

**CENTRAL PENNSYLVANIA TEAMSTERS RETIREMENT INCOME PLAN
NOTICE OF CONSEQUENCES OF FAILING TO DEFER YOUR
DISTRIBUTION**

TAX CONSEQUENCES

Federal Income Tax

If you take your distribution now, and do not roll it over to another employer-sponsored retirement plan or to an IRA, you will owe federal income tax on the distribution. The Fund will withhold 20 percent on the amount of your distribution, which you can take as a credit against your taxes. You may also owe state or local income taxes on your benefits. Contact your own tax advisor for additional information. Please Note: Under the Plan, you have the right to have the Fund purchase an annuity for your life (or if you are married, for the joint lives of your spouse and you). In the event that you elect this option, the annuity payments for your life and on your death, to your spouse, are not subject to the 20 percent withholding tax. However, the benefits will be subject to income tax as you receive them.

Penalty Tax

If you take your distribution before you are age 59½, you generally will owe a TEN PERCENT (10%) penalty tax to the IRS, in addition to federal income taxes. The penalty does not apply on amounts that you rollover to another employer-sponsored retirement plan or to an IRA nor does it apply if the Fund purchases a life annuity or joint and survivor annuity for you from an insurance company using the balance in your Account. The penalty will not apply if you

stop working for a contributing employer after you reach age 55. *However, if you stop working for a contributing employer before you reach age 55, even if your distribution is after you are age 55, you will owe a penalty unless you are at least age 59½ when you get your distribution.* There are a few other exceptions to the penalty tax. See IRS Publication No. 575 for more information and contact your tax advisor before relying on one of the exceptions. The Fund does not provide tax advice.

Loss of Tax-Free Earnings

If you do not rollover your benefits to another qualified plan or to an IRA, you will lose the ability to defer tax on your Account, plus your benefits will be subject to federal income tax (or, depending on the state in which you live, state or local taxes). In addition, future earnings on your Account are tax-deferred. Unless you rollover your benefits to another qualified plan or to an IRA, or invest in a tax-free or tax-deferred investment (such as certain state municipal bonds or certain United States savings bonds) your future earnings would be subject to tax.

OTHER FINANCIAL CONSEQUENCES

Loss Of Ability To Transfer Distribution To Defined Benefit Plan

If you are eligible for the Combined Minimum Monthly Benefit, the Rule of 82-85 Benefit, or the Additional Alternative Benefit and you take your distribution, instead of having it transferred to the Defined Benefit Plan, you will lose your ability to get higher monthly benefits from the Defined Benefit Plan.

Investment Options

Some or all of the investments under the Plan may not be available outside of the Plan on the same terms and conditions.

In addition, the fees and expenses (including administrative and investment-related fees) outside the Plan will be different from those that apply under the Plan. For further information about the availability and cost of investments outside the Plan, please contact Martin L. Cullen, Assistant Administrator, Central Pennsylvania Teamsters Pension Fund at 1055 Spring Street, Wyomissing, PA 19610.

Loss of Retiree Medical Benefits (Plans R-4, R-5 and R-7)

If you leave covered employment before you reach age 55 (age 57 for Retiree Medical Plan R-4), you generally will lose your right to enroll in a retiree medical plan sponsored by the Central Pennsylvania Teamsters Health and Welfare Fund. If you otherwise meet the eligibility requirements, to retain the right to elect retiree health coverage, you must be covered under one of the Health and Welfare Fund's active Plans up until the date that you reach the required minimum age to elect retiree coverage, or the date you retire if later. Prior to that date, the only other way to retain eligibility for coverage is to timely elect COBRA and timely pay all required premiums. The maximum COBRA period is 18 months for this purpose so that if you leave covered employment

more than 18 months before you reach age 55 (or age 57 for Plan R-4), you will lose your ability to elect retiree coverage. There are special rules that apply if you are Social Security disabled so that under certain circumstances you may be able to elect one of the retiree medical plans even if you have not attained the minimum age. For further information or another copy of the applicable Summary Plan Descriptions, please contact the Central Pennsylvania Teamsters Health and Welfare Fund.