0.92179	0.91509	0.90792	0.90028	0.89219	0.88366	0.87475
78	0.97375	0.97124	0.96852	0.96558	0.96243	0.95902	0.95535	0.95134	0.94698	0.94226	0.93718	0.93166	0.92570	0.91928	0.91241	0.90508	0.89730	0.88910	0.88053
79	0.97521	0.97283	0.97025	0.96746	0.96447	0.96124	0.95775	0.95394	0.94979	0.94530	0.94046	0.93520	0.92950	0.92336	0.91677	0.90975	0.90229	0.89441	0.88618
80	0.97661	0.97436	0.97191	0.96927	0.96643	0.96337	0.96006	0.95645	0.95251	0.94824	0.94363	0.93862	0.93319	0.92732	0.92102	0.91430	0.90715	0.89960	0.89171

**IAM Motor City Pension Fund**  
**75% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 2B**

		Participant Age																	
		68	69	70	71	72	73	74	75	76	77	78	79	80					
Spouse Age																			
30		0.61775	0.60225	0.58642	0.57030	0.55390	0.53725	0.52044	0.50352	0.48655	0.46961	0.45278	0.43596	0.41921					
31		0.62024	0.60471	0.58886	0.57270	0.55626	0.53957	0.52272	0.50576	0.48874	0.47175	0.45486	0.43798	0.42117					
32		0.62285	0.60730	0.59142	0.57523	0.55875	0.54202	0.52512	0.50811	0.49104	0.47400	0.45705	0.44012	0.42325					
33		0.62559	0.61001	0.59410	0.57788	0.56137	0.54459	0.52765	0.51059	0.49347	0.47637	0.45937	0.44237	0.42544					
34		0.62845	0.61285	0.59691	0.58066	0.56411	0.54729	0.53031	0.51319	0.49602	0.47886	0.46180	0.44475	0.42776					
35		0.63145	0.61582	0.59986	0.58357	0.56699	0.55013	0.53309	0.51593	0.49870	0.48149	0.46437	0.44725	0.43019					
36		0.63457	0.61893	0.60294	0.58662	0.57000	0.55310	0.53602	0.51880	0.50152	0.48425	0.46707	0.44988	0.43275					
37		0.63784	0.62217	0.60616	0.58981	0.57315	0.55621	0.53908	0.52182	0.50448	0.48714	0.46990	0.45265	0.43545					
38		0.64124	0.62556	0.60952	0.59314	0.57645	0.55947	0.54229	0.52498	0.50758	0.49018	0.47287	0.45555	0.43828					
39		0.64478	0.62909	0.61303	0.59663	0.57990	0.56288	0.54565	0.52828	0.51083	0.49337	0.47600	0.45860	0.44126					
40		0.64847	0.63277	0.61669	0.60026	0.58350	0.56644	0.54917	0.53175	0.51424	0.49672	0.47927	0.46181	0.44439					
41		0.65231	0.63659	0.62050	0.60405	0.58725	0.57015	0.55284	0.53537	0.51780	0.50022	0.48271	0.46517	0.44767					
42		0.65629	0.64057	0.62447	0.60799	0.59117	0.57403	0.55668	0.53915	0.52153	0.50388	0.48630	0.46869	0.45111					
43		0.66042	0.64470	0.62859	0.61209	0.59525	0.57808	0.56068	0.54310	0.52542	0.50771	0.49006	0.47237	0.45472					
44		0.66470	0.64899	0.63287	0.61636	0.59949	0.58229	0.56485	0.54722	0.52949	0.51171	0.49400	0.47623	0.45849					
45		0.66914	0.65343	0.63731	0.62079	0.60390	0.58667	0.56919	0.55152	0.53373	0.51589	0.49811	0.48027	0.46244					
46		0.67372	0.65803	0.64191	0.62539	0.60848	0.59122	0.57371	0.55600	0.53815	0.52025	0.50240	0.48448	0.46657					
47		0.67846	0.66278	0.64668	0.63015	0.61323	0.59595	0.57841	0.56065	0.54276	0.52480	0.50687	0.48888	0.47089					
48		0.68334	0.66770	0.65160	0.63508	0.61816	0.60086	0.58329	0.56549	0.54755	0.52953	0.51154	0.49347	0.47540					
49		0.68838	0.67277	0.65670	0.64019	0.62326	0.60595	0.58836	0.57053	0.55254	0.53446	0.51641	0.49826	0.48011					
50		0.69356	0.67799	0.66195	0.64546	0.62894	0.61123	0.59361	0.57575	0.55772	0.53959	0.52148	0.50326	0.48502					
51		0.69890	0.68338	0.66737	0.65091	0.63400	0.61669	0.59906	0.58117	0.56310	0.54493	0.52675	0.50846	0.49014					
52		0.70437	0.68891	0.67295	0.65652	0.63984	0.62233	0.60469	0.58679	0.56868	0.55046	0.53223	0.51388	0.49547					
53		0.70999	0.69460	0.67870	0.66231	0.64545	0.62816	0.61052	0.59260	0.57447	0.55621	0.53793	0.51951	0.50103					
54		0.71574	0.70043	0.68460	0.66826	0.65145	0.63417	0.61655	0.59862	0.58047	0.56218	0.54385	0.52537	0.50682					
55		0.72162	0.70641	0.69065	0.67438	0.65761	0.64037	0.62276	0.60484	0.58668	0.56836	0.54999	0.53146	0.51283					
56		0.72764	0.71252	0.69686	0.68066	0.66395	0.64676	0.62918	0.61127	0.59310	0.57476	0.55636	0.53777	0.51909					
57		0.73377	0.71877	0.70320	0.68709	0.67046	0.65332	0.63578	0.61789	0.59973	0.58138	0.56295	0.54432	0.52558					
58		0.74001	0.72513	0.70969	0.69368	0.67713	0.66005	0.64256	0.62471	0.60656	0.58821	0.56976	0.55110	0.53231					
59		0.74635	0.73162	0.71630	0.70040	0.68395	0.66695	0.64952	0.63171	0.61360	0.59526	0.57680	0.55811	0.53928					
60		0.75278	0.73820	0.72303	0.70726	0.69092	0.67402	0.65666	0.63891	0.62083	0.60251	0.58406	0.56536	0.54648					
61		0.75929	0.74489	0.72987	0.71424	0.69802	0.68123	0.66396	0.64628	0.62826	0.60997	0.59153	0.57282	0.55393					
62		0.76587	0.75165	0.73680	0.72133	0.70525	0.68858	0.67142	0.65383	0.63586	0.61762	0.59921	0.58051	0.56160					
63		0.77251	0.75849	0.74382	0.72852	0.71260	0.69607	0.67903	0.66153	0.64365	0.62547	0.60710	0.58841	0.56950					
64		0.77920	0.76538	0.75092	0.73581	0.72006	0.70368	0.68677	0.66939	0.65160	0.63350	0.61518	0.59653	0.57763					
65		0.78592	0.77233	0.75808	0.74317	0.72761	0.71140	0.69464	0.67740	0.65972	0.64170	0.62345	0.60485	0.58597					
66		0.79266	0.77932	0.76530	0.75061	0.73525	0.71923	0.70264	0.68554	0.66799	0.65008	0.63192	0.61338	0.59454					
67		0.79943	0.78634	0.77256	0.75811	0.74297	0.72715	0.71075	0.69382	0.67641	0.65863	0.64057	0.62211	0.60332					



**IAM Motor City Pension Fund**  
**75% J&S with pop-up factors effective January 1, 2009**  
**Applicable for participants with contributions after May 1, 1998**  
**Exhibit 2B**

Spouse Age	Participant Age													
	68	69	70	71	72	73	74	75	76	77	78	79	80	
68	0.80620	0.79338	0.77987	0.76566	0.75076	0.73517	0.71897	0.70222	0.68499	0.66735	0.64941	0.63105	0.61234	
69	0.81297	0.80044	0.78720	0.77326	0.75862	0.74327	0.72730	0.71076	0.69371	0.67623	0.65844	0.64020	0.62158	
70	0.81974	0.80750	0.79456	0.78090	0.76653	0.75144	0.73571	0.71940	0.70256	0.68527	0.66765	0.64955	0.63105	
71	0.82647	0.81454	0.80191	0.78855	0.77447	0.75966	0.74420	0.72813	0.71152	0.69444	0.67701	0.65907	0.64071	
72	0.83316	0.82155	0.80924	0.79620	0.78242	0.76790	0.75273	0.73693	0.72057	0.70372	0.68650	0.66875	0.65055	
73	0.83979	0.82851	0.81653	0.80381	0.79036	0.77616	0.76128	0.74577	0.72969	0.71309	0.69610	0.67856	0.66055	
74	0.84634	0.83540	0.82376	0.81139	0.79827	0.78440	0.76984	0.75464	0.73884	0.72252	0.70578	0.68848	0.67067	
75	0.85281	0.84221	0.83092	0.81890	0.80613	0.79260	0.77838	0.76350	0.74801	0.73199	0.71553	0.69848	0.68091	
76	0.85917	0.84893	0.83799	0.82633	0.81392	0.80075	0.78688	0.77234	0.75718	0.74147	0.72531	0.70854	0.69123	
77	0.86542	0.85553	0.84496	0.83367	0.82163	0.80883	0.79532	0.78114	0.76633	0.75095	0.73511	0.71864	0.70161	
78	0.87155	0.86203	0.85182	0.84091	0.82925	0.81683	0.80370	0.78989	0.77544	0.76042	0.74492	0.72877	0.71204	
79	0.87755	0.86840	0.85857	0.84804	0.83678	0.82474	0.81200	0.79858	0.78451	0.76985	0.75471	0.73891	0.72251	
80	0.88343	0.87464	0.86519	0.85505	0.84418	0.83255	0.82021	0.80719	0.79351	0.77924	0.76448	0.74904	0.73298	

**Exhibit 3**  
**IAM Motor City Pension Fund**  
**5 year certain and life**

AGE		AGE	
30	0.99930	55	0.99160
31	0.99930	56	0.99060
32	0.99930	57	0.98960
33	0.99920	58	0.98840
34	0.99910	59	0.98700
35	0.99900	60	0.98550
36	0.99890	61	0.98380
37	0.99880	62	0.98180
38	0.99870	63	0.97960
39	0.99860	64	0.97710
40	0.99840	65	0.97430
41	0.99820	66	0.97120
42	0.99800	67	0.96800
43	0.99780	68	0.96440
44	0.99750	69	0.96060
45	0.99720	70	0.95620
46	0.99690	71	0.95120
47	0.99650	72	0.94560
48	0.99610	73	0.93930
49	0.99570	74	0.93210
50	0.99510	75	0.92410
51	0.99460	76	0.91530
52	0.99390	77	0.90550
53	0.99320	78	0.89490
54	0.99250	79	0.88310
		80	0.87020

**Exhibit 4**  
**IAM Motor City Pension Fund**  
**Death Benefit Reduction**

The reduction in the Participant's monthly benefit will depend upon the age at which coverage is elected and the number of months covered:

**Table #1 – Effective January 1, 2009 – June 30, 2010:**

Age Range	Percent Reduction in Accrued Benefit Per Month Covered Within Age Range, Varies by Form of Benefit Available for Pre-Retirement Death	
	Joint & 50% Survivor Available	Joint & 75% Survivor Available
35-44	0.002%	0.003%
45-49	0.004%	0.006%
50-54	0.008%	0.011%
55-59	0.017%	0.024%
60-65	0.045%	0.064%

**Table #2, Effective July 1, 2010:**

Age Range	Percent Reduction in Accrued Benefit Per Month Covered Within Age Range, Varies by Form of Benefit Available for Pre-Retirement Death	
	Joint & 50% Survivor Available	Joint & 75% Survivor Available
35-44	0.006%	0.008%
45-49	0.012%	0.018%
50-54	0.021%	0.030%
55-59	0.031%	0.045%
60-65	0.053%	0.075%

**International Association of Machinists Motor City Pension Fund**

**EIN/Plan #: 38-6237143/001**

**Checklist Item #36 – 7.06 Recent Plan Documents**

**Document 36.1(2)**

**Amendment #1 to the  
Plan Document**

Please refer to the following pages.

**FIRST AMENDMENT  
TO THE  
INTERNATIONAL ASSOCIATION OF MACHINISTS MOTOR CITY  
PENSION PLAN**

**WHEREAS**, the International Association of Machinists Motor City Pension Plan (the “Plan”) was established effective June 1, 1955 to provide retirement benefits to eligible participants; and

**WHEREAS**, the Plan has been amended from time to time and was most recently restated in its entirety as of July 1, 2014, and

**NOW THEREFORE**, the Plan is amended, effective July 1, 2014, unless otherwise stated, as follows:

**ARTICLE III - ELIGIBILITY FOR BENEFITS**

Article III shall be amended at Section 3.03 by replacing the current Section 3.03 with the following Section 3.03:

***Section 3.03. - Late Retirement Benefit***

A Participant, including a Terminated Vested Participant, who retires after his Normal Retirement Date shall be eligible for a Late Retirement Benefit in accordance with the provisions of Section 4.04 on the first day of the month next following the date his employment with the Employer terminates, or if earlier, the first day of the calendar month in which the Participant does not have a week of contribution made by an Employer on his behalf.

**ARTICLE IV - BENEFITS**

Article IV shall be amended at Section 4.04 by replacing the Section with the below Section 4.04.

***Section 4.04. - Late Retirement Benefit***

The monthly retirement benefit of a Participant eligible for a Late Retirement Benefit, and who has applied therefor, shall be equal in amount to the greater of a) his Accrued Benefit at Normal Retirement Date, actuarially increased to his Late Retirement Date or b) his accrued benefit at Late Retirement Date. An actuarial adjustment factor would apply except for any month(s) in which the Participant worked one or more weeks and proper Suspension of Benefits Notice (“Notice”) under Section 5.06 was provided to the Participant.

**ARTICLE V - COMMENCEMENT AND DURATION OF MONTHLY BENEFITS**

Article V shall be amended at Section 5.05 by capitalizing the word “notice” in the last two sentences to refer to the term “Suspension of Benefits Notice” defined in Section 4.04. Section 5.05(A) reads, as amended:

***Section 5.05. - Reemployment After Retirement***

If a Retired Participant is subsequently rehired by an Employer and at any time thereafter has contributions made to the Plan on his behalf:

- (A) At a rate of more than one (1) week per calendar month, then the Participant shall immediately cease receiving retirement benefits under the Plan, subject to Section 5.03. His years of Credited Service and Vesting Service as of his prior date of retirement shall be reinstated. Upon the Participant's subsequent retirement, his benefit shall be recomputed with the benefit for the additional service based upon the contributions made on his behalf during such period multiplied by the rate in effect on the date of his subsequent retirement. This rate shall not apply to the previously accrued pension amount. The combined benefits for the two (2) periods of service will then be reduced by three quarters of one percent (.0075) times the amount of benefits paid during the first period of retirement; the result is the net Accrued Benefit. The Trustees shall provide the Participant with a Notice by personal delivery or first class mail during the first calendar month or payroll period after his reemployment date. Such Notice shall contain the applicable items of information as set forth in Subsection 5.06(A).

Article V shall also be amended at Section 5.06(A) such that the amended Section 5.06(A) first paragraph only reads as follows:

***Section 5.06. - Working Past Normal Retirement Date***

If a Participant continues to work beyond his Normal Retirement Date, and at any time thereafter, is employed:

- (A) With one (1) or more weeks of Contribution per calendar month, then the Participant will not receive an actuarial adjustment for that month. Upon retirement his benefit shall be computed on the basis of the accumulated contributions made on his behalf before and after his Normal Retirement Date. In no event, however, will the total benefit be less than the Accrued Benefit at the Participant's Normal Retirement Date actuarially increased to his Late Retirement Date. The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after the Participant's Normal Retirement Date. Such notice shall:

IN WITNESS WHEREOF, this instrument has been executed this 28<sup>th</sup> day of March, 2017.

**TRUSTEES**

**Appointed by Employers**

Redacted by the U.S. Department of the Treasury

**Appointed by Union**



- (A) At a rate of more than one (1) week per calendar month, then the Participant shall immediately cease receiving retirement benefits under the Plan, subject to Section 5.03. His years of Credited Service and Vesting Service as of his prior date of retirement shall be reinstated. Upon the Participant's subsequent retirement, his benefit shall be recomputed with the benefit for the additional service based upon the contributions made on his behalf during such period multiplied by the rate in effect on the date of his subsequent retirement. This rate shall not apply to the previously accrued pension amount. The combined benefits for the two (2) periods of service will then be reduced by three quarters of one percent (.0075) times the amount of benefits paid during the first period of retirement; the result is the net Accrued Benefit. The Trustees shall provide the Participant with a Notice by personal delivery or first class mail during the first calendar month or payroll period after his reemployment date. Such Notice shall contain the applicable items of information as set forth in Subsection 5.06(A).

Article V shall also be amended at Section 5.06(A) such that the amended Section 5.06(A) first paragraph only reads as follows:

***Section 5.06. - Working Past Normal Retirement Date***

If a Participant continues to work beyond his Normal Retirement Date, and at any time thereafter, is employed:

- (A) With one (1) or more weeks of Contribution per calendar month, then the Participant will not receive an actuarial adjustment for that month. Upon retirement his benefit shall be computed on the basis of the accumulated contributions made on his behalf before and after his Normal Retirement Date. In no event, however, will the total benefit be less than the Accrued Benefit at the Participant's Normal Retirement Date actuarially increased to his Late Retirement Date. The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after the Participant's Normal Retirement Date. Such notice shall:

IN WITNESS WHEREOF, this instrument has been executed this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

**TRUSTEES**

**Appointed by Employers**

\_\_\_\_\_  
\_\_\_\_\_

**Appointed by Union**

Redacted by the U.S. Department of the  
Treasury

\_\_\_\_\_

- (A) At a rate of more than one (1) week per calendar month, then the Participant shall immediately cease receiving retirement benefits under the Plan, subject to Section 5.03. His years of Credited Service and Vesting Service as of his prior date of retirement shall be reinstated. Upon the Participant's subsequent retirement, his benefit shall be recomputed with the benefit for the additional service based upon the contributions made on his behalf during such period multiplied by the rate in effect on the date of his subsequent retirement. This rate shall not apply to the previously accrued pension amount. The combined benefits for the two (2) periods of service will then be reduced by three quarters of one percent (.0075) times the amount of benefits paid during the first period of retirement; the result is the net Accrued Benefit. The Trustees shall provide the Participant with a Notice by personal delivery or first class mail during the first calendar month or payroll period after his reemployment date. Such Notice shall contain the applicable items of information as set forth in Subsection 5.06(A).

Article V shall also be amended at Section 5.06(A) such that the amended Section 5.06(A) first paragraph only reads as follows:

***Section 5.06. - Working Past Normal Retirement Date***

If a Participant continues to work beyond his Normal Retirement Date, and at any time thereafter, is employed:

- (A) With one (1) or more weeks of Contribution per calendar month, then the Participant will not receive an actuarial adjustment for that month. Upon retirement his benefit shall be computed on the basis of the accumulated contributions made on his behalf before and after his Normal Retirement Date. In no event, however, will the total benefit be less than the Accrued Benefit at the Participant's Normal Retirement Date actuarially increased to his Late Retirement Date. The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after the Participant's Normal Retirement Date. Such notice shall:

IN WITNESS WHEREOF, this instrument has been executed this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

**TRUSTEES**

**Appointed by Employers**

\_\_\_\_\_  
\_\_\_\_\_

**Appointed by Union**

Redacted by the U.S. Department of the Treasury

\_\_\_\_\_



- (A) At a rate of more than one (1) week per calendar month, then the Participant shall immediately cease receiving retirement benefits under the Plan, subject to Section 5.03. His years of Credited Service and Vesting Service as of his prior date of retirement shall be reinstated. Upon the Participant's subsequent retirement, his benefit shall be recomputed with the benefit for the additional service based upon the contributions made on his behalf during such period multiplied by the rate in effect on the date of his subsequent retirement. This rate shall not apply to the previously accrued pension amount. The combined benefits for the two (2) periods of service will then be reduced by three quarters of one percent (.0075) times the amount of benefits paid during the first period of retirement; the result is the net Accrued Benefit. The Trustees shall provide the Participant with a Notice by personal delivery or first class mail during the first calendar month or payroll period after his reemployment date. Such Notice shall contain the applicable items of information as set forth in Subsection 5.06(A).

Article V shall also be amended at Section 5.06(A) such that the amended Section 5.06(A) first paragraph only reads as follows:

***Section 5.06. - Working Past Normal Retirement Date***

If a Participant continues to work beyond his Normal Retirement Date, and at any time thereafter, is employed:

- (A) With one (1) or more weeks of Contribution per calendar month, then the Participant will not receive an actuarial adjustment for that month. Upon retirement his benefit shall be computed on the basis of the accumulated contributions made on his behalf before and after his Normal Retirement Date. In no event, however, will the total benefit be less than the Accrued Benefit at the Participant's Normal Retirement Date actuarially increased to his Late Retirement Date. The Trustees shall provide the Participant with a notice by personal delivery or first class mail during the first calendar month or payroll period after the Participant's Normal Retirement Date. Such notice shall:

IN WITNESS WHEREOF, this instrument has been executed this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

**TRUSTEES**

**Appointed by Employers**

Redacted by the U.S. Department of the Treasury

**Appointed by Union**

**International Association of Machinists Motor City Pension Fund**

**EIN/Plan #: 38-6237143/001**

**Checklist Item #36 – 7.06 Recent Plan Documents**

**Document 36.2**

**The Most Recently Updated  
Summary of Plan Description**

Please refer to the following pages.



**SUMMARY PLAN DESCRIPTION  
FOR  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
MOTOR CITY PENSION PLAN**

**July 2015**



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# ABOUT THIS BOOKLET

## A. General

The International Association of Machinists Motor City Pension Plan was established June 1, 1955. Its purpose is to provide retirement income to covered employees. Payments of retirement income under the Plan are made from The International Association of Machinists Motor City Trust Fund. Contributions to the Trust Fund to provide retirement income under the Plan are made by the participating Employers under applicable Collective Bargaining Agreements. Employees are not permitted to make contributions to the Trust Fund.

The Pension Plan is administered in accordance with the applicable sections of the Employee Retirement Income Security Act of 1974 (ERISA), the Internal Revenue Code (Code) and the Taft-Hartley Act by a joint Board of Trustees. The provisions of the Pension Plan are contained in a written document. The duties and authority of the Board of Trustees are contained in a Trust Agreement. A copy of the Pension Plan and Trust Agreement are available for your inspection at the Trust Fund's administrative office.

This booklet constitutes a summary plan description. This booklet is intended as a summary only. Although considerable effort has been expended to assure that it is accurate, if any provision of this booklet is inconsistent with the official Pension Plan, the Pension Plan will supersede the provisions of this booklet. In addition, the Pension Plan will govern notwithstanding any explanation of any representative of the Plan that may be inconsistent with the Pension Plan.

## B. Active Plan Participants

This booklet is intended primarily for active plan participants, on whose behalf contributions have been made after July 1, 2015. This booklet describes the Plan as of July 1, 2015. The Plan is amended from time to time. Except as otherwise specifically stated, Plan amendments only apply to active participants with contributions made after the effective date of the amendment. Therefore, changes to the Plan effective after you are no longer an active Plan participant will generally not apply to you. Upon subsequent reemployment, the Plan contains special rules describing how any Plan improvements that occurred during your absence may or may not apply to you.

## C. Inactive Plan Participants

If your active participation in the Plan ended before July 1, 2015, that is, you have not had contributions made on your behalf by an eligible Employer since then, the current Plan and this Summary Plan Description booklet generally do not apply to you. Your eligibility and benefits are governed by the Plan document in effect at the time you became an inactive Plan participant, whether you retired or became a vested terminated participant. However, this booklet does contain some information which does pertain to inactive participants. Considerations which are of particular importance to retired participants and vested terminated participants are discussed in Q.18 and Q.19, respectively.

## BENEFITS AT A GLANCE

The following chart provides a capsule summary of certain key topics discussed in this booklet. Words that are underlined in the “Highlights” column are defined at Q.1 “What Terms Have Special Meaning?”

Topic	Highlights	Discussed At
Plan participation	To commence participation in the Plan you must: <ul style="list-style-type: none"> <li>• Be hired as an eligible employee by a contributing <u>Employer</u>.</li> <li>• Satisfy the eligibility rules of your <u>Collective Bargaining Agreement</u>.</li> <li>• Complete the necessary application forms.</li> </ul>	Q.2 on page 7
Vesting of rights to your pension	Your right to receive a pension becomes nonforfeitable (or vested) on the earlier of when you complete 5 years of Vesting Service or remain employed until your 65th birthday.	Q.10 on page 14
Amount you will receive at normal retirement age (age 65)	Your pension will be computed under a formula based on the total Employer contributions made on your behalf. If you retire at age 65, you will be entitled to receive a pension determined under the formula without reduction.	Q.5 on page 9
Amount you will receive if your pension begins at a time other than normal retirement age	Early Retirement If you retire prior to Normal Retirement Age but after you complete at least 5 years of <u>Credited Service</u> and are at least 52 years of age, your pension will be reduced.	Q.6 on page 9
	Late Retirement If you retire from active employment at any time after you reach normal retirement age, you will receive your full pension or actuarially adjusted, whichever is greater.	Q.4 on page 8
	Disability Retirement The Disability Retirement Benefit was discontinued as of January 1, 2009. The benefit is still payable if you were eligible for the Benefit before January 1, 2009. The benefit terminates when you are no longer disabled or upon turning age 65 at which time you have obtained a Normal Retirement Benefit.	Q.4 on page 8 Q.7 on page 11



Topic	Highlights	Discussed At
Termination of employment prior to retirement	If you have completed at least five years of Vesting Service at the time of termination of your employment, you will be eligible to receive a Vested Terminated Participant Benefit.	Q.10 on page 14 Q.11 on page 15
Available payment forms	You may choose to receive your pension under any one of a number of payment options available under the <u>Plan</u> .	Q.8 on page 11
Pre-retirement Survivor Annuity	<p>If you have been married for at least one year and die after completing at least five years of <u>Vesting Service</u> and prior to the time you begin to receive payments under the <u>Plan</u>, your <u>Spouse</u> will be eligible to receive a Qualified Pre-retirement Survivor Annuity. Starting March 1, 2009, there is a monthly reduction in your pension benefit for maintaining the Pre-retirement Survivor Annuity unless the appropriate waiver of such benefit has been executed.</p> <p>The Qualified Pre-retirement Survivor Annuity may begin at the earliest date you would have been eligible to start your pension if you had survived.</p>	Q.14 on page 18
Participants who retired prior to July 1, 2015	<p>The amount of your pension remains unchanged.</p> <p>Reemployment may affect your pension.</p> <p>Death benefits may be available under the Plan.</p> <p>Your beneficiary may be entitled to certain guaranteed payments.</p>	Q.18 on page 22
Vested deferred participants who terminated prior to July 1, 2015	<p>The amount of your age 65 pension benefit remains unchanged from the date of your termination.</p> <p>You may be entitled to post-termination benefit improvements if you are rehired as an active plan participant.</p> <p>Death benefits may be available under the Plan. You can begin your pension as early as age 52.</p>	Q.19 on page 22



## **Q.1 WHAT TERMS HAVE SPECIAL MEANING?**

Throughout this booklet, the underlined terms which are set forth in alphabetical order and defined in this Q.1 are used frequently. These terms will help you to understand how your pension plan works. You may find it necessary to refer back to the definitions below as you read this booklet.

### **Accrued Benefit**

The amount of a monthly Normal Retirement Benefit starting at age 65 that you have earned as of a given date. The amount is calculated the same as a Normal Retirement Benefit (see Q.5, “How Much Will I Receive At Normal Retirement?”) but is based on the amount of contributions made (or required to be made) to the Plan on your behalf as of the date the calculation is made.

### **Board of Trustees or Trustees**

This is the official body appointed under the Trust Agreement to administer the Plan. One-half of the Trustees are appointed by the Union whose employees are covered by the Plan and one-half of the Trustees are appointed by the Employers.

### **Break in Service**

This is a term that is relevant if you are rehired by an Employer, and a determination is being made of your right to a reinstatement of service. (see Q.12, “What If I Am Rehired After I Terminate Employment?”) A Break in Service takes place as of the July 1 of the first Plan Year in which all conditions set forth below are met:

- You are no longer employed by an Employer.
- You fail to earn at least  $\frac{1}{4}$  of a year of Credited Service during the Plan Year.

Solely to determine whether a Break in Service has occurred for purposes of determining vesting, if you are absent from work on or after January 1, 1985 for maternity or paternity reasons, you will receive credit for a maximum of  $\frac{1}{4}$  of a year of Credited Service. This Credited Service will be applied in the first Plan Year needed to prevent a Break in Service. An absence from work for maternity or paternity reasons includes pregnancy, birth of a child by you or your Spouse, adoption, or the need to care for your child for a period of time following a birth or adoption.

If you are on an unpaid leave of absence under the Family Medical Leave Act (“FMLA”), to the extent required under the FMLA and solely for purposes of determining whether a Break in Service for vesting purposes has occurred, you will receive credit for service during the period of family leave if necessary to prevent a Break in Service.

### Collective Bargaining Agreement(s)

These are the agreements between the Employers and Union pursuant to which the Employers are committed to contribute to the Plan on behalf of employees covered thereby.

### Credited Service

This is the service used to determine eligibility for various types of retirement pensions under the Plan where eligibility is based on completion of a minimum period of service. (see Q.4, “When May I Retire?”)

You will receive a full or fractional year of Credited Service for each Plan Year based on the number of weeks of contributions made on your behalf during such Plan Year in accordance with the following schedule:

Weeks of Contribution in a	Year of Credited Service
0 – 5	0
6– 15	$\frac{1}{4}$
16 – 25	$\frac{1}{2}$
26 – 35	$\frac{3}{4}$
36 or more	1

Different schedules applied for Plan Years beginning prior to July 1, 1990. These can be obtained from the Plan Administrator. Also, the Plan document contains special service counting rules applicable to specific groups of employees who became covered under the Plan under special situations such as a plan merger. Further, individuals who are reemployed following military service are entitled to certain service credits for military service provided they meet certain conditions.

### Employer(s)

Any association, individual, partnership, corporation or limited liability company which, under the terms of the Trust Agreement, has agreed to contribute to the Plan pursuant to a Collective Bargaining Agreement, and satisfies the requirements for participation as established by the Trustees and agrees to be bound by the Plan.

### Employment Commencement Date

The first day you are entitled to receive Credited Service for the performance of duties for an Employer.

### Participant

Any employee of an Employer for whom contributions are required under the Plan pursuant to a Collective Bargaining Agreement who has satisfied the eligibility and administrative requirements to participate in the Plan. (see Q.2, “When Do I Become A Participant?”)

### Pension Plan or Plan

The International Association of Machinists Motor City Pension Plan.

### Permanent and Total Disability or Permanently and Totally Disabled

A physical or mental condition affecting a Participant which totally and permanently prevents the individual from engaging in any regular occupation or employment for remuneration or profit. The condition must render the Participant eligible for disability benefits under the Federal Social Security Act. A Participant will not be considered to be suffering from Permanent and Total Disability if his condition resulted from military service, or if the condition occurred when the employee was not an active Participant. The Disability Benefit was discontinued as of January 1, 2009. If you are eligible to receive a Disability Benefit as of January 1, 2009, it remains payable until the earlier of the date you are no longer disabled or age 65, at which time you have obtained a Normal Retirement Benefit.

### Plan Year

The 12-month period beginning each July 1 and ending the following June 30.

### Reemployment Commencement Date

The first day you are entitled to receive Credited Service for the performance of duties after a termination of employment. (see Q.12, "What If I Am Rehired After I Terminate Employment?")

### Spouse or Surviving Spouse

The individual lawfully married to a Participant provided the Participant was married to such individual for at least 12 months.

### Trust Agreement

The agreement entered into between the Union and the Employers pursuant to which the Trust Fund was established.

### Trust Fund

The International Association of Machinists Motor City Pension Fund. This is a pension trust which serves as a funding vehicle for the Plan.

### Union

The Machinists Motor City Lodge 698, District 60, International Association of Machinists and Aerospace Workers, and any and all Lodges of the International Association of Machinists and Aerospace Workers in the State of Michigan which have executed a collective bargaining agreement with any association or individual Employer who satisfies the requirements for participation as established by the Trustees and agrees to be bound by the Plan.

### Vested Terminated Participant

A Participant whose employment ends after he or she has completed at least five years of Vesting Service, but prior to satisfying the eligibility requirements for early retirement.

### Vested Terminated Participant Benefit

This is the retirement benefit a Participant will be entitled to receive if his or her employment ceases after completion of at least five years of Vesting Service, but prior to the time such individual qualifies for early retirement.

### Vesting Service

This is the service credit utilized to determine whether any Participant's right to a pension is nonforfeitable, or, with respect to any Participant whose employment ceases before he or she is eligible to retire, whether such Participant is entitled to a Vested Terminated Participant Benefit.

Each Participant will receive one year of Vesting Service for each Plan Year during which he or she earns at least ½ year of Credited Service. A Participant's Vesting Service will never be less than his or her Credited Service.

## **Q.2 WHEN DO I BECOME A PARTICIPANT?**

You will begin to participate in the Plan when all of the following requirements have been met:

- You have been hired as an employee by an Employer that has agreed to contribute to the Plan pursuant to its Collective Bargaining Agreement.
- You have satisfied the eligibility rules contained in that Collective Bargaining Agreement, if any, in order to begin your participation in the Plan.
- You have completed the necessary application forms in order to begin your participation in the Plan.

Upon becoming a Participant, you will begin to accrue benefits under the Plan.

## **Q.3 WHO PAYS FOR MY BENEFITS?**

Your Employer pays the full cost of your benefits by contributing to the Trust Fund. You are not required to contribute to the cost of your retirement benefits under the Plan, nor are you permitted to make any contributions to the Plan.

## **Q.4 WHEN MAY I RETIRE?**

- Normal Retirement Date

You may elect to retire and begin receiving a pension as early as the first day of the month coincident with or immediately following your 65<sup>th</sup> birthday which is your Normal Retirement Date. You make your election by filing a retirement application. (see Q.17, “How Do I Apply For Benefits?”)

- Late Retirement Date

If you remain employed beyond your Normal Retirement Date, you may apply to retire as of a Late Retirement Date which must be the first day of the month after you choose to stop working. If, however, during the continuation of your employment after your Normal Retirement Date, the level of Employer contributions on your behalf decreases to less than one week per month, your Late Retirement Date will occur automatically as of the first day of the next month.

- Early Retirement Date

You may elect to retire as of the first day of any month before you reach age 65 if you satisfy either of the following conditions:

- You have completed at least five years of Credited Service and are at least 52 years of age.
- You have completed at least 25 years of Credited Service.

Such date is referred to as your Early Retirement Date. You make your election by filing a retirement application. (see Q.17, “How Do I Apply For Benefits?”)

- Disability Retirement Date

The Disability Benefit was discontinued as of January 1, 2009. If you were eligible to receive a Disability Benefit on January 1, 2009, it remains payable until the earlier of the date you are no longer disabled or age 65, at which time you have obtained a Normal Retirement Benefit.

- Effect of Transfer to Noncovered Employment

If, during the period of your participation in the Plan, your Employer transfers you to a position within its organization in which you are ineligible to continue your participation in the Plan, you may later apply for a normal, early or late retirement pension provided you meet the eligibility requirements. During your employment in the ineligible classification, you will be permitted to receive any type of pension for which you qualify as of the date of your transfer or for which you later meet the age requirements, although you will not receive any pension benefit accrual while you are employed as an employee in a position to which participation in the Plan has not been extended.

## Q.5 HOW MUCH WILL I RECEIVE AT NORMAL RETIREMENT?

If you retire on your Normal Retirement Date, you will be entitled to receive a monthly lifetime retirement benefit computed as follows:

$$\begin{aligned} &\text{Normal Retirement Benefit Formula} \\ &\text{(for benefits earned on or after July 1, 2006)} \\ &0.5\% \times (\text{"The sum of employer contributions made on your behalf"}) \\ &\text{(A different multiplier applies to benefits earned prior to July 1, 2006)} \end{aligned}$$

The following example illustrates how a Normal Retirement Benefit is calculated. Assume the following information:

- The Participant was born in 1949.
- He retired in the year 2014 at the age of 65 years and 0 months.
- At the date of his retirement, he had completed 11 years of Credited Service and he is 100% vested.
- He had Total Employer contributions of \$56,800. \$6,500 in contributions were made under the Plan on his behalf after June 30, 2004 and prior to July 1, 2006 and \$50,300 in contributions were made after June 30, 2006.

The Participant's monthly pension at Normal Retirement Date would be \$381.50 per month (prior to reduction to maintain pre-retirement death coverage), calculated as follows:

Calculation of Normal Retirement Benefit					
<u>Contribution Period</u>	<u>Benefit Rate</u>		<u>Contributions</u>		<u>Accrued Benefit</u>
6/30/04 to 7/1/2006	2.0%	x	\$6,500.00	=	\$130.00
After June 30, 2006	0.5%	x	\$50,300.00	=	\$251.50
Total Accrued Benefit at Normal Retirement Date*					<b>\$381.50 per month</b>
*Reduction to receive an optional form of benefit or to maintain pre-retirement death benefit will be applied unless coverage was waived.					

If a pension plans enters endangered or critical status it may result in changes to future benefit accruals and reduction of future benefits. Participants are notified annually of the Plan's funded status.

## Q.6 HOW WILL MY PENSION BE CALCULATED IF I RETIRE EARLY?

Your Early Retirement Benefit is calculated under the same formula as your Normal Retirement Benefit. If you retire prior to age 65, your monthly pension will be reduced. The amount of such monthly reduction, if you retire from active employment on or after January 1, 2009, is 5/9 of 1% for each of the first 72 months between the date your pension commences and the first day of the month following your 65<sup>th</sup> birthday and 3/10 of 1% for each of the next 84 months. However, if as of June 30, 2009 you were at least 62 years of age and had completed at least five years of Credited Service or,

alternatively, if you had completed at least 25 years of Credited Service at any age and ceased working under the Plan on or after July 1, 1998, your benefit will not be reduced as a result of early retirement.

The following table describes the percentage of your pension that you would be entitled to receive based on the age your pension begins:

Age When Payment Of Pension Begins	Early Retirement Percentage
65	100.00%
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	60.00%
58	56.40%
57	52.80%
56	49.20%
55	45.60%
54	42.00%
53	38.40%
52	34.80%

(Adjustments will be made for intermediate ages)

The following example shows how an Early Retirement Benefit is calculated assuming the following facts:

- The Participant retired early on September 1, 2014 at age 59.
- At the date of his retirement, he had completed 8 years of Credited Service and he is 100% vested.
- Total Employer contributions of \$50,300 were all made under the Plan on his behalf after June 30, 2006; therefore the Accrued Benefit at Normal Retirement Date is \$251.50 ( $.005 \times \$50,300 = \$251.20$ ).
- The Participant and his Spouse waived the pre-retirement death coverage.

The Participant's monthly pension at his Early Retirement Date would be \$150.90 per month, calculated as follows:

Calculation of Early Retirement Benefit		
1. Monthly Accrued Benefit at Normal Retirement Date:		\$251.50
2. Reduction to maintain pre-retirement death benefit*:		N/A
3. Early Retirement Factor:		0.6000
4. Monthly Early Retirement Benefit Payable the First Day of the Month Following 59 <sup>th</sup> Birthday: ((#1 minus #2) x #3):		<b>\$150.90 per month</b>
*Reduction to receive an optional form of benefit or to maintain pre-retirement death benefit will be applied unless coverage was waived.		

If a pension plan enters endangered or critical status it may result in changes to future benefit accruals and reduction of future benefits. Participants are notified annually of the Plan's funded status.

## **Q.7 WHAT IF I BECOME DISABLED WHILE WORKING?**

The Disability Benefit was discontinued as of January 1, 2009. If you were eligible for a Disability Benefit on January 1, 2009, it remains payable until the earlier of the date you are no longer disabled or age 65, at which time you have obtained a Normal Retirement Benefit, except as otherwise stated below.

Payment of your Disability Retirement Benefit will stop if, at any time prior to your 65<sup>th</sup> birthday, you cease to be Permanently and Totally Disabled.

If you recover from your condition before you turn 65 and are rehired by an Employer, your Credited Service and Vesting Service prior to your Disability Retirement Benefit will be reinstated.

If, following your recovery, you are not rehired, you will be treated as though you separated from service on the date your pension stopped. You will continue to be eligible for other forms of retirement under the Plan provided you satisfy the applicable age and/or service requirements.

## **Q.8 HOW WILL MY PENSION BE PAID WHEN I RETIRE?**

If you are unmarried when you retire, you will receive a monthly pension for your lifetime. This type of pension is called the normal form of payment and is described below.

If, at the time you retire, you have been married for at least one year, unless you elect otherwise with spousal consent, your benefit payment form will be a reduced monthly pension for life. After your death, your Surviving Spouse will be paid 75% (or 50% if you elected otherwise) of the monthly payment you were receiving for the rest of his or her life. This payment method provides protection to your Spouse after your death and is called the 75% Surviving Spouse Option (or the 50% Surviving Spouse Option). This form of benefit is described in more detail below.

You may elect to receive your pension in an optional payment form. The various forms of payment available under the Plan are discussed below. The examples shown are for the purpose of illustration only. If you are married, your election will not be valid unless your Spouse consents, in writing, to whatever payment form you select. Your Spouse's written consent must be notarized or witnessed by a representative of the Plan. Your actual pension will be calculated on the basis of your personal circumstances and the reduction factors in effect at the time your payments begin.



### **Normal Form of Payment**

The normal form of payment provides you with a monthly pension for your life. When you die, no benefits will be paid to your Spouse, designated beneficiary(ies) or to your estate.

### **Five Year Certain**

This form of payment provides you with a reduced monthly pension for your life. Sixty monthly payments are guaranteed. If you die before you receive sixty payments, then the remaining guaranteed payments will be paid to your Spouse, designated beneficiary(ies) or to your estate if a valid beneficiary designation has not been submitted.

### **75% Surviving Spouse Option**

This form of payment provides you with a reduced pension during your lifetime. The reduction depends upon the age of you and your Spouse at the time your pension begins. Your pension will be reduced in accordance with the IAM Motor City Pension Plan 75% J&S Factors Table in Exhibit 2A & 2B of the Restated Plan. After your death, your Spouse (if living) will receive 75% of the monthly pension you were receiving for the remainder of his or her life.

The following is an example of how the pensions of the Participant and Spouse are calculated under the 75% Surviving Spouse Option assuming the following facts:

- The Participant is retiring at Normal Retirement Age (age 65) and his vested accrued benefit at Normal Retirement Date is \$1,000.00 per month.
- The Participant was age 59 when pre-retirement death benefit coverage began. The monthly percent reduction is .045% for age range 55-59 and .075% for age range 60-65. The reduction to maintain this coverage is \$50.40 ( $\$1,000.00 \times ((.00045 \times 12 \text{ months}) + (.00075 \times 60 \text{ months}))$ ) since the participant is retiring at age 65.
- Based on the ages of the Participant (age 65) and Spouse (age 64) at the date payments begin, the 75% Joint and Survivor conversion factor is .81768.

The Participant's monthly pension at Normal Retirement Date, payable as a 75% Surviving Spouse Benefit, would be \$776.47 per month, calculated as follows:

<b>Calculation of 75% Surviving Spouse Option</b>		
1.	Monthly Benefit at Normal Retirement under Life Annuity	\$1,000.00
2.	Reduction to maintain pre-retirement death benefit	\$50.40
3.	Monthly Benefit at Normal Retirement after Reduction to maintain pre-retirement death benefit (#1 minus #2)	\$949.60
4.	Factor to convert from Life Annuity to 75% Joint & Survivor	0.81768
5.	<b>A) Participant's Monthly Benefit at Normal Retirement payable as a 75% Surviving Spouse Option (#3 x #4)</b>	<b>\$776.47 per month</b>
	<b>B) If Participant dies and Spouse is still living, Spouse's monthly benefit is 75% of the Participant's monthly benefit</b>	<b>\$582.35 per month</b>

If, after you begin to receive a benefit under either the 75% or 50% Surviving Spouse Option and your Spouse predeceases you, your pension will be restored to the monthly amount you would have received if the 75% or 50% Surviving Spouse Option was not in effect.

### **50% Surviving Spouse Option**

This form of payment provides you with a reduced pension during your lifetime. The reduction depends upon the age of you and your Spouse at the time your pension begins. Your pension will be reduced in accordance with the IAM Motor City Pension Plan 50% J&S Factors Table in Exhibit 1A & 1B of the Restated Plan. After your death, your Spouse (if living) will receive 50% of the monthly pension you were receiving for the remainder of his or her life.

The following is an example of how the pensions of the Participant and Spouse are calculated under the 50% Surviving Spouse Option assuming the following facts:

- The Participant is retiring at Normal Retirement Age (age 65) and his vested accrued benefit at Normal Retirement Date is \$1,000.00 per month.
- The Participant was age 60 when he elected to maintain the 50% pre-retirement death benefit. The monthly percent reduction is .053%. The reduction to maintain this coverage is \$31.80 ( $\$1,000.00 \times (.00053 \times 60 \text{ months})$ ) since the participant is retiring at age 65.
- Based on age ages of the Participant (age 65) and Spouse (age 64) at the date payments begin, the 50% Joint and Survivor conversion factor is .87059.

The Participant's monthly pension at Normal Retirement Date, payable as a 50% Surviving Spouse Benefit, would be \$842.91 per month, calculated as follows:

<b>Calculation of 50% Surviving Spouse Option</b>		
1.	Monthly Benefit at Normal Retirement under Life Annuity	\$1,000.00
2.	Reduction to maintain pre-retirement death benefit	\$31.80
3.	Monthly Benefit at Normal Retirement after Reduction to maintain pre-retirement death benefit (#1 minus #2)	\$969.20
4.	Factor to convert from Life Annuity to 50% Joint & Survivor	0.87059
5.	<b>A) Participant's Monthly Benefit at Normal Retirement payable as a 50% Surviving Spouse Option (#3 x #4)</b>	<b>\$842.91 per month</b>
	<b>B) If Participant dies and Spouse is still living, Spouse's monthly benefit is 50% of the Participant's monthly benefit</b>	<b>\$421.46 per month</b>

If, after you begin to receive a benefit under either the 75% or 50% Surviving Spouse Option and your Spouse predeceases you, your pension will be restored to the monthly amount you would have received if the 75% or 50% Surviving Spouse Option was not in effect.

### **Social Security Leveler Option**

If you choose to retire and begin receiving your pension before you begin to receive Social Security benefits, you may elect the Social Security Leveler Option form of payment. This will provide you with a larger pension under the Plan prior to the time you begin to receive Social Security benefits and reduced benefits from the Plan once you begin to receive Social Security benefits. The purpose of this payment form is to provide you with approximately equal payments in total both before and after the date your Social Security benefits first become payable. This Option is not available when the Plan is in Critical Status.

## **Q.9 MAY I CHANGE MY ELECTION AFTER I ELECT A PAYMENT FORM?**

You are permitted to change your election of a payment form at any time **before** your pension payments are scheduled to begin. If you are married, you must obtain the written consent of your Spouse to change an election. The consent of your Spouse must be witnessed by a representative of the Plan or a notary public. You must use the form provided by the Plan Administrator if you wish to change any election.

Once pension payments begin, you may not change your payment form even if your marital status changes as a result of your marriage, remarriage or divorce. However, if you had elected a Surviving Spouse Option and your Spouse predeceases you, your pension will be restored to the monthly amount you would have received if you had elected the life annuity option.

## **Q.10 DO I FORFEIT MY PENSION IF I DO NOT REMAIN EMPLOYED UNTIL I AM ELIGIBLE TO RETIRE?**

If your employment ends before you reach retirement age, your right to receive a pension will be preserved if you are vested at the time your employment ends. You will forfeit the right to receive a pension if your employment ends before you have earned a vested right to receive a pension.

Your right to receive a pension will vest upon your satisfaction of either of the following conditions:

- Completion of five years of Vesting Service; or
- Attainment of age 65 while you remain employed.

If your employment ends before you turn 65 at a time when you have not yet completed at least five years of Vesting Service, you will not be eligible for a pension.

If your employment ends after you complete five years of Vesting Service, and you have not retired yet, you will be a Vested Terminated Participant. As a Vested Terminated Participant, you will be eligible to receive a benefit.

## **Q.11 WHEN CAN I START TO RECEIVE MY VESTED TERMINATED PARTICIPANT BENEFIT?**

You can start to receive a Vested Terminated Participant Benefit as early as age 52 or you may delay the commencement of your benefit until your Normal Retirement Date (age 65). The monthly pension will not be reduced if commencement of payment is deferred until your Normal Retirement Date. If payments commence before your Normal Retirement Date, the pension will be reduced by 5/9% of 1% for each of the first 96 months and by 5/18% of 1% for each of the next 60 months between your benefit commencement date and your Normal Retirement Date.

The following table describes the percentage of your Normal Retirement Benefit you could expect to receive at each age between ages 52 and 65:

Age When Benefit Begins	Percentage of Vested Accrued
65	100.00%
64	93.33%
63	86.67%
62	80.00%
61	73.33%
60	66.67%
59	60.00%
58	53.33%
57	46.67%
56	43.33%
55	40.00%
54	36.67%
53	33.33%
52	30.00%

(Adjustments will be made for intermediate ages)

## **Q.12 WHAT IF I AM REHIRED AFTER I TERMINATE EMPLOYMENT?**

If you had a vested right to a pension when your employment ended, and you are subsequently rehired, your pre-termination Credited Service and Vesting Service will be reinstated as of your Reemployment Commencement Date.

If you did not have a vested right to a pension when your employment ended and you are subsequently rehired, subject to satisfaction of the eligibility requirements of Q.2 upon being rehired, your pre-termination Credited Service and Vesting Service will be reinstated as of your Reemployment Commencement Date if you satisfy either of the following conditions:

- If the number of consecutive Breaks in Service you incurred during your absence is less than your total years of Vesting Service prior to your most recent Break in Service.

- If the number of consecutive Breaks in Service you incurred during your absence is less than five.

If you do not meet either of such conditions, your pre-break Credited Service and Vesting Service will not be reinstated upon your reemployment.

If, pursuant to the provisions of the Collective Bargaining Agreement under which you participate in the Plan, you are granted a leave of absence to enter the Armed Forces of the United States, you will receive Credited Service, Vesting Service and contribution credit under the Plan for your military service at the time you are rehired by an Employer according to the following:

- If you are later reemployed by an Employer within the limits specified under the veterans' reemployment laws, you will receive service credit and contribution credit (to the extent not otherwise payable by an Employer under the Collective Bargaining Agreement) as of your date of reemployment based on the service and contributions you would have otherwise been compensated.
- If you are not reemployed within the limits specified under the veterans' reemployment laws, you will not receive service credit and contribution credit for the period of your military leave, but will be treated as having terminated employment on the date of your military leave.
- If you become disabled while on military leave due to your military service, and if you are not able to return to work within the limits specified under the veterans' reemployment laws, you will be treated as having terminated employment on the date of your military service related disability and you will receive service credit and contribution credit (to the extent not otherwise payable by an Employer under the Collective Bargaining Agreement) for the period of your military leave until the date of your service related disability. You will also become 100% vested in your benefit under the Plan as of the date of your disability; however, you will not become eligible for a Disability Retirement under the Plan due to a disability incurred during military service.
- If you die while on military leave due to your military service, your benefit under the Plan will become 100% vested as of the date of your death. You will receive service credit and contribution credit (to the extent not otherwise payable by an Employer under the Collective Bargaining Agreement) for the period of your military leave until the date of your death. A death benefit will be payable to your beneficiary in accordance with the death benefit provisions of the Plan.
- You will receive any benefits and rights you are entitled to under Federal Law including the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and The Heroes Earnings Assistance and Relief Tax Act of 2008 (The HEART Act). Please contact the Fund Office for more information if you enter military service.

The amount of your service credit will be based on the number of weeks of contributions for which you receive credit during your period of military service.

You will not lose Credited Service or Vesting Service while you are on sick leave and receiving Workers' Compensation benefits as a result of injury or disease sustained in the course of your employment with an Employer. Further, you will not lose Credited Service or Vesting Service during any period you are on personal sick leave in accordance with the provisions of the Collective Bargaining Agreement under which you are covered and receive pay from an Employer or sickness and accident benefits from an arrangement to which the Employer contributes.

### **Q.13 DO I RECEIVE ANY BENEFIT IMPROVEMENTS THAT ARE MADE WHILE I AM ABSENT IF I RESUME PARTICIPATION IN THE PLAN WHEN I AM REHIRED?**

A Vested Terminated Participant who resumes participation in the Plan upon his or her reemployment will, upon commencement of his or her benefits under the Plan, be entitled to any benefit improvements which became effective during the period of his or her nonparticipation in accordance with the following rules:

- If the Employer that funds the reemployed Participant's benefits upon his or her resumption of participation in the Plan was a contributing Employer to the Trust Fund on the last date before the Participant's prior employment ended as of which contributions to the Trust Fund were required to be made on such Participant's behalf, then, provided the Participant was not absent for more than 12 consecutive months during any period Employer contributions would have otherwise been made under the Plan on his or her behalf, such returning Participant will be entitled to any benefit improvements which became effective during the period of his or her absence immediately upon resumption of participation in the Plan. If the Participant was absent for more than 12 consecutive months during any period Employer contributions would have otherwise been made under the Plan on his or her behalf, then, upon completion of at least one-half of a year of Credited Service upon resumption of participation in the Plan, such returning Participant will be entitled to any benefit improvements which became effective during the period of absence.
- If the Employer that funds the reemployed Participant's benefits upon resumption of participation in the Plan was not a contributing Employer to the Trust Fund on the last date before the Participant's prior employment ended as of which contributions to the Trust Fund were required to be made on such Participant's behalf, then, regardless of the length of the Participant's absence, such returning Participant will not be entitled to any benefit improvements which became effective during the period of absence until such Participant has completed at least  $\frac{1}{2}$  of a year of Credited Service upon resumption of participation in the Plan.

Notwithstanding the foregoing, a reemployed Participant will not be entitled to benefit improvements during any period of absence if Employer contributions would not otherwise have been made on behalf during such period of absence nor shall such Participant be entitled to any benefit improvements which became effective during the period of absence if such improvements are no longer in effect at the time such Participant's benefits under the Plan commence.



## **Q.14 DOES THE PLAN PROVIDE ANY BENEFITS IF I DIE BEFORE MY PENSION STARTS?**

### **Married Participants**

Once you have a vested right to your pension, if you have been married to your Spouse for at least one year and die before your pension starts, the Plan will pay a survivor benefit to your Spouse. Starting March 1, 2009, there is a monthly reduction in your pension benefit for maintaining the Pre-retirement Survivor Annuity unless the appropriate waiver of such benefit has been executed. The following chart summarizes the benefits for which your Surviving Spouse would be eligible under the Plan:

Retirement Eligibility of Participant at Time of Death	Qualified Pre-Retirement Survivor Annuity
Eligible for Retirement	75% of the benefit you would have received assuming that you had retired the day before your death (or any later date selected by the Surviving Spouse) and elected the 75% Surviving Spouse Option.
Not Eligible for Retirement	75% of the benefit you would have received assuming that you had stopped working for an Employer in the Plan the day before your death (or any later date selected by the Surviving Spouse) and elected the 75% Surviving Spouse Option to begin at the date at which you would have become eligible for early retirement.

## **Q.15 DOES THE PLAN PROVIDE ANY BENEFITS IF I DIE WHILE I AM RECEIVING BENEFITS?**

If you die while receiving benefits, the only death benefit is if you elect the Surviving Spouse benefit or the remainder of any unpaid benefits under a 60-month certain payment option.

## **Q.16 UNDER WHAT CIRCUMSTANCES CAN MY PLAN BENEFITS BE LOST OR DELAYED?**

Your Plan is a valuable tool for planning for your retirement years. As you work for your Employer, you accrue pension benefits. Obviously, the longer you work for your Employer, the greater your monthly pension will become. Although you may intend to continue employment with your Employer until retirement, circumstances may prevent you from doing so. As a consequence, you should be aware of the following circumstances which could result in loss of your benefits under the Plan.

- Termination of Employment

If you have not earned a vested right to a benefit under the Plan (see Q.10, “Do I Forfeit My Pension If I Do Not Remain Employed Until I Am Eligible To Retire?”), you will lose your Credited Service and Vesting Service as of the first day of the Plan Year in which you have terminated employment and fail to earn at least  $\frac{1}{4}$  of a year of Credited Service. If you are later reemployed, however, your Credited Service and Vesting Service may be reinstated under the conditions described in Q.12, “What If I Am Rehired After I Terminate Employment?”

- Divorce or Legal Separation

The Plan is required by law to obey court orders that require a portion of your benefits to be paid to a Spouse, former Spouse, child or dependent, if such an order is determined by the Administrator to be a “Qualified Domestic Relations Order.”

You may obtain, without charge, a copy of the procedures relating to Qualified Domestic Relations Orders from the Trust Fund Office.

- Death After Retirement

For the normal form of payment, all payments will cease after your death.

For the five year certain form of payment, all payments will cease after your death assuming you have received at least 60 months of payments.

- Death Before Retirement

For married participants, if you have a vested right to a pension and die before you retire, a Pre-retirement Survivor Annuity is provided under the Plan unless the appropriate waiver of such benefit has been executed (see Q.14, “Does The Plan Provide Any Benefits If I Die Before My Pension Starts?”). If you do not have a vested right to a pension and die before you retire, no benefits will be provided under the Plan on your behalf regardless of marital status.

- Recovery from Disability

If you are receiving a Disability Retirement Benefit and you recover from your disability before you turn age 65, your disability pension will stop. In such event, you will remain eligible to receive any other type of pension under the Plan you may qualify for.

- Reemployment During Retirement

If you are receiving any type of pension under the Plan and you are rehired by an Employer required to make contributions on your behalf to the Plan, your pension will stop. At the time you retire again, your pension will be recalculated to account for any additional Employer contribution made on your behalf and to account for the benefit payments you had already received. This newly calculated amount can never be less than the amount you were receiving previously.



- Continuation of Employment Beyond Normal Retirement Date

If you remain employed beyond your Normal Retirement Date, the following consequences will occur:

- Your pension will not start as long as your Employer continues to make at least one week of contributions on your behalf per month.
- You will be provided with a notice explaining that payment of your pension is being suspended as a result of the continuation of your employment beyond your Normal Retirement Date.
- Upon your ultimate retirement, you will receive pension credit for contributions made on your behalf during your post-Normal Retirement Date service until your Late Retirement Date.
- Your Late Retirement Date will occur on the first day of the month as of which the frequency of Employer contributions on your behalf decreases to less than one week per month.
- However, the law requires that you begin receiving distribution of your benefits beginning on the April 1 following the close of the calendar year in which you attain age 70 ½.

Contact the Plan Administrator if you have any questions relating to the details with respect to postponement of pension payments as a result of continuation of employment beyond your Normal Retirement Date.

- Maximum Benefit Limitations

There are legal limitations on the amount of retirement benefits you may receive under the Plan. These limitations typically affect large benefits.

- Plan Amendment and Termination

The Trustees intend to continue the Plan indefinitely. However, they reserve the right to change or terminate the Plan if necessary.

No amendments that adversely affect the pensions of Participants who have already retired or the Accrued Benefits of any Participant shall be made except as required by law or, in the Trustees' view, critical to the continuation of the Plan. If a pension plan enters endangered or critical status it may result in changes to future benefit accruals and reduction of future benefits. Participants are notified annually of the Plan's funded status.

If the Plan is terminated, the Plan assets will be distributed in the order of priority set by the Employee Retirement Income Security Act of 1974 (ERISA) which regulates pension plans. If assets remain after the liabilities for all accrued benefits and expenses have been satisfied, all benefits will be increased as necessary to liquidate the excess assets. In no event can money go back to an employer after termination.

## **Q.17 HOW DO I APPLY FOR BENEFITS?**

Before you can receive a benefit under the Plan, an application must be submitted in writing to the Plan Administrator on forms available from the Plan Administrator.

All applications require time for processing. Therefore, you must file your application for retirement benefits in advance of the date you want your payments to begin. If you fail to file your application at the earliest time you are eligible to receive benefits, your benefits will begin after your application is processed, but no retroactive payments will be made. Once your application is received, the Plan Administrator will notify you with a general description of the material features and options available under the Plan.

When you are eligible or nearing a time when you will be eligible for a benefit under the Plan, contact the Plan Administrator for the appropriate forms and for assistance in completing your benefit application. At that time, you will be informed of your payment options and you may select a benefit commencement date.

Within 90 days of receiving your application, the Trustees will make a decision about your benefit rights. If your application is denied, the Trustees must supply you with the following information in writing:

- Specific reason for the denial;
- Specified Plan references used in making the decision;
- Descriptions of any additional information needed to approve your application;
- Explanation of why the additional information is necessary; and
- Explanation of the application review procedure.

Within 60 days of receiving the notice of this decision, you or someone authorized to represent you, may:

- Submit a written request to the Trustees to review the decision;
- Review the Plan documents used in making the decision; and
- Submit issues and comments in writing to the Trustees.

Within 60 days of receiving the request for review, the Trustees must render a decision in connection with its review and forward to you a written copy of the decision and a summary of the following:

- Specific reasons for the decision; and
- Specific Plan references used in making the decision.

If your appeal of a claim for benefits is denied and you believe you are entitled to the benefit claimed, you may take your case to court.

## **Q.18 WHAT SIGNIFICANCE DOES THIS BOOKLET HAVE IF I RETIRED PRIOR TO JULY 1, 2015?**

Your benefit was calculated at the date of your retirement on the basis of the aggregate contributions made on your behalf and benefit formula in effect. However, you should be aware of the following matters which may be of particular significance to you:

- Reemployment – See Q.16, sixth bullet captioned “Reemployment During Retirement.”
- Death Benefit – See Q.15, captioned “Does The Plan Provide Any Benefits If I Die While I Am Receiving Benefits?”
- Surviving Spouse Options – See Q.8, sections titled “75% Surviving Spouse Option,” “50% Surviving Spouse Option” and “Both Surviving Spouse Options”
- General Plan Information – See Q.20, captioned “Is There Anything Else I Should I Know About The Plan?”

## **Q.19 WHAT SIGNIFICANCE DOES THIS BOOKLET HAVE IF I AM A VESTED TERMINATED PARTICIPANT WHO TERMINATED PRIOR TO JULY 1, 2015?**

Your age 65 benefit was fixed at the date of your termination of employment on the basis of the aggregate contributions made on your behalf and benefit formula then in effect. However, you should be aware of the following matters which may be of particular significance to you:

- Reemployment – See Q.12, captioned “What If I Am Rehired After I Terminate Employment?” Also, Q.13 captioned “Do I Receive Any Benefit Improvements That Are Made While I Am Absent If I Resume Participation In The Plan When I Am Rehired?”
- Death Benefits – See Q.14, captioned “Does The Plan Provide Any Benefits If I Die Before My Pension Starts?”
- Commencement of Pension – See Q.11, captioned “When Can I Start To Receive My Vested Terminated Participant Benefit?”
- Benefit Application – See Q.17 captioned “How Do I Apply For Benefits?”
- General Plan Information – See Q.20 captioned “Is There Anything Else I Should Know About The Plan?”

## **Q.20 IS THERE ANYTHING ELSE I SHOULD KNOW ABOUT THE PLAN?**

### **Name of Plan**

International Association of Machinists Motor City Pension Plan

### **Plan Amendment or Termination**

The Trustees intend to continue the Plan indefinitely. However, they reserve the right to amend, modify or terminate the Plan if necessary.

### **Administration of the Plan**

Although the Plan Administrator is the Board of Trustees, the general administration of the Plan is handled by the Fund Office, 700 Tower Drive, Suite 300, Troy, Michigan 48098, telephone (248) 641-4951 or (877) 361-2244. The fund office staff is selected and governed by the Trustees. Its personnel, with consultation of the Trustees, make all the rules and regulations necessary for efficient administration of the Plan. Although they cannot alter the terms, conditions or benefits of the Plan, such personnel generally make decisions regarding any questions, interpretation or application of any Plan provisions. Such interpretations are subject to the claims procedures described in the Enforce Your Rights paragraph on page 29. The Fund Office personnel also review all applications for benefits to ensure that all Plan provisions are administered uniformly and without discrimination.

### **Location of Board of Trustees**

The address of the Board of Trustees is International Association of Machinists Motor City, Board of Trustees, 700 Tower Drive, Suite 300, Troy, Michigan 48098, telephone (248) 641-4951 or (877) 361-2244.

#### **Management Trustees**

Raymond J. Buratto, Esq.  
PO Box 80722  
Rochester, MI 48308

Sam Pilger  
Director, Labor Relations  
USF Holland, Inc.  
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Holland, MI 49423-5342

#### **Union Trustees**

Bernard Bennett, YCR  
14876 Russell Avenue  
Allen Park, MI 48101

Sean McDonald  
IAM District 60  
9315 Middlebelt Road  
Romulus, MI 48174

### **Pension Benefit Guaranty Corporation Insurance**

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a participant's years of service multiplied by (1) 100% of the first \$11 of the monthly benefit accrual rate, and (2) 75% of the next \$33. The PBGC's maximum guarantee limit is \$35.75 per month times a participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be \$12,870.

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

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on plan provisions that have been in place for fewer than five years at the earlier of: (i) the date the plan terminates or (ii) the time the plan becomes insolvent; (3) benefits that are not vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the plan becomes insolvent; and (5) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

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

### **Assignment of Benefits**

For your protection and the protection of your dependents, your benefits under this Plan cannot be assigned, used as collateral for a loan and, to the extent permitted by law, are not subject to garnishment or attachment, except as provided in a Qualified Domestic Relations Order.

### **Agent for Legal Process**

The agent for legal process is the Administrative Manager. Service of legal process may also be made upon the Board of Trustees.

### **Employer Identification Number**

The Employer Identification Number is 38-6237143.

### **Plan Number**

The Plan Number is 001.

### **Fiscal Year End**

The fiscal year end is June 30.

### **Type of Plan and Funding**

This Plan is a defined benefit plan. Your benefit is based on a specific formula. The Plan benefits are funded by contributions made by Employers to the Trust Fund pursuant to Collective Bargaining Agreements. The annual contributions made by Employers are reviewed by an actuary for purposes of determining that such contributions are within the required ranges mandated by law.

### **Collective Bargaining Agreement**

The Plan is maintained pursuant to provisions of Collective Bargaining Agreements between the Union and various Employers. The Collective Bargaining Agreements specify the contributions which are payable by the Employers on behalf of eligible Participants. Upon written request from a Participant, the Plan will advise whether any particular Employer is a sponsor of the Plan. Copies of particular Collective Bargaining Agreements may be obtained upon written request to the Fund Office, and are available for examination during normal business hours.

### **Effect of a Mistake**

In the event of a mistake or misstatement is made in regards to your benefit or the benefit to your beneficiary, the Board will, to the extent it deems possible, recover the amount paid in error from you or your beneficiary. The interpretations and determinations of the Board shall be final and binding unless found by a court of competent jurisdiction to be arbitrary and capricious.

### **Your Rights Under ERISA**

As a Participant in the International Association of Machinists Motor City Pension Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan Participants are entitled to:

- **Receive Information About Your Plan and Benefits**

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

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

Subject to limitation allowed by law, obtain a copy of any periodic actuarial report, a copy of any quarterly, semi-annual or annual financial report prepared by an investment advisor or other fiduciary or a copy of the application filed with the Secretary of Treasury requesting an extension of amortization periods under Section 304 of ERISA and the determination of such Secretary pursuant to such application. Requested reports must be in possession of the Plan for at least 30 days before the Administrative Manager is required to furnish the reports. These reports must be requested in writing and are not required to be given more than once every 12 months. The Administrative Manager may make a reasonable charge for the copies.

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

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

- Prudent Actions by Plan Fiduciaries

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

- Enforce Your Rights

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

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court.



The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

- Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

**The Trustees shall have full discretion and authority to interpret and apply provisions of the Plan and matters pertaining to its administration and their decisions thereon shall be final. Benefits under this Plan will be paid only if the Plan Administrator decides in its discretion that the applicant is entitled to them.**







**International Association of Machinists Motor City Pension Fund**

**EIN/Plan #: 38-6237143/001**

**Checklist Item #36 – 7.06 Recent Plan Documents**

**Document 36.3**

**The Most Recent  
Favorable Determination Letter**

Please refer to the following pages.

INTERNAL REVENUE SERVICE  
P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: NOV 18 2015

TRUSTEES I A OF M MOTOR CITY  
PENSION FUND  
C/O UNITED ACTUARIAL SERVICES INC  
MICHAEL P EWING  
11590 N MERIDIAN ST STE 610  
CARMEL, IN 46032

Employer Identification Number:  
38-6237143

DLN:

17007036129045

Person to Contact:

PAMELA GRIFFIN

ID# 75061

Contact Telephone Number:

(312) 566-3812

Plan Name:

I A OF M MOTOR CITY PENSION FUND

Plan Number: 001

Dear Applicant:

Based on the information you provided, we are issuing this favorable determination letter for your plan listed above. However, our favorable determination only applies to the status of your plan under the Internal Revenue Code and is not a determination on the effect of other federal or local statutes. To use this letter as proof of the plan's status, you must keep this letter, the application forms, and all correspondence with us about your application.

Your determination letter does not apply to any qualification changes that become effective, any guidance issued, or any statutes enacted after the dates specified in the Cumulative List of Changes in Plan Requirements (the Cumulative List) for the cycle you submitted your application under, unless the new item was identified in the Cumulative List.

Your plan's continued qualification in its present form will depend on its effect in operation (Section 1.401-1(b)(3) of the Income Tax Regulations). We may review the status of the plan in operation periodically.

You can find more information on favorable determination letters in Publication 794, Favorable Determination Letter, including:

- The significance and scope of reliance on this letter,
- The effect of any elective determination request in your application materials,
- The reporting requirements for qualified plans, and
- Examples of the effect of a plan's operation on its qualified status.

You can get a copy of Publication 794 by visiting our website at [www.irs.gov/formspubs](http://www.irs.gov/formspubs) or by calling 1-800-TAX-FORM (1-800-829-3676) to request a copy.

This determination letter applies to the amendments dated on 1-29-15 & 11-5-14.

This determination letter also applies to the amendments dated on

Letter 5274

TRUSTEES I A OF M MOTOR CITY

5-3-13 & 5-15-12.

You can't rely on this letter after the end of the plan's first five-year remedial amendment cycle that ends more than 12 months after we received the application. This letter expires on January 31, 2020. This letter considered the 2013 Cumulative List of Changes in Plan Qualification Requirements.

The information on the enclosed addendum is an integral part of this determination. Please be sure to read it and keep it with this letter.

If you submitted a Form 2848, Power of Attorney and Declaration of Representative, or Form 8821, Tax Information Authorization, with your application and asked us to send your authorized representative or appointee copies of written communications, we will send a copy of this letter to him or her.

If you have any questions, you can contact the person listed at the top of this letter.

Sincerely,

Redacted by the U.S. Department of the Treasury

Karen D. Truss  
Director, EP Rulings & Agreements

Addendum

Letter 5274

TRUSTEES I A OF M MOTOR CITY

This determination letter does not apply to any portions of the document that incorporate the terms of an auxiliary agreement (collective bargaining, reciprocity, or participation agreement), unless you append to the plan document the exact language of the sections that you incorporated by reference.

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