

UNITED ASSOCIATION NATIONAL PENSION FUND

SUMMARY OF THE PLAN PROVISIONS ON SUSPENSION OF BENEFITS DUE TO A RETURN TO WORK

In accordance with Plan Section 9.07 and Dept. of Labor regulations in 29 C.F.R. § 2530.203-3, payment of your pension will continue as long as you remain Retired (as defined in the Plan) and do not return to work in the plumbing and pipefitting industry. The Fund may, at any time, require evidence of your continued entitlement to a pension benefit.

Payment of your pension will be suspended for any period in which you return to work in Disqualifying Employment in the plumbing and pipefitting industry, and for an additional six months if you have not reached age 65.

Disqualifying Employment before age 65 means—

- employment with any Contributing Employer,
- employment or self-employment in the same or related business as any Contributing Employer,
- employment or self-employment in any business which is under the jurisdiction of the Union, or
- employment with the Union or any Fund or program to which the Union is a party.

Disqualifying Employment after reaching age 65 means—

- employment or self-employment in the plumbing and pipefitting industry,
- employment or self-employment in any occupation covered by the Plan, and
- employment or self-employment in any area of the United States in which contributions are required to be made by or on behalf of any employer, which includes almost the entire country.

After you reach age 65, your pension will only be suspended for months in which you work 40 or more hours.

If you return to work in Disqualifying Employment, you must notify the Fund in writing within 30 days of your return to work. If you fail to give such notice:

- and the Fund pays you benefits for months in which the Fund should have suspended your benefit, the Fund will seek recovery of such overpayment;
- and you have not reached age 65, you will be subject to an additional six-month suspension of benefits;
- and you reach age 65, the Fund will presume that you have worked and are continuing to work at least 40 hours each month until you give notice that you have ceased working in Disqualifying Employment;
- and you have worked in Disqualifying Employment for any number of hours for a contractor at a construction site, the Fund will presume that you have engaged in such work for as long as the contractor has been and remains actively engaged at that site.

You have the right to overcome either of the presumptions in the last two bullet points above by establishing that the work performed is not an appropriate basis for suspension of your benefits under the Plan.

When you stop working and want to re-retire, you must submit a Resumption of Benefits notice to the Fund without delay. The Fund will send you that form with the notice of suspension of your benefits, or you can request it from the Fund.

The amount of any benefits that should have been suspended due to your return to work in Disqualifying Employment will be withheld in full from your pension payments upon re-retirement. After you reach age 65, however, no more than 25% of your monthly benefit amount can be withheld, except that up to 100% of the first three months' payments may be withheld.

After resumption, the amount of your benefit will be adjusted as set forth in Plan section 9.07. If your original Effective Date was before you reached age 65, any additional benefits accrued during your suspension will be treated as a separate benefit. When you re-retire you will be provided with election forms to select the form of payment for this separate benefit. If your original Effective Date was after you reached age 65, the additional benefits accrued during your suspension will be added to your previous pension and made in the same form of payment as previously elected. You will not have election forms to complete for this additional benefit.

Your monthly benefit is not subject to suspension, as of April 1st following the Calendar Year in which you attain age 70½. If you reach age 70½ at any time during a Calendar Year and continue to work, your monthly benefits will be reinstated as of April 1 of the following year, and your benefit will be recalculated to include the additional credit you earned during your suspension. If you continue to work thereafter, your monthly benefit will be annually reviewed for any adjustment due based on the additional credit, which will be effective the following January and begin with your March payment.

If you receive notification from the Fund of a determination regarding suspension of your benefits -- or that certain work is Disqualifying Employment -- that you believe to be in error, you may make a written appeal requesting that the Trustees review the determination. Your appeal must be submitted within 180 days after you are notified of the determination.

Questions? Contact the Fund through the website (uanpf.org) or via telephone at 1-800-638-7442.