

TO: PLAN PARTICIPANTS OF THE MICHIGAN LABORERS' PENSION FUND
AND MICHIGAN LABORERS' VACATION FUND

RE: SUMMARY OF MATERIAL MODIFICATIONS

Dear Plan Participant:

This Notice, known as a Summary of Material Modifications ("SMM"), describes changes in the Pension Plan adopted by the Trustees and/or changes in the Vacation Plan since the latest Summary Plan Description has been issued. It is an amendment to the Summary Plan Description ("SPD") you received previously. You should keep this SMM with the SPD for future reference.

The Pension Plan was modified as follows:

- **The Disability Benefit was modified for Participants with at least 5 or more Years Service who filed an application for Disability Benefits on or after March 1, 2007. The provisions of this modification are as follows:**

Years of Service	Description of Temporary Disability Benefit
5	25% of accrued benefit payable for 5 years
6	30% of accrued benefit payable for 6 years
7	35% of accrued benefit payable for 7 years
8	40% of accrued benefit payable for 8 years
9	45% of accrued benefit payable for 9 years
10	50% of accrued benefit payable to age 60
11	55% of accrued benefit payable to age 60
12	60% of accrued benefit payable to age 60
13	65% of accrued benefit payable to age 60
14	70% of accrued benefit payable to age 60
15	75% of accrued benefit payable to age 60
16	80% of accrued benefit payable to age 60
17	85% of accrued benefit payable to age 60
18	90% of accrued benefit payable to age 60
19	95% of accrued benefit payable to age 60
20 or more	100% of accrued benefit payable to age 60

- ***The following amendment to the Plan involves the review of a proposed or submitted Qualified Domestic Relations Order.***

A "Qualified Domestic Relations Order" or "QDRO" is a state court order that assigns a portion of your Pension benefits to an Alternate Payee, such as a former spouse, your child(ren), or other dependents. When you apply for Pension Plan benefits, the Pension Plan must review each proposed QDRO to determine whether the Plan must honor the proposed QDRO. (Your Michigan Laborers' Annuity Plan must also review a proposed QDRO. So, the Annuity Plan will also be sending you a SMM regarding QDROs.)

There are costs involved in these QDRO reviews. Because of these increasing costs to review and implement QDROs, you (or any former spouse to whom your Pension benefits are assigned) will be charged a one-time fee. This fee will be deducted from

your Pension benefit (at the time the proposed QDRO is reviewed, or when benefits are paid, if later) and any Pension benefit assigned to your Alternate Payee(s), as determined by the reviewed QDRO. If the QDRO does not allocate the fee, the Pension Plan will divide the fee proportionately between the parties.

The fee for reviewing proposed QDROs is **effective September 1, 2006**. So, any QDRO orders submitted after **September 1, 2006** will incur this fee.

The Fee To Review QDRO

The fee to review each proposed QDRO is **\$350**. (Your Michigan Laborers' Annuity Plan will charge a similar fee.) Participants with divorce decrees that do not contain a QDRO will not be charged this fee.

Finally, please remember that when you apply for your Pension benefit you must provide the Plan office with **any** divorce decree(s) related to your marriage(s).

- **Effective March 1, 2006**, the Trustees implemented a **temporary waiver** of the Suspension of Benefits Provision for those Participants who retired prior to January 1, 2006 and who returned to work in Zone 1 for a contributing employer that performs work under the collective bargaining agreement between the Laborers' Union and the Michigan Distribution Contractors Association during the period March 1, 2006 through October 31, 2006.
- **Effective April 1, 2005**, the Plan was amended to provide that, if a Participant, who had previously been approved for a Lump Sum Disability Benefit based upon Trade Disability, returned to work and subsequently applied for Disability Benefits, his eligibility for said benefits would be based upon a Disability Award from the Social Security Administration.
- **Effective October 1, 2004**, the Plan was amended to recognize employment with the Laborers' International Union toward eligibility for Unreduced Early Retirement Benefits.

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