

**Graphic Communications Conference of the
International Brotherhood of Teamsters
Supplemental Retirement and Disability Fund**

SUMMARY PLAN DESCRIPTION

Under Revision as of 9/12/07



Sponsored by your Employer and the
Graphic Communications Conference of the
International Brotherhood of Teamsters

SPECIAL NOTE:

This Summary Plan Description reflects amendments to the Retirement Plan document through May 1, 2006.

If you terminated Covered Employment before that date, you should refer to the Retirement Plan rules in effect at the time you left Covered Employment.

In case of any conflict between this Summary Plan Description and any provisions in the Retirement Plan document, the provisions of the Retirement Plan document shall prevail.

Under Revision as of 9/12/07

GCC/IBT-SRDF Summary Plan Description

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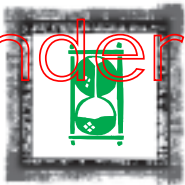
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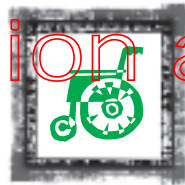
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INTRODUCTION

Your Employer and the Graphic Communications Conference of the International Brotherhood of Teamsters (the “GCC/IBT” or “Conference”), sponsors of this Retirement and disability Plan (“Plan”), want to help make your retirement years a happy part of your lifetime.

The Benefits paid to Participants, under the Plan rules, make

up an important addition to the Social Security Benefits and other personal savings you have acquired for retirement during your working career.

The Plan was first written and approved in March 1967, and has been amended from time to time.

This Summary Plan Description booklet reflects amendments to the Plan through May 1, 2006.

This Summary Plan Description is designed to help you understand when you are eligible for retirement Benefits from the Plan. It explains the Form of Benefit payments you may receive, and, in the event of your death, how your survivors are protected. It also explains why and when Participants lose their eligibility for Benefits.

Under Revision as of 9/12/07





DEFINITIONS

To better understand your Retirement Plan, familiarize yourself with these terms.

Benefit

A Benefit may include the lifetime monthly Basic Retirement Benefit, the lifetime monthly Vested Retirement Benefit, the Supplemental Early Retirement Benefit, the Long-Term Disability Benefit, the Lump-Sum Death Benefit or the Surviving Spouse Benefits.

Break in Continuity

A period of two consecutive Plan Fiscal Years during which NO Contributions are made to the Retirement Fund on an individual's behalf. If you incur a Break in Continuity, you are no longer a Plan Participant and will be treated like a new Plan Participant if you return to Covered Employment. Certain periods are excluded from the Break in Continuity rules as described on pages 7-8.

Break in Service

A Plan Fiscal Year during which Contributions are made on a Participant's behalf for fewer than 12 Weeks of Work. Certain periods are excluded from the Break in Service rules as described on pages 7-8.

Collective Bargaining Agreement

The Agreement under which your Employer participates in this

Retirement Fund. You may also participate under a special participation agreement between your Employer and the Retirement Fund.

Contributions

The amount paid or required to be paid to the Retirement Fund by an Employer in the graphic communications industry pursuant to a Collective Bargaining Agreement or other written agreement. No employee Contributions are required or permitted.

Covered Employment

Work in the graphic communications industry in a job for which your Employer is required to make Contributions to the Retirement Fund pursuant to a Collective Bargaining Agreement or other written agreement.

Covered Wages

The wages you earn while working in Covered Employment. Your Employer's Contributions are equal to a percentage of your Covered Wages as determined by your Collective Bargaining Agreement. Also, the amount of the Long-Term Disability Benefit is based on a portion of your Covered Wages.

Credited Service

A Participant's total Past Service plus Future Service. Credited Service is used to establish eligibility for certain Benefits.

Fiscal Year

The 12-month period beginning May 1st and ending April 30th.

Fund Office

The Fund Office is where the Retirement Fund operates on a day-to-day basis. You should contact the Fund Office if you have questions about the Retirement Plan or to get forms such as a Retirement Application. The address and phone number of the Fund Office are at the back of this Summary Plan Description.

Plan Administrator

The Plan Administrator is an employee of the Retirement Fund who is retained by the Board of Trustees to oversee the day-to-day operations of the Retirement Fund.

Plan Participant or Participant

An individual on whose behalf Contributions are being made (or are required to be made) to the Retirement Fund or on whose behalf Contributions have been made within the last two consecu-

tive Plan Fiscal Years (May 1st – April 30th).

Participating Employer or Employer

An Employer who has entered into a Collective Bargaining Agreement or other written agreement with the Union and/or a local Union. Employer may also include the Fund Office or other Union affiliated organization.

Retirement Fund, Trust Fund or Fund

This is a term used to refer to the legal entity, the Graphic Communications Conference of the International Brotherhood of Teamsters Supplemental Retirement and Disability Fund.

Retirement Plan or Plan

The Retirement Plan document is the formal legal document setting forth the program of retirement and other benefits.

Summary Plan

Description (“SPD”)

This booklet is the Summary Plan Description or “SPD.” It is a general summary of the provisions of the legal Retirement Plan document, the terms of which govern the Plan. In case of any conflict between this SPD and the Retirement Plan document, the Retirement Plan document prevails.

Trust Agreement

The Agreement and Declaration of Trust is the instrument establishing the Retirement Fund.

Trustee

Representatives of Management and Union who are appointed to serve as Trustees pursuant to the Trust Agreement.

Board of Trustees

The joint Board of Trustees, which is comprised of an equal number of Union and Management representatives who have been appointed as Trustees.

Union

The Graphic Communications Conference of the International Brotherhood of Teamsters (formerly the Graphic Communications International Union).

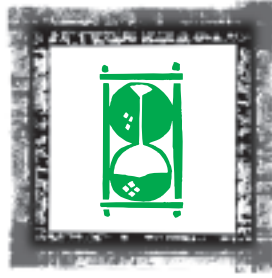
Vested¹

Effective for Participants (individuals who have not incurred a Break in Continuity) as of February 1, 1989, once you have earned five years of Vesting Service you are considered Vested and you are entitled to receive a Vested Retirement Benefit at retirement even if you leave Covered Employment before that time. You are also Vested if you are a Plan Participant working in Covered Employment at age 65 or later.

Week of Work

A calendar week during which Contributions are required to be made by your Employer on your behalf for at least ONE hour of Covered Employment.

¹ For individuals who ceased Plan participation before February 1, 1989, 10 years of Vesting Service was required in order to attain Vested Status. Alternatively, you became Vested if you were at least age 40 and below age 60 when your Plan Participation ended and you had 10 or more years of Credited Service (with at least 5 of those years being Future Service i.e., service for which Contributions to the Plan were required). If you ceased participation before February 1, 1989, you should refer to the Plan rules in effect when you stopped work. You were also Vested if you were a Plan Participant working in Covered Employment at age 65 or later.



PLAN PARTICIPATION

You are eligible to be a Participant in this Retirement Fund if you are an employee covered by a Collective Bargaining Agreement or other written agreement between your Employer and your GCC/IBT local (or the GCC/IBT) in which your Employer has agreed to make Contributions to the Retirement Fund. Your initial Participation in the Retirement Fund begins as soon as your Employer makes Contributions on your behalf based on your Covered Wages, to the Retirement Fund. Check the Collective Bargaining Agreement to determine whether your Employer is required to make Contributions to the Fund on your behalf and the percentage of your Covered Wages that your Employer is required to contribute on your behalf.

You are also eligible to be a Plan Participant if you supervise the work of bargaining unit

employees and your Employer is required by the Collective Bargaining Agreement or other written agreement to contribute to the Fund on your behalf.

In addition, if you are an employee of the GCC/IBT, a GCC/IBT local, the Retirement Fund, or other Union-Employer group, you are eligible to be a Plan Participant if your Employer is required to make Contributions to the Fund for you under the terms of a special participation agreement.

The Retirement Fund is provided as a benefit to you from your Employer and the GCC/IBT; it costs you nothing. The Retirement Fund pays all costs of administering and maintaining the Retirement Fund. Employers make Contributions to the Fund as specified by their Collective Bargaining Agreements. You are not permitted to make direct Contributions to the Fund.

You will cease to be a Plan Participant if you incur a Break in Continuity. A Break in Continuity is a period of two consecutive Fiscal Years (May 1st through April 30th) during which NO Contributions are required to be made on your behalf. However, certain periods will not count towards a Break in Continuity as follows:

- Periods of Maternity/Paternity Leave as described on pages 7-8; and
- Periods of military service as described on page 7; and
- Periods of disability or sickness as described on page 7; and
- Periods of leave under the Family Medical Leave Act as described on page 8.

If you incur a Break in Continuity, you will again become a Plan Participant after you have 22 Weeks of Work in a Fiscal Year.



SERVICE CREDIT

Your total service credit may determine if you are entitled to receive a Benefit under the Retirement Fund. The amount of Credited Service and Vesting Service, which you have earned, is based on the number of your Weeks of Work. Generally, a Week of Work is any calendar week during which Contributions are required to be made by your Employer, on your behalf, for at least ONE hour of Covered Employment.

Credited Service

Credited Service is used to establish your eligibility for certain Plan Benefits. There are two different types of Credited Service — Past Service and Future Service. Your total Credited Service is equal to your Past Service plus your Future Service.

Past Service is given for work in the graphic communications industry before you became a Participant in the Plan. This means your work (even if no Contributions were required to be made on your behalf) if you were covered by a Collective Bargaining Agreement with the Union, or if you were a foreman or supervisor and directing the work of employees under a Collective Bargaining Agreement while maintaining

your membership in the Union. Past Service is also given for work as an employee of the GCC/IBT, a GCC/IBT local, the Retirement Fund, or other Union-Employer group, which has subsequently agreed to contribute to the Retirement Fund on your behalf.

One year of Past Service will be given for each year (each 12-month period measured back from the date you became a Plan Participant).

Partial credit is figured on a pro-rata basis (that is, the number of weeks worked compared to 52 weeks).

Future Service is earned for periods that your Employer is required to make Contributions to the retirement Fund on your behalf. One year of Future Service is earned for each Fiscal Year (May 1 through April 30) during which your Employer is required to make Contributions to the Retirement Fund on your behalf for all 52 Weeks of Work. If contributions are required for fewer than 52 Weeks of Work in a Fiscal Year, then Future Service is granted on a pro-rata basis (that is, the number of your Weeks of Work compared to 52 Weeks of Work). In addition, to the extent required by federal law under the Uniformed Services Employment and Reemployment Rights Act (USERRA), service in any branch of military

whether by induction or as a volunteer will count toward Future Service under the Plan. To be eligible for Future Service for periods of military service as well as other employment protections you must generally:

- a) be absent from Covered employment due to service in the military;
- b) give advance written notice of your service to your Employer unless notice is not possible due to the military service or otherwise impossible to give;
- c) be absent due to military service for five years or less, unless extended service is required as part of your initial period of service or it is involuntary, such as during war;
- d) apply for a job in Covered Employment within the time period prescribed by law, and
- e) receive an honorable discharge or otherwise complete your military service satisfactorily.

If you want additional information about your rights under USERRA, contact your Employer.

Vesting Service

Vesting Service is used to establish your eligibility for certain Benefits. Effective May 1, 1976, you will be credited with one year of Vesting Service for each Fiscal Year (May 1 through April 30) dur-

ing which you work in Covered Employment for at least 22 Weeks of Work². You may also be entitled to Vesting Service for periods immediately before or after periods of Covered Employment, for example, if you become a supervisor. Also, you will be credited for Vesting Service for any period of active military service in the armed forces of the United States within the meaning and application of federal laws securing veterans' reemployment rights, provided that, if you do not return to Covered Employment within the time period prescribed by federal law to retain reemployment rights, the Break in Service rules will apply.

Effective for Participants as of February 1, 1989, once you have earned five years of Vesting Service you are considered "Vested" and you are entitled to receive a Vested Retirement Benefit at retirement even if you leave Covered Employment before that time. If you had incurred a Break in Continuity as of February 1, 1989, the rules governing your Vesting Service were the rules in effect at the time you left work.

Reciprocity Agreements

The Retirement Fund has entered into Reciprocity Agreements with certain other retirement plans sponsored by the GCC/IBT and Employers in the graphic communications industry. These agreements may be amended or terminated from time to time. When applying for Retirement Benefits, you will be required to state your work history in the industry and whether you participated in any other retirement plans sponsored by the GCC/IBT

and Employers in the graphic communications industry.

Under these Reciprocity Agreements, your participation in another retirement plan may count toward eligibility for certain Benefits under this Retirement Plan. If you think you may have service covered by a Reciprocity Agreement, contact the Fund Office for more information.

Loss of Service Credit and Eligibility

NOTE: The rules described in this section are effective May 1, 1987. Loss of Service Credit before that date is governed by the rules of the Plan as in effect at the time of the loss.

Once you have earned sufficient service to become Vested, you cannot lose the service credit you have earned. Also, once you are Vested, you are entitled to receive a Vested Retirement Benefit even if you leave Covered Employment. (Note: Vested status does not guarantee payment of other types of Plan Benefits). However, if you leave Covered Employment before you are Vested, you may lose all of your Vesting Service and Credited Service.

If you have earned fewer than five years of Vesting Service, you can lose all of your Vesting Service and credited Service by incurring Breaks in Service. A Break in Service is any Fiscal Year (May 1st through April 30th) during which your Employer is required to make Contributions to the Plan on your behalf for fewer than 12 Weeks of Work.

If, before you are Vested, you incur a Break in Continuity AND

you incur at least five Breaks in Service, you will lose all of your previously earned Credited Service and Vesting Service. (The period during which you incurred a Break in Continuity counts towards your Breaks in Service since you had fewer than 12 weeks of Contributions during that time.) If you return to Covered Employment after losing your service credit under this rule, you will be treated as a new Participant with no prior credit.

EXCEPTIONS:

You will not incur a Break in Service (including a Break in Continuity which is a Break in Service) under the Plan if your absence from Covered Employment is due to one of the following reasons:

- For active military service in the armed forces of the United States within the meaning and application of federal laws securing veterans' reemployment rights, provided that, if you do not return to Covered Employment within the time period proscribed by federal law to retain reemployment rights, the Break in Service rules will apply;
- Your disability or sickness for which you receive state workers' compensation or similar compensation, sickness or accident benefits paid by your Employer, or a Long-Term Disability Benefit under this Plan;
- Your Maternity/Paternity leave. Maternity/Paternity leave is an absence due to your pregnancy, birth or adoption of your child, or to care for a child immediately following birth or adoption. [If your absence for Maternity/Paternity leave would not cause you to incur a Break in Service in the Fiscal Year that you leave, you will be

² Prior to May 1, 1976, Vesting Service was granted for each 52 Weeks of Work in a Fiscal Year.

able to avoid a Break in Service in the following year if necessary.] You are required to provide the Fund Office with such information as is reasonably required to provide proof of Maternity/Paternity leave under this exception to the Break in Service rules;

- Any leave of absence granted by your Employer under the Family Medical Leave Act (FMLA) provided you return to work as required by the applicable regulations;
- If you leave Covered Employment and begin working for the Union in a job which does not provide for participation in this Plan, your time working for the Union will not count toward a Break in Service; and
- You have met the eligibility requirements for a Basic Retirement Benefit or Long-Term Disability Benefit under the Plan.

Below please find an example of earning and losing service credit under the Plan when an individual leaves Covered Employment prior to attaining five years of Vesting Service. As illustrated in the example, it is not until May 1, 2013, you lose all of your Credited Service and Vesting Service since you must have five consecutive Breaks in Service (May 1, 2008 – April 30, 2013) before your credit is canceled. If you return to Covered Employment before incurring the five consecutive Breaks in Service, your Credit remains intact. Remember, you must incur a Break in Continuity (i.e., two full Fiscal Years with NO Contributions) before your Breaks in Service

count. Also, the period which constituted your Break in Continuity counts as two Breaks in Service. Also remember that not all periods of absence count towards a Break in Continuity or a Break in Service as described above. If your absence from Covered Employment is for one of those reasons, you will be treated as having worked the minimum amount of time necessary in order to avoid a Break in Service. However, if you leave Covered Employment, you can lose your eligibility for the Basic Retirement Benefit, Supplemental Early Retirement Benefit and Long-term Disability Benefit. Also, if you are not Vested when you leave, you can lose your eligibility for the Vested Retirement Benefit.

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PERIOD EMPLOYED IN COVERED EMPLOYMENT	CREDITED SERVICE EARNED
05/01/04—04/30/05	1.0 Year
05/01/05—04/30/06	1.0 Year
05/01/06—04/30/07	1.0 Year
05/01/07—04/30/08	1.0 Year
<p>You begin working on May 1, 2004, in Covered Employment. You work full-time and earn four years of Credited Service. On April 30, 2008, you stop working in the industry to sell real estate.</p>	
PERIOD <u>NOT</u> EMPLOYED IN COVERED EMPLOYMENT	CREDITED SERVICE EARNED
05/01/08—04/30/09	0.0 Years (No Contributions)
05/01/09—04/30/10	0.0 Years (No Contributions)
<p>You incur a Break in Continuity (two full Fiscal Years with no required Contributions) as of April 30, 2010. As of April 30, 2010, you are no longer a Plan Participant.</p>	
PERIOD <u>NOT</u> EMPLOYED IN COVERED EMPLOYMENT	CREDITED SERVICE EARNED
05/01/10—04/30/11	0.0 Years (No Contributions)
05/01/11—04/30/12	0.0 Years (No Contributions)
05/01/12—04/30/13	0.0 Years (No Contributions)
<p>As of May 1, 2013 you lose all Credited and Vesting Service.</p>	



BASIC RETIREMENT BENEFIT

ELIGIBILITY: You are eligible for a Basic Retirement Benefit if you are a Plan Participant at age 60 (i.e., you have not incurred a Break in Continuity or you have restored a Break in Continuity with 22 Weeks of Work in a Fiscal Year) and your Employer made Contributions on your behalf for at least 52 Weeks. In addition, you are eligible for a Basic Retirement Benefit if you cease Covered Employment after attaining age 55, provided you have earned at least 15 years of Credited Service, five years of which are Future Service. Provided you have met all of the eligibility requirements, including the timely filing of an Application, your monthly Basic Retirement Benefit will begin on the first of the month following your retirement from the graphic communications industry and will

continue for life. However, if you should return to work in the graphic communications industry after retirement, your Benefit may be suspended for the period you work. See pages 24 and 25.

AMOUNT: The annual amount of your Basic Retirement Benefit is equal to a percentage of your Covered Wages. The percentage used in calculating your Basic Retirement Benefit depends on your Employer's Contribution rate at the time you earned the Covered Wages. For any period during which your Employer's Contribution rate was 3%, the percentage is .7852% of Covered Wages earned through April 30, 1993, and .5836% of Covered Wages earned from May 1, 1993 through March 31, 2003 and .3502% of Covered Wages earned on or after April 1, 2003.

For any period during which your Employer's Contribution rate was higher than 3%, you receive an additional annual amount at retirement. For each 1% that your Employer's Contribution rate exceeds 3%, up to and including a Contribution rate of 7%, the additional annual amount is .4021% of Covered Wages earned through April 30, 1993, plus .4887% of Covered Wages earned from May 1, 1993 through March 31, 2003 and .2952% of Covered Wages earned on or after April 1, 2003. For each 1% that your Employer's Contribution rate exceeds 7%, the additional amount is .3982% of Covered Wages for Covered Wages earned prior to April 1, 2003 and .2390% for Covered Wages earned on or after April 1, 2003.

BASIC RETIREMENT BENEFIT			
BENEFITS ON COVERED WAGES			
Employer's Contribution Rate	Through April 30, 1993	May 1, 1993 to March 31, 2003	After March 31, 2003
3%	.7852% X Covered Wages	.5836% X Covered Wages	.3502% X Covered Wages
4%	1.1873% X Covered Wages	1.0723% X Covered Wages	.6434% X Covered Wages
5%	1.5894% X Covered Wages	1.5610% X Covered Wages	.9366% X Covered Wages
6%	1.9915% X Covered Wages	2.0497% X Covered Wages	1.2298% X Covered Wages
7%	2.3936% X Covered Wages	2.5384% X Covered Wages	1.5230% X Covered Wages
8%	N/A	2.9366% X Covered Wages	1.7620% X Covered Wages
9%	N/A	3.3348% X Covered Wages	2.0010% X Covered Wages

The table to the right illustrates the calculation of the Basic Retirement Benefit.

Assume, for example, that you retire on May 1, 2006, at the age of 62, after having been a Participant in the Plan for 23 years as follows:

1. May 1, 1983 – April 30, 1988 (5 years) you earned \$70,000.00 in Covered Wages (\$14,000 per year) and your Employer contributed to the Plan at 3%.

2. May 1, 1988 – April 30, 1993 (5 years) you earned \$90,000.00 in Covered Wages (\$18,000 per year) and your Employer contributed to the Plan at 4%.

3. May 1, 1993 – April 30, 1995 (2 years) you earned \$40,000 in Covered Wages (\$20,000 per year) and your Employer contributed to the Plan at 5%.

4. May 1, 1995 – April 30, 1997 (2 years) you earned \$42,000 in Covered Wages (\$21,000 per year) and your Employer contributed to the Plan at 5%.

5. May 1, 1997 – April 30, 2001 (4 years) you earned \$100,000 in Covered Wages (\$25,000 per year) and your Employer contributed to the Plan at 6%.

6. May 1, 2001 – March 31, 2003 (1.916 years) you earned \$90,000 in Covered Wages (\$45,000 per year) and your Employer contributed to the Plan at 7%.

7. April 1, 2003 – March 31, 2005 (2 year) you earned \$20,000 in Covered Wages while your employer contributed to the Plan at 8% and \$15,000 while your Employer contributed to the Plan at 9%.

NOTE: The items in the following calculation refer to the periods of work enumerated.

Wages		Corresponding Percentage	=	Benefit
\$ 70,000	X	.7852%	=	\$ 549.64
\$ 90,000	X	1.1873%	=	\$ 1,068.57
\$ 40,000	X	1.5610%	=	\$ 624.40
\$ 42,000	X	1.5610%	=	\$ 655.62
\$100,000	X	2.0497%	=	\$ 2,049.70
\$ 90,000	X	2.5384%	=	\$ 2,284.56
\$ 20,000	X	1.7620%	=	\$ 352.40
\$ 15,000	X	2.0010%	=	\$ 300.15
\$ 22,000	X	1.7620%	=	\$ 387.64
\$ 17,000	X	2.0010%	=	\$ 340.17
Total Annual Basic Benefit				\$ 8,612.85
Your monthly Basic Retirement Benefit beginning on or after age 62 in this example is				\$ 717.74

8. April 1, 2005 – March 31, 2006 (1 year) you earned \$22,000 in Covered Wages while your employer contributed to the Plan at 8% and \$17,000 while your Employer contributed to the Plan at 9%.

Your monthly Basic Retirement Benefit beginning on or after age 62 in this example is \$717.74

Early Retirement

If you are a Participant in the Plan on or after October 1, 1994, you may elect to begin receiving your Basic Retirement Benefit as early as age 55 provided you meet the following requirements:

1. You cease Covered Employment after attaining age 55, and
2. You have earned at least 15 years of Credited Service, five years of which are Future Service.

If you elect to receive this early Basic Retirement Benefit, your Benefit amount is reduced to account for the longer period of time over which you are assumed

to receive your Benefits. For participants who qualify for the Basic Retirement Benefit and have not incurred a Break in Continuity as of February 1, 2001, the following early retirement reductions apply:

For the portion of your early Basic Retirement Benefit attributable to Covered Wages earned before April 1, 2003, the reduction amount is 3% for each full year (.25% per month) by which your retirement date precedes the date you will attain age 60.

For the portion of your early Basic Retirement Benefit attributable to Covered Wages earned on and after April 1, 2003, the reduction amount is 3% for each full year (.25% per month) by which your retirement date precedes the date you will attain age 62.

For example: Assume you are age 55 instead of age 62 at the time you elect to retire. You are eligible for a Basic Retirement Benefit of \$697.41 per month at

age 62 and \$115.03 of that Benefit is based on Covered Wages earned on and after April 1, 2003. If the amount is reduced for early retirement at age 55, your total Benefit amount is \$585.89 per month, when calculating your benefit earned prior to April 1, 2003 plus your benefit earned on or after April 1, 2003.

The combined monthly Basic Retirement Benefit payable at age 55 would be \$585.89.

Note that for those individuals who have incurred a Break in Continuity prior to February 1, 1999, the early retirement reduction factors are shown in Appendix A. For Participants who have not incurred a Break in Continuity as of February 1, 1999 but had incurred a Break in Continuity as of February 1, 2001, the early retirement reduction factor is 4% for each full year (.33% per month) prior to attaining age 60. Prior to October 1, 1994, the Basic Retirement Benefit was not payable before a Participant attained age 60.

You may not receive a Basic Retirement Benefit and a Vested Retirement Benefit or a Long-Term Disability Benefit at the same time.

BENEFIT EARNED PRIOR TO APRIL 1, 2003	BENEFIT EARNED ON OR AFTER APRIL 1, 2003
\$ 582.38	\$115.03
x 85% (3% per year x 5 years below age 60 = 15% reduction)	x 79% (3% per year x 7 years below age 62 = 21% reduction)
<u>\$495.02 per month</u>	<u>\$90.87 per month</u>

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VESTED RETIREMENT BENEFIT

ELIGIBILITY FOR PARTICIPANTS IN THE PLAN AS OF FEBRUARY 1, 1989: You are eligible to receive a Vested Retirement Benefit if your Plan participation ends after you have at least 5 years of Vesting Service. The rules governing Vested Service are described on pages 6 and 7 of the Summary Plan Description. You are also eligible to receive a Vested Retirement Benefit if you are a Plan Participant working in Covered Employment after reaching age 65.

AMOUNT: The amount of the Vested Retirement Benefit is based on your Covered Wages and your Employer's Contribution rate when you earned those Wages. It is calculated in the same manner as the Basic Retirement Benefit as described on pages 9, 10 and 11 but is based on the Basic Retirement Benefit percentages in effect when you left Covered Employment. An unreduced

Vested Retirement Benefit begins after you have attained age 65 and continues for your lifetime. However, if you should return to work in the graphic communications industry after retirement, your Benefit may be suspended for the period you work. See pages 24 and 25.

EARLY VESTED BENEFIT

You may begin receiving your Vested Retirement Benefit between ages 60 and 65 if you wish. However, because Benefits will likely be paid over a longer period of time, each monthly payment is reduced 0.5% for each month that payments begin before age 65. That amounts to a reduction of 6% per year that you retire before age 65.

You may also elect to receive your Vested Retirement Benefit as early as age 55³. The Vested Retirement Benefit amount is reduced for each month by which

your Benefit commences before you attain age 60 in accordance with the reduction factors set forth in Appendix A of this SPD. This adjustment is in addition to the 6% per year adjustment, as described in the preceding paragraph, for the years between ages 60 and 65.

For example, assume your Vested Retirement Benefit is \$200.00 per month at age 65, and you elect to commence Benefit payments from the Fund at age 55. Your Benefit is first reduced by 30% (6% per year) for the period between age 60 and 65, or to \$140.00 per month. That amount is then multiplied by 59.46% (from Appendix A) for Benefit commencement at age 55 resulting in a monthly Benefit of \$83.24.

You may not receive a Vested Retirement Benefit and a Basic Retirement Benefit or a Long-Term Disability Benefit at the same time.

³ Payment of the Vested Benefit before age 60 is only available to Plan Participants who retired on or after October 1, 1994.



SUPPLEMENTAL EARLY RETIREMENT BENEFIT

The following rules are effective May 1, 2006.

In addition to the lifetime monthly Benefits (Basic or Vested Retirement Benefits) discussed earlier, Participants may also be eligible for the Supplemental Early Retirement Benefit. To summarize, the Supplemental Early Retirement Benefit:

- Is payable to eligible Participants as early as age 58;
- Ceases upon death or reaching age 65 (whichever occurs first); and
- Is payable up to a maximum of \$36,000 during a Participant's lifetime for those Participants retiring May 1, 2006 or later.

The following sub-sections are categorized as:

- Eligibility;
- Duration;
- Amount;
- \$36,000 Cap; and
- Supplemental Benefit Calculation Examples and Projections.

Each sub-section is intended to assist you in understanding the provisions governing the Supplemental Early Retirement Benefit in greater detail.

Eligibility

This section describes how you can become eligible for the Sup-

plemental Early Retirement Benefit.

Regular Age Related Eligibility Requirements:

Except as described in the section below entitled *Special Eligibility Requirements*, the Supplemental Early Retirement Benefit is available only to Participants who either:

- have not incurred a Break in Continuity at the time of retirement at age 60 or later and are eligible for a Basic Retirement Benefit;

or

- have incurred a Break in Continuity before age 60 but have not had all their service credit cancelled due to an extended Break in Service (see pages 7 and 8) and have had Contributions made on their behalf for at least 44 weeks over the two-consecutive Fiscal Years immediately preceding retirement at age 60 or later,

and who

- have at least 10 years of Credited Service of which not less than 5 years (260 Weeks) are Future Service.

If you have less than 10 years of Credited Service, the Supplemental Early Retirement Benefit may be payable but will be reduced on a pro-rata basis for the period that

your Credited Service falls short of 10 years.

In any event, you must have at least 5 years (260 weeks) of Future Service in order to be eligible for the Supplemental Early Retirement Benefit.

Special Eligibility

Requirements: You may be eligible for a Supplemental Early Retirement Benefit even if you have incurred a Break in Continuity at the time of retirement at age 60 or later under the following circumstances.

The first group of Special Eligibility Requirements which may entitle you to a reduced Supplemental Early Retirement Benefit require that you:

- have at least 15 years of Credited Service of which at least 260 Weeks is Future Service
- and
- are at least age 55 but not yet 58 in the last month in which you worked in Covered Employment

NOTE: The Supplemental Early Retirement Benefit is not payable until you have attained age 58.

The second group of Special Eligibility Requirements which may entitle you to the Supplemen-

tal Early Retirement Benefit apply only to Participants who:

- had not incurred a Break in Continuity as of February 1, 1992 and
- have at least 20 years of Vesting Service (all of which were earned for periods during which Contributions were made to the Retirement Fund on your behalf). Note that with 20 Years of Vesting Service you automatically have over five years of Future Service.

Although you may be entitled to a Supplemental Early Retirement Benefit under this second group of Special Eligibility provisions regardless of the age at which you leave Covered Employment, the amount you will receive is subject to the following reduction based on your number of Years of Vesting Service:

Years of Vesting Service for which Contributions were made	% of Supplemental Benefit payable
20 but less than 21	75%
21 but less than 22	80%
22 but less than 23	85%
23 but less than 24	90%
24 but less than 25	95%
25 or more years	100%

For example, a Participant who ceases participation at age 45 and has earned 20 years of Vesting Service (for which Contributions are required to be made) will be eligible at age 60 for 75% of the Supplemental Early Retirement Benefit otherwise payable in addition to his/her monthly lifetime Vested Retirement Benefit. If the same Participant has earned 25 years of Vesting Service, he or she will be eligible for 100% of the Supplemental Early Retirement

Benefit at age 60 or age 62, as applicable in addition to the monthly lifetime Vested Benefit.

REMEMBER: You must have at least 5 Years (260 weeks) of Future Service in order to be eligible for the Supplemental Early Retirement Benefit. Furthermore, the Supplemental Early Retirement Benefit is not payable to Participants who have lost all of their service credit due to an extended Break in Service. (See Loss of Service Credit and Eligibility on pages 7 and 8.)

Duration

This section describes the time period during which you can receive the Supplemental Early Retirement Benefit.

Regardless of the age at which a Participant starts receiving a monthly lifetime Basic or Vested Retirement Benefit, the earliest age at which the Supplemental Early Retirement Benefit will commence is age 58.

The Supplemental Early Retirement Benefit ceases on the earlier of your date of death, or upon reaching age 65.

Amount

Different payment rules apply to Participants based on the date as of which they met the eligibility requirements for the Supplemental Early Retirement Benefit. However, effective for all retirements on or after May 1, 2006, the total amount of Supplemental Early Retirement Benefits a Participant may receive in his or her lifetime is subject to the \$36,000 Cap described at the end of this section.

Qualification for Maximum \$600 Monthly Supplemental Early Retirement Benefit: If, as of April 1, 2003, you had met any of the following three qualification

requirements, the maximum on which your Supplemental Early Retirement Benefit can be based is \$600 per month (*reduced on a pro-rata basis if your average annual Covered Wages are less than \$9,000 subject to a minimum of \$450 per month*⁴). In no event, however, will the amount of your Supplemental Early Retirement Benefit exceed the unreduced amount you are entitled to receive under the Social Security Act.

To qualify for the maximum \$600 Benefit, a Participant must have as of April 1, 2003:

- at least 15 years of Credited Service of which at least five years are Future Service, and you have attained at least age 55 in the last month in which Contributions were due to the Plan on your behalf

or

- at least 5 years of Future Service and have attained age 60 in the last month in which Contributions are due to the Plan on your behalf (or will attain age 60 before incurring a Break in Continuity)

or

- at least 20 years of Vesting Service (earned while Contributions are due to the Plan on your behalf).

For Participants who qualify for the maximum \$600 Supplemental Early Retirement Benefit, a reduction applies for commencement prior to attaining age 60. Different reduction factors apply to Participants based on the date they left Covered Employment. If you incurred a Break in Continuity:

- on or after February 1, 2001, the reduction amount is 3% for each full year (.25% per month) your Benefit commences prior to attaining age 60;

⁴ This minimum Benefit is subject to reduction for early retirement and other reductions. See page 17.

■ on February 1, 1999 thru January 31, 2001, the reduction amount is 4% for each full year (.33% per month) your Benefit commences prior to attaining age 60; and

■ before February 1, 1999, the reduction amounts for the Supplemental Early Retirement Benefits are shown in Appendix C on page 32.

Qualification for Maximum \$360 Monthly Supplemental Early Retirement Benefit: If, as of April 1, 2003, you had not met one of the qualification requirements for a maximum \$600 Supplemental Early Retirement Benefit as described above, the maximum Supplemental Early Retirement Benefit for which you can qualify is \$360 per month when you do meet one of the eligibility requirements for the supplemental. In no event, however, will the amount of your Supplemental Early Retirement Benefit exceed the unreduced amount you are entitled to receive under Social Security.

Furthermore, for Participants who qualify for the maximum \$360 Supplemental Early Retirement Benefit, a reduction applies for commencement prior to attaining age 62. The reduction amount is 3% for each full year (.25% per month) your Benefit commences prior to attaining age 60.

\$36,000 Cap

The monthly amount of your Supplemental Early Retirement Benefit is determined through a two step process. First, a calculation is performed to determine the total amount of Supplemental Early Retirement Benefits you would receive during your life time assuming that you will collect the

monthly Supplemental Early Retirement Benefit from your initial monthly payment date until the month in which you would attain age 65 (age at which all Supplemental Early Retirement Benefits stop). If that total amount calculated is less than \$36,000, then the monthly amount as calculated is the amount you will receive on a monthly basis until age 65.

If, however, the amount calculated above is greater than \$36,000, then the calculation of the Supplemental Early Retirement Benefit is determined as follows:

For retirement effective dates on or after May 1, 2006, the maximum total amount of Supplemental Early Retirement Benefits payable to a Participant during his or her lifetime is \$36,000.

The monthly amount of the Supplemental Early Retirement Benefit is determined by dividing \$36,000 by the total number of months the Supplemental Early Retirement Benefit is payable to you beginning on the date payments are initially payable assuming you live to at least age 65 (age at which all Supplemental Early Retirement Benefits stop). In no event, however, is the Supplemental Early Retirement Benefit payable after the month in which you die regardless of the total amount paid.

Note for those who were retired, in pay status and collecting a Supplemental Early Retirement Benefit prior to May 1, 2006:

■ If you attained age 65 in April 2006 or earlier, your Supplemental

Early Retirement Benefit payments ceased with your April 2006 payment.

■ If you had NOT attained age 65 as of May 1, 2006, all Supplemental Early Retirement Benefits shall cease in the month in which you attain age 65.

Supplemental Benefit Calculation Examples and Projections

As an example, assume you elect to retire on July 1, 2006 at age 58 and you qualified on April 1, 2003 for your Supplemental Early Retirement Benefit to be calculated based on the \$600 maximum Supplemental Early Retirement Benefit amount. Your Supplemental Early Retirement Benefit will therefore be paid to you over a seven-year period (from age 58 to age 65) or for a total of 84 monthly payments. Also assume you have 25 years of Vesting or Future Service. Because you are retiring at age 58 rather than 60, your monthly Supplemental Early Retirement Benefit is reduced by 6% (3% per year). If the total amount calculated is \$36,000 or less, then the monthly amount as calculated is the amount you will receive on a monthly basis until age 65. Since that amount exceeds the \$36,000 Cap, your monthly Supplemental Early Retirement Benefit is recalculated by dividing \$36,000 by 84, the number of months you will receive Supplemental Early Retirement Benefits up to age 65. You will therefore receive \$428.57 per month until age 65. See Chart A on page 16.

Now let us assume that instead of the \$600 maximum Supplemental Early Retirement Benefit, you are only entitled to the \$360 maximum

CHART A

$\$600 \times 94\% = \564	Maximum Supplemental Early Retirement Benefit under the Plan rules when reduced 6% (3% per year reduction times 2 year difference from age 60 to 58) for early retirement
$\$564 \times 84 \text{ months} = \$47,376$	TOTAL AMOUNT without CAP you would have received under the Plan rules up to age 65
$\$47,376 > \$36,000$	Because the TOTAL AMOUNT of the Supplemental Early Retirement Benefit is GREATER THAN the \$36,000 CAP, the CAP is used to recalculate your monthly Supplemental Early Retirement Benefit
$\$36,000 \div 84 = \428.57	\$36,000 CAP divided by the number of months you are entitled to receive the Supplement Early Retirement Benefit results in your monthly Supplemental Early Retirement Benefit amount

CHART B

$\$360 \times 88\% = \316.80	Maximum Supplemental Early Retirement Benefits under the Plan rules when reduced by 12% (3% per year reduction times 4 year difference from age 62 to age 58)
$\$316.80 \times 84 \text{ months} = \$26,611.20$	TOTAL AMOUNT of Supplemental Early Retirement Benefit under Plan rules without CAP
$\$26,611.20 < \$36,000$	Because the TOTAL AMOUNT of the Supplemental Early Retirement Benefits when calculated under the Plan rules and paid until age 65 is LESS THAN the \$36,000 CAP, the CAP is not used to calculate your monthly Supplemental Early Retirement Benefit
$\$316.80$	Your monthly Supplemental Early Retirement Benefit payable up to age 65 remains the same and is not adjusted for the CAP.

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Supplemental Early Retirement Benefit per month. Your monthly Supplemental Early Retirement Benefit amount will not change because even at the maximum of \$360 per month x 84 months (the maximum period during which the Supplemental Early Retirement Benefit will be paid effective May 1, 2006), the total of \$30,240 does not exceed the \$36,000 Cap. This holds true in all cases for Participants who qualified for the \$360 maximum Supplemental Early Retirement Benefit. However, let us further

illustrate this example. Because you are eligible for \$360 maximum Supplemental Early Retirement Benefit rather than the \$600 maximum, the reduction for early retirement is 3% per year for each year you retire **before** age 62. You are retiring at age 58 so your Supplemental Early Retirement Benefit is reduced from age 62 for early retirement. Your monthly Supplemental Early Retirement Benefit is calculated as set forth in Chart B.

On the next page please find three charts with which you can project

your Supplemental Early Retirement Benefit payment amounts under the Plan rules effective May 1, 2006.

PLEASE NOTE: If your Supplemental Early Retirement Benefit is calculated based on the \$360 maximum per month, the charts on the next page do not apply to you (see explanation on this page discussing the fact that the \$360 maximum per month Supplemental Early Retirement Benefit payments are not affected by the \$36,000 Cap).

**SUPPLEMENTAL EARLY RETIREMENT BENEFIT PAYABLE
UNDER RETIREMENT PLAN FOR RETIREMENT EFFECTIVE
DATES ON OR AFTER MAY 1, 2006**

In projecting the Supplemental Early Retirement Benefit amount payable, the Plan rules require that a number of variables be considered. These variables include: the AGE at which you STOP WORK, the SERVICE that you earned while working and your SUPPLEMENTAL EARLY RETIREMENT BENEFIT COMMENCEMENT AGE. In general, Participants can be classified into three distinct groups in order to calculate their Supplemental Early Retirement Benefit amount. The charts below are broken into GROUP A, B and C and reflect the benefit amount payable to a Participant based on combinations of the variables set forth above. To utilize these charts, select your Group based on the criteria set forth after either GROUP A, B or C and then plot the corresponding chart for your approximate projected benefit amount -- Please note these charts are based on whole numbers of years and service, therefore, benefit amounts for partial years and service are not reflected

GROUP B: PARTICIPANT WHO CONTINUES TO HAVE CONTRIBUTIONS PAID INTO THE PLAN UNTIL AT LEAST AGE 55 WITH A MINIMUM OF 15 YEARS OF CREDITED SERVICE OF WHICH AT LEAST 5 YEARS IS FUTURE/CONTRIBUTORY SERVICE

AGE YOU STOP WORK	Supplemental Commencement Age		
	Capped		Under the Cap
	58	59	60
	84 months to 65	72 months to 65	60 months to 65
55, 56 or 57	\$428.57	\$500.00	\$600.00

94% 97% 100%
Early Retirement Age Reduction is 3% per year

GROUP A: PARTICIPANT WHO HAS EARNED AT LEAST 20 YEARS OF CONTRIBUTORY/VESTING SERVICE AND STOPS WORK PRIOR TO AGE 55

Reduction of 5% per year under 25 years	Supplemental Commencement Age		
	Capped		Under the Cap
	58	59	60
	84 months to 65	72 months to 65	60 months to 65
75%	20 \$423.00	\$436.50	\$450.00
80%	21 \$428.57	\$465.60	\$480.00
85%	22 \$428.57	\$494.70	\$510.00
90%	23 \$428.57	\$500.00	\$540.00
95%	24 \$428.57	\$500.00	\$570.00
100%	25+ \$428.57	\$500.00	\$600.00

94% 97% 100%
Early Retirement Age Reduction is 3% per year

GROUP C: PARTICIPANT WHO CONTINUES TO HAVE CONTRIBUTIONS PAID INTO THE PLAN UNTIL AT LEAST AGE 58 (I.E., THEY WILL NOT INCUR A BREAK IN CONTINUITY BEFORE THEIR 60TH BIRTHDAY) AND HAS EARNED AT LEAST 5 YEARS OF FUTURE/CONTRIBUTORY SERVICE

THIS CHART REFLECTS THE MAXIMUM PAYOUT FOR SOMEONE IN THIS GROUP WITH 10 YEARS OF CREDITED SERVICE (INCLUDING AT LEAST 5 YEARS OF FUTURE/ CONTRIBUTORY SERVICE)

	Supplemental Commencement Age		
	Capped		Under the Cap
	58	59	60
	84 months to 65	72 months to 65	60 months to 65
	\$428.57	\$500.00	\$600.00

94% 97% 100%
Early Retirement Age Reduction is 3% per year

THE BENEFIT WOULD BE PRORATED FOR ANYONE WITH LESS THAN 10 YEARS OF CREDITED SERVICE

NOTE:The early retirement reductions are applicable only to Participants who have not incurred a Break in Continuity as of February 1, 2001.



LONG-TERM DISABILITY BENEFIT

ELIGIBILITY: If you have earned at least 5 years of Future Service (that is, Contributions were required to be made on your behalf for at least 260 Weeks) and you suffer a permanent bodily injury or disease while you are a Participant in the Plan (i.e., you have not incurred a Break in Continuity) that totally prevents you from working in an occupation or in employment deemed suitable by the Trustees based on your education and employment history, you may be eligible to receive a Long-Term Disability Benefit.

In order to qualify, your physician must certify in writing that you have a total and permanent disability resulting from bodily injury or disease which prevents you from engaging in any occupation or employment determined by the Trustees (in consultation with a physician(s)) to be reasonably commensurate with your training and experience, and that he or she either cannot determine when the disability will end or it appears probable that the disability will be permanent and continuous during the remainder of your lifetime. You must also qualify for disability benefits under Social Security law. If you are turned down for Social Security Benefits,

you may request an opinion from an independent physician selected by the Board of Trustees as to whether you are totally and permanently disabled under the terms of the Plan.

AMOUNT: If Contributions were required to be made on your behalf for at least 80% of the total number of weeks from the date you first became a Plan Participant and the date you became disabled, then your Long-Term Disability Benefit is equal to 20% of your average annual Covered Wages during your last 260 weeks. The 260 weeks used in this calculation will not include weeks during which your Covered Wages were reduced because you were not actively working due to periods of sick leave or because you were on a reduced work schedule due to illness or injury directly related to your disability.

If Contributions were required to be made for less than 80% of that time, your Benefit is prorated. The pro-rated amount is calculated by comparing the total number of Weeks of Work that Contributions were made on your behalf to the total number of calendar weeks from the date you first became a Participant to the date you became disabled.

That resulting percentage is divided by 80% and that result is multiplied by 20% to determine the percentage of your average annual Covered Wages earned during your last 260 weeks which are payable as a Long-Term Disability Benefit.

Let's assume, for example, that you become disabled after working in Covered Employment steadily for 520 Weeks. During the last 260 weeks, your average annual Covered Wages were \$20,000. Since you worked in Covered Employment for at least 80% of the number of Weeks from the time you joined the Plan to the date you became disabled (you worked 100% of the number of weeks), you would receive a Long-Term Disability Benefit equal to 20% of your average annual Covered Wages or 20% times \$20,000 = \$4,000 per year (\$333.33 per month).

If you worked less than 80% of the number of Weeks from the time you joined the Plan to the date you became disabled, then your Long-Term Disability Benefit will be reduced. For example, let's assume that you worked a total of 260 Weeks of Work during the ten-year period instead of the entire 520 weeks in the original example and your annual Covered

**YOUR LONG-TERM DISABILITY BENEFIT
WILL NOW BE DETERMINED AS FOLLOWS**

A. Number of Weeks of Work	260
B. Number of weeks of participation	520
C. Average Annual Covered Wages during last 260 weeks	\$20,000.00
D. Annual Long-Term Disability Benefit:	
1) Fractional reduction for Weeks of Work less than 80% (A divided by B)	50.0 %
2) 1) divided by 80%	62.5 %
3) 20% of Covered Wages (C) times 2)	\$2,500.00
E. Divide Annual Long-Term Disability Benefit by 12	\$ 208.33
Therefore, in this example, your monthly Long-Term Disability Benefit would be	\$208.33

Wages for the 260 weeks were \$100,000, resulting in an average annual Covered Wages of \$20,000. Therefore, as set forth in the chart above, your monthly Long-Term Disability Benefit would be \$208.33.

Your monthly Benefit will not begin earlier than six months after you suffer a Total and Permanent Disability. Payments will end on the first day of the month that you are no longer eligible for a Long-Term Disability Benefit or you die,

whichever occurs first. You may be required to have an examination or examinations by a physician (chosen by the Trustees) to provide evidence of your continuing disability.

The Plan does not pay both a Long-Term Disability Benefit and any other type of Benefit to you at the same time. However, if you are eligible for a Basic Retirement Benefit, Vested Benefit or Supplemental Early Retirement Benefit, you will receive the applicable Benefit when you are no longer receiving Long-Term Disability Benefits.

SURVIVING SPOUSE BENEFIT:

If you are married at the time of your retirement under a Long Term Disability Benefit, and your Spouse survives you, he or she will be provided with a Surviving Spouse Benefit (see page 21).

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FORMS OF BENEFIT PAYMENTS

If you are not married when your payments begin, the normal form for the Basic Retirement Benefit, Vested Retirement Benefit and Long-Term Disability Benefit is a Single Life annuity. This form provides a lifetime monthly income for you in an amount unreduced for survivor benefits, with no continuing Benefits after your death. You may also elect to be paid in this form if you are married and you and your Spouse formally reject the automatic form of payment for married Participants as described below.

If you are married when your payments begin, the automatic form of your Basic Retirement Benefit, Vested Retirement Benefit or Long Term Disability Benefit is a Joint and Survivor Annuity. However, regardless of your marital status, the Supplemental Early Retirement Benefit is not payable in the form of a Joint and Survivor Annuity and ceases upon death or reaching age 65 (whichever occurs first). Under the Plan, if you are “married” under the laws of the state in which you reside, you will be considered married under the terms of the Plan.

The Basic Retirement Benefit and Vested Retirement Benefit paid in this form provide a

reduced monthly Benefit for your lifetime. At your death, 50% of that amount continues to your Surviving Spouse for the remainder of his or her lifetime. Your retirement Benefit is slightly reduced because payments are expected to be made over two lifetimes. (The provisions regarding the Long-Term Disability Benefit are somewhat different and are explained at the end of this section.)

Your Benefit amount under the Joint and Survivor Annuity is reduced to 90% if you and your Spouse are the same age. If you are older than your Spouse, the reduced Benefit is reduced by an additional 0.5% for each of the first 20 years you are older. If you are younger than your Spouse, the reduced Benefit is increased by 0.5% for each of the first 20 years you are younger.

For example, if you are eligible for a Basic Retirement Benefit of \$450 a month and you are single when your payments begin, you will receive \$450 a month for life. If you are married when your payments begin and you are two years younger than your Spouse, your lifetime benefit will be \$409.50 a month ($\$450 \times 91\%$). If you predecease your Spouse, your Spouse will receive \$204.75 a month for life.

Under the Joint and Survivor Annuity, you also may elect the Pop-Up Option. Under this form of payment, you elect to retire with a Joint and Survivor Annuity to protect your Spouse when you die. However, in the event your Spouse dies before you do, your Benefit amount will “Pop-Up” to the Single Life Annuity amount for your lifetime. You must elect this Option (and your Spouse must formally agree to your election) before your Benefit payments begin and there is an additional 1% reduction in your Benefit amount or your Surviving Spouse’s Benefit amount should he or she survive you, for the remainder of your or your Surviving Spouse’s life.

If you are married and do not wish to be paid in the automatic form of a Joint and Survivor Annuity (without a Pop-Up Option), the law requires that you have the consent of your Spouse, in writing, on the form provided by the Trustees. Your Spouse’s written consent must be witnessed by a Plan representative or a notary public and must acknowledge the financial effect of rejecting the Joint and Survivor Annuity. Your Spouse’s written consent must be made not more than 90 days prior to the date your Benefit payments

are scheduled to begin. You will always be given at least 30 days to consider whether or not to reject the Joint and Survivor Annuity. A rejection of the Joint and Survivor Annuity can be revoked anytime and any number of times before your Benefit payments begin.

Benefits will not be paid in the form of a Joint and Survivor Annuity (with or without the Pop-Up Option) if you and your Spouse are not married to each other or your Spouse is deceased when your Benefit payments commence. However, if you were divorced from your Spouse when Benefit payments commenced, your former Spouse will be treated as your Surviving Spouse to the extent required by a legally binding court order called a “Qualified Domestic Relations Order” or “QDRO.” (For details see the section entitled “Assignment of Benefits on page 28.)

Long-Term Disability Benefit—Surviving Spouse Benefit

The Long-Term Disability Benefit is not reduced during your lifetime for payment in the form of a Joint and Survivor Annuity. If you should die after either you or your Surviving Spouse has attained age 60, your Surviving Spouse will begin receiving a Benefit immediately following your death. If you

should die before either you or your Surviving Spouse has attained age 60, your Spouse will begin receiving a Benefit on the first of the month following the date you would have reached age 60 or your Spouse’s 60th birthday, whichever comes first. Alternatively, your Spouse may elect to begin receiving a Benefit at any time after the earlier of his or her 55th birthday or the date you would have attained age 55.

The amount of your Surviving Spouse’s benefit is 50% of the Basic Retirement Benefit, which you would have received had you retired on that type of Benefit, reduced for payment in the form of a Joint and Survivor Annuity. In addition, if your Surviving Spouse begins receiving a Benefit before the earlier of his or her 60th birthday (or 62nd birthday, if applicable) or the date you would have attained age 60 (or 62, if applicable), the Benefit is reduced for early retirement in accordance with the reduction procedures and factors for payment of the early Basic Retirement Benefit as described on page 10.

Tax Considerations

Because your Benefit payments are considered taxable income by the Internal Revenue Service, taxes will be withheld from each payment. However, you have the

option of receiving payment in full. In that case, you are responsible for paying the applicable taxes and penalties (if any) on your Benefit income.

If the actuarial present value of your Benefit or your Surviving Spouse’s Pre-Retirement Surviving Spouse Benefit is \$5,000⁵ or less, the Benefit is payable in one lump-sum upon your election for this form of payment. (If you receive a lump-sum, the Joint and Survivor Annuity as described on pages 20 and 21, is not available). You will have the option of receiving the lump sum directly, but in such case, 20% of the Benefit must be withheld for income taxes regardless of your actual tax liability (if you are younger than age 70^{1/2}). If you do not owe the taxes, you can apply for a refund when you file your tax forms. Alternatively, you can request that the Benefit payment be rolled over to an Individual Retirement Account (IRA) or another qualified retirement plan that accepts rollovers. No withholding will then apply to the Benefit payment. At the time of retirement, you will be provided with a detailed Notice regarding your options with the application election form. If you fail to complete the form, your lump-sum will be rolled over into an IRA selected by the Trustees.

⁵ This amount is reduced to \$1,750 in the event that the Plan enters “Reorganization” due to funding conditions as defined under the Internal Revenue Code



PRE-RETIREMENT SURVIVOR BENEFITS

In addition to providing Benefits to your Surviving Spouse in case of your death after retirement (see Forms of Benefit Payments on pages 20 and 21), the Retirement Fund may provide Benefits to your Surviving Spouse or other beneficiary (if you are unmarried) if you should die before you retire. Those Benefits are called Pre-Retirement Survivor Benefits.

Spouse's Benefit (Married Participants)

For the purposes of survivor benefits under the Plan, if you are "married" under the laws of the state in which you reside, you will be considered married under the terms of the Plan.

If you should die at any age after you are entitled to a Basic Retirement Benefit or a Vested Retirement Benefit but before you have retired on a Benefit, your Spouse will receive a monthly annuity for life. The amount of the annuity will be equal to 50% of the amount you would have received if you had terminated Covered Employment on your date of death, lived to retirement age and retired on a Benefit in the form of a Joint and Survivor Annuity.

If you or your Spouse are at least 60 years old at the time of death, your Surviving Spouse's Benefit will

begin in the month following your death. If neither of you is age 60 at the time of your death, your Surviving Spouse's Benefit will begin in the month of your Spouse's or your (had you lived) 60th birthday, whichever date occurs first. Alternatively, your Spouse may elect to begin receiving a Benefit at any time after the earlier of his or her 55th birthday or the date you would have attained age 55.

However, the Benefit is reduced for early retirement reduced from age 60 and/or 62, as applicable, in accordance with the reduction factors set forth below.

If your Spouse elects to receive this early retirement Benefit, his/her Benefit amount is reduced to account for the longer period of time over which Benefits are assumed to be paid. For Participants who had not incurred a Break in Continuity as of February 1, 2001, the reduction amount is as follows:

- For the portion of the Benefit attributable to Covered Wages earned prior to April 1, 2003, the reduction factor is 3% for each full year (.25% per month) by which the Benefit commences before you would have attained age 60;
- For the portion of the Benefit attributable to Covered Wages

earned on or after April 1, 2003, the reduction factor is 3% for each full year (.25% per month) by which the Benefit commences before you would have attained age 62.

For Participants who incurred a Break in Continuity from February 1, 1999 through January 1, 2001, the early retirement reduction factor is 4% for each full year prior to attaining age 60.

Prior to February 1, 1999, the early retirement reduction factors are shown in Appendix A.

Preretirement Lump-sum Death Benefit (Non-married Participant)

This Benefit is effective for deaths on or after February 1, 1999. If you are unmarried, have attained Vested Status as defined by the Plan, and are a participant at the time of your death (i.e. have not incurred a Break in Continuity), a Lump-sum Death Benefit is payable to your designated beneficiary.

You are required to designate a beneficiary in the form provided by the Trustees. Only the most recent beneficiary Designation on file with the Plan at the time of your death will be valid. In the event that you fail to designate

a Beneficiary, the Death Benefit payable on your behalf will be paid to your estate. If you have no estate, the Death Benefit will be paid first to your children, equally divided, if you have no children then it will be paid to your parents, equally divided. If your par-

ents do not survive you, the Death Benefit will be paid to the individual or entity that the Trustees determine to be entitled, in their sole discretion.

The amount of the Lump-sum Death Benefit is equal to the actuarial equivalent lump-sum value of

the Surviving Spouse Benefit that would have been payable to a Surviving Spouse of your age had you been married on the date of death.

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WORKING AFTER RETIREMENT

Certain types of work after you retire will result in a permanent or temporary withholding of your Benefit or a delay in the commencement of your Benefit payments. That type of work is called “Prohibited Employment.”

Before you reach age 65, Prohibited Employment is any employment or self-employment for an Employer who contributes to the Retirement Fund or an employer in the graphic arts industry in any type of work in the geographic areas covered by the Retirement Fund and over which the Conference has jurisdiction. Such work will result in the permanent withholding of your Benefit payment for the month(s) in which you perform the work.

After you reach age 65, Prohibited Employment is work for 40 hours or more in a month in employment or self-employment, which is:

- (a) In the same industry in which employees covered by the Plan are working; and
- (b) In the same trade or craft in which you were employed at any time while covered by the Plan, including any supervisory work relating to such work, whether or not you were employed in supervisory work while covered by the Plan; and

(c) The same state or metropolitan statistical area covered by the Plan when you retired.

For purposes of applying the 40-hour requirement, all paid hours count, including paid non-work hours.

Where federal tax laws require commencement of Benefit payments when the Participant attains age 70^{1/2}, the Prohibited Employment rules are waived to permit Benefit payments consistent with the tax laws.

If Benefits are paid to you during a month in which Prohibited Employment occurred, you are obligated to repay the amount for that month. The Plan has the right to recover the payments for such month(s) including the use of offsets against future Benefit payments. If you die prior to the Plan recouping the entire amount of such payments, then the payments, if any, to your Surviving Spouse are subject to offset.

You are obligated to promptly notify the Plan in writing of any employment, which occurs or is anticipated to occur after you retire, regardless of the number of hours of work in a month.

Based on that information, the Trustees shall determine whether Benefit payments should be with-

held. If the Trustees become aware that you are working and have not provided sufficient information for a determination to be made as to whether Benefit payments should be withheld because of Prohibited Employment, the Trustees may assume you are working in Prohibited Employment, and your retirement payments may be withheld until you show that you are not working in Prohibited Employment. The information concerning employment should be sent to the Fund Office.

If you stop working in Prohibited Employment and want to resume receiving a Benefit, you must notify the Fund Office in writing at least 30 days before the date you wish payments to be reinstated. The Plan will reinstate Benefit payments on the later of the first day of the third calendar month after the last month in which you cease Prohibited Employment or 30 days after written notice is given to the Plan of your desire to have Benefits started or reinstated. The payment of the Benefit can relate back to the month following the last month in which Prohibited Employment occurred. The notice to reinstate Benefit payments must include your name, Social Security num-

ber, the date on which you ceased working in Prohibited Employment and the date as of which you wish to have the Benefit started or reinstated.

When Benefits are suspended, the Fund Office will provide you with a notice describing the reasons for the suspension plus other information relating to the suspension. You can request a review of a decision to suspend Benefits by filing a request for review with the

Fund Office, and such request for review must set forth the basis for your objection to the suspension. The request for review will be processed in the same manner as an appeal of a Benefit denial.

If you qualify for a Benefit but are working in Prohibited Employment when your Benefit is scheduled to start, the Benefit commencement date will be postponed until after you cease working in Prohibited Employment.

The rules described above for Prohibited Employment by a retiree, including notice to the Fund Office, also apply to a Benefit applicant.

You may request an advanced determination as to whether a particular type of employment may constitute Prohibited Employment.

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APPLYING FOR BENEFITS

You will need to fill out an Application to collect your Benefits, choose a method of payment or file a claim. You may obtain all the required documents and forms to apply for Benefits and name your beneficiary from the Fund Office or you may download the required forms from the Fund's website at www.gccibt-srdf.org

Your Local Union office may have all the necessary documents and forms, but it is not an agent for the Fund. All questions should be directed to the Fund Office.

Generally, Benefits are effective as of the first day of the calendar month following the date your completed Pension Application is post-marked provided you meet all of the eligibility requirements for a Benefit. You are encouraged to submit your Application as soon as you know your retirement date. Delaying filing your Application can result in delayed Benefit payments.

Delayed Social Security Award

In the event you are denied a Social Security Disability Benefit Award but, on appeal to Social Security, you are awarded Benefits, your Application for Plan Long-Term Disability Benefits must be received by the Fund Office within four months of the date of your award letter from Social Security in order for Benefits to be retroactive to the standard Plan effective date.

The standard date is the first of the sixth month coincident with or next following the date of disability as declared by Social Security. If your Application is not received within the four-month period, your Long-Term Disability Benefits will begin on the first of the month following receipt of your Application for Benefits.

Retirement After Normal Retirement Age

A Vested Plan Participant who applies for Plan Benefits after attaining age 65 is entitled to the monthly Benefits which he or she missed from the first of the month following attainment of 65 (Normal Retirement Date) to the actual Benefit commencement date (except for months in which Benefits were suspended due to work in Prohibited Employment as described on pages 24 and 25). The missed Benefit payments may be paid in one of two ways. You may elect a retroactive lump sum payment equal to the total amount of monthly Benefits that you did not receive prior to your actual Benefit commencement date plus interest. Future monthly Benefit payments will be equal to the amount you would have received if your Benefit had commenced on your Normal Retirement Date (first of the month following age 65). Alternatively, you may elect an actuarially increased monthly Benefit equal, over the course of your expect-

ed lifetime (and your Spouse's lifetime, if applicable) to the value of the Benefit payments you missed. Under this option, there is no retroactive lump sum payment since your monthly Benefit payment going forward is increased to account for the missed payments. Also, under this option, the Surviving Spouse of a married Participant is entitled to an increased survivor benefit as well since the survivor benefit is equal to 50% of the amount the Participant was receiving at the time of death. The Participant, and Spouse, if applicable, will be required to complete an Election Form to select the manner in which you elect to receive your missed Benefits payments. In any event, you are required to notify the Plan and apply for Benefits in a timely manner so that payments can begin no later than the April first of the calendar year following the year in which you attain age 70^{1/2}. If Benefits do not begin by that date, you may be subject to a substantial excise tax.

Incapacity or Incompetence

If the Trustees determine that you did not apply for Benefits in a timely fashion due to incompetence, retroactive Benefits may be payable depending on the facts and circumstances of the case.

Overpayments

If, due to administrative or other error, you are mistakenly overpaid

or paid a Benefit to which you are not entitled, you are required to reimburse the Retirement Fund for the amount of the overages. Also, the Fund has the right to offset any future Benefits to which you or your Spouse are entitled by the amount of the overpayment.

Your Information

It is your responsibility to furnish additional information if requested from the Fund Office and to make sure the Fund Office always has your current address so that you can receive timely communications from the Plan. You should submit your retirement documentation to the Fund Office directly. Please note that if you return your completed forms to a Local Union office to send to the Fund Office, the Fund will not be responsible for the untimely receipt of such documentation.

Appeal Review Procedure

The Board of Trustees determines if you are eligible for a Benefit. Disagreements about Benefits are rare, but should you and the Trustees disagree on your Eligibility for Benefits or over the amount of your Benefit, you may follow the review process outlined in this section.

If you applied for Benefits under the Plan and any portion of the your claim is denied, you will receive a written notice stating the specific reasons for the denial, specific reference to pertinent Plan provisions upon which the denial was based, a description of any additional information or material necessary to perfect the claim and an explanation of why such information or material is necessary, and information on the steps to take if you wish to submit the claim for review.

Within 60 days after you receive written notice denying any

Benefits (180 days in the case of a Long-term Disability Benefit), in whole or in part, you or your authorized representative may submit a written appeal to the Trustees requesting a review of that decision.

Your appeal may contain such issues and comments as you wish considered in the review. You may also review pertinent documents in the Trustees' possession. The Trustees will generally make a final determination on your claim within 60 days (45 days in the case of a Long-Term Disability Benefit) of receiving your appeal. If additional time is required to review your request, you will be notified in writing before the expiration of the initial 60-day period (or 45-day period in the case of a Long-Term Disability Benefit) of the delay and a determination will be made within 120 days (or 90 days in the case of a Long-Term Disability Benefit). That notice will state the special circumstances requiring the extension and the date by which you can expect a decision regarding the review of your claim.

The Trustees' decision is final and binding unless a court determines that their decision was arbitrary or made in bad faith. The Fund Office will advise you of the determination in writing and will explain the specific reasons for the determination and the references to any Plan provisions on which the determination is based.

Your claim will be deemed denied on review if the Fund Office fails to give you written notice of final determination within 60 days (45 days in the case of a Long-term Disability Benefit) after receiving your request for review, plus any extension of time up to 60 additional days (or 45 days in the case of a Long-Term Disability Benefit) for completing the review, as special circumstances require.

If you are dissatisfied with the decision on your appeal of a denied Benefit, in whole or in part, you have the right to bring a civil action under ERISA Section 502(a).

Effective For Claims and Actions Filed on or After January 1, 2003

Any claim filed under these rules and any action filed in state or federal court by or on behalf of a Participant or a beneficiary for the alleged wrongful denial of Plan Benefits or for the alleged interference with ERISA-protected rights must be brought within two years of the date the Participant's or beneficiary's cause of action first accrues. A cause of action with respect to a Participant's Benefits under the Plan shall be deemed to accrue when the Participant has received the calculation of the Benefits that are the subject of the claim or legal action, except that in the case of such an action in state or federal court, the Participant must also have reached the earlier of: (i) his annuity starting date, or (ii) a date identified to the Participant by the Trustees on which payments shall commence. A cause of action with respect to the alleged interference with ERISA-protected rights shall be deemed to accrue when the claimant has actual or constructive knowledge of the acts that are alleged to interfere with ERISA-protected rights. Failure to bring any such claim or cause of action within this two-year time frame shall preclude a Participant or beneficiary, or any representative of the Participant or beneficiary, from filing the claim or cause of action. Correspondence or other communications following the claims process described above shall have no effect on this two-year time frame.



ADMINISTRATION OF THE FUND

You should know some administrative details such as the name and address of the Plan Administrator and Fund Office.

The Graphic Communications Conference of the International Brotherhood of Teamsters Supplemental Retirement and Disability Fund is a defined benefit plan designed to make an addition to the Social Security Benefits and personal savings you have accumulated for retirement years.

Plan Sponsor

The Plan is sponsored by your Employer and the Graphic Communications Conference of the International Brotherhood of Teamsters. The address of the Fund Office is:

**Graphic Communications
Conference of the
International Brotherhood of
Teamsters Supplemental
Retirement and Disability Fund**
455 Kehoe Boulevard, Suite 101
Carol Stream, Illinois 60188
(630) 871-7733

Plan Year

The Plan year is May 1st through April 30th, which is referred to as the Plan Fiscal Year.

Board of Trustees

The Plan is administered by a joint Board of Trustees. All

Contributions to the Retirement Fund and investment earnings are held in an independent trust for the exclusive benefit of Participants and their beneficiaries. The Plan Administrator has also been named agent for service of legal process.

Plan Numbers

The Board of Trustees' Employer Identification Number assigned by the Internal Revenue Service is 52-6718568, and the Plan Number is 001.

Assignment of Benefits

The Plan is intended to pay Benefits only to you, your Spouse or your beneficiaries. Your Benefit cannot be used as collateral for loans or be assigned in any other way. However, the Plan may be required to assign all or a portion of your Benefit in the event it becomes subject to a "Qualified Domestic Relations Order" or "QDRO" assigning your Benefit to a former spouse, a child or other dependent. In addition, a QDRO may require that the Plan treat your former spouse as your current Spouse for the purpose of survivor benefits. In order to be binding on the Plan, a QDRO must meet certain legal requirements set forth in federal law. If the Plan receives a

QDRO or notice that your Benefit may be subject to a QDRO, you and other interested parties will be notified and provided with a copy of the Plan's procedures for reviewing and administering QDRO's. If you would like a copy of those procedures or other information about QDRO's at any time, contact the Fund Office. Also, should your Benefit become subject to a tax lien, the Plan will comply with the lien to the extent required by law.

If you are unable to manage your affairs because of an illness, accident, or mental or physical incapacity, your Benefits may be paid to your legally appointed guardian or legal representative for your maintenance and support.

Employment

Participation in the Plan is provided as a benefit to certain individuals. Participation in no way guarantees or implies the right to continued employment in the industry.

Maximum Benefits

There are certain limitations on the annual Benefits you can be paid under this Plan. While most will never reach that maximum, it is a legal requirement that the maximum be stated in the Plan's legal document. You will be contacted if this maximum affects you.

Plan Changes and Termination

The Plan is intended to be permanent, but may be amended or discontinued by the Board of Trustees. If the Plan is terminated, the accrued Benefit of each Participant becomes fully Vested and non-forfeitable to the extent that the assets of the Plan are large enough to pay the Benefits. Federal regulations dictate the priority of Benefit payments in the event of Plan termination as follows:

1. Certain annuities (to the extent guaranteed by the Pension Benefit Guarantee Corporation "PBGC") that participants have been receiving or could have been receiving for at least five years prior to Plan termination.

2. Other vested benefits (to the extent guaranteed by the PBGC) for participants and beneficiaries not included above who have benefits guaranteed under the Plan by the PBGC.

3. Other vested benefits (to the extent not provided for above) for all participants and beneficiaries who have met the vesting requirements.

4. All other benefits that have not been provided for above.

Pension Insurance

Your retirement benefits under this multi-employer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multi-employer plan is a collectively bargained retirement arrangement involving two or more unrelated employers, usually in a common industry.

Under the multi-employer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multi-employer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multi-employer program, the PBGC guarantee equals a participant's years of service multiplied by (1) 100% of the first \$11 of the monthly benefit accrual rate and (2) 75% of the lesser of: (i) \$33 or (ii) the accrual rate, if any, in excess of \$11. The PBGC's maximum guarantee limit is \$35.75 per month times a participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be \$12,870.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the plan becomes insolvent; and (3) certain benefits for your sur-

vivors. The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the earlier of (i) the date the plan terminates or (ii) the time the plan becomes insolvent; (3) benefits that are not vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the plan becomes insolvent; and (5) non-retirement benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

For more information about the PBGC and the benefits it guarantees, ask the Fund Office or contact the PBGC's Technical Assistance Branch, 1200 K Street, N.W., Suite 930, Washington, D.C. 20005-4026 or call (800) 400-7242 (toll free) or 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's Web site on the Internet at <http://www.pbgc.gov>



YOUR BENEFIT RIGHTS

As a Participant in the Graphic Communications Conference of the International Brotherhood of Teamsters Supplemental Retirement and Disability Fund, you are entitled to certain rights and protection under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan Participants shall be entitled to:

Receive Information About Your Plan and Benefits

■ Examine, without charge, at the Fund Office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.

■ Obtain, upon written request to the Fund Office, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Administrator

may make a reasonable charge for the copies.

■ Receive a summary of the Plan's annual financial report. The Fund Office is required by law to furnish each Participant with a copy of this summary annual report.

■ Obtain a statement telling you whether you have a right to receive retirement benefits at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to retirement benefits, the statement will tell you how many more years you have to work to get a right to retirement benefits. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the employee Benefit Plan. The people who operate your Plan, called "fiduciaries," have a duty to do so prudently and in the interest of you and other Plan Participants

and beneficiaries. No one, including your Employer, your Union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a Benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA there are steps you can take to enforce the above rights.

For instance, if you requested a copy of Plan Documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Fund Office to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the

Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S.

Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the

court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Fund Office. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Fund Office, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone

directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

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APPENDIX A

GCC/IBT SUPPLEMENTAL RETIREMENT AND DISABILITY FUND

Early Retirement Factors to be applied to the Basic Retirement Benefit and Vested Retirement Benefit

Months	0	1	2	3	4	5	6	7	8	9	10	11
Age 60	100.00%											
59	89.79%	90.64%	91.49%	92.34%	93.19%	94.04%	94.90%	95.75%	96.60%	97.45%	98.30%	99.15%
58	80.78%	81.53%	82.28%	83.03%	83.78%	84.53%	85.29%	86.04%	86.79%	87.54%	88.29%	89.04%
57	72.82%	73.48%	74.15%	74.81%	75.47%	76.14%	76.80%	77.46%	78.13%	78.79%	79.45%	80.12%
56	65.75%	66.34%	66.93%	67.52%	68.11%	68.70%	69.29%	69.87%	70.46%	71.05%	71.64%	72.23%
55	59.46%	59.98%	60.51%	61.03%	61.56%	62.08%	62.61%	63.13%	63.65%	64.18%	64.70%	65.23%

APPENDIX B

Appendix B is applicable to Participants retiring prior to May 1, 2006 and is not included in this Summary Plan Description

APPENDIX C

GCC/IBT SUPPLEMENTAL RETIREMENT AND DISABILITY FUND Early Retirement Factors to be applied to the Supplemental Early Retirement Benefit

Months	0	1	2	3	4	5	6	7	8	9	10	11
Age 60	100.00%											
59	79.35%	81.07%	82.79%	84.51%	86.23%	87.95%	89.67%	91.40%	93.12%	94.84%	96.56%	98.28%
58	64.73%	65.95%	67.17%	68.38%	69.60%	70.82%	72.04%	73.26%	74.47%	75.69%	76.91%	78.13%

FUND DIRECTORY

GRAPHIC COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS SUPPLEMENTAL RETIREMENT AND DISABILITY FUND

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Kansas City, MO

Kurt Freeman
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Under Revision as of 9/12/07

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The Townsend Group (Real Estate)

INVESTMENT MANAGERS

Allegiant Asset Management Co.; AMB Institutional Alliance Fund III; Arden Asset Management, LLC; Ariel Capital Management LLC; Capital Guardian Trust Company; Capmark Commercial Realty Partners II, LP; CB Richard Ellis Strategic Partners III, LP; The Clifton Group Investment Management Company; Comerica Bank (Munder Capital Asset Management); Dearborn Partners, LLC; DePrince, Race & Zollo, Inc.; Enhanced Investment Technologies, LLC (INTECH); EnTrust Capital Inc.; Hamilton Lane Advisors LLC; ING Clarion Lion Properties Fund; Landmark Partners Inc.; LSV Asset Management; Lubert Adler Real Estate Fund II, LP; Morgan Stanley Real Estate Prime Property Fund; Northern Trust Global Investments, Inc.; Pacific Investment Management Company, LLC (PIMCO); Principal Real Estate Separate Account; Prudential PRISA; Realty Associates TA Fund IV; RREEF America REIT II, Inc.; Templeton Management Limited; UBS Real Estate Separate Account; ULLICO J for Jobs; Voyageur Asset Management, Inc.; Walton Street Real Estate Fund I & II, LP; and Washington Capital Management, Inc.

CUSTODIAN BANK

Comerica Bank



Graphic Communications Conference of the International Brotherhood of Teamsters

SUPPLEMENTAL RETIREMENT AND DISABILITY FUND

455 Kehoe Boulevard, Suite 101, Carol Stream, IL 60188



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