

Quick Reference to Questions

Q1. *What is the process to begin participating in the Annuity and Savings Plan?*

A1. You become a participant when you work one hour in Covered Employment or satisfy the requirements of a participation agreement and your employer makes contributions to the Plan on your behalf. Once you become a participant, you also are eligible to contribute to the 401(k) feature of the Plan.

Q2. *How much can I contribute to the 401(k) Plan?*

A2. If you elect to contribute to the 401(k) portion of the Plan, you contribute at a fixed rate for each hour worked, up to the maximum permitted by law on an annual basis. The deferral rate is established by the Board of Trustees; the rate does change occasionally. You will be notified if a change in the amount of deferral occurs. You cannot contribute additional amounts in excess of the contributions you contributed for each hour worked.

Q3. *Can my contribution be suspended for any reason?*

A3. Once you elect to contribute, you must do so for at least 90 days (unless you stop working for your employer). If you wish to stop contributing, you must fill out Part II of the election form, which is available upon request from the Fund Office.

Your election will be revoked as of the first of the month after both you and your employer initiate the revocation. If you stop contributing, you must wait three months before you can participate again.

Q4. *If my employer doesn't pay the correct amount into the Plan, what should I do?*

A4. If your Report of Contributions does not show all your hours worked, immediately report this discrepancy to the Fund Office so that they can pursue the matter with your employer. The Plan will aggressively pursue all delinquencies to the Fund.

Q5. *Am I restricted on the number of investment fund transfers I can make within my account?*

A5. You may transfer money from one investment option to another and/or change the way you invest future contributions to the Plan. Changes must be made in 1% increments.

Q6. *How often will I receive a statement on my account?*

A6. You will receive quarterly statements showing the value of your account, including contributions made to your account and any rollovers you have made. You should keep these statements for your records. You may produce a statement as of May 4, 2004 (the date your transactions were converted to MassMutual) for any period by accessing MassMutual's Journey Internet site at www.massmutual.com/retire.

Q7. *Do I need to report any gains or losses posted in a calendar year on my income tax return if I do not receive a distribution?*

A7. No income taxes are due on any contributions or gains until you actually receive a distribution from the Plan (see **Income Tax Withholding**).

Q8. *When I call the voice response system at MassMutual, can I speak to a person to make my transfer and to get information about my account?*

A8. Yes. There are three ways you can access account information and conduct transactions: through the voice response system, online, or by speaking with a call center representative.

Q9. *How do I get a new personal identification number to access my account?*

A9. If you lose your PIN or would like to change it, call the voice response line at 1-800-74-FLASH.

Q10. *How do I find out how the mutual funds I have chosen are performing?*

A10. You can get investment performance information through MassMutual, the Plan's recordkeeper.

Q11. *When can I withdraw my account balance?*

A11. You are eligible to begin receiving benefit payments from the Plan when you retire, terminate employment, become disabled, or experience a severe financial hardship, provided you comply with the conditions listed on page 7.

Q12. *If I experience a severe hardship can I take a distribution from my account?*

A12. An application for a Financial Hardship Withdrawal must be made in writing to the Board of Trustees and must include the necessary information to document the particular Financial Hardship as well as the amount required to be distributed to meet the need created by such a Financial Hardship. The Board of Trustees shall make approvals for such distributions.

Q13. *How long does it take to receive a distribution?*

A13. MassMutual mails distribution checks within five business days after receipt of complete, accurate and approved distribution applications.

Q14. *Can I pick my check up at the Fund Office?*

A14. The Fund Office must initiate and approve all requests for distributions. MassMutual will issue all distributions.

Q15. *If I die, who would receive the money in my account?*

A15. If you die before you begin receiving payments, either your spouse (if you are married), your ex-spouse or your designated beneficiary will receive your account balance.

Q16. *If I am in the process of dissolving my marriage is my spouse entitled to my account balance?*

A16. In certain circumstances, your ex-spouse may be granted a legal right to some or all of your account balance.

Q17. *Can I list my account as an asset on my application for a loan?*

A17. Benefits from the Plan cannot be sold, assigned or pledged as security for a loan.

Q18. *Can I borrow against my account?*

A18. The Plan does not provide for loans for any reason.

Q19. *If I retire, can I roll my lump sum from the Pension Plan into the Annuity and Savings Plan?*

A19. If you receive a lump-sum (partial) distribution from the International Union of Operating Engineers Local 4 Pension Fund, you may elect to roll it (but not your monthly benefit) over into the Annuity and Savings Plan and invest in the mutual funds of your choice. This rollover is allowed under federal law because both the Pension Plan and the Annuity and Savings Plan are qualified retirement plans. If you are over age 70½, a small portion of your account may not be eligible for this rollover treatment.

Q20. *If I elect a distribution, can I roll my account balance into an IRA or another qualified retirement plan?*

A20. You may be able to roll over your account balance. Certain restrictions and tax treatments may apply.