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I.A.M. Labour-Management Pension Fund (Canada)

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A Pension Plan Registered in 1970 in Canada was administered out of Washington DC and is open to all I. A. M. Lodges in Canada.

A Multi-Employer Plan with	42	contributing employers (consisting of 46 groups)
	3,466	active employees
	1,210	pensioners and beneficiaries
	\$147.6	Million in assets
	129.0%	Funded as of December 31, 2006

A Non-Contributory Defined Benefit Plan: only the Employer contributes at a fixed hourly, daily, or weekly rate for each employee, based on normal hours of work.

A plan run by union members and their employers. There are equal numbers of Employer and Union Trustees on the Plan's Governing Board.

A plan run only for the benefit of its members. The Trustees direct the Fund's investment advisors to invest the Fund's assets to obtain the best investment return that is consistent with the Statement of Investment Policies and Goals guidelines established for them by the applicable Federal and Provincial laws.

WHAT ARE THE ADVANTAGES OF THE I. A. M. PLAN

Easy to negotiate - standard contract format. You only negotiate the contribution rate.

Good for Small and Medium-Sized employers. No major burden of debt on start-up, since the plan may provide benefits for Past Service if applicable (an employee's service with the company, before the company joins the Plan).

Since any gains due to investment performance or other factors stay in the fund, to improve benefits, an employer cannot skim off a "surplus" in the fund. No part of the employer's agreed contributions is refunded to the employer.

HOW DO YOU JOIN THE PLAN

An I.A.M. Lodge must negotiate the standard contract provision (available from your union representative) and a given contribution rate. Information on age, sex and length of service allows the Fund's Actuaries to calculate the appropriate level of benefits. Under certain conditions, employees of a contributing employer who are not members of the bargaining unit may be included in the pension plan.

EMPLOYEE PARTICIPATION

An Employee shall become a Participant in the Plan upon completion of one year of Future Service Credit.

VESTING

Vesting is the right of the individual employee to earned pension benefits. An employee is entitled to a deferred pension (is vested) after 2 years of Vesting Service with a Contributing Employer (which must include at least 1800 hours for which contributions have been made on his/her behalf). Members leaving covered employment after they have been vested can draw a deferred pension at normal retirement age. Non-bargaining unit employment with a covered employer is counted for vesting purposes, even though it may not be credited for benefit purposes.

FORMS OF PENSION PAYMENT

Normal retirement age is 65. Benefits are paid for the pensioner's life. The standard form of pension payment for a Normal, Deferred or Early Retirement for a Participant or Former Participant who does not have a spouse is the **60 month guarantee** and for one who has a spouse, is the **Joint and Survivor**.

The **120 Certain Payments Option**, guarantees that benefits will be paid for at least 10 years, even if the pensioner (retiree) dies sooner. With this Option the monthly benefit will be reduced to pay for the guarantee.

The **180 Certain Payments Option** guarantees that benefits will be paid for at least 15 years, even if the pensioner (retiree) dies sooner. With this Option the monthly benefit will be reduced to pay for the guarantee.

The **Level Income Option** allows someone taking early retirement to receive a higher amount of benefit before age 65, and a reduced amount after age 65, to compensate for old age security benefits available at age 65.

A plan member may take **Early Retirement** any time after reaching age 55, if he/she has attained Vested Status. The benefit for early retirement is reduced by $\frac{1}{2}$ of 1% per every month which the retiree is under age 65 at the time he retires.

The Plan pays a **Disability Pension** to covered employees who have at least 10 years of credited service, and who become totally and permanently disabled and cannot engage in any further gainful employment, providing there is an Employment Relationship with the Contributing Employer at the commencement date of Permanent and Total Disability. After a six-month waiting period, the disabled employee is eligible for benefits 10% higher than the calculated Early Retirement Pension he could have received, as long as the amount is not more than a full Normal retirement benefit. The standard form of payment for the Disability benefit is the **Joint and Survivor**.

If a Participant of the Plan dies after attaining vesting status but before retirement, his spouse or designated beneficiary will be entitled to a **Pre-Retirement Death Benefit**.

It is possible to defer the beginning of pension benefits, as long as the retirement takes place before age 69, depending on the specific contract provisions the employee faces. The employee will accrue pension credits as long as he is working, but not after he reaches age 69.