

**QUALIFIED DOMESTIC RELATIONS ORDER PROCEDURES FOR
CENTRAL LABORERS' ANNUITY FUND,
A DEFINED CONTRIBUTION RETIREMENT PLAN**

Central Laborers' Annuity Fund (the "Plan" or the "Fund") has established these procedures to determine the qualified status of a domestic relations order ("QDRO") pursuant to Section 414(p)(6)(B) of the Internal Revenue Code ("Code") and Section 206(d)(3)(G)(ii) of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan documents dictate how administrative matters are handled under the Plan. It is therefore extremely important to confirm with the Plan administrator what additional steps under the Plan documents are required to ensure the outcome contemplated in the divorce settlement. (Procedures for a QDRO affecting Central Laborers' Pension Fund benefits are available at www.central-laborers.com).

I. REQUIREMENTS FOR AN ANNUITY QDRO

Pursuant to Code Section 414(p), a QDRO is defined as follows.

A. THE ORDER MUST BE A DOMESTIC RELATIONS ORDER (DRO)

1. A DRO is defined as any judgment, decree or order (including a property settlement agreement);
2. The DRO must relate to the provision of child support, alimony payments or marital property rights to a spouse, former spouse, or child or other dependent of a Participant ("Alternate Payee");
3. The DRO must be made pursuant to state domestic relations law (including a community property law); and
4. The DRO must create or recognize the existence of an Alternate Payee's right, or assign to an Alternate Payee the right, to receive all or a portion of the benefits accrued with respect to a Participant under a Plan.

B. THE DRO MUST STATE THE FOLLOWING FACTS

1. The name and last known address of both the Participant and the Alternate Payee (for identification and benefit payment purposes, the Plan requires that the dates of birth for both the Participant and the Alternate Payee also be included in the Order or in a separate Notice of Confidential Information);
2. The Social Security numbers for both the Participant and the Alternate Payee (or, alternatively, this information may be furnished directly to the Plan's Annuity Director or in a separate Notice of Confidential Information);

3. The amount or percentage of the Participant's benefits to be assigned by the Plan to the Alternate Payee (if the manner in which such amount or percentage is to be determined by the Fund, additional administrative fees will apply); and
4. A Statement that the Order applies to "Central Laborers' Annuity Fund."

C. A DRO MAY NOT PROVIDE FOR THE FOLLOWING

1. The Order may not require the Plan to provide any type or form of benefit or any option not otherwise provided under the Plan;
2. The Order may not require the Plan to provide increased benefits (determined on the basis of actuarial value); and
3. The Order may not require the award of benefits to an Alternate Payee that have been awarded to another alternate payee under another order previously determined to be a QDRO.

II. RECEIPT OF A DOMESTIC RELATIONS ORDER

A. NOTIFICATION OF RECEIPT OF A DRO

1. Upon receipt of a DRO by the Fund Office, written notification will be provided to the Participant and the Alternate Payee of the receipt of such Order by mail; such notification shall be sent to the addresses provided in the Order. If, however, the Participant and/or the Alternate Payee submit a written designation of a representative to receive any further communications, such written notification shall be sent to the representative instead. If a DRO is initially sent directly to the Fund's attorneys, the notification to the Participant, Alternate Payee and/or their legal representatives, will be included in the Fund's attorneys' review as described below in Section II. B.
2. The written notification to the Participant and the Alternate Payee will include language referencing these QDRO procedures which are available at www.central-laborers.com or provided upon written request.

B. REVIEW OF THE DRO

1. The Order shall be evaluated by the Fund's attorneys in accordance with the provisions of Code Section 414(p) and ERISA Section 206(d)(3) and the terms and procedures of the Plan.
2. If the Fund's attorneys determine that the Order meets the requirements of a QDRO, the parties (or their legal counsel) will be provided with the

attorneys' interpretation of the Order by mail or email and asked to provide brief written confirmation of their agreement with that interpretation.

3. If the Fund's attorneys determine that the Order fails to meet the requirements for a QDRO, the parties (or their legal counsel) shall be notified by mail or email. Such notification shall contain an explanation for the negative determination.
4. If the sole reason for the non-qualification of the Order is that the Order has not yet been entered by the Court, the Order shall be considered "pre-qualified" and the parties (or their legal counsel) shall be notified accordingly by mail or email. The parties are encouraged to seek such "pre-qualification" prior to entry of the Order by a court.
5. Upon receipt of written confirmation that the parties (or their representatives) are in agreement with the Fund's attorneys' interpretation of the Order and a certified copy of the Order after its entry by the Court, the parties shall be notified in writing by the Fund that the Order has been accepted as "qualified" and given instruction regarding the effectuation of the provisions of the QDRO.

III. RESTRICTION ON DISTRIBUTION OF BENEFITS

A. NOTICE OF AN ADVERSE CLAIM

Upon receipt of one of the documents listed below, an administrative hold shall be placed on the Participant's Plan account. Such an administrative hold shall serve as an indication that a possible QDRO is pending, and distribution of benefits shall be restricted.

1. Written notification of an adverse claim submitted by a potential Alternate Payee or his or her representative.
2. Receipt of a DRO, including a proposed Order or other document that indicates that an ex-spouse was awarded an interest in the Plan.

B. RELEASE OF ADMINISTRATIVE HOLD

Upon receipt of one of the documents listed below, an administrative hold that has been placed on a Participant's Plan account shall be removed.

1. A divorce decree, judgment, or property settlement agreement that unambiguously provides that the Participant is awarded 100% of his or her interest in the Plan.

If the document is silent on the issue of retirement benefits, the Fund will presume that the Participant's ex-spouse was not awarded any share of his/her interest in the Plan, or, in its discretion, may investigate further, which may include contacting either party's legal counsel for clarification.

2. A QDRO whose terms have been implemented.
3. A subsequent court Order vacating the QDRO.
4. If a QDRO has not yet been entered by the Court, a written, signed, and notarized irrevocable waiver by the Participant's ex-spouse of his or her interest in the Participant's Plan benefit; otherwise, a subsequent court order vacating the QDRO may be required.
5. Notwithstanding any language to the contrary contained in these procedures, the Plan will not treat any draft, proposed, or unsigned DRO as received for purposes of ERISA § 206(d)(3) and the 18-month segregation limitation described below unless and until a court-entered Order is received.

C. SEGREGATION OF ACCOUNT

If the Participant's benefits are presently payable at such time that an Order is received by the Plan, upon receipt of the Order or as soon as administratively feasible thereafter, the Fund shall segregate the amount assigned to the Alternate Payee in the Order depending on the directives of the Court and the administration of payment by the Plan. (For the purposes of this provision, any segregated amount is merely an internal accounting of an Alternate Payee's potential interest in the Plan. *If benefits are not immediately payable to the Participant, then this provision regarding the segregation of benefits shall not apply.*)

1. If within an 18-month period (which begins on the month the first payment would be required to be made to the Alternate Payee if the Order was a QDRO) the Fund determines that the Order is a QDRO, the Fund shall direct the payment related to the segregated amounts to the Alternate Payee in accordance with the terms of the QDRO.
2. If during the 18-month period the Fund determines that the Order is not a QDRO, the segregated amounts will continue to be held by the Plan pending receipt of a subsequent modified Order. If, however, the parties provide evidence satisfactory to the Plan that no subsequent Order will be sought, the segregated amounts shall be released as if there had been no Order.
3. If at the end of the 18-month period the Fund determines that the Order is not a QDRO or the issue is not satisfactorily resolved by the parties, the

Fund shall release the segregated amounts to the Participant, as if there had been no Order, in accordance with the terms of the Plan.

4. If the determination that the Order is a QDRO is made more than 18 months after the amounts had been segregated, payments to the Alternate Payee shall be applied on a prospective basis only.

IV. DRO NOT QUALIFIED WITHIN 18 MONTHS

If within an 18-month period the order has not satisfied the requirements for a QDRO, the Plan shall:

1. Notify the interested parties in writing that the QDRO file has been closed and that a new DRO must be prepared.
2. Authorize distribution of the segregated amounts to the person who would have been entitled to such amounts if there had been no Order.

If benefits to the Participant commence because of the expiration of the 18-month period, and an Order that is determined to be a QDRO is subsequently submitted, the terms of the QDRO will be applied prospectively only.

Notwithstanding any language to the contrary contained in these procedures, the Plan will not treat any draft, proposed, or unsigned DRO as received for purposes of ERISA § 206(d)(3) and the 18-month segregation limitation unless and until a court-entered Order is received.

V. DISTRIBUTIONS

If the DRO satisfied the requirements for a QDRO and the QDRO has been executed by a court having competent jurisdiction over the parties, the parties shall serve a certified copy of the QDRO on the Plan. Distribution shall be made in accordance with the terms of the QDRO and the provisions (including the filing of required benefit election form(s)) of the Plan, and distribution shall be made as soon as administratively feasible subject to the terms of the Plan. When the Alternate Payee is or becomes eligible for benefits and wants to commence payment, the Alternate Payee must contact the Plan at the following address to request an application for withdrawal:

Central Laborers' Annuity Fund
Attn: QDRO Administrator
P.O. Box 1267
Jacksonville, IL 62651-1267

VI. PAYMENT OF ADMINISTRATIVE CHARGES TO REVIEW/PROCESS THE QDRO

For routine QDRO matters, the Plan charges a fixed amount administrative fee, as determined by the Trustees, which includes the attorneys' fees incurred by the Plan in connection with the qualification process. In addition to such fixed administrative fee (currently \$750.00), the Fund may charge the actual costs incurred for the review and administration of non-routine matters. All administrative fees shall be allocated equally between the Participant and the Alternate Payee unless otherwise specified in DRO.

VII. SAMPLE LANGUAGE

The Plan does not have a mandatory Annuity QDRO form; however, sample QDRO language which has previously been accepted as "qualified" by the Plan is available at www.central-laborers.com.

VIII. AMENDMENT; CONFLICT

These procedures may be amended at any time. In the event of a conflict between these procedures and the Plan document, the Plan document shall control.