# Welcome!

This summary plan description (SPD) highlights the provisions of the Carpenters' Pension Plan for Shops and Mills employees. If additional information about the Plan is needed, contact Retirement Services. Effective May 1, 1995, the former Shops and Mills Pension Plan was merged into the Pension Plan of Carpenters' Pension Trust Fund of St. Louis. Although the two Plans have been combined, the terms of each Plan remain basically the same as before the merger, with the exception that service under both Plans counts for eligibility and vesting.

For simplicity, references in this SPD to the "Plan," include only the provisions related to Shops and Mills employees, which are contained in Appendix A to the Carpenters' Pension Plan Document. If you have any service covered by the Carpenters' Plan provisions (those not included in Appendix A), please refer to the separate SPD for the Carpenters' Plan.

Appendix A of the Plan Document governs the payment of all benefits under the Plan. In the event of any conflict, the Plan Document has precedence over this SPD. For your convenience, section references from Appendix A of the Plan Document are provided in this SPD. Specific Plan Document references are identified by bracketed text (e.g., [Section 2.1]).

This SPD generally describes the Plan in effect as of May 1, 2024. If you stopped working in Covered Employment before that date, some of the features of the Plan described in this SPD may not apply to you.

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# Who can be Covered by the Plan?

You are automatically covered under the Plan if you are an employee of an Employer that has a collective bargaining agreement with the Mid-America Carpenters Regional Council, or other written agreement, that requires contributions to the Shops Plan on your behalf for your hours of work. [Section 2.1]

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# Contributions to the Plan

Individual contributions are not allowed under the Plan. [Section 6.1]. All Shops Plan benefits are funded through contributions made by employers sponsoring the Plan. The amount of contributions is determined by collective bargaining agreements.

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# How Pension Service is Counted Under the Plan

The Shops Plan counts service in several different ways to determine eligibility to participate, vesting, benefits and eligibility for Early Retirement. (The amount of employer contributions on your behalf determines your Plan benefits). These different types of service are as follows:

- Credited Service
- Past Service
- Pro Rata Service
- Vesting Service
- Minimum Vesting Service
- Carpenters' Plan Reciprocal Service

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# Vesting Service

Vesting Service is used to determine whether you have a nonforfeitable right to future Retirement Benefits. It is also used to determine the amount of your benefit and whether you are eligible for Early Retirement.

Your years of Vesting Service shall be the total of the following:

- Your period of continuous Covered Employment prior to May 1, 1969, including your years of Past Service credit. (This only applies if you were covered by the Plan on April 30, 1976.)
- After May 1, 1969, your service credit is calculated under the following table and shall be the total of the following:

| Number of Hours of Service in Covered Employment during a Plan Year | Vesting Service for Plan Year |
|---|---|
| 1,000 and over | 1.00 yrs.+.0005 each hour over 1,000 |
| 400 but fewer than 1,000 | 0.10 yrs.+.0015 each hour over 400 |
| Fewer than 400 | 0.00 |

The following example shows how the amount of Vesting Service earned differs based on the number of hours worked in a Plan Year:

| Hours Worked in a Plan Year | Vesting Service Credit |
|---|---|
| 2,500 | 1.75 |
| 2,000 | 1.50 |
| 1,500 | 1.25 |
| 1,000 | 1.00 |
| 500 | 0.25 |

Vesting Service as described above also counts as Credited Service, which is used for certain purposes under the Shops Plan. Vesting Service also includes certain other kinds of service (see Glossary for more information). [Section 3.2 and 3.5]

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# Frequently Asked Questions

**Q.** How is Past Service Credit determined?

**A.** You will be entitled to Past Service Credit if you were employed by a(n):

- Cabinet Maker employer on November 1, 1962
- Display Builders employer on July 1, 1963
- Millwork employer on January 1, 1966
- Manufactured Homes employer on April 1, 1969
- Duke Manufacturing Company on April 1, 1969
- Laminating Industry employer on November 1, 1969, or
- Employer subsequently covered hereunder on the employer's effective date.

Past Service Credit will be based on your continuous service with your employer before the applicable date above. The maximum Past Service Credit is 10 years. Under the last category above, Past Service Credit may be limited to fewer than 10 years. [3.1]

**Q.** What is a Break in Service?

**A.** A Break in Service occurs if you have two consecutive Plan Years during which you do not work any covered hours in each year.

**Q.** What types of absences can prevent a Break in Service?

**A.** Military service, absence for pregnancy, birth, or care of a newborn child, disability and certain other employment may prevent a Break in Service. [Sections 1.10, 2.2, and 3.3]

**Q.** What happens if I have a Break in Service?

**A.** If you have a Break in Service and you have fewer than five years of Vesting Service, then your participation under the Plan ends, and you could lose your Pension Credit. Special rules may apply, such as when you transfer to employment covered by a pension fund that participates in a formal pro rata Pension Credit agreement with the Plan.

If you have five or more years of Vesting Service, then you have a vested right to future Retirement Benefits. Benefits that are vested cannot be lost even if you have a Break in Service. [3.4]

**Q.** What happens if I have a Break in Service with fewer than five years of Vesting Service, and I later return to work covered by the Plan? Can I forfeit Service?

**A.** If you have fewer than five years of Vesting Service (and fewer than five years of Minimum Vesting Service) and you have no hours of Covered Employment for five consecutive years following your Break in Service, then you have a Forfeiture of Service. If you subsequently return to work in Covered Employment, you are treated as if you are working in Covered Employment for the first time.

If you return to Covered Employment sooner, the credit you had at the time of your Break in Service will not be forfeited.

Different rules apply if you had a Break in Service before May 1, 1985. [Section 3.4]



This section addresses common questions and answers about rules and regulations governing the Plan.

# Frequently Asked Questions

**Q.** How is my vested status related to my Vesting Service?

**A.** If you have a Break in Service after April 30, 1992, your Retirement Benefits earned to date will be 100% vested if you earned five or more years of Vesting Service and/or Minimum Vesting Service (including Past Service). If you earned fewer than five years of Vesting Service, your Retirement Benefits are 0% vested.

Vesting refers to your right to receive benefits earned under the Shops Plan without the possibility of forfeiture.

You also are 100% vested if you are working in Shops and Mills Covered Employment (or Carpenters' Plan Covered Employment) when you are at least 62 years old, provided you have earned 400 hours of service.

Vesting Service also is used for other purposes under the Shops Plan besides determining your vesting (such as for determining your eligibility for Early Retirement Benefits). [Sections 4.2 and 4.6]

**Q.** Suppose I transfer to Shops and Mills Non-Covered Employment with an employer under the Plan?

**A.** If you were not vested in your benefits when you transferred to Shops and Mills Non-Covered

Employment with an employer under the Shops Plan, then you may become vested in your benefits from this Plan based in part on credit for Non-Covered Employment. You will be 100% vested if you have 10 years of Minimum Vesting Service, regardless of how much Vesting Service you earn. Non-Covered Employment does not increase the amount of your pension benefit. Contact Retirement Services for more information about this. [Section 3.5]

**Q.** Suppose I transfer to a job in the trade in another part of the country?

**A.** If you obtain employment in another jurisdiction covered by a pension fund that participates in a formal pro rata Pension Credit agreement (a reciprocity agreement) with the Plan or is signatory to the International agreement providing similar transfer of credit, Pension Credit earned under that plan will be recognized under the Shops Plan for vesting purposes. You may earn additional benefit amounts in this Plan for service earned under the other plan, depending on the terms of the applicable reciprocity agreement. Contact Retirement Services for more information about this. [Sections 3.6 and 3.7]

**Q.** What happens if I return to Covered Employment after an absence for military service?

**A.** If you leave Covered Employment to serve in the military or for military training, and you return to Covered Employment while your reemployment rights are protected under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), your time in the military will count for eligibility, vesting and benefits as if you had remained in Covered Employment in accordance with policies and practices set forth by the Board of Trustees.

However, to receive credit for this service you must:

- Give advance notice to your employer and Retirement Services that you will be absent by reason of military service. There are certain exceptions to this rule if notice would be precluded by military necessity or if it is impossible or unreasonable.
- Report to or submit an application for reemployment to your employer within the time periods prescribed by USERRA. This period may be as soon as the next day after your service or training ends or as long as 90 days, depending on the length and type of military service for which you are absent. This period may be extended if you are hospitalized or recovering from an injury or illness incurred or aggravated during your military service.
- Provide Retirement Services with a copy of DD-214 or other military service record that documents your military entry and discharge dates.
- Be reemployed while your rights are protected by USERRA. There are limited circumstances in which your employer is not required to reinstate you.

The total length of your absence and all previous absences by reason of military service cannot be longer than five years. There are limited exceptions to this rule.

You are responsible for complying with the requirements for reemployment in a timely fashion. Contact Retirement Services for specific information about your particular situation. [Section 1.10]



This section addresses common questions and answers about rules and regulations governing the Plan.

# Frequently Asked Questions

**Q.** What happens if my benefit doesn't start on time?

**A.** Under certain circumstances, your benefit might not start at the date indicated in the Shops Plan. For example, if you have a vested deferred benefit but fail to apply for benefits at your Normal Retirement Date (and Retirement Services cannot locate you), your benefit will not start until you apply sometime after your Normal Retirement Date. Another example might be a Disability Benefit where your Disability beginning date is determined after the fact based on a ruling by the Social Security Administration regarding eligibility for federal benefits. In such cases, you will choose between an increased benefit

payable prospectively only or a retroactive benefit starting at the date originally called for in the Plan.

In order to choose a "retroactive annuity starting date," you must elect this starting date and, if applicable, your spouse must consent to this election. (If your spouse does not consent, you cannot receive your benefit on a retroactive annuity starting date.) If you make this election, you will receive back payments with interest based on the payment option you elect. On the other hand, if your benefit is paid prospectively only, your monthly benefit amount will be actuarially increased so that the payments you are expected to receive have the same value as the benefit that would have started at your retroactive annuity starting date.
*[Sections 5.7( k) & (l)]*

**Q.** What happens if I am divorced? Can my ex-spouse claim a portion of my Pension?

**A.** The **Retirement Equity Act of 1984** allows a Participant's Pension to be viewed as marital property. Under this federal law, an Alternate Payee (former spouse) can be awarded a stated portion of the Participant's Pension by a court order that meets the requirements of a Qualified Domestic Relations Order **(QDRO)**.

If you are divorced and your Pension is determined to be marital property, a QDRO can be issued by the court. Written QDRO procedures and sample QDROs are available from Retirement Services (at no charge); sample QDROs also are available online on laborfunds.org. Contact Retirement Services for more information. [Section XII(B)]

**Q.** Can my Retirement Benefits be lost?

**A.** You can lose your Retirement Benefits in the following ways:

- If you quit working before you become vested in any benefit under the Shops Plan (before five years of Vesting Service), you can lose all benefits under the Plan. [Section 3.4]
- If you quit working before you become vested in any benefit under the Shops Plan and you later again become a participant in the Plan, the credit for prior employment may be lost. [Section 3.4]
- If the Shops Plan should ever be terminated or partially terminated, the participants affected by such termination will be entitled to their Retirement Benefits earned to date to the extent there are sufficient funds in the Plan's Trust Fund. In the case of a participant who has a vested right to benefits, if the Trust Fund is not sufficient to cover benefits at Plan termination, the Pension Benefit Guaranty Corporation (PBGC) may provide the participant with benefits. [Section 8.3]
- If you return to Covered Employment after you receive a single-sum distribution of your Retirement Benefit, your prior credit will not count toward your new Retirement Benefit unless you are permitted to, and do, repay the original distribution (with interest). [Section 9.3]
- Federal law places certain limits on the amount of benefits payable from a qualified pension plan. Benefits earned under the benefit accrual formula for this Plan are highly unlikely to be constrained by these limits [Article 10]

**Q.** Can the Shops Plan be terminated?

**A.** Yes, the Plan can be terminated. However, the trustees intend and expect to continue the Plan indefinitely. [Sections 8.1 - 8.3]

**Q.** I stopped working prior to May 1, 2024. Does this SPD apply to me?

**A.** Not completely. **Your Shops Plan benefits are based on the Plan provisions in effect on the date of your Break in Service. Certain new Plan provisions do not apply to you.** However, the other information supplied in this SPD is for your benefit.

**Q.** Is this all I need to know?

**A.** No. The Plan Document referred to in this booklet is the legal document that controls the operation of the Shops Plan. This SPD is designed to assist your understanding of the Plan. If a specific question

arises, you should contact Retirement Services and obtain more complete information.

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# How Pension Benefits are Determined

Your Pension Credits and related benefits are based on the hours you work in Covered Employment and the employer contributions made on your behalf.

You earn a monthly Normal Retirement Benefit of $4.13 for each year of Past Service credit awarded (up to 10 years maximum, or $41.30).

| For the period ... | Your monthly Normal Retirement Benefit earned is ... |
|---|---|
| Before May 1, 1989 | 2.89% of employer contributions made on your behalf |
| On and after May 1, 1989 through April 30, 2007 | 2.6% of employer contributions made on your behalf |
| On and after May 1, 2007 through April 30, 2010 | 2.3% of employer contributions made on your behalf |
| On and after May 1, 2010 | 1.5% of employer contributions made on your behalf |

The following table shows amounts of monthly Pension earned for various amounts of employer contributions in a Plan Year after April 30, 2010. Your benefit is computed differently for Plan Years before May 1, 2010.

| Employer Contribution for Plan Year (May 1 – April 30) | Monthly Normal Retirement Benefit Earned for Plan Year |
|---|---|
| $400 | $6.00 |
| $800 | $12.00 |
| $1200 | $18.00 |
| $1600 | $24.00 |

Section 4.1 of the Plan Document for the Shops Plan describes a special minimum benefit applicable to employees of either a cabinet maker employer or the union on November 1, 1962, or a millwork employer on January 1, 1966.

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# When are Retirement Benefits payable under the Plan?

The Shops Plan provides the following types of benefits:

**Normal Retirement Benefits** are payable if you work until your Normal Retirement Date and start your benefits at that time. [Section 4.2]

**Late Retirement Benefits** are payable if you work beyond your Normal Retirement Date. [Section 4.3]

**Early Retirement Benefits** are payable if you start your benefits after reaching age 55 and before your Normal Retirement Date. [Section 4.4]

**Vested Deferred Retirement Benefits** are payable if you stop working after becoming vested and retire at a later date. [Section 4.6]

**Supplemental Retirement Benefits** are payable at Normal Retirement Date for credit you earn after you start receiving Early Retirement Benefits. [Section 4.7]

**Post-Normal Retirement Benefits** are payable after Normal Retirement Date for credit you earn after you start receiving Benefits. [Section 4.11]

**Disability Retirement Benefits** are payable when you become totally and permanently disabled under Social Security, and if you meet certain conditions. [Section 4.5]

**Death Benefits** are payable to your surviving spouse or other Designated Beneficiary if you die before you begin receiving retirement benefits. [Section 4.8]

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# Frequently Asked Questions

**Q.** What is the Normal Retirement Date under the Shops Plan? **(Normal Pension)**

**A.** The Normal Retirement Date for active participants is the first of the month coinciding with or following your 62nd birthday.

If, at age 62, you have not obtained credit for 400 hours of service, then your Normal Retirement Date will be the first of the month following the date you obtained credit for your 400 hours of service. [Section 4.2]

**Q.** Can I work past my Normal Retirement Date and retire at a later date? **(Late Pension)**

**A.** Yes. You keep earning Pension Credits until retirement payments start. Your benefits will become payable on your Late Retirement Date. [Section 4.3]

**Q.** Can I start receiving benefits before my Normal Retirement Date? **(Early Pension)**

**A.** You are entitled to Early Retirement Benefits if you are at least age 55 and have completed 10 years of Vesting Service. Pro Rata Service counts toward this service requirement. You may retire early by completing the necessary paperwork and submitting the required documentation. Your benefits may be reduced since they start before your Normal Retirement Date. The reduction, if any, depends on your age and the amount of Credited Service you have at retirement. [Section 4.4]

**Q.** What are the types of Early Retirement Benefits?

**A.** There are three types of Early Retirement Benefits.

**1. Standard**
If you are at least age 55 and have completed 10 years of Vesting Service, your Early Retirement Benefit is reduced by 6% for each year your benefit begins before your Normal Retirement Date.

**2. Rule of 90**
If you are at least age 55, and if your age plus your years of Credited Service (not including Minimum

Vesting Service) add up to 90 or more, and if your latest Break in Service prior to beginning Early Retirement Benefits occurs after you reach age 55, your benefit is not reduced for Early Retirement. This became effective January 1, 1996.

**3. 30-Year Rule**
If you retire with at least 30 years of Credited Service (not including Minimum Vesting Service), your Early Retirement is reduced by 3% for each year your benefit begins before your Normal Retirement Date. This became effective December 1, 1988.

In order to be eligible for the special 30-Year Rule, your latest Break in Service prior to beginning Early Retirement Benefits must occur after you reach age 55.

Service under the Carpenters' Plan may count toward eligibility vesting for the Rule of 90 and 30-Year Rule under the Shops Plan if certain requirements are met. These special rules are described in Sections 3.2A and 4.4 of the Plan Document for the Shops Plan.

The following table shows the percentage of your full benefit payable when you retire early (assuming your Normal Retirement Date – NRD – age is 62). [Section 4.4]

| Age | Standard Early At least 10 years of Vesting Service (but less than 30 years) | Rule 90 | 30-Year Rule – At least 30 years of Vesting Service |
|---|---|---|---|
| 61 | 94% of NRD benefit | 100% of NRD benefit | 97% of NRD benefit |
| 60 | 88% | 100% | 94% |
| 59 | 82% | 100% | 91% |
| 58 | 76% | 100% | 88% |
| 57 | 70% | 100% | 85% |
| 56 | 64% | 100% | 82% |
| 55 | 58% | 100% | 79% |

**Q.** Am I required to stop working if I start my Early Pension?

**A.** If you began earning pension credit prior to July 1, 2013, you may continue working in Covered Employment and receive your full payment for all Early Retirement Benefits after you begin drawing your Early Pension Benefit.

If you began earning pension credit on or after July 1, 2013, you need to stop working to receive Early Retirement Benefits. If you choose to take an Early Pension, you must declare at retirement that you are retiring with no present intention to return to Covered Employment after commencement of your early benefit. If you later decide to continue working in Covered Employment prior to age 62, your benefits would subsequently be suspended until you stop working again. [Section V(D) and Article 4, Section 4.4 of Appendix A]

**Q.** If I quit working in Covered Employment prior to retirement, can I get Retirement Benefits later? **(Vested Deferred Pension)**

**A.** If you have five or more years of Vesting Service at the time you stop working, you will be entitled to a Vested Retirement Benefit at your Normal Retirement Date. You may be entitled to a reduced Vested Retirement Benefit starting any time after reaching age 55 if you have 10 years or more Vesting Service (or ten or more years of Minimum Vesting Service). The reduction will be the same as for retirement with an Early Retirement Benefit. However, if your Break in Service takes place before you reach age 55, the special reduction rules for participants who satisfy the Rule of 90, or the 30-Year Rule will not apply. [Section 4.6]

**Q.** Suppose I need to return to work after I start to receive my Early Retirement Benefit? **(Supplemental Pension)**

**A.** If you begin receiving Early Retirement Benefits from the Plan and subsequently return to work in Covered Employment, you will be entitled to additional benefits for hours worked from Early Retirement to age 62. This supplemental, or second, pension benefit is payable the first of the month coinciding with or following your 62nd birthday. Additional benefits for Credited Service earned between the time you began Early Retirement and age 62 will be calculated according to the normal benefit formula. [Section 4.7]

**Q.** Suppose I work past age 62 after my Retirement Benefit starts? **(Post-Normal Benefit)**

**A.** If you retire and then return to work in Covered Employment past age 62, you will earn 100% of the amount in the benefit table for that post-age 62 employment. This is called a Post-Normal Retirement Benefit and is added to the benefit already being paid to you at age 62. After an annual audit, Retirement Services will notify you of any additional benefits payable. Additional benefits will be payable retroactively to May 1 of the following Plan Year in which you earned additional benefits. [Section 4.11]

**Q.** Are benefits payable if I become disabled? **(Disability Pension)**

**A.** You become entitled to Disability Retirement Benefits if you become disabled after completing five years of Credited Service, before experiencing a Break in Service, and before your Normal Retirement Date. You are considered disabled if you have been awarded Social Security disability benefits. Contact Retirement Services promptly for details about applying for these benefits. [Section 4.5]

**Q.** If I die before retirement, will any benefits be payable to my Beneficiary? **(Pre-Retirement Death Benefit)**

**A.** Yes, if you die before age 62 and before you have a Break in Service or if you have a vested Pension when you die following a Break in Service occurring on or after May 1, 1995. Your Designated Beneficiary will receive a single-sum Death Benefit equal to employer contributions made to the Plan on your behalf. If you die after reaching age 62 but before having a Break in Service, your Designated Beneficiary will receive 60 payments of the monthly Pension you earned before you died. The single-sum Death Benefit is coordinated with any surviving spouse monthly benefit that is payable from the Shops Plan, so that your surviving spouse will receive the greater of the surviving spouse benefit or the single sum benefit. If you die while in qualified military service, you will be treated for Shops Plan death benefit eligibility purposes as if you returned to Covered Employment and remained in service until death. [Section 1.3.A, Section 4.8]

**Q.** Who receives my Pre-Retirement Death Benefit?

**A.** If you are married for at least one year at the time of your death, your single-sum Death Benefit is payable to your spouse. If you're married and die less than one year after the date of your marriage, your single-sum Death Benefit is payable to your spouse unless you designated a different beneficiary on a form which includes written consent of the spouse filed after your marriage. If you are married and you die more than one year after the date of your marriage, your surviving Eligible Spouse shall be your Designated Beneficiary unless the Fund receives a Qualified Domestic Relations Order (QDRO) that designates otherwise. If you are not married, then the beneficiary designation you made under this Plan (or, if there is no such designation, the most recent beneficiary designation in effect prior to June 12, 2025 under the Carpenters' Health and Welfare Trust Fund) will determine who gets your death benefit from the Pension Plan. If no beneficiary has been named at all, or if the designated beneficiary does not survive the Participant, then the Designated Beneficiary shall be your surviving Spouse, or if none, your living biological or legally adopted children equally, or if there are none, your living parents equally, or if there are none, your biological siblings, or if there are none, your estate.

A special rule applies if your most recently Designated Beneficiary at the time of your death is a former spouse, where the divorce or annulment occurred after the beneficiary designation was made. Your

former spouse will not be treated as your Designated Beneficiary; your beneficiary will be determined as if your former spouse died before you did. [Section 4.8]

**Q.** Will any monthly benefits be paid if I die before retirement? **(Surviving Spouse Pre-Retirement Benefit)**

**A.** If you are married to the same spouse at the time of your death (and for the entire year before your death), a Surviving Spouse Benefit is available to your spouse if you are vested. The regular form of the Surviving Spouse Benefit is a monthly income payable for the rest of your surviving spouse's life and is based on the monthly benefit you earned before you died (generally payable from the date you would have been eligible to retire). This monthly income will be 100% of the amount you would have received under the Joint & Survivor form of payment (50% if your Break in Service or your death occurs before January 1, 2000).

This Surviving Spouse Benefit is payable even if you die after a Break in Service, provided you are vested and have not begun taking your pension. However, different rules apply if your Break in Service occurred before May 1, 1985.

The value of the monthly income your surviving spouse receives will not be less than the single-sum Death Benefit that would otherwise be payable (if any). Your spouse can elect to receive the single sum payment instead of the monthly income that is payable. In that case, a smaller monthly income may also be payable, depending on the employer contributions made on your behalf before your death.

If a monthly Surviving Spouse Benefit is payable, your spouse can elect to receive an immediate monthly benefit, provided the immediate income is elected within 90 days of your death. Immediate monthly income may be paid over the life of your spouse or, if elected, in either 60 or 120 guaranteed monthly payments. The amount of the immediate monthly benefit may be adjusted for timing of when benefits begin or form of payment. Your surviving spouse should contact Retirement Services as soon as possible following your death. [Section 4.8]

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# How Benefits are Paid

Retirement Benefit amounts shown in this SPD are based on being paid for your life with a minimum payment period of 60 months (five years) guaranteed (referred to as **Five Years Certain & Life**), with annual cost-of-living adjustment (COLA) increases. This means you will receive monthly payments for life. If you die before you receive 60 payments, your Designated Beneficiary will receive monthly payments until a total of 60 payments are made. [Section 5.1]

Other payment forms are available with the amount payable reduced to recognize the additional cost. All of the available payment forms are summarized below.

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# Five Years Certain & Life

This form of payment means that you will receive monthly payments for a period of 60 months (five years) guaranteed or your life, whichever is greater. If you die before you receive 60 payments, your Designated Beneficiary will receive monthly payments until a total of 60 payments are made.

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# 50% Joint & Survivor

This form of payment means that your benefit is payable for your lifetime. If you die, payments will continue to your surviving spouse for the rest of his or her life. Your Spouse is the person to whom you are legally married on your retirement beginning date. The amount paid to your Spouse will be 50% of the amount you received while living, depending on the option you choose at retirement. [Section 5.3]

Note: If you are receiving a Joint & Survivor form of payment and your Spouse predeceases you, your monthly benefit will increase to the amount you would have received if you had initially begun your benefit in the form of a Five Years Certain & Life Annuity (commonly referred to as the "Pop-Up Benefit"). The adjustment will be prospective and will not include any adjustment for benefits received prior to your spouse's death. This applies to retirements beginning on and after January 1, 1998. [Section 5.5(3)]

**DID YOU KNOW?**

**If you are married at the time your benefit becomes payable, your benefit will be payable under the 50% Joint & Survivor form (with COLA) unless your Spouse consents in writing to your election of another payment form and/or a different beneficiary. Your Spouse is the person to whom you are legally married on your retirement beginning date. [Section 5.2]**

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# 75% Joint & Survivor

This form of payment means that your benefit is payable for your lifetime. If you die, payments will continue to your surviving Spouse for the rest of his or her life. Your Spouse is the person to whom you are legally married on your retirement beginning date. The amount paid to your spouse will be 75% of the amount you received while living, depending on the option you choose at retirement. [Section VI(C)] [Section 5.3]

Note: If you are receiving a Joint & Survivor form of payment and your spouse predeceases you, your monthly benefit will increase to the amount you would have received if you had initially begun your benefit in the form of a Five Years Certain & Life Annuity (commonly referred to as the "Pop-Up Benefit"). The adjustment will be prospective and will not include any adjustment for benefits received prior to your spouse's death. This applies to retirements beginning on and after January 1, 1998. [Section 5.5(3)]

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# 100% Joint & Survivor

This form of payment means that your benefit is payable for your lifetime. If you die, payments will continue to your surviving spouse for the rest of his or her life. Your Spouse is the person to whom you are legally married on your retirement beginning date. The amount paid to your spouse will be 100% of the amount you received while living, depending on the option you choose at retirement.

Note: If you are receiving a Joint & Survivor form of payment and your spouse predeceases you, your monthly benefit will increase to the amount you would have received if you had initially begun your benefit in the form of a Five Years Certain & Life Annuity (commonly referred to as the "Pop-Up Benefit"). The adjustment will be prospective and will not include any adjustment for benefits received prior to your spouse's death. This applies to retirements beginning on and after January 1, 1998. [5.5(3)]

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# Ten Years Certain & Life

This form of payment means that you will receive monthly payments for a period of 120 months (ten years) guaranteed or your life, whichever is greater. If you die before you receive 120 payments, your Designated Beneficiary will receive monthly payments until a total of 120 payments are made.

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# Cash Outs

If your Retirement Benefit is very small, it will automatically be paid to you in a single sum. Your benefit is payable in single-sum form if its actuarial value is $1,000 or less ($7,000 or less on or after your Normal Retirement Date). Furthermore, if the actuarial value is greater than $1,000 but not more than $7,000, you may elect to receive a single-sum distribution in lieu of an equivalent monthly income. If you have both a Plan and a Shops Plan benefit, these are combined to determine the actuarial value of your benefit. However, if the value of your Shops and Mills benefit only is $7,000 or less, you may elect to receive a partial single-sum distribution based on your Shops and Mills benefit (subject to spousal consent). If you receive a total single-sum distribution, no further benefits will be available from the Shops Plan unless you return to work in Covered Employment. [Section 9.3]

You may elect to have the Shops Plan roll over all or some of the single-sum payment into an eligible retirement plan that you select. An eligible retirement plan could be an individual retirement account (IRA), an individual retirement annuity, or another employer's eligible plan that accepts rollovers. Eligible plans include tax-qualified retirement plans and deferred compensation plans that satisfy the requirements of IRS Code Sections 403(b) (applicable to not-for-profit employers) and Section 457 (as it applies to state and local governments). You must notify Retirement Services of the amount of money to transfer and the name of the plan to receive the transfer. Amounts that are rolled over are not taxed until they are distributed from an IRA or another eligible retirement plan.

Any money you do not elect to have the Shops Plan roll over will be sent to you in a single-sum payment. If you receive a single-sum payment, 20% will be withheld for federal income taxes. Within 60 days of the date you receive the check from the Plan, you can deposit it into an IRA or qualified retirement plan that accepts rollovers. You may wish to consult a tax adviser about your options in this situation. [Section 9.11]

*Last Modified at March 26, 2025* *Printed on September 30, 2026*

# Frequently Asked Questions

**Q.** Can the option I elect at the time I begin receiving my benefit be changed at a later date?

**A.** The option you elect at retirement may not be revoked or changed unless:

- the request to revoke an option is made prior to the date your first monthly benefit is paid.
- you received an estimate of benefits and forms of payment available to you fewer than 30 days before your retirement benefit beginning date. In this case, options elected can be revoked at any time until the **later of:**
  - 30 days from the date you received the estimate, or
  - the date your first monthly benefit payment is made.
- a Joint & Survivor option is in effect and subsequently, by means of a qualified domestic relations order (QDRO), 100% of your benefit is awarded to you or 100% of the your benefit is awarded to another qualified party. (The order must meet the conditions to be considered a QDRO but for the fact you are permitted to change the form of payment after it begins). [Sections 5.4 and 5.7]

**Q.** Is there a required date upon which I must start to receive my pension benefit?

**A.** Yes. Your benefit must go into pay status no later than your "Required Beginning Date." This is April 1 of the calendar year following the one in which you reach age 73 (or the date you stop working under the Plan, if later). Under federal law, you may be subject to tax penalties if your benefit does not start on or before your Required Beginning Date. For this reason (and others), it is important that you make sure Retirement Services always has your latest contact information. [Section VI(F)]

**Q.** Can my Retirement Benefits increase after retirement?

**A.** Regardless of the monthly payment option you choose, your benefit includes either COLA (Cost of Living Adjustment) or is paid as a Level Benefit.

**Q.** What is a Cost of Living Adjustment (COLA) Benefit?

**A.** The standard form of payment has a 3% cost of living adjustment provision. Under this payment form, your Retirement Benefit will increase 3% on each May 1 (or a fraction of 3% if you have been retired less than a full year at the time of the increase). [Section 5.5(1) ]

**Q.** What is a Level Benefit?

**A.** In lieu of the standard form of payment with a 3% cost of living adjustment provision, you may elect to receive the benefit as increased level monthly income. If you make this election, your benefit will initially be higher than if it were subject to annual increases, but it will remain constant unless benefits are increased for all retirees as a result of a Plan amendment on a special one-time-only basis. [Section 5.5(2)]

**Q.** How is the amount of my monthly Retirement Benefit affected by the payment form I select?

**A.** The amount of your benefit is adjusted for different payment forms to reflect the different expected total payouts associated with different payment forms. Payment forms are considered "actuarially equivalent," based on standard actuarial factors specified in the Shops Plan (meaning the total value of benefits over your lifetime is expected to be the same).

As an example, suppose you retired at age 62 on May 1, 2010, with an earned monthly benefit of $1,000. This amount, determined from the Plan's benefit tables based on your Hours of Service each Plan Year, is payable in the Five Years Certain & Life payment form, subject to the annual COLA. Suppose further that you are married and your spouse also was age 62 when you retired. The following table shows your monthly benefit under all available payment options:

| | COLA | Level |
|---|---|---|
| Five Years Certain & Life | $1,000.00 | $1,283.90 |
| Ten Years Certain & Life | $970.40 | $1,245.25 |
| 50% Joint & Survivor | $904.70 | $1,192.49 |
| (50% to surviving spouse) | ($ 452.35) | ($596.25) |
| 75% Joint & Survivor | $859.80 | $1,145.62 |
| (75% to surviving spouse) | ($ 644.85) | ($859.22) |
| 100% Joint & Survivor | $819.30 | $1,102.36 |
| (100% to surviving spouse) | ($ 819.30) | ($1,102.36) |

Suppose you selected the Five Years Certain & Life payment form. The following table shows the monthly benefit payable to you over the next 10 years on a COLA basis and on a level basis (assuming you live through this period and there are no future increases in benefits payable to retirees).

| For the Plan year ending 4/30 | COLA | Level |
|---|---|---|
| 2011 | $1,000.00 | $1,283.90 |
| 2012 | $1,030.00 | $1,283.90 |
| 2013 | $1,060.90 | $1,283.90 |
| 2014 | $1,092.73 | $1,283.90 |
| 2015 | $1,125.51 | $1,283.90 |
| 2016 | $1,159.28 | $1,283.90 |
| 2017 | $1,194.06 | $1,283.90 |
| 2018 | $1,229.88 | $1,283.90 |
| 2019 | $1,266.78 | $1,283.90 |

[Section IX(I)]

**Q.** Is there a Death Benefit payable after I begin my retirement?

**A.** Generally, there are no "Death Benefits" available after you begin your retirement. However, if you begin Early Retirement and then return to work, benefits earned after Early Retirement and prior to the beginning of your second (Supplemental) Pension will be payable in the form of a Death Benefit. [Section 4.7]

After you begin your retirement, additional benefits may be payable upon your death in one of the following ways:

- If you elect a Joint & Survivor form of payment, a portion of your monthly benefit (50%, 75% or 100%) will continue to your spouse for his or her lifetime depending on the option you choose at

retirement.
- If you elect a Five or Ten Years Certain & Life form of payment and die before the guaranteed period expires, the balance of monthly benefits due on your behalf will be paid to your Designated Beneficiary. [Section 5.3]

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# How do I apply for benefits?

If you are entitled to benefits under the Shops Plan, you must submit a formal, written application for benefits to Retirement Services in order to begin receiving those benefits.

At the time you apply, you must provide proof of your age (and proof of your spouse's age, if you are married). Retirement Services requires either a certified copy of a birth certificate or two other forms of documentation proving date of birth (for you and your Spouse).

Examples of these forms of documentation include:

- Birth certificate
- Baptismal certificate
- Record of birth from hospital
- U.S. census record
- Naturalization papers
- Registration from vital statistics
- Driver's license
- Passport
- Record of military service

Your marital status as of the date your benefits are scheduled to begin also must be confirmed. If you are married, you will be required to furnish a copy of your marriage certificate.

If you have been divorced at any time since January 1, 1985, Retirement Services requires a complete copy of all divorce decrees and marital separation agreements.

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# Frequently Asked Questions

**Q.** What if I have a Break in Service before I reach Normal Retirement and select a date for benefits to begin that is before I reach Normal Retirement?

**A.** You can request to receive an application at any time during the 30 to 90 day period before the date on which you wish to begin receiving your benefits. If you are entitled to receive your benefits in the form of an annuity (because the actuarial value of your benefit is greater than $1,000), you will be provided with the necessary application materials as soon as practical.

If you return the completed application forms before the later of your requested annuity starting date or 30 days after the date you received the application materials, your benefits will begin as scheduled. However, if you return the forms fewer than 30 days before your intended starting date, your benefits will begin as of your intended starting date but your first month's payment will be delayed and issued with your second month's payment. If you do not return the forms by the deadline, you must request updated application materials and select a new beginning date that is at least 30 days after you make the request.

If you have a Break in Service before you reach Normal Retirement and do not select a beginning date

before you reach Normal Retirement (and you are entitled to receive your benefits in the form of an annuity), Retirement Services will provide you with an application in the 30 to 90 day period before your Normal Retirement Date (assuming Retirement Services can locate you). If you return the completed forms before the later of your Normal Retirement Date or 30 days after the date you received the application materials, your benefits will begin as scheduled. However, if you return the forms fewer than 30 days before your Normal Retirement Date, your benefits will begin as of your Normal Retirement Date but your first month's payment will be delayed and issued with your second month's payment. If you do not return the forms by the deadline, your benefit will not start until you submit the application material. At that time you will receive back payments (with interest) from your Normal Retirement Date based on the payment form you select.

If you remain in Covered Employment until Normal Retirement, you will be provided with the necessary application materials as soon as practical after you notify Retirement Services that you intend to retire. If you return the completed forms within 30 days after you receive the application materials, your benefits will begin as scheduled in the form of payment you elect. However, if you return the forms fewer than 30 days before your intended starting date, your benefits will begin as of your intended starting date but your first month's payment will be delayed and issued with your second month's payment. If you do not return the forms by the deadline, your benefits will not begin until you submit a completed application.

If Retirement Services delays providing you the necessary application materials so that you do not receive them before your desired annuity starting date, you may still choose to have your payments begin as of the date you selected, provided that your spouse (if you are married) consents to the earlier beginning date. If this happens, you will receive a catch-up payment (with interest) for the payments that you did not receive. If you and your spouse do not agree to the earlier beginning date and you have not yet reached Normal Retirement, you must request updated application materials and select a new beginning date that is at least 30 (preferably 60) days after you make the request.

If you have reached Normal Retirement, your benefit will begin as of the first day of the month after you receive the application materials, and your benefit will be increased actuarially to compensate you for this delay. No back payments will be made.



# ERISA Rights

As a participant in The Pension Plan of Carpenters' Pension Trust Fund of St. Louis, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

- Receive Information About Your Plan and Benefits

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

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

3. Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this Annual Funding Notice.

4. Obtain a statement telling you whether you have a right to receive a pension at Normal Retirement age (age 62) and if so, what your benefits would be at normal retirement age if you stop working under the plan now. If you do not have a right to a

pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve months. The plan must provide the statement free of charge.

- Prudent Actions by Plan Fiduciaries

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

- Enforce Your Rights

  If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the 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 or a medical child support order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

- Assistance with Your Questions

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

*Last Modified at April 29, 2019* *Printed on September 30, 2026*

# Your Rights

You may designate another person to act as your authorized representative for purposes of the Plan's claims and appeals procedures. To designate an authorized representative, you will need to fill out a form, which may be obtained from Retirement Services.

Under federal law, a claimant has the right to bring a civil action under Section 502(a) of the Employee Retirement Income Security Act (ERISA) if dissatisfied with the decision of the Trustees. Before bringing such an action, the claimant must exhaust the Plan's claims and appeals procedures. Any such action against the Plan under ERISA must be filed within two years of the date of the decision of the Trustees on appeal.

The claimant has the right to receive free of charge, upon written request, all documents, records and other information relevant to the claim. Such request should be sent to Retirement Services.

Decisions on claims and appeals are made uniformly, in accordance with the terms and conditions of the Plan documents, and cannot be granted or paid unless authorized by those documents.

*Last Modified at March 26, 2025* *Printed on September 30, 2026*

# Pension Claims for Benefits (Except Disability Pensions)

You must complete an application form available from Retirement Services in order to start a claim for monthly pension benefits. You must promptly inform Retirement Services, preferably in writing, if you believe there is any error in either the information contained in your annual Pension Statement from the Plan, or in any pension payment that you receive.

The Plan will make a benefit determination within a reasonable time, but not later than 90 days after receipt of the claim by the Plan. This 90-day period may be extended, if special circumstances require additional time for processing a claim, for no more than 90 additional days. If an extension is necessary, you will be notified of the reasons and the date by which the Plan expects to render a determination.

In the event of an **adverse benefit determination**, you will be notified in writing. The notice will include:

- The specific reason for the adverse benefit determination.
- The specific Plan provision on which the determination was based.
- A description of any additional material or information necessary to perfect the claim and an explanation of why this information is necessary.
- A statement of the claimant's right, upon request and free of charge, to access and to receive copies of documents, records and other information relevant to the claim for benefits.
- An explanation of the Plan's appeal procedures, including applicable time limits, and a statement of the claimant's right to bring a civil action following an adverse benefit determination on appeal.



# Disability Pension Claims for Benefits

In order to initiate a claim for monthly disability pension benefits, you must complete an application form, available from Retirement Services, including a copy of notification of a disability onset date issued by the Social Security Administration. You must promptly inform Retirement Services, preferably in writing, if you believe there is any error in either the information contained in your annual Pension Statement from the Plan, or in any pension payment that you receive.

**Examinations**

The Plan reserves the right and opportunity to examine, through medical professionals designated by the Trustees, a person whose disability is the basis of a claim, as often as the Trustees may reasonably deem necessary.

The Plan will make a benefit determination within a reasonable time, but not later than 45 days after receipt of the claim by the Plan. This 45-day period may be extended, if necessary for reasons beyond the control of the Plan, up to an additional 30 days. If an extension is necessary, you will be notified before the end of the original 45-day period of the reasons and the date by which the Plan expects to render a determination. The first 30-day extension period may be extended, if necessary for reasons beyond the control of the Plan, up to an additional 30 days, in which case you will be notified before the end of the original 30-day extension period of the reasons and the date by which the Plan expects to render a decision. In case of an extension, the notice of extension will state the standards on which entitlement to benefits is based, the unresolved issues that prevent resolution of the claim, and the additional information needed to resolve those issues. If such additional information is not received within 45 days, the claim will be denied due to lack of information.

In the event of an adverse benefit determination on a claim for disability pension benefits, you will be notified in writing. The notice will include:

- The specific reason for the adverse benefit determination.
- The specific Plan provision on which the determination was based.
- A description of any additional material or information necessary to perfect the claim and an explanation of why this information is necessary.
- A statement of the claimant's right, upon request and free of charge, to access and to receive copies of documents, records and other information relevant to the claim for benefits.

- An explanation of the Plan's appeal procedures, including applicable time limits, and a statement of the claimant's right to bring a civil action following an adverse benefit determination on appeal.
- Information as to whether an internal rule, guideline, protocol or other similar criterion was relied on in making the determination, and if so, a statement that the claimant may obtain a copy of the rule, guideline, protocol, etc. free of charge upon request.

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# Appealing Adverse Benefit Determinations

After receiving notice of an adverse benefit determination, a claimant (or authorized representative) may submit a written request to the Board of Trustees for their review and final decision. Any request for review must be filed within 180 days of the claim denial. A request for review must be directed to:

Board of Trustees
c/o Benefit Plans Administrator
Pension Plan of Carpenters' Pension Trust Fund of St. Louis
1419 Hampton Avenue
St. Louis, Missouri 63139

A request for review should state the reason why the claimant believes the claim denial was improper, and should include any comments, documents, records or other information the claimant wishes to be considered in support of the appeal. The Trustees will consider all such submissions as part of the review. As required by law, the Board of Trustees claim review will not give deference to the original claim decision.

In the review of a claim for disability pension, if the original claim denial was the result of a medical judgment, the Plan will consult with a health care professional who has the appropriate training and experience to render an informed opinion. The health care professional will not be the one used for the original claim determination, nor a subordinate of the original professional. The identity of the health care professional consulted by the Plan will be disclosed upon written request.

The Board of Trustees, as fiduciaries of the Plan, will generally make a decision on the review within 45 days after receipt of the request for review, unless special circumstances require an extension of time for processing, in which case a decision will be made as soon as possible, but not later than 90 days after receipt of the request for review. If such an extension is required, you will be notified in writing before the end of the original 45-day period of the reasons and the date by which the Plan expects to render a decision.

The Trustees may appoint an Appeals Committee to consider and decide appeals. Decisions made by the Appeals Committee shall have the same force and finality as decisions made by the full Board of Trustees.

Notice of the Trustees' decision to deny the appeal in whole or in part on the review will be given to the claimant in writing and will include the specific reasons for the decision, as well as specific references to the pertinent Plan provisions on which the decision is based, and other information of the types contained in the original notice of adverse benefit determination issued by the Plan. The decision of the Trustees on appeal is final. Any civil action under Section 502(a) of ERISA must be filed within two years of the date of the Trustees' decision. [Appendix C]

*Last Modified at April 29, 2019* *Printed on September 30, 2026*

# Federally Required Information

| | |
|---|---|
| Name of Plan: | Pension Plan of Carpenters' Pension Trust Fund of St. Louis<br>(The Shops Plan is actually an Appendix to this Plan) |
| IRS Employer Identification Number of Plan Sponsor: | 43-6117344 (except that EIN 43-1622970 is used solely in the Plan's Form 5500, as directed by the Internal Revenue Service) |
| Name and Address of Plan Sponsor and Plan Administrator: | Board of Trustees of Carpenters' Pension Trust Fund of St. Louis<br>1419 Hampton Avenue<br>St. Louis, Missouri 63139 |

| | |
|---|---|
| | (314) 644-4802 or (toll free) 1-877-232-3863<br><br>Participants and beneficiaries may receive from the Plan Administrator, upon written request, information as to whether a particular employer or employee organization is a sponsor of the Plan and, if the employer or employee organization is a Plan Sponsor, the Sponsor's address. |
| Plan Number: | 001 |
| Type of Plan and Plan Administration: | The Plan is a "Defined Benefit Pension Plan," which means that benefits are payable in accordance with a specific formula in the Plan. The Plan is a trusteed Pension Plan administered by the Board of Trustees. Retirement Benefits are paid from the assets accumulated in the Trust Fund established under the Plan. |
| Agent for Service of Legal Process: | Secretary of Board of Trustees of Carpenters' Pension Trust Fund of St. Louis<br>c/o Benefit Plans Administrator<br>1401 Hampton Avenue<br>St. Louis, Missouri 63139<br><br>Service of process may be made upon a Plan Trustee or the Plan Administrator. |
| Trustees and Trust Fund: | The Retirement Benefits are funded through employer contributions to the Carpenters' Pension Trust Fund of St. Louis. The amounts of such contributions are determined pursuant to various collective bargaining agreements. The Trustees of the Fund are the following persons: |

**Trustees appointed by employers:**

Craig McPartlin, Secretary of the Board
President
Con-Tech Carpentry
366 W. Fourth St
Eureka, MO 63025

Kevin Deptula
President-CEO
Builders Bloc
607 Trade Center Blvd
Chesterfield, MO 63005

Gerhard K. Glassl
P.E.
The Up Companies
2060 Craigshire Rd
St. Louis, MO 63146

Jim Sauer
Vice President
Fixture Contracting
12249 Old Big Bend Rd
Kirkwood, MO 63122

**Trustees appointed by employers:**

Brian McGee
VP of Sales & Marketing
Ambassador Mid-West Flooring
17770 Chesterfield Airport Rd.
Chesterfield, MO 63005

Rick Kayser
Executive Vice President
Alberici Constructors, Inc.
8800 Page Ave
St. Louis, MO 63114

Scott Plocher
President
Plocher Construction
2808 Thole-Plocher Rd
Highland, Illinois 62279

**Trustees appointed by union:**

Gary Perinar, Chairman of the Board
Executive Secretary-Treasurer
c/o Office of the Secretary-Treasurer
Mid-America Carpenters Regional Benefit Services
12 East Erie St
Chicago, IL 60611

Stephen Pinkley
St. Louis Regional Director
Mid-America Carpenters Regional Council
1401 Hampton Avenue
St. Louis, Missouri 63139

Rocky Kloth
Kansas City Regional Director
Mid-America Carpenters Regional Council
8955 E. 38th Terrace
Kansas City, Missouri 64129

Dan Barger
Southern Illinois Regional Director
Mid-America Carpenters Regional Council
1401 Hampton Avenue
St. Louis, Missouri 63139

Kevin Haynes
Assistant St. Louis Regional Director
Mid-America Carpenters Regional Council
1401 Hampton Avenue
St. Louis, Missouri 63139

Mark Dalton
Representative
Mid-America Carpenters Regional Council
1401 Hampton Avenue

**Trustees appointed by union:**

St. Louis, Missouri 63139

Rodney Politte
Representative
Mid-America Carpenters Regional Council
1401 Hampton Avenue
St. Louis, Missouri 63139

| | |
|---|---|
| Collective Bargaining Agreements: | The Plan is maintained pursuant to various collective bargaining agreements. A copy of any such agreement may be obtained by participants and beneficiaries upon written request to the Plan Administrator and is available for examination by participants and beneficiaries. |
| Plan Benefit Descriptions: | The Plan benefits are explained in this SPD. Additional detail is provided in the Plan Document. |
| Record Keeping Year for Plan: | Plan records are kept on a fiscal year basis. The end of such year is April 30. |

# Insured Retirement Benefits

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry. Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due. The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a participant's years of service multiplied by:

- 100% of the first $11 of the monthly benefit accrual rate, and
- 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:

- Normal and early retirement benefits
- Disability benefits if you become disabled before the plan becomes insolvent, and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law
- Benefit increases and new benefits based on plan provisions that have been in place for fewer than five years at the earlier of the date the plan terminates or the time the plan becomes insolvent
- Benefits that are not vested because you have not worked long enough
- Benefits for which you have not met all of the requirements at the time the plan becomes insolvent, and
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay

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

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# Glossary

- **Adverse Benefit Determination** means your claim for a benefit in whole or in part has been denied.

- **Break in Service** is the end of two consecutive Plan Years during which a Participant has no service in Covered Employment.

- **Carpenters' Plan Covered Employment** includes service that is considered Covered Employment under the Carpenters' Plan.

- **Carpenters' Plan Non-Covered Employment** includes employment, other than Carpenters' Plan Covered Employment, by an employer who contributes to the Carpenters' Plan.

- **Carpenters' Plan Reciprocal Service** refers to certain service performed under the Carpenters' Pension Plan after a Break in Service that occurred before May 1, 1978. Section 3.6 of the Plan Document of the Shops Plan describes when such service is included as Carpenters' Plan Reciprocal Service.

- **Cost of Living Adjustment** (COLA) is the 3% adjustment increase made to your Retirement Benefit each May 1 (or a fraction of 3% if you have been retired less than a full year at the time of the increase).

- **Credited Service** includes your Vesting Service.

- **Designated Beneficiary** means the beneficiary most recently designated by the Participant for benefits under this Plan, provided such designation has been filed on a form that is acceptable to the Trustees. If a Participant dies without a written designation of beneficiary in effect for either this Plan or the Health and Welfare Plan, then the Designated Beneficiary shall be the Participant's surviving spouse, or if none, the Participant's living biological or legally adopted children equally, or if there are none, the Participant's living parents equally, or if there are none, the Participant's biological siblings, or if there are none, the Participant's estate. If a Designated Beneficiary dies after starting to receive benefits, the remaining benefits shall be paid to such person or persons or organization as the Designated Beneficiary has designated in a form filed with the Trustees or, in the absence of such designation, to the Designated Beneficiary's estate. If a Participant's spouse is the Designated Beneficiary, their subsequent divorce or annulment nullifies such designation on the date of the divorce or annulment.

- **Forfeiture of Service** means all service and benefits earned to date are eliminated and ignored for the purposes of subsequent Covered or Non-Covered employment.

- **Level Benefit** means an increased level monthly income payable at the election of the participant in lieu of a COLA benefit (which is subject to annual increases).

- **Minimum Vesting Service** includes Plan Years in which you completed 1,000 hours of Covered Employment, Carpenters' Plan Covered Employment, as well as Non-Covered and Carpenters' Plan Non-Covered Employment that immediately precedes or follows Covered Employment or Carpenters' Plan Covered Employment.

- **Non-Covered Employment** includes employment, other than Covered Employment, by an employer who contributes to the Shops Plan but who does or did contribute immediately before or after employment.

- **Normal Retirement Date** (NRD) for active participants is the first of the month coinciding with or following your 62nd birthday (or your date of Plan participation, if later).

- **Past Service** means, in general, continuous service as an employee of an employer required to contribute to the Shops Plan.

- **Plan Year** means a period of 12 consecutive months beginning on May 1. (Example: May 1, 2009 through April 30, 2010).

- **Pension Credit** describes the amount of Credited Service earned under the Plan.

- **Per Stirpes** is a legal term used to describe how the distribution of a deceased person's benefit is divided among beneficiaries when children take the representative share that would have been taken if the parent were still alive. For example, suppose you died unmarried without naming a Designated Beneficiary. A Plan death benefit would be divided equally among your three children. But, if one of those three children had died before you, that son's or daughter's one-third share would be divided equally among the children of that deceased son or daughter.

- **Pro Rata Service** means service earned in another Pension Plan and recognized in a formal pro rata pension credit agreement (e. g., International Reciprocal Agreement). Pro Rata Service, if applicable, can take a non-vested benefit to partial or full vesting or a partially vested benefit to full vesting. Pro Rata Service also can be used to attain the required vesting for a Death Benefit or a disability benefit. Pro Rata Service with other Funds does not count toward requirements for Rule of 90 or 30-Year Rule since these special provisions were specifically created and applied to service earned under the Pension Plan of Carpenters' Pension Trust Fund of St. Louis.

- **Qualified Domestic Relations Order** (QDRO) is a court order subsequent to a divorce or legal separation that modified a participant's interest in a retirement plan by assigning the former spouse all or a portion of the benefits payable under that plan.

- **Shops Plan** is the current Appendix A of the Pension Plan of Carpenters' Pension Trust Fund of St. Louis, which prior to May 1, 1995, was a separate pension plan named the Carpenters' District Council Shops and Mills Pension Plan.

- **Shops Plan Covered Employment** includes employment as a covered employee by an employer who contributes to the Shops Plan.

- **Shops Plan Non-Covered Employment** includes employment other than Shops Plan Covered Employment, by an employer who contributes to the Shops Plan.

- **Spouse** means the person to whom you are legally married on your retirement date or date of death, except that you must be married to your spouse for at least one year to qualify for certain Pre-Retirement Death Benefits. The validity of marriage shall be determined under the law of the state in which the marriage took place.

- **Vesting Service** includes Plan Years in Covered Employment, provided such service was not disregarded because of an Interruption of Future Service Credit (Carpenters' Plan) or Break in Service (Shops Plan). Vesting Service also includes Carpenters' Plan Reciprocal Service and Pro Rata Service.