

I.B.E.W. LOCAL 332 PENSION TRUST FUND
ADMINISTRATIVE OFFICES
P.O. BOX 5057, SAN JOSE, CA 95150-5057
(408) 288-4559

To Whom It May Concern:

Enclosed is the IBEW Local 332 Pension Application.

Please complete, sign and return the application to our office at the above address along with a copy of your Proof of Age (see enclosed instructions) and your marriage license, if married.

In addition, we will need a copy of your Proof of Age for your spouse/beneficiary and any divorce paperwork, if applicable.

Furthermore, all application questions must be answered. If a question does not apply to you, please answer with "N/A" for not applicable. Also, note any breaks in service you may have incurred by stating the type of employment and employer on your application.

If you have any questions, please do not hesitate to contact us at (408) 288-4559 or 1-800-541-8059 ext. 4559 (California Residents Only).

I.B.E.W. LOCAL 332 PENSION TRUST FUND

ADMINISTRATIVE OFFICES

6800 SANTA TERESA BLVD., SUITE 100, SAN JOSE, CA 95119

Phone: (408) 288-4559 - Fax: (408) 288-4569

INSTRUCTIONS CONCERNING SUBMISSION OF PROOFS OF AGE

The acceptable proofs of your age are listed below in two groups. Submit a photocopy of one of the proofs listed in Group I if you have it or can possibly obtain it, since this class of proof of age is the more convincing.

If you cannot submit a proof in the Group I classification, submit photocopies of two (2) of the proofs listed in Group II. You are cautioned, however, that naturalization papers, United States Passports and Immigration papers may not be photocopied. If you are submitting any of these, you must send the original. It will be returned to you.

Additional proofs of age may be requested if the documents you submit do not constitute convincing proof of your age.

GROUP I

1. A birth certificate.
2. A baptismal certificate or a statement as to the date of birth shown by a church record, certified by the custodian of such record.
3. Notification of registration of birth in a public registry of vital statistics.
4. Certification of record of age by the U.S. Census Bureau.
5. Hospital birth record, certified by the custodian of such record.
6. Document showing approval of Social Security Pension.
7. A foreign church or government record.
8. A signed statement by the Physician or midwife who was in attendance at birth, as to the date of birth as shown on their records.
9. Naturalization record (Photostat not permitted: submit original)
10. Immigration papers (Photostat not permitted: submit original)

GROUP II

1. Military record
2. Passport (U.S. passports may not be photocopied: submit original)
3. School record, certified by the custodian of such record.
4. Vaccination record, certified by the custodian of such record.
5. An insurance policy which shows the age or date of birth.
6. Other evidence such as signed statements from persons who have knowledge of the date of birth.
7. Driver's License

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REQUEST FOR PENSION

INSTRUCTIONS

1. Please read each question carefully
2. Print all information
3. Be sure to submit a Proof of Age
(Refer to Proof of Age Instructions Attached)
4. Be sure to Sign and Date the Application
5. Mail the completed Application to:
Post Office Box 5057
San Jose, CA 95150-5057

PERSONAL DATA

1. Participant Name _____
(Last) (First) (Middle)
2. Address _____
Street City State Zip Code
3. SSN _____
4. Date of Birth _____
5. Telephone No. _____
6. Date you plan to retire: Month _____ Year _____
7. Last date worked: Month _____ Year _____
8. Beneficiary Name _____
9. Beneficiary SSN _____
10. Date of Birth _____
11. Marital Status: Married Single Divorced Widowed

If divorced, please provide copy of Divorce Decree with Property Settlement

12. Is any portion of your Pension Benefit payable to someone else under a Court Order: Yes No

TYPE OF APPLICATION

13. I wish to apply for: Normal Retirement Early Retirement
 Pre-Retirement Death Disability Retirement Estimate Only
- a) **I am aware that my benefits shall be permanently suspended for any month I complete 40 hours or more of service either in a calendar or payroll month if said service is in the industry and trade or craft of the type I performed at any time when covered by this Plan. This applies to Normal Retirement age 65 & older.**
- b) I further understand that if I receive an **Early Retirement Benefit** and re-enter covered employment, I will resume the accrual of Credited Service. However, I shall not again be eligible to retire on Early Retirement.
- c) Please be advised if you retire on Early Retirement, prior to age 65, you **must cease** all employment in electrical industry.

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14. **If you are applying for Disability Retirement, are you receiving Social Security Benefits?**

Yes No (If "Yes", attach a photocopy of your Social Security Award)

15. List periods of time when you were in military service:

16. List periods of time when you were out of work because of illness:

17. List periods of time when you were employed in another industry: (Non-Electrical)

18. List periods of time since October 1, 1987 when you worked in Non-Qualified Employment: (This means employment in the Electrical Trade or Craft for an employer who does not contribute to the Plan.)

19. Are you currently working for a Public Agency? (i.e.: City, County, School District) If yes, please provide date and proof of retirement.

**IT IS ABSOLUTELY ESSENTIAL THAT YOU BE AS ACCURATE AS POSSIBLE IN YOUR REPLIES.
INCORRECT OR INCOMPLETE INFORMATION MAY DELAY PAYMENT OF YOUR PENSION BENEFITS.**

As a retiree of the I.B.E.W. Local #332 Pension Plan, I acknowledge that I will be bound by all the Rules and Regulations of the I.B.E.W. Local #332 Pension Plan and that I will personally endorse each Pension check for my own use or that it will be deposited directly to my bank account.

I realize that all information on this application will be used for determining my Pension Credits and Benefits, if any, and I hereby declare under perjury that the foregoing is correct to the best of my knowledge.

Date

Signature

**APPLICATION FOR COVERAGE AS A RETIREE
IBEW LOCAL 332 HEALTH & WELFARE
PRE-FUNDED RETIREE PLAN OF BENEFITS**

I hereby make application as a Retiree for the IBEW Local 332 Health & Welfare Pre-Funded Retiree Plan of Benefits. The following requirements must first be met at the time of retirement under the IBEW Local 332 Pension Plan.

Date of Retirement _____

You will be eligible for coverage under the Pre-Funded Early Retiree Plan if:	Yes	No
1) You have had 120 months of coverage in the last 180 months under the IBEW Local 332 Health and Welfare Plan as an active participant and were eligible under the Plan immediately prior to your retirement date; and,	()	()
2) You are between the ages of 57 and 65; and,	()	()
3) You have exhausted your Bank Reserve		
• Coverage months include coverage earned as a result of employer contributions, self-pay, or coverage earned as a result of reciprocal transfers of employer payments.	()	()
• If you have not used the full 60 months of coverage, but you reach age 65, your coverage under the Pre-Funded Early Retiree Plan will terminate. Coverage will also terminate for your spouse regardless of his or her age.		

ELIGIBLE RETIREE AND/OR SPOUSE WHO ARE UNDER AGE 65 AND WHO ARE NOT COVERED BY MEDICARE: a.) each must make a monthly payment to the Plan of b.) each have the option to enroll in Self-Funded PPO Plan or Kaiser. *Please refer to pages 65 through 67 of your Benefit Plan Booklet for further information.*

Pre-Funded Plan Retirees are eligible for the Self-Funded Dental Plan, receive vision benefits through the VSP Plan, and are eligible for hearing care benefits through the Self-Funded Plan.

Retiree SS#

Retiree Name (Please Print)

Date of Application

Retiree Signature

Return this application to: Board of Trustees
IBEW Local 332 Health & Welfare Trust Fund
P.O. Box 5057
San Jose, CA 95150-5057

APPLICATION APPROVED _____

APPLICATION DENIED _____

**APPLICATION FOR COVERAGE AS A RETIREE
IBEW LOCAL 332 HEALTH & WELFARE
RETIREE PLAN OF BENEFITS**

I hereby make application as a Retiree for the IBEW Local 332 Health & Welfare Retiree Plan of Benefits. The following requirements must first be met at the time of retirement under the IBEW Local 332 Pension Plan.

Date of Retirement _____

You will be eligible for coverage under the Retiree Plan of Benefits if:	Yes	No
1) Must be age 62 or over at the time of retirement under the IBEW Local 332 Pension Plan. Date of Birth: _____	()	()
2) Must be receiving Social Security Benefits	()	()
3) Must have a minimum of 60 consecutive months of coverage under the Health & Welfare Plan in order to qualify for the Retiree Plan and must also be covered under the Health & Welfare Active Plan of benefits immediately prior to changing to the Retiree Plan of Benefits.	()	()

ELIGIBLE RETIREE AND/OR SPOUSE WHO ARE UNDER AGE 65 AND WHO ARE NOT COVERED BY MEDICARE: a.) each must make a monthly payment to the Plan; b.) each have the option to enroll in Self-Funded PPO Plan (if under age 65) or Kaiser. *Please refer to pages 60 through 67 of your Benefit Plan Booklet for further information.*

ELIGIBLE RETIREE AND/OR SPOUSE WHO ARE AGE 65 OR OVER AND ARE COVERED BY MEDICARE: a.) are not allowed to participate in the Self-Funded Plan; b.) have the option to enroll in one of four HMO Plans: Kaiser, HealthNet, Secure Horizons, or The Hartford Plan; The Trust Fund requires an assignment of Medicare Benefits to the HMO plan.

Retirees are eligible for dental benefits, vision benefits through VSP, and hearing care benefits through the Self-Funded Plan.

Retiree SS#

Retiree Name (Please Print)

Date of Application

Retiree Signature

Return this application to: Board of Trustees
IBEW Local 332 Health & Welfare Trust Fund
P.O. Box 5057
San Jose, CA 95150-5057

APPLICATION APPROVED _____

APPLICATION DENIED _____

I.B.E.W. LOCAL 332 PENSION TRUST FUND, PART A

If the I.B.E.W. Local 332 Health and Welfare Plan finds me eligible for retirement medical benefits, I do hereby authorize I.B.E.W. Local 332 PENSION TRUST FUND, PART A to make deductions and payments for premiums for coverage under the I.B.E.W. Local 332 Health and Welfare Plan for myself and my eligible dependents from my monthly pension benefit.

I also understand that

- Date deduction to commence will be verified by Fund Office
- Self-Pay Health and Welfare contribution deducted and paid will be adjusted to reflect future rate changes.

This revocable authorization shall not confer upon the IBEW Local 332 Health and Welfare Fund any enforceable legal rights to collect any sums payable by the Pension Fund to the undersigned as pension benefits.

Dated: _____

Member Signature

Member Name (Please Print)

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PART A
BENEFIT EXAMPLES

I. NORMAL RETIREMENT

Assumes Active Participant is age 65, married and his spouse is age 62. He retired on February 1, 2003, based on ten (10) years of Past Service Credit and thirty-one (31) years of Future Service Credit from 1972 through 2003, and he worked 1,200 hours per year. His benefits would be calculated as follows:

Past Service Credit	10 x \$20.00--	\$200.00
Future Service 1972-1981		
Total Contributions	\$ 8,770.00 x 3.00% =	\$263.10
Future Service 1982 - 1986		
Total Contributions	\$13,245.00 x 3.25 % =	\$430.46
Future Service 1987 - 2003 (with exception of 1991)		
Total Contributions	\$46,390.00 x 3.5 % -	\$1,623.65
Future Service 1991		
Total Contributions	\$ 3,360.00 x 3.5% x 150% =	\$176.40
TOTAL MONTHLY BENEFIT		\$2,693.61

II. EARLY REDUCED RETIREMENT

Assumes Participant is age 55, his date of birth is 1/17/48 and he has earned 23 years of Future Service Credit from 1980 - 2003 and he worked 1,200 hours per year. Prior to age 65, his monthly benefit would be reduced as follows:

Benefits Earned prior to 1/1/93

(Reduction - 3 % per year)	\$1,135.20 x 70%=	\$ 794.64
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Benefits Earned After 1/1/93

(Reduction - 6 % per year)	\$918.90 x 40%=	\$ 367.56
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TOTAL MONTHLY BENEFIT		\$1,162.20
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III. 22 YEAR EARLY REDUCED RETIREMENT FROM THE TRADE

Assumes Participant is age 55 and his date of birth is 10/6/48. If he has earned 22 years of Vesting Credit and retires from the Trade (assumes at least 3,500 hours of Vesting Credit during the 48 months prior to retirement), prior to age 58, his monthly benefit of \$2,100.80 would be reduced as follows:

All Benefits Earned

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Part B Application Procedures

This is being distributed so that you will know the length of time needed to process requests for Retirement Benefits. You should apply 60 days prior to your planned requested retirement date. Applying 90 days prior will ensure that you receive your first check on the first day of the month that your retirement will become effective.

Defined Contribution Benefit Plan (Part B)

- A. The Application forms will be sent to the Member when forms are requested from the Plan office.
- B. The Member must fully complete all the forms and return them to the Plan office with all the following documents:
 - 1. Proof of Age (member and spouse)
 - 2. Divorce Documents, if applicable including Qualified Domestic Relations Order
 - 3. Request for Distribution Form
 - 4. Mandatory Electronic Deposit Form (if monthly distribution is elected)
- C. Once all fully completed forms and documents noted in B above are received, the Plan office will request the distribution from your Part B account.

This process will take approximately 30 days from the date the Plan office receives all the required forms and documents.

- D. Part B benefits are payable as follows:
 - 1. Lump Sum
 - 2. Partial Lump Sum
 - 3. Monthly Installments Payment
 - 4. Rollover of Funds
 - 5. Purchase of Annuity

Please Note: All requests for Part B distribution must be received in the Plan office no later than the 15th (effective January 1, 2003) of the month in order to be generated on the 1st day of the next following month. If the request is received after the 15th of the month, there will be an additional month's delay.

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PART B WITHDRAWALS

When you withdraw your Part B benefits, you are responsible for investing the money you receive. The Board of Trustees cannot provide you with financial advice, but suggests that you consider the following points:

Educate yourself about investments. You have been offered some investment education opportunities as a Part B Plan participant. More information is available in books and newspapers, in formal and informal classes, and on the Internet. You also could hire a financial professional (broker, financial planner, etc.) to give you individualized investment advice.

Investigate investment options. Remember that you have many investment options. For example, you could purchase individual stocks and/or bonds, or you could buy some of the hundreds of mutual funds available. You could make investment decisions yourself or rely on a financial professional. Study the options available to you and beware of high-pressure salespeople peddling specific investment products.

IRA investment options. If you decide to roll your Part B money into an Individual Retirement Account (IRA), you may choose among IRA's offering just a few investment options, IRA's offering several mutual funds with different risk/return characteristics, and IRA's that allow you to invest in any mutual fund, or in individual stocks and bonds. When selecting an IRA, consider whether it offers the right mix of investment options to meet your needs.

Evaluate investment fees. It is easy to overpay for financial advice or services if you do not understand the fees. Ask about brokerage commissions, and about mutual fund loads and 12B-1 fees (different kinds of sales charges on some mutual funds). Before buying a mutual fund, find out the funds expense ratio B a standardized number that shows the management fee, administrative outlays, 12B-1 fees and other costs on a per share basis. The financial institution offering an IRA can provide a prospectus detailing sales fees for investment transactions, as well as fees and expenses for continued investments.

Financial professionals who advise you about investments also charge fees. Some financial professionals charge an hourly rate or a project-based fee for helping you establish a financial plan. Others are paid through commissions from your investments. Many financial professionals are primarily interested in selling financial products. Before hiring any financial professional, be sure you understand how he or she is compensated.

Financial professionals are not all created equal. Before you commit to investing with a professional, find out his or her credentials. How long has he or she been providing financial advice? Is he or she a CFP (Certified Financial Planner), CFA (Certified Financial Analyst), CIMA (Certified Investment Management Analyst), or CPA (Certified Public Accountant)? Do you like and trust the prospective financial professional? A financial professional will have access to highly confidential information and will influence the direction of your financial future. Find someone whose goal is to help you identify your financial objectives and make appropriate investment decisions, not to sell you a specific product. Check references before making a commitment.

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SUMMARY OF RETIREMENT OPTIONS

I. OPTIONS AVAILABLE UNDER PART A AND PART B

A. NORMAL RETIREMENT (AGE 65)

1. LIFE ANNUITY- 36 PAYMENTS GUARANTEED:

Monthly payments will be paid for your lifetime. However, if you should die prior to receiving 36 monthly payments, payments will be continued to your designated beneficiary until 36 monthly payments have been made.

2. LIFE ANNUITY- 120 PAYMENTS GUARANTEED:

Monthly payments will be paid for your lifetime. However, if you should die prior to receiving 120 monthly payments, payments will be continued to your designated beneficiary until 120 payments have been made.

3. LIFE ANNUITY-180 PAYMENTS GUARANTEED:

Monthly payments will be paid for your lifetime. However, if you should die prior to receiving 180 monthly payments, payments will be continued to your designated beneficiary until 180 payments have been made.

4. LIFE ANNUITY 240 PAYMENTS GUARANTEED:

Monthly payments will be paid for your lifetime. However, if you should die prior to receiving 240 monthly payments, payments will be continued to your designated beneficiary until 240 payments have been made.

5. 50% JOINT & SURVIVOR ANNUITY:

Monthly payments will be made to you during your lifetime, and, upon your death 50% of your monthly benefit will be continued to your spouse for his/her lifetime.

PLEASE NOTE: If married for at least twelve (12) months prior to retirement, this would be the normal form of benefit unless you and your spouse elect, in writing and witnessed, to waive this benefit in favor of another.

6. 75% JOINT & SURVIVOR ANNUITY:

Monthly payments will be made to you during your lifetime, and, upon your death 75% of your monthly benefit will be continued to your spouse for his/her lifetime.

7. 100% JOINT AND SURVIVOR OPTION:

Monthly payments will be made to you during your lifetime, and upon your death, the same monthly benefit will be continued to your spouse during his/her lifetime.

B. EARLY RETIREMENT (Age 55)

The above benefits are available for anyone who retires at age 55 or later and who is vested. However, the total monthly benefit will be reduced as shown on the attached Benefit Examples.

C. 22 YEAR EARLY RETIREMENT FROM THE TRADE

1. If you have at least 22 years of vesting credit and retire from the trade as defined in item 2., you shall be eligible for the 22 year Early Retirement From The Trade.

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For all benefits earned, the reduction shall be one quarter of one percent for each month the early retirement date precedes age 58 (3 % per year). Please refer to the attached Benefit Example.

2. Retirement from the trade shall require that in the 48 months prior to retirement, you have accrued at least 3,500 hours of vesting credit. Months that you were receiving State Disability Insurance or Worker's Compensation benefits shall not be counted as part of the 48 month period. In addition, up to 12 months that you were on the Out of Work List and actively seeking employment and up to 24 months if you received Social Security Disability benefits shall not be counted as part of the 48 month period.

Please Note: If you are receiving an Early Retirement benefit and re-enter employment in the Electrical Industry, you will resume the accrual of credited service. However, Pension payments shall cease, and you will not again be eligible to retire on an Early Retirement benefit.

3. Upon written request, the Plan will furnish you with a written explanation of the terms and conditions of the qualified joint and survivor annuity and the financial effect of making such election in terms of dollars per annuity. The Plan will respond to your written request within thirty (30) days from the date of your request. Participants are limited to one request per participant. Please send all requests to the Administrative Office.

II. OPTIONS AVAILABLE UNDER PART B ONLY:

1. LUMP SUM CASH:

You may elect to receive the value in your Part B Account in the form of a lump sum cash distribution.

2. MONTHLY INSTALLMENT:

You may elect to receive a specific monthly installment until your basic account is exhausted.

Upon written request, the Plan will furnish you with a written explanation of the terms and conditions of the qualified joint and survivor annuity and the financial effect of making such election in terms of a projected annuity. The Plan will respond to such written request within thirty (30) days from the date of your request. Participants are limited to one request per participant. Please send all requests to the Administrative Office.

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(Reduction - 3% per year) = 36 months x 3% = .09 = 91 %
 \$2,100.80 x 91% = \$1,911.73
TOTAL MONTHLY BENEFIT \$1,911.73 *

Example #1 - Member Age 55 With 22 Years of Vesting Credit

Total Accrued Benefit - \$2,100.80
 (Reduction - 3% Per Year = 36 months (3 years) x 3% = .09 = 91 %
 \$2,100.80 x 91% = \$1,911.73
TOTAL MONTHLY BENEFIT (36 Month Guarantee) = \$1,912.00

Example #1A 50% Joint & Survivor Annuity, Member Age 55 - Spouse Age 55

Amount to Fund = \$1,911.73x 131.50 (APR) =
 \$251,392.49 +139.34 (APR 50% J & S Factor) = \$1,804.16
TOTAL MONTHLY BENEFIT (50% J&S) = \$1,804.50

Example #2 - Member Age 57 With 25 Years Vesting Credit

Total Accrued Benefit - \$2,700.00
 (Reduction - 3% Per Year = 12 Months (1 year) x 3% = .03 = .97%
 \$2,700.00 x 91% = \$2,619.00 (36 Month Guarantee)
 Life Annuity With 180 Month Guarantee:
 \$2,619.00 x 127.50 (APR) = \$333,922.50 +135.41 (APR 180 Month Guarantee) = \$2,466.01
TOTAL MONTHLY BENEFIT (180 Month Guarantee) = \$2,466.50

Example #2A 100% Joint & Survivor Annuity, Member Age 57 - Spouse Age 55

Amount to Fund = \$333,922.50 +146.06 (APR 100% J&S) = \$2,286.20
TOTAL MONTHLY BENEFIT (100% J&S) =
 \$2,286.20

Example #3 - Member Age 58 With 22 Years Vesting Credit

Total Accrued Benefit = \$3,300.00
 \$3,300.00 = (36 Month Guarantee) Life Annuity
 Life Annuity With 240 Month Guarantee
 \$3,300.00 x 125.40 (APR) = \$413,820.00 +139.84 (APR 240 Month Guarantee) = \$2,959.23
TOTAL MONTHLY BENEFIT (240 Month Guarantee) = \$2,959.23

Example 3A 100% Joint & Survivor Annuity, Member Age 58 -Spouse Age 56

Amount to Fund = \$413,820.00 +144.45 (APR 100% J&S) = \$2,864.74
TOTAL MONTHLY BENEFIT (100% J&S) = \$2,865.00

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SPECIAL TAX NOTICE REGARDING PLAN PAYMENTS

This notice explains how you can continue to defer federal income tax on your retirement savings in the I.B.E.W. Local 332 Pension Plan Part B (the "Plan") and contains important information you will need before you decide how to receive your Plan benefits.

This notice is provided to you by the Board of Trustees (your "Plan Administrator") because all or part of the payment that you will soon receive from the Plan may be eligible for rollover by you or your Plan Administrator to a traditional IRA or an eligible employer plan. A rollover is a payment by you or the Plan Administrator of all or part of your benefit to another plan or IRA that allows you to continue to postpone taxation of that benefit until it is paid to you. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account (formerly known as an education IRA). An "eligible employer plan" includes a plan qualified under section 401(a) of the Internal Revenue Code, including a 401(k) plan, profit-sharing plan, defined benefit plan, stock bonus plan, and money purchase plan; a section 403(a) annuity plan; a section 403(b) tax-sheltered annuity; and an eligible section 457(b) plan maintained by a governmental employer (governmental 457 plan).

An eligible employer plan is not legally required to accept a rollover. Before you decide to roll over your payment to another employer plan, you should find out whether the plan accepts rollovers and, if so, the types of distributions it accepts as a rollover. You should also find out about any documents that are required to be completed before the receiving plan will accept a rollover. Even if a plan accepts rollovers, it might not accept rollovers of certain types of distributions. If this is the case, you may wish instead to roll your distribution over to a traditional IRA or split your rollover amount between the employer plan in which you will participate and a traditional IRA. If an employer plan accepts your rollover, the plan may restrict subsequent distributions of the rollover amount or may require your spouse's consent for any subsequent distribution. A subsequent distribution from the plan that accepts your rollover may also be subject to different tax treatment than distributions from this Plan. Check with the administrator of the plan that is to receive your rollover prior to making the rollover.

If you have additional questions after reading this notice, you can contact your plan Administrator at (408) 288-4559.

SUMMARY

There are two ways you may be able to receive a Plan payment that is eligible for rollover:

- (1) Certain payments can be made directly to a traditional IRA that you establish or to an eligible employer plan that will accept it and hold it for your benefit ("DIRECT ROLLOVER"); or**
- (2) The payment can be PAID TO YOU.**

If you choose a DIRECT ROLLOVER

- Your payment will not be taxed in the current year and no income tax will be withheld.
- You choose whether your payment will be made directly to your traditional IRA or to an eligible employer plan that accepts your rollover. Your payment cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account because these are not traditional IRAs.
- The taxable portion of your payment will be taxed later when you take it out of the traditional IRA or the eligible employer plan. Depending on the type of plan, the later distribution may be subject to different tax treatment than it would be if you received a taxable distribution from this Plan.

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If you choose to have a Plan payment that is eligible for rollover PAID TO YOU

- You will receive only 80% of the taxable amount of the payment, because the Plan Administrator is required to withhold 20% of that amount and send it to the IRS as income tax withholding to be credited against your taxes.
- The taxable amount of your payment will be taxed in the current year unless you roll it over. Under limited circumstances, you may be able to use special tax rules that could reduce the tax you owe. However, if you receive the payment before age 59-1/2, or the Plan's early retirement age of 55, you may have to pay an additional 10% tax.
- You can roll over all or part of the payment by paying it to your traditional IRA or to an eligible employer plan that accepts your rollover within 60 days after you receive the payment. The amount rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.
- If you want to roll over 100% of the payment to a traditional IRA or an eligible employer plan, *you must find other money to replace the 20% of the taxable portion that was withheld.* If you roll over only the 80% that you received, you will be taxed on the 20% that was withheld and that is not rolled over.

Your Right to Waive the 30-Day Notice Period. Generally, neither a direct rollover nor a payment can be made from the Plan until at least 30 days after your receipt of this notice. Thus, after receiving this notice, you have at least 30 days to consider whether or not to have your withdrawal directly rolled over. If you do not wish to wait until this 30-day notice period ends before your election is processed, you may waive the notice period by making an affirmative election indicating whether or not you wish to make a direct rollover. Your withdrawal will then be processed in accordance with your election as soon as practical after it is received by the Plan Administrator.

MORE INFORMATION

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IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES	Page 5

I. PAYMENTS THAT CAN AND CANNOT BE ROLLED OVER

Payments from the Plan may be "eligible rollover distributions." This means that they can be rolled over to a traditional IRA or to an eligible employer plan that accepts rollovers. Payments from a plan cannot be rolled over to a Roth IRA, a SIMPLE IRA, or a Coverdell Education Savings Account. Your Plan administrator should be able to tell you what portion of your payment is an eligible rollover distribution.

The following types of payments *cannot* be rolled over:

a. Payments Spread over Long Periods. You cannot roll over a payment if it is part of a series of equal (or almost equal) payments that are made at least once a year and that will last for:

- your lifetime (or a period measured by your life expectancy), or
- your lifetime and your beneficiary's lifetime (or a period measured by your joint life expectancies), or
- a period of 10 years or more.

b. Required Minimum Payments. Beginning when you reach age 70 1/2 or retire, whichever is later, a certain portion of your payment cannot be rolled over because it is a "required minimum payment" that must be paid to you. Special rules apply if you own 5% or more of your employer.

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The Plan Administrator of this Plan should be able to tell you if your payment includes amounts which cannot be rolled over.

II. DIRECT ROLLOVER

A DIRECT ROLLOVER is a direct payment of the amount of your Plan benefits to a traditional IRA or an eligible employer plan that will accept it. You can choose a DIRECT ROLLOVER of all or any portion of your payment that is an eligible rollover distribution, as described in Part I above. You are not taxed on any taxable portion of your payment for which you choose a DIRECT ROLLOVER until you later take it out of the traditional IRA or eligible employer plan. In addition, no income tax withholding is required for any taxable portion of your Plan benefits for which you choose a DIRECT ROLLOVER. This Plan might not let you choose a DIRECT ROLLOVER if your distributions for the year are less than \$200.

a. DIRECT ROLLOVER to a Traditional IRA. You can open a traditional IRA to receive the direct rollover. If you choose to have your payment made directly to a traditional IRA, contact an IRA sponsor (usually a financial institution) to find out how to have your payment made in a direct rollover to a traditional IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish a traditional IRA to receive the payment. However, in choosing a traditional IRA, you may wish to make sure that the traditional IRA you choose will allow you to move all or a part of your payment to another traditional IRA at a later date, without penalties or other limitations. See IRS Publication 590, *Individual Retirement Arrangements*, for more information on traditional IRAs (including limits on how often you can roll over between IRAs).

b. DIRECT ROLLOVER to a Plan. If you are employed by a new employer that has an eligible employer plan, and you want a direct rollover to that plan, ask the plan administrator for that plan whether it will accept your rollover. An eligible employer plan is not legally required to accept a rollover. Even if your new employer's plan does not accept a rollover, you can choose a DIRECT ROLLOVER to a traditional IRA. If the employer plan accepts your rollover, the plan may provide restrictions on the circumstances under which you may later receive a distribution of the rollover amount or may require spousal consent to any subsequent distribution. Check with the plan administrator of that plan before making your decision.

c. DIRECT ROLLOVER of a Series of Payments. If you receive a payment that can be rolled over to a traditional IRA or an eligible employer plan that will accept it, and it is paid in a series of payments for less than 10 years, your choice to make or not make a DIRECT ROLLOVER for a payment will apply to all later payments in the series until you change your election. You are free to change your election for any later payment in the series.

d. Change in Tax Treatment Resulting from a DIRECT ROLLOVER. The tax treatment of any payment from the eligible employer plan or traditional IRA receiving your DIRECT ROLLOVER might be different than if you received your benefit in a taxable distribution directly from the Plan. For example, if you were born before January 1, 1936, you might be entitled to ten-year averaging or capital gain treatment, as explained below. However, if you have your benefit rolled over to a section 403(b) tax-sheltered annuity, a governmental 457 plan, or a traditional IRA in a DIRECT ROLLOVER, your benefit will no longer be eligible for that special treatment. See the sections below entitled "Additional 10% Tax if You Are under Age 59-1/2" and "Special Tax Treatment if You Were Born before January 1, 1936."

III. PAYMENT PAID TO YOU

If your payment can be rolled over (see Part I above) and the payment is made to you in cash, it is subject to 20% federal income tax withholding on the taxable portion (state tax withholding may also apply). The payment is taxed in the year

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you receive it unless, within 60 days, you roll it over to a traditional IRA or an eligible employer plan that accepts rollovers. If you do not roll it over, special tax rules may apply.

Income Tax Withholding:

- a. Mandatory Withholding.** If any portion of your payment can be rolled over under Part I above and you do not elect to make a DIRECT ROLLOVER, the Plan is required by law to withhold 20% of the taxable amount. This amount is sent to the IRS as federal income tax withholding. For example, if you can roll over a taxable payment of \$10,000, only \$8,000 will be paid to you because the Plan must withhold \$2,000 as income tax. However, when you prepare your income tax return for the year, unless you make a rollover within 60 days (see "Sixty-Day Rollover Option" below), you must report the full \$10,000 as a taxable payment from the Plan. You must report the \$2,000 as tax withheld, and it will be credited against any income tax you owe for the year. There will be no income tax withholding if your payments for the year are less than \$200.
- b. Voluntary Withholding.** If any portion of your payment is taxable but cannot be rolled over under Part I above, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. If you do nothing, 10% will be taken out of this portion of your payment for federal income tax withholding. To elect out of withholding, ask the Plan Administrator for the election form and related information.
- c. Sixty-Day Rollover Option.** If you receive a payment that can be rolled over under Part I above, you can still decide to roll over all or part of it to a traditional IRA or to an eligible employer plan that accepts rollovers. If you decide to roll over, *you must contribute the amount of the payment you received to a traditional IRA or eligible employer plan within 60 days after you receive the payment.* The portion of your payment that is rolled over will not be taxed until you take it out of the traditional IRA or the eligible employer plan.

You can roll over up to 100% of your payment that can be rolled over under Part I above, including an amount equal to the 20% of the taxable portion that was withheld. If you choose to roll over 100%, you must find other money within the 60-day period to contribute to the traditional IRA or the eligible employer plan, to replace the 20% that was withheld. On the other hand, if you roll over only the 80% of the taxable portion that you received, you will be taxed on the 20% that was withheld.

Example: The taxable portion of your payment that can be rolled over under Part I above is \$10,000, and you choose to have it paid to you. You will receive \$8,000, and \$2,000 will be sent to the IRS as income tax withholding. Within 60 days after receiving the \$8,000, you may roll over the entire \$10,000 to a traditional IRA or an eligible employer plan. To do this, you roll over the \$8,000 you received from the Plan, and you will have to find \$2,000 from other sources (your savings, a loan, etc.). In this case, the entire \$10,000 is not taxed until you take it out of the traditional IRA or an eligible employer plan. If you roll over the entire \$10,000, when you file your income tax return you may get a refund of part or all of the \$2,000 withheld.

If, on the other hand, you roll over only \$8,000, the \$2,000 you did not roll over is taxed in the year it was withheld. When you file your income tax return, you may get a refund of part of the \$2,000 withheld. (However, any refund is likely to be larger if you roll over the entire \$10,000.)

Additional 10% Tax If You Are under Age 59-1/2. If you receive a payment before you reach age 59-1/2 and you do not roll it over, then, in addition to the regular income tax, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. *The additional 10% tax generally does not apply* to (1) payments that are paid after you separate from service with your employer during or after the year you reach age 55 (i.e. the Plan's early retirement age), (2) payments

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that are paid because you retire due to disability, (3) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's lives or life expectancies), (4) payments that are paid directly to the government to satisfy a federal tax levy, (5) payments that are paid to an alternate payee under a qualified domestic relations order, or (6) payments that do not exceed the amount of your deductible medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

The additional 10% tax will not apply to distributions from a governmental 457 plan, except to the extent the distribution is attributable to an amount you rolled over to that plan (adjusted for investment returns) from another type of eligible employer plan or IRA. Any amount rolled over from a governmental 457 plan to another type of eligible employer plan or to a traditional IRA will become subject to the additional 10% tax if it is distributed to you before you reach age 59-1/2, unless one of the exceptions applies.

Special Tax Treatment If You Were Born before January 1, 1936. If you receive a payment from a plan qualified under section 401(a) that can be rolled over under Part I and you do not roll it over to a traditional IRA or an eligible employer plan, the payment will be taxed in the year you receive it. However, if the payment qualifies as a "lump sum distribution," it may be eligible for special tax treatment. A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the employer) that is payable to you *after* you have reached age 59-1/2 or because you have separated from service with your employer (or, in the case of a self-employed individual, after you have reached age 59-1/2 or have become disabled). For a payment to be treated as a lump sum distribution, you must have been a participant in the plan for at least five years before the year in which you received the distribution. The special tax treatment for lump sum distributions that may be available to you is described below.

Ten-Year Averaging. If you receive a lump sum distribution and you were born before January 1, 1936, you can make a one-time election to figure the tax on the payment by using "10-year averaging" (using 1986 tax rates). Ten-year averaging often reduces the tax you owe.

Capital Gain Treatment. If you receive a lump sum distribution and you were born before January 1, 1936, and you were a participant in the Plan before 1974, you may elect to have the part of your payment that is attributable to your pre-1974 participation in the Plan taxed as long-term capital gain at a rate of 20%.

There are other limits on the special tax treatment for lump sum distributions. For example, you can generally elect this special tax treatment only once in your lifetime, and the election applies to all lump sum distributions that you receive in that same year. You may not elect this special tax treatment if you rolled amounts into this Plan from a 403(b) tax-sheltered annuity contract or from an IRA not originally attributable to a qualified employer plan. If you have previously rolled over a distribution from this Plan (or certain other similar plans of the employer), you cannot use this special averaging treatment for later payments from the Plan. If you roll over your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, you will not be able to use special tax treatment for later payments from that IRA, plan, or annuity. Also, if you roll over only a portion of your payment to a traditional IRA, governmental 457 plan, or 403(b) tax-sheltered annuity, this special tax treatment is not available for the rest of the payment. See IRS Form 4972 for additional information on lump sum distributions and how you elect the special tax treatment.

IV. SURVIVING SPOUSES, ALTERNATE PAYEES, AND OTHER BENEFICIARIES

In general, the rules summarized above that apply to payments to employees also apply to payments to surviving spouses of employees and to spouses or former spouses who are "alternate payees." You are an alternate payee if your interest in the Plan results from a "qualified domestic relations order," which is an order issued by a court, usually in connection with a divorce or legal separation.

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If you are a surviving spouse or an alternate payee, you may choose to have a payment that can be rolled over, as described in Part I above, paid in a DIRECT ROLLOVER to a traditional IRA or to an eligible employer plan or paid to you. If you have the payment paid to you, you can keep it or roll it over yourself to a traditional IRA or to an eligible employer plan. Thus, you have the same choices as the employee.

If you are a beneficiary other than a surviving spouse or an alternate payee, you cannot choose a direct rollover, and you cannot roll over the payment yourself.

If you are a surviving spouse, an alternate payee, or another beneficiary, your payment is generally not subject to the additional 10% tax described in Part III above, even if you are younger than age 59-1/2.

If you are a surviving spouse, an alternate payee, or another beneficiary, you may be able to use the special tax treatment for lump sum distributions and the special rule for payments that include employer stock, as described in Part III above. If you receive a payment because of the employee's death, you may be able to treat the payment as a lump sum distribution if the employee met the appropriate age requirements, whether or not the employee had 5 years of participation in the Plan.

HOW TO OBTAIN ADDITIONAL INFORMATION

This notice summarizes only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this notice. Therefore, you may want to consult with the Plan Administrator or a professional tax advisor before you take a payment of your benefits from your Plan. Also, you can find more specific information on the tax treatment of payments from qualified employer plans in IRS Publication 575, *Pension and Annuity Income*, and IRS Publication 590, *Individual Retirement Arrangements*. These publications are available from your local IRS office, on the IRS's Internet Web Site at www.irs.gov, or by calling 1-800-TAX-FORMS.