

Plan Highlights - Updated January 1, 2007

The following information contains highlights of the Plan.

Please read the entire Summary Plan Description for more details.

Joining the Plan

You will automatically become a participant in the Plan on the first day that your employer is required to contribute to the Plan on your behalf.

Employer contributions

Your employer makes contributions to the Plan on your behalf based on the collective bargaining agreement or if applicable, participation agreement. A Plan account is set up crediting such contributions to you.

Managing your investments

Under the Plan, you direct the manner by which a portion of your account ("unrestricted contributions") is invested. For this purpose, the Plan offers a range of investment options. The remainder of your account ("restricted contributions") will be invested in the Local 137 Core Fund and managed on your behalf by the Board of Trustees.

Vesting

The amounts credited to your account under the Plan are always 100% vested, that is, nonforfeitable.

Retirement

When you retire or upon certain other events as described herein, your vested account balance will be paid to you or you may elect to have your vested account transferred to an Individual Retirement Account (IRA) or to another tax-deferred qualified plan. Under certain circumstances, you may also elect to defer distribution of your vested account.

Important Note

This booklet is called a Summary Plan Description and is intended to provide a brief description of the Plan's features. Complete details of the Plan are contained in the Plan document. If there is a difference between this booklet and the Plan document, the Plan document (available in the Fund Office) will govern. The information provided on taxes is general in nature and may not apply to your personal circumstances. You should consult a tax advisor for more information.

This is a Summary Plan Description, which is intended to give you a summary of the major features of the Plan. If there is any inconsistency between the contents of this summary and the Plan document, your rights will be determined from the Plan document and not from this summary.

You, your beneficiaries or legal representative may examine the Plan document and certain other documents relating to the Plan during regular business hours or by appointment at the Fund Office.

Participants and beneficiaries should not rely upon any oral description of the Plan because the written terms of the Plan document will always govern.



Introduction

Chances are, you're hoping for a long and fulfilling retirement. A significant part of how rewarding your retirement experience will be depends on how well you have planned for it.

This is the purpose of the Sheet Metal Workers International Association Local Union No. 137 Annuity Fund (the "Plan"); namely, to help you accumulate the funds you will need for your retirement. The Plan is one of the best ways for you to accomplish this goal since it provides a basic retirement contribution on your behalf, which will not be subject to income tax until distributed to you following your retirement or upon certain other events. The investment earnings on your account will also accumulate tax-free until distributed from the Plan.

Your personal financial security is one of life's most important objectives. The Trustees share your concern and offer the Plan to help you build a strong financial future.

Benefits Complete[®]

To help with your retirement planning, many features of the Plan are available to you 24 hours a day, seven days a week, over an automated telephone system (800-294-3575), or via the Internet through *Benefits Complete*[®] (<http://www.bcomplete.com>). The automated telephone system also allows you access to a Participant Service Representative if you call between the hours of 9:00 AM and 8:00 PM Eastern Time (ET) on any business day the New York Stock Exchange (NYSE) is open ("NYSE business day"). *Benefits Complete*[®] enables you to obtain information about your Plan account, request an account statement and make changes to your investment elections.

You will receive separate instructions for using *Benefits Complete*[®]. However, you should contact the Fund Office if you have any questions about using this service.

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Important Definitions

First, let's define the following terms to be used in this summary:

Contributing Employer means (i) an employer who is required to contribute to the Plan pursuant to the terms of a collective bargaining agreement with the Union, (ii) the Union or other employer which is required to contribute to the Plan on behalf of its employees pursuant to the terms of a participation agreement with the Trustees, and (iii) the Trustees on behalf of the Plan's employees, to the extent the Trustees are required to contribute to the Plan pursuant to the terms of a participation agreement. If you would like to know if an employer or employee organization is a contributor to the Plan, you may request that information in writing from the Trustees.

Disability means your "permanent and total" disability, as evidenced by your receipt of Social Security disability benefits.

Fund Office means the offices of the Plan located at 21-42 44th Drive, Long Island City, New York 11101.

Normal Retirement Age means the date you reach age 55.

Plan means the Sheet Metal Workers International Association Local Union No. 137 Annuity Fund.

Plan Administrator means the Trustees.

Plan Year means the period in which administrative and financial records of the Plan are maintained. The Plan Year is the 12-month period beginning January 1 and ending December 31.

Restricted Contributions means those contributions made on your behalf that will be invested in the Local 137 Core Fund and managed on your behalf by the Board of Trustees.

Unrestricted Contributions means those contributions made on your behalf that will be invested based on your investment elections.

Trustees means the Board of Trustees of the Sheet Metal Workers International Association Local Union No. 137 Annuity Fund.

Union means the Sheet Metal Workers International Association Local Union No. 137.

Joining the Plan

Eligibility

If you are working for a Contributing Employer, you will automatically become a participant in the Plan as of the date contributions are required to be made to the Plan on your behalf.

Your first contribution will default into the Local 137 Core Fund. Once the first contribution is made and your Plan account has been set up, you can follow the instructions on page 7 under the section, "Changing Investment Elections," to set up your investment elections for the unrestricted portion of your account.

You should contact the Fund Office if you have any questions concerning your eligibility to participate in the Plan.

Contributions

Employer Contributions

Each Contributing Employer employing you during the Plan Year is obligated to make a contribution to the Plan on your behalf in an amount determined under the collective bargaining agreement or if applicable, participation agreement.

You should contact the Fund Office if you have any questions concerning the calculation of any contributions made on your behalf.

Plan highlight



Joining the Plan

You will automatically become a participant in the Plan as of the date contributions are required to be made on your behalf by a Contributing Employer.

Plan highlight

You manage your investments



The Plan offers a range of investment options so you can put your money to work in a number of ways.

Managing Your Investments

You work hard for your money. One of the advantages of the Plan is that it lets your money work hard for you. For the unrestricted portion of your account, which is 50% of your account balance, the Plan provides you with a range of investment options. Your initial investment election(s) must be made among the available individual investment options in 1% increments. Any subsequent changes may be made in 1% increments or in any specified dollar amount through *Benefits Complete*. Different investment options may be offered from time to time and you will be informed in advance of any changes. If you do not specify how your account is to be invested, the unrestricted portion will automatically be invested in the Local 137 Core Fund.

Additional information concerning the available investment options is provided separately. You will receive the most recent prospectus for a mutual fund option you initially select. Additional copies are available through *Benefits Complete*. You should be aware that the terms of any such prospectus may limit your investment election(s) with respect to the underlying mutual fund option.

NOTE: *The Plan is intended to constitute a Plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974 ("ERISA"). Section 404(c) is a provision providing special rules for participant-directed plans, like ours, that permit participants to exercise control over the assets in their accounts. If a Plan complies with Section 404(c), the Plan's fiduciaries will not be liable for poor investment performance or losses resulting directly from participant-directed investment decisions. This means you are responsible for your investment decisions under the Plan.*

You have the right to receive the following information upon request:

- 1 A description of the annual operating expenses of each standard investment option and the aggregate amount of such expenses expressed as a percentage of average net assets.
- 2 Copies of any updated prospectuses, financial statements and reports and other information furnished to the Plan relating to each such investment option.
- 3 A semi-annual listing of assets comprising the portfolio of each standard investment option, the value of such assets (or the proportion of the investment option which it comprises) and, with respect to each asset which is a fixed rate investment contract issued by a bank, savings and loan association or insurance company, the name of the issuer of the contract, the term of the contract and the rate of return of the contract.

- 4 Information concerning the value of shares or units in each investment option, as well as the past and current investment performance of each investment option.
- 5 Information concerning the value of shares or units in each investment option held in your account.

The Plan Administrator is responsible for providing the above information. The contact information for the Plan Administrator is set forth in the "Other Important Facts" section of this booklet. However, the above information can also be obtained through *Benefits Complete*.

For more information about your investment options, including fees and expenses, please consult the prospectuses.

Changing Investment Elections

You will be able to change your investment election for future unrestricted contributions allocated to your account, and/or your investment election for your existing unrestricted account balance, through *Benefits Complete*® (800-294-3575 or www.bcomplete.com). Any such investment election changes made and confirmed before 4:00 PM ET on any NYSE business day will generally be effective as of the close of that day. A change confirmed on or after 4:00 PM ET, or on weekends or holidays, will generally be effective as of the close of the next NYSE business day. In the event the NYSE closes prior to 4:00 PM ET on any business day, a change made and confirmed before the time the NYSE closes will generally be effective as of the close of that day. A change made or confirmed on or after such closing time will generally be effective as of the close of the next NYSE business day. In the event an investment option does not have sufficient liquidity to meet same day redemption requests, your change will be effective as soon as administratively possible thereafter.

NOTE: There may be limitations on your ability to direct the investment of your account under the Plan. Policies established by mutual funds may impose redemption fees on certain transactions and also may impose restrictions or limitations on frequent or excessive trading. The Trustees will enforce the funds' policies on redemption fees and trading restrictions or limitations as Plan rules. As a result, if your investment direction violates a fund's trading restriction or limitation, your action may result in redemption fees being assessed to your account or your investment directions may be declined. In some circumstances, your ability to make additional investments in a fund may be suspended or terminated. Please refer to the underlying prospectus(es) and other fund information for further details on the funds' policies on redemption fees and trading restrictions or limitations. You may also obtain related information through Benefits Complete.

Plan highlight

You have flexibility



You can change the way the unrestricted portion of your Plan account balance is invested.

Written confirmation should be mailed to you for each change of your investment election. If you change your investment election with respect to future contributions and your existing account balance, you will receive separate confirmation(s). A confirmation statement should be mailed within two business days of your transaction. You should expect to receive the confirmation within five to seven business days, depending on the U.S. Postal Service. If you fail to receive a confirmation within seven business days, please call *Benefits Complete*[®] and speak with a Participant Service Representative.

Plan highlight

Maximum available loan



You may borrow up to the lesser of (i) 50% of your vested account balance or (ii) \$50,000 (reduced by the amount of your highest outstanding loan balance for the previous 12-month period).

Accessing Your Account

One of the most commonly asked questions about the Plan is, "Can I get my money out of the Plan?" Since the primary purpose of the Plan is to encourage long-term retirement savings, distribution of your vested account normally cannot be made before your retirement or other termination of employment. However, while you remain employed by a Contributing Employer, you may borrow from your account, under certain circumstances. Please note that loans under the Plan may be subject to limitations, in addition to those described below, established by the Trustees in order to anticipate changes in the value of your account due to market fluctuations.

Loans

If you have an account balance of at least \$2,000, the Plan allows you to borrow against the value of your vested account balance. It's a way for you to borrow your own money. The interest you pay on your loan goes back into your own Plan account.

In order to be eligible for a loan, you must not have an outstanding loan and you must satisfy one (1) of the following seven (7) reasons:

- 1 Medical expenses of at least \$1,000.00 that have not be reimbursed by the Local 137 Welfare Fund.
- 2 Funeral expenses incurred due to the death of a spouse, child or parent.
- 3 Expenses incurred for the payment of tuition and/or room and board for a dependant child at an educational institution beyond high school level or a school for physically or mentally handicapped children.
- 4 The purchase of a primary residence whereby you have incurred down payment, contract & title expenses.
- 5 If you are unemployed for three (3) consecutive months provided that you are available for covered employment.
- 6 For the purchase of an automobile for personal use.
- 7 Multi-purpose loan provided financial need requirement is met.

You may only have one loan outstanding at any time. The interest rate is fixed and will be equal to the Prime Rate (as published in *The Wall Street Journal* on the day the loan is initiated).

The minimum amount you can borrow is \$1,000. The maximum loan amount available to you will be determined by your vested account balance. You may borrow up to the lesser of (i) 50% of your vested account balance or (ii) \$50,000. This \$50,000 maximum is reduced, however, by the amount of your highest outstanding loan balance for the previous 12-month period.

Loans must normally be repaid over a period of not more than five years. However, if you're using the loan to purchase your principal residence, the loan can be repaid over a period of not more than ten years. Loans may be prepaid in full or in part at any time without penalty. Failure to repay a loan in accordance with its terms will constitute default. If you default on your Plan loan, under the federal tax laws, you will be considered to be in taxable receipt of your unpaid loan balance. As a result, you will have to pay income taxes on the amount of your unpaid loan and, if you are under age 59½, an additional 10% penalty tax. In addition, interest will generally continue to accrue (for purposes of determining your eligibility for any subsequent loan) until the loan is repaid. You should contact the Fund Office for additional information regarding the treatment of loans in default.

If you are on an authorized leave of absence without pay or with a rate of pay that is less than your required loan repayment amount, your loan repayment may be suspended for a period equal to the lesser of one year or the duration of the leave of absence. In the event of certain military service, your loan may be suspended for a longer period.

You should also be aware that if you are married, you must obtain your spouse's written and notarized consent in order to obtain a loan from the Plan.

Vesting

Vesting means ownership. You will always be 100% vested (in other words, you will have complete ownership) in your entire account balance.

When Benefits Will Be Paid

You may elect to receive distribution of your vested account:

- in the event of your Disability; or
- in the event of your retirement on or after your Normal Retirement Age; or

Plan highlight

Ownership of your account



You always have 100% ownership of your account balance under the Plan.

Plan highlight

Payment of your account



When you retire or upon certain other events, your account balance will be paid to you or you may elect to have your account transferred directly to an IRA or to another tax-deferred qualified plan. Under certain circumstances, you may also elect to defer distribution of your account.

- regardless of your age, in the event no contributions have been made to the Plan on your behalf for at least 12 consecutive months and you are not then working in the trade or craft in which you worked while covered under the Plan.

You should be aware, however, that distribution of your account must be made or commence no later than April 1 following the year you attain age 70½ or, if later, following the year you terminate employment under the Plan.

How Benefits Will Be Paid

If your vested account balance exceeds \$5,000, your vested account may be distributed in the form of an annuity. If you are not married, your vested account will be paid in the form of a life annuity, which will provide equal monthly payments for your life. If you are married, you will receive a 50% joint and survivor annuity. Under this form of annuity, you will receive monthly payments for your life, and upon your death, your spouse, if he or she survives you, will receive monthly payments for his or her life equal to 50% of the monthly payments you were receiving at your death.

You may also elect to waive the annuity and receive your vested account in a single-sum payment or in installments over a period limited under the Plan. If you wish to waive the annuity, you may do so not more than 180 days, nor less than 7 days, before the annuity is to begin. However, if you are married, you must obtain your spouse's written consent to receive a benefit other than a joint and survivor annuity for you and your spouse. Your spouse's consent must be notarized. The Trustees will provide you with the necessary forms to make this election. Because your spouse participates in this election, you must immediately inform the Trustees of any change in your marital status.

If you do not waive the annuity, the amount of your annuity will depend upon the value of your vested account and your marital status on the date distribution begins. The Plan will purchase an annuity contract from an insurance company with your vested account balance to provide this annuity.

Whenever you receive a distribution from the Plan, it will normally be subject to income taxes. To provide for the resulting taxes, unless you receive your distribution in the form of an annuity, or installments over a period of at least 10 years, your distribution may be subject to mandatory 20% federal income tax withholding and may also be subject to any applicable state income tax withholding. However, you may be able to defer income taxes on your distribution by electing to have your distribution paid directly to an IRA or to another qualified employer-sponsored retirement plan.

If you are younger than age 59½ when you receive your distribution,

any amount you receive may be subject to a 10% federal excise tax (penalty tax) in addition to any applicable federal and state income taxes. However, the 10% penalty tax will not apply to distributions made in the form of an annuity, or installments over your expected life, or to your beneficiary in the event of your death or if you transfer your distribution directly to an IRA or to another qualified employer-sponsored retirement plan.

You may obtain a distribution election form from the Fund Office. You will be provided with more information concerning your distribution options when you apply for benefits under the Plan. However, you should contact a tax advisor prior to making your distribution election.

Death Benefit

If you die while covered under the Plan, your beneficiary will be entitled to receive the full value of your account. Your beneficiary will receive nothing if you had elected, with the consent of your spouse, the life annuity option upon retirement. In addition, if you and your beneficiary spouse elected a joint-and-survivor annuity, then your spouse will be entitled only to the payments under that option.

You may choose anyone to be your beneficiary under the Plan. You make your designation by filing a Beneficiary Designation Form with the Fund Office. However, under federal law, if you are married and wish to name someone other than your spouse as your beneficiary, you may do so only with your spouse's written consent (which consent must be notarized). If you fail to designate a beneficiary, or if your designated beneficiary dies before you do, the Plan provides that your beneficiary will automatically be your surviving spouse, or, if none, your children, per capita, or, if none, your estate.

Distribution of any death benefit under the Plan will normally be made, in the form of a single-sum payment, as soon as administratively possible following your death. However, if your vested account balance exceeds \$5,000 and you are not married, or have designated someone other than your spouse as your beneficiary, your beneficiary may elect to receive your vested account in installments over a period limited under the Plan.

If you are married as of the date of your death, and if your spouse is your beneficiary, your account balance may be used to purchase an annuity for your surviving spouse. Thus, your surviving spouse may receive monthly payments for his or her lifetime. The amount of the monthly payments will depend upon the value of your vested account at the time of your death. Your surviving spouse may, however, elect to waive the annuity and receive your account in a single-sum payment or in installments as described above.

NOTE: *If the value of your vested account does not exceed \$5,000, your vested account will be paid to your surviving spouse, or other beneficiary, in a single-sum payment.*

Other Distributions

If you are unemployed for at least one week, you may request a distribution of a portion of your Plan account. The available amount for distribution will be the restricted and unrestricted contributions made on or after May 1, 2005. You may receive weekly payments of up to \$405 for a period not to exceed 26 weeks. You must notify the Fund Office as soon as possible if there is a change in your employment status.

Other Important Facts

Plan Name

The name of the Plan is the Sheet Metal Workers International Association Local Union No. 137 Annuity Fund.

Plan Number

The United States Internal Revenue Employee Identification Number is 13-2866830.

The United States Department of Labor Plan Number is 02.

Type of Plan

This Plan is known as a defined contribution plan. Prior to May 1, 2005, the Plan was a money purchase Plan. Beginning on May 1, 2005, the Plan became a profit sharing Plan.

Type of Administration

The Plan is administered by the Board of Trustees. You may contact the Trustees at:

**Board of Trustees for
Sheet Metal Workers
International Association
Local Union No. 137 Annuity Fund
21-42 44th Drive
Long Island City, NY 11101
Telephone: (718) 937-4514**

Trustees

Union

Paul Collins, Jr. - Chairman

Dante Dano, Jr.

Steve Dodd

Employer

Kevin Going

Frank Lettera

John Montana

Service of Legal Process

The Trustees have been designated as agent for service of legal process.



Statements of Your Account

Reports on Your Plan Account

To help you keep up-to-date on the status of your account, you will receive a statement at the end of each calendar quarter showing:

- the amount contributed to the Plan on your behalf;
- the investment options you have selected;
- the earnings and/or losses on your investments;
- the current value of your vested account (including any transfers or rollover contributions);
- the vested status of your account; and
- loans, if any.

You may also request a statement at any time through *Benefits Complete*®.

ERISA highlights

ERISA provides that all Plan participants are entitled to:

- 1** Examine, without charge, at the Fund Office, the Plan document and certain related reports and documentation filed by the Plan with the Internal Revenue Service;
- 2** Obtain copies of the Plan document and certain other Plan information upon written request to the Trustees. The Trustees may impose a reasonable charge for the copies;
- 3** Receive a summary of the Plan's annual financial report. The Trustees are required by law to furnish each participant with a copy of this summary annual report; and
- 4** Obtain a statement telling you (a) the amounts credited to your account under the Plan and (b) what your benefits would be under the Plan if you stop working as of that statement date. This statement is not required to be given more than once a year. The Trustees must provide the statement free of charge.

Your ERISA Rights and Information

What are my rights under the Employee Retirement Income Security Act of 1974?

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Plan participants shall be entitled to:

- Examine, without charge, at the Fund Office, the Plan document, any insurance contracts and collective bargaining agreements and copies of certain documents filed by the Plan with the Internal Revenue Service.
- Obtain copies of the Plan document and certain other Plan information upon written request to the Trustees. The Trustees may make a reasonable charge for the copies.
- Receive a summary of Plan's annual financial report. The Trustees are required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you (a) the amounts credited to your account under the Plan and (b) what your benefits would be under the Plan if you stop working as of that statement date. This statement is not required to be given more than once a year. The Trustees must provide the statement free of charge.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the 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 or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit under the Plan or exercising your rights under ERISA.

If your claim for a benefit is denied in whole or in part, you must receive a written explanation of the reason for the denial. You have the right to have the Trustees review and reconsider your claim. You must make such a written request for the Trustees to review and reconsider your claim within 90 days of your receipt of the original explanation for the denial. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Trustees 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 Trustees 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 Trustees' control.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or 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 (if it finds your claim is frivolous, for example).

If you have any questions about the Plan, you should contact the Trustees. If you have any questions about this statement or about your rights under ERISA, 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.

How do I make a claim for benefits?

We hope there will never be a disagreement as to the amount owed to you under the Plan. However, if there is a disagreement, you must follow the Plan's claims procedure or you may forfeit certain legal rights to contest the decision. You must file any request for benefits in writing. Before filing your request, you or your legal representative may wish to examine any Plan records regarding your claim. This examination may occur only during regular working hours.

If your request is denied, the Trustees will provide you with a written response detailing the reasons for its decision. After receiving this decision, you have 180 days within which you or your legal representative may file such additional exhibits or written arguments with the Trustees as you deem appropriate. Based upon these materials, the Trustees will review their earlier decision and issue a final written decision. The decision of the Trustees, which have the authority to interpret the Plan and make factual determinations in connection with matters arising under the Plan, is final and binding.

How will my participation in the Plan affect my IRA?

According to the current federal tax laws, you can continue to maintain IRAs while you are participating in the Plan, and you can make after-tax contributions to your IRA in amounts permitted by the federal tax laws. But your ability to make tax-deductible contributions to an IRA for any year in which you participate in the Plan is restricted according to your income level. See the instructions to Form 1040 or contact your tax advisor for more information.

What happens if the Plan is amended or terminated?

The Trustees reserve the right to amend the Plan or to terminate it. However, no amendment can reduce the amount in your account. If the Plan terminates, your account will remain 100% vested, that is,

nonforfeitable. The Plan is for the exclusive benefit of its participants and, therefore, money cannot go back to the Contributing Employers or the Union because of the Plan's termination.

Upon termination of the Plan, the Trustees will generally liquidate assets and distribute the value of your account to you (subject to IRS requirements).

Is there any way I can lose Plan benefits?

Yes, there are a few ways in which you could lose expected benefits:

If investments go down in value

The value of your account depends on the performance of your investments under the Plan. Your account balance is subject to both gain and loss due to investment results.

If you receive a distribution at a time when the value of your investments has declined, you may not receive a distribution that is as large as you had hoped. Also, certain administrative expenses of the Plan may be paid from the Plan's trust fund, or in some cases, may be charged directly to your account.

If a "Qualified Domestic Relations Order" is received

In general, your account cannot be attached or paid to creditors or to anyone other than yourself. However, under federal law, the Trustees are required to obey a Qualified Domestic Relations Order. This is a decree or order issued by a court that satisfies certain requirements under the Internal Revenue Code. A Qualified Domestic Relations Order may require that all or a portion of your account be paid to your spouse, former spouse, child or other dependent. The Trustees, in accordance with procedures set forth in the law, will determine the validity of any order received and will inform you upon the receipt of any such order affecting you.

Should I be aware of any other aspects of the Plan?

You should also be aware that the Pension Benefit Guaranty Corporation, a federal agency that insures defined benefit plans, does not insure this type of plan. The government has exempted plans like ours from such insurance because all contributions go directly to your account and you will become 100% vested in your account if the Plan is ever terminated.

For more information about your investment options, please consult the prospectuses.

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