



SUMMARY PLAN DESCRIPTION

OF THE

LOCAL UNION NO. 456 I.B.E.W.

PENSION PLAN

Effective June 1, 2015

TO ALL ELIGIBLE EMPLOYEES:

On the following pages you will find a summary description of the principal provisions of the revised Plan. We hope that you will read this booklet carefully and become familiar with the terms of the revised Plan and your rights under it.

We believe that the pension benefits provided by this Plan, in addition to those provided under the Social Security Act, will provide a substantial measure of security in retirement for those who have given many years of service in employment covered by the Plan.

Vested benefits under this Plan up to certain limits will be insured with the Pension Benefit Guaranty Corporation as explained in detail under the Termination Insurance Section of this summary.

The Trustees are responsible for the operation of the Plan. We shall be happy to assist you in every way possible to make certain that you receive promptly the benefits to which you are entitled. If you would like information or assistance, you may obtain it at the office of the Pension Fund.

This summary is not intended to change in any way the provisions of the Plan. The rights of each person covered by the Plan may only be determined by the Rules and Regulations for a Pension Plan, a complete copy of which is on file at the office of the Pension Fund.

The Trustees shall have the power to interpret, apply and construe the provisions of this Summary Plan Description, the Pension Plan and the Agreement and Declaration of Trust and any construction, interpretation or application reasonably adopted by the Trustees in good faith shall be binding. The Trustees shall also have the full and exclusive authority to determine all questions of eligibility, coverage, participation, status and benefits under the Summary Plan Description, Pension Plan and Agreement and Declaration of Trust.

Sincerely yours,

THE TRUSTEES

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OUTLINE OF PLAN

Eligibility:

Work under the collective bargaining agreement of the Union, or work for the Union or a benefit fund of the Union.

Retirement Dates:

Normal Retirement – Age 62 and worked 5 years.

Early Retirement – Age 55 and 10 years of credited service.

Disability Retirement – Any age, 10 years of credited service, receiving Federal Social Security disability benefits and the permanence of the disability is established to the satisfaction of the Trustees.

Pension Benefits:

Normal Retirement – Monthly pension:

- (a) \$1.00 for each \$160.00 of employer contributions made after January 1, 2010, plus
- (b) \$1.00 for each \$125.00 of employer contributions made from January 1, 2008 to December 31, 2009, plus
- (c) \$1.00 for each \$100.00 of employer contributions made from January 1, 2003 to December 31, 2007, plus
- (d) \$1.00 for each \$60.00 of employer contributions made from January 1, 2000 to December 31, 2002, plus
- (e) Benefit for years before 1/1/2000 based on Prior Plan 456:
 - (i) \$58.00 for each year of credited service earned before 10/1/89, plus
 - (ii) \$58.00 for each year of supplemental credit earned before 10/1/89, plus
 - (iii) \$1.15 for each \$50.00 of employer contributions made from 10/1/89 to 12/31/99.
- (f) Benefit for years before 1/1/2000 based on Prior Plan 358:
 - (i) \$60.00 for each year of credited service earned before 1/1/2000, plus 75¢ for each year of contributory service (maximum 25 years of contributory service).

Early Retirement – Same as normal retirement if payable at age 62. Reduced 1/3% per month for each month commencement precedes age 62. For pension payments between the 60th and 62nd birthdays, such monthly amount is doubled if at least 5 consecutive years of credited service is earned after age 45.

Disability Retirement – Same as for normal retirement.

Nonforfeitable Rights:

100% vested right to accrued benefit after 5 years of vested credit.

Spouse's Benefits:

Joint life pension payable to spouse if death occurs after eligibility for vested rights but before actual retirement.

Lump Sum Death Benefit Before Retirement:

\$4,000 x credited service, if not eligible for Spouse's Benefits and earned 3 years of credited service in the 5 years prior to death.

Plan Year:

January 1st to December 31st.

Breaks in service which occurred prior to January 1, 2000 are based on the provisions of the Prior Plan in which you participated at the time of the break.

SEPARATION FROM EMPLOYMENT

If you have a period of two consecutive plan years during which you did not work at least 500 hours your benefit for credited service earned prior to such period will be based on the benefit rate in effect in the last plan year prior to the separation in employment in which you did earn credited service.

NORMAL RETIREMENT

Eligibility – In order to be eligible for normal retirement you must be at least age 62 and have been an employee of an employer who contributes to the Pension Fund for at least 5 years.

Monthly Pension – The full annuity form of pension is payable for your lifetime with 120 monthly payments guaranteed. However, you and your spouse must elect to receive this full annuity form of benefit. If you do not make such election or any other election under Optional Forms of Pension, your monthly pension will be automatically converted into a reduced monthly pension payable for your lifetime and then, upon your death, one-half of your reduced monthly pension will be paid to your spouse for life thereafter. Generally, the reduction in the benefit will be 5% of the full annuity form of benefit. The full annuity form of pension if you retire on or after January 1, 2010 is:

- (a) \$1.00 for each \$160.00 of employer contributions made in each plan year after January 1, 2010, plus
- (b) \$1.00 for each \$125.00 of employer contributions made in each plan year from January 1, 2008 to December 31, 2009, plus
- (c) \$1.00 for each \$100.00 of employer contributions made in each plan year from January 1, 2003 to December 31, 2007, plus
- (d) \$1.00 for each \$60.00 of employer contributions made in each plan year from January 1, 2000 to December 31, 2002, plus
- (e) Benefit for years before 1/1/2000 based on Prior Plan 456:
 - (i) \$58.00 for each year of credited service earned before 10/1/89, plus
 - (ii) \$58.00 for each year of supplemental credit earned before 10/1/89, plus
 - (iii) \$1.15 for each \$50.00 of employer contributions made in each plan year from 10/1/89 to 12/31/99.
- (f) Benefit for years before 1/1/2000 based on Prior Plan 358:
 - (i) \$60.00 for each year of credited service earned before 1/1/2000, plus 75¢ for each year of contributory service (maximum 25 years of contributory service).

OPTIONAL FORMS OF PENSION

If you and your spouse elect not to have the automatic conversion to a Joint and 50% to Spouse form, your pension will be paid to you for life with 120 monthly payments guaranteed. However, you may elect one of the optional benefits explained below. Spousal consent is required for Options 2, 3 or 4.

Option 1 – Joint and 100% to Spouse: You may wish to provide your spouse with a higher benefit upon your death than that payable under the automatic option. Under this option, the reduction in your pension is greater, but the same pension will continue to your spouse for life.

Option 2 – Life Annuity with 180 monthly payments guaranteed: The full annuity form of benefit guarantees payments for 120 months, but this option provides a lower benefit which is guaranteed for 180 months.

Option 3 – Life Annuity with 240 monthly payments guaranteed: This is similar to Option 2 except that the monthly pension is reduced somewhat more and payments are guaranteed for 240 months.

- B. Submit satisfactory proof of your date of birth to the Trustees along with your application and, if you are married and have not elected the full annuity form of benefit, proof of your marriage and your spouse's date of birth.
- C. If you select the full annuity pension or options 2, 3 or 4 (see Optional Forms of Pension) spousal consent is required. Such consent must be in writing and witnessed by a plan representative or notarized by a notary public. If spousal consent cannot be obtained, you must receive your pension in the reduced Joint and 50% to Spouse form.

In addition, if you are applying for a disability pension, you must provide proof that you are totally and permanently disabled. You may be required to have a medical examination every six months until age 62 to determine that you are still disabled.

NONFORFEITABLE RIGHTS

If you leave employment covered by the Plan before being eligible for normal, early or disability retirement, but after you have at least 5 years of vested credit, you will be entitled to a deferred vested pension to commence on your normal retirement date.

The full annuity form of benefit payable to you will be based on the benefit rate in effect in the last plan year that you earn credited service. If the full annuity pension is to commence on or after age 55 but before age 62 and provided you have at least 10 years of credited service, the pension is reduced by 1/3% for each month that the commencement of payments precedes your 62nd birthday.

As explained under the Normal Retirement Section, the full annuity form of pension will only be paid if you and your spouse elect to receive that benefit. If you do not make such election or any other election under Optional Forms of Pension, your reduced pension will be paid to you for life, and then one-half of your reduced pension will be paid to your spouse for life after your death.

DEATH BENEFITS

You must name your beneficiary –

- You must name a beneficiary to receive any death benefits under this Plan.
- If you are married, your beneficiary must be your spouse unless your spouse waives this coverage in writing.
- The latest beneficiary designation in the possession of the Trustees shall determine the proper beneficiary.

If you die before you are eligible for vesting, early or normal retirement – If you have at least three years of credited service which were earned in the last five plan years immediately preceding your death, your beneficiary will receive a lump sum death benefit equal to \$4,000 times the number of years of your credited service. If you have not designated any beneficiary or your beneficiary does not survive you, any payment due will be paid to your estate. If your named beneficiary is living when you die but does not live to receive all payments due, any payment due will be paid to your beneficiary's estate.

If you die after eligibility for vesting, but before eligibility for early or normal retirement – One of the following benefits will be paid:

- (a) If you have a spouse living when you die, she will receive a monthly benefit for life commencing on your earliest possible pension commencement date which will be the monthly pension you would have received if you had terminated on your date of death and retired on such commencement date and accepted the automatic conversion, or
- (b) Your spouse may elect to receive the lump sum death benefit only within the twelve month period immediately following your date of death in lieu of the above stated benefit, or
- (c) If you do not have a spouse living when you die, your named beneficiary will receive the lump sum death benefit stated above.

If you die after you are eligible for early or normal retirement – One of the following benefits will be paid:

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 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) nonpension 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>.

CIRCUMSTANCES CAUSING FORFEITURE OF BENEFITS

In the event that you leave employment covered by the Plan before you have earned 5 years of vested credit and before you are eligible for any pension benefits, any accrued benefits will be forfeited unless you return to work in the industry as explained elsewhere in this booklet.

If you should die after receiving 120 monthly pension payments, the payments will cease unless you elected the Joint and 50% to Spouse form of pension or any other optional pension and further payments are payable to your spouse or beneficiary as a result.

If the Plan is terminated and at that time you are not vested, all or a portion of your accrued benefits could be forfeited if the assets of the Trust Fund are insufficient to fully fund such benefits. However, vested benefits will be insured by the Pension Benefit Guaranty Corporation up to certain prescribed limits.

QUALIFIED DOMESTIC RELATIONS ORDERS

You can obtain from the office of the Pension Fund, without charge, a copy of the procedures governing a qualified domestic relations order.

TRUSTEE INFORMATION

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