

UPPER PENINSULA PLUMBERS' & PIPEFITTERS' FRINGE BENEFIT FUNDS

UP Plumbers' & Pipefitters' Health & Welfare Fund
UP Plumbers' & Pipefitters' Pension Fund
UP Plumbers' & Pipefitters' Defined Contribution Plan
UP Plumbers' & Pipefitters' Educational Fund

Managed for the Trustees by:
TIC INTERNATIONAL CORPORATION

UPPER PENINSULA PLUMBERS' PENSION FUND

FREQUENTLY ASKED QUESTIONS

How will I become a Participant?

You will become a Participant as of the first day of the month after you have worked at least 400 Hours of Work during a period of 12 consecutive months or less for an Employer who is obligated under a Collective Bargaining Agreement to make contribution to the Pension Fund on your behalf.

What is the Plan Year?

The Plan Year is any 12-month period beginning July 1st and ending June 30th.

How do I become entitled to Benefits?

To become entitled to Pension Benefits, a Participant must become vested.

What is vesting?

A Participant will become vested in his Pension Benefits when he has accrued at least 3 Years of Service under the Plan without a Break in Service as of July 1, 1998. See the Summary Plan Description or Pension Plan for information regarding vesting prior to July 1, 1998.

What is a Year of Service?

On and after July 1, 2004, a Year of Service is a Plan Year in which the Participant has been credited with at least 800 Hours of Work for Employers obligated under a Collective Bargaining Agreement to make contributions to the Fund on his behalf. A Participant will be credited with one-half (1/2) Year of Service if he has been credited with at least 400 Hours of Work but less than 800 Hours of Work in a Plan Year.

During the period July 1, 2003 through June 30, 2004, a Participant will be credited with a Year of Service if he has been credited with at least 800 Hours of Work.

Prior to July 1, 2003, a Participant will be credited with a Year of Service if he has been credited with at least 400 Hours of Work.

A Participant will receive no more than 1 Year of Service per Plan Year.

When can I retire?

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You can retire when you meet the eligibility requirements for Retirement. In general, you can retire under the Normal Retirement Provisions if you are an Active Participant and have attained age 65 with 5 Years of Service or under the Early Retirement Provisions if you are an Active Participant and have attained age 55 with 10 Years of Service. Please refer to the Summary Plan Description and Pension Plan for further information on retirement and eligibility requirements for Inactive Participants.

Can I receive a lump sum distribution?

No. The Pension Fund was established to pay monthly Pension Benefits to eligible Participants for the remainder of their lives after retirement.

Are there any other benefits payable from the Pension Fund?

Yes. The Pension Fund also provides Vested Deferred Retirement Benefits and Death Benefits.