

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

### HEREIU (continued)

<u>Tier of Employment</u>	<u>Length of Service</u>	<u>Unit Benefit</u>
1st tier	1-5 years	\$10
2nd tier	6-8 years	\$11
3rd tier	9 or more years	\$13

The same tier of employment rules apply to Benefit Service earned from January 1, 1994, to September 15, 1994.

### Alaska

Prior to the merger, the employer contributed for Covered Hours and participants earned benefits as a percentage of the employer contributions made on participants' behalf as follows:

- 7.75% for service prior to May 1, 2000;
- 3.20% from May 1, 2000 to April 30, 2003;
- 1.60% from May 1, 2003 to April 30, 2004;
- 0.80% from May 1, 2004 to April 30, 2008;
- 2.50% from May 1, 2008 to December 31, 2010; and
- 1.50% on or after January 1, 2011

Post merger benefits are as follows:

- 7.75% for service prior to May 1, 2008
- 2.50% for service from May 1, 2008 to December 31, 2010
- 1.50% on or after January 1, 2011

\*Additional benefits described in Section 5.1(e) of the Base Plan that are in excess of the required amount will be credited at 2.5% of the employer contributions made on behalf of the participant.

### Local 107

Benefit accruals prior to January 1, 2009 equal to the sum of I., II, III, IV, and V below:

- I. \$2.00 for each Past Service benefit unit earned prior to May 1, 1966
- II. Benefit units earned between May 1, 1966 and April 30, 1981:

<u>Monthly Contribution Rate</u>	<u>Benefit Rate</u>
Less than \$34.60	\$13.41
At least \$34.60	\$17.89