

## FUNDING POLICY

The Trustees of the Central Pennsylvania Teamsters Pension Fund adopt the following Funding Policy for the Central Pennsylvania Teamsters Defined Benefit Plan ("Plan"):

1. Effective November 15, 2006, the Trustees shall not adopt or implement a benefit increase (not including, for this purpose, an increase to the "cap" under Section 3.1(b) of the Plan) unless and until the accrued benefits of the Plan are at least ninety percent (90%) funded, using the assumptions established by the Plan's actuary for purposes of the Plan's annual valuation.

2. The Trustees will neither adopt nor implement a benefit increase pursuant to paragraph 1 of the Funding Policy unless the Plan's actuary certifies that both of the following conditions are satisfied after implementation of the increase:

(a) The accrued benefits of the Plan are at least ninety percent (90%) funded, using the Plan's market value of assets and the assumptions established by the Plan's actuary, and

(b) The amount of the Plan's unfunded accrued liability (equal to the Actuarial Accrued Liability minus the Value of Assets) does not exceed an amount that could be fully amortized within a 12-year period. For this purpose, the Actuarial Accrued Liability shall be equal to the liability determined under the Entry Age Normal cost method (Entry Age equals entry date into the Plan), using assumptions established by the Plan's actuary, and the Value of Assets shall be equal to the lesser of market value or the actuarial value actually being used for determining the Plan's minimum funding requirements

3. The maximum benefit accrual that any participant may earn in any single year is set forth in Section 3.1 of the Plan, provided however, that the maximum benefit accruals for 2006 and 2007 are as set forth below:

2006	\$160.00
2007	\$170.00

WHEREFORE, the following set forth their hands:

William H. Skappell

Richard L. Wolf

Kevin M. Cecich

 

Michael Ryz

H.W. B.

Jon W.

Pete H.

W.H.

John A.

D. D.

Date: February 22, 2007