



IBEW LOCAL NO. 32 FRINGE BENEFIT FUNDS



IBEW Local No. 32 NECA Pension Plan • IBEW Local No. 32 NECA Profit Sharing Annuity Plan

IMPORTANT NOTICE FOR PLAN PARTICIPANTS WORKING PAST NORMAL RETIREMENT

This notice applies only to IBEW Local 32 – NECA Pension Fund Pension Plan (“Plan”) Participants who do **NOT** elect to retire at the Normal Retirement Age and who may choose to continue working. The Normal Retirement Age for the Plan is 62 years of age. ***You are not affected by this notice if you retire at age 62 or earlier.***

This notice is required by the Department of Labor and is to inform you that if you continue to work after reaching Normal Retirement Age, the Plan’s Suspension of Benefit Rules will be applied even though you have not actually retired. Under the Suspension of Benefit Rules, you do not receive retirement benefits if you complete at least 40 Hours of Service with an Employer in:

- 1) an industry in which Employees covered by this Plan were employed and accrued benefits under this Plan as a result of such employment at the time that the payment of benefits commenced or would have commenced if the Employee had not been vested in or returned to employment; and
- 2) the trade jurisdiction (including, but not limited to, related supervisory activities) as defined in the current Constitution of the International Brotherhood of Electrical Workers; and
- 3) the geographic jurisdiction of the Union at the time that the payment of Benefits commenced or would have commenced if the Participant had not remained in or returned to employment.

When you do decide to retire, you will be able to apply and receive benefits as you normally would. Be assured that application of the Suspension of Benefits Rules while you are working after reaching the Normal Retirement age will in no way affect your current vesting or benefit accrual status under the Plan, and you will continue to accrue benefits until you retire. When a Participant who continued to work after Normal Retirement Age decides to retire, such Participant’s Normal Retirement Benefit will be determined in accordance with the regular Plan provisions. Your monthly benefit will be calculated based on your Normal Retirement Age, not the age at which you actually retire.

If you disagree with how the Suspension of Benefit Rules are being applied to your particular case, you have the right to appeal to the Board of Trustees within sixty (60) days of receipt of this notice at the following address: IBEW Local 32 – NECA Pension Plan, 6525 Centurion Dr., Lansing, Michigan 48917. Refer to pages 32-34 of your Summary Plan Description, Article VIII, Sections E through G, for important information regarding the Plan’s appeal process, including information required and your right to file a Civil Suit under ERISA Section 502(a).

If you have any questions about how the Suspension of Benefit Rules will be applied to your employment situation, be sure to contact the Pension Department of the Fund Office before continuing to work beyond the Normal Retirement Age.