

SAMPLE TERMS OF A QUALIFIED DOMESTIC RELATIONS ORDER
FOR THE CALIFORNIA and VICINITY FIELD IRON WORKERS
ANNUITY TRUST FUND

FREQUENTLY ASKED QUESTIONS

1. How is the former spouse's or Alternate Payee's interest calculated?

There are two samples, a Fixed Dollar Model and a Percentage Model. They both divide the Participant's Individual Account between the Participant and Alternate Payee. In the Dollar Model, the parties specify the exact amount awarded to the former spouse, or Alternate Payee as of a specified date. The parties choose the amount and the date of the division. If you know the amount to be awarded to the Alternate Payee, you should use this version. You may request the Annuity Plan to provide you with the Account Balance of the Participant's Individual Account as of the date you specify. (See paragraph 6 of the Fixed Dollar Sample)

In the Percentage Model, Alternate Payee is awarded a percentage interest in the Participant's Individual Account. It uses a formula that is typically used to calculate a former spouse's proportionate interest in the Participant's pension. You should use the Percentage Model QDRO if the parties have not agreed to the exact amount to be awarded to the Alternate Payee. The Percentage Model QDRO requires that you specify the account balances on the dates of marriage and separation. You must request the Annuity Plan to provide you with the Account Balance of the Participant's Individual Account as of the dates of Marriage and Separation or other dates you specify. (See paragraph 6 of the Percentage Sample)

2. When can the Alternate Payee elect to receive his or her share of the Participant's pension?

The Alternate Payee may elect to receive his or her share at any time after at least 30 days following the determination by the Annuity Fund that the submitted order is a QDRO. (See paragraph 9 of either sample).

3. What type of pension payment will be paid to the Alternate Payee?

The Alternate Payee may choose to receive his or her share in any payment form available under the Annuity Plan, including a roll-over of all or a portion of his or her Individual Account Balance, a lump sum payment or other distribution options available under the Annuity Plan. If the Alternate Payee elects to receive his or her share in the form of a monthly annuity, he or she will have to wait until he or she turns a certain age before payments can commence.

4. What happens if the Alternate Payee dies before receiving his or her share?

The Alternate Payee's Individual Account Balance will be distributed to his or her designated beneficiary(ies). The Alternate Payee may designate a beneficiary by returning to the Fund Office a completed beneficiary designation form. If you fail to submit the form, or the designated beneficiaries do not survive the Alternate Payee, distributions will be made in accordance with the Annuity Plan.

5. Should I use this sample order if I am a retiree? Should I use this sample order if I am still working or have not retired?

Either Sample QDRO can and should be used so long as the Participant has an Account Balance with the Annuity Fund.

The Fund Office will not provide you with legal advice concerning any aspect of your marital dissolution or the Fund's sample QDRO. You should consult an attorney about your rights to pension benefits and as to whether the sample orders are appropriate for you.