

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

March 2009

To: ALL PLAN PARTICIPANTS, BENEFICIARIES AND ALTERNATE PAYEES
OF THE UPPER PENINSULA PLUMBERS' & PIPEFITTERS' FRINGE BENEFIT FUNDS

Dear Plan Participants:

We have attached the following Important Notices and Annual Reports for your review:

- 2008 Summary Annual Report for the Health & Welfare Fund Pages 2-3
- Notice on Privacy Practices Page 4
- Notice of Material Modifications for the Health, Pension
And Defined Contribution Funds Page 4
- Notice on Medicare Part D – Prescription Drug Coverage Pages 5-6
- Notice concerning Women's Health and Cancer Rights Page 7
- Annual Funding Notice for the Pension Fund Pages 8-10
- Updated Unaudited Financial Information for the Pension Fund Page 10
- 2008 Summary Annual Report for the Pension Fund Pages 11-12
- Notice to All Pension Plan Participants approaching the Normal Retirement Age Page 13
- Notice to All Retired Participants of the "Return to Work" Provisions Page 14
- Summary of Material Modifications for the Defined Contribution Plan Page 15
- 2008 Summary Annual Report for the Defined Contribution Plan Pages 16-17

If you have any questions, please contact the Fund Office.

Sincerely,

Boards of Trustees

TO: PLAN PARTICIPANTS OF UPPER PENINSULA PLUMBERS' &
PIPEFITTERS' HEALTH & WELFARE FUND

RE: SUMMARY ANNUAL REPORT FOR THE PLAN YEAR ENDED JUNE 30, 2008

Dear Plan Participant:

This is a summary of the Annual Report of the Upper Peninsula Plumbers' & Pipefitters' Health & Welfare Fund, Sponsor Identification Number 38-6111803, Plan No. 501, a self-insured fund, for the period July 1, 2007 through June 30, 2008. The Annual Report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees has committed itself to pay hospitalization, medical, disability, death and other claims incurred under the terms of the Plan.

BASIC FINANCIAL STATEMENT

The value of Plan Assets, after subtracting Liabilities of the Plan, was \$3,473,338 of June 30, 2008, compared to \$1,939,120 as of July 1, 2007. During the Plan Year, the Plan experienced an increase in its Net Assets of \$1,534,218. This increase includes unrealized appreciation or depreciation in the value of the Plan Assets; that is, the difference between the value of the Plan Assets at the end of the year and the value of the Assets at the beginning of the year or the cost of Assets acquired during the year. During the current Plan Year, the Plan had Total Income of \$5,349,386, including Employer Contributions of \$4,099,828, Employee Contributions of \$1,156,005, Net Earnings from Investments of \$92,557, and other income of \$996.

Plan Expenses as of June 30, 2008 were \$3,815,168. These expenses included \$190,867 in administrative expenses (see Schedule A on following page) and \$3,624,301 in benefits paid to or on behalf of Participants and Beneficiaries.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have a right to receive a copy of the full Annual Report or any part thereof, on request. The items listed below are included in that Report:

1. An Accountant's report;
2. Assets held for investment; and
3. Transactions in excess of 5 percent of Plan Assets; and
4. Financial information and information on service providers.

To obtain a copy of the full Annual Report, or any part thereof, write or call the office of the Board of Trustees, Upper Peninsula Plumbers' and Pipefitters' Health and Welfare Fund, 6525 Centurion Drive, Lansing, Michigan 48917-9275, Toll Free (800) 342-1730 or (517) 321-7502. The charge to cover copying costs will be \$5.50 for the full Annual Report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a Statement of the Assets and Liabilities of the Plan and accompanying notes, or a Statement of Income and

Expenses of the Plan and accompanying notes, or both. If you request a copy of the full Annual Report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that Report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the Report, because these portions are furnished without charge.

You also have the legally protected right to examine the Annual Report at the main office of the Plan (Board of Trustees, Upper Peninsula Plumbers' and Pipefitters' Health and Welfare Fund, 6525 Centurion Drive, Lansing, Michigan 48917-9275), at any location where the Annual Report is available for examination and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' AND PIPEFITTERS HEALTH & WELFARE FUND

Schedule A – Administrative Expenses for the Health and Welfare Fund:

Administrative Manager's fees*	\$126,070	Consultant fees	\$4,800
Legal and collection fees	16,201	Payroll audit fees	3,703
Printing and miscellaneous	12,467	Trustee and Fiduciary	
Annual Audit Fees	9,750	insurance and bonding	1,196
Actuarial fees	9,700	Summary Plan Description & SAR	<u>1,188</u>
Trustee meeting expenses	5,792	Total	\$190,867

* - Includes rent, equipment, staffing, postage, computer services, etc.

TO: All Eligible Participants of the
Upper Peninsula Plumbers' & Pipefitters' Health & Welfare Fund

RE: **NOTICE OF PRIVACY PRACTICES**

Dear Participant:

Please be advised that this notice is intended to confirm that the Upper Peninsula Plumbers' & Pipefitters' Health & Welfare Fund is compliant with the Health Insurance Portability and Accountability Act (HIPAA) Privacy Regulations. The law refers to the nonpublic information of the employee and their dependents (if applicable), with regard to your group health plan benefits, and can only be disclosed by the Fund and its vendors, and your health care provider/s, for payment of claims, treatment of your illness, and for health care – administration of your health benefits, as permitted by law and defined in the HIPAA regulations.

For a complete copy of the Fund's Notice of Privacy Policy, please call or write the Fund Office at the address or telephone number listed on this notice.

If you have any questions regarding this information, please contact the Fund Office.

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' HEALTH & WELFARE FUND

**NOTICE OF MATERIAL MODIFICATIONS
FOR HEALTH, PENSION AND DEFINED CONTRIBUTION FUNDS**

- Effective **June 1, 2007**, the Plans will be sponsored and administered by a Board of four Trustees of which the two Union Trustees and two Alternate Union Trustees will be appointed by Local Union 111 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, which has jurisdiction in the Upper Peninsula of Michigan. Prior to this date, the two Union Trustees and the two Alternate Union Trustees were appointed by Local Union 506.
- This is to advise you that the Board of Trustees for these Funds as of the date of this modification is as follows:

Management Trustees:

Jerome Hedstrom
N 562 East Fairland Circle
Menominee, MI 49858

Brad Peterson
Gogebic Mechanical, Inc.
119 S. Suffolk Street
PO Box 160
Ironwood, MI 49938

Union Trustees:

Mike Hares
U. A. Local 111
2601 North 30th Street
Escanaba, MI 49829

Mike Mehrens
103 Section 3 Road
Iron River, MI 49935

TO: ALL PARTICIPANTS OF THE UPPER PENINSULA PLUMBERS'
& PIPEFITTERS' HEALTH & WELFARE FUND

RE: **MEDICARE PART D – PRESCRIPTION DRUG COVERAGE**

Dear Participant:

This is intended to inform you of IMPORTANT INFORMATION about how the new Medicare Part D Prescription Drug Benefit will affect you and your Plan. You probably have already heard about the new Part D prescription drug benefit available from Medicare which began on January 1, 2006 and you may even have received information from Medicare about this benefit. However, you have probably not heard about the subsidy option available to retiree health plans like yours that offer a prescription drug benefit. This subsidy is designed to help retiree health plans cover the increasing costs of providing prescription drug coverage to their participants and beneficiaries.

Because the current prescription drug benefit offered to you through the Upper Peninsula Plumbers' and Pipefitters' Health & Welfare Fund is as good as or better than that available under a Medicare prescription drug plan, the Trustees have decided to continue the current prescription drug coverage for retirees and apply for the subsidy.

IN ORDER FOR YOUR PLAN TO RECEIVE THE MEDICARE PART D SUBSIDY -

DO NOT ENROLL IN A MEDICARE PRESCRIPTION DRUG PLAN

In addition to informing you about the subsidy, this letter is your Certificate of Creditable Coverage required under Medicare Part D. The prescription drug coverage under your retiree plan is considered "creditable" since it is, on average for all plan participants, expected to pay out as much as the standard Medicare prescription drug coverage will pay.

Under the new Medicare Part D law, as long as the prescription drug coverage you have under the Plan is as good as or better than that available under a Medicare prescription drug plan you will not be penalized with higher premium costs if you later decide to enroll in a Medicare prescription drug plan, unless you allow a 63-day or more gap between coverage under this Plan and Medicare Part D.

People currently covered under Medicare can enroll in a Medicare prescription drug plan from November 15 through December 31 of each year. However, because you have existing prescription drug coverage that, on average, is as good as Medicare coverage, you can choose to join a Medicare prescription drug plan later, generally with no premium penalty, if you so desire. Each year after that, you will have the opportunity to enroll in a Medicare prescription drug plan between November 15th through December 31st.

63-Day Rule

You should also know that if you drop or lose your coverage with the Plan and don't enroll in Medicare prescription drug coverage after your current coverage ends, you may pay more to enroll in Medicare prescription drug coverage later. For example, if after December 31, 2008, you go 63 days or longer without prescription drug coverage that's at least as good as Medicare's prescription drug coverage; your monthly premium will go up at least 1% per month for every month after December 31, 2008 that you did not have that coverage. For example, if you go nineteen months without coverage, your premium will always be at least

19% higher than what most other people pay. You'll have to pay this higher premium as long as you have Medicare coverage. In addition, you may have to wait until November 2009 or later to enroll. ***This will not apply to you if you maintain your coverage under the Upper Peninsula Plumbers' and Pipefitters' Health and Welfare Fund.***

For More Information

Contact the Fund Office at: (800) 342-1730 for further information if you have any questions. You may also find information about your retiree prescription drug coverage in your Summary Plan Description.

NOTE: You may receive this Creditable Coverage Notice at other times in the future such as before the next period you can enroll in Medicare prescription drug coverage, and if your retiree drug coverage changes. You also may request a copy of this Notice from the Fund Office if you lose or misplace this copy.

In the event you would like more detailed information about Medicare plans that offer prescription drug coverage, you can look in the "*Medicare & You 2007*" handbook, which became available beginning in October 2006. You should get a copy of that handbook in the mail from Medicare. You may also be contacted directly by Medicare prescription drug plans. You can also get more information about Medicare prescription drug plans from the Medicare website at www.medicare.gov or your State Health Insurance Assistance Program (see your copy of the "*Medicare & You*" handbook for their telephone number), or by calling 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. Information about this extra help is available from the Social Security Administration (SSA). For more information about this extra help, visit SSA online at www.socialsecurity.gov

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' HEALTH & WELFARE FUND

**TO: PLAN PARTICIPANTS OF THE
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' HEALTH & WELFARE FUND**

RE: WOMEN'S HEALTH AND CANCER RIGHTS

Dear Plan Participant:

Due to changes in Federal law, the Trustees of your Health and Welfare Fund are issuing this annual notice in compliance with the Women's and Cancer Rights Act of 1998. Your Health and Welfare Plan already provides the benefits required by this new law. You have a right to this notice, and the Trustees are providing the notice for your information so that you may be assured that you are treated in accordance with Federal law if the need arises.

The Federal law requires that all health care plans that provide medical and surgical benefits for mastectomies provide, Participants and Beneficiaries receiving mastectomy benefits and who elect mastectomy related breast reconstruction with coverage for the following:

- **Reconstruction of the breast on which the mastectomy has been performed.**
- **Surgery and reconstruction of the other breast to produce a symmetrical appearance; and**
- **Prostheses and physical complications of all stages of mastectomy including lymphedemas; in a manner determined in consultation with the attending physician and the patient. Such coverage may be subject to annual deductibles and coinsurance provisions as may be deemed appropriate and as are consistent with those established for other benefits under the plan or coverage.**

The Fund has provided coverage for mastectomies for a number of years. As part of this coverage, the Plan also covered the procedures necessary to effect reconstruction of the breast on which the mastectomy was performed, as well as the cost of prostheses and physical complications of all stages of mastectomy, including lymphedemas, as recommended by the attending physician of any patient receiving Plan benefits in connection with the mastectomy and in consultation with the patient. The Plan also covers any surgery and reconstruction of the other breast to achieve a symmetrical appearance.

Please keep this notice with your Summary Plan Description. If you have any questions regarding these federal requirements, please contact the Fund Office.

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' HEALTH & WELFARE FUND

**ANNUAL FUNDING NOTICE FOR
UPPER PENINSULA PLUMBERS & PIPEFITTERS PENSION PLAN**

Introduction

This notice, which federal law requires all multiemployer plans to send annually, includes important information about the funding level of Upper Peninsula Plumbers & Pipefitters Pension, Plan, Plan #001 and EIN 38-6233970 (Plan). This notice also includes information about rules governing insolvent plans and benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal agency. This notice is for the plan year beginning July 1, 2007, and ending June 30, 2008 (Plan Year).

Plan's Funding Level

The Plan's "funded current liability percentage" for the Plan Year was 50.41%. In general, the higher the percentage, the better funded the plan. The funded current liability percentage, however, is not indicative of how well a plan will be funded in the future or if it terminates. Whether this percentage will increase or decrease over time depends on a number of factors, including how the plan's investments perform, what assumptions the plan makes about rates of return, whether employer contributions to the fund increase or decline, and whether benefits payments from the fund increase or decline.

Plan's Financial Information

The market value of the Plan's assets as of July 1, 2007, was \$67,997,194. The total amount of benefit payments for the Plan Year was \$5,913,608. The ratio of assets to benefit payments is 11.50. This ratio suggests that the Plan's assets could provide for approximately 11.50 years of benefit payments in annual amounts equal to what was paid out in the Plan Year. However, the ratio does not take into account future changes in total benefit payments or plan assets.

Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans. Under so-called "plan reorganization rules," a plan with adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC's guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The law requires the plan to furnish this notification to each contributing employer and the labor organization.

Despite the special plan reorganization rules, a plan in reorganization nevertheless could become insolvent. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for the plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available financial resources. If such resources are not enough to pay benefits at a level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC, by law, will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notification of the insolvency to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected as a result of the insolvency, including loss of a lump sum option. This information will be provided for each year the plan is insolvent.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only vested benefits are guaranteed. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$500, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ($\$500/10$), which equals \$50. The guaranteed amount for a \$50 monthly accrual rate is equal to the sum of \$11 plus \$24.75 ($.75 \times \$33$), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or $\$200/10$). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 ($.75 \times \$9$), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10).

In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under the plan within 60 months before the earlier of the plan's termination or insolvency. Similarly, the PBGC does not guarantee pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the participant dies after the plan terminates, benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Where to Get More Information

For more information about this notice, you may contact Trustees of the Upper Peninsula Plumbers and Pipefitters at 6525 Centurion Drive, Lansing, MI, 48917 or by telephone at (517) 321-7502. For more information about the PBGC and multiemployer benefit guarantees, go to PBGC's web site, www.pbgc.gov, or call PBGC toll-free at 1-800-400-7242 (TTY/TDD users may call the Federal relay service toll free at 1-800-877-8339 and ask to be connected to 1-800-400-7242).

Frequently Asked Questions:

Q1 Why did I receive this notice?

A1 New government rules require the Pension Fund to issue this notice. The content and wording have been mandated by the government. All multiemployer pension funds are now required to issue similar notices annually.

Q2 The notice says the "funded current liability percentage" for the Plan Year was 50.41%. What does this mean?

A2 The calculation required by this notice compares the cost of providing promised benefits versus the current value of the assets held by the Pension Fund. This figure, called the "funded current liability percentage," assumes the Fund's investments will have a rate of return similar to that of bonds. As of July 1, 2007, that yield was 5.83%.

Because the Fund holds a mix of stocks and bonds, it has historically generated investment returns in excess of 5.83%. For its own long-term planning purposes, the Fund assumes annual investment returns of 8.00%. Using an investment return assumption of 8.00%, the funded percentage is 67%.

Q3 The notice says, "This ratio suggests that the Plan's assets could provide for approximately 11.50 years of benefit payments..." Does this mean the Fund will run out of money in 11.50 years?

A3 No. The calculation required for the notice does not recognize future contributions or investment income. The Trustees intend that the Fund continue indefinitely.

TO: ALL PLAN PARTICIPANTS OF THE UPPER PENINSULA PLUMBERS' & PIPEFITTERS'
PENSION FUND

RE: UPDATED UNAUDITED FINANCIAL INFORMATION AS OF FEBRUARY 28, 2009

Dear Participant:

As an unaudited update of the financial status of the Pension Fund, the value of Plan Assets after subtracting Liabilities of the Plan was \$44,325,790 as of the unaudited Financial Statement of February 28, 2009, in comparison to \$61,885,358 as of July 1, 2008.

Sincerely,

Board of Trustees
Upper Peninsula Plumbers' & Pipefitters' Pension Fund

TO: PLAN PARTICIPANTS OF THE
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' PENSION FUND

RE: SUMMARY ANNUAL REPORT FOR THE PLAN YEAR ENDED JUNE 30, 2008

Dear Plan Participant:

This is a summary of the Annual Report of the Upper Peninsula Plumbers' & Pipefitters' Pension Fund, Sponsor Identification Number 38-6233970, Plan 001, for the period July 1, 2007 through June 30, 2008. The Annual Report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by a Trust. Plan Expenses were \$6,419,292. These Expenses included \$505,684 in Administrative Expenses (see Schedule A) and \$5,913,608 in benefits paid to Participants and Beneficiaries. A total of 879 persons were Participants in or Beneficiaries of the Plan at the end of the Plan Year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan Assets after subtracting Liabilities of the Plan was \$61,885,358 as of June 30, 2008, compared to \$67,997,194 as of July 1, 2007. During the Plan Year, the Plan experienced a decrease in its Net Assets of \$6,111,836. This decrease includes unrealized appreciation or depreciation in the value of the Plan Assets; that is, the difference between the value of the Plan Assets at the end of the year and the value of the Assets at the beginning of the year or the cost of Assets acquired during the year. The Plan had a Total Income of \$307,456, including Employer Contributions of \$3,563,369, realized gains of \$3,427,856 from the sale of Assets, net losses from investments of \$6,684,447, and other income of \$678.

MINIMUM FUNDING STANDARDS

An Actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have a right to receive a copy of the full Annual Report or any part thereof, on request. The items listed below are included in that Report.

1. An accountant's report;
2. Financial information and information on service providers;
3. Assets held for investment;
4. Assets held for investment that were both acquired and disposed of during the year;
5. Transactions in excess of 5 percent of Plan Assets; and
6. Actuarial information regarding the funding of the Plan.

To obtain a copy of the full Annual Report, or any part thereof, write or call the office of the Board of Trustees, Upper Peninsula Plumbers' & Pipefitters' Pension Fund, 6525 Centurion Drive, Lansing, Michigan 48917-9275, Toll Free at (800) 342-1730 or (517) 321-7502. The charge to cover copying costs will be \$12.50 for the full Annual Report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a Statement of the Assets and Liabilities of the Plan and accompanying notes, or a Statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full Annual Report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the Report, because these portions are furnished without charge.

Additionally, you also have the legally protected right to examine the Annual Report at the main office of the Plan (Board of Trustees, Upper Peninsula Plumbers' & Pipefitters' Pension Fund, 6525 Centurion Drive, Lansing, Michigan 48917-9275), at any location where the Annual Report is available for examination and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' PENSION FUND

Schedule A – Administrative Expenses for the Pension Fund:

Investment expenses	\$ 339,564	Premiums paid Pension Benefit	
Administrative Manager's fee*	44,620	Guaranty Corporation	\$5,992
Trustee and Fiduciary Liability		Payroll audit fees	4,536
Insurance and bonding	34,625	Association Dues	3,363
Legal and collection fees	19,038	Trustee conference expense	2,754
Printing and miscellaneous	14,761	Employer Withdrawal Liability costs	2,000
Actuarial Valuation fees	10,600	Special mailing postage	1,724
Annual Audit fees	10,300	Pension check preparation	1,419
Trustee meeting expense	9,530	Summary Plan Description	<u>858</u>
		Total	\$505,684

* - Includes rent, equipment, staffing, postage, computer services, etc.

**NOTICE TO ALL UPPER PENINSULA PLUMBERS' AND PIPEFITTERS'
PENSION PLAN PARTICIPANTS APPROACHING
THE NORMAL RETIREMENT AGE**

This notice applies only to plan participants who do **NOT** elect to retire at the normal retirement age, who are actively employed at the Trade and who may choose to continue working. "Normal Retirement Age" under the pension plan is age 65. If you continue to work after reaching the normal retirement age, your plan's Suspension of Benefit Rules will be applied even though you have not actually retired.

Under the Suspension of Benefit Rules, no benefits are payable for any month in which you work 40 hours or more in the same industry, same trade or craft, and within the State of Michigan or the State of Wisconsin. This suspension is applicable until the April 1st following the calendar year in which you reach age 70 1/2. Thereafter, you may both work and receive your monthly pension.

If you continue to work after reaching the normal retirement age but work less than 40 hours per month or do not work at all, no pension benefits will be paid during such months. However, when you do retire, you may be entitled to additional benefits for those months between your normal retirement age and your actual date of retirement if you did not work at least 40 hours in the same industry, same trade or craft and within the State of Michigan or the State of Wisconsin.

Be assured that application of the Suspension of Benefit 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. When a participant who continues to work after his normal retirement age decides to actually retire, his normal retirement benefit will be determined in accordance with the regular plan provisions. Such provisions give credit for work performed under the plan prior to actual retirement if the requirement of a minimum 400 hours of work in a plan year is met.

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. The Appeal Procedure is set forth on page S-15 of the Summary Plan Description.

If you have any questions about how the Suspension of Benefit Rules will be applied to your employment situation, be sure to contact the Fund Office before continuing to work beyond the normal retirement age.

**NOTICE TO ALL
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' PENSION
RETIRED PARTICIPANTS OF THE
"RETURN TO WORK" PROVISIONS**

This is reminder of the provisions of the Pension Plan governing Suspension of Pension Benefits for returning to work at the Plumbing and Pipefitting Trade. Under these provisions, Pension Benefits being paid to retired participants may be suspended only if **ALL** of the following conditions are met:

1. A retiree is working **40 or more** hours during any given month (or during the payroll periods falling within that month); and
2. The work is in the same industry as the type of business activity engaged in by employers who contribute to the Plan even though his employer may not be a contributing employer (e.g. non-union); and
3. The work is either at the same trade or craft in which the retiree was working when he earned benefits under the Plan. (Self-employed work as well as supervisory or managerial work can be considered as a return to work so long as the retiree is using the same skill or skills he acquired while he worked under a union collective bargaining agreement); and
4. The work is performed within the *State of Michigan* or the *State of Wisconsin*.

This suspension is applicable until the April 1st following the calendar year in which you reach age 70 1/2. Thereafter, you may both work and receive your monthly pension.

Under the provisions of the Plan, *every retiree is required* to notify the Fund Office *immediately* if he returns to work in any capacity regardless of whether he returns to work for a non-contributing (e.g. non-union) employer or in a **self-employed** capacity. Failure to notify the Fund Office in a timely manner of a return to work may subject the retiree to possible suspension of his current and/or future Pension Benefits from the Pension Fund.

TO: PLAN PARTICIPANTS OF THE
UPPER PENINSULA PLUMBERS' AND PIPEFITTERS' DEFINED CONTRIBUTION PLAN

RE: SUMMARY OF MATERIAL MODIFICATIONS

Dear Plan Participant:

We are pleased to announce that the Trustees of the Upper Peninsula Plumbers' and Pipefitters' Defined Contribution Plan (the "Plan") have amended the Plan. This Notice, known as a Summary of Material Modifications ("SMM") is an amendment to the Summary Plan Description ("SPD") you received previously. You should keep this SMM with the SPD for future reference.

The Board of Trustees of the Defined Contribution Plan has adopted the following Plan Modifications:

- Effective **January 1, 2008**, the Plan has been converted from a money purchase pension plan to a profit-sharing plan. This notification of change is being provided as required under Section 204(h) of the Employee Retirement Income Security Act of 1974 (ERISA). Employer contributions made to the Plan on your behalf have not changed. The purpose of this conversion is to provide participants with more flexibility in Plan design. Also, effective January 1, 2008, a Participant's individual account will no longer be credited for any delinquent contributions. If an employer is delinquent but makes the contributions at a later time, the account will be credited when the contributions are made. This will apply for hours worked on or after January 1, 2008.

Sincerely,

BOARD OF TRUSTEES
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' DEFINED CONTRIBUTION PLAN

TO: PLAN PARTICIPANTS OF
UPPER PENINSULA PLUMBERS' & PIPEFITTERS' DEFINED CONTRIBUTION PLAN

RE: SUMMARY ANNUAL REPORT FOR THE PLAN YEAR ENDED JUNE 30, 2008

Dear Plan Participant:

This is a summary of the Annual Report of the Upper Peninsula Plumbers' & Pipefitters' Defined Contribution Plan, Sponsor Identification Number 38-3296005, Plan No. 001, for the period July 1, 2007 through June 30, 2008. The Annual Report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by a Trust. The value of Plan Assets, after subtracting Liabilities of the Plan, was \$5,178,607 as of June 30, 2008, compared to \$5,182,164 as of July 1, 2007. During the Plan Year the Plan experienced a decrease in its Net Assets of \$3,557. This decrease includes unrealized appreciation or depreciation in the value of the Plan Assets; that is, the difference between the value of the Plan Assets at the end of the year and the value of the Assets at the beginning of the year or the cost of Assets acquired during the year. During the current Plan Year, the Plan had Total Income of \$295,503 including Employer Contributions of \$726,664, realized losses from the sale of Assets of \$433,097, and Net Earnings from Investments of \$1,936.

Plan Expenses were \$299,060. These Expenses included \$62,916 in Administrative Expenses (see Schedule A) and \$236,144 in benefits paid to participants and beneficiaries. A total of 460 persons were participants in or beneficiaries of the Plan at the end of the Plan Year, although not all of these persons had yet earned the right to receive benefits.

MINIMUM FUNDING STANDARDS

Enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have a right to receive a copy of the full Annual Report or any part thereof, on request. The items listed below are included in that Report.

1. An accountant's report;
2. Financial information and information on service providers;
3. Assets held for investment;
4. Transactions in excess of 5 percent of Plan Assets.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Board of Trustees, Upper Peninsula Plumbers' and Pipefitters' Defined Contribution Plan, 6525 Centurion Drive, Lansing, Michigan 48917-9275, Toll Free at (800) 342-1730 or (517) 321-7502. The charge to cover copying costs will be \$4.00 for the full Annual Report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a Statement of the Assets and Liabilities of the Plan and accompanying notes, or a Statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full Annual Report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that Report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the Report, because these portions are furnished without charge.

Additionally, you also have the legally protected right to examine the Annual Report at the main office of the Plan (Board of Trustees, Upper Peninsula Plumbers' and Pipefitters' Defined Contribution Plan, 6525 Centurion Drive, Lansing, Michigan 48917-9275), any location where the Annual Report is available for examination and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

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Schedule A- Administrative Expenses for the Defined Contribution Plan:

Investment expenses	\$28,818
Administrative Manager's fee*	11,115
Legal and collection fees	10,252
Printing and miscellaneous	4,602
Annual Audit fee	4,000
Trustee and fiduciary liability	
Insurance and bonding	2,716
Summary Plan Description	0
Bank Service charges	<u>1,413</u>
Total	\$62,916

* - Includes rent, equipment, staffing, postage, computer services, etc.