

June 2009

**NOTICE TO ALL PENSION
PLAN PARTICIPANTS APPROACHING
THE NORMAL RETIREMENT AGE**

This notice applies only to Plan Participants who do **NOT** elect to retire at the Normal Retirement Age and who choose to continue working at the Trade. "Normal Retirement Age" under the Pension Plan is age 65. Please note that Unreduced Early Retirement Benefits may be paid at earlier ages but for this provision, "Normal Retirement Age" is age 65. If you continue to work after reaching the Normal Retirement Age, your Pension Plan's Suspension of Benefits Provision will be applied even though you have not actually retired.

Under the Suspension of Benefits Provision, no benefits are payable for any month in which you work 40 hours or more in the same industry, same trade or craft, and within the State of Michigan. This suspension is applicable until the April 1st following the calendar year in which you reach age 70 1/2. Thereafter, you may both work and receive your monthly pension.

If you continue to work after reaching the Normal Retirement Age but work less than 40 hours per month or do not work at all, no pension benefits will be paid during such months. However, when you do retire, you may be entitled to additional benefits for those months between your Normal Retirement Age and your actual date of retirement if you did not work at least 40 hours in the same industry, same trade or craft and within the State of Michigan.

Be assured that application of the Suspension of Benefits Provision while you are working after reaching the Normal Retirement Age will in no way affect your current vesting or benefit accrual status under the Plan. When a Participant who continues to work after his Normal Retirement Age decides to actually retire, his normal retirement benefit will be determined in accordance with the regular Plan Provisions. Such Provisions give credit for work performed under the Plan prior to actual retirement if the requirement of a minimum 435 Hours of Work in a Plan Year is met.

If you disagree with how the Suspension of Benefits Provision is being applied to your particular case, you have the right to appeal to the Board of Trustees. The Appeal Procedure is set forth on page S-15 of the Summary Plan Description.

If you have any questions about how the Suspension of Benefits Provision will be applied to your employment situation, be sure to contact the Pension Department at the Fund Office before continuing to work beyond the Normal Retirement Age.