

Central Pennsylvania Teamsters Pension Fund Eligibility and Amount of Pension Benefits

Defined Benefit Plans

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Defined Benefit Plan ("Old DB")

Retirement Type	Age When You Leave Covered Employment	Years of Service When You Leave Covered Employment	Earliest Age That Benefits May Commence	Amount of Benefit
Normal	Any age	5 or more years of Vesting Service	57	Frozen benefit that you earned for Years of Benefit Service completed prior to the expiration of your collective bargaining agreement ending in 1987, 1988 or 1989
Early	Any age	20 or more Years of Service	55	

Future Service Defined Benefit Plan:

Retirement Type	Age When You Leave Covered Employment	Years of Service When You Leave Covered Employment	Earliest Age That Benefits May Commence	Amount of Benefit
Normal	Any Age	5 or more years of Vesting Service	65**	Future Service benefit (plus the pre-1987 Past Service benefit, if any)
Early	Before age 57	Less than 30* years of Benefit Service	57**	Future Service benefit, reduced 6% per year for commencement before age 65 (plus the pre-1987 Past Service benefit, if any)
	Age 57 or older	Less than 15* years of Benefit Service	57	
Special Early	Age 57 or older	15-29 years of Benefit Service	57	Future Service benefit, reduced 3% per year for commencement before age 65 (plus the pre-1987 Past Service benefit, if any)
Service Pension	Any age	30 or more years of Benefit Service	50	Future Service benefit (plus the pre-1987 Past Service benefit, if any)- the sum reduced 6% per year for commencement before age 57

* You must complete five years of Vesting Service to be eligible for retirement benefits.

** The Past Service benefit you earned before 1987 is payable unreduced if you retire on or after age 57, or as a reduced benefit as early as age 55 if you retire with 20 or more years of Service.

This chart contains general information only. Nothing contained in this chart in any way changes or affects the provisions of the official documents of the Fund (which may be changed from time to time). In the event of any inconsistency between this chart and the Fund documents in effect at the time you are entitled to receive benefits, the terms of the document then in effect will control in all cases.

Please contact the Pension Department to obtain specific information regarding your eligibility and pension benefits.

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Retirement Income Plan (RIP) 1987:

Retirement Type	Age When You Leave Covered Employment	Years of Service When You Leave Covered Employment	Earliest Age That Benefits May Commence	Amount of Benefit
Normal	Age 57 and the earlier of:	the date you attained age 57 and were credited with at least five Years of Service or the later of the date you attained age 57 or the date that was the fifth anniversary of the first day of the Plan Year in which you become a Participant	57***	100% of your account either as a lump sum, monthly installment or monthly annuity
Early	Age 55	20 Years of Service	55***	100% of your account either as a lump sum, monthly installment or monthly annuity
Service Pension	Any age	30 Years of Service	Any age***	100% of your account either as a lump sum, monthly installment or monthly annuity

*** **Additional 10% tax if you are under age 59 1/2:** if you receive a payment before you reach age 59 1/2 and 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: (i) payments you are paid after you separate from service with your employer during or after the year you reach age 55, (ii) payments that are paid because you retire due to disability, (iii) payments that are paid as equal (or almost equal) payments over your life or life expectancy (or you and your beneficiary's lives or life expectancies) (iv) payments that are paid directly to the government to satisfy a tax levy (v) payments that are paid to an alternate payee under a qualified domestic relation order (vi) payments that do not exceed the amount of your deductible medical expenses, and (vii) certain payments that are paid to you while you are on active military duty since September 11, 2001.

Combined RIP and Defined Benefit Plans:

Retirement Type	Age When You Leave Covered Employment	Years of Service When You Leave Covered Employment	Earliest Age That Benefits May Commence	Amount of Benefit
Combined Minimum Monthly Benefit (CMMB)	Age 57 or older	25 or more years of Benefit Service	57	Minimum of \$3,100 (prorated for Employer contributions that are less than the Full Contribution Level), minus the annuity value of your RIP 1987 account balance****
Rule of 82-85	Any age	26 Years of Benefit Service	Combination of Age (at last Birthday) and Years of Benefit Service 82 83 84 85	Monthly Benefit \$2,250**** \$2,350**** \$2,450**** \$2,550****

****Payments in the form of a qualified joint and survivor annuity are actuarially adjusted in accordance with the plan document. Benefits are prorated for Employer contributions that are less than the Full Contribution Level. The participant's entire account balance under RIP 1987 must be rolled over under the Combined Minimum Monthly Benefit. This chart contains general information only. Nothing contained in this chart in any way changes or affects the provisions of the official documents of the Fund (which may be changed from time to time). In the event of any inconsistency between this chart and the Fund documents in effect at the time you are entitled to receive benefits, the terms of the document then in effect will control in all cases. Please contact the Pension Department to obtain specific information regarding your eligibility and pension benefits.