

PENSION PLAN OF THE NATIONAL RETIREMENT FUND
BOARD OF TRUSTEES OF THE NATIONAL RETIREMENT FUND
EIN / PN = 13-6130178 / 001
Schedule R, Summary of Rehabilitation Plan

* All rates subject to change in the future, but not during the term of a CBA.

** The rates in the chart are guaranteed if the Modified Preferred Schedule is adopted prior to April 1, 2012.

B. Future Benefit Accrual Rates

The Fund has adopted an across-the-board forty percent (40%) reduction in future benefit accruals effective January 1, 2011 for all participants in the Fund, except as noted in Section VIII.

C. Elimination of Certain Adjustable Benefits

For those active and terminated vested Participants not yet receiving pension benefits, all non-elective guaranteed period death benefits and other lump sum death benefits payable after retirement are eliminated on the later of (i) January 1, 2011 and (ii) the date on which the Preferred Schedule is applicable to a Participant.

D. Collective Bargaining Agreements with Future Pension Contribution Increases

Bargaining parties with a current collective bargaining agreement that requires future pension contribution increases² during the term of the collective bargaining agreement will be permitted, under certain circumstances set forth below, to use those increases for purposes of offsetting the contribution increases under the Preferred Schedule and/or buying their participants an Additional Benefit. Employers that had a contribution increase under a collective bargaining agreement due from January 1, 2010 through May 31, 2010 were required to adopt the Preferred Schedule on or prior to June 1, 2010 to use the increase towards offsetting the contribution increases under the Preferred Schedule and/or buying their participants an

² For purposes of clarification, "future pension contribution increases" do not include the automatic surcharges or contributions required pursuant to any merger agreements.