



CHRISTIAN SCHOOL PENSION PLAN AND TRUST FUND
3350 East Paris Avenue SE
Grand Rapids MI 49512-3054

BENEFITS IN A NUTSHELL

BENEFIT	DESCRIPTION
Pension Benefit	Annual Benefit at age 65 is 60% of accumulated employee contributions made prior to September 1, 2005 and 50% of the accumulated employee contributions made on or after September 1, 2005 plus certain adjustments in 1983, 1985, 1987, 1990, 1992 and 1994, if eligible. For early retirement at ages 55-64, the Annual Benefit may be proportionately reduced.
Joint and Survivor Annuity	Available to the surviving spouse of a vested employee in the form of a Surviving Spouse Pension (certain reductions apply).
Contingent Annuity Benefit	Participants may, under certain conditions, designate any person as their contingent annuitant to continue to receive a pension benefit upon their death (certain reductions apply).
Period Certain and Life Benefit	Participants may elect to receive pension benefits for life and guaranteed payments for a period of 5 or 10 years.
Lump Sum Benefit	A cash refund of the balance of all employee contributions, plus accrued interest (minus any pension benefits received in cases where there is no surviving spouse pension payable).
Disability Benefit	75% of average monthly salary for a maximum of 5 months after a 4 week waiting period has been satisfied.
Eligibility and Vesting	As of date of employment, usually September 1, with a minimum vesting of 5 years. Vesting means the number of years (5) required in order to qualify for a pension benefit.

SEE REVERSE FOR EXAMPLES OF RETIREMENT BENEFITS