

EXTRA CASH PER MONTH FOR LIFE

How much will you get?

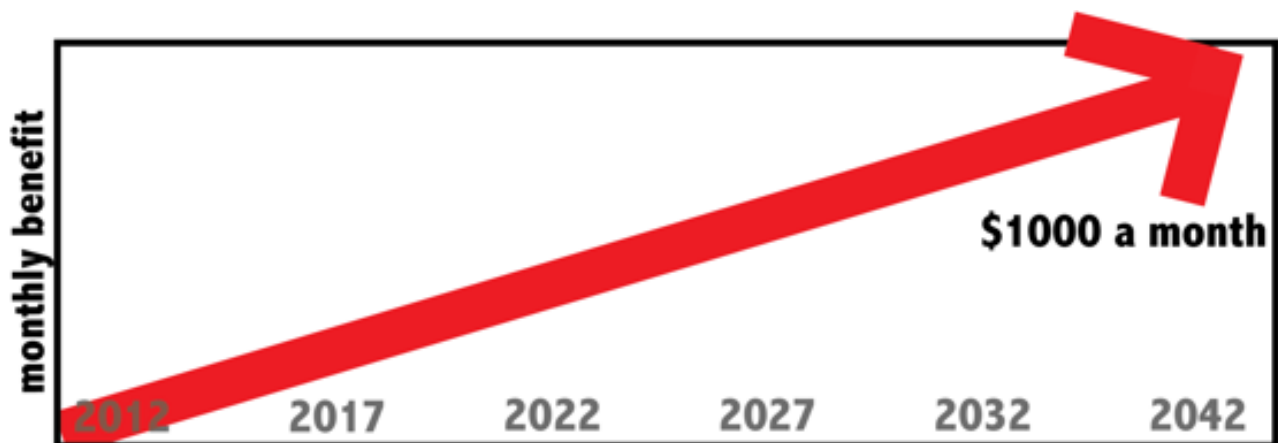
In 2012, Boston's Local 26 won the
UNITE HERE! Variable Defined Benefit Plan.
This plan **GUARANTEES** a minimum cash
amount per month for Life for full-timers.

Sample Member
123 Fake St
Apt 2
Boston, MA 12345

OPEN TO FIND OUT HOW MUCH YOU'LL GET...

**At early
retirement**

**At normal
retirement**



As the years pass, your monthly pension grows!

UNITE HERE! WORKERS and HOSPITALITY EMPLOYERS VDB PENSION TRUST

ESTIMATED BENEFIT STATEMENT AS OF DECEMBER 31, 2014

This pension statement has been prepared to show you your vesting status and the benefits you have accrued to date and a projection of your account at retirement. The estimated benefits are based on what you accrued to date. The actual amounts payable as of your normal retirement date will depend on your actual hours worked and the actual market returns.

All information contained in this statement is as of December 31, 2014. The Plan Trustees reserve the right to make additional corrections to this statement if necessary. Please remember the accrued benefits are estimates only.



*Dollar amounts are before any taxes are withheld.

**This dollar amount represents your projected floor benefit taken at age 55. For estimate purposes, this benefit is discounted at 6% per year for each year you retire before your 65th birthday. This is to account for the increased number of payments you will receive due to early retirement. This projection is based on your future service earned applied to the plan's current benefit accrual schedule. It assumes your work hours will remain consistent until early retirement year.

***This dollar amount represents your projected floor retirement benefit at age 65. This projection is based on your future service earned applied to the plan's current benefit accrual schedule. It assumes your work hours will remain consistent until retirement and that you work a full year in your retirement year.

Member Information

Plan Year Ending:	December 31, 2014
Social Security Number	xxx-xx-6789
Date of Birth:	7/24/1983
Date of Employment:	11/28/2011
Date of Plan Participation:	1/1/2012
Total Future Service Accrued as of December 31, 2014	3

Benefit Accrued

The Benefit Accrued Section below shows the benefits you have earned since the start of the plan.

If you are married when your benefits commence, your normal form of benefit is a 50% Joint and Survivor Annuity.

If you are not married at the time of commencement, your normal form of benefit is a Single Life Annuity. You may also elect other benefit forms available to you under the terms of the plan.

If you die before you retire, a monthly pension will be paid to your surviving spouse for his or her lifetime at your earliest eligible retirement date. To be eligible, you must have been married for at least one year at the time of your death. Otherwise, upon death, your benefit will be forfeited.

This chart below shows your accrued benefit payable as a single life annuity.

	Hours	Future Service	Total
Floor Benefit:			
Accrued Benefit as of 1/1/2014			\$610.00
Hours Worked in 2014	2082		
Credited Service Accrued During 2014		1	
Benefit Multiplier for 2014		\$ 320.00	
Total Accrued During 2014 = ((0 Past Service Credit(s) * \$75.00) + 320) * 1.0			\$320.00
Accrued Benefit as of 12/31/2014			\$930.00/yr
<hr/>			
Variable Benefit:			
Number of Shares			92.5
Share Value			\$9.75
Accrued Benefit			\$901.88/yr
<hr/>			
Greater of Floor Benefit and Variable Benefit			\$930.00/yr
Monthly Payment Amount			\$77.50
Vesting Status		Not vested, need 2 more years	

UNITE HERE! WORKERS and HOSPITALITY EMPLOYERS VDB PENSION TRUST

Basic Plan Information

Effective January 1, 2012, your Normal Retirement Pension Benefit is payable for your lifetime in an amount equal to the greater of:

The sum of your **Floor Benefit** accruals
OR
The **Variable Benefit** as determined at time of retirement.

Floor Benefit:

Benefit consists only of the Future Service and Past Service component. The total Base Benefit earned in a year is the sum of these two benefits, adjusted for service if you worked less than 1,801 hours in the year.

Future Service benefit starts out at \$300 per year for someone who works 1,801 hours or more. For the first ten years of the plan, this benefit will increase by at least \$10 per year until a minimum final accrual rate of \$400 per year is attained in 2022.

Credited Service

If you work less than 1,801 hours, your benefit accrual for the year will be multiplied by the following percentage:

0 - 999 hours	0%
1,000 - 1,200 hours	60%
1,201 - 1,400 hours	70%
1,401 - 1,600 hours	80%
1,601 - 1,800 hours	90%
1,801 hours or more	100%

Variable Benefit:

The Variable Benefit is determined by converting each year's Floor Benefit accrual into a number of shares. The share value will increase or decrease based on the investment performance of the Trust. When you retire, the number of shares you have accumulated during your working career is multiplied by the share value at the time you retire.

Greater Boston Hospitality Employers Local 26
Telephone (617) 451-0318 • Fax (617) 451-2676