

How will I become a Participant?

You will become a Participant as of the first day of the month after you have worked at least 300 Hours of Service during a period of 12 consecutive months for an Employer who is obligated under a Collective Bargaining Agreement to make contribution to the Fund on your behalf.

What is the Plan Year?

The Plan Year is any 12-month period beginning April 1st and ending March 31st.

How do I become entitled to Benefits?

You become entitled to Benefits or become vested when you meet the eligibility requirements for becoming a Participant.

What is vesting?

Vesting means that you are entitled to 100% of your Account Balance.

What is my Account Balance?

Your Account Balance is makeup of two portions: 1) Money Purchase Account – contributions and interest accrued prior to January 1, 2008 and 2) Profit Sharing Account – contributions and interest accrued on and after January 1, 2008.

When can I receive my Account Balance?

You can receive your **Money Purchase portion of your Account Balance** under one of the following: 1) retirement on or after age 60, 2) total and permanent disability, 3) attainment of age 70 ½, or 4) termination of employment (your employment is considered terminated as of the last day of a 12-consecutive month period in which you do not work any hours in covered employment for a contributing Employer.

You can receive your **Profit Sharing portion of your Account Balance** under one of the following: 1) retirement on or after age 60, 2) total and permanent disability, or 3) attainment of age 70 ½. You will not be eligible for your Profit Sharing portion under the termination of employment provisions.

Can I receive a lump sum distribution?

Yes. When you are eligible for distribution you may either elect a lump sum distribution of your Account Balance or you may elect to have your Account Balance converted to a monthly benefits and paid for the remainder of your life and, if applicable, your spouse or beneficiary.

How do I apply for a distribution?

Contact the Fund Office at (877) 477-2363 or writing them at NECA-IBEW Memphis Retirement Plan, 6525 Centurion Drive, Lansing, Michigan 48917-9275 for the appropriate application forms.