

MICHIGAN CARPENTERS' FRINGE BENEFIT FUNDS

Michigan Carpenters' Health Care Fund
Michigan Carpenters' Pension Fund
Michigan Carpenters' Apprenticeship & Training Fund

APRIL 2002

NOTICE OF PENSION PLAN MODIFICATIONS

We are pleased to announce that the Trustees of the Michigan Carpenters' Pension Fund (the "Plan") have amended the Plan. This notice, known as a Summary of Material Modifications ("SMM") is an amendment to the Summary Plan Description ("SPD") you received previously. You should keep this SMM with your SPD for future reference.

The Board of Trustees of the Pension Fund adopted the following Plan Modifications:

- Effective retroactive to September 1, 2000, the Pre-Retirement Death Benefit was amended to provide 100% of eligible contributions with 15 or more Years of Service. It was further amended to eliminate the eligibility requirement of age 45.
- Effective September 1, 2001, the Joint & 75% Survivor Optional form of Benefit will be available to retiring Participants.
- Effective immediately, under Article II, Section 4 – Years of Service for Other Employment, the name of the State of Michigan Department of Labor was changed to reflect its new name - the Michigan Department of Consumer and Industry Services.
- Effective retroactive to May 1, 2001, a Limited Waiver of the Suspension of Benefits Provision was adopted to permit retirees to work in a supervisory, office or managerial position, which was not covered by the Collective Bargaining Agreement, such as superintendent, estimator, etc. The Limited Waiver was granted so that the contractors could staff their jobs with experienced and highly skilled workers during this busy construction season. The Waiver was in effect from May 1 through December 31, 2001 and would apply only to employment with a union contractor who contributes on its bargaining unit employees to this Fund or to another pension fund affiliated with the United Brotherhood of Carpenters and Joiners of America.
- Effective May 1, 2001, the Plan's Suspension of Benefits Rules were reinstated. This means that Pension Benefits would be suspended if a Retired Participant returned to work at the Carpentry Trade during a calendar month and worked 40 or more hours with the State of Michigan.
- The Unlimited Waiver of the Suspension of Benefits provision was extended through **April 30, 2001**.
- Effective retroactive to September 1, 2000, the total pension contributions remitted on an Active Participant's behalf, subsequent to any Permanent Break(s) in Service that he may have suffered, would be included in the calculation of his Accrued Benefit.

BOARD OF TRUSTEES,
MICHIGAN CARPENTERS' PENSION FUND

To: PLAN PARTICIPANTS OF THE MICHIGAN CARPENTERS' PENSION FUND

Re: 2001 SUMMARY ANNUAL REPORT

Dear Plan Participant:

This is a summary of the annual report of the Michigan Carpenters' Pension Fund, Sponsor Identification Number 38-6233978, Plan No. 001, for the period of September 1, 2000 through August 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by a Trust Fund. Plan Expenses were \$29,817,479. These Expenses included \$2,538,959 in Administrative Expenses (see Schedule A), and \$27,278,520 in benefits paid to Participants and Beneficiaries. A total of 9,225 persons were Participants in or Beneficiaries of the Plan at the end of the Plan Year, although not all of these persons had yet received the right to receive benefits.

The value of Plan Assets, after subtracting Liabilities of the Plan, was \$498,764,345 as of August 31, 2001, compared to \$535,084,326 as of September 1, 2000. During the Plan Year, the Plan experienced a decrease in its Net Assets of \$36,319,981. This decrease included unrealized appreciation or depreciation in the value of Plan Assets; that is, the difference between the value of the Plan's Assets at the end of the year and the value of Plan Assets at the beginning of the Year, or the cost of the Assets acquired during the Year. The Plan had Total Income of \$(6,502,502), including employer contributions of \$16,958,504, realized losses of \$37,607,874 from the sale of Assets, earnings from investments of \$13,717,708 and other income of \$429,160.

MINIMUM FUNDING STANDARDS

An Actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have a right to receive a copy of the full annual report or any part thereof on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of Plan Assets; and
4. Actuarial information regarding the funding of the Plan.
5. Financial information and information on payments to service providers; and
6. Information regarding any common or collective trusts, pooled separate accounts; master trusts and 103-12 investment entities in which the Plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrative Manager, TIC International Corporation, 6525 Centurion Drive, Lansing, Michigan 48917-9275, at Toll Free (800) 273-5739 or at (517) 321-7502. The charge to cover copying costs will be \$11.25 for the full annual report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a statement of the Assets and Liabilities of the Plan and accompanying notes, or a statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at the address given, at your local union office, at your employer's establishment if at least 50 Plan Participants are employed there, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the U.S. Department of Labor should be addressed to: Public Disclosure Room, N-5638, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

Sincerely,

**BOARD OF TRUSTEES
MICHIGAN CARPENTERS' PENSION FUND**

Management Trustees

Bart Carrigan, *Chairman*
Charles Clark
Wayne Johnson
T. Gregory Longpre
Matthew Spence, III
W. Stanley Whitaker

Union Trustees,

David Stark, *Secretary*
Douglas Buckler
Anthony Michael
Dave Miller
Richard Morehead
Gary W. Novara

Schedule A: Administrative Expenses for the Pension Fund:

Investment fees	\$1,663,188
Administrative Managers' fee *	278,160
Collection fees	131,959
Payroll Audit fees	103,167
Legal fees	65,752
Computer processing	50,024
Printing and miscellaneous	44,872
Trustee Fiduciary Liability	
Insurance and Bonding	33,677
Bank Service Charges	30,797
Conference and meeting expenses	27,359
Postage	27,026
Premiums- Pension Benefit Guaranty Corp	21,857
Actuarial Valuation fee	21,400
Annual Audit fee	13,600
SSA compliance costs	11,299
Medical examinations	8,983
Participant notices	5,138
Summary Plan Description Costs	<u>701</u>
 Total Administrative Expenses	 \$2,538,959

* Includes rent, equipment, staffing, daily postage, etc.

**IMPORTANT NOTICE TO PLAN PARTICIPANTS
WHO BEGIN RECEIVING PENSION
PAYMENTS BEFORE AGE 55**

Like many other construction industry pension plans, the Michigan Carpenters' Pension Fund will, in accordance with the Pension Fund's plan document and Department of Labor regulations, suspend your monthly pension benefits if you return to work for 40 or more hours per month in the same trade in the construction industry in Michigan ("suspendible service") unless these provisions have been waived by Plan Modification.

In addition, if your pension payments are suspended before you have both reached age 59 ½ and received pension payments for five year, you may be required, under the federal Tax Code, to pay an additional 10% "penalty" income tax on all or a portion of the pension payments you previously received.

Accordingly, if you consider returning to work in the same trade in the construction industry in Michigan, you should first contact both: (1) the Pension Department at the Fund Office to learn what the Fund's suspension-of-benefits rules are at that time; and (2) your tax advisor to consider the potential income tax effects of returning to work and having your pension benefits suspended at that time.

**BOARD OF TRUSTEES
MICHIGAN CARPENTERS' PENSION FUND**

To: PLAN PARTICIPANTS APPROACHING THE NORMAL RETIREMENT AGE

Re: MICHIGAN CARPENTERS' PENSION FUND

Dear Plan Participant:

This notice applies only to Plan Participants who do **NOT** elect to retire at the normal retirement age and who may choose to continue working. "Normal Retirement Age" under the Pension Plan is age 65.

If you continue to work after reaching the normal retirement age, your Plan' Suspension of Benefit Rules will be applied even though you have not actually retired.

Under the Suspension of Benefit Rules, no benefits are payable for any month in which you work 40 hours or more in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of any Participating Local whether within or without the State of Michigan. This suspension is applicable until the April 1st following the calendar year in which you reach age 70 ½ or unless waived on a temporary basis by this Board of Trustees. Thereafter, you may both work and receive your monthly pension.

If you continue to work after reaching the normal retirement age, but work less than 40 hours per month or do not work at all, no pension benefits will be paid during such months. However, when you do retire, you may be entitled to additional benefits for those months between your normal retirement age and your actual date of retirement if you did not work at least 40 hours in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan.

Be assured that application of the Suspension of Benefits Rules while you are working after reaching the normal retirement age will in no way affect your current vesting or benefit accrual status under the Plan. When a Participant who continues to work after his normal retirement age decides to actually retire, his normal retirement benefit will be determined in accordance with the regular Plan provisions. Such provisions give credit for work performed under the Plan prior to actual retirement if the requirement of a minimum 435 hours of work in a Plan Year is met.

If you disagree with how the Suspension of Benefit Rules is being applied to your particular case, you have the right to appeal to the Board of Trustees. The Appeal Procedure is set forth on Page S-18 of the Summary Plan Description.

If you have any questions about how the Suspension of Benefit Rules will be applied to your employment situation, be sure to contact the Pension Department at the Fund Office before continuing to work beyond the normal retirement age.

BOARD OF TRUSTEES
MICHIGAN CARPENTERS' PENSION FUND

NOTICE OF SUSPENSION OF PENSION BENEFITS PROVISIONS TO RETIRED PARTICIPANTS

This is to remind you of the provisions of the Pension Plan governing Suspension of Pension Benefits for returning to work at the Carpentry Trade. Under these provisions, Pension Benefits being paid to Retired Participants may be suspended only if **ALL** of the following conditions are met:

1. A retiree is working **40** or more hours during any given month (or during the payroll periods falling within that month); and
2. The work is in the same industry as the type of business activity engaged in by employers who contribute to the Plan even though his employer may not be a contributing Employer (e.g., non-union); and
3. The work is at the same trade or craft in which the retiree was working when he earned benefits under the Plan. (Self-employed work, as well as supervisory work can be considered as a return to work so long as the retiree is using the same skill or skills he acquired while he worked under a union collective bargaining agreement); and
4. The work is performed within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan

This suspension is applicable until the April 1st following the calendar year in which the retired Participant reaches age 70 ½. Thereafter, you may both work and receive your monthly pension.

Under the provisions of the Plan, every retiree **is required** to immediately notify the Pension Department at the Fund Office if he returns to work in any capacity regardless of whether he returns to work for a non-contributing employer (e.g., non-union) or in a self-employed capacity. Failure to notify the Pension Department in a timely

manner of a return to work may subject the retired Participant to possible suspension of his current and/or future Pension Benefits.

BOARD OF TRUSTEES
MICHIGAN CARPENTERS' PENSION FUND

To: PLAN PARTICIPANTS OF THE MICHIGAN CARPENTERS' HEALTH CARE FUND

Re: 2001 SUMMARY ANNUAL REPORT

Dear Plan Participant:

This is a summary of the annual report of the Michigan Carpenters' Health Care Fund, Sponsor Identification Number 38-6058383, Plan No. 501, for the period of September 1, 2000 through August 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

The value of Plan Assets, after subtracting Liabilities of the Plan, was \$(2,070,221) as of August 31, 2001, compared to \$3,605,741 as of September 1, 2000. During the Plan Year the Plan experienced a decrease in its Net Assets of \$5,675,962. This decrease included unrealized appreciation or depreciation in the value of the Plan Assets; that is, the difference between the value of the Plan Assets at the end of the Year and the value of the Plan Assets at the beginning of the Year or the cost of Assets acquired during the Year. During the current Plan Year, the Plan had Total Income of \$18,578,745, including employer contributions of \$13,511,298, employee contributions of \$3,340,114, realized losses of \$225,609 from the sale of Assets, earnings from investments of \$1,918,750 and other income of \$34,192.

Plan Expenses were \$24,254,707. These Expenses included \$1,085,519 in Administrative Expenses (see Schedule A on the next page) and \$23,169,188 in Benefits paid on behalf of Participants and Beneficiaries.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have a right to receive a copy of the full annual report or any part thereof, on request. The items listed below are included in that report:

1. An Accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of Plan Assets; and
4. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrative Manager, TIC International Corporation, 6525 Centurion Drive, Lansing, Michigan 48917-9275, at Toll Free (800) 273-5739 or at (517) 321-7502. The charge to cover copying costs will be \$3.75 for the full annual report or twenty-five cents per page for any part thereof.

You also have the right to receive from the Plan Administrative Manager, on request and at no charge, a Statement of Assets and Liabilities of the Plan and accompanying notes, or a Statement of Income and Expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrative Manager, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan at the address give, at your local union office, at your employers' establishment if at least 50 Plan Participants are employed there, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the U.S. Department of Labor should be addressed to: Public Disclosure Room, N-5638, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Sincerely,

BOARD OF TRUSTEES
MICHIGAN CARPENTERS' HEALTH CARE FUND

Union Trustees,

David Stark, *Chairman*
Michael Donnelly
Arthur Huff
Gary Isham
Dave Miller
John Nagelhout

Management Trustees,

Bob Fontana, *Sec.*
Duane Bremer
Stanley Buell
Wayne Johnson
Hazel Leonard
Robert Root

Schedule A: Administrative Expenses for the Health Care Fund:

Administrative Managers' fee *	\$540,853
Collection fees	130,357
Payroll Audit Fees	103,467
Printing and miscellaneous	69,668
Investment expenses	66,966
Computer processing costs	55,978
Bank service charges and lock box fee	25,877
Trustee Fiduciary Liability Insurance & Bonding	14,578
Annual Audit fee	13,600
Legal fees	9,777
Actuarial fee	9,200
Notices to participants	5,138
Summary annual report costs	4,921
ERISA reporting costs	1,080
Educational foundation costs	<u>525</u>
Total Administrative Expenses	\$1,085,519

* Includes rent, equipment, staffing, daily postage, etc.

To: PLAN PARTICIPANTS OF MICHIGAN CARPENTERS' HEALTH CARE FUND

Re: WOMEN'S HEALTH AND CANCER RIGHTS

Dear Plan Participant:

Due to recent changes in Federal law, the Trustees of your Health Care Fund are issuing this annual notice in compliance with the Women's and Cancer Rights Act of 1998. Your Health and Welfare Plan already provides the benefits required by this new law. You have a right to this notice, and the Trustees are providing the notice for your information so that you may be assured that you are treated in accordance with Federal law if the need arises.

The Federal law requires that all health care plans that provide medical and surgical benefits for mastectomies provide, Participants and Beneficiaries receiving mastectomy benefits and who elect mastectomy related breast reconstruction with coverage for the following:

- **Reconstruction of the breast on which the mastectomy has been performed.**
- **Surgery and reconstruction of the other breast to produce a symmetrical appearance; and**

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- **Prostheses and physical complications of all stages of mastectomy including lymph edemas; in a manner determined in consultation with the attending physician and the patient. Such coverage may be subject to annual deductibles and coinsurance provisions as may be deemed appropriate and as are consistent with those established for other benefits under the plan or coverage.**

The Fund has provided coverage for mastectomies for a number of years. As part of this coverage, the Plan also covered the procedures necessary to effect reconstruction of the breast on which the mastectomy was performed, as well as the cost of prostheses and physical complications of all stages of mastectomy, including lymph edemas, as recommended by the attending physician of any patient receiving Plan benefits in connection with the mastectomy and inc consultation with the patient. The Plan also covers any surgery and reconstruction of the other breast to achieve a symmetrical appearance.

Please keep this notice with your Summary Plan Description. If you have any questions regarding these federal requirements, please contact the Fund Office.

Sincerely

BOARD OF TRUSTEES
MICHIGAN CARPENTERS' HEALTH CARE FUND

To: PLAN PARTICIPANTS OF MICHIGAN CARPENTERS' HEALTH CARE FUND WHO ARE "ACTIVELY EMPLOYED" AT THE TRADE, OR THEIR SPOUSES, WHO ARE CLOSE TO AGE 65 OR WHO ARE 65 OR OLDER

Dear Plan Participant:

If you are currently employed and eligible for Medicare, Federal law requires that the Fund offer you a choice as to whether you want Medicare or the Michigan Carpenters' Health Care Fund to be primary payor of your health care benefits.

Previously, if you were an **active employee**, or your spouse who was **age 65** or older and had Medicare coverage, Medicare paid first and then the Fund paid for supplemental coverage up to the limits provided for under the Fund's Schedule of Benefits.

In an effort to reduce Medicare costs, Congress passed a law, which requires that for active employees or dependent spouses age 65, **or over**, group health plans, rather than Medicare, be the primary payor of benefits unless the employee or spouse specifically elects to have Medicare as the primary payor. In effect, Federal law shifts more of the cost of your health care services from Medicare to the Fund.

If you select Medicare as the primary payor of benefits, your out-of-pocket expenses will generally be greater than they would be if the Fund were the primary payor. This is due in part to the fact that if Medicare is the primary payor, the Fund will **NO LONGER BE PERMITTED** to provide any supplemental coverage for hospital or surgical services. You would have to depend totally on Medicare or other privately purchased health insurance.

Also, if Medicare is the primary payor, the Fund would **NOT** be permitted to pay any of the deductibles or co-insurance required for Medicare services, **NOR** be permitted to pay any amount above the limits set by Medicare or various health care services.

Because of the additional costs to **YOU** if Medicare is the primary payor of benefits, **the Trustees have decided that the Fund should be the primary payor of benefits for all participants age 65 or over, and for their spouses age 65 or over, who are still actively employed at the Trade**, even though it may result in increased costs to the Fund to provide such coverage. This means that, in most cases where Medicare and the Fund cover the same items or services, the Fund will pay first and then Medicare will supplement the Fund's coverage up to the Medicare limits.

In most cases, the Fund's benefits are more generous than those provided under Medicare. Where they are not, you retain the right to file your claim with Medicare for whatever supplemental coverage is available. Your combined benefits from Medicare and the Fund will remain unchanged if the Fund is the primary payor.

If for some reason you would prefer to have Medicare as the primary payor, you must state this preference in writing to the Fund Office **within 90 days** of the date of this notice.

In making this decision, we suggest that you compare the Fund's benefits with those provided under Medicare and consider the consequences of selecting Medicare as the primary payor.

A complete description of the Fund's eligibility rules and Schedule of Benefits may be found in your Summary Plan Description (SPD) and in subsequent notices of changes, which have been mailed to you. If you need a copy of this information, feel free to contact the Fund Office.

A description of Medicare's eligibility rules and benefits may be found in a booklet entitled, "Your Medicare Handbook." A copy may be obtained from your local Social Security Administration Office.

REMEMBER: If you select Medicare as your primary payor of benefits, the Fund may NOT supplement the Medicare coverage in any way and you are fully responsible for any Medicare deductibles and co-insurance.

Regardless of your election decision, it would seem advisable for you to pay the required monthly premiums for the Medicare Part-B Program, which covers physicians' charges. This will generally help cover certain expenses not covered under the group health care plan. It should be noted that if you fail to pay the Part-B premiums on time while you are working between the ages of 65 and 69, you may still be able to enroll in the

Part-B Program when you stop working or reach age 70, without payment of a late penalty. (For details, check with your local Social Security Administration Office.)

If you have not yet applied for Medicare coverage, we urge you to do so as soon as possible. Your local Social Security Administration Office will assist you with determining your eligibility for such benefits and with completion of the application form.

If you have any questions about the information provided in this notice, please contact the Fund Office.

Sincerely,

BOARD OF TRUSTEES
MICHIGAN CARPENTERS' HEALTH CARE FUND