

Los Angeles Hotel-Restaurant Employer-Union Retirement Fund

Administered By: Benefit Programs Administration
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December 2014

To: All Participants in the Los Angeles Hotel-Restaurant Employer-Union Retirement Fund

Re: Modification to Benefit Rate Effective January 1, 2015

Dear Participant:

The Board of Trustees of the Los Angeles Hotel-Restaurant Employer-Union Retirement Fund is pleased to announce a change to the Benefit Rate for Credited Service earned in 2015 and later Plan Years. Your Benefit Rate in the Retirement Fund will vary depending upon your Average Contribution Rate for a Plan Year, as shown in the table below.

For example, if your Average Contribution Rate during a Plan Year is between \$0.60 and \$0.69 per hour, your Benefit Rate for that year will be \$23 per month. If your Average Contribution Rate is between \$0.70 and \$0.79 per hour, your Benefit Rate for that year will be \$27 per month. Prior to the change, the Benefit Rate was \$20 per month, regardless of your Average Contribution Rate.

Benefit Tier	Average Contribution Rate	Benefit Rate for 2015 and Later	
		New Participants on and after January 1, 2015	Existing Participants on December 31, 2014
Tier 1	\$0.20 – \$0.29	\$8.00	\$20.00
Tier 2	\$0.30 – \$0.39	\$11.00	\$20.00
Tier 3	\$0.40 – \$0.49	\$15.00	\$20.00
Tier 4	\$0.50 – \$0.59	\$20.00	\$20.00
Tier 5	\$0.60 – \$0.69	\$23.00	\$23.00
Tier 6	\$0.70 – \$0.79	\$27.00	\$27.00
Tier 7	\$0.80 – \$0.89	\$30.00	\$30.00
Tier 8	\$0.90 – \$0.99	\$34.00	\$34.00
Tier 9	\$1.00 and up	\$38.00	\$38.00

Your "Average Contribution Rate" is the amount of contributions required to be paid to the Retirement Fund on your behalf for a Plan Year divided by your Hours Worked in the Plan Year. The Benefit Rate shown in the table will be multiplied by the Credited Service you earn for that Plan Year.

For Credited Service earned from 2000 to 2014, your Benefit Rate remains at \$20 per month, regardless of your Average Contribution Rate.

Example: Jane works 5 years from 2013 to 2017 and earns a full year of Credited Service each year. Her Average Contribution Rate in 2015 is \$0.65 per hour, in 2016 it is \$0.75 per hour, and in 2017 it is \$0.85 per hour. Her monthly retirement benefit is calculated as follows:

Plan Year	Average Contribution Rate	Benefit Rate	Years of Credited Service	Monthly Retirement Benefit
2013	N/A	\$20	1.0	\$20.00
2014	N/A	\$20	1.0	\$20.00
2015	\$0.65	\$23	1.0	\$23.00
2016	\$0.75	\$27	1.0	\$27.00
2017	\$0.85	\$30	1.0	\$30.00
			Total	\$120.00

If you are a New Participant on and after January 1, 2015, and your Average Contribution Rate is less than \$0.50 per hour, your Benefit Rate will be less than \$20 per month, as shown in the table on the previous page. For this purpose, a New Participant is anyone who first becomes a Participant on or after January 1, 2015.

If you have any questions regarding this matter, please feel free to call the Administrative Office at (562) 463-5020.

Sincerely,

Board of Trustees