



January 6, 2023

IMPORTANT INFORMATION

Please read both enclosed letters in their entirety regarding the NEW ancillary benefit under the Worker Retention Program (WRP) and the Summary of Martial Modifications (SMM).

RE: Midwest Operating Engineers Pension Fund – Worker Retention Program (WRP)

Dear Member,

In response to the historic demand for operating engineers, the Trustees of the Midwest Operating Engineers (MOE) Pension Fund have approved a **new ancillary benefit program to incent members to continue working beyond their Normal Retirement Age**. This program allows members, working beyond their MOE Normal Retirement Age, to accumulate dollars under the Worker Retention Program (WRP). These additional dollars will be paid out in monthly installments upon retirement and are **in addition** to your normal MOE pension benefit.

Below are estimates of your WRP benefit based on your Normal Retirement Age accrual.

Projected WRP Benefit as of January 1, 2024		
	<u>Current Monthly Normal Retirement Age Accrued Benefit</u>	<u>WRP Benefit With 12 Month Delay</u>
Delay 1 Year:	\$1,000.26	\$12,003.12 (\$1,000.26 x 12)

By delaying your retirement one year and assuming you meet the WRP eligibility requirements, you will receive an additional \$12,003.12 in total pension benefits payable in monthly instalments equal to your Social Security Normal Retirement Age benefit.

Per IRS Code, the Worker Retention Program is considered a temporary Social Security annuity supplement. As such, there are several restrictions in how this benefit can be administered:

- The Worker Retention Program Benefit is an **ancillary** benefit that may be modified or phased out based on the industry need for Operating Engineers. Current demand for Operating Engineers should require the need for the WRP for at least the next few years.
- The amount of your Worker Retention Program Benefit, payable at retirement, cannot exceed your Social Security Normal Retirement Age benefit.
- You are not eligible to receive the Worker Retention Program Benefit on or after your Social Security Normal Retirement Age.
- The Worker Retention Program Benefit is not a vested benefit.
- The Worker Retention Program Benefit is not payable to any beneficiaries should you die before receiving all benefits.

Frequently Asked Questions (FAQs)

How do I enroll in the WRP?

You are automatically enrolled in the WRP and will receive the benefits as of your actual delayed retirement effective date if you meet all the WRP eligibility requirements.

What are the eligibility requirements to qualify for a benefit under the Worker Retention Program?

- You must work at least 12 months beyond your Normal Retirement Age.
- You must retire before your Social Security Normal Retirement Age.
- You must continue to work in Covered Employment for a minimum of 800 hours for the 12 months following your Normal Retirement Age.
- If you continue to work beyond January 1, 2024, you must continue to meet 800-hour Retiree Welfare Plan rule or have at least 800 hours for every Plan Year after your Normal Retirement Age prior to retiring.

How do I find out what my Social Security Normal Retirement Age is and my Social Security Normal Retirement Age Benefit?

You may create your own account at <https://www.ssa.gov/myaccount/> or schedule an appointment with your local Social Security office by contacting (800) 772-1213.

When you create your account, your estimate will look something like below:



In the example, the Member's Social Security Retirement Age is age 67 and his Social Security Normal Retirement Age benefit is \$3,463 as noted under the "Full" benefit. This will be the monthly amount paid until this individual's WRP benefit is exhausted, or until he reaches his Social Security Normal Retirement Age, whichever occurs first.

How will I build up my WRP benefit?

Your WRP benefit will equal your accrued benefit as of your MOE Normal Retirement Age multiplied by the number of months you delay retirement beyond your MOE Normal Retirement Age. Once you have delayed retirement until the later of January 1, 2024 or 12 months beyond your MOE Normal Retirement Age, you can retire at any time before your Social Security Normal Retirement Age.

Would I ever not get my full WRP Benefit?

As payments are limited to your Social Security Normal Retirement Age benefit and cannot be paid after your Social Security Normal Retirement Age, it is possible that you may not receive your full WRP benefit. In addition, the WRP benefit is not payable to any beneficiaries should you die before receiving all benefits.

How can I receive more information or a custom estimate of my benefits?

If you have any questions about the Worker Retention Program, please contact the Retirement Services Group at (708) 579-6630.

Sincerely,

Thomas M. Bernstein

Thomas M. Bernstein
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Midwest Operating Engineers Pension Fund