



Three Things to Know Today: Retirement Tools & Resources Updated: December 2016

ONE:

Will the B&C Pension Fund Modify my Benefits?

We understand that you may have questions about how your B&C Pension Fund benefits might be affected if the Company were to exit the B&C Pension Fund.

Because the Company does not have any responsibility to administer the B&C Pension Fund, we cannot give you any specific information about your B&C Pension Fund benefits. We also cannot tell you what might happen in the future. You may want to direct your questions to the B&C Pension Fund via the contact information below. BCTGM International President David Durkee is also the Chairman of the B&C Trust Funds Board of Trustees.

You can also read the current [Summary Plan Description \(SPD\)](#) for the B&C Pension Fund to familiarize yourself with the rules and regulations that govern the Fund, but you should check with the B&C Pension Fund to see if there are any updates to these materials available to you.

B&C Trust Fund Contact Information <http://www.bctrustfunds.org/contactus.html>

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TWO:

You Decide How to Invest Your DC Retirement Dollars

While the B&C Pension Fund Trustees decide how the money in their defined benefit plan is invested, *you* decide how to invest your Enhanced TIP / 401(k) / Defined Contribution (DC) dollars. There will not be separate investment options for the Company's proposed Enhanced TIP plan. You can choose among the the same investment options that are available to you under the Company's current 401(k) TIP program.

The Plan allows you to choose from a variety of investment options - described in the [Investment Options Guide](#). Your investment election applies to both your own optional contributions and all contributions made by the Company.

THREE:

Investment Help is Available

The Company's proposal would not change the investment options available to you under the TIP plan. As is the case currently, if you do not want to actively manage how your TIP Plan account is invested, you have two different "passive" investment strategies available to you:

- You can invest your account in the target date fund that applies to you based on your assumed retirement date; or
- You can use Fidelity's PAS-W professional management to make investment decisions on your TIP plan account.

Target Date Funds

Target date funds are designed as an "all in one approach" for participants looking for a professionally managed method of investing. Rather than trying to mix and manage a collection of different investment options, you only need to select one target date fund to access a wider investment mix. These funds are managed to lower the overall risk as you approach retirement without you having to do anything.

Read more about Fidelity's PAS-W Professional Management Services.