NORTHWEST GLASS, MOLDERS, POTTERY, PLASTICS AND ALLIED WORKERS PENSION PLAN

EFFECTIVE APRIL 2018

Northwest Glass, Molders, Pottery, Plastics and Allied Workers Pension Trust

Benefit Accrual Returns to 2.3%

July 29, 2021

Good news! Effective with hours worked April 1, 2021 and later, the benefit accrual rate is 2.3%.

Last year, the market downturn early in the pandemic hurt the funding level of our Plan significantly. At that time, we took the proactive step of lowering the benefit accrual rate. The goal was to manage the health of the Plan on our own terms. We're pleased to report that this quick action and the recovery in the market mean that we can bring the benefit accrual back up to the level in effect in recent years.

As a reminder, you accrue a benefit each year that you're eligible and work enough hours. Your monthly accrued benefit is based on this formula: contribution per hour x hours worked x benefit accrual rate.

For illustration, assume a contribution amount of $0.85 per hour. This means beginning with hours worked April 1, 2021, if you work 1,800 hours in a plan year, the benefit you will earn for that year would be equal to:

$0.85 x 1,800 x 2.3% = $35.19 payable monthly

at age 65 (the benefit is unreduced at age 62 if you meet the recency test at retirement)

You could draw your benefit earlier in a reduced amount.

There are no changes to the benefits you earned through March 31, 2021. This change applies only to hours worked April 1, 2021 and later.

This announcement contains an overview of a change to the Northwest Glass, Molders, Pottery, Plastics and Allied Workers' Pension Trust (NWGMP) Plan. Although we have made every effort to ensure this announcement is accurate, provisions of the official plan documents will govern in the case of any discrepancy.

This notice is intended to comply with the Department of Labor requirements for Summary of Material Modifications. More detailed information about the plan is provided in the formal plan document, a copy of which can be obtained by providing a written request to the Administrative Office.

If you have questions about your Plan benefits, please contact the Administrative Office at 206/664-7300 or 800/426-7132.

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How To Use This Booklet

This booklet describes the pension benefits available from the Northwest Glass, Molders, Pottery, Plastics, and Allied Workers Pension Plan, as in effect on April 1, 2018. It summarizes your benefits, describes when they begin and explains how to use them.

Keep this booklet in a convenient place and refer to it whenever you have a question about your benefits. If you have questions that are not answered in this booklet, contact the Administration Office at (206) 664-7300 or (800) 426-7132. For more information, you may also visit the Trust website at www.nwgmp-pension.com.

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Benefits at a Glance

Vested	A participant whose right to his or her accrued benefit has become nonforfeitable due to a period of service, as defined in the Plan or attainment of normal retirement age.
Benefit	The sum of benefits earned in each year of service (see section beginning on page 6 for details)
Normal Retirement Eligibility	Age 65 with at least five years of Credited Service or attainment of the fifth anniversary of participation while an active participant
Early Retirement Eligibility	Age 55 with at least five years of Credited Future Service (other rules applied prior to April 1992) See page 12 for details on reductions for early retirement
Disability Benefits	Total and permanent disability as an active participant with at least 5 years of Credited Service
Unreduced Benefits	For benefits earned before April 1, 2016, age 63 if a terminated vested participant or age 60 if an active participant. For benefits earned beginning April 1, 2016, age 62 if meets the Recency Rule.
Payment Options	■ Life annuity with five years guaranteed ■ 50% joint and survivor spouse option with automatic pop-up feature ■ 75% joint and survivor spouse option with automatic pop-up feature ■ 100% joint and survivor spouse option with automatic pop-up feature See page 14 for details on these options.

Terms You Should Know

Annuity	An annuity is a benefit paid regularly.
Annuity Starting Date	First day of the period for which all events have occurred that establish entitlement to a benefit.
Break in Service	When you do not work at least 375 hours in Covered Employment, Contiguous Non-Covered Employment or a combination of both in a Plan year.
Covered Employment	You work for a Participating Employer in a job classification covered by a Collective Bargaining Agreement, which requires your employer to make contributions to this Plan.
Contiguous Non-Covered Service	Employment with a Participating Employer in a job not covered by this Plan, which precedes or follows Covered Employment with the same Employer with no quit, discharge or retirement occurring between Covered and Non-Covered Service.
Credited Service	Used to calculate your benefit from this Plan when you retire. Credited Service is the sum of your Credited Past Service and your Credited Future Service.
Credited Past Service	Your years of continuous employment in the industry before any contributions were made to the Plan on your behalf.
Credited Future Service	Your years of service from the date your Employer began contributing to the Plan on your behalf.
Employer Contributions	The rate determined by a Collective Bargaining Agreement and approved by the Trustees of this Plan.
Industry	Industry means the types of business activities engaged in by Participating Employers.
Participating Employers	Any person or entity accepted by the Trustees for participation in this Plan. To be a Participating Employer, the Employer must: ▪ Have employees under a Collective Bargaining Agreement that requires contributions to this Plan, or ▪ Be a Union participating in this Plan as described in the Plan Document.
Plan Year	The 12-month period beginning April 1 and ending the following March 31.
Recency Rule	You must work at least 375 hours in at least two of the three most recent Plan Years before your retirement date. This concept applies to benefits earned on and after April 1, 2016.
Reciprocity	An arrangement between this Plan and other plans of non-Participating Employers. This arrangement allows your service in a related plan to be counted toward your service in this Plan for certain purposes.

Related Plan — Another retirement plan that has entered into a Reciprocity Agreement with this Plan and has agreed to exchange and recognize credits earned by participants who work in both plans.

Vesting — Your permanent right to your Plan benefits.

Who's Eligible

You are automatically a participant in this Plan if:

- Your Employer is required to make contributions to the Plan according to the terms of a Collective Bargaining Agreement, or

- You are employed in a covered category by a Union that participates as an Employer under this Plan.

Your Service and Contributions

Credited Service

Two kinds of Credited Service are used to determine your eligibility for Plan benefits: Credited Past Service and Credited Future Service.

Credited Past Service is your years of continuous employment in the industry before any contributions were made to the Plan on your behalf. You may have Credited Past Service if you were working for an Employer who began contributing to the Plan on your behalf before April 1, 1972.

You earn one year of Credited Past Service for each Plan Year you worked 1,500 or more hours of in the Northwest foundry industry. If you worked less than 1,500 hours in one Plan Year, your Past Service is calculated differently. See the Plan Document for details. If your contributions began after April 1, 1972, your Credited Past Service will be reduced for the years between April 1, 1972 and the date your contributions began.

Credited Future Service is your years of service from the date your Employer began contributing to the Plan on your behalf. Effective April 1, 1976, you earn one year of Credited Future Service for every Plan Year in which you perform at least 375 hours of Covered Employment. Before April 1, 1976, Credited Future Service was calculated differently. See the Plan Document for details.

Vesting

Full Vesting

Vested means you have the guaranteed right to receive benefits. You become 100% Vested if you have:

- A total of five years of Credited Past Service, Credited Future Service, and Non-Covered Service combined, including one year of Credited Future Service earned after March 31, 1992; or,

- Ten years of Credited Service and Non-Covered Service combined, or

- Reached normal retirement date and attained the fifth anniversary of your effective date of coverage while active in the plan.

You earn Contiguous Non-Covered Service if you meet all the following conditions:

- Employment must be with a Participating Employer on or after April 1, 1976 and not require contributions. (This is called "Contiguous Non-Covered Service".)

- Your Non-Covered Service must immediately precede or follow Covered Employment with the same Employer that requires contributions to this Plan.

Partial Vesting

If you did not have a year of Credited Future Service after March 31, 1992, you may be partially vested if you have at least five years of Credited Future Service, according to the following schedule:

Years of Credited Service	Vested % of Accrued Benefit
0-5	0
5-6	50
6-7	60
7-8	70
8-9	80
9-10	90

Reciprocity

Reciprocity is an arrangement that allows your service in a related plan to be counted in determining eligibility for Vesting and retirement. The terms of these agreements may vary from plan to plan. The Administration Office can tell you which plans are related plans.

Your benefits from this Plan are based only on contributions and hours earned under this Plan. Credit from related plans is used only to determine V*esting* and *eligibility* for retirement benefits.

Breaks in Service

If you do not work at least 375 hours of Covered Employment, Contiguous Noncovered Employment, or in a combination of both in a Plan year, you have a Break in Service and you are terminated from the Plan. Unless you are Vested, a Break in Service will result in the loss of your Credited Service, Non-Covered Employment and accumulated contributions. Your service and contributions will be reinstated only if:

- You return to Covered Employment and complete one year of Credited Future Service, and

- You have not had five consecutive Breaks in Service.

If you are Vested when you have a Break in Service, your service and benefits stay on your record. However, subsequent contributions and service will not count until you earn a year of Credited Future Service.

If your Break in Service is due to serving in the United States Armed Forces, the Break in Service rules may not apply to you. To waive the Break in Service rules, you must:

- Return to Covered Employment or make yourself available for Covered Employment within 90 days after release from active duty (or within 90 days after recovery from a disability continuing after you are released from active duty), and

- Provide a written notice, such as a DD214 discharge record, to the Trustees that describes your availability and proof of service in the United States Armed Forces.

Cost

This Plan is paid for by Employer contributions. The rate of each Employer's contribution is determined by a Collective Bargaining Agreement between your Employer and the Union. Participants are not required or permitted to contribute to this Plan.

When You Can Receive Your Benefits

You may receive Plan benefits if you meet the eligibility requirements and:

- Retire on or after your normal retirement date

- Retire on an early retirement date, or

- Become permanently and totally disabled.

Your spouse or designated beneficiary may receive Plan benefits if you die and are vested or would have been eligible for retirement.

See "If You Continue Working" on page 18 for more information on deferred retirement benefits.

Advance written application must be received at least sixty days prior to the first day of the month benefits are to commence unless the participant, with spousal consent, qualifies for and elects a retroactive Annuity Starting Date.

Normal Retirement

You are eligible for normal retirement on the first of the month coincident with or following your 65th birthday, if you have at least one year of Credited Future Service and have:

- Five or more years of Credited Service, including at least one year of Credited Future Service after March 31, 1992.
- Ten or more years of Credited Service, or
- Reached the fifth anniversary of your participation in the Plan while an Active Participant.

The payment will be limited to your Vested accrued benefit.

Early Retirement

You are eligible for Early Retirement on the first of any month after the month you are at least age 55 and have at least five years of Credited Future Service.

If you elect to begin receiving your benefits before age 65, your benefits may be reduced as described on page 12 because they're payable over a longer period.

Disability Retirement

You are eligible for Disability Retirement on the first day of any month after your total and permanent disability is established. To be eligible for Disability Retirement, you must:

- Complete five or more years of Credited Service, including one year of Credited Future Service
- Become totally and permanently disabled before you have a Break in Service, and
- Not be Terminated, retired, or earning Contiguous Non-Covered Service.

Totally and permanently disabled means you have an injury, disease, or mental disorder that is permanent, total, and continuous, and leaves you unable to hold any regular employment or gainful occupation. Proof of disability will be determined by medical evidence satisfactory to the Trustees. Your disability benefit will end if you do not remain totally and permanently disabled through age 65.

If you are not married, your disability benefit will be paid as a life annuity with five years guaranteed. If you are married, your disability benefit will be paid as a life annuity and, if you die before age 65, your spouse will receive the 100% joint and survivor option. Upon attaining age 65, you will be given the opportunity to elect any of the payment options described on page 14.

Calculating Your Normal Retirement Benefit

Your Normal Retirement Benefit is calculated using:

- The benefit formula
- Your retirement date, and
- The benefit payment option you select

Your Benefit Formula

Your benefit formula uses:

- Years of Credited Past Service (see page 6)
- Employer contributions, based on the rate determined by collective bargaining and on your hours worked. This could include vacations, holidays, etc.

If you are currently an Active Participant use the following formula to calculate your monthly Normal Retirement Benefit:

$70.00 x years of Credited Past Service
plus
$70.00 x years of Credited Future Service through 3/31/76

Plus

9.75% x Employer and Employee contributions earned from 4/1/76 to 3/31/02
plus
7.6% x Employer contributions earned from 4/1/02 to 3/31/07
plus
5.6% x Employer contributions earned from 4/1/07 to 6/30/09
plus
2.0% x Employer contributions earned from 7/1/09 to 3/31/16
plus
2.3% x Employer contributions earned from 4/1/16

Equals

Monthly benefit

The result is the Normal Retirement monthly income (under the life annuity with five years guaranteed) available to you under the Plan.

An Example

For example, assume:

- You have two years of Credited Past Service.
- You earned $6,600 of Employer and Employee contributions from 4/1/76 to 3/31/02.
- You earned $7,200 of Employer contributions from 4/1/02 through 3/31/07.
- You earned $2,000 of Employer contributions from 4/1/07 through 6/30/09.
- You earned $1,000 of Employer contributions from 7/1/09 through 3/31/16.
- You earned $1,000 of Employer contributions on or after 4/1/16.
- You elect a life annuity with five years guaranteed.

$70.00 x 2 = $140.00

Plus

9.75% x $6,600 = $643.50

plus

7.6% x $7,200 = $547.20

plus

5.6% x $2,000 = $112.00

plus

2.0% x $1,000 = $20.00

plus

2.3% x $1,000 = $23.00

Equals

$1,485.70 (monthly benefit)

Calculating Your Early Retirement Benefit

If you elect to receive your benefit prior to age 65 and you qualify for Early Retirement as described on page 9, your Early Retirement Benefit payments may be reduced because benefits are payable over a longer period. Different rules apply to the benefit you earned before April 1, 2016 and the benefit you earned beginning April 1, 2016.

Unreduced Early Retirement Benefits

Your eligibility for unreduced retirement benefits is based on your status in the Plan on your benefit effective date and when the accrual was earned.

Accruals Before April 1, 2016.

The benefit you earned prior to April 1, 2016 is reduced based on your age (in years and months) when benefits begin and whether you were in Active or Non-Active Status.

If you are Active, you may retire at age 60 with an unreduced benefit with respect to your accruals before April 1, 2016. If you are a non-Active Participant, your benefit will be reduced if you start taking it before age 63.

The following table lists the percentage you receive at various ages (and represents reductions of ¼ of 1% per month):

Accruals before April 1, 2016		
	Active Participants	Non-Active Participants
Age	Factor	
55	85%	76%
56	88%	79%
57	91%	82%
58	94%	85%
59	97%	88%
60	100%	91%
61		94%
62		97%
63		100%
64		
65		

Note: The above factors are further adjusted for each month of age on the effective date of retirement.

Accruals Beginning April 1, 2016.

The benefit you earned beginning April 1, 2016 is reduced based only on your age (in years and months) when benefits begin and whether you meet the Recency Rule.

The Recency Rule determines if your benefit is unreduced at age 62 or 65. If you meet the Recency Rule, you may retire at age 62 with an unreduced benefit with respect to your accruals beginning April 1, 2016. If you do not meet the Recency Rule, your benefit will be reduced if you start taking it before age 65.

To meet the Recency Rule, you must work at least 375 hours in at least two of the three most recent years before your retirement date. The year in which you retire is only included as one of the three if you work at least 375 hours; if you fall short of 375 hours in the final year you work this determination would use the previous three full years.

The following tables list the percentage you receive at various ages:

Accruals starting April 1, 2016		
	You Meet Recency	You Do Not Meet Recency
Age	Factor	
55	58%	40%
56	64%	46%
57	70%	52%
58	76%	58%
59	82%	64%
60	88%	70%
61	94%	76%
62	100%	82%
63		88%
64		94%
65		100%

Note: The above factors are further adjusted for each month of age on the effective date of retirement.

Your Benefit Formula

Early Retirement Benefits are calculated by:

- Determining the retirement benefit payable at age 65 by using the formula described in the section beginning on page 10.
- Multiplying this amount by the reduction factor from the applicable tables on page 12.

The result is your monthly retirement income, as a life annuity with five years guaranteed.

Depending on your age, you may also be eligible for Social Security benefits, which also are reduced for Early Retirement. See page 15 for more information on Social Security.

An Example

For example, let’s assume:

- Your normal monthly retirement benefit is $1,485.70
- You retire at age 57.
- $1,462.70 of your benefit was earned prior to April 1, 2016.
  - You are in Active Status when you apply to commence benefits
  - $1,462.70 x 0.91 = $1,331.06

- $23.00 of your benefit was earned on and after April 1, 2016.
  - You meet the Recency Rule.
  - $23.00 x 0.70 = $16.10
- You elect a life annuity with five years guaranteed

You could receive $1,347.16 monthly from this Plan for your lifetime.

Requesting Your Benefits

If you are eligible to receive Plan benefits, contact the Administration Office for appropriate forms and details on deadlines.

Payment Options

The following are options for payment if you die:

Your options are:

If the value of your accrued benefits is $5,000 or less:	▪ Single lump sum payment
If the value or your accrued benefits is more than $5,000:	▪ Life annuity with five years guaranteed ▪ 50% joint and survivor spouse option with an automatic pop-up feature ▪ 75% joint and survivor spouse option with an automatic pop-up feature ▪ 100% joint and survivor spouse option with an automatic pop-up feature

The above options, except for the single lump sum payment, are also available at retirement.

If you are married and do not elect a payment option when you retire, you will receive the 50% joint and survivor option. If you opt to receive the life annuity, the 75% joint and survivor option or the 100% joint and survivor option your spouse must acknowledge your election of this form of payment in writing with a notarized signature.

If you are over age 65 on the effective date of your retirement, you may elect to have your benefit paid retroactive to age 65. If you elect this retroactive option, your spouse must also acknowledge this form of payment in writing with a notarized signature.

A written explanation of the options available shall be provided no less than thirty days and no more than ninety days prior to the participant's Annuity Starting Date.

Life Annuity With Guarantee

The life annuity with five years guaranteed provides a monthly benefit that begins at retirement and continues until your death. If you die before receiving 60 months' worth of payments, your spouse or designated beneficiary will continue to receive the same amount until a total of 60 payments have been made to you and your beneficiary. They will receive no other benefit after you die.

Joint and Survivor Option

This option allows you to choose how much of the benefit you received goes to your surviving spouse – 50%, 75% or 100%. If you select this option, you receive benefits for your lifetime. If you die first, your spouse continues to receive benefits during his or her lifetime at the percentage you have chosen.

Each of the three joint and survivor options (50%, 75% and 100%) has an automatic *pop-up* feature. Your benefit reverts to the higher amount you would have received under the life annuity with five years guaranteed if your spouse dies before you.

Disabled retirees receiving disability retirement benefits will be notified ninety days prior to their 65th birthday of the joint and survivor options available to them.

Social Security

Your Social Security benefits are in addition to benefits under this Plan. You and your Employer pay equally for Social Security benefits through taxes. You must be at least age 62 before Social Security payments can start.

Social Security benefits starting between the ages of 62 and your Social Security Normal Retirement Age are reduced because you will receive the payments for a longer period than you would have if you started at Normal Retirement. Your Social Security Normal Retirement Age varies if you were born after 1937. If you were born before 1938, your Social Security Normal Retirement age is 65.

The following table shows the age at which you will receive full Social Security benefits.

Year of Birth	Age You Receive Full Benefits
1937 or earlier	65 years
1938	65 years, 2 months
1939	65 years, 4 months
1940	65 years, 6 months
1941	65 years, 8 months
1942	65 years, 10 months
1943-1954	66 years
1955	66 years, 2 months
1956	66 years, 4 months
1957	66 years, 6 months
1958	66 years, 8 months
1959	66 years, 10 months
1960 or later	67 years

For more information on your Social Security benefits or to obtain your earning history, contact your local Social Security office or call the Social Security Administration at 1-800-772-1213.

Tax Implications

Your payments are subject to federal and state income taxes when they are paid. Because income tax laws and regulations are complex and constantly changing, seek competent tax advice before you receive a distribution from the Plan.

Situations Affecting Your Benefits

If You Return to Work After You Retire

Your monthly pension will be suspended for any month in which you work 40 or more hours in the industry, in the trade or craft, and in the geographical area covered by the Plan. Effective June 7, 2004, benefits accrued prior to April 1, 1983 are exempt from the suspension of benefits rules.

Loss or Reduction of Benefits

Under some conditions, Plan benefits will not be paid:

- If you leave Covered Employment before becoming Vested.
- If you are not Active or if you leave Covered Employment for a period of 2 or more years before your benefit commencement.
- If you die during active employment but before earning any benefits, no benefits will be payable.
- Under the Retirement Equity Act of 1984, the Plan administrator may pay Plan benefits to someone other than you (even while you are still working) if required by a Qualified Domestic Relations Order (QDRO). A QDRO is a court order for providing child support, alimony, or marital property rights to a spouse, former spouse, child, or other dependent according to a state

domestic relations law. Certain IRS rules must be satisfied for the order to qualify. You and your beneficiaries can obtain a copy of the procedures governing QDRO determinations, without charge, from the Plan's administrative office at the address listed on page 21.

- The Board of Trustees is authorized to terminate the Plan in certain circumstances described in the trust agreement. The Pension Benefit Guaranty Corporation (PBGC) may also terminate the Plan under circumstances described in Title IV of ERISA.

  If the Plan terminates, your accrued benefit is fully Vested to the extent there are sufficient funds in the Trust Fund to pay benefits. However, no new benefits will be earned. The Trustees will notify the PBGC of a proposed termination and will wait for any required approval before the Plan is terminated.

- The Trustees expect assets in the Trust Fund to be sufficient to fund retirement benefits. If there are excess assets, they will be allocated to Participants and will not be returned to Employers. If there are insufficient assets, they will first be used to pay benefits guaranteed by the PBGC. In the event of insolvency, only certain benefits will be paid (see "Protection under the PBGC" below).

- If you do not meet the Plan's eligibility requirements, no benefits will be paid.

- If the plan becomes critically underfunded, in certain circumstances federal law requires the Trustees to implement a funding rehabilitation plan, the terms of which could include suspension of the payment of early retirement subsidies and other so-called "adjustable benefits." If the plan's funded status were to become "critical and declining," the Trustees would be required to implement a funding recovery plan, which could include a suspension of a portion of participants' accrued benefit.

IRS Limits

Federal regulations require certain limits on the benefit amounts that can be paid to anyone from this Plan. Special restrictions on compensation apply to the highest-paid Participants. These rules are complex: if they affect you, the Plan administrator will notify you and give an explanation. Contact a tax advisor for current information on IRS limits.

Assignment of Benefits

Except as required by law (for example, in the case of a QDRO or federal levy), benefits under this Plan are generally not subject to assignment, alienation, attachment, lien, garnishment, levy, pledge, bankruptcy, execution, or any other form of transfer.

Protection Under the Pension Benefit Guaranty Corporation (PBGC)

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a participant's year of service multiplied by (1) 100% of the first $11 of the monthly benefit accrual rate and (2) 75% of the next $33. The PBGC's maximum guarantee limit is $35.75 per month times a participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be $12,870.

The PBGC guarantee generally covers: (1) Normal and Early Retirement Benefits; (2) disability benefits if you become disabled before the plan becomes insolvent; and (3) certain benefits for your survivors.
The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the earlier of: (i) the date the Plan terminates or (ii) the time the Plan becomes insolvent; (3) benefits that are not Vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the Plan becomes insolvent; and (5) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's Customer Contact Center, 1200 K Street NW, Washington, DC 20005 or call 1-800-400-7242 (toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-800-400-7242. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at http://www.pbgc.gov.

Special Situations

If You Change Employers

If you change from one Participating Employer to another and your Covered Employment continues uninterrupted, you will remain a Participant just as if you had not changed Employers. The new Employer's contribution rate, however, may be different.

If you change from a Participating Employer to one participating in a related plan (see "Reciprocity" and "Related Plan" starting on page 5) and you continue to meet the related plan's requirement for continuous service, you will retain the credits and benefits earned in this Plan.

If you change from a Participating Employer to a nonparticipating Employer before you are Vested, you could lose your rights under this Plan.

If You Continue Working

If you work beyond your Normal Retirement Date, you continue to earn years of Credited Service until you retire. If you continue working after age 70 ½, however, your benefit payment will begin on the April 1 after the calendar year in which you reach age 70 ½, your "required beginning date" under the Plan.

When you retire from Covered Employment after your normal retirement date, your deferred retirement date is the first of any month after the month your employment ends, as chosen by you and subject to the Plan's required beginning date. Deferred retirement benefits will be your benefit accrued to your deferred retirement date.

If You Terminate Covered Employment

If you terminate Covered Employment, but do not have a Break in Service (because you find other Covered Employment or continue in Non-Covered Service), your participation in the Plan will continue.

If you terminate Covered Employment and have a Break in Service, you will be eligible for benefits when you retire if you are Vested. (Your spouse or beneficiary may receive benefits if you die before retirement. See the following section for details.)

You may not be eligible to receive benefits at termination. However, the benefits in effect at termination will be the benefits available at retirement (unless you return to Covered Employment and accrue an additional year of Credited Future Service before you retire).

Also see "Breaks in Service" on page 7 for more information.

If You Die

The Plan also may provide benefits for your surviving spouse or other beneficiaries if you die. The kind of benefit depends on whether your death occurs before or after your retirement benefits start and whether you are married. Contact the Administration Office for a copy of the Plan Document for the definitions of spouse and beneficiary.

Before Retirement

If you are married and die before retirement, your spouse will receive the greater of:

- Preretirement spouse annuity benefit, if you are Vested
- A single lump sum benefit equal to all Employer contributions (and employee contributions, if any) credited to your account, if you have at least five years of Credited Service.

The preretirement spouse annuity is calculated as if you retired immediately before your death and elected the 100% joint and survivor option. If death occurs before age 55, there is an additional actuarial reduction for the years between death and age 55.

If you are not married, your named beneficiary will receive a death benefit of $5,000 plus a refund of employee contributions made to the Plan, if any.

After Retirement

If you die after you retire, benefits may be payable to your spouse after your death – based on the benefit option you elected, at the time of retirement.

Claim Procedures

Submitting a Claim

If, at any time, you or your beneficiary feels that the conditions for receiving a benefit have been met but you have not received your full benefit, you must submit a written claim to the plan administrator. The claim should specify the method of payment and effective date of your benefit.

The Trustees will examine the claim and decide within 90 days whether a benefit is actually due. If special circumstances make it necessary, the Trustees may write and advise you that they need an additional 90 days to consider your claim. This extension may be necessary because of incomplete information or other reasons that prevent them from reaching a timely decision. You will receive notice by mail of their timely decision on your claim.

Denial of a Claim

If all or part of your claim is denied, the Administration Office will send you notice of the denial containing the following information:

- The specific reason or reasons for the denial
- Specific reference to the Plan provision on which the denial is based
- Description of any additional material or information necessary to complete the claim and why it or information is necessary, and
- An explanation of the steps to submit your claim for review.

Claim Review Procedure

If your application for benefits is denied or if you did not receive notice of a decision within 90 days (or 180 days if the Trustees notified you that they needed an extension), you may appeal your denied claim and receive a full, fair review of your claim and its denial. If you decide to appeal your claim, you or your authorized representative must submit a written request for review to the Trustees within 60 days after receiving your notice of denial. You or your authorized representative has the right to review any applicable documents and to submit in writing any issues, comments, or additional information or material. The Trustees will review your appeal, either at a meeting or without a meeting of the board. The Trustees may choose to hold a hearing on your appeal, where you or your beneficiary may be represented by an attorney or other representative of your choice.

A decision on your appeal will be made by the Trustees within 60 days after receiving your request for review, unless special circumstances require more time for processing your request. In such a case, a decision will be made as soon as possible, but no later than 120 days after your request was received. If there is a delay, you will be given written notice stating the reason for the delay before the end of the first 60 days.

You will receive a written notice of the decision of your appeal. This notice will include specific reasons for the decision as well as references to the Plan provisions on which it was based.

For disability applicants only, 180 days is provided for filing of an appeal. The Trustees will generally render a decision within 45 days with the action extended an additional 30 days, if required.

Other Plan Information

Official Name This Plan is known as the Northwest Glass, Molders, Pottery, Plastics, and Allied Workers Pension Plan.

Board of Trustees/Plan Administrator This Plan is maintained and administered by a joint labor-management Board of Trustees, the name, address, and telephone number of which is:

The Board of Trustees of The Northwest Glass, Molders,
Pottery, Plastics, and Allied Workers Pension Trust
Located At:
7525 SE 24th St., Suite 200
Mercer Island, WA 98040

Mailing address:
PO Box 34203
Seattle, WA 98124-1203
Telephone: (206) 664-7300
Toll Free: (800) 426-7132

The names and addresses of the Trustees are as follows:

Employer Trustees	Union Trustees
Kevin Jewell, Chairman Olympian Precast, Inc. PO Box 539 Redmond, WA 98073	Donald Carter, Secretary GMP International Union 4284 Lakeview Drive Ione, CA 95640
Scott Chaffin Travis Pattern & Foundry, Inc. 1413 E Hawthorne Road Spokane, WA 99218-3100	David Hoffman GMP International Union 624 Crest Drive Vista, CA 92084
Tracei Sly-Scofield Spokane Industries PO Box 3305 Spokane Valley, WA 99220-3305	David Hoffman GMP International Union 9600 Coit Road #1013 Plano, TX 75025

Legal Process The agent for service of legal process is Les Coughran at:

McKenzie, Rothwell, Barlow & Coughran, P.S.
1325 4th Ave, Suite 910
Seattle, WA 98101-2573

Legal process also may be served on any of the Trustees at the Administration Office address in the previous section.

Identification Numbers The Employer Identification Number assigned to the Plan by the Internal Revenue Service is EIN 91-6033485. The Plan number is 001.

Plan Type	This Plan is a defined benefit pension plan.
Plan Administration	This Plan is administered by the Board of Trustees, with the assistance of Welfare & Pension Administration Service, Inc., a contract administration organization.
Collective Bargaining Agreements	This Plan is maintained under several Collective Bargaining Agreements between contributing Employers and participating Unions. These Collective Bargaining Agreements can be examined at the Administration Office. A list of Participating Employers and labor organizations can be examined at the Administration Office.
Plan Funding	The contributions made to this Plan are held in trust by State Street Bank and invested by several qualified professional investment management firms.
Plan Year	The Plan Year and the Plan's fiscal year begins April 1 and ends March 31.
Plan Documents	This booklet, called a "Summary Plan Description," describes major Plan provisions. It does not replace the official documents which legally govern Plan operations. Contact the Administration Office for a copy of the Plan Document. Other materials pertaining to the Plan are available for review at the Administration Office.

Your ERISA Rights

As a Participant in this Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended, known as ERISA. ERISA provides that all Plan Participants will be entitled to:

- Examine, without charge, at the Plan Administration Office or the local Union office, all documents governing the Plan, including the trust agreement and collective bargaining agreements, and a copy of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

- Obtain, upon written request to the Plan Administration Office, copies of documents governing the operation of the Plan, including collective bargaining agreements, and copies of the latest annual report (Form 5500 series) and updated summary plan description. The Administration Office may make a reasonable charge for the copies.

- Receive a summary of the Plan's annual financial report. The plan administrator is required by law to provide each Participant with a copy of this annual funding notice.

- Obtain a statement telling you whether you have a right to receive a pension at Normal Retirement Age and if so, what your benefits would be at Normal Retirement Age if you stop working under this Plan now. If you do not have a right to a pension, the statement will tell you how many years you have to work to earn a right to a pension. This statement must be requested in writing and is not required to be given more than once a year. The Plan must provide the statement free of charge.

In addition to creating certain rights for Plan Participants, ERISA imposes duties upon the people responsible for operating the Plan. These people, called fiduciaries, have a duty to operate the Plan prudently and in the interest of you and the other Plan Participants and beneficiaries. You may not be fired or otherwise discriminated against to prevent you from obtaining a pension or exercising your rights under ERISA.

If your claim for pension benefits is denied in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights.
For instance:

- If you request materials from the plan administrator and do not receive them within 30 days, you may file suit in a federal court. In such case, the court may require the plan administrator 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 control of the plan administrator.

- 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. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a 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 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. This order could occur, for example, if the court finds your claim frivolous.

If you have any questions about your Plan, contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan administrator, 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 NW, Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Availability of Information

Plan Documents and all other pertinent documents required to be made available under ERISA are available for inspection at the Administration Office during regular business hours. Upon written request, copies of these documents will be provided. However, a reasonable charge may be made for the copies. The Administration Office will state the charge for specific documents on request so that you can find out the cost before ordering.

Administered By:

Welfare & Pension Administration Service, Inc.

P.O. Box 34203

Seattle, WA 98124-1203

www.nwgmp-pension.com

(206) 664-7300

(800) 426-7132

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