

Important Plan Benefit Change

Date: July 10, 2015

To: All Participants (excluding Pensioners)

Re: Laborers Pension Trust Fund for Northern California
Pension Plan Changes

Plan Change #1: Disability Pension Payments

Generally, if you have qualified for a Disability Pension under the Plan, pension payments begin **on the later of:**

1. The first day of the month following the month in which your pension application is received by the Trust Fund Office; **or**
2. The first day of the month following **6 full calendar months** of disability **if** you have filed your pension application before that date **or** if you have qualified for a Social Security Disability and you have provided a copy of your **Social Security Notice of Award** to the Trust Fund Office within 180 days from the date on the Notice.

Effective June 1, 2015, if a Participant is diagnosed with a terminal medical condition and is in a hospice program, the 6-month waiting period referenced in number 2 above will be waived.

Plan Change #2: Service Pension Eligibility Requirements

IMPORTANT – THE NEW AUGUST 1, 2015 SERVICE PENSION ELIGIBILITY REQUIREMENTS DO NOT APPLY TO YOU IF YOU BECAME A PARTICIPANT PRIOR TO THAT DATE.¹

Ordinarily, an eligible Plan Participant who retires prior to attaining age 65 has the amount of his pension reduced for early retirement. This is because the Participant will receive more monthly payments during the course of his lifetime than if he had waited until age 65. However, a Participant who qualifies for the Plan's Service Pension will receive a monthly benefit that is not reduced for being under age 65.

A person who became a Plan Participant prior to August 1, 2013 qualifies for a Service Pension if he satisfies all of the following requirements:

- He is younger than age 65.
- He has earned at least 25 Benefit Units (excluding any Benefit Units lost due to a Permanent Break in Service). For this purpose, no more than one Benefit Unit will be counted during any single August 1 through July 31 Plan Credit Year period.
- He has worked at least 500 hours in Covered Employment since August 1962.

¹ For this purpose, any participation that occurred prior to a Permanent Break in Service is not counted.

A person who became a Plan Participant on or after August 1, 2013, but prior to August 1, 2015 must satisfy all of the above rules, but must also be at least age 55.

Effective August 1, 2015, a person who becomes a Plan Participant on or after August 1, 2015 must satisfy all of the above rules, but must also now be at least age 60.

Below is a chart comparing how benefits are adjusted for early retirement under the three Service Pension rules for a Participant whose age 65 accrued benefit is \$1,000:

Age	<i>Service Pension – Participation Prior to August 1, 2013</i>	<i>Service Pension – Participation Between August 1, 2013 and August 1, 2015</i>	<i>Service Pension – Participation on or after August 1, 2015</i>	<i>Early Retirement Pension – If not eligible for Service Pension</i>
65	Not Applicable – Eligible for Regular Pension			
64	\$1,000	\$1,000	\$1,000	\$970
63	\$1,000	\$1,000	\$1,000	\$940
62	\$1,000	\$1,000	\$1,000	\$910
61	\$1,000	\$1,000	\$1,000	\$880
60	\$1,000	\$1,000	\$1,000	\$850
59	\$1,000	\$1,000	—	\$820
58	\$1,000	\$1,000	—	\$790
57	\$1,000	\$1,000	—	\$760
56	\$1,000	\$1,000	—	\$730
55	\$1,000	\$1,000	—	\$700
Below 55	\$1,000	—	—	—

If you should have any questions concerning these benefit changes or your Pension Plan benefits, contact the Trust Fund Office Monday through Friday between the hours of 8:00 A.M. and 5:00 P.M. You can also email questions to customerservice@nocalaborers.org.

Sincerely,

Board of Trustees

This notice is only a brief general summary of the Plan changes. As such, it does not address all of the Plan's provisions that may be relevant to your personal situation. For more details about your Pension Plan, you should refer to your Summary Plan Description booklet or the Plan's Rules and Regulations. In the event of any conflict between the Rules and Regulations and any statement contained in this notice, the provisions of the Rules and Regulations shall govern.