

**WESTERN PENNSYLVANIA TEAMSTERS AND
EMPLOYERS PENSION FUND**

SUSPENSION APPLICATION

Exhibit 5

**DEMONSTRATIONS THAT LIMITS ON INDIVIDUAL SUSPENSIONS ARE
SATISFIED PURSUANT TO IRC SECTIONS 432(e)(9)(D)(i) THROUGH (iii)**



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5

Demonstrations that Limits on Individual Suspensions are satisfied pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

As required by Section 4.01 of Revenue Procedure 2017-43, the following examples are provided to illustrate how the proposed suspension effective August 1, 2019 satisfies the limitations on suspension. The proposed suspension does not affect a participant or beneficiary who is: (1) currently receiving less than 110% of the PBGC guarantee, (2) over age 80 as of the effective date, or (3) to the disability benefit under the Plan.

- Examples #1 through #3 illustrate the guarantee-based limitation under IRC §432(e)(9)(D)(i),
- Examples #4 through #6 illustrate the disability-based limitation under IRC §432(e)(9)(D)(iii), and
- Examples #7 through #9 illustrate the age-based limitation under IRC §432(e)(9)(D)(ii).

The Plan defines disability as the permanent and total disability of a member. The disability pension was based on the lesser of the unit multiplier based accrued benefit or a benefit equal to \$20 times years of credited service and was payable for the temporary period commencing with disability and ending when the participant reached retirement eligibility.

As part of the Rehabilitation Plan, the Trustees eliminated the Disability Benefit for anyone not currently in pay status on February 1, 2011. This has limited the demonstrations to those currently receiving the temporary Disability Benefit and whose benefit will increase upon retirement.

The Trustees have taken the interpretation that no portion of the temporary disability benefit can be reduced under the suspension plan. As a result the demonstrations protect 100% of that amount.



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Exhibit 5

Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #1: Proposed benefit cut for pensioner, 110% PBGC limit applies

A. Date of Birth	5/9/1951
B. Date of Retirement	4/1/2011
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	59 years 11 months
E. Age at End of Month Containing Suspension Date	68 years 3 month
F. Monthly Benefit in Pay Status	\$ 2,077.88
G. Credited Service	37.91
H. Participant Status & Form of Benefit	Retiree, 50% J&S

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 54.81
J. PBGC Guaranteed Accrual Rate	\$ 35.75
(100% x \$11) + (75% x \$33)	
K. PBGC Guaranteed Benefit (J x G)	\$ 1,355.28
L. 110% of PBGC Guaranteed Benefit	\$ 1,490.81
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 587.07

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 623.36
P. Proposed Monthly Benefit	\$ 1,454.52
Q. Maximum Suspendible Benefit	\$ 587.07
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	Yes
U. Final Reduction Percentage	28.3%
V. Final Amount Cut	\$ 587.07
W. Final Benefit, reflecting proposed suspension and limits	\$ 1,490.81



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5 Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #2: Proposed benefit cut for contingent beneficiary of pensioner,
110% PBGC limit applies

A. Date of Birth	1/30/1961
B. Date of Retirement	4/1/2011
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	50 years 2 month
E. Age at End of Month Containing Suspension Date (Ex. 1)	68 years 3 month
F. Survivor's Monthly Benefit	\$ 1,038.94
G. Credited Service	37.91
H. Participant Status & Form of Benefit	Beneficiary

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 27.41
J. PBGC Guaranteed Accrual Rate (100% x \$11) + (75% x \$16.27)	\$ 23.31
K. PBGC Guaranteed Benefit (J x G)	\$ 883.68
L. 110% of PBGC Guaranteed Benefit	\$ 972.05
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 66.89

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 311.68
P. Proposed Monthly Benefit	\$ 727.26
Q. Maximum Suspendible Benefit	\$ 66.89
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	Yes
U. Final Reduction Percentage	
V. Final Amount Cut	6.4%
W. Final Benefit, reflecting proposed suspension and limits	\$ 66.89



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5

Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #3: Proposed benefit cut for future retiree, 110% PBGC limit applies

A. Date of Birth	10/15/1953
B. Date of Retirement	N/A
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	N/A
E. Age at End of Month Containing Suspension Date	65 years 10 month
F. Accrued Monthly Benefit	\$ 1,110.00
G. Credited Service	26
H. Participant Status & Form of Benefit	Terminated Vested

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 42.69
J. PBGC Guaranteed Accrual Rate	\$ 34.77
(100% x \$11) + (75% x \$31.78)	
K. PBGC Guaranteed Benefit (J x G)	\$ 904.02
L. 110% of PBGC Guaranteed Benefit	\$ 994.42
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 115.58

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 333.00
P. Proposed Monthly Benefit	\$ 777.00
Q. Maximum Suspendible Benefit	\$ 115.58
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	Yes
U. Final Reduction Percentage	10.4%
V. Final Amount Cut	\$ 115.58
W. Final Benefit, reflecting proposed suspension and limits	\$ 994.42



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5 Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #4: Proposed benefit cut for pensioners, disability limit applies

A. Date of Birth	3/4/1958
B. Date of Retirement	3/9/2010
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	52 years 0 months
E. Age at End of Month Containing Suspension Date	61 years 5 months
F. Monthly Benefit in Pay Status	\$ 2,421.47
F1. Temporary Monthly Disability Benefit	\$ 324.37
G. Credited Service	19.39
H. Participant Status & Form of Benefit	Disabled, 100% J&S

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 124.88
J. PBGC Guaranteed Accrual Rate	\$ 35.75
(100% x \$11) + (75% x \$33)	
K. PBGC Guaranteed Benefit (J x G)	\$ 693.19
L. 110% of PBGC Guaranteed Benefit	\$ 762.51
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 1,658.96

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage (applied to F minus F1)	30%
O. Amount Cut (based on F minus F1)	\$ 629.13
P. Proposed Monthly Benefit	\$ 1,792.34
Q. Maximum Suspendible Benefit	\$ 629.13
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	Yes
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	No
U. Final Reduction Percentage	26.0%
V. Final Amount Cut	\$ 629.13
W. Final Benefit, reflecting proposed suspension and limits	\$ 1,792.34



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5

**Demonstration that Limits on Individual Suspensions Are Satisfied
Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)**

Example #5: Proposed benefit cut for contingent beneficiary, disability limit applies

A. Date of Birth		3/12/1960
B. Date of Retirement		3/9/2010
C. Effective Date of Suspension		8/1/2019
D. Age at Retirement Date		50 years 0 months
E. Age at End of Month Containing Suspension Date (Ex. 4)		61 years 5 months
F. Survivor's Monthly Benefit in Pay Status	\$	2,421.47
F1. Temporary Survivor's Monthly Disability Benefit	\$	324.37
G. Retiree's Credited Service		19.39
H. Participant Status		100% Beneficiary

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$	124.88
J. PBGC Guaranteed Accrual Rate (100% x \$11) + (75% x \$29)	\$	35.75
K. PBGC Guaranteed Benefit (J x G)	\$	693.19
L. 110% of PBGC Guaranteed Benefit	\$	762.51
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$	1,658.96

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage		30%
O. Amount Cut	\$	629.13
P. Proposed Monthly Benefit	\$	1,792.34
Q. Maximum Suspendible Benefit	\$	629.13
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)		No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)		Yes
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)		No
U. Final Reduction Percentage		26.0%
V. Final Amount Cut	\$	629.13
W. Final Benefit, reflecting proposed suspension and limits	\$	1,792.34



Western Pennsylvania Teamsters and Employers Pension Fund

**Exhibit 5
Demonstration that Limits on Individual Suspensions Are Satisfied
Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)**

Example #6: Proposed benefit cut for future retiree, disability limit applies

A. Date of Birth		3/12/1960
B. Disability Retirement Date		9/10/1995
B1. Earliest Normal Retirement Date		4/1/2020
C. Effective Date of Suspension		8/1/2019
D. Age at Earliest Normal Retirement Date	60 years and 0 months	
E. Age at End of Month Containing Suspension Date	59 years 5 months	
F. Monthly Temporary Disability Benefit in Pay Status	\$	440.00
F1. Monthly Benefit at Earliest Normal Retirement Date	\$	1,602.75
G. Credited Service		21.99
H. Participant Status & Form of Benefit		Temporary Disability

Calculation of 110% of PBGC Guarantee on Earliest Normal Retirement Benefit

I. Yearly Accrual Rate for Normal Retirement Benefit (F1 / G)	\$	72.89
J. PBGC Guaranteed Accrual Rate (100% x \$11) + (75% x \$33)	\$	35.75
K. PBGC Guaranteed Benefit (J x G)	\$	786.14
L. 110% of PBGC Guaranteed Benefit	\$	864.75
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$	738.00

Calculation of Monthly Benefit under Proposed Suspension at Normal Retirement

N. Reduction Percentage		30%
O. Amount Cut	\$	348.83
P. Proposed Monthly Benefit	\$	1,253.92
Q. Maximum Suspendible Benefit	\$	348.83
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)		No
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)		Yes
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)		No
U. Final Reduction Percentage		21.8%
V. Final Amount Cut	\$	348.83
W. Final Benefit, reflecting proposed suspension and limits	\$	1,253.92

Note that no portion of the \$440/month Disability Benefit is subject to the 30% reduction.



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5 Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #7: Proposed benefit cut for pensioners, age-based limit applies

A. Date of Birth	11/11/1941
B. Date of Retirement	1/1/2003
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	61 years 1 months
E. Age at End of Month Containing Suspension Date	77 years 9 months
F. Monthly Benefit in Pay Status	\$ 3,807.65
G. Credited Service	34.83
H. Participant Status & Form of Benefit	Retiree, 75% J&S

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 109.32
J. PBGC Guaranteed Accrual Rate	\$ 35.75
(100% x \$11) + (75% x \$33)	
K. PBGC Guaranteed Benefit (J x G)	\$ 1,245.17
L. 110% of PBGC Guaranteed Benefit	\$ 1,369.69
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 2,437.96

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 1,142.30
P. Proposed Monthly Benefit	\$ 2,665.35
Q. Maximum Suspendible Benefit (lesser of M or O)	\$ 1,142.30
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	Yes
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	No
U. Months between End of Month Containing Suspension Date and Date Participant turns 80	27
V. Applicable percentage of cut (prorated by number of months (U / 60))	45.00%
W. Final Reduction Percentage	13.50%
X. Final Amount Cut	\$ 514.04
Y. Final Benefit, reflecting proposed suspension and limits	\$ 3,293.62



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Exhibit 5

Demonstration that Limits on Individual Suspensions Are Satisfied Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)

Example #8: Proposed benefit cut for contingent beneficiary, age-based limit applies

A. Date of Birth	12/26/1941
B. Date of Retirement	1/1/2003
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	61 years 0 months
E. Age at End of Month Containing Suspension Date (Ex. 7)	77 years 9 months
F. Monthly Benefit in Pay Status	\$ 2,855.74
G. Credited Service	34.83
H. Participant Status & Form of Benefit	75% Beneficiary

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 81.99
J. PBGC Guaranteed Accrual Rate	\$ 35.75
(100% x \$11) + (75% x \$23.58)	
K. PBGC Guaranteed Benefit (J x G)	\$ 1,245.17
L. 110% of PBGC Guaranteed Benefit	\$ 1,369.69
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 1,486.05

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 856.72
P. Proposed Monthly Benefit	\$ 1,999.02
Q. Maximum Suspendible Benefit	\$ 856.72
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	Yes
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	No
U. Months between End of Month Containing Suspension Date and Date Participant turns 80	27
V. Applicable percentage of cut (prorated by number of months (U / 60))	45.00%
W. Final Reduction Percentage	13.50%
X. Final Amount Cut	\$ 385.52
Y. Final Benefit, reflecting proposed suspension and limits	\$ 2,470.21



Western Pennsylvania Teamsters and Employers Pension Fund

Exhibit 5

**Demonstration that Limits on Individual Suspensions Are Satisfied
Pursuant to IRC Sections 432(e)(9)(D)(i) through (iii)**

Example #9: Proposed benefit cut for future retiree, age-based limit applies

A. Date of Birth	8/28/1943
B. Date of Retirement	N/A
C. Effective Date of Suspension	8/1/2019
D. Age at Retirement Date	N/A
E. Age at End of Month Containing Suspension Date	76 years 0 months
F. Monthly Benefit in Pay Status	\$ 605.00
G. Credited Service	9
H. Participant Status & Form of Benefit	Terminated Vested

Calculation of 110% of PBGC Guarantee

I. Yearly Accrual Rate for Monthly Benefit (F / G)	\$ 67.22
J. PBGC Guaranteed Accrual Rate (100% x \$11) + (75% x \$33)	\$ 35.75
K. PBGC Guaranteed Benefit (J x G)	\$ 321.75
L. 110% of PBGC Guaranteed Benefit	\$ 353.93
M. Amount Cut under PBGC Guaranteed Limit (F - L)	\$ 251.07

Calculation of Monthly Benefit under Proposed Suspension

N. Reduction Percentage	30%
O. Amount Cut	\$ 181.50
P. Proposed Monthly Benefit	\$ 423.50
Q. Maximum Suspendible Benefit	\$ 181.50
R. Does age-based limitation apply? (Participant over age 75 at Suspension Date)	Yes
S. Does disability limitation apply? (Benefit not less than Temporary Disability Benefit)	No
T. Does 110% PBGC limit apply? (Proposed Monthly Benefit less than 110% PBGC Benefit P<L)	No
U. Months between End of Month Containing Suspension Date and Date Participant turns 80	48
V. Applicable percentage of cut (prorated by number of months (U / 60))	80.00%
W. Final Reduction Percentage	24.00%
X. Final Amount Cut	\$ 145.20
Y. Final Benefit, reflecting proposed suspension and limits	\$ 459.80

