

IATSE LOCAL 38 AND LOCAL 812 PENSION FUND

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Administered for the Trustees by:
TIC International Corporation

These questions and answers are an effort to provide Participants with summary answers to common questions asked by Fund Participants. These questions and answers are not intended to cover every detail of the Pension Plan or every situation, which might occur. Please view the Summary Plan Description, which provides more detail about the Pension Plan in a summary form, and the Pension Plan itself. If there is any conflict or difference between these questions and answers, the Summary Plan Description and the formal Pension Plan, the formal Pension Plan and not these questions and answers or the Summary Plan Description will control.

What Is The Plan Year?

Answer: The Plan Year runs from July 1st through June 30th of the following year, except that the first Plan Year ran from January 1, 1989 through June 30, 1990.

How Do I Become A Plan Participant?

Answer: When and how you become a Participant depends on how many hours you've worked in any consecutive 12-months period and when:

- 1) Between January 1, 1989 and July 1, 1990: You became a Participant on July 1, 1990, if you worked at least 600 hours for which Employer contributions were required;
- 2) After July 1, 1990 but before July 1, 1997: You became a Participant on January 1 or July 1, whichever comes first, after you had worked at least 600 hours for which Employer contributions were required in any consecutive twelve (12) month period;
- 3) After July 1, 1997: You become a Participant on January 1 or July 1, whichever comes first, after you've worked at least 800 hours for which Employer contributions are required in any consecutive twelve (12) month period.

How Do I "Vest" In My Account?

Answer: To vest, you must work at least 800 hours, for which Employer contributions are required, in each of two (2) Plan Years before you suffer a "permanent Break-in-Service." The two (2) Plan Years need not be consecutive, but the two years must be earned before a "permanent Break-in-Service" occurs. (The vesting requirement prior to July 1, 1997 is 600 hours in a Plan Year for two (2) Plan Years to become fully vested.)

There are also other ways to vest. If you reach age 62, become disabled from working as a stagehand or die before you suffer a "permanent Break-in-Service," you automatically become fully vested in your Account, even if you've not otherwise vested. Once you "vest" in your Account, you cannot lose or forfeit your Account.

How Do I Know What My Account Balance Is?

Answer: Each Plan Year that you are a Participant the Trustees will send you an annual statement which shows your Account balance.

How Do I Qualify For Benefits?

Answer: You're eligible for benefits if you retire early at age 58 or at the normal retirement age of 62, if you retire for disability, or if you permanently quit working as a stagehand after you meet the vesting requirements.