

## Schedule MB, Line 6 – Summary of Plan Provisions

	Service		Pension Benefits				Death Benefits	
	Credited Service	Vesting Service	Normal Retirement	Early Retirement	Disability Retirement	Vested Retirement	Post-Retirement	Pre-Retirement
Base Plan * -- Greater New York ILGWU NRF 2000, Textile** and HERE IU**	After 2004, 1/10 of one year for each 160 hours worked, maximum of 1 credit per year. At least 500 hours are required to earn a partial year.	After 2004, one year at least 1000 hours worked in one plan year After 2007: <500 hours = 0, >500 and <800 = 0.5, >800 hours = 1.0	Eligibility: 65 yrs old and 5 yrs of svc. Monthly benefit is the following:  <u>Base Plan</u> - Before 2003, \$0.75 times svc + \$0.30 times past svc. After 2002, \$0.50 times svc + \$0.20 times past svc. After 2010, \$0.30 times svc + \$0.12 times past svc.  <u>Former Clothing Fund</u> - 1/1/2003 - 1/1/2007, \$0.40 times svc. After 2006, \$0.50 times svc. After 2010, \$0.30 times svc.  <u>ILGWU NRF 2000</u> - 1/1/2000 - 1/1/2003, \$0.48 times svc credit + \$0.20 times past credit. 1/1/2003 – 1/1/2011, \$0.50 times svc credit + \$0.20 times past credit. After 2010: \$0.30 times svc credit + \$0.12 times past credit.  <u>Textile and HERE IU</u> - see tables at back for special provisions.	Eligibility: 55 yrs old and 5 yrs of service Reduced by 1/2% for each month commencement precedes normal retirement	Eligibility 10 yrs of VS or 15 yrs CS (incl. 5 FS) or 50/15 (incl. 2 FS) Same as for the normal retirement benefits.	Eligibility: 5 yrs of svc	If married, normal form is actuarially equivalent 50% joint and survivor annuity. 75% joint and survivor annuity also available.	Free QPSA

\* For participants of employers (under the NRF as of 1/1/2006) who make the additional 1% of pay contributions, an additional \$1 of benefit accrual applies starting from the year in which such extra contribution is made. For participants of employers who make the additional 0.5% of pay contributions, an additional \$0.50 of benefit accrual applies.

\*\* See special provisions for benefits accrued prior to 1/1/2008 for the former Textile and HEREIU plans.