TABLE OF CONTENTS

The plan pays different types of benefits depending on your age and service.

Your Pension Plan at a Glance

Eligibility and Participation

Your participation starts on your date of hire.

Contributions

Your benefit is funded by contributions from your employer that are required by your collective bargaining agreement. You pay nothing.

When You Can Retire

Following are the general requirements for the different pensions offered by the plan. For a complete description of the eligibility requirements for each type of pension, see the section titled **Qualifying for a Pension.** For the definitions of pension credits and years of vesting service, see the **Earning Service and Pension Credits** section.

Regular Pension

You may retire with an unreduced pension at age 55 if you have earned at least 10 pension credits.

Early Pension

You may retire with a reduced pension as early as age 50 if you have earned at least 10 pension credits.

Disability Pension

You may be eligible for a disability pension if you become permanently and totally disabled after earning at least 10 pension credits.

Deferred Pension

You qualify for a deferred pension if you have earned at least five years of vesting service. When you can begin receiving a deferred pension depends on how many pension credits you have earned:

- If you have less than 10 pension credits, you can begin receiving unreduced benefits at age 60.
- If you have 10 or more pension credits, you can begin receiving unreduced benefits at age 55 or reduced benefits as early as age 50.

Amount of Benefit

The amount of your pension is determined by several factors, including:

- The number of pension credits you have earned;
- The benefit rate in effect on the date you separate from covered employment;
- Your age (and your spouse's age, if applicable) when benefits begin;

- The type of retirement you take; and
- Whether your pension provides payments to your spouse or a beneficiary after your death.

Your Payment Options

The plan offers several payment options. You can choose an option that pays benefits to you alone, or you can choose an option that continues benefits to your spouse or beneficiary when you die. All of the options pay a monthly benefit to you for as long as you live. See the section titled **Your Payment Options** on page 15 for details.

Survivor Benefits

Your surviving spouse is eligible for a monthly payment for life if you die:

- before receiving any benefits and after you have met the requirements for a pension; or
- while receiving disability pension payments and before age 55.

To qualify for survivor benefits, you and your spouse must have been married throughout the 12–month period before your death.

A lump–sum death benefit and a supplemental lump–sum benefit may also be payable on your behalf. See pages 18 and 19 for more information.

Supplemental Lump–Sum Benefit

If eligible, you may receive a Supplemental Lump–Sum Benefit in addition to your monthly pension. The Supplemental Lump–Sum Benefit equals $5,800 for each five full pension credits earned since October 1, 1995 under the Teamsters Local 786 Vending Employees Pension Plan. The Supplemental Lump–Sum Benefit is a one–time payment that you receive at the time you retire and begin receiving payment of your monthly pension benefit. See page 11 for details.

ELIGIBILITY AND PARTICIPATION

You're eligible if your employer contributes to the plan on your behalf. Participation generally begins on your date of hire.

Once you qualify, participation starts automatically. You don t need

Who Is Eligible

You are eligible for this plan if the terms of your collective bargaining agreement require your employer to make contributions to the Local 786 Vending Employees Pension Fund on your behalf. Work for which your employer must make contributions is called "covered employment."

Note that the following employees are also eligible to participate in this plan if their employers contribute to the Fund on their behalf:

- Employees of the Union; and
- Employees of the Trust Estate of the Local Union 786 Vending Employees Pension Fund.

The Trustees of the plan are empowered to determine any and all questions arising in the administration, interpretation, and application of the plan, including questions of eligibility of employees, their dependents, and any other person.

When Participation Starts

Your participation begins on your date of hire.

Paying for the Plan

Your employer pays all plan costs. You pay nothing.

Participating employers pay the costs of the plan by making contributions to the pension trust. You make no contributions.

Throughout this SPD, Union means the Local 786 International Brotherhood of Teamsters.

Earning Service and Pension Credits

Your eligibility to receive a pension is based on your pension credits or vesting service. The amount of your pension is based on your pension credits.

You earn 1/12 pension credit for each month in which you work at least one day in covered employment.

Earning Pension Credits

Pension credits are a key factor in the plan. They determine your eligibility to receive a regular, early, or disability pension. Pension credits are also used to determine the amount of your pension.

Pension credits are the years of eligible employment that you spend with a contributing employer. They're counted in full and fractional years.

You earn pension credits based on the months of covered employment that you complete during each plan year—October 1 through September 30—as shown in the table below.

Months of Covered Employment (must work at least one day per month)	**Pension Credit Earned for Plan Year** (October 1—September 30)
1	1/12
2	2/12
3	3/12
4	4/12
5	5/12
6	6/12
7	7/12
8	8/12
9	9/12
10	10/12
11	11/12
12	1

If you were in covered employment on October 1, 1965, you receive one year of Credited Past Service for each year you worked in covered employment prior to October 1, 1965. Each year of Credited Past Service is equal to one pension credit.

Special pension credits may be awarded for non–work periods. You may earn up to one year of pension credit for the following non–work periods:

You can earn pension credits while you re disabled, on leave of absence, or in the military.

- Periods of disability for which you are awarded weekly accident and sickness benefits under any welfare plan to which your employer is obligated to contribute under a collective bargaining agreement with the Union;

- Periods of temporary total disability for which you receive workers' compensation benefits; and
- Periods during active U.S. military service as required by law if you are drafted or called to serve in a time of war or national emergency. You must apply for reemployment within 90 days after discharge, the term specified by applicable law.

In general, except as noted above, special pension credits are calculated according to the same rules as other pension credits.

Vesting Service

Vesting refers to the right to receive a deferred pension from the plan. You earn this right to a pension ("vested status") once you complete five years of vesting service.

You begin earning vesting service as soon as you are hired. You earn one year of vesting service for each plan year in which you complete at least 950 hours of covered employment. If you complete at least one hour of covered service in a month, you'll automatically receive 190 hours of credit toward vesting service for that month. The following chart shows how you can earn vesting service during a plan year:

Hours of Covered Employment	Or Months (must work at least 1 hour per month)	= Years of Vesting Service
190 – 379	1	1/5
380 – 569	2	2/5
570 – 759	3	3/5
760 – 949	4	4/5
950 or more	5	1

You may also be credited with vesting service for non–covered employment with a contributing employer if it immediately precedes or follows covered employment with the same employer.

Note that prior to 1976, the rules for earning years of vesting service were different. If you have questions about service before 1976, contact the Fund Office.

Important!

You can lose the pension credits and vesting service you ve earned if you

Breaks in Service

If your employment is interrupted before you are vested, you may lose the pension credits and years of vesting service that you have earned. This is called a "break in service."

Some breaks in service are temporary and some are permanent. For plan years beginning on or after October 1, 1975, you generally have a one–year break in service if you do not complete at least 190 hours of covered employment during a plan year (October 1—September 30). You are credited with 190 hours for each month in which you work at least one hour. The rules regarding breaks in service are different for breaks that occurred before 1975. You may contact the Fund Office for details on breaks prior to 1975.

You have a permanent break in service if you incur five consecutive one–year breaks in service. If you are not vested when you begin a permanent break in service, you will lose all of your pension credits and vesting service earned before the break.

EXAMPLE

Bill had three pension credits and three years of vesting service when he left covered employment on September 30, 2000. He came back to work on October 1, 2004. Bill did not work in covered employment for four years so he incurred four consecutive one–year breaks in service. But, because Bill returned to covered employment before incurring five consecutive one–year breaks, Bill regains his three pension credits and three years of vesting service when he returns.

If he does not work at least 190 hours in covered employment in the 2004/2005 plan year, he may incur a fifth consecutive one–year break which will result in a permanent break in service.

If you incur a permanent break in service and return to covered employment, you must again meet the eligibility requirements explained in the **Eligibility and Participation** section and begin earning pension credits and vesting service again as if you were a new participant. However, if you have a one–year break in service and return prior to incurring a permanent break in service (less than five break years), your participation is retroactive to your date of reemployment and your years of vesting service and pension credits are restored.

Certain interruptions in your employment are not counted toward a break in service. These include:

- **Total Disability**. If you become totally disabled, you will not incur a break in service while you are receiving a disability pension or, in any event, for at least one year. You must contact the Fund Office within one year after your disability begins, unless you are delayed by extenuating circumstances.
- **Maternity or Paternity**. If you are eligible for a maternity or paternity leave for the birth or adoption of a child, you are granted up to 501 hours before your absence begins to count toward a break in service. These hours are applied toward the plan year in which the absence begins, if doing so will prevent you from incurring a break in service during that plan year. Otherwise, they may be applied toward the next plan year.
- **Military Service**. Time served in the Armed Forces of the United States will not count toward a break in service, as long as you make yourself available to return to covered employment within 90 days after discharge (or within 90 days after you recover from a disability that occurred during military service).

Qualifying for a Pension

Your eligibility for a pension is determined by your age, the pension credits you have earned, and, in the case of a deferred pension, your years of vesting service.

Following are the eligibility requirements for each type of pension offered by the plan.

Regular Pension

You can retire at age 55 if you have at least 10 pension credits.

Early Pension

You qualify for early retirement between ages 50 and 55 if you have 10 or more pension credits.

Deferred Pension

You qualify for a deferred pension if you have at least five years of vesting service. The age at which you can begin receiving a deferred pension depends on how many pension credits you have earned:

- If you have less than 10 pension credits, you can begin receiving unreduced benefits at age 60.
- If you have 10 or more pension credits, you can begin receiving unreduced benefits at age 55 or reduced benefits as early as age 50.

Disability Pension

If you become totally and permanently disabled, you qualify for a disability pension if you have at least 10 pension credits.

You are considered "totally and permanently disabled" if, in the opinion of the Trustees, you have a physical or mental condition that:

- permanently prevents you from performing your usual duties for a contributing employer;
- the disability resulted from a cause that is not self–inflicted, a result of drug or alcohol use, or incurred while engaging in a felony; and
- qualifies for a Disability Insurance Benefit under the Federal Social Security Act.

The Trustees are the sole judge of whether a disability is total and permanent. You may be required to take a medical exam before a disability pension is granted, and from time to time while you are receiving benefits.

Disability pension payments will begin on the first day of the month after you stop working because of your disability. However, after six months, no further benefits will be paid unless or until you are eligible for Social Security Disability Benefits.

Disability benefits will continue to age 55 as long as you remain disabled. At age 55, you will begin receiving a regular pension, based on your total pension credits earned to date. You may be eligible to elect an optional form of payment at that time.

If you recover from your disability before age 55, you must notify the Fund Office promptly. If you are at least age 50, you may apply for an early pension. Otherwise, you may return to covered employment and continue earning pension credits.

If you receive any employment earnings during your disability, you must notify the Fund Office within 15 days after the end of the month in which you receive the earnings. Your benefits may be suspended for 12 or more months if you do not report your earnings. If you are considering employment opportunities, you may want to contact the Fund Office in advance to determine whether your pension will be affected.

SUPPLEMENTAL LUMP–SUM BENEFIT

Participants who retire on or after December 1, 2000, may be eligible to receive a Supplemental Lump–Sum Benefit *in addition to* their monthly pension benefit.

Eligibility

You are eligible to receive a Supplemental Lump–Sum Benefit if you:

- Retire from covered employment on or after December 1, 2000;
- Work for an employer who has agreed to a $126 monthly employer contribution rate as of December 1, 2000;
- Begin receiving a regular, early, deferred or disability pension; and
- Have earned five or more full pension credits since October 1, 1995, for work in covered employment under the Teamsters 786 Vending Employees Pension Plan (excluding any reciprocal pension credits) at the time you retire.

Pension credits earned before October 1, 1995, and pension credits earned with reciprocal funds are not considered when determining your eligibility for or the amount of a Supplemental Lump–Sum Benefit.

This benefit is not payable to participants who began receiving payment of a pension from the plan prior to December 1, 2000. If you have retired from the plan and return to covered employment, you must earn five additional pension credits under the plan to become eligible for a Supplemental Lump–Sum Benefit.

Benefit Amount

The Supplemental Lump–Sum Benefit equals $5,800 for each five full pension credits earned since October 1, 1995, under the Teamsters 786 Vending Employees Pension Plan.

EXAMPLE

Here are some examples of how the Supplemental Lump–Sum Benefit would be calculated based on different scenarios.

	Pension credits earned for covered employment on/after October 1, 1995	**Supplemental Lump–Sum Benefit Amount**
Joe	5 1/2	$5,800
Mike	10	$11,600
Frank	11	$11,600
Lou	4	$0

There is no limit to the number of pension credits that can be used to calculate the Supplemental Lump–Sum Benefit, and the amount will not be reduced for early retirement. However, this benefit may be subject to IRS withholding.

Receiving Payment

The Supplemental Lump–Sum Benefit is a one–time payment that you receive at the time you retire and begin receiving payment of your monthly pension benefit.

If you die while working in covered employment, your surviving spouse (or if no surviving spouse, your designated beneficiary) may be eligible to receive a Supplemental Lump–Sum Benefit at the time of your death. See page 18 for more information.

CALCULATING YOUR PENSION

The amount of your pension is based on your pension credits and the benefit rate in effect when you separate from covered employment. You may be eligible for a Supplemental Lump–Sum Benefit in addition to your monthly pension. *See page 11 for more information.*

Important!
The benefit rate used to calculate your pension is determined by your separation date not the date benefits start.

Separation Date

Your separation date is important because it determines the benefit rate used to calculate your pension. Your separation date is the last day in covered employment that is followed by a plan year (October 1—September 30) during which you do not accrue one year of vesting service.

EXAMPLE

Pete separated from covered employment in 1996. In 1999, he returned to covered employment for 700 hours. His separation date from covered employment will not change, since he did not earn one year of vesting service when he returned to work.

Regular Pension

Your regular pension is calculated like this:

Your pension credits

Times

The benefit rate(s) in effect on your separation date

This is the monthly benefit payable to you for life under the single life payment method. Your benefit is adjusted if your benefit is paid under another method. See the **Your Payment Options** section on page 15 for details.

Following is a schedule of recent benefit rates:

Separation Date	Monthly Benefit Rate
On or after October 1, 1995	$31.10
October 1, 1993—September 30, 1995	$16.00
October 1, 1986—September 30, 1993	$14.50
October 1, 1985—September 30, 1986	$13.00

Special rules apply for participants who left covered employment between October 1, 1995 and September 30, 1997. Contact the Fund Office for more information.

For all pension credits earned before October 1, 1995, and as long as you were still working as of October 1, 1993, the benefit rate is $16.00. The current benefit rate for all pension credits earned after October 1, 1995 is $31.10.

EXAMPLE

Pete retires with 20 pension credits on October 1, 2005. His monthly regular pension would be $471.00, calculated as follows:

For Pension Credits Earned *Before* October 1, 1995	$160.00 (10 X $16.00)
For Pension Credits Earned *After* October 1, 1995	$311.00 (10 X $31.10)
Total	**$471.00**

Pete may also receive a Supplemental Lump–Sum Benefit of $11,600 at the time he retires and begins receiving his monthly pension. See page 11 for details.

Early Pension

An early pension is first calculated like a regular pension, based on your pension credits and the benefit rate in effect on your separation date. That amount is then reduced because benefits are expected to be paid for a longer period of time. The following table shows the percentage of your regular pension payable for retirement at different ages:

Your Age When Payments Begin:	Your Monthly Rate Is:
55	100.00%
54	91.14%
53	83.19%
52	76.04%
51	69.60%
50	63.79%

If your age is between those shown on the chart, the reduction percentage also will be between those shown.

EXAMPLE

Jon retires at age 53 with a regular pension of $471.00. Because his payments start two years early, he receives 83.19% of his regular pension (a 16.81% reduction). His early pension will be $391.83 a month ($471.00 X 83.19% = $391.83).

If John qualifies for a Supplemental Lump–Sum Benefit, it will not be reduced for early retirement. **See page 11 for details.**

Deferred Pension

A deferred pension is calculated like a regular pension. This is the amount you receive if your benefits begin at or after age 55 (or age 60 if you have less than 10 pension credits).

If you have 10 or more pension credits, you may choose to begin receiving benefits between ages 50 and 55. In this case, your pension is reduced in the same way as an early pension.

Disability Pension

Your disability pension is calculated like a regular pension, using the number of pension credits you have when you separate from covered employment. Even though payments begin before age 55, there is no early retirement reduction.

Important!
Once your pension begins, you cannot change the form of payment. This is true even if your spouse dies, you return to work, or you

When you accept the Joint and Survivor method, you agree to receive a reduced benefit because payments are expected to be made over two lifetimes instead

The Single Life method pays the largest monthly amount because no payments are continued after your death.

YOUR PAYMENT OPTIONS

You can choose how your benefit will be paid.

The pension plan provides standard and optional payment methods.

In general, the standard payment method in effect for you depends on your marital status.

- If you're married, your standard payment method is the 50% Joint and Survivor method.
- If you're single, your standard payment method is the Single Life method.

If you want to choose an optional payment method instead of your standard form, you must reject your standard payment method in writing before it becomes effective. You may elect, change or revoke an optional payment method at any time prior to the date your pension begins, or within the election period required by law.

If you're married and elect payment under any method other than the standard 50% Joint and Survivor payment method, your spouse must consent to the change by signing the election form in the presence of a notary public or Fund representative.

If you are nearing retirement and you would like an estimate of the amount you could receive under the different payment methods, contact the Fund Office.

Standard Payment Methods

50% Joint and Survivor Method

This is the standard payment method if you are married. The 50% Joint and Survivor method pays you a reduced benefit for life and provides continuing protection for your surviving spouse after your death. If you die before your spouse, 50% of your reduced benefit will be paid each month for the rest of your spouse's lifetime. If your spouse dies before you do, your benefit payments continue to you in the same amount.

Your benefit is reduced to "stretch" your pension over two lifetimes. The amount of the reduction is based on your and your spouse's ages. (See Appendix A for the factor to be applied.)

Single Life Method

This is the standard payment method if you are single and may be chosen as an option if you are married. Under this method, benefits are paid monthly for your lifetime.

Optional Payment Methods

Instead of the standard methods described previously, you may elect one of these optional payment methods.

100% Joint and Survivor Method

This payment method duplicates the 50% Joint and Survivor method, except that 100% of your reduced benefit is paid each month for your surviving spouse's lifetime. That means that your pension benefit would be further reduced to provide this added income for your spouse. (See Appendix A for factors.)

Ten–Year Certain and Life Method

Under this method, the plan pays monthly benefits for whichever is the longer period of time: your lifetime or a guaranteed period of 10 years. If you die *after* the end of the guaranteed period, benefits stop at your death. If you die *before* the end of the guaranteed period, benefits continue to your beneficiary for the rest of the guaranteed period.

Your monthly benefit is reduced to "pay" for the guaranteed period. (See Appendix B for the factors.)

Your beneficiary can be anyone you choose—however, your spouse must consent in writing if you are married and name someone other than your spouse as your beneficiary.

Social Security Level Income Annuity

If payments begin between the ages of 50 and 62 and before you begin receiving social security, you can choose to receive larger monthly payments from the plan until your social security starts. At that time, your monthly plan payment is reduced, resulting in a relatively level income throughout your retirement. The amount of the increase and decrease to the calculated benefit is based on the social security benefit multiplied by a factor, depending on your age at retirement. The formulas for the level income option are described in the following chart:

Benefit *Before* Social Security Begins Equals:	**Benefit *After* Social Security Begins Equals:**
Monthly Plan Payment* PLUS Social Security Estimate** TIMES Factor	Benefit Before Social Security MINUS Social Security Estimate**

The level income option may be available to you, depending on the benefit for which you are eligible and the payment method you elect.

* This is the benefit already adjusted for the form of payment before the level income option is applied.

**You can choose to receive reduced social security benefits starting at age 62. You must request an estimate of your age 62 social security benefit from the Social Security Administration. That estimate is used to calculate your benefit pension under the level income option. Once payment is approved, the amount of the benefit will not be recalculated based on other estimates or the actual social security benefit amount.

QDROs

If you and your spouse divorce, the determination of your former spouse's right to pension benefits may be governed by a Qualified Domestic Relations Order (QDRO) entered by the divorce court. A QDRO is not valid unless the Fund determines that it complies with the provisions of the plan.

Payment of Small Amounts

If the total value of the benefit you have earned is less than $5,000, the plan may pay the entire benefit in a lump sum. No additional benefits will be paid.

Any lump sum payment made from the plan is eligible for a direct rollover to another qualified retirement plan or to an individual retirement account (IRA).

If You Die Before Retirement

If you die before you retire, survivor benefits may be payable on your behalf.

Pre–retirement Surviving Spouse Benefit

If you have met the requirements for a pension (immediate or deferred), but die before benefits begin, your surviving spouse will receive a monthly benefit for life. This is called a pre–retirement surviving spouse benefit. To qualify, you and your spouse must have been married during the one–year period immediately preceding your death.

If you die after becoming eligible to begin receiving benefits, payments to your spouse will start as of the month after your death. Otherwise, payments to your spouse will start on the earliest date you could have begun your pension under the plan.

If you are not legally married at the time of your death, this benefit is not payable. However, pre–retirement surviving spouse benefits may be payable to your divorced spouse if required under a qualified domestic relations order.

Your eligible spouse will receive 50% of the benefit you would have received if you had retired the day that payments to your surviving spouse begin.

If You Are Receiving a Disability Pension

If you die before age 55 while receiving a disability pension, your eligible spouse will receive the pre–retirement surviving spouse benefit beginning the month following your death. Once you reach age 55, any surviving spouse benefits payable on your behalf will depend on the form of payment you elect at age 55 (see page 15 for more information).

Supplemental Lump–Sum Death Benefit

In the event of your death, a Supplemental Lump–Sum Benefit will be payable on your behalf if, at the time of your death, you:

- Were working in covered employment;
- Had met the requirements for a regular or early pension; and
- Had met the requirements for a Supplemental Lump–Sum Benefit and not previously received the benefit.

The amount of the benefit is equal to $5,800 for each five pension credits earned since October 1, 1995, under the Teamsters 786 Vending Employees Pension Plan. The Supplemental Lump–Sum Benefit is a one–time payment that your surviving spouse (or if no surviving spouse, your designated beneficiary) will receive at the time of your death. For more information, see page 11.

In general, your surviving spouse s benefit is 50% of the pension you have earned.

Pre–retirement Lump–Sum Death Benefit

In the event of your death, a lump–sum death benefit will be payable on your behalf if:

- At the time of your death, you are working in covered employment; and
- You have at least 10 pension credits earned after October 1, 1965.

The amount of the benefit is equal to $100 times your years of pension credit (earned after October 1, 1965), up to a maximum of 20 pension credits. The lump–sum death benefit is in addition to any other pension benefit payable on your behalf and is payable to the beneficiary of your choice. To name a beneficiary, contact the Fund Office. To receive the benefit, your beneficiary must submit an application to the Fund Office at the time of your death.

EXAMPLE

Jack dies while in covered employment. At the time of his death, he has 20 pension credits earned after October 1, 1965. Jack's beneficiary would receive a lump–sum death benefit of $2,000 ($100 times 20 pension credits). This benefit is in addition to any other survivor benefits payable on his behalf.

OTHER IMPORTANT INFORMATION

Certain situations could affect the benefits you receive from the plan. Those situations are described here.

Reemployment before Your Pension Begins

If you separate from covered employment after qualifying for a pension and return to work at a later date, your separation date will remain the same until you earn one year of vesting service during a plan year. If you earn a year of vesting service, your new separation date will be determined based on the date you stop working in covered employment.

Reemployment after Your Pension Begins

Once you retire and begin to receive a pension, your monthly benefits may be suspended if you engage in "disqualifying employment."

What is Disqualifying Employment? Employment by the Union or any employer engaged in a business or trade which is subject to the terms and conditions of collective bargaining agreements between any employer and Joint Council 25 of the International Brotherhood of Teamsters. Such employment includes work for an employer who is not party to such an agreement, but whose business or trade is the same as that covered by

Prior to your reaching age 65, your pension will be suspended if you return to work in covered employment.

After age 65, you may work up to 40 hours a month in disqualifying employment with no suspension or penalty; if you work more than 40 hours per month, your benefits may be suspended.

If you return to covered employment under the plan prior to age 65, your benefits will be suspended. You will be entitled to a new benefit calculation based on any additional pension credits you earn.

It is your responsibility to inform the Fund Office of disqualifying employment. If you do not, your pension may be suspended to recover benefits paid that you were not entitled to receive. There may also be additional penalties imposed.

If you have questions about disqualifying employment, contact the Fund Office.

No Assignment of Benefits/Qualified Domestic Relations Order

Generally, no one else can claim your benefit. You cannot give it away, sell it, or use it as collateral for a loan. Nor can your creditors claim your benefit to pay your debts.

However, as a result of a divorce settlement, the court may issue a qualified domestic relations order (QDRO) which instructs the plan to pay all or part of your benefit to your spouse, former spouse, children or dependents.

The plan must honor a QDRO. You will be notified if any attempt is made to claim your benefit. If you would like more information about this subject or a copy of the written procedures, contact the Fund Office.

Payment of Benefits to an Incompetent or Incapacitated Beneficiary

If anyone entitled to receive benefits from the plan is judged by the Trustees to be physically or mentally incapable of handling his or her affairs, the Trustees may pay the benefit to a legal representative or other person, as the Trustees deem in the best interest of the beneficiary.

No Duplication of Benefits

You are not eligible for pension benefits while you are receiving weekly accident and sickness benefits from the Teamsters Local 786 Building Material Health and Welfare Fund or other welfare plan maintained persuant to the applicable collective bargaining agreement terms.

Collective Bargaining Agreements

Employee contributions for benefits to be provided under this plan are one of the subjects covered in periodic negotiations under the terms of collective bargaining agreements between participating employers and the Union. You or your beneficiary can review or get a copy of the collective bargaining agreements from your Union.

Termination or Amendment of the Plan

While the Board of Trustees intends to continue your plan indefinitely, the Trustees may discontinue or amend the plan, in whole or in part, in accordance with the provisions of the trust agreement.

When the plan is amended, you will be notified. No amendment may decrease the benefits you have already earned under the plan.

If the plan should end completely or in part, all plan participants affected by the termination would have full rights to their plan benefits, regardless of their pension credits or vesting service to the extent of plan assets.

The Board of Trustees, with governmental approval if applicable, will determine what benefits are to be paid.

Plan Insurance

Pension benefits under this plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits. The PBGC guaranty generally covers:

- Normal and early retirement benefits;
- Disability benefits if you become disabled before the plan terminates; and
- Certain benefits for your survivors.

The PBGC guaranty generally does *not* cover:

- Benefits greater than the maximum guaranteed amount set by law for the year in which the plan terminates;
- Some or all of any benefit increases and new benefits based on plan provisions that have been in place for fewer than five years at the time the plan terminates;
- Benefits that are not vested because you have not worked long enough in covered employment;
- Benefits for which you have not met all of the requirements at the time the plan terminates;
- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for social security) that result in an early retirement monthly benefit greater than your monthly benefit at the plan's normal retirement age; and
- Non–pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your plan has and on how much the PBGC collects from employers. For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's technical assistance division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005–4026 or call (202) 326–4000 (not a toll–free number). TTY/TDD users may call the federal relay service toll–free at (800) 877–8339 and ask to be connected to (202) 326–4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the internet at HTTP://www.pbgc.gov.

Generally, you ll need to provide proof of your age, your marital status and your spouse s age when you apply for benefits.

Claiming Your Benefits

You must apply for benefits before any payments can be made.

Filing a Claim

To receive your pension benefits, you must apply for them, in writing, to the Fund Office. To ensure that your benefits begin when they should, apply in advance. It's a good idea to apply about 90 days before your pension is to begin.

Your spouse (or other beneficiary) must apply for death benefits within 24 months of your death.

If anyone entitled to benefits deliberately submits false information or a fraudulent claim, the Trustees reserve the right to suspend, deny, or discontinue all benefits not vested under the plan. Also, the Trustees have the right to recover any previous benefit payments based on false information.

If your claim is denied, you re entitled to a full and fair review.

Claim Review Procedure

If your claim for benefits (or your beneficiary's claim, if applicable) is denied, you will be notified. The notice will include:

- The reason for the denial;
- Specific references to the plan provisions on which the denial is based;
- A description of any additional material needed to complete the claim and why the information is needed; and
- The necessary steps to appeal the denial decision.

You will then be entitled, upon written request, to a review of that claim decision. If you are not notified within 90 days of your initial request, you may consider the claim denied and request a review.

You must request a review in writing within 60 days after the denial date. In preparing your submission, you or your authorized representative is entitled to review relevant records and submit written comments.

The Plan Administrator will submit your claim to the Trustees and give you a decision, usually within 60 days of receiving your request. However, in certain situations, the review can take an additional 60 days. In this case, you will be notified about the delay ahead of time.

The Trustees have authority and discretion to determine any and all questions arising in the administration, interpretation or application of any term of the plan or fact necessary to resolve questions of eligibility, benefit amounts, or any issue related to a claim by a participant or beneficiary. The decision of the Trustees is final on any question regarding benefits.

This booklet is provided for your convenience. You should note that if there is ever a disagreement between the plan s legal document and this booklet, the legal document will have the final say. The plan document is available for your inspection through the plan administrator.

Plan Information

This section provides important information about the plan and the people responsible for administering it.

Plan Employer Identification Number

36–6210893

Plan Name

Pension Plan of the Teamsters Local 786 Vending Employees Pension Fund

Plan Number

001

Legal Co–Counsel

Anthony Pinelli

Steven Adelman

Certified Public Accountant

Thomas Havey LLP

Actuary and Consultant

The Segal Company

Type of Plan

This pension plan is a self–administered defined benefit plan. It is maintained for the purpose of providing retirement benefits to eligible participants and their survivors.

Plan Year

October 1—September 30

Plan Sponsor and Administrator

Board of Trustees

Teamsters Local 786 Vending Employees Pension Fund

300 South Ashland Avenue

Chicago, Illinois 60607

(312) 829–7150

Agent for Service of Legal Process

Jeffrey W. Hoff, Administrator

Teamsters Local 786 Vending Employees Pension Fund

300 South Ashland Avenue, Room 500

Chicago, Illinois 60607

(312) 829–7150

Service may also be made on any plan Trustee at the above address.

Plan Trustees

Union Trustees	Employer Trustees
Lou Mazzei	Daniel Lungo
Allen Yurgil	Thaddeus Zielinski

YOUR ERISA RIGHTS

As a participant in the plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

- Examine, without charge, at the Fund Office and at other specified locations, such as Union Halls and worksites where at least 50 plan participants are customarily employed, all plan documents, including insurance contracts, collective bargaining agreements, and copies of all documents filed by the plan with the U.S. Department of Labor, such as detailed annual reports and other plan descriptions.
- Obtain copies of all plan documents and other plan information upon written request to the Trustees. The Trustees may make a reasonable charge for the copies.
- Receive a summary of the plan's annual financial report. The Trustees are required by law to furnish each participant with a copy of the summary annual report.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to earn a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The plan must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of yourself and other plan participants and beneficiaries. No one, including an employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied, in whole or in part, you must receive a written explanation of the reason for the denial. You have the right to have the plan review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Trustees and do not receive them within 30 days, you may file suit in federal court. In such a case, the court may require the Trustees to provide the materials and pay you up to $110 a day until you receive them, unless they were not sent because of reasons beyond the control of the Trustees.

If you have a claim for a benefit that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that the plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds that your claim is frivolous).

If you have questions about this statement or about your rights under ERISA, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210.

APPENDIX A

Percentage to be Applied to Employee's Pension Calculated on the Single Life Form of Payment to Provide Joint and Survivor Payments

The charts below show examples of reduction factors used to calculate the Automatic 50% and 100% Joint and Survivor payment methods. Contact the Fund Office for more detailed information.

Automatic 50% Joint and Survivor

Your Spouse's Age	Your Age When Your Pension Benefits Start				
	55	57	60	63	65
53	90.69	89.19	86.52	83.30	80.91
55	91.26	89.82	87.21	84.12	81.71
57	91.90	90.45	87.99	84.89	82.62
60	92.74	91.45	89.09	86.22	83.96
63	93.64	92.45	90.29	87.51	85.44
65	94.22	93.11	91.07	88.52	86.46
67	94.90	93.80	91.99	89.39	87.63

Automatic 100% Joint and Survivor

Your Spouse's Age	Your Age When Your Pension Benefits Start				
	55	57	60	63	65
53	82.96	80.49	76.24	71.39	67.94
55	83.92	81.52	77.32	72.60	69.08
57	85.01	82.57	78.55	73.74	70.39
60	86.46	84.25	80.32	75.78	72.35
63	88.04	85.95	82.30	77.79	74.58
65	89.65	87.68	83.61	79.40	76.14
67	90.30	88.32	85.16	80.82	77.98

APPENDIX B

Percentage to be Applied to Employee's Pension Calculated on the Single Life Form of Payment to Provide a Guaranty of Payments for a Period of 10 Years

Age of Employee (to nearest year)	10 Year Certain
55	96.9%
56	96.5
57	96.1
58	95.7
59	95.2
60	94.7
61	94.0
62	93.3
63	92.5
64	91.6
65	90.6
66	89.5
67	88.3
68	87.0
69	85.7
70	84.3
71	82.8
72	81.3
73	79.6
74	77.9
75	76.0