

PENSION PLAN

SUMMARY PLAN DESCRIPTION OF
THE INTERNATIONAL PAINTERS
AND ALLIED TRADES
INDUSTRY PENSION PLAN
UNITED STATES

EFFECTIVE JUNE 1, 2006
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YOUR SECURE
FUTURE RETIREMENT

**INTERNATIONAL PAINTERS
AND ALLIED TRADES
INDUSTRY PENSION PLAN
(United States)**



Summary Plan Description
(As Amended and Restated Through June 2006)
Reprinted June 2008

The Board of Trustees reinstate the 2% accrual rate for all work performed in 2008!

Article from the January – March 2008 Journal

At the February Board of Trustees meeting, Trustee/General Vice President William D. Candelori made a motion to reinstate the 2 percent accrual rate for work performed in 2008. The motion was seconded by Trustee/General Vice President Raymond Price, III and unanimously passed by the Board. We're pleased to be able to raise the accrual rate to 2 percent once again for the year of 2008," said Fund Administrator Gary J. Meyers. "The Trustees will review the situation year to year to determine if it may be fiscally viable to provide a 2 percent rate for future hours. As always, all decisions will be made with the best interest of plan participants in mind."

TRUSTEES' ACTIONS PAY OFF FOR IUPAT PARTICIPANTS

Fund Co-Chairman James A. Williams noted that not only is the IUPAT Pension Fund in compliance with the new federal legislation on the Act's effective date of January 1, 2008 "but also our Plan will be listed among what is termed 'well funded' industry leaders." In anticipation of sweeping changes in federal law that covers the IUPAT Pension Fund and other pension plans, the benefit was cut in half for 2006-07. Fund Trustees and the Fund's independent financial advisors were responding to a requirement of the new Pension Protection Act that pension benefit programs increase their funded positions and become fully funded at a faster pace. Fund Administrator Meyers said before Trustees made the decision to reduce accrual rates to 1 percent from 2 percent for 2006-07 "they examined all of the options. They decided this was the most reasonable plan of action." The new law has tough funding standards that plan trustees must adhere to, and "includes new tools to protect plan participants, ensuring their pension plans' long-term financial viability," said Williams. "Among other things, it prevents substantially under-funded plans from making new benefit promises they may not be able to keep." Williams had nothing but praise for the Pension Protection Act, declaring it reassures workers across the nation they will have pensions they can count on when they retire. "Our IUPAT Pension Fund has always been financially healthy, but in recent years there have been a large number of under-funded pension plans that have left retirees and their families holding an empty bag," said Williams. "This was particularly true in the steel and airline industries where pension plans were terminated, destroying the retirement security of plan participants." "The IUPAT Industry Pension Fund is one of the best in the Building Trades," said Meyers, "and it is the job of its Trustees to make certain it stays that way. The fact that our Plan is well funded and in compliance with the new law is an example of how that vision and expertise continues to benefit and reward our participants."

INTERNATIONAL PAINTERS AND ALLIED TRADES

Industry Pension Plan

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INTERNATIONAL PAINTERS AND ALLIED TRADES

Industry Pension Plan

June 2006 (*Reprinted June 2008*)

To All Employees and Plan Participants:

The Board of Trustees for the International Painters and Allied Trades Industry Pension Plan – which we call the IUPAT Industry Pension Plan in shorthand - is pleased to provide you with this Summary Plan Description of the Rules and Regulations of your Pension Plan.

The Pension Plan has been restated and amended further through January 1, 2003, and complies with IRS requirements for qualified pension plans. It is important to note that the retirement eligibility dates and formula to calculate the amount of pension benefits in this Summary applies only to **Active Employees** in the Plan on or after January 1, 2003. All other provisions of this Summary are applicable to all Participants in the Plan.

If you are not an **Active Employee** in the Plan on or after January 1, 2003, the amount of your benefits and your retirement eligibility will be determined under the Plan in effect when you last were an **Active Employee** under the definition explained in this booklet. If this booklet does not apply to your situation, please contact the Fund Office for the correct version.

The Summary incorporates the main features of the amended Plan. As you read through it, you will learn how you become a Plan Participant, when you become vested so that you can receive benefits even if you leave work under the Plan, what your benefits are and how they are calculated. We have tried to describe the Plan's provisions as clearly as possible in a plain and straightforward manner. However, this is only a summary of the Plan. The Pension Plan is ruled by the Plan document. If there is any conflict between this Summary and the Plan document, the Plan document will apply. You can obtain a copy of the Plan document by a written request to the Fund Office.

Please read this Summary carefully, and share it with your family. It is important that you and your family be aware of your retirement benefits and the Plan's survivor protection features. We also suggest that you keep this Summary handy for future reference.

We would like to stress that only the Trustees or someone specifically authorized by the Trustees can speak for this Plan, or tell you about your rights and benefits. For example, if a District Council or Local Union Official, or Business Representative, or an Employer makes representations about your rights, you should **not** rely on that information. If you have any questions or require any additional information regarding your Pension Plan and how it affects your pension rights and benefits, you should contact the Fund Office.

This Pension Plan represents important protection for you and your family, and the Board of Trustees is proud to be involved in the continued operation of this valuable program.

Sincerely,

THE BOARD OF TRUSTEES

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INTRODUCTION

The International Painters and Allied Trades Industry Pension Plan, a defined benefit pension plan, was established to provide retirement benefits for employees covered under collective bargaining agreements between Employers and the International Union of Painters and Allied Trades (IUPAT).

The Plan is administered by a Board of Trustees, consisting of Union and Employer representatives, who are responsible for the overall operation of the Plan. The IUPAT and the Finishing Contractors Association (FCA) established the Plan and appoint the union and employer representatives on the Board of Trustees. Records and benefit payments are processed at the Fund Office, which is managed by a Fund Administrator appointed by the Board of Trustees.

This Plan provides normal, special early, early, deferred vested normal, deferred vested early and disability pensions as well as pre-retirement surviving spouse benefits and death benefits. This Summary Booklet contains a description of each type of benefit available under the Plan, when you are eligible to receive the benefit and how much you will receive.

The explanatory material, which follows, is not intended to either change or interpret the Plan as adopted by the Board of Trustees. The Trustees may, however, from time to time, change, amend or revise the Plan. You will be notified of any such changes to the Plan.

This booklet incorporates a number of important changes to the Plan. Generally, these changes were effective January 1, 2003. If you are an **Active Employee** in the Plan on or after January 1, 2003, or a new Participant in the Plan, this amended Plan will apply to you.

If you were not an **Active Employee** on or after January 1, 2003, your benefits and retirement eligibility will be determined under the Plan in effect when you last were an **Active Employee** under the definition explained in this booklet. If this booklet does not apply to your situation, please contact the Fund Office for the correct version.

We've tried to keep this booklet description of the Plan as simple as possible. For that reason, the next few paragraphs address major features of the Plan and refer you to appropriate sections of this booklet for the details.

First, you will need to know when you become a Participant in the Pension Plan. The Section titled **Participation** will provide information on how and when you can participate in the Plan.

Second, you will need to know how you will earn credit for your work. The Section titled **Service** provides information on how you earn benefit hours as well as vesting service.

Third, you have to know when you will be eligible for payment of a pension. This depends basically on your age and how long you have worked in a job covered by the Plan. The Section titled **Eligibility for Benefits** summarizes the rules on the age and service requirements you must meet to receive various Plan benefits including when you become vested so that you can still receive benefits even if you leave work under this Plan before you reach retirement age.

Fourth, you need to know the amount of pension you will receive. For service from January 1, 2003, the pension you earn is based on the amount of contributions made for your work from January 1, 2003. The pension you earned for service prior to January 1, 2003, is explained in the booklet describing the Plan prior to January 1, 2003. The Section on **Benefit Amount** tells you how to calculate how much you will receive in pension benefits. Remember that employers contribute different rates according to their agreements with the Union. Your pension amount will depend on your specific circumstances.

A brief description of the benefit amount for service prior to January 1, 2003, is included in the Appendix to this booklet. For additional information or details, please contact the Fund Office.

The remaining sections of the booklet provide you with information on how to claim your benefits and the rules on payment.

The Section titled **Forms of Pension Payments** tells you the different ways your pension benefits can be paid to you alone, to you and your spouse and to any other beneficiary(ies).

The Section titled **Survivor Protection** explains the benefits from the Plan for your surviving spouse or beneficiary after your death, whether before or after retirement.

The Section titled **Applications and Appeals** tells you how to apply for benefits from the Plan and how to appeal if you think you have been wrongfully denied benefits.

The Section titled **Suspension of Benefits** describes the rules on work after retirement and its effect on your pension.

The final Section, titled **Other Important Information**, provides you with information on your rights under the law, and the reports you can obtain from the Plan to check on your benefits or the Plan.

If you have any questions as you read through this summary plan description, please contact the Fund Administrator, whose name, address and phone number can be found in the Section titled **Other Important Information**.

PARTICIPATION

Employer

A company or business becomes a Contributing Employer, whose Employees may participate in the Plan, when it becomes a party to the Trust Agreement and agrees to make contributions to the IUPAT Industry Pension Plan in accordance with Plan rules, through an IUPAT union contract (also known as a “collective bargaining agreement”). A company with an IUPAT collective bargaining agreement requiring contributions to the Plan or other employers with ties to the IUPAT may also join the Plan for employees who are not currently represented by the IUPAT through another form of contribution agreement – often called a “participation agreement” – that is accepted by the Trustees of the Plan. (Employers who contribute for employees who are not covered by a current IUPAT collective bargaining agreement are called “Affiliated Employers” with respect to any employees not covered by a current collective bargaining agreement). The terms “Contributing Employer” or “Employer” in this booklet cover both types of employers.

The Trustees can reject contributions under contracts that do not conform to the rules and funding requirements established by the Trustees. While the Trustees continue to have discretion in all cases, they will reject any rate below 30% of the rate in effect for work at December 31, 2005 (the “Base Contribution Rate”). The rejection of contributions may cause an Employer to withdraw from the Plan and result in the assessment of withdrawal liability. A plan participant will earn no service credit for any purpose under the Plan after an Employer withdraws from the Plan and may also suffer a cancellation of any service credit for periods before an Employer began contributions to the Plan. Work for which contributions are not payable to the Plan (whether due to your Employer’s actions or a rejection of contributions by the Trustees) is not considered Covered Employment and no Benefit Hours for benefit accrual or retirement eligibility will be given for such work.

The Plan is a multiemployer plan. Companies or trades or businesses that are under common control with a Contributing Employer are NOT “employers” under the Plan. Service with such companies or trades or businesses does NOT count for any purpose under the Plan.

Employee

You are eligible to participate in this Plan if you work for an Employer who contributes to the Plan and satisfies at least one of the following requirements.

- You can participate if you are an employee doing work covered by an IUPAT contract with a Contributing Employer. Your District Council, Local Union or the Fund Office can tell you which employers have collective bargaining agreements requiring them to contribute to the IUPAT Industry Pension Plan. A complete list of the employers and employee organizations sponsoring the Plan may be obtained by participants and beneficiaries upon written request to the Fund Office and is available for examination by participants and beneficiaries.

- You can participate if you are a paid officer and/or employee of an IUPAT District Council or Local Union which is accepted by the Trustees to participate in the Plan. These agreements may exclude employees of a District Council or Local Union who are represented by their own union and make retirement benefits the subject of good faith bargaining.
- You can participate if you are an employee who is not covered in an IUPAT bargaining unit but who is a member of another class of employees of an Employer (with an IUPAT collective bargaining agreement for other employees) which has been accepted for participation in the Plan by the Trustees. The Fund Office can give you a list of employers who have been accepted for participation in the Plan on this basis.
- You can participate if you are an employee of a union-industry related organization as defined in the Plan which has been accepted for participation in the Plan by the Trustees. This group includes pension, welfare, apprentice and other benefit plans, employer associations, union affiliates and similar organizations that assist the IUPAT and its District Councils and Local Unions and the Contributing Employers in labor and industry matters. The Fund Office can provide you with information on organizations which participate in the Plan on this basis.
- You can participate if you are an employee of an Employer that is incorporated and a member of the Finishing Contractors Association or a 100% union contractor.

You cannot be covered by the Plan if you are self-employed, a sole proprietor in an unincorporated business or a partner in an unincorporated business.

Participation in the Plan by anyone whose work is not covered by a current IUPAT collective bargaining agreement is subject to the Employer's compliance with additional tax rules that are included in the Plan's participation agreements for non-bargained employees. The Plan also includes required tax limitations on benefits for highly-compensated employees that may affect or restrict the payment of normal benefits under the Plan.

Employee Participation Date (Participant Status)

You will become a "Participant" in the Plan on January 1 or July 1, whichever is first, after you have completed at least 1,000 hours of service in a 12-consecutive month period. If you are a participant in a pension plan which merges into this Plan, you will become a participant in this Plan on the merger date. You will receive credit for pre-merger service in accordance with the terms of the merged plan or, if more favorable to you, the merger agreement. The merger agreement for the merged plans listed in the Appendix can be obtained from the Fund Office.

To determine your eligibility to participate in the Plan, you get credit for each hour for which you are paid or entitled to payment for work covered by the Plan with a Contributing Employer. The hours credited can include paid leave time, as well as back pay from a Contributing Employer. For purposes of participation, you may also get credit for certain other hours described in the subsection titled **Vesting Service**. To calculate hours you have worked in a twelve-month period, the Plan combines hours of service from all Contributing Employers.

Example 1. Employee Participation Date

Suppose you are a full-time employee who started working under a collective bargaining agreement in May 2005 and you earned 600 hours of service in Covered Employment from May to December 2005, and 400 hours of service in Covered Employment from January to April 2006. Because you completed 1,000 hours of service within a 12-consecutive-month period, you would become a Plan Participant on July 1, 2006.

Loss of Participant Status and Reinstatement

You can lose your status as a Participant and any service credit for participation if you work less than 450 Vesting Hours in a calendar year. This is called a “one-year break in service.” Hours under a reciprocal agreement, time on family or medical leave or absence from work due to an on-the-job injury or illness for which you received Social Security total and permanent disability benefits and hours credited for military service may be counted for the purpose of avoiding a one-year break in service.

If you are not vested at the time of a one-year break in service, you will cease to be a Participant in the Plan and will lose all your Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit on the last day of the calendar year in which your break occurs.

Your Participant status can be reinstated if you complete at least 450 Benefit Hours in a calendar year or 1,000 hours of service with Contributing Employers in any 12 consecutive months (beginning after the calendar year of your break) before you have 5 consecutive one-year breaks in service. Your Participant status will be reinstated immediately after you satisfy the reinstatement requirements. (Restoration of your Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit is covered by a separate rule described in the section called **Reinstatement of Service and Benefits**). If you get more than 5 consecutive one-year breaks in service before vesting, your loss of Participant status, Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit will be permanent. You will be treated as a new employee and will have to satisfy the 1,000 hour requirement with new hours to become a Participant again. These rules are covered in greater detail in the Section called **Service**.

SERVICE

The Plan credits you with Benefit Hours, which determine when you can retire and the amount of your benefit. The Benefit Hours generally are based only on actual hours for which contributions to the Plan by a Contributing Employer are required under a Union contract or related agreement with the Trustees of the Plan and eligible military service.

Benefit Hours

The Plan was amended effective January 1, 2003, to incorporate an hours structure in order to provide participants a benefit on ALL contributory hours worked. The prior unit structure of pension credits has been eliminated. All units earned through December 31, 2002, have been converted to Benefit Hours (for retirement eligibility purposes only) by multiplying your units of pension credit at December 31, 2002, by 150 (the number of hours in each unit of pension credit) to arrive at a total number of Benefit Hours for service prior to December 31, 2002. Going forward, Benefit Hours are earned for all hours of service in Covered Employment during an Employer's Contribution Period – generally, hours for which contributions are paid to the Plan and accepted by the Trustees.

Maximum Benefit Hours

There is **NO MAXIMUM** on the total number of Benefit Hours you may earn under the Plan over a single year or over your working career.

Contribution Period

The period of time during which a Contributing Employer makes contributions to the Plan is called the "Contribution Period." The contribution period for any bargaining unit or group of employees ends when an Employer permanently ceases contributions to the Plan for their work, by its own actions or by a rejection of contributions by the Trustees.

In a merger, the contribution period only begins with the effective date of the merger into the IUPAT Industry Pension Plan.

Covered Employment

You earn Benefit Hours when you work for a Contributing Employer under a Union contract or a related agreement with the Trustees of the Plan requiring contributions to the Plan during the Contribution Period. This work is called Covered Employment.

If you were a Plan Participant before January 1, 1999, and worked for an Employer before he began contributions to the Plan, you may be eligible for Benefit Hours for your earlier service. You should review the Appendix and prior booklets for a description of the pre-January 1, 2003 Plan provisions for service credit before an employer began contributions to the Plan. Credit for work before an Employer began contributions to the Plan may be cancelled if the Employer withdraws from the Plan or you work in

Noncovered Employment, as explained below. Service after an Employer ceases contributions for a bargaining unit (directly or by rejection of its contributions by the Trustees) is NOT Covered Employment.

Military service for the United States is also treated as Covered Employment if you satisfy the requirements of federal law. These rules are described in the subsection under the title **Vesting Service**.

If you worked under a different pension plan, which has merged into this Plan, your Covered Employment may include the credit for retirement eligibility and benefits, which you had earned under the other plan before the merger date. The benefit for service before the merger will never be less than the benefit you had earned under the merged plan before the merger. (Pre-merger contributions are not used in calculating any lump sum death benefits under the Plan). The merger agreement for the merged plans listed in the Appendix can be obtained from the Fund Office.

Vesting Service

You get one year of vesting service for each calendar year in which you are credited with at least 1,000 Vesting Hours. Once you complete five (5) years of vesting service, you are vested in your benefit. This vesting rule applies only to employees who work with a Contributing Employer and have one Vesting Hour under the Plan on or after January 1, 1999. Other collectively-bargained employees must complete ten (10) years of vesting service.

If you had vesting service under a pension plan which merged into this Plan, you will keep any years of vesting credit from the prior plan and any vested status you had earned under the prior plan up to the effective date of merger. If you had three (3) or more years of vesting service of 1,000 or more hours with a merged plan before a merger into the Plan, you will vest under the vesting rule of the merged plan or the IUPAT Industry Plan, whichever is more favorable to you. The merger agreement for the merged plans listed in the Appendix can be obtained from the Fund Office.

Vesting Hours

The following work or leave is credited as "Vesting Hours" under the Plan.

- All hours for which contributions are paid to the Plan by a Contributing Employer under a Union contract or a participation agreement with the Trustees of the Plan count as vesting hours.
- Any other hours for which you are paid for work or leave from a job with a Contributing Employer (for which pension contributions to the Plan are required under a Union contract or participation agreement with the Plan Trustees) are credited as vesting hours.
- Military service for the United States (up to five (5) years) counts for vesting under specific circumstances. See the subsection on **Military Service**.

- Your vesting service may include periods of time during which you do not work because of disability and receive benefits under an employee welfare benefit plan sponsored by the IUPAT or a Contributing Employer. You cannot, however, get credit for more than 501 hours for any one period of unpaid time without returning to work.
- Your vesting service can include time you worked at a job not covered by the Plan with a Contributing Employer, as well as time for which contributions to the Plan were required. This contiguous service is only counted if it occurred after December 31, 1975, and was not separated from contributory work by an intervening quit, discharge or retirement.
- Your work under a reciprocal agreement will be credited for vesting as provided by the reciprocal agreement.

You have to provide the Plan with adequate evidence of any work or leave which is not shown on a contribution hours report for a Contributing Employer. You should do this as soon as possible after you leave or return to work before payroll and other records grow stale or are lost or destroyed. The Trustees are not obligated to accept your word without an adequate record of actual hours worked.

Please note these exceptions. You **cannot** get credit for the hours you are paid as a result of:

- a worker's compensation law,
- an unemployment compensation law, or
- any plan provided by a mandatory disability benefits law.

You also do not receive vesting service for any work after an Employer ceases contributions to the Plan, either directly or by rejection of contributions by the Trustees.

Military Service

Military service for the United States (up to five (5) years) counts as both Vesting Hours and Benefit Hours if you leave work with a Contributing Employer for military service and return within the periods provided by law. For military service on or after 1994, you must return to work with a Contributing Employer within 90 days after your discharge from military service over 180 days, within 14 days for military service between 30 and 180 days and immediately for service under a month. The prior law generally required that you return to work within 90 days of your discharge, regardless of the length of military service.

One-Year Break in Service

You can lose your Participation in the Plan, Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit if you earn less than 450 Vesting Hours in a calendar year. This is called a One-Year Break in Service. Hours under a reciprocal agreement, time spent on family or medical leave from a Contributing Employer and hours while on military service may be counted for the purpose of avoiding a break in service. The period of time you are absent from work due to an on-the-job injury or illness for which you received Social Security total and permanent disability benefits will not be considered a break, but other disability absences can cause a break.

For the sole purpose of preventing a break in service, you are credited with hours of service up to a maximum of 501 hours in any calendar year if you are on a leave of absence from work with a Contributing Employer for family or medical leave. This special rule applies to absences after December 31, 1984 due to:

- pregnancy,
- birth of your child,
- placement of a child with you in connection with adoption, or
- care for such child for a period beginning immediately after such birth or placement.

This special rule may also apply to absences after August 5, 1995, for family or medical leave under federal (or state) law granted by a Contributing Employer.

These hours of service may be granted in the year in which you began the absence or the following year but only as needed to prevent a break in service. These hours do not count toward your Vesting Service. You must notify the Plan of your claim to such hours of service in the year in which your leave begins or the following year or this right will be lost.

Loss of Service Credit and Benefits on a One-Year Break in Service

If you are an Employee on or after January 1, 1999, and you incur a One-Year Break in Service prior to completing five (5) years of Vesting Service, your Participation in the Plan, Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit for work before the break will be canceled.

Reinstatement of Service and Benefits After a One-Year Break in Service

If you are NOT vested before a One-Year Break in Service, your participation in the Plan and your previous Benefit Hours, Vesting Service, Vesting Hours and Accrued Benefit will only be reinstated if you earn at least 450 Benefit Hours in a calendar year or complete one (1) year of Vesting Service before you have five (5) consecutive One-Year Breaks in Service. **If you are vested before a One-Year Break in Service**, you do not lose your earlier credit or your eligibility for a deferred vested pension.

Permanent Break in Service

You will have a Permanent Break in Service if you have five (5) consecutive One-Year Breaks in Service. If you have five (5) consecutive One-Year Breaks in Service and you are not vested, the break will become permanent. In this case, you will permanently lose credit for your previous hours of service, Vesting Hours, Vesting Service, Benefit Hours and your Accrued Benefit. This means you will get nothing from the Plan for your prior work and will start over as an entirely new employee and must gain participant status if you return to work covered by the Plan.

If you **are** vested at the time of a five-year break, your service credit and benefits will not be lost. However, if you have One-Year Breaks in Service that equal or exceed the Years of Vesting Service before the first One-Year Break, a permanent break will freeze the level of your pension benefit at the amount which was payable to you under plan provisions in effect when you had a One-Year Break in Service. This primarily impacts benefits earned before 2003 and is discussed in more detail in the Appendix on pre-2003 Plan provisions.

Employer Cessation of Contributions and Loss of Service Credit

You can lose your credit for service before an Employer began contributions to the Plan if the Employer ceases contributions to the Plan. For this purpose, a single company is treated as separate employers for its union employees (a “Contributing Employer”) and any employees not treated as collectively-bargained employees under IRS rules (an “Affiliated Employer”).

If an Employer ceases contributions to the Plan, either by action of the Employer or action of the Trustees, Benefit Hours credited for work before the Employer began contributions to the Plan and any related pension benefit will be cancelled, subject to applicable law and the following rules:

- The reduction or elimination of Benefit Hours shall not apply to pensioners at the time contributions cease.
- Any Active Employee of a terminated Employer who earns 1,800 Benefit Hours as a result of employment by other Employers, and who has not suffered a Permanent Break, shall be entitled to reinstatement of previously accumulated Benefit Hours with the terminated Employer and any related pension and/or benefit.
- The cancellation does not apply to pre-merger service under a plan that has merged into the Plan. Such service may however be cancelled on a cessation of contributions under the terms of the merged plan as in effect before the merger and applicable law.

For Employer termination before 2005, the reduction or elimination of service credit was subject to an adverse actuarial impact and applied to the extent that the termination reduced the Plan’s then – current margin.

Noncovered Employment and Loss of Service Credit

You can lose your credit for work with an Employer before an Employer began contributions to the Plan if you work in Noncovered Employment after January 1, 1990 and your first hour of contributory service (Covered Employment) under the Plan.

“Noncovered Employment” is any work in the “Painters and Allied Trades Industry” with an employer that does not have an IUPAT collective bargaining agreement requiring contributions to the Plan, or in self-employment with an organization which does not have a collective bargaining or related agreement requiring contributions to the Plan. The “Painters and Allied Trades Industry” includes any and all types of work:

- covered by an IUPAT collective bargaining agreement,
- under the trade jurisdiction of the IUPAT as described in the IUPAT Constitution, or
- to which an Employee has been assigned or referred, or can perform because of his skill and training as an Employee covered by an IUPAT collective bargaining agreement.

If you work one or more hours in Noncovered Employment after January 1, 1990 and after your first Hour of Service under the Plan, you lose all of your Benefit Hours for service with an Employer before the Employer actually began contributing to the Plan. This may affect the amount of your benefit and retirement eligibility. However, your Accrued Benefit will not be decreased to an amount that is less than your Accrued Benefit on December 31, 1989.

The Noncovered Service rule does not apply to pre-merger service under a plan that has merged into the Plan. Such service may however be cancelled under the terms of the merged plan as in effect before the merger.

ELIGIBILITY FOR BENEFITS AND BENEFIT AMOUNT

The Plan provides six (6) types of pension:

1. Normal Retirement Pension
2. Special Early Retirement Pensions
3. Early Retirement Pension
4. Deferred Vested Normal Retirement Pension
5. Deferred Vested Early Retirement Pension
6. Disability Retirement Pension

This section describes when you are eligible to receive each type of pension and how to determine your benefit amount.

The important factors in determining your eligibility for a pension are your time in service and the number of Benefit Hours you have earned. You are eligible for pension benefits only if you meet the retirement eligibility requirements for age, Benefit Hours, Vesting Service or **Active Employee** status noted under each type of pension. All benefits are subject to IRS benefit limitations which are summarized in the **Maximum Benefit** subsection.

Active Employee

The retirement eligibility requirements and benefits described in this booklet apply only to Participants who are “active employees” on or after January 1, 2003. You are an active employee as of January 1, 2003 if you earned 450 Benefit Hours during the three (3) years immediately prior to January 1, 2003. If you became a participant in the Plan after January 1, 2003, you will be considered an active employee at the time you became a participant. If you were retired prior to 2003, and returned to active status on or after January 1, 2003, you will earn benefits under this Plan for any new service, but your original retirement benefit will remain unchanged by this new service.

In general, you will be considered an active employee at a point in time if you earned at least 450 Benefit Hours during the prior three (3) Plan years and remain a Participant in the Plan. Your active status ends when you retire from the Plan, regardless of your hours.

Accrued Benefit

Your Accrued Benefit is equal to the sum of the following pieces:

- The benefit you earned as of December 31, 2002, is based on the Plan provisions in effect at that time (A brief description of the Plan benefit provisions in effect as of December 31, 2002 is included in the Appendix for your reference. You may also refer to the previous Summary Plan Description booklets to obtain additional information on prior Plan benefits),

- The monthly benefit you earn for your service from January 1, 2003 through December 31, 2005, is equal to two percent (2%) of the Employer contributions required to be paid for your Benefit Hours,
- The monthly benefit you earn for service after 2005 is still a percentage of the contributions required to be paid for your Benefit Hours by the Employers. However, the amount of benefits that you earn depends on the contribution rate for work covered by the Plan that was in effect at January 1, 2006 – which the Plan calls the “Base Contribution Rate.”

Base Contribution Rate

The “Base Contribution Rate” is the contribution rate for work covered by the Plan in effect at January 1, 2006.

1. If your Employer pays the Base Contribution Rate, the benefit you earn for service from January 1, 2006 forward is equal to one percent (1%) of the Contributing Employer contributions required to be paid for your Benefit Hours after December 31, 2005.
2. If the contribution rate is increased above the Base Contribution Rate, you earn a benefit of one percent (1%) of the Base Contribution Rate plus two percent (2%) of the contributions above the Base Contribution Rate for your Benefit Hours after the increase is effective, but not before January 1, 2006.
3. If the contribution rate is less than the Base Contribution Rate after 2005, you will earn benefits at one percent (1%) of the actual rate for Benefit Hours up to May 31, 2006. For Benefit Hours after May 31, 2006, you will only earn additional benefits if the contribution rate for work is over 70% of the Base Contribution Rate. The benefit accrual rates following a contribution rate decrease are shown in the following table:

New Contribution Level Effective After 05/31/06 as a % of the Base Contribution Rate		Benefit Accrual Rate After Contribution Rate Change
100%		1.00%
90%		0.67%
80%		0.33%
70%		0.00%

Rates between 71% and 100% of the Base Contribution Rate (rounded down to the nearest full percentage) will earn a proportionally reduced benefit up to one percent (1%) on contributions after May 31, 2006. The Plan may determine that a contribution rate has been reduced due to limitations on the hours or employees covered by a pension contribution

agreement or other factors, even though the nominal dollar rate is the same as the Base Contribution Rate.

4. If the rate is less than 71% of the Base Contribution Rate but more than 30% of the Base Contribution Rate after May 31, 2006, you will earn no benefits for the contribution, but service will still count for vesting and retirement eligibility.
5. If the rate goes below 30% of the Base Contribution Rate after May 31, 2006, the Trustees will refuse the contribution. Except as required by law, you will earn no service credit for any purpose under the plan after contributions cease (either directly by your Employer or due to rejection of contributions by the Trustees). Your employer may also be obligated to pay withdrawal liability.

There is a special rule for the calendar year 2008. As long as your Employer's contributions for work in 2008 are at or above the Base Contribution Rate, you will be credited with an additional monthly benefit of two percent (2%) of the total Employer contributions for your work in 2008. If your Employer's required rate is at least 71% of the Base Contribution Rate, you have a reduction from the 2% that is proportionate to (double) the percentage rate in the one percent (1%) table up above. For example, you will accrue 1.34% of contributions ($2 \times 0.67\%$) if your Employer pays only 90% of the Base Contribution Rate. If your Employer pays less than 71% of the Base Contribution rate, the rules stay the same for 2008 and you will accrue no additional monthly benefit.

Normal Retirement

You are eligible for a normal retirement pension if you are an **Active Employee** at the time you attain your normal retirement age. Your normal retirement age is the later of age 65 and your 5th anniversary of Plan participation. Your normal retirement benefit is your Accrued Benefit that is payable on your normal retirement date.

Example 2. Normal Retirement Benefit

Let's say you retire on January 1, 2008, at age 65 with a total of 39,500 Benefit Hours.

Assume your total Benefit Hours at December 31, 2005 are 36,350 and you have an accrued monthly benefit of \$1,736.25. Your employer Base Contribution Rate since January 1, 2006, is \$2.75 per hour and you earned 3,150 Benefit Hours for service from January 1, 2006. The total contribution for the 2-year period from January 1, 2006 to retirement is \$8,662.50 ($\$2.75 \times 3,150$ Benefit Hours).

Your monthly normal retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$1,736.25
For service from January 1, 2006 to December 31, 2007:		
(.01 x \$8,662.50)	=	<u>86.63</u>
Total monthly benefit at retirement	=	\$1,822.88 or (\$1,823.00)

(Note: Monthly benefits are rounded up to the next higher 50¢.)

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Example 3. Normal Retirement Benefit Reflecting a Contribution Rate Increase After June 1, 2006

Let's say you retire on January 1, 2008, at age 65 with a total of 39,500 Benefit Hours.

Assume your total Benefit Hours at December 31, 2005 are 36,350 and you have an accrued monthly benefit of \$1,736.25. Your employer Base Contribution Rate at January 1, 2006 is \$2.75 per hour and you earned 1,575 Benefit Hours for service in 2006, with a total contribution for the year of \$4,331.25 (= \$2.75 x 1,575 Benefit Hours). Your employer contribution rate increases to \$4.13 per hour on January 1, 2007 and you earn 1,575 Benefit Hours for 2007, with a total contribution for the year of \$6,504.75 (= \$4.13 x 1,575 Benefit Hours or the sum of \$4,331.25 = \$2.75 x 1,575 Benefit Hours due to contributions at the Base Contribution Rate plus \$2,173.50 = \$1.38 x 1,575 Benefit Hours due to contributions above the Base Contribution Rate).

Your monthly normal retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$1,736.25
For service from January 1, 2006 to December 31, 2006:		
(.01 x \$ 4,331.25)	=	43.31
For service from January 1, 2007 to December 31, 2007:		
(.01 x \$ 4,331.25 + .02 x \$2,173.50)	=	<u>86.78</u>
Total monthly benefit at retirement	=	\$1,866.34 (or \$1,866.50)

(Note: Monthly benefits are rounded up to the next higher 50¢.)

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Special Early Retirement

You are eligible for a Special Early Retirement pension if you are an **Active Employee** at the time you either:

- complete at least 60,000 Benefit Hours at any age, or
- attain at least age 55 and complete at least 54,000 Benefit Hours, or
- attain at least age 62 and complete at least 45,000 Benefit Hours.

If you are eligible for a Special Early Retirement pension, the amount of your benefit is equal to your Accrued Benefit for service to your retirement date and is payable immediately, without any reduction for starting before your normal retirement date. Under the special early retirement provision, there is **NO** reduction in the benefit for starting before age 65.

Important: Your early retirement date will be delayed six (6) months for each calendar quarter in which you perform at least one (1) hour of Noncovered Employment on or after January 1, 1990, but will not be delayed beyond Normal Retirement Age. Any benefit based on service accruing before January 1, 1990, is not subject to this delay. Noncovered Employment is explained in the Section titled **Service**.

Example 4. Special Early Retirement with 60,000 Benefit Hours

Let's say you retire on January 1, 2008, at age 53 with a total of 60,000 Benefit Hours. You will be eligible to retire immediately and receive your full accrued benefit.

Assume your total Benefit Hours at December 31, 2005 are 56,000 and you have an accrued monthly benefit of \$2,500.00. Your employer Base Contribution Rate since January 1, 2006 is \$2.75 per hour and you earned 4,000 Benefit Hours for service from January 1, 2006. The total contribution for the two year period from January 1, 2006 to retirement is \$11,000.00 (\$2.75 x 4,000 Benefit Hours).

Your monthly special early retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$2,500.00
For service from January 1, 2006 to December 31, 2007:		
(.01 x \$11,000)	=	<u>110.00</u>
Total monthly benefit at retirement	=	\$2,610.00

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Example 5. Special Early Retirement age 55 with 54,000 Benefit Hours

Let's say you retire on January 1, 2008, at age 55 with a total of 54,000 Benefit Hours. You will be eligible to retire immediately and receive your full accrued benefit.

Assume your total Benefit Hours at December 31, 2005 are 50,400 and you have an accrued monthly benefit of \$2,370.00. Your employer Base Contribution Rate since January 1, 2006 is \$2.75 per hour and you earned 3,600 Benefit Hours for service from January 1, 2006. The total contribution for the two year period from January 1, 2006 to retirement is \$9,900.00 (\$2.75 x 3,600 Benefit Hours).

Your monthly special early retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$2,370.00
For service from January 1, 2006 to December 31, 2007:		
(.01 x \$9,900.00)	=	<u>99.00</u>
Total monthly benefit at retirement	=	\$2,469.00

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Example 6. Special Early Retirement age 55 with 54,000 Benefit Hours**Reflecting a Contribution Rate Decrease After June 1, 2006**

Let's say you retire on January 1, 2008, at age 55 with a total of 54,000 Benefit Hours.

Assume your total Benefit Hours at December 31, 2005 are 50,400 and you have an accrued monthly benefit of \$2,370.00. Your employer Base Contribution Rate since January 1, 2006 is \$2.75 per hour and you earned 1,800 Benefit Hours for service in 2006, with a total contribution for the year of \$4,950.00 (= \$2.75 x 1,800 Benefit Hours). Your employer contribution rate decreases to \$1.90 per hour (69% of your Employer's Base Contribution Rate) on January 1, 2007 and you work 1,800 hours in 2007, with a total contribution for the year of \$3,420.00 (= \$1.90 x 1,800 Benefit Hours). Because the contribution rate is below 70% of the Base Contribution Rate, you do not earn any benefit for 2007; however, the contribution rate is above 30% of the Base Contribution Rate, so the hours worked count as Benefit Hours for retirement eligibility.

Your monthly normal retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$2,370.00
For service from January 1, 2006 to December 31, 2006:		
(.01 x \$4,950.00)	=	49.50
For service from January 1, 2007 to December 31, 2007:		
(.00 x \$3,420.00)	=	<u>0.00</u>
Total monthly benefit at retirement	=	\$2,419.50

Contributions remain important for early retirement even if you do not earn additional benefits. For example, you in this example earned eligibility for an unreduced benefit by including Benefit Hours 2007.

If the Employer contribution rate fell to \$0.85 per hour (less than 30% of the \$2.95 Base Contribution Rate), the Employer's contributions would be rejected at January 1, 2007 and you would not earn the Benefit Hours required for Special Early Retirement. In that case, you would retire with 52,200 Benefit Hours (50,400 Benefit Hours for service to December 31, 2005 plus 1,800 Benefit Hours for 2006) and receive a reduced early retirement benefit of \$1,693.65 per month (\$2,419.50 less 3% x 10 years to age 65), rather than \$2,419.50 per month. The reduction would be higher if you became inactive before retirement.

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Example 7. Special Early Retirement age 62 with 45,000 Benefit Hours

Let's say you retire on January 1, 2008, at age 62 with a total of 45,000 Benefit Hours. You will be eligible to retire immediately and receive your full accrued benefit.

Assume your total Benefit Hours at December 31, 2005 are 41,400 and you have an accrued monthly benefit of \$2,270.00. Your employer Base Contribution Rate since January 1, 2006 is \$2.75 per hour and you earned 3,600 Benefit Hours for service from January 1, 2006. The total contribution for the two year period from January 1, 2006 to retirement is \$9,900.00 (\$2.75 x 3,600 Benefit Hours).

Your monthly special early retirement benefit as of January 1, 2008 is:

For service to December 31, 2005:	=	\$2,270.00
For service from January 1, 2006 to December 31, 2007:		
(.01 x \$9,900.00)	=	<u>99.00</u>
Total monthly benefit at retirement	=	\$2,369.00

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Early Retirement

You are eligible for an Early Retirement pension if you are an **Active Employee** at the time you reach age 55 and have completed at least 18,000 Benefit Hours.

If you are eligible for an Early Retirement benefit, the amount of your benefit is equal to your Accrued Benefit payable immediately with a reduction for payment before age 65. The reduction is three percent (3%) per year ($\frac{1}{4}$ of one percent (1%) per month) that your early retirement benefit starts before your normal retirement age of 65. (You may be eligible to retire sooner with fewer hours under the rules for a Deferred Vested Early Retirement benefit, but the reduction will be larger).

Important: Your early retirement date will be delayed six (6) months for each calendar quarter in which you perform at least one (1) hour of Noncovered Employment on or after January 1, 1990, but will not be delayed beyond Normal Retirement Age. Any benefit based on service accruing before January 1, 1990, is not subject to this delay. Noncovered Employment is explained in the section titled **Service**.

Example 8. Early Retirement

Let's say you retire as an Active Employee on January 1, 2008, at age 60 with a total of 37,500 Benefit Hours. You will be eligible to retire immediately and receive your accrued monthly benefit reduced for early payment.

Assume your total Benefit Hours at December 31, 2005 are 33,900 and you have an accrued monthly benefit of \$2,045.00. Your employer Base Contribution Rate since January 1, 2006 is \$2.75 per hour and you earned 3,600 Benefit Hours for service from January 1, 2006. The total contribution for the two year period from January 1, 2006 to retirement is \$9,900.00 (\$2.75 x 3,600 Benefit Hours)

Your monthly accrued benefit as of January 1, 2008, payable at your normal retirement age is:

For service to December 31, 2005:	=	\$2,045.00
For service from January 1, 2006 to December 31, 2007:		
(.01 x \$9,900.00)	=	<u>99.00</u>
Total monthly benefit	=	\$2,144.00

Reduction for early retirement: Early retirement age is 5 years before age 65:

Reduction: 5 x 3%	=	15%
100% - 15%	=	85%

Monthly benefit at early retirement date is:

\$2,144.00 x .85	=	\$1,822.40 (or \$1,822.50)
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(Note: Monthly benefits are rounded to the next higher 50¢.)

Remember, the monthly amount listed above is the full amount prior to an election of a benefit option.

Deferred Vested Normal Retirement

You are eligible for a Deferred Vested Retirement pension, payable at the normal retirement age of 65, if you are vested when you leave work covered by the Plan. This generally means that you have completed five (5) years of vesting service on or after January 1, 1999, or ten (10) years of vesting service at the time of a break in service before 1999.

Your Deferred Vested benefit payable at age 65 is equal to your Accrued Benefit determined as of the time you last worked in Covered Employment.

Deferred Vested Early Retirement

If you are vested, you can begin to receive your Deferred Vested benefit before age 65, at any time after you've reached age 55. If you start your Deferred Vested pension before age 65, your benefit will be reduced. The reduction is six percent (6%) per year (1/2 of one percent (1%) per month) that your benefit starts before age 65.

Important: The effective date of your Deferred Vested Early Retirement pension will be delayed six (6) months for each calendar quarter in which you perform at least one (1) hour of Noncovered Employment on or after January 1, 1990. However, the effective date of your Deferred Vested pension will not be delayed beyond Normal Retirement Age. Any benefit based on service accruing before January 1, 1990, is not subject to this delay. Noncovered Employment is explained in the section titled **Service**.

Disability Retirement

You are eligible for a Disability Retirement pension if:

- you are an **Active Employee** at the onset of “total and permanent disability”,
- the onset of total and permanent disability occurs before you turn age 65,
- you have at least 18,000 Benefit Hours before the onset of total and permanent disability,
- you have at least 1,800 Benefit Hours based on actual Employer contributions (not past service),
- you have at least a total of 1,000 hours in contributory Covered Employment during the two (2) calendar years prior to the year in which the onset of total and permanent disability occurred, and
- you have not, at any time, performed any work in Noncovered Employment.

Noncovered Employment is any work in the painting industry or allied trades for an employer who does not have a collective bargaining agreement requiring contributions to the Plan or in self-employment in the painting industry or allied trades. Noncovered Employment is explained in greater detail in the Section titled **Service**.

You are **ONLY** considered “totally and permanently disabled” if you have been determined by the Social Security Administration to be entitled to Social Security total and permanent disability benefits. The date of onset of disability is also governed by your Social Security award, but payments may begin later than your onset date. See the section on **Disability Applications**. The Plan does NOT do its own medical evaluations nor provide benefits for occupational or other disability that does not satisfy Social Security standards for total and permanent disability.

If you are eligible for a Disability Retirement benefit, your benefit will equal your Early Retirement benefit, based on service to the date you last worked in Covered Employment and your disability retirement date, increased by ten percent (10%). If you are younger than age 55 at the time your disability benefit starts, you will be considered age 55 for this purpose. The amount of the Disability Retirement benefit will not be more than your Accrued Benefit based on service to the date you last worked in Covered Employment.

Example 9. Disability Retirement

Let's assume you have 18,000 Benefit Hours and you are eligible for a disability pension at age 53 on January 1, 2008. Assume your total Benefit Hours at December 31, 2005 are 14,800 and you have an accrued monthly benefit of \$1,740.00. The employer Base Contribution Rate since January 1, 2006, is \$2.75 per hour and you earned 3,200 Benefit Hours for service from January 1, 2006. The total contribution for the two year period from January 1, 2006 is \$8,800 (= \$2.75 x 3,200 Benefit Hours).

Even though you are under age 55, you are considered to be age 55 for the purpose of calculating your disability pension.

For service to December 31, 2005: = \$1,740.00

For service from January 1, 2006 to December 31, 2007:

(.01 x \$8,800) = 88.00

Total monthly benefit = \$1,828.00

Adjustment for early retirement: Early retirement age is 10 years before age 65:

Adjustment: 10 x 3% = 30%

100% - 30% = 70%

Monthly early retirement benefit is:

\$1,828.00 x .70 = \$1,279.60

10% increase for disability is:

.10 x \$1,279.60 + 127.96

Monthly disability benefit \$1,407.56 (or \$1,408.00)

(Note: monthly benefits are rounded to next higher 50¢).

Remember, this amount may not be more than your
Normal Retirement or Special Early Retirement benefit.

Payment of your Disability Pension will continue as long as you are considered permanently and totally disabled. The Fund Office may periodically ask that you submit proof that you are still receiving disability benefits from the Social Security Administration. Once you have reached age 65, your benefit will be treated as a Normal Retirement benefit and payments will continue, even if you recover, provided that you do not return to suspendible work.

Important Note: Under the current Plan, unreduced Special Early Retirement Benefits are higher than the Disability Pension Benefit. If you are eligible for a monthly pension at your pension effective date that is higher than your monthly Disability Pension Benefit, you will not be eligible for Disability Pension or any supplement to your pension or duplication of benefits due to disability.

Disability Applications and Retroactive Benefits

The Fund allows a Disability Pension Benefit to be retroactive if you apply for a Disability Pension within twelve (12) months of the date of your award of Social Security total and permanent disability benefits. In this case, your Disability Pension will be effective at the later of: (1) the first date for which Social Security total and permanent disability benefits are payable, or (2) the first day of the month after you last worked in Covered Employment (other than for purposes of rehabilitation). The Plan recommends that you file a disability pension application with the Fund Office before you receive a Social Security award to be safe. The Fund Office will just hold your application until the Social Security Administration makes a final decision on your case.

If an application for a Disability Pension is filed with the Plan more than twelve (12) months after an award of Social Security total and permanent disability benefits, there will be no retroactive payments regardless of the date you became disabled or began receiving total and permanent disability benefits from Social Security. A Disability Pension application that is filed more than twelve (12) months after an award of Social Security total and permanent disability benefits will only be effective for the month after you file an application with the Fund Office and there will be no payment of Disability Retirement benefits from the Plan for any earlier month.

Payment. Your actual payments for a Disability Retirement from the Plan will only begin after you receive a Social Security disability award and send it to the Fund Office. Once you provide a Social Security award to the Plan, your monthly Disability Retirement payments will begin. If you file your application for a Disability Pension within twelve (12) months after an award of Social Security total and permanent disability benefits, the Plan will also send a separate check for retroactive payments back to the effective date of your disability pension once the Plan has received the award of Social Security total and permanent disability benefits.

Early Retirement Payment Option. Long delays can occur before receiving a determination from Social Security on a disability application. If you are eligible for an Early Retirement benefit from the Plan, you may apply for an Early Retirement benefit before you have received an award of total and permanent disability benefits from Social Security. If you receive an award of Social Security total and permanent disability benefits within 24 months of your Plan application, the Fund will change your benefit from Early

Retirement to a Disability Pension, effective on the date for which Social Security total and permanent disability benefits are payable. You will also receive a lump sum payment of retroactive Disability Pension benefits, not to exceed 24 months of benefits, reduced by the amount of any Early Retirement benefits for those months. If your award is granted after this 24 month period, you will not be allowed to convert from an Early Retirement benefit to a Disability Pension benefit. (If your Social Security award takes more than 24 months, this option will pay less than if you waited for a Social Security award to receive payment from the Plan. It is an option to allow you to choose between having income while you wait for a Social Security total and permanent disability award.)

Recovery from Disability

If you are advised by the Social Security Administration that you are no longer eligible for disability benefits, your Disability Pension will stop, absent an appeal. Your Disability Pension benefits under the Plan will continue during a good faith appeal with the Social Security Administration. In the event that the final decision on appeal is a denial by the Social Security Administration, your Disability Pension benefits under this Plan will stop as of the date of such denial. You may be asked to provide evidence that an appeal has merit and was made in good faith, including letters from physicians, etc., rather than just to avoid a termination of Disability Pension benefits.

If you recover from Disability before age 65, you must let the Fund Office know within 21 days of the date you are no longer considered disabled by the Social Security Administration. Your right to Disability Pension payments stops on recovery, with or without notice to the Fund. If you return to a job and contributions are made for your work, you will begin earning additional benefit hours again. Your new Benefit Hours will be added to your previous credits and will be applied toward a Normal, Special Early, Early, Deferred Vested Early Pension or Deferred Vested Normal Pension. Any Disability Pension payments you received earlier will not affect your eligibility or the amount of pension you receive when you subsequently retire, except for recovery of any overpayment after you were no longer receiving Social Security disability benefits.

Retirement After Normal Retirement Age

If you keep working for the Employers after Normal Retirement Age, you will continue to accrue benefits in the Plan. Your benefits may be suspended during such work (as well as for other suspendible work) and will not be paid retroactively when you retire at a later date.

If you are not working after Normal Retirement Age and just apply after your Normal Retirement Date, your benefits will not be paid retroactively, but will be increased to account for the delay for each complete calendar month between your Normal Retirement Age and your pension effective date. The

actuarial increase will be 1% per month for the first 60 months after Normal Retirement Age and 1.5% per month for each month thereafter that you were not engaged in suspendible work.

Your total benefit on late retirement will equal:

- the monthly benefit payable at your Normal Retirement Date (usually age 65), plus
- the actuarial increase to the monthly Normal Retirement Benefit for each month benefits start after your Normal Retirement Date, plus
- the regular increase in monthly benefits (normally 1% of contributions) that you earn for any work covered by the Plan after your Normal Retirement Date.

See the section on **Suspension of Benefits** for information on suspendible work.

Reciprocal Pension

Reciprocal pensions are provided to Participants who may not have sufficient credit to be eligible for any pension benefit because their years of participation are divided between this Plan and one (1) or more other plans. To be able to provide Reciprocal pensions, this Plan has signed a Reciprocal Agreement with other IUPAT plans. If you worked under this Plan and under any other pension plan related to it through the IUPAT Reciprocal Agreement, you may be entitled to a Reciprocal Pension benefit. A listing of the current other plans which are signatory to the IUPAT Reciprocal Agreement is in the Appendix, but is subject to change. The current list is always available from the Fund Office, on written request.

To be eligible for reciprocal benefits under the IUPAT Reciprocal Agreement, you must have at least one (1) year of vesting service credit in this Plan and each other IUPAT reciprocal plan for which you seek credit. Your vesting status and retirement eligibility will be based on the service credit earned under this Plan combined with the service earned under other IUPAT reciprocal plans.

If you are eligible for a Reciprocal Pension, your pension will be based only on the Benefit Hours earned under this Plan. However, you will be eligible to choose any form of benefit for which you qualify under this Plan, based on your combined pension credits with all reciprocal plans. **The Reciprocal Pension does not include ancillary or pre-retirement death benefits from this Plan.**

IUPAT, AFL-CIO & Building Trades Reciprocity

For purpose of eligibility for vesting only, the Plan may also recognize your work under an IUPAT collective bargaining agreement (that does not provide for contributions to the Fund) or service with other building trades plans or plans sponsored by an organization affiliated with the AFL-CIO, including the IUPAT staff pension plans. The Fund Office can advise you whether reciprocal vesting is available for work under other IUPAT contracts or building trades or AFL-CIO plans or with an IUPAT affiliate, if requested in writing.

Maximum Benefits

Your pension benefit under this Plan, regardless of the type or form of payment, may not exceed the limitations of Section 415 of the Internal Revenue Code. These limitations generally provide that your pension at age 62 cannot be more than a dollar cap, proportionally adjusted for less than ten (10) years of service. The dollar cap for the plan year 2006 is \$175,000 (the dollar cap for the plan year 2005 was \$170,000) per year. The dollar cap is indexed for inflation and the limit is reduced for retirement before age 62. If you are not eligible to receive your full monthly benefit under this Plan on the effective date of your pension because of this limitation, your benefit will be recalculated each year thereafter to determine if additional benefits can be paid.

The dollar cap by age, for the year 2006, is as follows:

If Benefits Commence at Age	2006 Maximum Dollar Amount of Benefit Early Retirement Eligible at Termination Under Normal Five-Year Payment of Benefit Payment	
	Annual	Monthly
50	\$ 74,772	\$ 6,231
51	79,680	6,640
52	84,984	7,082
53	90,732	7,561
54	96,960	8,080
55	103,716	8,643
56	111,072	9,256
57	119,088	9,924
58	127,824	10,652
59	137,364	11,447
60	147,816	12,318
61	159,288	13,274
62	171,888	14,324

FORMS OF PENSION PAYMENT

As you get close to retirement, you will be asked to choose the payment form in which you want your pension paid. The forms of payment available to you are described in this section. The Plan pays benefits under the Normal Five-Year Payment Form or a 50% Joint and Surviving Spouse Benefit Form depending on whether or not you are married at retirement. There are optional forms of payment available if you and your Spouse (if applicable) choose to waive the regular form of payment for your marital status under Plan rules. The 50% Joint and Surviving Spouse Benefit Form is calculated in the same way as the optional Joint and Survivor benefit, but is automatically applied for married participants.

Normal Five-Year Payment Form

If you are single at the time benefits begin, your pension will be paid to you under the Plan's normal form of benefit payment which is a Guaranteed Five-Year Pension. In this form, your pension will be guaranteed for five (5) years (sixty (60) months) after your retirement and paid for the rest of your lifetime thereafter. If you die before you receive sixty (60) monthly payments after retirement, monthly payments will continue in the same amount, to your Beneficiary under the Plan until a total of sixty (60) monthly payments have been made.

You may elect to receive your benefits under any of the available Optional Forms of benefit payments listed below in place of the Normal Five-Year Payment Form.

50% Joint and Surviving Spouse Benefit Form

If you are married for more than a year at the time benefits begin, your pension is automatically payable in the 50% Joint and Survivor form with your Spouse as your designated beneficiary, unless you and your Spouse reject this form in writing before a Notary Public.

Under the 50% Joint and Survivor form, you will receive an actuarially adjusted monthly amount for your lifetime. After your death, your surviving Spouse will receive a lifetime monthly benefit equal to 50% of the amount you were receiving. If your Spouse dies before you, pension payments under the 50% Joint and Surviving Spouse Benefit Form will stop upon your death. **The amount of pension you receive is adjusted from the original amount since it is intended to protect your Spouse for life should your Spouse survive you.** The amount of adjustment which applies depends on your age at benefit commencement and the age difference between you and your Spouse.

The actuarial adjustment factors under the 50% Joint and Survivor form, for sample age combinations at benefit commencement follows:

Age at Benefit Commencement		50% Joint and Survivor
Participant	Spouse	Actuarial Adjustment Factors
65	65	.934
65	62	.921
65	60	.912
62	62	.938
62	59	.927
62	57	.920
60	60	.942
60	57	.932
60	55	.925
55	55	.952
55	52	.945
55	50	.940

The appropriate actuarial adjustment factor to be applied at retirement will be determined by the Fund Office based on your age and your spouse's age at the benefit commencement date under the 50% Joint and Survivor Option.

The 50% Joint and Surviving Spouse Benefit form of payment is only applied automatically if you and your Spouse have been married to each other throughout the one-year period ending on your pension effective date, or, if earlier, the date of your death. (If you have been married less than a year, the Plan will still make payment in a joint & 50% survivor form but reverse it if you die before you have been married one year.) You can name your spouse as your beneficiary under a Joint and Survivor form of payment in other circumstances.

Example 10. 50% Joint and Surviving Spouse Benefit Form of Payment - Married Participant

Suppose you are age 65 and eligible for a Normal Retirement pension of \$2,500 per month. Further, suppose that your Spouse is age 60 and you and your Spouse do not reject the 50% Joint and Surviving Spouse Benefit form of pension. Your Normal Retirement pension would be adjusted as follows:

$$\$2,500.00 \times .912 = \$2,280.00$$

With a Spouse five full years younger, you would receive \$2,280.00 per month for the rest of your life. Assuming your Spouse survives you, 50% of the amount, or \$1,140.00 per month, is payable for life to your Spouse upon your death.

Please remember that if you are married, the 50% Joint and Survivor form will take effect automatically **unless you and your Spouse reject it in writing on a timely basis and you have the rejection and**

consent notarized. If you both waive the 50% Joint and Survivor form, you may elect to receive your benefits under any other available Optional Form of benefit payment listed below in place of the 50% Joint and Surviving Spouse Benefit Form.

Your Spouse must consent to any waiver of the 50% Joint and Survivor form. The spousal consent must be in writing and witnessed by a Notary Public. You may jointly reject this form of payment at any time within the 90-day period after you receive your Benefit Election Form from the Plan. (If you choose to waive the 90-day period to start benefits earlier, your election period may be as short as seven (7) days). The rejection may be revoked or a new rejection filed any time during that period but cannot be changed after the election period.

To be valid, the waiver and consent must also be filed **after** you have received a detailed explanation of the payment options available to you. The Fund Office will provide this information to you no more than 90 and no fewer than seven (7) days before the effective date of your pension.

Spousal consent is not needed if you can provide evidence to the satisfaction of the Trustees that you have no Spouse, your Spouse cannot be located or that you have been abandoned by your Spouse. If, under these conditions, there is no Spouse, your pension will be paid under the normal form, the Guaranteed Five-Year pension.

If you and your Spouse choose to reject the 50% Joint and Survivor form of payment, you may elect to receive any of the optional forms of payment described below or the Normal Five-Year Payment form (the normal form of payment for an unmarried participant). Once the elected period has passed and your pension has become effective, **an election or revocation of the 50% Joint and Surviving Spouse Benefit form or any other form of payment cannot be changed, even if you get divorced or your Spouse or Beneficiary dies.** Once payments begin, the reduced amount you receive under the 50% Joint and Surviving Spouse Benefit Form will not be increased if you and your Spouse are divorced later on or if your spouse dies before you. If you and your Spouse divorce later on, your Spouse would still receive the spousal benefits.

Optional Forms

If you are eligible for a pension and you (and your Spouse, if you are married) decide not to take the Normal Five-Year Payment Form or 50% Joint and Surviving Spouse Benefit Form described above, you may choose one of the following options. An Optional Form of payment must be elected, with the consent of your spouse, within the 90-day period after you receive your Benefit Election Form from the Plan. (If you choose to waive the 90-day period to start benefits earlier, your election period may be as short as seven (7) days).

A new election may also be filed any time during the election period. An election of an Optional Form of payment cannot be changed after your first pension payment, or the end of the election period, even if your beneficiary dies or other circumstances make you want to change your Beneficiary or form of payment.

Joint and Survivor Payment Options

Instead of the pension otherwise payable, you may elect a Joint and Survivor Option. This optional form of payment provides you with an actuarially adjusted benefit for your lifetime. Then, upon your death, your designated beneficiary will receive a lifetime benefit of (at your choice) either 100%, 75% or 50% of the benefit that you were receiving. The amount of adjustment in your benefit amount depends on the percentage of benefit you choose for your designated beneficiary, your age and the age difference between you and your beneficiary when payment of your benefit begins. Once you have chosen one of these options and your pension is effective, your choice cannot be changed. If your designated beneficiary dies, no other beneficiary can be named. In this situation, benefits will continue in the adjusted amount for the remainder of your lifetime and cease upon your death.

The 50% Joint and Survivor option with your Spouse named as your designated beneficiary is the automatic and normal form of benefit payment if you are married at the time your benefits start, as discussed above.

The actuarial adjustment factors under the 100%, 75% and 50% Joint and Survivor options at sample age combinations follow:

Age at Benefit Commencement		% Joint and Survivor Option Actuarial Adjustment Factors		
Participant	Beneficiary	100%	75%	50%
65	65	.864	.897	.934
65	62	.842	.879	.921
65	60	.827	.867	.912
62	62	.875	.906	.938
62	59	.856	.890	.927
62	57	.844	.880	.920
60	60	.884	.912	.942
60	57	.866	.898	.932
60	55	.855	.889	.925
55	55	.905	.928	.952
55	52	.892	.918	.945
55	50	.884	.911	.940

The appropriate actuarial adjustment factor to be applied at retirement will be determined by the Fund Office based on your age and the age of your beneficiary at benefit commencement and your elected Joint and Survivor option.

Example 11. Joint and Survivor Forms of Payment

Suppose that you are eligible for a pension at age 62 of \$2,000.00 per month. You choose the Joint and Survivor payment option and your beneficiary is the same age as you.

If you choose a 100% Joint and Survivor option, your benefit would be:

$$\$2,000 \times .875 = \$1,750.00 \text{ per month}$$

Upon your death, your beneficiary would receive \$1,750.00 per month for life

If you choose a 75% Joint and Survivor Option, your benefit would be:

$$\$2,000 \times .906 = \$1,812.00 \text{ per month}$$

Upon your death, your beneficiary would receive \$1,359.00 per month for life

If you choose a 50% Joint and Survivor Option, your benefit would be:

$$\$2,000 \times .938 = \$1,876.00 \text{ per month}$$

Upon your death your beneficiary would receive \$938.00 per month for life

Remember, the actuarial equivalent Joint and Survivor factors depend on your age, the age of your beneficiary and the percentage of the benefit continued to your beneficiary after your death.

Once a Joint and Survivor Option has been elected, the election cannot be revoked or changed after the effective date of your pension.

Joint and Survivor with Pop-Up

Instead of the pension otherwise payable, you may elect a Joint and Survivor with "Pop-Up" option. Under a "Pop-Up" option, if your designated beneficiary dies before you, your pension will reinstate to the amount it would have been if you had not chosen the Joint and Survivor option. Electing this option will incur an additional adjustment to your Joint and Survivor pension.

The actuarial adjustment factors under the 100%, 75% and 50% Joint and Survivor option with pop-up, at sample age combinations follow:

Age at Benefit Commencement		% Joint and Survivor Option with Pop-up Actuarial Adjustment Factors		
Participant	Beneficiary	100%	75%	50%
65	65	.837	.876	.918
65	62	.819	.861	.907
65	60	.807	.851	.900
62	62	.854	.889	.926
62	59	.838	.876	.917
62	57	.828	.867	.910
60	60	.866	.898	.932
60	57	.852	.886	.923
60	55	.842	.879	.918
55	55	.894	.919	.946
55	52	.883	.911	.940
55	50	.876	.905	.936

The appropriate actuarial adjustment factor to be applied at retirement will be provided by the Fund Office based on your age, the age of your beneficiary at benefit commencement and your elected Joint and Survivor option with pop-up.

Example 12. Joint and Survivor with "Pop-Up"

Let's suppose that you are age 65 and are eligible for a Normal Retirement pension of \$2,000.00 per month and you and your spouse are the same age.

If you chose the 50% Joint and Survivor Option with pop-up, your monthly benefit would be:

$$\$2,000.00 \times .918 = \$1,836.00.$$

You would receive \$1,836.00 per month for the rest of your lifetime, and should your spouse live longer than you, your spouse would then receive 50% of that amount, or \$918.00, for the rest of your spouse's lifetime.

However, if your spouse dies before you, your monthly benefit will "Pop-Up" to the full amount of your pension amount before the adjustments for the Joint and Survivor Option with "Pop-Up" Option, or \$2,000.00 per month.

Ten Year Certain

Instead of the pension otherwise payable, you may choose to receive your benefits in monthly installments for your lifetime with ten (10) years of payments guaranteed. In other words, if you die before receiving 10 years (120 monthly payments), your beneficiary will receive the same amount until 120 monthly payments in all are made. Because of this payment guarantee, your monthly pension amount is actuarially adjusted based on your age on the effective date of your pension.

Age at Benefit Commencement	Ten Year Certain Actuarial Adjustment Factor
55	.988
56	.986
57	.984
58	.982
59	.979
60	.976
61	.973
62	.970
63	.966
64	.962
65	.958
66	.953
67	.948
68	.943
69	.937
70	.930

Once elected, and pension benefits start, this option may not be revoked. This option is not available with a Disability Retirement benefit or if your monthly pension is less than \$20.00 per month.

Social Security (Level Income)

If you retire before age 65, you can receive your Special Early Retirement Pension or your Early Retirement Pension under the Social Security (Level Income) option even if you are electing a Joint and Survivor option. The amount you get from the Plan takes into account the money you will expect to receive from Social Security. When you first retire, you'll get a higher monthly payment from the Plan. You will continue to receive this higher amount from the date you retire until you're eligible for Social Security payments, whether at age 62 or later. At that point, your payments from the Plan will be reduced. This way, the amounts you'll receive from Social Security plus the reduced payment from the Plan will be just about equal to the pension you were receiving before your Social Security payments started. With

this option, your total retirement income from the Plan and Social Security is intended to remain level and predictable from whatever date you retire.

The amount of your benefits is actuarially determined depending upon your age at retirement, the year your Social Security commences and federally mandated actuarial factors for that year, which change each calendar year. The actuarial adjustment factors for converting to a Level Income payment at sample ages for the year 2006 follow:

Age on Effective Date	Plan Year 2006 Increase for Each \$10 of your Social Security Amount at Age:			
	SS Age 62	SS Age 65	SS Age 66	SS Age 67
50	4.42	3.48	3.20	2.93
55	6.07	4.78	4.40	4.04
60	8.61	6.78	6.23	5.72
62	N/A	7.87	7.24	6.64

An additional adjustment will apply if you elect a Joint and Survivor option in addition to the Level Income Option.

This option is not available if your monthly benefit is less than \$20.00 or if you are receiving a Disability Retirement benefit. Once elected and benefits start, the Social Security option may not be changed or revoked.

Example 13. Social Security (Level Income) Option

Suppose that you receive an estimate of your benefit from Social Security of \$1,200.00 per month at age 62. From the Plan, you are eligible to receive an Early Retirement Pension of \$2,200.00 per month at age 55 in 2006. In this example, if you choose the Level Income option, the Plan will pay you a benefit of \$2,928.50 per month until you are age 62. Under this example, you will receive the higher benefit amount for seven (7) years from age 55 to age 62.

At age 62, your monthly benefit from the Plan will drop to \$1,728.50 per month, at which time you will also begin to receive your Social Security benefit of \$1,200.00 per month.

$$\$2,928.50 - \$1,200.00 = \$1,728.50$$

Combined, your total monthly benefit will remain at \$2,928.50 for your lifetime.

Partial Lump-Sum Payment

You may choose to get a partial single cash lump sum payment at the time your first monthly benefit is paid. If you choose this form of payment, your monthly benefit will be reduced up to ten percent (10%), depending on the amount you receive.

If you want this option, there are certain conditions:

- The single sum you may be paid cannot be less than \$500 nor more than \$2,500.
- You can choose this option only at the time you apply for your pension.
- Once elected, this option cannot be revoked.

The amount of the lump sum payment is actuarially determined depending upon your age at retirement, the year your benefit commences and federally mandated actuarial factors for that year, which change each calendar year. Based on the factors for calendar year 2006, each \$10.00 reduction of your monthly pension amount will provide the following lump sum amounts at the stated ages:

Plan Year 2006	
Lump Sum Amount	
Age	for Each \$10.00 Reduction
60	\$ 1,649.04
62	1,578.60
65	1,470.72

Example 14. Lump Sum Payment

Suppose that you are eligible for an Early Retirement Pension of \$1,000.00 per month at age 60 in 2006 and you elect to receive your benefit with a Lump-Sum Payment. You elect to reduce your monthly benefit amount by \$10.00 per month. Your lump sum payment is:

$$1 \times \$1,649.04 = \$1,649.04 \text{ (rounded to } \$1,649.50)$$

In this example, you will receive a monthly benefit of \$990.00 for your lifetime, and with your first monthly check, you will receive an extra check of \$1,649.50 as a lump sum payment.

SURVIVOR PROTECTION

In addition to the Spouse protection provided by the optional payment forms, two (2) other forms of protection are available for you and your Spouse (or beneficiaries) even if you have not yet retired.

Pre-retirement Surviving Spouse Benefit

If you die after you are vested but before the first day of the month for which your pension is payable, your surviving Spouse will be entitled to a Pre-retirement Surviving Spouse benefit. (For a Disability Retirement, the pension is considered payable on the first month of the month following the receipt of your application even if the Social Security determination is at a later date). For the Pre-retirement Surviving Spouse benefit to be effective, you and your Spouse must have been married to each other for at least one-year on or before your date of death.

The amount of benefit is based on your Accrued Benefit earned to your date of death and equals the surviving spouse benefit under the 50% Joint and Survivor payment form. If you die after applying, but before completing a benefit payment election form, your surviving spouse can complete the benefit election form within 90 days of date on the payment election form.

If you die before earliest retirement age, the Pre-retirement Surviving Spouse benefit is payable to your Spouse on the first day of the month following the date on which you would have reached earliest retirement age had you lived. The amount payable will be determined using the Plan in effect when you last worked in Covered Employment. If you are eligible to retire when you die, the Pre-retirement Surviving Spouse benefit begins on the first day of the month after your Surviving Spouse files an application with the Plan.

Your Spouse may elect to defer payments until a future date but payments **must** begin on or before the date you would have reached age 70½. If the present value of your spouse's benefit is less than \$1,000, it will be paid as a lump sum payment in full payment of the pension benefit, regardless of any prior election or provision to the contrary.

The Pre-retirement Surviving Spouse protection will apply unless you and your Spouse give written notice to the Plan before your death, rejecting this form of payment. The written waiver of the Pre-retirement Surviving Spouse benefit must be signed by both you and your Spouse and witnessed by a Notary Public within the election period. If you name someone other than your Spouse as beneficiary, your Spouse must acknowledge the designation of an alternate beneficiary as well as consenting to your waiver of the Pre-retirement Surviving Spouse benefit. All consents must be in writing and witnessed by a Notary Public.

Pre-retirement Surviving Spouse Benefit Option on Death Before Earliest Retirement Age

If you die before you are eligible to retire and your spouse is eligible for a Pre-retirement Surviving Spouse benefit, your spouse may elect to receive a lump sum payment immediately by filing an application with the Fund Office. The lump sum amount is equal to the amount of the Employer Contributions made for your work, but not more than the actuarial present value of the Pre-retirement Surviving Spouse benefit otherwise payable.

If the actuarial present value of the Pre-retirement Surviving Spouse benefit does not exceed the total contributions, the lump sum will satisfy all of the Plan's benefit obligations to the surviving Spouse. The Plan will pay a full lump sum as long as the actuarial present value of the monthly Pre-retirement Surviving Spouse benefit is not more than the total contributions plus \$10,000. If the difference in value is greater than \$10,000, your spouse will receive a lump sum payment up to the limit and an adjusted monthly Pre-retirement Surviving Spouse benefit (reduced to account for the lump sum amount already paid) at the regular time for payment of the monthly Pre-retirement Surviving Spouse benefit.

The Fund Office will provide information to your Spouse on these residual Surviving Spouse benefits before your Spouse makes an election to receive a lump sum payment.

Pre-Retirement Lump Sum Death Benefit

The Lump Sum Death Benefit is payable to the Beneficiary of a Participant who dies:

- with at least 9,000 Benefit Hours based on required contributions for work during the Contribution Period,
- while an **Active Employee** or after vesting,
- before retirement, and
- when a Pre-retirement Surviving Spouse benefit is not payable.

This may happen because you are not married, you have not been married for one (1) year, your Spouse cannot be located, or you and your Spouse jointly decided to reject the Surviving Spouse protection.

The Lump Sum Death Benefit is equal to 50% of the Employer Contributions paid for your work as of the date of your death.

Important: No death benefit will be paid if you have worked one (1) or more hours in Noncovered Employment after January 1, 1990. Noncovered Employment is explained in the section titled **Service Credit**.

Beneficiary

You may designate beneficiary(ies) to receive the death benefits payable on your death under the Plan. The death benefits and rights of your designated beneficiary are subject to mandatory benefits for a Surviving Spouse under the Plan and law.

You must use a form provided by the Fund Office. You may change your designated beneficiary as often as you wish. However, if you are married, you may not elect a beneficiary other than your Spouse without the written consent of your Spouse. The consent to an alternate beneficiary must be signed by you and your Spouse and the form must be notarized. A beneficiary card is included in the Appendix of this booklet or the Fund Office can supply you with the necessary form.

If you do not designate a beneficiary or if your beneficiary dies before you and guaranteed payments or a Pre-Retirement Lump Sum Death Benefit is payable from the Plan on your death, the payments or lump sum death benefit will be paid to your default beneficiary. Your default beneficiaries are your surviving spouse, dependent children, dependent parents, other dependents, other children, other parents or your residuary heirs under a valid will or the intestate laws of the District of Columbia, as classes in that order and without need for probate. Multiple beneficiaries in a class will share equally. The Trustees may provide that any amount otherwise payable to a default beneficiary (other than a spouse or dependent) will instead be paid to a person who incurred expenses in connection with your care or burial.

A beneficiary must survive you (and, absent spousal waiver, your Spouse of one year or more) by at least sixty (60) days to receive benefits and apply for benefits within five (5) years of your death. No benefits are payable to a beneficiary who is found criminally responsible for your death nor in the absence of a surviving designated beneficiary or an individual default beneficiary.

Example 15. Surviving Spouse Benefit and Lump Sum Payment

Suppose you die as an **Active Employee** at age 50 in 2006 after completing at least 18,000 Benefit Hours. Your surviving spouse is the same age as you. At the time of your death your accrued monthly benefit payable at age 65 is \$1,500.00.

Your surviving spouse is eligible for a benefit determined as follows:

1.	Accrued monthly benefit	\$	1,500.00	
2.	Early retirement adjustment based on age 55		<u>.70</u>	
3.	(1) x (2)	\$	1,050.00	
4.	50% Joint and Survivor Adjustment		<u>.952</u>	
5.	(3) x (4)	\$	999.60	
6.	% continued to surviving spouse		<u>.50</u>	
7.	Surviving Spouse monthly benefit starting when you would have been age 55: (5) x (6)	\$	499.80	(or \$500.00)

The actuarial present value of this benefit is: \$ 63,860.90

Let's assume contributions made for your work equaled \$40,000.

Your spouse could elect to receive the lump sum of \$50,000 (Contributions + \$10,000). In this event since the actuarial present value of the surviving spouse death benefit is greater than the Lump Sum by more than \$10,000, your spouse will also receive a reduced monthly surviving spouse benefit of \$108.50 starting at age 55, for the remainder of your spouse's lifetime.

Incompetence and Minors

If the Plan finds that you are unable to care for your affairs because of mental or physical incapacity, the Plan may pay any benefit due directly to you, a person or an organization providing your care, unless and until a claim is made by your legally appointed guardian or other legal representative. If benefits from this Plan are payable to a minor, the Plan will pay the benefits due to the minor into a trust account or hold the money until the minor reaches legal age. Payments made under these rules will fully discharge the Plan and Trustees from any and all benefit obligations.

Divorced Participants

If you are divorced **before** retirement, your former spouse will lose any right to your pension unless the Plan is served with a Qualified Domestic Relations Order ("QDRO") from a state court. A divorce or other legal separation from a Participant automatically revokes any designation of a spouse as your Beneficiary, unless you file a new designation after the divorce or separation or a QDRO is entered to preserve your former spouse's rights.

A state court can preserve a former spouse or child's right to share in your pension benefits through a QDRO. If the Plan receives an order assigning rights to your benefit, the Plan will treat it as a claim for benefits under the Plan, determine whether it is qualified and advise you and your spouse or alternate payee of the decision. Any rights of a former Spouse or alternate payee stipulated in a Qualified Domestic Relations Order will be honored, and will take precedence over those of any later Spouse.

A divorce **after** retirement has no effect on the payment of survivor benefits to your spouse by the Plan. A state court QDRO can also require the Plan to make payments due you during your lifetime to a former spouse or dependent child, even if the QDRO is entered after you retire. **If you go through a divorce, discuss this with your lawyer.**

APPLICATIONS AND APPEALS

Applying for Benefits

Payment of a pension from this Plan is not automatic (except for small benefits and after age 70 ½, as described below and elsewhere in this booklet). You must apply for your pension prior to your effective date. To apply for your benefit, you must contact the Fund Office for the appropriate forms and to obtain necessary information, including the benefit options available under the Plan. You must also identify all reciprocal plans in order to allow the Plan to process a Reciprocal Pension.

The Plan recommends that you begin the application process three (3) months prior to your planned retirement date to avoid any delays of your monthly payment. The law generally requires that you and your Spouse must have sufficient time to consider whether to reject the automatic 50% Joint and Surviving Spouse payment form, after you have received information from the Fund Office on the amount of your benefit and options and before the form of payment becomes irrevocable.

Assuming that you have satisfied all of the eligibility requirements of the Plan, the effective date of your pension will be the first day of the month following the latest of:

- the month in which your application is received,
- 30 days after you are provided with information regarding the available benefit payment options, or
- if provided by the Plan forms, seven (7) days after you and your Spouse waive the election period on benefit payment options.

An application will be terminated and deemed withdrawn if a claimant (or the Spouse of a claimant) Participant fails to provide necessary or appropriate information requested by the Plan in writing or to complete and return a benefit election form within 90 days after mailing of the Plan's request or form. A new application will then be required and benefits will begin only after the new application is completed.

If, for administrative reasons, your actual payments must begin after the date just described, your first monthly payment will include amounts to cover the months since that date. Your benefits will be suspended and not paid if you continue to work in the Painting and Allied Trades Industry as discussed below, even though you have satisfied the eligibility requirements for retirement.

Applying for Survivor Benefits

Your Spouse or Beneficiary should contact the Fund Office in writing as soon as possible after your death and submit a copy of your death certificate, along with any questions concerning eligibility for survivor benefits. The Fund Office will then send an application to be completed and returned to the Fund Office.

An application by any Beneficiary (other than the surviving spouse) must be filed within five (5) years of the date of death or the death benefit will be forfeited.

Claims Processing

Once you file an application, the Plan will either pay your benefit as requested or send you a denial notice. You should be notified of any adverse decision by the Plan with regard to benefits within a reasonable period of time, but no later than 90 days after receipt of a completed application. An extension of up to 90 days is allowed for matters beyond the control of the Plan. You will be notified of any extension before the expiration of the initial 90-day period.

If you receive a denial notice or no response within 90 days of your application, you can file an appeal to the Trustees. The Plan can take up to 180 days to respond to your application as long as it tells you that more time is needed within 90 days.

Any person who claims benefits must provide the Plan and Trustees with any information or proof that is reasonably required to determine his or her benefit rights. The Plan will notify you of missing information and the deadline for a decision on the application will be put on hold and extended for the period it takes you to supply the relevant missing information to the Fund Office.

An Application will be terminated and deemed withdrawn if a claimant (or the Spouse of a claimant) fails to provide necessary or appropriate information requested by the Plan in writing or to complete and return a Benefit Election Form within 90 days after mailing of the Plan's request or form. A new application will then be required and benefits will begin only after the new application is completed.

Benefit Payments

The Plan is entitled to rely on written representations, consents and revocations that you or others submit to the Plan in making benefit determinations. Unless otherwise provided by law, the Plan will not make duplicate benefits with respect to the same Participant in excess of the value of the benefits properly payable with respect to a Participant. If a claimant provides inaccurate information or proof, that is material to the claim, the Trustees may deny, suspend or discontinue benefits otherwise payable under the Plan, except as prohibited by law, and recover losses through any other means of collection. The Plan may recover overpayments (based on the actual facts) or other amounts due to the Plan from future benefits payable to a Participant, Spouse or Beneficiary or other means, even though the current payee may not have been responsible for the false statement or inaccurate information.

Appealing a Decision on Benefits

The Plan provides for appeals to the Trustees by any person affected by an adverse benefit determination. An "adverse benefit determination" is any denial, reduction, termination, or failure to provide or make payment (in whole or in part) of a benefit, including any such denial, reduction, termination, or failure to provide or make payment that is based on a determination of a participant's or beneficiary's eligibility to participate in the Plan. A failure to make a decision on a timely basis is an "adverse benefit determination" that can be appealed.

You may file an appeal to the Trustees within 60 days after notice of a full or partial denial of benefits or between 90-150 days after your application if you get no response from the Fund Office. Anyone adversely affected by an initial adverse benefit determination on any benefit claim may file an appeal to the Trustees at the Fund Office. A Plan denial will become final in the absence of a timely appeal.

You or your representative has the right to review all official documentation relating to the Plan to prepare an appeal. Upon request and free of charge, you will be afforded reasonable access to, and copies of, all documents, records, and other information that is relevant to the claim. All comments, documents, records, and other information submitted by the claimant relating to the claim will be considered on appeal, regardless of whether or not such information was submitted or considered in the initial adverse benefit determination. When making an appeal, you have the right to be represented in writing by counsel or any personal representative of your choosing. Your written appeal should state clearly why you believe you are entitled to the benefit you claim.

The Trustees will review and decide your appeal at their first regularly scheduled quarterly meeting following receipt of your appeal. However, if the appeal is received fewer than 30 days before such meeting, the appeal will be decided at the next regularly scheduled meeting of the Board of Trustees. Consideration of the appeal can be delayed to the following quarterly meeting in special circumstances, such as a need for further information or a personal hearing. You should receive notice of any delay before the period for response expires. After a decision, the Plan will mail a written explanation to you as soon as possible, normally not later than five (5) days after the determination on appeal is made.

Lawsuits

You may file a civil action after completion of the appeals process or a delayed decision on an appeal under section 502(a) of the Employee Retirement Income Security Act. A delay in the processing of a claim does not, of itself, entitle anyone to benefits from the Plan. If you go to court before the time for response to an appeal or without an appeal, the court can dismiss your case for not coming to the Trustees first.

Your court papers can be served on the Fund Office or a trustee. A decision of the Trustees is normally final in court. You normally must have more than a simple disagreement on interpretation of the Plan and its rules. 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.

Trustee Discretion and Authority

The Trustees are the sole judges of the standard of proof required in any application and interpretation of this Plan. The Trustees have the exclusive right and discretionary authority to construe the terms of the Plan, to resolve any ambiguities and to determine any questions, facts or law which may arise in connection with the Plan's application or administration, including but not limited to determination of eligibility for benefits.

SUSPENSION OF BENEFITS

Working After Retirement Before Normal Retirement Age

If you retire before Normal Retirement Age (normally age 65), you can work in other industries and continue to receive your pension. If you retire before Normal Retirement Age, your retirement benefits will be suspended if you work in related work, such as:

- employment with any Employer,
- employment in the same or related business as an Employer,
- self-employment in the same or related business as an Employer, or
- employment or self-employment in any business which is or may be under the jurisdiction of the IUPAT.

If you do not notify the Fund Office of your work promptly (normally within 21 days) and you are under age 65, your benefits will be suspended for an additional six months.

The industries and occupations of the Employers who currently participate in the Plan include all types of work within the jurisdiction of the IUPAT as well as related organizations, such as labor organizations, benefit funds, other union-industry organizations and management of IUPAT work. Employment or self-employment which is or may be under the jurisdiction of the IUPAT may include work covered by any IUPAT collective bargaining agreement, work within the trade jurisdiction of the Union, as described in the IUPAT Constitution or work which an Employee has been assigned or referred, or can perform because of his skill and training as an Employee under an IUPAT collective bargaining agreement. The related work does not have to be union work under an IUPAT contract nor in the area in which you worked before retirement in order for benefits to be suspended.

If you engage in related work before Normal Retirement Age, your pension will be suspended for any calendar month or months in which you worked without regard to the number of hours of such work.

There are several special rules that apply to benefits for service at certain dates.

If your benefits are suspended before Normal Retirement Age, the monthly benefit you earned after January 1, 1990 will be suspended for six consecutive months for each calendar quarter in which you worked at least one hour in Noncovered Employment. This suspension is in addition to any mentioned in the paragraphs above but will not extend beyond your Normal Retirement Date. Noncovered Employment is defined in the section titled **Service**.

With respect to an Accrued Benefit under the Plan as of December 31, 2002, a pensioner may take employment in related work after age 62 as long as he or she does not earn more than the amount utilized under the Social Security Act to determine eligibility for full benefits.

Working After Retirement After Normal Retirement Age

If you are retired and are older than age 65, your pension will be suspended for any month in which you worked or were paid for at least 40 hours of employment or self-employment in Disqualifying Employment. "Disqualifying Employment" after attaining normal retirement age means employment or self-employment that is:

- in an industry covered by the Plan,
- in the geographic area covered by the Plan,
- in any occupation in which the Pensioner worked under the Plan at any time or any occupation covered by the Plan when your pension is effective.

The regulations on occupations covered by the Plan include any occupation which involves IUPAT skills or selling, retailing, managerial, clerical, professional occupations or supervisory activities relating to Covered Employment within that phrase.

The determinations of the geographic area, industry or occupations covered by the Plan are made at the time your pension started or, if later, age 65. No benefits will be suspended for work after the mandatory starting date for your pension under IRS rules. This will generally be April 1 of the year after you turn age 70½, but, after January 1, 1997, may be delayed until you retire if you turn 70½ after 1998.

With respect to an Accrued Benefit under the Plan as of December 31, 2002, there are some limited special exceptions:

- A pensioner may take employment in related work after age 62 as long as he or she does not earn more than the amount utilized under the Social Security Act to determine eligibility for full benefits. If the pensioner earns more than the Social Security limit in a calendar year, the subsequent monthly benefit for the year shall be suspended for any month in which he or she worked or was paid for at least 40 Hours of Service in Disqualifying Employment. For purposes of the grandfathering rule, the Social Security earnings limit is calculated under the law in effect before the earnings limit over 65 was repealed in 2000. The prior law provided an earnings limit that was adjusted annually under a fixed formula. The limit was \$15,500 for a retiree who was age 65-69 in 1999 with no earnings limit over age 70.

- A Participant who only worked in a skilled trade or craft, such as a painter, glazier, architectural metal worker and glass worker, paint maker, resilient floors and decorative coverings worker, sign and display painters, scenic artist, decorator, paperhanger, hardwood finisher, grainer, varnisher, enameller, glider, drywall finisher, and related jobs, positions and classifications, will be suspended only if he or she is re-employed in work that involves the skill(s) of the trade or craft directly, or in the case of supervisory work, indirectly. However, any work in Covered Employment for more than 40 paid hours in a month will be Disqualifying Work.

Suspension of Benefit Information

When you reach Normal Retirement Age, you are entitled to information regarding the suspension of benefit rules of this Plan, including the identity of the industries and areas covered by the Plan. You will also receive notification of any material change to the suspension rules and be reminded of the suspension rules after age 65 annually.

The Plan currently covers work in all 50 states, the District of Columbia and certain territories. The industries and occupations covered by the Plan include all types of work within the jurisdiction of the IUPAT as well as labor unions, benefit funds and management of IUPAT work.

You will be notified if your benefits are to be suspended. This notice will also inform you of the procedure for notifying the Plan when your disqualifying employment ends.

You are entitled to a review of the suspension of benefits decision in the same fashion as an appeal of an adverse benefit determination on an application for benefits. To get a review, you must file a written request with the Trustees within 60 days of the suspension notice from the Plan.

Notification of Return to Work

You must notify the Fund Office in writing within 21 days if you continue to work or return to work in any trade or industry represented by the IUPAT or a union, benefit plan or other labor-management organization or related work of a type that allows suspension of benefits, even if you work less than 40 hours in a month after Normal Retirement Age. A listing of your name on a Pension Plan remittance report is adequate for work covered by the Plan. It is your responsibility to make sure that your name is on a remittance report or to provide other notice of your return to work.

If you do not report your work accurately and on-time, the Plan may assume that you have been doing work that would cause a suspension of benefits for more than 40 hours per month upon learning of any Disqualifying Employment of a type that could cause a suspension of benefits after age 65. A suspension may continue on the basis of the presumption for as long as work continues at the site or until you prove that you are not doing suspendible work.

Advance Determinations

You can obtain an expedited and advance ruling on the effect of work on your pension benefits. You should write the Fund Office with a description of the nature and location of proposed work as soon as possible (and before starting work) in order to obtain a ruling. If you request a ruling, your benefits will not be suspended for any work until the Fund answers your questions. If you do not request an advance ruling, your benefits may be suspended for any work that you actually performed.

Resumed Benefits and Recovery of Overpayments

If you return to work covered by the Plan, your benefits will be adjusted for any additional benefit that you have earned for your new work each year. If you work elsewhere, your monthly pension benefit will not change.

If you receive your monthly payment for a month which is later determined to be subject to the suspension rules, the overpayment may be deducted from your future pension payments or be recovered by other collection action. After age 65, a reduction of future payments will not exceed 25% of your monthly pension amount.

OTHER IMPORTANT INFORMATION

Assignment of Benefits

Your benefits cannot be sold, assigned or pledged as a security for a loan. The Plan will not honor an attachment or execution on your benefits for the payment of a debt under any judgment or decree of a court or otherwise. This provision of the Plan is included in order to protect your pension benefit for its intended use - your retirement.

There are several exceptions to this rule:

- A state court can assign your benefits to a spouse or dependent under a Qualified Domestic Relations Order.
- The Plan can offset future benefits by any overpayments or other amounts you owe the Plan.
- The Internal Revenue Service says that this rule does not prevent it from levying on your pension benefits once they are payable to you.

Contributions to the Plan

Contributions to the Plan are made by employers in accordance with Collective Bargaining Agreements between the Union and the employers and related participation agreements with the Trustees. In general, these agreements provide that employers contribute to the Plan on behalf of each employee on the basis of a fixed rate per hour for all hours paid. In some instances, contributions are made by employers on the basis of a percentage of the employee's pay.

The Trustees reserve the right to approve any new or additional contribution to the Plan in order to protect the financial viability of the Plan. While the Trustees continue to have discretion in all cases, they will reject any contributions below 30% of the rate in effect for work at December 31, 2005 (the "Base Contribution Rate"). The rejection of contributions may cause an Employer to withdraw from the Plan and result in the assessment of withdrawal liability.

Participants are not required or permitted to make contributions to this Plan. The Plan bases its benefits and costs on assumptions about actual work and employer contributions. An employee cannot make personal contributions, retroactively or otherwise, to avoid or repair a break in service or a break in continuity, nor to increase the amount of Plan benefits.

If contributions of at least 50¢ per hour to the Pension Plan are negotiated, the Trustees allow Collective Bargaining Agreements to specify an additional amount to be paid to the Annuity Plan. However, previously established contributions to the Pension Plan may not be reduced in order to apply contributions to the Annuity Plan nor can contributions to the Annuity Plan be reduced to be applied to the

Pension Plan. Your benefits and the provisions of the Annuity Plan are explained in a separate booklet. If you do not have a copy of that Plan's Summary Plan Description, you may obtain one from the Fund Office.

Plan Administration

The following information is provided to let you know how the Pension Plan is operated on a day-to-day basis and who is responsible for basic decisions.

The Plan is administered by a joint Board of Trustees, consisting of Union representatives and Employer representatives. The Trustees generally serve without pay, other than reimbursement of expenses, and they are not personally liable to anyone for errors or omissions with respect to the Plan, except as required by law.

The Trustees hire a Fund Administrator and office staff to keep records and make benefit payments. The name, address and phone numbers of the Fund Administrator is:

Gary J. Meyers
International Painters and Allied Trades Industry Pension Fund
United Unions Building, 1750 New York Avenue, N.W., Suite 501, Washington, D.C. 20006
(202) 783-4884
(800) 554-2479
Email: pension@iupat.org / Website: www.iupat.org

The names and business addresses of the Board of Trustees are as follows:

James A. Williams, Co-Chairman
General President/IUPAT
1750 New York Avenue, NW
Washington, DC 20006

Aristotle G. Aivaliotis, Co-Chairman
Avalotis Corporation
400 Jones Street
Verona, PA 15147

UNION TRUSTEES

Kenneth Rigmaiden
Executive General Vice President/IUPAT
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006

George Galis
General Secretary-Treasurer/IUPAT
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006

EMPLOYER TRUSTEES

Joe Brescia
Architectural Glass and Aluminum
1911 Union Street
Oakland, CA 94607

Jerome Haber
W & W Glass Systems
300 Airport Executive Park
Nanuet, NY 10954

Michael LeGood
Painters' Collaborative, Inc.
9600 W Bryn Mawr, Suite 600
Rosemont, IL 60018

William D. Candelori, Jr.
General Vice President/IUPAT
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006

Steve Sharpe
Sharpe Interior Systems
11693-8 Sheldon Street
Sun Valley, CA 91352

Robert Kucheran
General Vice President/IUPAT
130 Toro Road
Toronto, Ontario, M3J 2A9
CANADA

Raymond J. Price, III
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United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006

Raymond Sesma
General Vice President/IUPAT
United Unions Building
1750 New York Avenue, N.W.
Washington, D.C. 20006

The Employer Identification Number assigned by the Internal Revenue Service to the Board of Trustees is 52-6073909. **The Plan number** assigned by the Board of Trustees is 001.

For the purposes of maintaining the Fund's fiscal records, the year-end date is December 31.

The Plan Administrator has been designated as the **agent for the service of legal process**. You may also serve a Trustee.

Funding Medium

Benefits are provided from the Plan's assets accumulated under the provisions of the Collective Bargaining Agreements and the Trust Agreement. They are held in a Trust Fund for the purpose of providing your benefits and paying reasonable administrative expenses.

Organizations Holding the Plan Assets

The Plan's assets and reserves are held in custody by The Northern Trust Company, 50 South LaSalle Street, Chicago, Illinois 60675. Under the terms of the Pension Trust Agreement, the Employers also hold contributions in trust until they are paid to the Plan. The Plan's assets are invested by registered investment firms selected by the Trustees based on consultation and advice from an independent advisory firm.

Sponsors of the Plan

The Trustees of the International Painters and Allied Trades Industry Pension Plan are the sponsors of the Plan. The Fund Office will provide information as to whether or not an employer is contributing to this Plan, upon written request.

ERISA Rights

Some basic rights were included in the Employee Retirement Income Security Act (ERISA) passed by Congress in 1974. These rights apply to all pension plans, including yours. According to law, you are entitled to:

- **EXAMINE**, without charge, at the Fund Office and at other specified locations, such as worksites and Union halls, all Plan documents including insurance contracts, collective bargaining agreements 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 Pension and Welfare Benefit Administration.
- **GET COPIES** 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 Fund Office may assess a reasonable charge for the copies.
- **RECEIVE A SUMMARY** of the Plan's annual financial report. By law, the Plan Administrator has to give you a copy of this report every year.
- **OBTAIN A STATEMENT** telling you whether you have a right to receive a pension at Normal Retirement Age (age 65 or, if later, your age on the fifth anniversary of your participation). If you are eligible for a pension, this statement will tell you what your benefits would be at Normal Retirement Age if you stop working now. If you do not have a right to a pension now, the statement will tell you how many more years you will have to work to become entitled. You have to ask for this statement in writing. The Fund Office must provide the statement free of charge once a year. The Fund Office will provide this information, to the extent it is able, based on readily available computer records. The statements are based on available computer records and are always subject to verification and correction at retirement and for correct information that is received at any time.

Each year, the Fund Office expects to send you a statement of your benefits under the Plan as well as your status in the Plan. To ensure that your records are accurate and up-to-date, you should keep the Fund Office advised of any changes in your marital status and mailing address.

Prudent Actions by Plan Fiduciaries

In addition to outlining your rights as a Plan participant, ERISA imposes duties upon the people who are responsible for the administration of your Pension Plan. The people who administer your Plan are called “fiduciaries”. They have a duty to do their job prudently and in the interest of all Plan participants and beneficiaries. No one - neither your employer nor any other person - may fire you or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a retirement benefit is denied in whole or in part, you have the 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 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. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court.

If you believe that the Plan fiduciaries have misused the Plan's money, or that you have been discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor. You may also file suit in a Federal court. If you are successful, the court may order the person you have sued to pay court costs and legal fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim 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 Office of Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits 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 Pension and Welfare Benefits Administration.

Amendment and Termination of the Plan

Although this Pension Plan is a permanent program as it is currently structured, it can be amended or terminated by the Trustees at any time. However, no amendment may reduce a Participant's accrued benefit nor eliminate or reduce an early retirement benefit, retirement type subsidy or optional form of payment with respect to hours of service before the amendment except as permitted or required by ERISA.

ERISA provides that the Plan can or must be amended accrued benefits or to eliminate or reduce an early retirement benefit, retirement type subsidy or optional form of payment in certain circumstances.

- The IRS can allow a reduction of benefits in certain cases of financial hardships for the employers.
- The Plan can or must reduce benefit improvements that have been in effect for less than 60 months in the event that the plan goes into reorganization (under a specific financial test) or terminates.
- The Plan can eliminate optional forms of payment as long as it retains certain core benefit options under IRS regulations.
- The Plan must cease any lump sum options and payment of any benefits in excess of the amount actually guaranteed the Pension Benefit Guaranty Corporation if the Plan becomes insolvent and lacks sufficient assets to pay benefits.

This Plan can terminate in a number of ways under the law even without a direct resolution of the Trustees:

- The adoption of a Plan amendment which provides that employees will receive no credit for any purpose under the Plan for service with any employer after the date(s) specified by the amendment will terminate the Plan.
- A mass or complete withdrawal of every employer from the Plan, through permanent cessation of operations or the obligation to contribute to the Plan will freeze benefits and terminate the Plan as a matter of law.
- The adoption of an amendment which caused the Plan to become a defined contribution (individual account) Plan is also a legal termination.
- A court can terminate the Plan if the Plan fails to satisfy minimum funding requirements, is unable to pay benefits when they are due or shows the potential to create a long run loss to the Pension Benefit Guaranty Corporation which reasonably may be expected to increase unreasonably the insurance exposure of the Pension Benefit Guaranty Corporation.

After termination, the Plan may only pay benefits which had become vested before termination and, as noted above, may be required by law to reduce benefits in the event of financial difficulties or insolvency.

In the event of Plan termination, you will not accrue any further benefits under the Plan. However, the benefits that you have already accrued will become vested, that is, nonforfeitable, to the extent that your benefits can be funded by the Plan assets.

Federal 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 (2) 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 (5) 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 the Fund Office 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>.

IMPORTANT NOTE

This booklet is only a brief summary of the most important provisions of the Plan. Your rights to benefits will be governed by the Pension Plan document and the interpretations of its provisions by the Trustees. Nothing in the Summary shall modify or change the official Plan and the Trustees reserve the right to amend the Plan. Your rights to benefits can only be determined by official action of the Trustees.

APPENDIX

This appendix provides a brief description of the Plan provisions in effect at December 31, 2002, just prior to the January 1, 2003 revisions. More detailed information may be obtained by reference to the summary plan description booklets in effect prior to January 1, 2003 which are incorporated by reference. The prior booklets may be obtained from the Fund Office.

Accrued Benefit as of December 31, 2002

Your Accrued Benefit is the benefit you have earned as of a specific date, payable at your normal retirement age. Your accrued benefit as of December 31, 2002, is the sum of two pieces based on service periods, as follows:

- Pre-1988 Service. The first piece covers your work before January 1, 1988. It equals your units of pension credit earned before January 1, 1988, times the pre-1988 benefit rate per unit in Column A of the Contribution Rate / Benefit Rate table, based on your employer's contribution rate at December 31, 2002.
- Service 1988-2002. The second piece covers your work after December 31, 1987, and before January 1, 2003. It equals your units of pension credit earned after December 31, 1987, times the post-1987 benefit rate per unit in Column B of the Contribution Rate / Benefit Rate table, based on your employer's contribution rate at December 31, 2002.

Under the Plan prior to the January 1, 2003, amendment, 1 unit of pension credit was earned for each 150 hours of service in Covered Employment, with a maximum of 15 units in any year for 2,250 or more hours of service.

If you have more than 360 units of pension credit as of December 31, 2002, your Accrued Benefit for service up to December 31, 2002, is further increased by 1% for each completed twelve (12) units in excess of 360 units earned prior to January 1, 2003.

Eligibility for Service Credit Before The Contribution Period

You could receive pension credit for work with a Contributing Employer before the Employer began contributions to the Plan under earlier versions of the Plan if you were a Plan participant before January 1, 1999 and pass the three-year test rule. In order to pass the three-year test rule you must have worked in an eligible job classification at least 900 hours each year in any two out of the three calendar years before a Company began contributions to the Plan.

The eligible job classifications were as follows:

- You worked in a job classification and at a place of business covered by a Collective Bargaining Agreement between the IUPAT and your employer and your employer later became a Contributing Employer or went out of business before the Contribution Period.
- You worked in a job classification for which pension contributions to the Plan were required under the first Collective Bargaining Agreement signed between a Contributing Employer and the IUPAT.
- You worked for a governmental agency or other employer who was not, and is not, a Contributing Employer, but who fulfills all terms and conditions of the Collective Bargaining Agreement as though it were a Contributing Employer.
- You worked for the IUPAT, a Union-Industry Related Organization, or in a class of other employees which has been accepted for participation in the Plan. The rules for such groups are summarized in the subsection Employee under the Section **Participation**.

You can also get credit for work under a different pension plan before an employer began contributions to the Plan under the terms of a merger agreement. This is covered in the Section on **Service** under Covered Employment.

You may also qualify for pension credit before an employer began contributions to the Plan in certain cases even if you did not satisfy the three-year test rule:

- You may get credit if you were incapable of meeting the three-year test rule because you were unable to work the required 900 hours each year in two of the three years due to total disability, or
- You can get pension credit before an employer began contributions to the Plan if you left work to enter military service which prevented you from meeting the work requirements for the three-year test rule. You must return to covered employment with Contributing Employers under the Plan within the time required by law to get this credit. The time limits for return to work are covered in the rules on military service in the Section titled **Service** under Vesting Service.
- You can get credit for work with a Contributing Employer before he began contributions to the Plan if you earned 9,000 Benefit Hours during the Contribution Period based on work in Covered Employment under the Plan.

Pension Credits for Employment Prior to the Contribution Period

If you are eligible for pension credit for service before your Employer contributed to the Plan, you will receive two (2) Benefit Hours for each hour of service before the contribution period to a maximum of 1,800 Benefit Hours in any calendar year. **The Plan does NOT give Vesting Hours credit for work before an Employer contributed to the Plan.**

Other factors you should be aware of:

- If you worked for an employer who went out of business and whose company was taken over by a Contributing Employer, you may receive credit for the time you worked for the first employer. The decision to grant pension credit on this basis will be made by the Trustees according to the rules of the Plan.
- Employees of Local Unions, District Councils, Union-Industry Related Organizations, and certain special classes of members may also receive credit for earlier service even if you are not represented by the Union for collective bargaining purposes. The Trustees will, in each case, apply appropriate Plan rules.

It is often difficult to figure out exactly how many hours you have actually worked before your employer began paying contributions to the Plan. As a result, the Trustees will use different records to determine this amount. These records include, but are **not** necessarily **limited to**:

- the records and/or statements of past Employers,
- the records of the Social Security Administration, or
- your Union's records. (If the Trustees use your Union's records, you'll get 300 Benefit Hours for each month you've been a member in good standing and worked at a job covered by the Plan, but no more than 1,800 Benefit Hours in any calendar year.)

There are certain limits on the number of years of pension credit you can receive for work before the date your employer begins paying into the Plan. If your employer started contributing after December 31, 1976, your years of earlier credit generally are limited according to the table that follows:

If Your Employer Started Contributing	Your Maximum Years of Prior Credit Are
before January 1, 1977	24 years
between January 1, 1977 and December 31, 1977	18 years
between January 1, 1978 and December 31, 1978	15 years
between January 1, 1979 and December 31, 1979	12 years
between January 1, 1980 and December 31, 1998	10 years
January 1, 1999 or later	None

If your employer started contributing in 1999 or later, you will not receive credit for any past work. However, if you were covered under a plan that was merged into this Plan, other rules may apply to service before the Contribution Period. The merger agreement and available plan documents for the merged plans listed in the Appendix can be obtained from the Fund Office and, in some cases, the U.S. Department of Labor.

Vesting

Collectively-bargained employees who have not earned one Vesting Hour on or after January 1, 1999, must complete ten (10) years of vesting service to acquire vested deferred benefits. (The five (5) year rules applies to employees who are not in a bargaining unit from January 1, 1989 forward, but may be based solely on work with “Affiliated Employers” outside IUPAT bargaining units.) A One-Year Break in Service or Permanent Break in Service may cancel prior service and require the Employee to start as a new participant and vest based solely on new Vesting Years.

If an Employee was a Participant in the Plan prior to January 1, 1976, and left Covered Employment, the provisions of the prior Plan, as they relate to a “Vested Pension” (as defined in the prior Plan), or the current Plan will apply, whichever provision is more advantageous to the Participant. The prior Plan provided a vested pension for an Employee who accumulated 120 or more Pension Credits (at least 60 of which were during the Contribution Period) and was age 50 or over at the time he or she had a break in employment, unless he or she received a “Severance Benefit,” as defined in the prior Plan.

The Contribution Rate / Benefit Rate table showing the pre January 1, 1988 and post December 31, 1987, benefit rates per unit of pension credit (the Column A and Column B rates) based on Employer Contribution rates in 5¢ increments is included in this appendix for your reference. Please note, your accrued benefit calculation through December 31, 2002, will be based on your employer’s exact cents per hour contribution.

Appendix Example 1. Accrued Benefit at December 31, 2002

Let's say you earned 225 units of pension credit as of December 31, 2002, and are age 45. Your employer's contribution rate is \$1.75 per hour and you earned 45 units of service before January 1, 1988, and 180 units of service after December 31, 1987, to December 31, 2002.

The monthly benefit rates per unit of pension credit based on the \$1.75 contribution rate are:

For service before January 1, 1988 (Column A):	\$5.86
For service after December 31, 1987 to December 31, 2002 (Column B):	\$6.44

Your monthly accrued benefit as of December 31, 2002 is:

1.	Pre 1/1/1988 service:	45 x \$5.86	=	\$ 263.70
2.	Service 1/1/1988 - 12/31/2002:	180 x \$6.44	=	<u>1,159.20</u>
3.	Total monthly accrued benefit as of 12/31/2002		=	<u>\$1,422.90</u>

Appendix Example 2. Accrued Benefit With More Than 360 Units as of December 31, 2002

Now let's say you earned 405 units of pension credit as of December 31, 2002, and you are age 60. Your Employer Contribution rate is \$2.50 and you earned 220 units of service before January 1, 1988 and 185 units of service after December 31, 1987, to December 31, 2002.

The monthly benefit rates per unit of pension credit based on the \$2.50 contribution rate are:

For service before January 1, 1988 (Column A):	\$7.73
For service after December 31, 1987 to December 31, 2002 (Column B):	\$8.51

Your monthly accrued benefit as of December 31, 2002 is:

1.	Pre 1/1/1988 service:	220 x \$7.73	=	\$1,700.60
2.	Service 1/1/1988 - 12/31/2002:	185 x \$8.51	=	<u>1,574.35</u>
3.	Subtotal		=	\$3,274.95
4.	Increase for units in excess of 360			
	a.	405 - 360	=	45
	b.	45 ÷ 12	=	3.75
	c.	Increase: 3 x .01 x \$3,274.95	=	<u>98.25</u>
5.	Total monthly accrued benefit as of 12/31/2002		=	<u>\$3,373.20</u>

Remember, if you are not considered an **Active Employee** on or after January 1, 2003, you will need to refer to your previous summary plan booklet to calculate your pension.

Plan Mergers

In some mergers the benefit levels for service prior to December 31, 2002, were modified from that shown in the Contribution Rate/Benefit Rate table then in effect. To find out the benefit level which applies to you prior to December 31, 2002, as the result of a merger, you may request information from the Fund Office.

If you were covered under a plan that was merged into this Plan, your service under the prior plan (up to the date of merger) will generally be counted in full for purposes of participation and vesting in this Plan. Your credit toward participation, vesting, retirement eligibility and benefit amounts after the date of the merger will be determined in accordance with the IUPAT Industry Pension Plan rules.

The benefit you will receive from the IUPAT Plan will always be at least the amount you had earned under the plan which merged into the IUPAT Plan at the date you would have received it under the other plan. If the amount that you earn under the IUPAT Plan and terms of any merger agreement is higher, you will receive the higher amount. If more favorable than the Plan, the rules for retirement eligibility (based on age and service, and excluding disability), payment and suspension of benefits under a merged plan will continue in effect. However, this is only for benefits earned under a merged Plan before the merger without additional service credit, benefit improvements or payment options arising from the merger or later Plan amendments. Any remaining benefit will be paid only under IUPAT Industry Plan rules.

Contribution Rate

The contribution rate used to determine your pension benefit for service before January 1, 2003, is the weighted average of your contribution rates in effect during the time you last earned 1,800 Benefit Hours. You will need to refer to the previous summary plan booklet for examples on determining your weighted average contribution rate if as of December 31, 2002, you had two different contribution rates when you last earned 1,800 Benefit Hours or if you worked in more than one collective bargaining unit over your working period.

You also need to refer to the previous summary plan booklet for an example of a benefit calculation for service prior to December 31, 2002, if you stopped working in Covered Employment and then returned to Covered Employment following a benefit level increase. In this case the benefit levels in effect when you stopped working in Covered Employment will be used to calculate the part of your accrued benefit attributable to Covered Employment earned before that date and the benefit levels in effect on your subsequent termination will be used to calculate the part earned after your return to Covered Employment. However, if prior to December 31, 2002, you returned to Covered Employment and earned 450 hours of service before incurring a 3 consecutive year period without earning 450 Benefit Hours, all of your years of service prior to December 31, 2002, will be calculated at the new benefit level.

Monthly Benefit Rates at 5¢ Contribution Intervals

Contribution Rate / Benefit Rate
Monthly Benefit Rate in Effect through December 31, 2002 per Unit of Pension Credit

Contribution Rate	Benefit Rate		Contribution Rate	Benefit Rate	
	Column A	Column B		Column A	Column B
	Units Earned Before 01/01/88	Units Earned After 12/31/87		Units Earned Before 01/01/88	Units Earned After 12/31/87
\$ 0.05	\$ 0.18	\$ 0.20	\$ 2.55	\$ 7.85	\$ 8.64
0.10	0.36	0.40	2.60	7.97	8.77
0.15	0.54	0.60	2.65	8.09	8.90
0.20	0.72	0.79	2.70	8.21	9.03
0.25	0.90	0.99	2.75	8.33	9.16
0.30	1.08	1.19	2.80	8.45	9.29
0.35	1.26	1.39	2.85	8.57	9.42
0.40	1.44	1.59	2.90	8.69	9.55
0.45	1.62	1.79	2.95	8.85	9.65
0.50	1.80	1.98	3.00	8.97	9.78
0.55	1.99	2.18	3.05	9.09	9.91
0.60	2.17	2.38	3.10	9.21	10.04
0.65	2.35	2.58	3.15	9.33	10.17
0.70	2.53	2.78	3.20	9.45	10.30
0.75	2.71	2.98	3.25	9.57	10.43
0.80	2.89	3.18	3.30	9.69	10.56
0.85	3.07	3.37	3.35	9.81	10.69
0.90	3.25	3.57	3.40	9.93	10.82
0.95	3.43	3.77	3.45	10.05	10.95
1.00	3.61	3.97	3.50	10.17	11.08
1.05	3.77	4.14	3.55	10.29	11.21
1.10	3.93	4.32	3.60	10.41	11.34
1.15	4.09	4.50	3.65	10.53	11.47
1.20	4.25	4.67	3.70	10.65	11.60
1.25	4.41	4.85	3.75	10.77	11.73
1.30	4.56	5.01	3.80	10.89	11.86
1.35	4.71	5.18	3.85	11.01	11.99
1.40	4.86	5.34	3.90	11.13	12.12
1.45	5.01	5.51	3.95	11.25	12.25
1.50	5.16	5.67	4.00	11.37	12.38
1.55	5.30	5.83	4.05	11.49	12.51
1.60	5.44	5.98	4.10	11.61	12.64
1.65	5.58	6.14	4.15	11.73	12.77
1.70	5.72	6.29	4.20	11.85	12.90
1.75	5.86	6.44	4.25	11.97	13.03
1.80	5.99	6.59	4.30	12.09	13.16
1.85	6.12	6.73	4.35	12.21	13.29
1.90	6.25	6.88	4.40	12.33	13.42
1.95	6.38	7.02	4.45	12.45	13.55
2.00	6.51	7.16	4.50	12.57	13.68
2.05	6.63	7.30	4.55	12.69	13.81
2.10	6.76	7.43	4.60	12.81	13.94
2.15	6.88	7.57	4.65	12.93	14.07
2.20	7.01	7.71	4.70	13.05	14.20
2.25	7.13	7.85	4.75	13.17	14.33
2.30	7.25	7.98	4.80	13.29	14.46
2.35	7.37	8.11	4.85	13.41	14.59
2.40	7.49	8.24	4.90	13.53	14.72
2.45	7.61	8.37	4.95	13.65	14.85
2.50	7.73	8.51	5.00	13.77	14.98

IUPAT Industry Pension Plan Plan Mergers (In order of effective dates)			
State	IUPAT Local Union or District Council	Plan Name	Effective Date
NJ	LU 834	Painters Local Union 834 Pension Trust Fund, New Brunswick, NJ	12/01/1968
CT	LU 192	Stamford Painters Local Union 192, et al Pension Fund	01/01/1969
OH	DC 12	Painters District Council 12 Pension Fund, Cincinnati, OH	08/01/1971
NY	DC 67	District Council 67 Painters and Allied Trades Trust Fund, Binghamton and Elmira, NY	06/01/1972
CT	LU 1122	Painters Local Union 1122 Pension Fund, New London	02/01/1973
NJ	DC 19	Painters District Council 19 Pension Fund, Bergen, Passaic, Sussex and Morris Counties, NJ	05/01/1973
CT	DC 50	District Council 50 of New Britain, Connecticut Pension Fund	06/01/1974
PA	LU 921	Painters Local Union 921 Pension Fund, Chester and Delaware Counties, PA	04/01/1975
IN	LU 469	Retirement Plan of Painters Pension Trust Agreement, Local Union 469, Fort Wayne, IN	12/01/1975
AZ	LU 1733	Northern Arizona Painters Pension Trust Fund (Local Union 1733 Flagstaff, AZ)	04/01/1976
FL	LU 1928	Glaziers and Glassworkers Local Union 1928 Pension Fund, Jacksonville, FL	09/01/1976
CT	LU 17	Painters Local Union 17 Pension Fund, Greenwich, CT	10/01/1976
TX	LU 585	Brotherhood of Painters, Decorators and Paperhangers of America, Local Union 585 Trust Fund	10/01/1976
NJ	LU 1231	Sign Writers Local Union 1231 Pension Trust Fund, Newark, NJ	12/01/1976
PA	LU 479	Sign, Pictorial and Display Artists Local Union 479 Pension Fund, Pittsburgh, PA	12/01/1976
NY	LU 178	Pension Plan of Local Union 178	12/31/1976

State	IUPAT Local Union or District Council	Plan Name	Effective Date
CT	LU 186	Painters Local Union 186 Pension Fund, New Haven, CT	12/31/1976
MA	LU 391	Sign Local Union 391 – Outdoor Division Pension Fund – Boston, MA	12/31/1976
CT	LU 190	Local Union 190 Pension Fund, Bridgeport, CT	05/01/1977
NY	DC 9	District Council 9 Painters Industry Pension Fund, NY	01/01/1978
FL	LU 1772	Glaziers Local Union 1772 Pension Trust Fund	06/06/1978
NJ	LU 377	Local Union 377 Pension Fund, Hudson County, NJ	01/01/1979
OH	LU 1275	Painters Local Union 1275 Pension Fund, Columbus, OH	10/01/1979
FL	LU 688	Glaziers Local Union 688 Pension Fund, Miami, FL	01/01/1980
IL	DC 58	Illinois State Painters Pension Plan	07/01/1980
KY	LU 1529	Glaziers and Glassworkers Local Union 1529 Pension Trust Fund, Louisville, KY	07/01/1980
NY	LU 150	Painters Local Union 150 Pension Fund, Rochester, NY	05/01/1981
NY	DC 4	District Council 4 Pension Fund, Buffalo, NY	07/01/1981
NY	LU 806	Structural Steel Painters Retirement Fund Local Union 806	03/01/1982
MA	LU 257	Springfield Painters Local Union 257 Pension Fund	10/01/1982
CT	LU 491	Painters Local Union 491 Pension Fund	05/01/1984
NY	LU 65	Local Union 65 Pension Fund	11/01/1984
CA	LU 134	Finishers Local Union 134 Pension Fund	06/01/1985
NJ	LU 694	Painters Local Union 694 Pension Trust Fund	07/01/1990
OH	LU 372	Columbus Glaziers Local Union 372 Pension Fund	12/01/1990

State	IUPAT Local Union or District Council	Plan Name	Effective Date
TN	LU 1184	Glaziers Local Union 1184 Pension Fund	12/01/1992
IL	LU 85	Retirement Plan of the Painters Local Union 85 of Beltsville, IL	07/01/1993
NY	LU 1087	Glaziers' Local Union No. 1087 Pension Fund	02/15/1994
DC	DC 51	Painters Pension Trust Fund of Washington D.C. and Vicinity	04/01/1995
CA	DC 48	Orange Belt Painters Pension Trust Fund	06/30/1995
CA	DC 36	Los Angeles County Painting Industry Pension Trust Fund	07/01/1995
PA	LU 1955	Drywall Finishers Local 1955 Pension Fund	06/01/1996
CA	LU 1094	San Francisco Bay Area and Puget Sound Paint Makers and Employers Pension Plan and Trust	09/01/1996
NY	DC 20	Painters Pension Fund - West Chester and Putnam Counties	01/01/1997
NY	LU 206	Glass Warehouse Workers and Paint Handlers Local Union 206 Pension Fund	10/01/1997
CT	LU 369	Connecticut Glass and Glazing Industry Pension Plan for the Glaziers and Structural Glassworkers Local Union 369	11/01/1997
CT	LU 1333	Connecticut Glass and Glazing Industry Pension Plan for the Glaziers and Structural Glassworkers Local Union 1333	11/01/1997
CT	LU 1339	Connecticut Glass and Glazing Industry Pension Plan for the Glaziers and Structural Glassworkers Local Union 1339	11/01/1997
DC	LU 963	Glaziers' Local 963 Pension Plan	01/01/1998
CT	LU 1274	Glaziers and Glassworkers Local Union No. 1274 Pension Plan	01/01/1998
NY	LU 230	Sign-Pictorial & Display Local Union 230 Pension Fund	05/01/1998
IN	LU 1152	Glaziers Local Union No. 1152 Pension Fund	09/01/1998
NY	LU 660	Glaziers and Glassworkers Local Union No. 660 Pension Trust Fund	01/01/1999

State	IUPAT Local Union or District Council	Plan Name	Effective Date
RI	LU 195	Rhode Island Painters Pension Fund	04/01/1999
PA	LU 252	Glaziers and Glass Workers Local No. 252 Pension Fund	06/01/1999
NY	LU 201	Capital District Painters Pension Fund (Albany, NY)	01/01/2000
GA	LU 1940	Glaziers Local Union 1940 Pension Fund	01/01/2000
IL	LU 396	Automotive and Equipment Painters and Processors Union Local 396 Retirement Plan and Trust	02/01/2000
OH	LU 948	Glaziers' Local Union No. 948 and the Glass & Glazing Employers Pension Plan	06/30/2000
PA	LU 751	Pittsburgh Glaziers' Local No. 751 Pension Fund	08/01/2000
TN	LU 242	Glaziers Local Union No. 242 Pension Fund	09/01/2000
IN	LU 47	Brotherhood of Painters, Decorators, and Paperhangers of America Local #47 Pension Fund	01/01/2001
MI	LU 357	Michigan Glass and Glazing Industry Pension Fund	08/01/2001
OH	DC 6	Painting Industry Pension Plan (Cleveland, OH - District Council 6)	10/01/2001
VA	LU 891	Southwest Virginia Carpenters Pension Fund (Transfer of Painters Only)	11/01/2001
IN	LU 8	Painting Industry Pension Fund of Gary, Indiana and Vicinity Local #8	01/01/2002
IN	LU 460	Painting Industry Pension Fund of Local #460	01/01/2002
TX	LU 1008	Glaziers and Glassworkers Local Union #1008 Outside Workers Pension Plan & Trust	07/01/2002

**NUMERICAL LISTING OF THE LOCAL UNIONS AND DISTRICT COUNCILS THAT PARTICIPATE
THROUGH THEIR PENSION PLANS IN THE RECIPROCAL AGREEMENT WITH THE
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES**

LOCAL UNIONS

1 . . . IUPAT UNION & INDUSTRY PENSION FUND
3 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
4 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
6 . . . IUPAT UNION & INDUSTRY PENSION FUND
7 . . . IUPAT UNION & INDUSTRY PENSION FUND
8 . . . PAINTING INDUSTRY PENSION FUND LOCAL 8
10 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION FUND
12 . . . RESILIENT FLOOR COVERING PENSION FUND
13 . . . IUPAT UNION & INDUSTRY PENSION FUND
18 . . . IUPAT UNION & INDUSTRY PENSION FUND
19 . . . IUPAT UNION & INDUSTRY PENSION FUND
20 . . . IUPAT UNION & INDUSTRY PENSION FUND
24 . . . IUPAT UNION & INDUSTRY PENSION FUND
25 . . . IUPAT UNION & INDUSTRY PENSION FUND
27 . . . IUPAT UNION & INDUSTRY PENSION FUND
28 . . . IUPAT UNION & INDUSTRY PENSION FUND
31 . . . IUPAT UNION & INDUSTRY PENSION FUND
32 . . . IUPAT UNION & INDUSTRY PENSION FUND
33 . . . IUPAT UNION & INDUSTRY PENSION FUND
35 . . . IUPAT UNION & INDUSTRY PENSION FUND
37 . . . PAINTERS UNION PENSION FUND
38 . . . IUPAT UNION & INDUSTRY PENSION FUND
41 . . . IUPAT UNION & INDUSTRY PENSION FUND
42 . . . PAINTERS UNION PENSION FUND
43 . . . IUPAT UNION & INDUSTRY PENSION FUND
47 . . . PAINTERS LOCAL 47 HEALTH & WELFARE & PENSION FUND
46 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
48 . . . PAINTERS LOCAL UNION # 48 PENSION FUND
48 . . . PAINTERS DISTRICT COUNCIL #35 TRUST FUND
49 . . . IUPAT UNION & INDUSTRY PENSION FUND
50 . . . IUPAT UNION & INDUSTRY PENSION FUND
52 . . . IUPAT UNION & INDUSTRY PENSION FUND
53 . . . IUPAT UNION & INDUSTRY PENSION FUND
55 . . . IUPAT UNION & INDUSTRY PENSION FUND
57 . . . IUPAT UNION & INDUSTRY PENSION FUND
61 . . . IUPAT UNION & INDUSTRY PENSION FUND
61 . . . ST. PAUL PAINTING INDUSTRY PENSION FUNDS
64 . . . IUPAT UNION & INDUSTRY PENSION FUND
64 . . . WESTERN WASHINGTON PAINTERS PENSION TRUST FUND
65 . . . IUPAT UNION & INDUSTRY PENSION FUND
76 . . . IUPAT UNION & INDUSTRY PENSION FUND
77 . . . IUPAT UNION & INDUSTRY PENSION FUND
78 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION FUND
79 . . . IUPAT UNION & INDUSTRY PENSION FUND
80 . . . BENEFIT ADMINISTRATORS INC
83 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
85 . . . IUPAT UNION & INDUSTRY PENSION FUND
86 . . . IUPAT UNION & INDUSTRY PENSION FUND
86 . . . PHOENIX PAINTING INDUSTRY TRUST FUND
88 . . . IUPAT UNION & INDUSTRY PENSION FUND

LOCAL UNIONS continued

90 . . . IUPAT UNION & INDUSTRY PENSION FUND
91 . . . IUPAT UNION & INDUSTRY PENSION FUND
93 . . . IUPAT UNION & INDUSTRY PENSION FUND
95 . . . IUPAT UNION & INDUSTRY PENSION FUND
96 . . . IUPAT UNION & INDUSTRY PENSION FUND
97 . . . PAINTERS DISTRICT COUNCIL #30 PENSION FUND
98 . . . IUPAT UNION & INDUSTRY PENSION FUND
100 . . . IUPAT UNION & INDUSTRY PENSION FUND
101 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
106 . . . IUPAT UNION & INDUSTRY PENSION FUND
108 . . . RACINE PAINTERS & ALLIED TRADES UNION PENSION FUND
109 . . . PAINTERS LOCAL UNION #109 PENSION FUND
112 . . . IUPAT UNION & INDUSTRY PENSION FUND
113 . . . IUPAT UNION & INDUSTRY PENSION FUND
114 . . . IUPAT UNION & INDUSTRY PENSION FUND
115 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENISON FUND
118 . . . IUPAT UNION & INDUSTRY PENSION FUND
120 . . . IUPAT UNION & INDUSTRY PENSION FUND
124 . . . IUPAT UNION & INDUSTRY PENSION FUND
128 . . . PAINTING INDUSTRY INSURANCE & PENSION FUNDS (DC 6)
137 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
138 . . . IUPAT UNION & INDUSTRY PENSION FUND (DC 38)
145 . . . IUPAT UNION & INDUSTRY PENSION FUND
147 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
150 . . . IUPAT UNION & INDUSTRY PENSION FUND
154 . . . PAINTERS DISTRICT COUNCIL #30 PENSION FUND
155 . . . IUPAT UNION & INDUSTRY PENSION FUND
156 . . . IUPAT UNION & INDUSTRY PENSION FUND
157 . . . IUPAT UNION & INDUSTRY PENSION FUND
159 . . . IUPAT UNION & INDUSTRY PENSION FUND
164 . . . IUPAT UNION & INDUSTRY PENSION FUND
169 . . . IUPAT UNION & INDUSTRY PENSION FUND
169 . . . GLAZIERS, ARCHITECTURAL METAL & GLASS WORKERS PENSION FUND
178 . . . IUPAT UNION & INDUSTRY PENSION FUND
180 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
181 . . . IUPAT UNION & INDUSTRY PENSION FUND
184 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
186 . . . IUPAT UNION & INDUSTRY PENSION FUND
188 . . . WESTERN GLAZIERS RETIREMENT TRUST FUND
191 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
193 . . . IUPAT UNION & INDUSTRY PENSION FUND
194 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
195 . . . IUPAT UNION & INDUSTRY PENSION FUND
200 . . . IUPAT UNION & INDUSTRY PENSION FUND
201 . . . CAPITAL DISTRICT PAINTERS PENSION FUND
203 . . . IUPAT UNION & INDUSTRY PENSION FUND
205 . . . IUPAT UNION & INDUSTRY PENSION FUND
209 . . . IUPAT UNION & INDUSTRY PENSION FUND
213 . . . PAINTERS UNION PENSION FUND
214 . . . IUPAT UNION & INDUSTRY PENSION FUND
215 . . . IUPAT UNION & INDUSTRY PENSION FUND
218 . . . IUPAT UNION & INDUSTRY PENSION FUND
226 . . . IUPAT UNION & INDUSTRY PENSION FUND
238 . . . IUPAT UNION & INDUSTRY PENSION FUND
246 . . . IUPAT UNION & INDUSTRY PENSION FUND

LOCAL UNIONS *continued*

249 . . . IUPAT UNION & INDUSTRY PENSION FUND
252 . . . IUPAT UNION & INDUSTRY PENSION FUND
252 . . . GLAZERS, ARCHITECTURAL METAL & GLASSWORKERS
256 . . . IUPAT UNION & INDUSTRY PENSION FUND
257 . . . PAINTERS DISTRICT COUNCIL 35 TRUST FUNDS
258 . . . DISTRICT COUNCIL #35 AREA TRUST FUND
259 . . . IUPAT UNION & INDUSTRY PENSION FUND
260 . . . IUPAT UNION & INDUSTRY PENSION FUND
265 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
269 . . . IUPAT UNION & INDUSTRY PENSION FUND
272 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
273 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
275 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
277 . . . IUPAT UNION & INDUSTRY PENSION FUND
288 . . . IUPAT UNION & INDUSTRY PENSION FUND
294 . . . IUPAT UNION & INDUSTRY PENSION FUND
300 . . . IUPAT UNION & INDUSTRY PENSION FUND
308 . . . IUPAT UNION & INDUSTRY PENSION FUND
312 . . . IUPAT UNION & INDUSTRY PENSION FUND
333 . . . IUPAT UNION & INDUSTRY PENSION FUND
337 . . . IUPAT UNION & INDUSTRY PENSION FUND
339 . . . IUPAT UNION & INDUSTRY PENSION FUND
339 . . . WESTERN WASHINGTON PAINTERS PENSION TRUST
345 . . . IUPAT UNION & INDUSTRY PENSION FUND
360 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION FUND
363 . . . IUPAT UNION & INDUSTRY PENSION FUND
364 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
365 . . . IUPAT UNION & INDUSTRY PENSION FUND
368 . . . IUPAT UNION & INDUSTRY PENSION FUND
371 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
372 . . . IUPAT UNION & INDUSTRY PENSION FUND
376 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
386 . . . MINNEAPOLIS PAINTING INDUSTRY PENSION FUND
386 . . . IUPAT UNION & INDUSTRY PENSION FUND
387 . . . GLAZIERS LOCAL UNION #387 PLAN
391 . . . IUPAT UNION & INDUSTRY PENSION FUND
391 . . . PAINTERS DISTRICT COUNCIL #35 TRUST FUND
402 . . . DISTRICT COUNCIL #35 AREA TRUST FUND
406 . . . IUPAT UNION & INDUSTRY PENSION FUND
409 . . . IUPAT UNION & INDUSTRY PENSION FUND
411 . . . IUPAT UNION & INDUSTRY PENSION FUND
415 . . . IUPAT UNION & INDUSTRY PENSION FUND
419 . . . IUPAT UNION & INDUSTRY PENSION FUND
419 . . . RESILIENT FLOOR COVERING PENSION FUND
424 . . . IUPAT UNION & INDUSTRY PENSION FUND
426 . . . IUPAT UNION & INDUSTRY PENSION FUND
427 . . . IUPAT UNION & INDUSTRY PENSION FUND
437 . . . IUPAT UNION & INDUSTRY PENSION FUND
438 . . . IUPAT UNION & INDUSTRY PENSION FUND
448 . . . PAINTERS DISTRICT COUNCIL #30 PENSION FUND
452 . . . IUPAT UNION & INDUSTRY PENSION FUND
455 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
456 . . . IUPAT UNION & INDUSTRY PENSION FUND
460 . . . IUPAT UNION & INDUSTRY PENSION FUND
460 . . . PAINTING INDUSTRY PENSION FUND LOCAL 460

LOCAL UNIONS *continued*

465 . . . IUPAT UNION & INDUSTRY PENSION FUND
466 . . . IUPAT UNION & INDUSTRY PENSION FUND
467 . . . IUPAT UNION & INDUSTRY PENSION FUND
469 . . . IUPAT UNION & INDUSTRY PENSION FUND
471 . . . IUPAT UNION & INDUSTRY PENSION FUND
473 . . . PAINTING INDUSTRY INSURANCE & PENSION FUNDS (DC 6)
476 . . . IUPAT UNION & INDUSTRY PENSION FUND
477 . . . IUPAT UNION & INDUSTRY PENSION FUND
479 . . . IUPAT UNION & INDUSTRY PENSION FUND
481 . . . IUPAT UNION & INDUSTRY PENSION FUND
487 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
490 . . . IUPAT UNION & INDUSTRY PENSION FUND
498 . . . IUPAT UNION & INDUSTRY PENSION FUND
500 . . . IUPAT UNION & INDUSTRY PENSION FUND
502 . . . IUPAT UNION & INDUSTRY PENSION FUND
507 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
510 . . . SIGN PICTORIAL & DISPLAY WORKERS PENSION FUND
513 . . . GLAZIER, ARCHITECTURAL METAL & GLASSWORKER LOCAL 513
514 . . . PAINTERS UNION PENSION FUND
515 . . . IUPAT UNION & INDUSTRY PENSION FUND
521 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
526 . . . WESTERN WASHINGTON PAINTERS PENSION TRUST FUND
530 . . . IUPAT UNION & INDUSTRY PENSION FUND
544 . . . IUPAT UNION & INDUSTRY PENSION FUND
549 . . . IUPAT UNION & INDUSTRY PENSION FUND
555 . . . IUPAT UNION & INDUSTRY PENSION FUND
557 . . . IUPAT UNION & INDUSTRY PENSION FUND
558 . . . GLAZIER LOCAL UNION #558 PENSION FUND
558 . . . IUPAT UNION & INDUSTRY PENSION FUND
567 . . . IUPAT UNION & INDUSTRY PENSION FUND
577 . . . DISTRICT COUNCIL #35 AREA TRUST
581 . . . IUPAT UNION & INDUSTRY PENSION FUND
587 . . . IUPAT UNION & INDUSTRY PENSION FUND
591 . . . IUPAT UNION & INDUSTRY PENSION FUND
603 . . . IUPAT UNION & INDUSTRY PENSION FUND
604 . . . IUPAT UNION & INDUSTRY PENSION FUND
607 . . . IUPAT UNION & INDUSTRY PENSION FUND
612 . . . IUPAT UNION & INDUSTRY PENSION FUND
636 . . . SOUTHERN CALIFORNIA & ARIZONA GLAZIERS, ARCHITECTURAL METAL &
GLASSWORKERS PENSION FUND
639 . . . IUPAT UNION & INDUSTRY PENSION FUND
641 . . . IUPAT UNION & INDUSTRY PENSION FUND
643 . . . IUPAT UNION & INDUSTRY PENSION FUND
655 . . . DISTRICT COUNCIL #35 AREA TRUST
660 . . . IUPAT UNION & INDUSTRY PENSION FUND
669 . . . IUPAT UNION & INDUSTRY PENSION FUND
675 . . . PAINTERS UNION PENSION FUND
676 . . . IUPAT UNION & INDUSTRY PENSION FUND
677 . . . IUPAT UNION & INDUSTRY PENSION FUND
677 . . . GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS PENSION FUND
681 . . . IUPAT UNION & INDUSTRY PENSION FUND
691 . . . PAINTERS DISTRICT COUNCIL 35 TRUST FUNDS
694 . . . IUPAT UNION & INDUSTRY PENSION FUND
703 . . . IUPAT UNION & INDUSTRY PENSION FUND
718 . . . IUPAT UNION & INDUSTRY PENSION FUND

LOCAL UNIONS continued

718 . . . GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS TRUST FUND
724 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION FUND
728 . . . IUPAT UNION & INDUSTRY PENSION FUND
739 . . . IUPAT UNION & INDUSTRY PENSION FUND
740 . . . WESTRN GLAZIERS RETIREMENT TRUST FOR OREGON & SOUTHWESTERN
WASHINGTON
741 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
743 . . . WESTERN WASHINGTON PAINTERS PENSION TRUST
751 . . . IUPAT UNION & INDUSTRY PENSION FUND
756 . . . IUPAT UNION & INDUSTRY PENSION FUND
764 . . . IUPAT UNION & INDUSTRY PENSION FUND
765 . . . PAINTING INDUSTRY INSURANCE & PENSION FUNDS (DC 6)
767 . . . GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS TRUST FUND
770 . . . IUPAT UNION & INDUSTRY PENSION FUND
774 . . . IUPAT UNION & INDUSTRY PENSION FUND
775 . . . IUPAT UNION & INDUSTRY PENSION FUND
779 . . . IUPAT UNION & INDUSTRY PENSION FUND
781 . . . BUILDING TRADES UNITED PENSION TRUST
788 . . . IUPAT UNION & INDUSTRY PENSION FUND
802 . . . PAINTERS UNION LOCAL 802 RETIREMENT PLAN
804 . . . IUPAT UNION & INDUSTRY PENSION FUND
806 . . . IUPAT UNION & INDUSTRY PENSION FUND
807 . . . IUPAT UNION & INDUSTRY PENSION FUND
813 . . . IUPAT UNION & INDUSTRY PENSION FUND
820 . . . IUPAT UNION & INDUSTRY PENSION FUND
823 . . . IUPAT UNION & INDUSTRY PENSION FUND
826 . . . IUPAT UNION & INDUSTRY PENSION FUND
830 . . . IUPAT UNION & INDUSTRY PENSION FUND
831 . . . IUPAT UNION & INDUSTRY PENSION FUND
831 . . . SOUTHERN CALIFORNIA LOCAL 831 EMPLOYER PENSION TRUST
832 . . . IUPAT UNION & INDUSTRY PENSION FUND
841 . . . IUPAT UNION & INDUSTRY PENSION FUND
845 . . . IUPAT UNION & INDUSTRY PENSION FUND
847 . . . IUPAT UNION & INDUSTRY PENSION FUND
849 . . . IUPAT UNION & INDUSTRY PENSION FUND
863 . . . PAINTERS DISTRICT COUNCIL #14 PENSION
867 . . . PAINTING INDUSTRY INSURANCE & PENSION FUNDS (DC 6)
880 . . . IUPAT UNION & INDUSTRY PENSION FUND
880 . . . DISPLAY INDUSTRY & LOCAL #880 PENSION
884 . . . IUPAT UNION & INDUSTRY PENSION FUND
890 . . . IUPAT UNION & INDUSTRY PENSION FUND
910 . . . IUPAT UNION & INDUSTRY PENSION FUND
913 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
921 . . . IUPAT UNION & INDUSTRY PENSION FUND
930 . . . IUPAT UNION & INDUSTRY PENSION FUND
930 . . . SOUTHERN CALIFORNIA & ARIZONA GLAZIERS, ARCHITECTURAL METAL &
GLASSWORKERS PENSION FUND
934 . . . IUPAT UNION & INDUSTRY PENSION FUND
939 . . . DISTRICT COUNCIL #35 AREA TRUST FUND
947 . . . IUPAT UNION & INDUSTRY PENSION FUND
948 . . . IUPAT UNION & INDUSTRY PENSION FUND
963 . . . IUPAT UNION & INDUSTRY PENSION FUND
970 . . . IUPAT UNION & INDUSTRY PENSION FUND
980 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
995 . . . IUPAT UNION & INDUSTRY PENSION FUND

LOCAL UNIONS *continued*

997 . . . IUPAT UNION & INDUSTRY PENSION FUND
1004 . . . IUPAT UNION & INDUSTRY PENSION FUND
1005 . . . IUPAT UNION & INDUSTRY PENSION FUND
1007 . . . IUPAT UNION & INDUSTRY PENSION FUND
1008 . . . IUPAT UNION & INDUSTRY PENSION FUND
1009 . . . IUPAT UNION & INDUSTRY PENSION FUND
1010 . . . IUPAT UNION & INDUSTRY PENSION FUND
1011 . . . IUPAT UNION & INDUSTRY PENSION FUND
1018 . . . IUPAT UNION & INDUSTRY PENSION FUND
1020 . . . IUPAT UNION & INDUSTRY PENSION FUND
1034 . . . IUPAT UNION & INDUSTRY PENSION FUND
1044 . . . GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS TRUST FUND
1052 . . . IUPAT UNION & INDUSTRY PENSION FUND
1053 . . . IUPAT UNION & INDUSTRY PENSION FUND
1072 . . . IUPAT UNION & INDUSTRY PENSION FUND
1075 . . . IUPAT UNION & INDUSTRY PENSION FUND
1094 . . . IUPAT UNION & INDUSTRY PENSION FUND
1094 . . . SAN FRANCISCO BAY AREA & PUGET SOUND PENSION FUND
1094 . . . SIGN & PICT PAINTERS & PAINTMAKERS PENSION FUND
1100 . . . IUPAT UNION & INDUSTRY PENSION FUND
1103 . . . PAINTING INDUSTRY INSURANCE & PENSION FUNDS (DC 6)
1107 . . . IUPAT UNION & INDUSTRY PENSION FUND
1118 . . . IUPAT UNION & INDUSTRY PENSION FUND
1122 . . . IUPAT UNION & INDUSTRY PENSION FUND
1138 . . . DISTRICT COUNCIL #35 AREA TRUST FUND
1140 . . . IUPAT UNION & INDUSTRY PENSION FUND
1144 . . . IUPAT UNION & INDUSTRY PENSION FUND
1151 . . . IUPAT UNION & INDUSTRY PENSION FUND
1156 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
1159 . . . IUPAT UNION & INDUSTRY PENSION FUND
1162 . . . IUPAT UNION & INDUSTRY PENSION FUND
1164 . . . IUPAT UNION & INDUSTRY PENSION FUND
1165 . . . IUPAT UNION & INDUSTRY PENSION FUND
1168 . . . IUPAT UNION & INDUSTRY PENSION FUND
1169 . . . IUPAT UNION & INDUSTRY PENSION FUND
1175 . . . IUPAT UNION & INDUSTRY PENSION FUND
1176 . . . IUPAT UNION & INDUSTRY PENSION FUND
1179 . . . IUPAT UNION & INDUSTRY PENSION FUND
1185 . . . IUPAT UNION & INDUSTRY PENSION FUND
1192 . . . IUPAT UNION & INDUSTRY PENSION FUND
1195 . . . IUPAT UNION & INDUSTRY PENSION FUND
1199 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
1236 . . . RESILIENT FLOOR COVERING PENSION
1237 . . . IUPAT UNION & INDUSTRY PENSION FUND
1237 . . . RESILIENT FLOOR COVERING PENSION
1238 . . . RESILIENT FLOOR COVERING PENSION
1244 . . . IUPAT UNION & INDUSTRY PENSION FUND
1247 . . . IUPAT UNION & INDUSTRY PENSION FUND
1247 . . . SOUTHERN CALIFORNIA FLOOR COVERING TRUST FUNDS
1265 . . . IUPAT UNION & INDUSTRY PENSION FUND
1269 . . . IUPAT UNION & INDUSTRY PENSION FUND
1274 . . . IUPAT UNION & INDUSTRY PENSION FUND
1275 . . . IUPAT UNION & INDUSTRY PENSION FUND
1277 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION FUND
1280 . . . DISTRICT COUNCIL #35 AREA TRUST

LOCAL UNIONS continued

1281 . . . IUPAT UNION & INDUSTRY PENSION FUND
1285 . . . PAINTERS DISTRICT COUNCIL #30 PENSION FUND
1292 . . . IUPAT UNION & INDUSTRY PENSION FUND
1293 . . . IUPAT UNION & INDUSTRY PENSION FUND
1299 . . . IUPAT UNION & INDUSTRY PENSION FUND
1309 . . . IUPAT UNION & INDUSTRY PENSION FUND
1310 . . . IUPAT UNION & INDUSTRY PENSION FUND
1324 . . . IUPAT UNION & INDUSTRY PENSION FUND
1324 . . . MINNESOTA GLAZIER & ALLIED TRADES RETIREMENT PLAN
1331 . . . IUPAT UNION & INDUSTRY PENSION FUND
1332 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
1333 . . . IUPAT UNION & INDUSTRY PENSION FUND
1355 . . . IUPAT UNION & INDUSTRY PENSION FUND
1396 . . . IUPAT UNION & INDUSTRY PENSION FUND
1399 . . . IUPAT UNION & INDUSTRY PENSION FUND
1399 . . . SOUTHERN CALIFONRIA & ARIZONA GLAZIERS, ARCHITECTURAL METAL &
GLASSWORKRES PENSIO FUND
1401 . . . PAINTERS UNION PENSION FUND
1439 . . . IUPAT UNION & INDUSTRY PENSION FUND
1447 . . . IUPAT UNION & INDUSTRY PENSION FUND
1456 . . . IUPAT UNION & INDUSTRY PENSION FUND
1474 . . . IUPAT UNION & INDUSTRY PENSION FUND
1486 . . . IUPAT UNION & INDUSTRY PENSION FUND
1487 . . . IUPAT UNION & INDUSTRY PENSION FUND
1494 . . . IUPAT UNION & INDUSTRY PENSION FUND
1527 . . . IUPAT UNION & INDUSTRY PENSION FUND
1555 . . . IUPAT UNION & INDUSTRY PENSION FUND
1590 . . . IUPAT UNION & INDUSTRY PENSION FUND
1595 . . . IUPAT UNION & INDUSTRY PENSION FUND
1610 . . . IUPAT UNION & INDUSTRY PENSION FUND
1610 . . . SOUTHERN CALIFONRIA & ARIZONA GLAZIERS, ARCHITECTURAL METAL &
GLASSWORKRES PENSIO FUND
1621 . . . IUPAT UNION & INDUSTRY PENSION FUND
1621 . . . GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS TRUST FUND
1630 . . . IUPAT UNION & INDUSTRY PENSION FUND
1671 . . . IUPAT UNION & INDUSTRY PENSION FUND
1705 . . . IUPAT UNION & INDUSTRY PENSION FUND
1719 . . . IUPAT UNION & INDUSTRY PENSION FUND
1756 . . . IUPAT UNION & INDUSTRY PENSION FUND
1773 . . . IUPAT UNION & INDUSTRY PENSION FUND
1786 . . . IUPAT UNION & INDUSTRY PENSION FUND
1795 . . . IUPAT UNION & INDUSTRY PENSION FUND
1798 . . . IUPAT UNION & INDUSTRY PENSION FUND
1803 . . . IUPAT UNION & INDUSTRY PENSION FUND
1815 . . . IUPAT UNION & INDUSTRY PENSION FUND
1819 . . . IUPAT UNION & INDUSTRY PENSION FUND
1824 . . . IUPAT UNION & INDUSTRY PENSION FUND
1846 . . . IUPAT UNION & INDUSTRY PENSION FUND
1889 . . . GLASS/METAL ASSOCIATION HI & GLAZIERS PENSION FUND
1891 . . . IUPAT UNION & INDUSTRY PENSION FUND
1895 . . . IUPAT UNION & INDUSTRY PENSION FUND
1904 . . . IUPAT UNION & INDUSTRY PENSION FUND
1915 . . . BOSTON, MASSACHUSETTS DISTRICT COUNCIL 35 PENSION FUND
1922 . . . IUPAT UNION & INDUSTRY PENSION FUND
1936 . . . IUPAT UNION & INDUSTRY PENSION FUND

LOCAL UNIONS *continued*

1937 . . . IUPAT UNION & INDUSTRY PENSION FUND
1940 . . . IUPAT UNION & INDUSTRY PENSION FUND
1940 . . . GLAZIERS LOCAL UNION #1940 PENSION FUND
1945 . . . IUPAT UNION & INDUSTRY PENSION FUND
1955 . . . IUPAT UNION & INDUSTRY PENSION FUND
1962 . . . IUPAT UNION & INDUSTRY PENSION FUND
1976 . . . IUPAT UNION & INDUSTRY PENSION FUND
1982 . . . IUPAT UNION & INDUSTRY PENSION FUND
1982 . . . WESTERN WASHINGTON PAINTERS PENSION TRUST FUND
1984 . . . IUPAT UNION & INDUSTRY PENSION FUND
2001 . . . IUPAT UNION & INDUSTRY PENSION FUND
2001 . . . SOUTHERN CALIFONRIA & ARIZONA GLAZIERS, ARCHITECTURAL METAL &
GLASSWORKRES PENSIO FUND
2006 . . . IUPAT UNION & INDUSTRY PENSION FUND
2009 . . . IUPAT UNION & INDUSTRY PENSION FUND
2341 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
2348 . . . IUPAT UNION & INDUSTRY PENSION FUND
8A28A . IUPAT UNION & INDUSTRY PENSION FUND

DISTRICT COUNCILS

2 . . . PAINTERS DISTRICT COUNCIL NO. 2 PENSION FUND
3 . . . PAINTERS DISTRICT COUNCIL NO. 3 PENISON FUND
4 . . . IUPAT UNION & INDUSTRY PENSION FUND
5 . . . IUPAT UNION & INDUSTRY PENSION FUND
5 . . . WESTERN WASHINGTON PAINTERS PENSION FUND
6 . . . PAINTING INDUSTRY INSURANCE & PENSION FUND
8 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
9 . . . IUPAT UNION & INDUSTRY PENSION FUND
11 . . . IUPAT UNION & INDUSTRY PENSION FUND
12 . . . IUPAT UNION & IND PENSION FUND
14 . . . PAINTERS DISTRICT COUNCIL #14 PENSION FUND
16 . . . BAY AREA PAINTERS & TAPERS TRUST FUNDS
21 . . . IUPAT UNION & INDUSTRY PENSION FUND
22 . . . PAINTERS UNION PENSION FUND
30 . . . PAINTERS DISTRICT COUNCIL #30 PENSION FUND
35 . . . PAINTERS DISTRICT COUNCIL #35 AREA TRUST FUND
36 . . . IUPAT UNION & INDUSTRY PENSION FUND
38 . . . IUPAT UNION & INDUSTRY PENSION FUND
46 . . . IUPAT UNION & INDUSTRY PENSION FUND
51 . . . IUPAT UNION & INDUSTRY PENSION FUND
55 . . . OREGON & SOUTHWESTERN WASHINGTON PAINTERS PENSION TRUST FUND
57 . . . IUPAT UNION & INDUSTRY PENSION FUND
58 . . . IUPAT UNION & INDUSTRY PENSION FUND
71 . . . IUPAT UNION & INDUSTRY PENSION FUND
78 . . . IUPAT UNION & INDUSTRY PENSION FUND
78 . . . PAINTERS DISTRICT COUNCIL 78 PENSION FUND
80 . . . IUPAT UNION & INDUSTRY PENSION FUND
711 . . . IUPAT UNION & INDUSTRY PENSION FUND

