

**TEAMSTERS LOCAL 676
AND EMPLOYERS ANNUITY PLAN**

SUMMARY PLAN DESCRIPTION

(As of November 1, 2019)

Please note:

The Board of Trustees of the Teamsters Local 676 and Employers Annuity Plan reserves the right to amend, modify or terminate the Plan at any time.

To the extent anything in this Summary Plan Description conflicts with the terms of the Plan Document, the Plan Document will control.

Please call the Plan Office at either (856) 382-2495 or Toll Free (888) 925-5585 if you would like to review a copy of the Plan Document or receive a copy of the Plan Document at a reasonable copying charge.

TABLE OF CONTENTS

INTRODUCTION

- Q&A 1. WHAT IS THE TEAMSTERS LOCAL 676 AND EMPLOYERS ANNUITY PLAN?**
- Q&A 2. AM I ELIGIBLE TO PARTICIPATE IN THE PLAN?**
- Q&A 3. WHO CONTRIBUTES TO MY ACCOUNT AND HOW?**
- Q&A 4. HOW IS MONEY CREDITED TO MY ACCOUNT INVESTED?**
- Q&A 5. WHEN WILL I BE VESTED IN MY ACCOUNT?**
- Q&A 6. WHEN CAN I GET BENEFITS FROM MY ACCOUNT?**
- Q&A 7. HOW WILL BENEFITS FROM MY ACCOUNT BE PAID TO ME?**
- Q&A 8. WHAT IF I DIE BEFORE I BEGIN TO RECEIVE BENEFITS FROM MY ACCOUNT?**
- Q&A 9. IF I TAKE MY ACCOUNT BALANCE IN A SINGLE LUMP SUM, CAN I “ROLL OVER” THAT AMOUNT TO ANOTHER RETIREMENT PLAN?**
- Q&A 10. CAN I “ROLL OVER” MONEY INTO MY ACCOUNT FROM ANOTHER RETIREMENT PLAN?**
- Q&A 11. I AM READY TO APPLY FOR BENEFITS. WHAT SHOULD I DO?**
- Q&A 12. WHAT HAPPENS IF THE PLAN TERMINATES?**
- Q&A 13. WHAT HAPPENS IF I AM NO LONGER ELIGIBLE TO PARTICIPATE IN THE PLAN AS AN ACTIVE PARTICIPANT?**
- Q&A 14. WHAT HAPPENS IF I DIVORCE MY SPOUSE?**
- Q&A 15. WHO ADMINISTERS THE PLAN AND HOW ARE CONTRIBUTIONS, INVESTMENT INCOME, GAINS AND LOSSES, AND EXPENSES ALLOCATED?**
- Q&A 16. WHAT IF I MAKE A CLAIM FOR BENEFITS FROM THE PLAN AND MY CLAIM IS DENIED?**
- Q&A 17. WHAT DOES THE U.S. DEPARTMENT OF LABOR SAY ARE MY RIGHTS UNDER THE LAW?**
- Q&A 18. WHAT ELSE SHOULD I KNOW ABOUT THE PLAN?**

CONCLUSION

INTRODUCTION

The Board of Trustees of the Teamsters Local 676 and Employers Annuity Plan (the “Plan”) is pleased to provide eligible employees (“Participants”) with this Summary Plan Description (“SPD”). This SPD is in an easy-to-read Question and Answer format, and it is the hope of the Board of Trustees that this SPD will answer any questions that you as a Participant may have about the Plan.

This SPD supersedes all SPDs issued prior to November 1, 2019.

Please keep this SPD with your other important papers so that you can refer to it when you have questions. You should also feel free to contact the Plan Office in writing or by telephone if you have other questions about the Plan. The Plan Office’s contact information is as follows:

Teamsters Local 676 and Employers Annuity Plan
P.O. Box 39
Collingswood, NJ 08108
Telephone: (856) 382-2495 or Toll Free (888) 925-5585

QUESTION 1: WHAT IS THE TEAMSTERS LOCAL 676 AND EMPLOYERS ANNUITY PLAN?

ANSWER 1: The Teamsters Local 676 and Employers Annuity Plan is a multi-employer retirement savings plan for eligible employees of employers that have agreed to participate in the Plan (“Employers”). The Plan is the product of collective bargaining between Teamsters Local Union 676 and these Employers.

The Plan is designed to supplement the retirement income that you may enjoy from other sources (for example, Social Security, your own savings, etc.). As with other qualified retirement plans, this Plan will provide a way to accumulate retirement income without paying certain federal income taxes until the time that you retire or otherwise receive a benefit from the Plan.

The Plan is a “defined contribution plan.” Under this type of plan, each Participant has his own bookkeeping Account, which will keep track of contributions, investment experience (income, gains and losses), and expenses attributable to the Account. Upon a distribution of benefits from the Plan, each Participant or his designated beneficiary will receive the Account balance in one of several possible forms.

Unlike “defined benefit plans,” this Plan does not guarantee a Participant a certain benefit, monthly or otherwise, upon retirement. Moreover, a Participant’s benefit is not insured by the Pension Benefit Guaranty Corporation (the “PBGC”) or any other entity. Your benefit under the Plan at any given time is the value of your Account balance at that time.

The Plan is funded by contributions which Employers make for their employees in the amounts required by the Collective Bargaining Agreements they have with Teamsters Local Union 676. Participants do

not make contributions to the Plan, except that in certain circumstances they can roll over money from another tax-qualified retirement plan into this Plan.

You will be vested at all times in your Account balance. You cannot forfeit your Account, even if you no longer work for any participating Employer.

You can begin receiving benefits from your Account when you take normal, early or disability retirement; or when you have terminated employment with all participating Employers and at least 12 months have passed. You must begin receiving benefits from your Account when you turn age 70½ if you are no longer working for a participating Employer.

The Board of Trustees administers the Plan in accordance with the requirements of the Labor Management Relations Act of 1947, the Internal Revenue Code of 1986 (the "Tax Code"), and the Employee Retirement Income and Security Act of 1974, as amended ("ERISA"). The Board consists of Trustees appointed by Teamsters Local Union 676 and Trustees appointed by participating Employers. The Union and Employer Trustees share equal voting power with one another.

QUESTION 2: AM I ELIGIBLE TO PARTICIPATE IN THE PLAN?

ANSWER 2: You are eligible to participate in the Plan if you work in "covered employment." Covered employment is work by an employee in a job classification for which a Collective Bargaining Agreement between Teamsters Local Union 676 and an Employer requires contributions to the Plan.

If you move from covered employment to other employment with a participating Employer, you will become an inactive Participant in this Plan. Your Account will still share in Plan investment income, gains and losses, and Plan expenses, until such time as you receive benefits from the Plan after you separate from employment with all participating Employers because of retirement, termination, etc. (See Q&A 6.)

QUESTION 3: WHO CONTRIBUTES MONEY TO MY ACCOUNT AND HOW?

ANSWER 3: Your Employer contributes to your Account in accordance with the terms of your Collective Bargaining Agreement. You should review your Collective Bargaining Agreement to see what amount of Employer contributions you are entitled to each month.

You cannot make your own contributions to the Plan, except that in certain circumstances described in Q&A 10, you can "roll over" money from other tax-qualified retirement plans to your Account.

Importantly, Employer and rollover contributions to your Account are not subject to federal income tax until you receive benefits from the Plan.

QUESTION 4: HOW IS MONEY CREDITED TO MY ACCOUNT INVESTED?

ANSWER 4: This Plan is intended to be what is known as an “ERISA Section 404(c) Plan.” This means that you will invest your own Account as you see fit from the range of investment choices offered by the Plan. You will make all final decisions regarding the funds in which to invest the money in your Account. Upon retirement, you will receive a distribution of the amount credited to your Account. Consequently, you will bear the risk of loss should these investments lose money. Thus, you should select your investments carefully.

The investment choices offered under the Plan will be selected by the Board of Trustees, in consultation with the professional advisors to the Plan, from an array of mutual funds and/or other investments. The investment choices will provide you with a variety of options ranging from historically high-risk, high-return investments to historically low-risk, low-return investments. That way, you can better choose the level of risk and return that you want for your own retirement savings.

To allow you to make your own investment choices, the Plan will send you information on how to use the Plan’s website and toll-free telephone number, and information about the investment options that you have. A “prospectus,” or more detailed report on each investment choice, is also available from the Plan Office upon request, or on the Plan website.

You then can make your initial investment selections, and changes to those selections, at any time via the toll-free telephone number or the Plan’s website. The toll-free telephone service and web-site access will be available to you 24 hours a day, 7 days a week, 52 weeks a year (except for periodic updates). By calling this number or visiting the website pages, you also will be able to learn the current status of your Account.

If you do not make your own investment selections, then any money in your Account will be invested in a default balanced lifestyle fund available through the Plan, or in such other investment which the Board of Trustees deem prudent.

QUESTION 5: WHEN WILL I BE VESTED IN MY ACCOUNT?

ANSWER 5: You are automatically 100% vested at all times in your Account balance. In other words, your Account balance is not forfeitable, even if you stop working for all participating Employers.

QUESTION 6: WHEN CAN I GET BENEFITS FROM MY ACCOUNT?

ANSWER 6. You may apply for benefits from your Account only if one of the following situations occurs:

- (a) Normal Retirement. You separate from employment with all participating Employers by reason of retirement after reaching age 65.

- (b) Early Retirement. You separate from employment with all participating Employers by reason of retirement after one of the following (1) you reach age 55; (2) you reach 30 years of bargaining unit membership with Teamsters Local Union 676; or (3) you reach 30 years of participation in the Plan.
- (c) Disability Retirement. You separate from employment with all participating Employers by reason of retirement because of a physical or mental condition of such severity and duration that a return to covered employment is unlikely. The Board of Trustees, in its sole discretion after considering relevant medical evidence, makes all disability determinations under this Plan.
- (d) Termination. You separate from employment with all participating Employers for any reason, **and for at least 12 months** (1) you receive no Employer contributions to your Account; (2) you are not otherwise employed within the jurisdiction of Teamsters Local Union 676; **and** (3) you are not available for, nor have you sought, work within the jurisdiction of Teamsters Local Union 676.
- (e) Age 70½. You must begin receiving benefits from your Account if you reach age 70½ and you are no longer working for a participating Employer.

QUESTION 7: HOW WILL BENEFITS FROM MY ACCOUNT BE PAID TO ME?

ANSWER 7: Contributions and earnings for work performed through December 31, 2013. Most Participants choose to receive their benefits, derived from contributions and earnings for work performed through December 31, 2013, in the form of a *single lump sum*. However, because prior to January 1, 2014, the Plan was a pension plan, and not a profit-sharing plan, the law requires that a Participant (and his spouse if he's married) take certain steps before the Plan can pay benefits in a form other than a monthly annuity.

If you are single when you apply for benefits from your Account and you do not elect another form of benefit, the Plan must convert your Account balance to a *single life annuity*. A single life annuity is a set monthly benefit payable to you for your lifetime. At your request when you apply for benefits, the Plan Office will obtain one or more quotes from one or more insurance companies on what single life annuity your Account balance will buy based on interest assumptions (what money will make in the future) and mortality assumptions (how long you are likely to live). A single Participant must waive a single life annuity if he wants to receive his Account in a single lump sum or in installment payments.

If you are married when you apply for benefits from your Account and you and your spouse do not elect another form of benefit, the Plan must convert your Account balance to a *joint and 50% survivor annuity (a J&S annuity)*. A J&S annuity is a set monthly benefit payable to you for your lifetime, and a set monthly benefit payable to your spouse if she survives you that is

equal to 50% of the benefit you received during your lifetime. At your request when you apply for benefits, the Plan Office will obtain one or more quotes from one or more insurance companies on what J&S annuity your Account balance will buy based on interest and mortality assumptions for both you and your spouse.

You and your spouse also can elect to use your Account to purchase a J&S annuity with a larger surviving spouse benefit (up to a maximum of a 100% of what you will receive during your lifetime).

You and your spouse may elect to waive the J&S annuity in favor of a single lump sum, a single life annuity for your life only, or installment payments. Such an election will be effective only if: (a) your spouse consents to the election; (b) the election is in writing; (c) the election designates a form of payment which cannot be changed without your spouse's consent; (d) your spouse's consent acknowledges the effect of the election; and (e) the election is witnessed by a representative of the Plan or a notary public. The election to waive a J&S annuity generally must be made not less than 30 and no more than 180 calendar days before the date on which benefits will be paid.

You (and your spouse if you are married) may elect to take your Account balance in the form of *installment payments*. You should contact the Plan Office if you are interested in such installments.

Contributions and earnings for work performed on and after January 1, 2014. Effective January 1, 2014, the Plan was changed from a money purchase pension plan to a profit-sharing plan. As a result, the only form of benefit available to you, with respect to your contributions and earnings for work performed on and after January 1, 2014, is a single lump sum.

NOTE: If the balance in your Account is \$1,000 or less when you are eligible for a distribution, the Plan will automatically pay your Account balance to you in a single lump sum. The distribution will be made as soon as possible after it becomes payable and will be sent to your last known address.

QUESTION 8: WHAT IF I DIE BEFORE I BEGIN TO RECEIVE BENEFITS FROM MY ACCOUNT?

ANSWER 8: If you are married and you die before you begin to receive benefits from your Account, then the Plan will pay your Account balance to your surviving spouse in the form of a single lump sum, a single life annuity (based on your spouse's expected lifetime), or installment payments.

If you are single when you die, the Plan will pay your Account balance to your designated beneficiary in the form of either a single lump sum, a single life annuity (based on your designated beneficiary's expected lifetime), or installment payments.

If you are single when you die and you have not named a living beneficiary, the Plan will pay your Account balance in the following order: (a) first to any lineal descendants in equal shares; (b) second to your surviving parent(s) if there are no such lineal descendants; and (c) last to your estate in a single lump sum if there is no such surviving parent(s).

QUESTION 9: IF I TAKE MY ACCOUNT BALANCE IN A SINGLE LUMP SUM, CAN I “ROLL OVER” THAT AMOUNT TO ANOTHER RETIREMENT PLAN?

ANSWER 9: Yes, if certain conditions are met.

Upon a single lump sum distribution for normal, early or disability retirement, or upon termination of employment with all participating Employers, the Plan will make a direct rollover of part or all of your Account balance to an eligible retirement plan at your election (or, upon your death, at your spouse's election). A “direct rollover” means that the Plan will distribute part or all of your Account balance to another “eligible retirement plan,” rather than pay this amount to you.

An “eligible retirement plan” for a Participant or his or her surviving spouse means that person's traditional Individual Retirement Account (or IRA) - but not a “Roth IRA”; a traditional IRA annuity; an annuity plan described in section 403(a) or section 403(b) of the Tax Code that accepts direct rollovers; a plan described in section 457(b) of the Tax Code that accept rollovers; or another tax-qualified retirement plan like this Plan that accepts direct rollovers.

You cannot roll over any amount that you are required by the Tax Code to receive when you reach age 70½ after separating from employment with all participating Employers. (See Q&A 13.) You also cannot roll over any portion of your Account which, when distributed, would be excluded from your gross income for federal tax purposes.

If you elect a single lump sum distribution and would like to roll part or all of it over, you must indicate this on your distribution forms available from the Plan Office. If you do not request a direct rollover, then the Plan is required by law to withhold 20% of the distribution and remit this amount to the Internal Revenue Service. If this is done, you still can qualify for favorable tax treatment on the 80% net distribution if you roll over this amount to an eligible retirement plan within 60 days of that distribution. In addition, if you want to avoid being taxed on the 20% withheld by the Plan, you will have to include in your rollover an amount of cash equal to the 20% withheld by the Plan, and request a refund of the 20% withheld on your next tax return.

If you do not roll over part or all of a single lump sum distribution of your Account balance, then the portion of your distribution that was not rolled over will be subject to federal income tax (and state and local income taxes, if applicable). Moreover, you may have to pay an additional 10% federal excise tax on your distribution.

QUESTION 10: CAN I “ROLL OVER” MONEY INTO MY ACCOUNT FROM ANOTHER RETIREMENT PLAN?

ANSWER 10: The Board of Trustees may allow you to roll over into this Plan distributions that you receive from other tax-qualified retirement plans. You should contact the Plan Office if you would like to make such a rollover to this Plan. If accepted, your rollover will be posted to a rollover sub-Account, which will be managed in the same manner as your regular Account.

QUESTION 11: I AM READY TO APPLY FOR BENEFITS. WHAT SHOULD I DO?

ANSWER 11: If you want to apply for benefits, please contact the Plan Office, which will assist you in completing the proper forms. Once the Plan processes your application, you will receive a response from the Plan as to what benefits, if any, you are entitled to receive. If you disagree with the Plan's determination, then you can appeal the decision to the Board of Trustees. (See Q&A 16.)

QUESTION 12: WHAT HAPPENS IF THE PLAN TERMINATES?

ANSWER 12: The Board of Trustees reserves to itself the power to amend, modify or terminate the Plan. If the Plan terminates, the Board of Trustees will liquidate its assets and, after payment of all outstanding expenses, distribute those assets to Participants in accordance with the terms of the Plan.

In the event of the termination, partial termination or discontinuance of this Plan, you will continue to have a fully vested interest in your Account. In no event shall Plan assets ever revert to either Teamsters Local Union 676 or an Employer.

QUESTION 13: WHAT HAPPENS IF I AM NO LONGER ELIGIBLE TO PARTICIPATE IN THE PLAN AS AN ACTIVE PARTICIPANT?

ANSWER 13: Once you stop working for a participating Employer in covered employment, and thus no longer receive Employer contributions to your Account, you become an inactive Participant in the Plan. As an inactive Participant, you may (a) apply for Plan benefits if you qualify for a distribution of your Account (see Q&A 6); or (b) maintain your Account in the Plan and continue to receive your share of Plan investment income, gains and losses, and Plan expenses.

You cannot keep your Account balance in the Plan indefinitely. The Tax Code requires that Participants who reach age 70½ and who have stopped working for participating Employers must start receiving their benefits. Such “70½” distributions cannot be rolled over. (See Q&A 9.)

QUESTION 14: WHAT HAPPENS IF I DIVORCE MY SPOUSE?

ANSWER 14: If a domestic relations order is entered by a state court in your divorce proceedings, which order requires that your divorced spouse be given an

interest in your Account balance, and that order is found to be “qualified” by the Plan, then your spouse will have rights to some or all of your Account balance in accordance with that order. In this regard, the Plan has developed Qualified Domestic Relations Order Procedures which are available at no charge from the Plan Office.

QUESTION 15: WHO ADMINISTERS THE PLAN AND HOW ARE CONTRIBUTIONS, INVESTMENT INCOME, GAINS AND LOSSES, AND EXPENSES ALLOCATED?

ANSWER 15: The Board of Trustees administers the Plan, with equal voting power shared between the Trustees appointed by Teamsters Local Union 676 and the Trustees appointed by Employers participating in the Plan.

It is the Board of Trustees’ responsibility, in consultation with any professional advisors it hires (accountants, administrators, attorneys, investment advisors, etc.), to ensure that this Plan is operated in the best interests of Participants and their beneficiaries.

Each month, the Plan posts contributions made on your behalf to your individual Account. The Plan also deducts from each Account an annual per capita administrative charge. In addition, the Plan will charge your individual Account the investment management expenses attributable to your own investment choices. Every Account then shares in all other Plan administrative expenses (e.g., accounting and legal fees, Plan Office costs, etc.) on a pro rata basis – that is, the larger the Account, the larger its share of these items.

The Plan updates the value of each Participant Account on a daily basis.

QUESTION 16: WHAT IF I MAKE A CLAIM FOR BENEFITS FROM THE PLAN AND MY CLAIM IS DENIED?

ANSWER 16: If your claim for benefits from the Plan is denied in whole or in part, you will receive written notification from the Plan Office of the denial within 90 days, or 180 days if the Plan notifies you of a need for an extension. For disability claims, the Plan will notify you within 45 days of a denial, with up to two 30-day extensions with proper advance notice.

The denial will explain the reason for the denial; it will cite the relevant Plan provisions on which the denial is based; it will tell you what you need to do to correct your claim (for example, what further information you could provide which might change the decision), and why such information is needed; it will tell you how to file a claim appeal with the Board of Trustees; and it will tell you of your right to bring an action under section 502(a) of ERISA following such an appeal.

A claim appeal must be filed within 60 days of the date you receive the claim denial (or 180 days in the case of a disability denial). You are entitled to submit with your claim appeal whatever arguments, documents or other information in support of your claim that you would like the Board of

Trustees to consider. If you would like, you also can review the materials relevant to your claim denial by appointment or by a request for copies, which copies will be provided free of charge.

You will receive a written decision from the Board of Trustees on your claim appeal within 60 days of the Plan's receipt of your appeal (45 days in the case of a disability appeal). If your claim appeal requires further consideration, then you will be notified before the close of the initial 60-day period that the Board of Trustees will decide your appeal no later than 120 days after the Plan received your appeal. For disability appeals, the Board of Trustees can take up to an additional 45 days to decide with proper advance notice. Also, if a disability appeal hinges on a medical determination, the Board of Trustees will consult a medical professional who was not involved in the initial review of the claim.

The claim appeal decision of the Board of Trustees shall contain the reasons for the decision, the specific Plan provisions on which the decision is based, a statement that you are entitled to receive upon request and free of charge reasonable access to and copies of all documents, records and other information relevant to your claim for benefits, and a statement of the claimant's right to bring an action under section 502(a) of ERISA.

The Board of Trustees has the sole power and discretion to resolve questions of eligibility, questions of the amount, manner, and time of payment of any benefits, or any other questions which may arise under this Plan. The Board of Trustees also has the discretionary authority to construe Plan provisions, to interpret ambiguous terms, to determine the relevant facts, and to apply the law and the terms of the Plan to the facts. All decisions by the Board of Trustees shall be final, conclusive, and entitled to the maximum deference permitted under law.

QUESTION 17: WHAT DOES THE U.S. DEPARTMENT OF LABOR SAY ARE MY RIGHTS UNDER THE LAW?

ANSWER 17: The U.S. Department of Labor requires that the Plan provide you with this statement, which sets forth its views of your rights under this Plan:

As a Participant in the Teamsters Local 676 and Employers Annuity Plan, you are entitled to certain rights and protections under ERISA. ERISA provides that all Participants shall be entitled to:

Receive Information About Your Plan and Benefits

- (a) Examine, without charge, at the Plan Office and at other specified locations, such as worksites and union halls, all Plan documents, including insurance contracts, 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 Employee Benefits Security Administration.

- (b) Obtain upon written request to the Plan, copies of all Plan documents, including insurance contracts and Collective Bargaining Agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan may make a reasonable charge for the copies.
- (c) Receive a summary of the Plan's annual financial report. The Plan is required by law to furnish each Participant with a copy of this summary annual report.
- (d) Obtain a statement telling you whether you have a right to receive benefits at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to benefits, the statement will tell you why. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

Prudent Action by Plan Fiduciaries

In addition to creating rights for Participants, ERISA imposes duties upon the people who are responsible for the operation of the 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 Participants and their 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 benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension 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 periods.

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 Federal court. In such a case, the court may require the Board of Trustees 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 Plan. If you have a claim for benefits which 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, 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 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 Office. 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, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration, or visit the Department of Labor's website at www.dol.gov.

QUESTION 18: WHAT ELSE SHOULD I KNOW ABOUT THE PLAN?

ANSWER 18: The following list contains other important information about this Plan:

The Plan's Full Name, Address and Telephone Number:

Teamsters Local 676 and Employers Annuity Plan
P.O. Box 39
Collingswood, NJ 08108
Telephone: (856) 382-2495 or Toll Free (888) 925-5585

The Plan's Employer Identification Number (EIN): 22-6477476

Plan Number: 001

Type of Plan: Money purchase pension plan

Last Day of the Plan Year: December 31

The Names and Addresses of the Board of Trustees:

Union Trustees: Howard Wells (Co-Chairman)
President & Principal Officer
Teamsters Local Union 676
101 Crescent Boulevard
Collingswood, NJ 08108

James Bennett
Vice President Teamsters Local Union 676
101 Crescent Boulevard
Collingswood, NJ 08108

Jeff Semon
Recording Secretary
Teamsters Local Union 676
101 Crescent Boulevard
Collingswood, NJ 08108

Employer Trustees: Joseph Artale (Co-Chairman)
C. Abbonizio Contractors, Inc.
c/o Annuity Plan Office
P.O. Box 39
Collingswood, NJ 08108

Kenneth Orben
General Manager
Jacksonville Terminal Operations
c/o Annuity Plan Office
P.O. Box 39
Collingswood, NJ 08108

Richard Forman
c/o Annuity Plan Office
P.O. Box 39
Collingswood, NJ 08108

Service of Legal Process:

Service of legal process may be made upon the Board of Trustees at the Plan Office.

List of Employers; Collective Bargaining Agreements:

A complete list of participating Employers is available for examination by appointment at the Plan Office or by written request. You also may request in writing whether a particular employer participates in the Plan, and if so, that employer's address.

CONCLUSION

The Board of Trustees of the Teamsters Local 676 and Employers Annuity Plan hope that this SPD has answered your questions about the Plan and how it can help your retirement. Again, please keep this SPD with your other important documents so that you can refer to it when you have questions about the Plan.

Very truly yours,

Union Trustees

Howard Wells
James Bennett
Jeff Semon

Employer Trustees

Joseph Artale
Kenneth Orben
Richard Forman