

Central Pennsylvania Teamsters Pension Fund

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CENTRAL PENNSYLVANIA TEAMSTERS PENSION FUND DEFINED BENEFIT PLAN

August, 2008

To all Participants of the Central Pennsylvania Teamsters Defined Benefit Plan

The attached Notice, called a Summary of Material Modifications, advises you of changes in the information presented in your Summary Plan Description ("SPD") with respect to the Plan. Please do two things with this notice: (1) read it and, if you have any questions, contact the Fund Office; and (2) keep this notice with your SPD, so that when you refer to the SPD, you will be reminded that the changes described in this notice have occurred. This SMM covers Amendments adopted from January 1, 2008 through May 31, 2008.

If you have any questions regarding this Summary of Material Modifications, please contact the Fund Office at (610) 320-5500, toll free in Pennsylvania at (800) 422-8330 or toll free nationwide at (800) 331-0420.

Very truly yours,

CENTRAL PENNSYLVANIA TEAMSTERS
PENSION FUND

CENTRAL PENNSYLVANIA TEAMSTERS DEFINED BENEFIT PLAN

SUMMARY OF MATERIAL MODIFICATIONS

To: Participants of the Central Pennsylvania Teamsters Defined Benefit Plan (the "Plan")

This notice, called a Summary of Material Modifications or "SMM" advises you of changes in the information presented in the Summary Plan Description ("SPD") with respect to the Plan. Please do two things with this notice: (1) read it and, if you have any questions, contact the Fund Office; and (2) keep this notice with your SPD, so that when you refer to the SPD, you will be reminded that the changes described in this notice have occurred. This SMM covers amendments adopted from January 1, 2008 through May 31, 2008.

- The Plan was amended to extend the election maximum period in which a participant may elect to receive his benefits from 90 days to 180 days ending on the annuity starting date. Prior to this amendment, if an election form was signed more than 90 days ending on the annuity starting date, the law required the Participant to refile and reexecute his application form. In addition, if a Participant was married, and his spouse waived the qualified joint and survivor annuity more than 90 days from the annuity starting date, the spouse was required to sign a new waiver form. This amendment became effective for distributions after December 31, 2007.
- The Plan was amended to clarify that a minor delay (not in excess of two months) in the payment of a pension with a prospective annuity starting date will not result in the delayed payment being treated as an "independent" payment that is subject to the twenty percent (20%) withholding tax, but instead will be treated as part of the series of monthly annuity payments.
- In order to conform the practice under the Defined Benefit Plan with that under RIP 1987 and RIP 2000, the Plan was amended to provide that if a distribution in a calendar year is not expected to equal or exceed two hundred dollars (\$200), it will not be treated as an eligible rollover distribution nor will it be subject to the twenty percent (20%) withholding tax. In addition, an individual may not split a distribution (receive a portion in cash and have a direct rollover of the balance) unless the portion to be rolled over is at least five hundred dollars (\$500). Finally, a direct rollover may only be rolled over to one IRA.