

In addition, as we transition from the B&C Fund to the Enhanced TIP plan, you would be protected from changes that the B&C Fund claims it will be entitled to make. For example, the Company Enhanced TIP plan provides for transitional benefits for:

- ✓ Employees at or near Golden 80 eligibility,
- ✓ Employees not yet vested in the current plan and
- ✓ Benefit level roll-backs that the B&C Fund would impose.

<p style="text-align: center;">B&C Pension Fund <i>What you have today</i></p>	<p style="text-align: center;">Proposed New Company Contributions to the TIP Savings Plan <i>What you could have in the future</i></p>
<p>The B&C Pension Fund is a Defined Benefit (DB) plan.</p> <p>With this plan:</p> <ul style="list-style-type: none"> • The benefit – which is a fixed dollar amount – is defined by the plan you’re in. • Benefits are provided in monthly payments, called annuities, only after you retire. • Benefits may be reduced if payments begin before normal retirement age. • Benefits already earned could be reduced in poorly-funded or insolvent multiemployer plans – like the B&C Pension Fund. • Benefits have a limited guarantee from the Pension Benefit Guarantee Corporation (PBGC) if the plan fails. • If you are not married when you die, your beneficiary receives no benefit. 	<p>The proposal is an enhancement of the TIP plan—a Defined Contribution (DC) savings plan.</p> <p>With this plan:</p> <ul style="list-style-type: none"> • The contribution amount is defined by the plan • Contributions are paid into your TIP plan account each payroll period. • Benefits are typically paid as lump sums, but payment can be taken in installments if you choose. • The amount of your retirement benefit will be affected by investment performance. • You control how your money is invested and how you receive your benefit in retirement. • You own your account, and can take the account balance with you if you leave the company. • On your death, your beneficiary receives your entire account balance.

Click below to view sample retirement comparisons:

[Age 55 with 25 years of service](#)

[Age 45 with 25 years of service](#)

[Age 35 with 5 years of service](#)

