

INFORMATION REGARDING INDUSTRY EMPLOYMENT

Under the provisions of Article 4.8 of the Local 705 International Brotherhood of Teamsters Pension Plan, the Board of Trustees of the Local 705 International Brotherhood of Teamsters Pension Fund has adopted an Employment Verification Procedure, which provides as follows:

- Every Participant, including a Participant receiving a Disability Pension, must notify the Administrator if he or she returns to work in Industry Employment before or after his or her Normal Retirement Date (age 65). Upon appropriate investigation and notice to the Participant, pension payments shall be permanently suspended for all periods of reemployment in Industry Employment for Participants under the age of 65. If the Participant is over age 65 and less than 70 1/2, pension payments shall be permanently suspended for all periods of reemployment in Industry Employment of at least 40 hours per month.

Industry Employment is defined in Article 2, Section 2.24 as:

"Any public or private work covered, or of the type covered, by any Collective Bargaining Agreement under Local 705 or signatory to a Reciprocal Agreement (except the National Reciprocal Plan), including any work performed as an Employee, supervisor, manager, consultant, independent contractor, sole proprietor, member of an unincorporated firm or partnership, or officer of a corporation, as well as all employment by an Employer and all employment which involves supervision or management of Employees engaged in work which is covered, or of the type covered, by any Collective Bargaining Agreement".

As a condition of continued receipt of future benefits, the Participant must certify that he or she is not engaged in Industry Employment. Failure to complete the Annual Certification will result in the Trustees adopting a rebuttable presumption that the Participant is engaged in Industry Employment. Suspension of benefits will result from such a rebuttable presumption, until compliance with the certification is made.

A Participant who certifies that he or she is employed in other than Industry Employment may be required to provide factual information sufficient to establish that his or her employment does not constitute Industry Employment.

Any questions regarding this Annual Certification may be directed to the Pension Department at (312) 738-2811 (press 1).