

## National Roofing Industry Supplemental Pension Plan

Thousands of Union Roofers and Waterproofers from across the country look to the National Roofing Industry Pension Fund (the "NRIPF") for their retirement income. The National Roofing Industry Pension Plan (the "NRIPP") has a history of growth and improvement to meet the retirement needs of the participants. On June 1, 2000, the Trustees made an important enhancement to the NRIPF by adding the National Roofing Industry Supplemental Pension Plan (the "NRISPP"), a qualified "defined contribution" plan. As an employee participant of the NRIPP you can be a part of the NRISPP as soon as your Local Union and Employers agree to contribute to the NRISPP on your behalf. This is a brief summary of the NRISPP. If you would like more information, please contact the plan administrator at:

**1-800-595-7209**

*Please Note: This brochure is only a brief overview of the benefits provided by the NRISPP. More detailed information is provided in your Supplemental Pension Plan legal document or your Summary Plan Description. If there is any difference between the information in this brochure and the actual Supplemental Pension Plan legal document, the legal document will be followed. For more detailed information ask for the Supplemental Pension Plan legal document or a Summary Plan Description. Copies of the Summary Plan Description and the Supplemental Pension Plan legal document are available from the Fund Office by calling 1-800-595-7209. Participants can also obtain additional information on the Website - [www.nrpf.com](http://www.nrpf.com).*



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**NRISPP** National Roofing  
Industry Supplemental  
Pension Plan

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**FUND OFFICE**

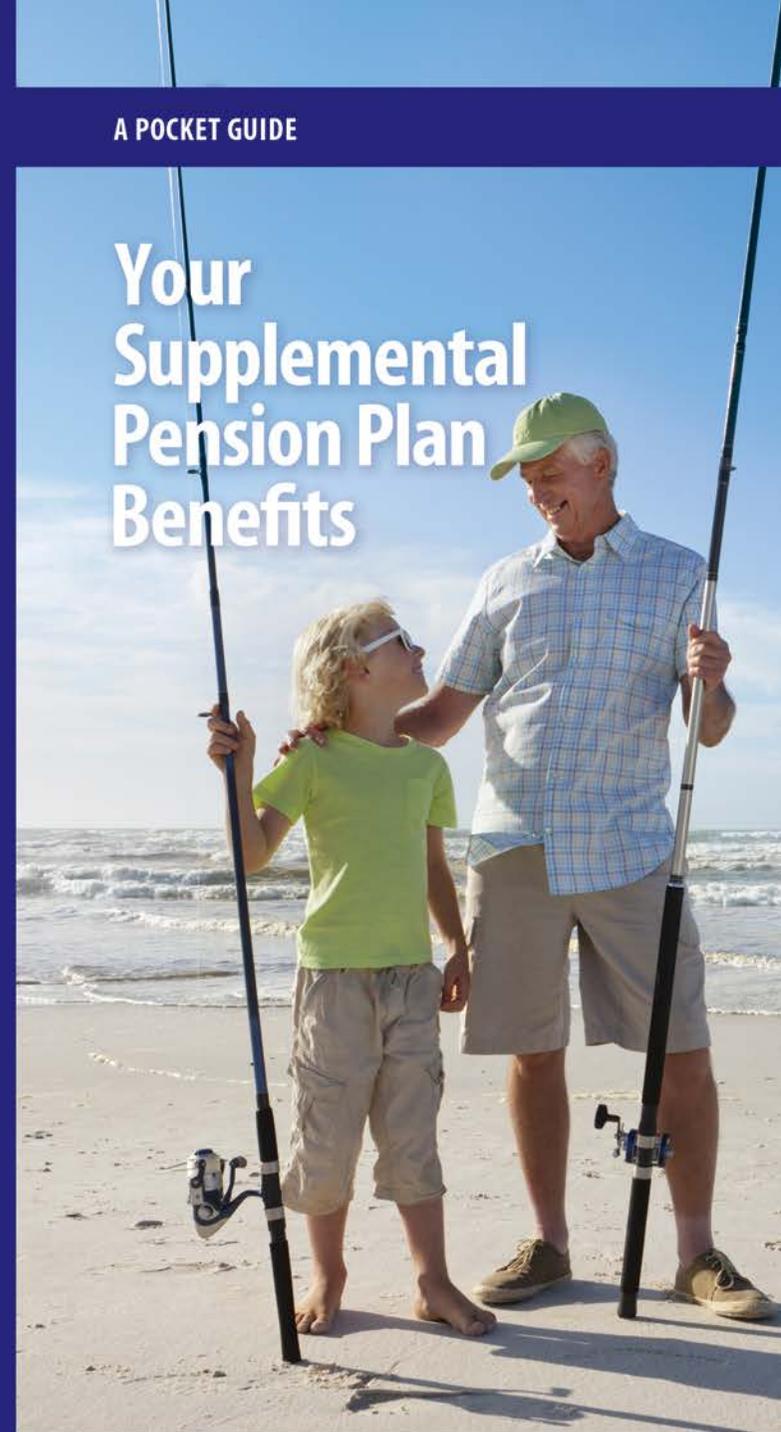
**3001 Metro Drive, Suite 500**

**Bloomington, MN 55425**

**1-800-595-7209**



**A POCKET GUIDE**



## Your Supplemental Pension Plan Benefits



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## The NRISPP at a Glance

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| <b>Eligibility and Participation</b>              | Automatic as soon as you have 500 hours worked in a plan year.  |
| <b>Employer Contributions</b>                     | The NRISPP is provided at no cost to you. Contributing employers pay the amount specified in the collective bargaining agreement.   |
| <b>Participant Contributions</b>                  | Contributions are not required or permitted from plan participants.   |
| <b>Individual Accounts</b>                        | When you participate in the NRISPP, the Trustees establish and maintain an employer contribution account in your name.  |
| <b>Investment of Accounts</b>                     | The NRISPP Trustees invest the amount in your individual account, together with the amounts in all other individual accounts. The balance of your account will increase through employer contributions, eligible rollover contributions (if any), and any gains on fund investments, and will decrease with any administrative expenses and investment losses.  |
| <b>Value of Each Account</b>                      | Once each year, on December 31 <sup>st</sup> , the value of the entire fund and of your individual account is determined. Then, all money earned by fund investments, such as interest, dividends, and growth in the value of the fund investments, is added to the fund. At the same time, any investment losses and administrative expenses are subtracted. These adjustments, additions and deductions, are allocated among the plan participants as of each December 31 <sup>st</sup> .   |
| <b>Vesting</b>                                    | Full vesting immediately when you have 1,000 hours worked within two consecutive plan years.  |
| <b>Retirement (including Disability) Benefits</b> | 100% of the balance of your account when you retire under the NRIPP or retire after attaining age 65 with at least five years in the NRISPP. A participant who has attained age 65 with at least five years in the NRISPP is eligible to make an application for his benefits without the necessity of retirement.  |
| <b>Death Benefits Before Retirement</b>           | <p>If you are married, your spouse will receive, upon your death, a lump-sum payment equal to 100% of your account balance, or she (or he) may elect a monthly benefit for a selected period of time. Your spouse may elect to waive her (or his) benefit in favor of another beneficiary that you designate.</p> <p>If you are not married, or your spouse waives her (or his) right to receive a spousal death benefit, your beneficiary will receive, upon your death, a lump-sum payment equal to 100% of your account balance.</p> |
| <b>Rollovers</b>                                  | A participant may roll over to the NRISPP an "eligible rollover distribution" from another qualified pension plan.  |

## Financial Security

One of the most important long-range goals for you and your family is to prepare for your financial security during your retirement years. For years the goal of the NRIPP has been to provide and protect your retirement benefits. The NRISPP was created to supplement your NRIPP benefit and provide you with more financial choices for your retirement.

## Participation by Your Local Union

Your Local Union must negotiate for contributions to be made by your employer for you to be a part of the NRISPP.

## Benefits of the NRISPP

The NRISPP has the same goal and objective as the NRIPP: helping you achieve a secure and comfortable retirement based upon your years of work in our industry. Employer contributions to the NRISPP for you go into your NRISPP account and are invested over your working years. The value of your account is there for you when you retire or become disabled and also for your spouse or other beneficiary if you die before retirement. Your NRISPP account is a supplement to the amount of your NRIPP monthly benefit. You can also have your NRISPP account payable in other ways besides a monthly benefit, including one lump-sum upon retirement.

## NRISPP Summary

The NRISPP is technically known as a "defined contribution" or "individual account" plan. This means the benefits payable from the NRISPP are based on the contributions to your account by employers, plus any eligible rollover contributions you make, plus investment earnings, minus any investment losses and administrative expenses.

