Teamsters Managed

Annuity Plan

Summary Plan Description

August 2022

INTRODUCTION

This booklet contains a brief explanation of the most important provisions of the Teamsters Managed Annuity Plan. It is not possible to cover all of the Plan's provisions in this short booklet. Your rights as a participant in the Plan can only be determined by consulting the Plan document and investment prospectus, both of which may be amended from time to time.

The Plan was entered into and became effective on May 21, 1991 under an Agreement and Declaration of Trust. The Plan was restated entirely on January 1, 1994. The Plan was approved by the Internal Revenue Service by a tax qualification letter.

The Plan is governed by a federal law known as the Employee Retirement Income Security Act (ERISA). The Plan is **not**, however, insured under ERISA's Pension Benefit Guaranty Corporation (PBGC). Only defined benefit pension plans are insured by the PBGC. This Plan is a defined contribution plan.

If you have questions about the Plan or eligibility for benefits, contact:

Teamsters Managed Annuity Plan
Plan Administrative Office
P.O. Box 757
Pleasanton, CA 94566

Customer Service Telephone Hours:

9:00 a.m. to 4:30 p.m., Monday – Friday (except holidays)
Telephone at (800) 924-1226 and Fax at (925) 426-3565

Office Hours:

9:00 a.m. to 4:30 p.m., Monday – Friday (except holidays)

Limitation Upon Reliance on Booklet and Statements

This booklet provides a brief, general summary of the Plan rules. However, it is not intended to cover all of the details of the Plan. Nothing in this Summary Plan Description is meant to interpret or change the Plan provisions. You should review the Plan Document to fully determine your rights. The Plan Document is available for your review at the Plan Administrative Office upon written request.

You are not entitled to rely upon oral statements of representatives of the Plan Administrative Office, the Board of Trustees, an Employer or any Union Officer, or any other person. If you desire an interpretation of the Plan, you should address your request in writing to the Board of Trustees at the Plan Administrative Office. To make their decision, the Board of Trustees must be furnished with full and accurate information concerning your situation.

As a courtesy to you, the Plan Administrative Office may respond verbally to oral questions; however, oral information and answers are not binding upon the Plan and cannot be relied upon in any dispute concerning your benefits.

You should also understand that, from time to time, there may be a data error in a statement that you receive which may be corrected upon an audit or review. The Board of Trustees reserves the right to make corrections when any error is discovered.

The Plan is not allowed to provide you with tax advice or suggest how you should receive your benefits. You may want to discuss with a tax advisor the tax consequences of any withdrawal of funds or selection of a benefit option.

HOW DOES THE PLAN WORK?

This Plan is a multi-employer, collectively bargained tax-qualified defined contribution plan. For purposes of simplicity, your participation in the Plan may be viewed as a combination of an "accumulation" stage while you are a contributing employee, and a "distribution" stage after you have terminated employment and are eligible to receive benefits.

The contributions on your behalf are based on the amount contributed on your behalf by your Employer because you have provided documentation that you are covered by a valid alternative medical plan (i.e., medical coverage through a spouse). Please note that Covered California, Medi-Cal and Medicare are subsidized plans and; therefore, not accepted as valid types of alternative medical coverage. The amount of your monthly contribution is forwarded each month to the Teamsters Managed Annuity Plan. Under the terms of the Collective Bargaining Agreement, your Employer is bound to transmit the amount of your contributions to the Plan in the month following the month in which you performed the work for which contributions are due.

As a participant in this defined contribution plan, your contributions will be invested and accumulate tax free in a tax-qualified plan, the Teamsters Managed Annuity Plan. The Plan is managed by a Board of Trustees made up of an equal number of Employer and Union representatives. The Board of Trustees has retained advisors to assist with daily administration and investment duties and accounting and legal issues.

You will be eligible for a distribution from the Plan when you are no longer an active employee and have met the conditions for payment from the Plan.

THE ACCUMULATION STAGE

How do I know if I am a participant in the Plan?

You are a participant in the Plan if (a) you are working for an Employer that makes contributions on your behalf to this Plan pursuant to a Collective Bargaining Agreement, and if (b) you can provide documentation that you are covered by a valid alternative medical plan (i.e., medical coverage through a spouse).

What happens when I begin participating in the Plan?

When you start working for a contributing Employer, the Employer makes contributions to the Plan. At that time, the Plan Administrative Office sends all contributions made on your behalf (less a fee to cover administrative costs) to the investment fund.

Next, an "Individual Account," will be set up for you. Once your account has been established, you will begin receiving quarterly reports of your account activity, including contributions made, distributions received, asset allocation, contract charges, investment exchanges, investment gains and losses, etc.

Only contributions that are actually received by the Plan will be credited to an Individual Account. In other words, delinquent contributions are not credited to your Individual Account until they are actually received by the Plan. You are always 100% vested in the amount in your Individual Account.

If upon initial eligibility you fail to make an election to participate in the Plan or fail to provide documentation that you are covered by a valid alternative medical plan (i.e., medical coverage through a spouse), contributions will not be made to your account.

Once you provide the Plan Administrative Office with the required information, retroactive contributions are limited to no more than six (6) months with no interests or earnings credit.

Who contributes to the Plan, and how much is contributed?

The Collective Bargaining Agreement requires Employers to forward contributions on behalf of all eligible employees who have elected to participate in the Plan.

Who administers the Plan?

In accordance with the Agreement and Declaration of Trust, the Plan is administered by a Board of Trustees made up of an equal number of Employer and Union representatives.

How are contributions invested?

The contributions are invested in a Stable Value Fund, which offers fixed returns that compare favorably with the yields on intermediate-term fixed income securities.

How often will I receive statements?

You will receive a statement after the end of each quarter during the plan year. Each statement reflects all contributions made on your behalf, how much money you have, earnings, a distribution, etc. You should keep all of your statements.

The statement provides the entire accounting of all activity for the Plan. Therefore, you should review each statement carefully for errors and omissions. It is very difficult to remedy errors unless you contact the Plan Administrative Office immediately after you receive your statement.

When will my contributions be taxed?

The money in your Individual Account is not considered taxable income until you actually receive it. When you receive a distribution from your account, it is then to be reported as taxable income. However, if a lump sum payment is taken in a single year, there is the possibility of deferring the tax by "rolling over" the distribution into an IRA or another eligible pension or annuity type investment under the IRS Code. You should consult with a competent tax advisor to ensure that you understand the tax consequences of withdrawing your money from the Plan and that you make the decision that is best suited for you.

What fees do I pay for the Annuity Account?

The Plan incurs expenses for administration, postage, printing, data processing, legal, auditing and other services. A monthly fee is being charged to your Individual Account to share the costs to maintain the Plan.

Can amendments be made to the Plan?

Yes. Future amendments to the Plan may have to be made from time to time to comply with Congressional action, rulings by federal agencies, and other changes deemed necessary or prudent by the Board of Trustees. You will be notified if significant amendments to the Plan are made. Before you decide to retire and file an application for your Individual Account, you should contact the Plan Administrative Office to determine if there have been any amendments to the Plan.

How do I designate a beneficiary?

You probably already designated a beneficiary when you first enrolled in the Plan. If you have not already done so, or if you wish to change your previous designation, you should obtain an Enrollment/Change form from the Plan Administrative Office.

Death benefits are generally payable to your eligible spouse. If you are not married, the balance of your Individual Account will be paid on your death to your designated beneficiary. If you are married and wish to designate an alternate beneficiary, you must obtain your spouse's written consent, which must be witnessed by a notary public or a Plan representative. If you die without having designated a beneficiary, all money in your Individual Account will be distributed to your eligible spouse, surviving heirs or to your estate in accordance with the law.

THE DISTRIBUTION STAGE

When am I eligible to receive benefits from the Plan?

In general, you (or your beneficiary) are eligible to receive distributions from your Individual Account when:

a. You apply for benefits and no Employer Contributions have been made on your behalf for six (6) consecutive months because you are no longer working for an Employer who is a contributor to the Teamsters Managed Annuity Plan; or

b. You die and your beneficiary or spouse applies for benefits; or

c. You are retired; or

d. You become totally or permanently disabled and receive Social Security disability benefits and you apply for benefits.

NOTICE: If you are no longer working for an Employer who is a contributor to the Teamsters Managed Annuity Plan, it is extremely important that you provide the Plan Administrative Office with any future address changes. Should you not provide a forwarding address and later forget that you have an Individual Account, your benefits may be delayed, reduced or lost.

How much money will I receive from the Plan?

The amount of your benefit is the value of your Individual Account at the time you qualify for a benefit distribution. Your benefits are 100% vested at all times. Generally, the amount in your Individual Account is the sum of all contributions made over the years on your behalf, plus earnings (or less investment losses) credited to the account, less any withdrawals, contract charges and administrative expenses.

What are my options as to the type of benefits I can receive from the Plan?

You have several options when you become eligible to receive payments from the Plan:

a. You can direct the Plan to roll over the entire amount in one lump sum payment into an IRA, another qualified plan or
b. You can take the payments in a lump sum as taxable income at the time; or
c. You can take partial payments over an extended period of time.

We recommend that you find out about the available options several months in advance. That way, you will have time to shop around for different contracts to determine which is best suited to your objectives. If you find another investment that better suits you, we can simply roll over your existing account into the new contract. We recommend that you seek the advice of your own financial advisor before you receive any payments from the Plan.

<u>This Plan does not permit hardship withdrawals or loans.</u>

Will my contributions be taxed?

The money in your Individual Account is not taxable income until you actually receive it. When you receive a distribution from your account, it is reported as taxable income. If you are younger than age 55, you may also be required to pay an additional 10% early withdrawal tax if you take a distribution in a lump sum. When you receive a lump sum payment, however, you may be able to defer income and the 10% early withdrawal tax by "rolling over" the distribution into an IRA or other eligible pension or annuity. You should consult with a competent tax advisor to ensure that you understand the tax consequences of withdrawing your money from the Plan and that you are making the decision that is best for you.

What happens if my Account is Inactive for an extended period of time?

In the event that a plan participant account has been inactive for more than twenty-four (24) consecutive months and has an account balance of less than $5,000, the Plan will automatically cash out the participant's account balance.

The following options will be available for receiving the distribution:

a. He or she can direct the Plan to rollover the account balance into another qualified pension plan; or
b. He or she can direct the Plan to rollover the account balance into an Individual Retirement Arrangement (IRA); or
c. He or she can receive the full amount in a cash distribution as taxable income.

In the event that the Plan Administrative Office does not receive a response from a plan participant within 30 days of sending notice, the plan participant will receive a cash distribution. Please be advised that if an account is cashed out, the Plan is required by law to withhold 20% of the total amount, which is sent to the IRS as income tax withholding to be credited against the participant's taxes.

What happens if I return to covered employment after receiving benefits?

If contributions are made again on your behalf after you have received benefits from the Plan, you will be treated the same as a new participant.

What if I get a divorce before receiving benefits from the Plan?

If you are divorced, your former spouse may have an interest in your Individual Account. The Plan is required to comply with a court order that awards a portion or all of your benefits to a spouse, child or other alternate payee if the order qualifies as a Qualified Domestic Relations Order (QDRO) as defined by ERISA.

A QDRO is an order that creates or recognizes the existence of a former spouse or child's (or other alternate payee) right to receive all or a portion of your accumulated benefits.

You, your spouse or former spouse may request the Plan's procedures for handling domestic relations orders. You or your attorney (or your spouse or her attorney) may submit a proposed QDRO to the Plan's legal counsel prior to submission to a court. Counsel will then provide notice of any required changes.

The Plan's QDRO procedures can be obtained from the Plan Administrative Office at no charge. To obtain such documentation, contact the Plan Administrative Office either by telephone or mail.

How do I apply for benefits from the Plan?

The first step in applying for benefits is to obtain an application from the Plan Administrative Office. You will need to furnish copies of legal documents. The Plan Administrative Office will tell you what is required.

If you are applying for disability benefits, you must submit a copy of your Social Security Disability Award as proof of your disability.

If your surviving spouse or designated beneficiary is applying for death benefits, that person must submit a certified copy of your death certificate.

Who decides whether I am eligible for payments from the Plan?

The Board of Trustees decides who is eligible to receive benefit payments. The Board of Trustees has the responsibility of acting on all participant applications and of making sure all participants meet the Plan's requirements for receiving benefits.

Can I appeal an adverse ruling by the Board of Trustees?

If your application is denied, you may ask the Board of Trustees to review the denied application within 180 days of your receipt of notice of the denial. Requests for review must be made in writing and should be sent with all pertinent evidence to the Plan Administrative Office. The decision of the Board of Trustees must comply with the rules of the Plan, and its decision will be final and binding. You may contact the Plan Administrative Office for more detailed information on making an appeal.

What is the Board of Trustees?

The Board of Trustees is composed of individuals acting in a capacity of fiduciaries. Federal pension law defines a fiduciary as "one who occupies a position of confidence or trust and who exercises any power of control, management or disposition with respect to monies or other property of an employee benefit fund or who has authority or responsibility to do so."

Who are the Plan Trustees?

The Plan is managed by a Board of Trustees made up of an equal number of Employer and Union representatives. The Trustees' responsibilities are to the Plan participants, irrespective of their appointment as an Employer or Union representative.

UNION REPRESENTATIVES

Efren Alarcon
Teamsters Local 856
7750 Pardee Lane
Oakland, CA 94621

Steve Beck
Teamsters Local 853
7750 Pardee Lane
Oakland, CA 94621

Don E. Garcia
Teamsters Local 315
2727 Alhambra Avenue
Martinez, CA 94553

Mike Henneberry
Teamsters Local 853
7750 Pardee Lane
Oakland, CA 94621

EMPLOYER REPRESENTATIVES

Jim Beard
Beard Affiliates, LLC
5 Thomas Mellon Circle, Suite 111
San Francisco, CA 94134

Bruce Heid
Trustee
1181 Quarry Lane, Suite 400
Pleasanton, CA 94566

Robert Pavone
SGWS
1181 Quarry Lane, Suite 400
Pleasanton, CA 94566

Can the Plan be terminated?

Yes. The Board of Trustees are empowered to terminate the Plan if they deem it necessary or prudent to do so, as might be the case if the Employers and the Union were to decide to discontinue further contributions to the Plan. In the event of termination or partial termination of the Plan, the assets then remaining, after providing for the expenses of the Plan and for the payment of any Individual Account theretofore approved, would be distributed among participants, and each participant would be 100% vested in his or her accrued account and shall receive that part of the total remaining assets in the same ratio as his or her Individual Account bears to the aggregate amount of the Individual Accounts of all participants. The assets are not returned to any Employer or to the Union.

How could I suffer a potential loss of benefits?

You or your beneficiary could suffer a loss in the value of your Individual Account balance or have payments delayed in the following circumstances:

1. Investment Losses. The Plan incurs investment losses, such as the depreciation in the market value of Plan assets or the Plan incurs excessive expenses reducing the value of your Account.
2. Divorce Order (QDRO). Pursuant to a Qualified Domestic Relations Order or a Qualified Medical Child Support Order, a court awards a spouse, former spouse or child a portion or all of your Account.

3. Plan Expenses. Your share of Plan expenses exceeds your contributions and earnings in a Plan year.
4. Fail to File Complete Application. You fail to file a completed application or other forms required by the Plan Administrative Office before the date you want your benefits.
5. Incomplete Information/False Statements. You fail to provide information or give false information to verify disability, age, beneficiary information, marital status or other vital information.
6. Disappear/Returned Mail. If the Plan Administrative Office is unable to locate you for five years (for example, your annual statement is returned in the mail and the Union does not have your address), the Plan may close your Account.
7. Benefit/Contribution Limits. Your annual contribution cannot exceed the maximum amount allowed by the Internal Revenue Code and applicable regulations, although the Board of Trustees does not foresee this occurring. The Plan contains provisions to address this situation.

INFORMATION REQUIRED BY ERISA

The full name of the Plan is Teamsters Managed Annuity Plan. Its Employer Tax Identification Number is 94-3138275 and its IRS Plan Number is 001. The Plan is a defined contribution plan. It is sponsored and administered by the Board of Trustees.

Daily business functions are handled through a contract with DMC Insurance Administrators, Inc. The Plan's address and phone number are:

Board of Trustees of the Teamsters Managed Annuity Plan
c/o DMC Insurance Administrators, Inc.
P.O. Box 757
Pleasanton, CA 94566
Telephone (925) 426-3555 or (800) 924-1226

Legal process may be served on the Board of Trustees, any Plan Trustee or DMC Insurance Administrators, Inc. at that address.

The Plan is maintained pursuant to Collective Bargaining Agreements that provide for Employer contributions to the Plan. By written request to the Board of Trustees, a participant or beneficiary may find out whether a particular Employer is a contributing Employer. Benefits are provided by the Plan, not by any Employer or Union.

Benefits under this defined contribution plan are not guaranteed by the Pension Benefit Guaranty Corporation (the "PBGC"). The PBGC guarantees benefits only from a defined benefit plan.

If you have any questions about your Plan, you should contact the Plan Administrative Office. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

STATEMENT OF ERISA RIGHTS

Rights of Participants and Beneficiaries

As a participant in the Teamsters Managed Annuity Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge, at the Plan Administrative Office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts 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 Pension and Welfare Benefit Administration.

Obtain, upon written request to the Plan Administrative Office, copies of documents governing the operation of the Plan, including insurance contracts and Collective Bargaining Agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan Administrative Office is required by law to furnish each Participant with a copy of its Summary Annual Report.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your Employer, your Union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a (pension, welfare) benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a (pension, welfare) benefit is denied or ignored, 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 a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrative Office 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 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 or a medical child support order, you may file suit in 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 a 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, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrative Office at (800) 924-1226. 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 Administrative Office, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

N O T E S