

**INDIANA
LABORERS
DEFINED
CONTRIBUTION
TRUST
FUND**

May 1, 2014

Dear Participant,

The Laborers' International Union of North America, State of Indiana District Council #57 and the Association (the Indiana Construction Association's Highway, Heavy, and Utility Division and Building Division) are pleased to announce the creation of a defined contribution plan as a supplement to the retirement benefits provided under the Indiana Laborers Pension Fund. The new plan is the Indiana Laborers Defined Contribution Trust Fund ("Plan"). Employer contributions to the Plan will begin effective May 1, 2014.

Contributing employers will make contributions on your behalf for hours you worked under the collective bargaining agreement or other written agreement. Once contributions are received by the Fund Office for you, you will have an individual account under the Plan. The Trustees, and their professional advisors, will invest the assets of the Plan and your individual account will be allocated a proportionate share of any earnings, losses or expenses of the Plan.

Below is some information about the benefits under the Plan:

Benefit Eligibility Provisions

The Plan benefit is always the balance in your individual account. It is payable as either an Early Retirement Benefit, Normal Retirement Benefit, Disability Benefit, Termination of Employment Benefit, Small Account Benefit or Death Benefit upon meeting the eligibility condition associated with each benefit, as listed in the table below. You are 100% vested in your individual account balance at all times upon receipt by the Fund Office of employer contributions made on your behalf.

Benefit	Eligibility Condition
<i>Early Retirement</i>	Age 55
<i>Normal Retirement</i>	Age 62
<i>Disability Retirement</i>	Social Security disability award letter
<i>Termination of Employment</i>	No employer contributions on your behalf for 36 consecutive months
<i>Small Account Balance</i>	No employer contributions on your behalf for 12 consecutive months and your account balance is less than \$1,000
<i>Death</i>	Death

Type of Distributions

Your benefit under the Plan will be payable in one of the methods below upon meeting the benefit eligibility requirements:

P.O. BOX 1587
TERRE HAUTE, IN 47808

Phone (812) 238-2551
Toll Free (800) 962-3158
Fax (812) 238-2553

www.IndianaLaborers.org

Chairman

Eric C. Cook

Secretary-Treasurer

David A. Frye

Administrative Manager

Janetta England



- *Lump Sum Distribution*
Upon approval of your request for benefits, you will receive a check for the amount of your account balance less the required federal tax withholdings.
- *Direct Rollover Distribution*
Upon approval of your request for benefits you will have the option to directly roll over your account balance to another qualified retirement plan. This method will defer to your tax liability until you later decide to withdraw your account from the qualified retirement plan you selected.
- *Partial Distribution*
Typically at retirement a participant will request a distribution of his entire account balance. Upon approval of your request for benefits, you will have the option to take a portion of your individual account balance and leave the remaining balance invested in the Plan. The Plan will allow at least a \$5,000 partial distribution once per year.
- *Minimum Required Distribution*
Whether you are actively working or have retired and you have an account balance in the Plan once you reach age 70½, you must take the minimum required distribution each year. You will be notified by the Fund Office prior to the distribution.

Beneficiary Designation Form

You should designate a beneficiary(ies) to receive a benefit on or after your death.

If you are married you must name your spouse. If you wish to name a non-spouse beneficiary, your spouse must consent in writing on the back of the card.

If you are not married you may name your child, father, mother, brother, sister or a combination of such persons or your estate.

Please complete the enclosed card and return it to the Fund office in the enclosed envelope.

This Plan is a valuable benefit that should contribute to your retirement security. You will be receiving additional information and documents concerning this new Plan in the near future. If you have any questions, please contact the Fund Office at (800) 962-3158.

Sincerely,

Board of Trustees