



The Chicago Regional Council of Carpenters Supplemental Retirement Plan

A GUIDE TO PLAN DETAILS



BUILD A BETTER RETIREMENT

Whatever retirement you envision — fishing with your grandchildren, barbecuing in the backyard, or traveling across the country — one thing is certain: It will take plenty of money to get there. Where will it come from? You may expect to receive some money from Social Security, and you may also receive a pension from the Defined Benefit Retirement Plan. Together, those sources will make a great foundation. But just as important is the money you'll receive from your self-directed defined contribution retirement plan — money that's invested the way you decide. And how soon you make that decision can have a big impact on whether you can live the life you imagine further down the road. So use this guide to learn more about the basics of investing and what you can do to prepare today for a better retirement tomorrow.

GET STARTED	1
GET INVOLVED	2-3
LEARN THE BASICS	4-5
EXPLORE THE FEATURES	6-7
MANAGE YOUR ACCOUNT	8
GLOSSARY OF INVESTMENT TERMS	9-12

GET STARTED

The Trustees maintain an account for you as a participant in The Chicago Regional Council of Carpenters Supplemental Retirement Plan (the Supplemental Retirement Plan).

Contributions may be made by participating employers on your behalf, as determined by the collective bargaining agreement.

These contributions are received in the Fund Office and forwarded to your account at Mercer. The contributions are invested based on your investment elections for your account.

If you do not make your own investment elections for your account, your contributions will automatically be invested in the Supplemental Retirement Plan's default investment. You are encouraged to review your investment options and make an active investment decision for your portfolio.

For detailed information about your Supplemental Retirement Plan's investment options, see the guide titled "Plan Investments."

To speak with a Service Representative about the investment options in the Supplemental Retirement Plan, please call 1-877-864-6644.

GET INVOLVED

Actively participating in the Supplemental Retirement Plan is essential to help meet your retirement goals. The decisions you make today can have a real impact on your savings down the road. Here are just a few of the Supplemental Retirement Plan's benefits.

YOUR CONTRIBUTIONS ARE AUTOMATIC

Your employers automatically make contributions on your behalf. To make the most of these contributions, it is important for you to actively manage your account.

YOUR SAVINGS COMPOUND TAX DEFERRED

Because your Supplemental Retirement Plan is a qualified retirement plan, you don't pay income taxes on any earnings until you withdraw the money from the Supplemental Retirement Plan. As your account balance accumulates, the money your employer has contributed for you may earn an investment return, and any investment return may earn even more. This effect, known as compounding, is enhanced through your Supplemental Retirement Plan because taxes don't eat away at your account balance until you make a withdrawal.

YOU DECIDE HOW TO INVEST YOUR ACCOUNT

The Supplemental Retirement Plan gives you the power to "self direct," which means you can choose how to invest the money in your account. It's important to take advantage of this feature, and to consider your specific goals and how long you have to reach them, the standard of living you want to have during retirement, and the amount of investment risk you're willing to accept.

Without your active participation, your account will remain invested in the Supplemental Retirement Plan's default investment. (See the guide titled "Plan Investments" for more information about the default investment.) This may or may not be the best investment option for you. The decision is yours, and we encourage you to give it some thought.

Take an active role in investing your contributions to target your specific investment goals.

Investor A

invests in a portfolio that earns 8%

Investor B

invests in a portfolio that earns 3%

Both investors receive \$300 a month in contributions for 40 years, for a total contribution of \$144,000.



* This illustration is intended solely to demonstrate the comparative effect of compounding at various rates of return. It assumes that contributions are made at the end of each month and that the investments earn hypothetical nominal rates of return compounded monthly, as follows: 8% for the Investor A (the effective return is 8.30%); 3% for Investor B (the effective return is 3.04%). It does not reflect the return of any investment in your Supplemental Retirement Plan, which will fluctuate. Regular investing does not ensure a profit or protect against loss in declining markets. Examples do not reflect taxes due upon withdrawal. Withdrawals are subject to income tax, and withdrawals made before age 59½ may be subject to an additional 10% tax.

LEARN THE BASICS

The Supplemental Retirement Plan lets you choose from a variety of mutual funds, which invest in both stocks and bonds.

STOCKS OFFER THE POTENTIAL TO BUILD WEALTH

Stocks represent part ownership of a company, including its earnings and assets. As a company grows and earns greater profits, its stock can increase in value, sometimes dramatically over the long term. Historically, stocks have offered the best way to grow the value of an investment over the long term and to help protect savings from the effects of inflation. However, they have also been more likely to lose money in any given year.

BONDS OFFER THE POTENTIAL FOR GREATER STABILITY

Bonds represent loans to companies or governments that are repaid to investors over time with interest. Although a bond's price can fluctuate with changes in the financial markets, particularly in response to changes in interest rates, bond prices historically have fluctuated less than stock prices. However, lower volatility may mean that bonds are less likely to grow fast enough to meet your long-term savings goals.

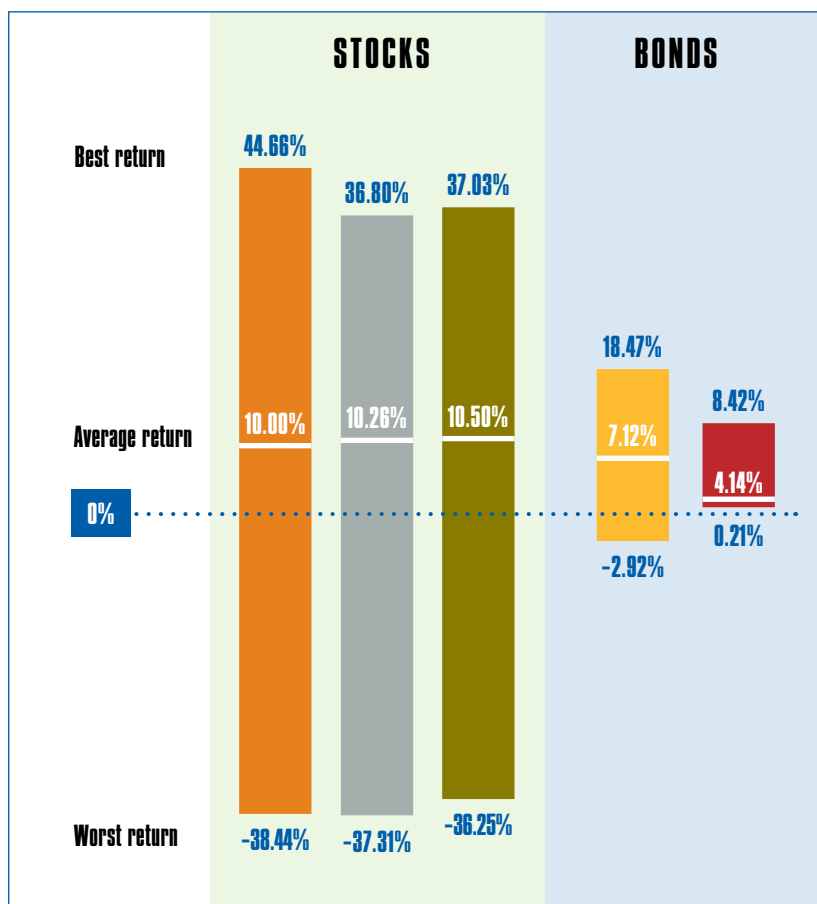
MUTUAL FUNDS OFFER A CONVENIENT WAY TO INVEST IN STOCKS AND BONDS

A mutual fund pools your money with that of other investors to buy a variety of stocks, bonds, or both, in a single, professionally managed portfolio. Since there are different types of stocks and bonds, mutual funds are managed in different styles, including growth, blend, value, income, and capital preservation.

The Supplemental Retirement Plan offers a range of investment options across multiple styles. For detailed information about your Supplemental Retirement Plan's investment options, see the guide titled "Plan Investments."

The Supplemental Retirement Plan offers a range of investment options that allows you to invest your account across multiple styles.

Average annualized returns, along with best and worst calendar year returns (12/31/89–12/31/09)



Growth, blend, value, income, and capital preservation are represented by the Russell 3000 Growth Index, Russell 3000 Index, Russell 3000 Value Index, Barclays Capital Aggregate Bond Index, and Merrill Lynch 3-month Treasury Bill Index, respectively. Investors cannot invest directly in these unmanaged indexes. Past performance does not guarantee future results or the results of any fund in your Supplemental Retirement Plan, which will fluctuate with market conditions. Regular investing does not ensure a profit or protect against loss in declining markets. Withdrawals are subject to income tax, and those made before age 59½ may be subject to an additional 10% tax. Please see pages 11–12 of this guide for index definitions.

STOCKS

GROWTH

Growth funds seek to maximize the value of your savings over time by investing in the stocks of companies that have a strong potential for providing above-average earnings growth.

BLEND

Blend funds seek to increase the value of your savings over time by investing in a combination of stocks of companies that have the potential for strong earnings growth and stocks of companies that are priced below their expected long-term worth.

VALUE

Value funds seek to increase the value of your savings over time by investing in undervalued, or attractively priced, stocks of well-established companies.

BONDS

INCOME

Income funds seek to provide a steady stream of income, which is reinvested in your account, and in some cases a small amount of growth, by investing in bonds issued by governments and corporations.

CAPITAL PRESERVATION

Capital preservation funds seek to offer price stability and a steady stream of income, which is reinvested in your account, by investing in short-term bonds or contracts issued by creditworthy companies, financial institutions, and government entities.

EXPLORE THE FEATURES

The information below provides an overview of the Supplemental Retirement Plan. For more detailed information, please refer to the Summary Plan Description (SPD).

PARTICIPATION

You become a participant in the Supplemental Retirement Plan when you complete one hour of service working for a contributing employer.

DESIGNATING YOUR BENEFICIARY

To designate your beneficiary, complete the Beneficiary Designation Form included with this package, and return it to the Fund Office. When you designate a beneficiary, you indicate who should receive the balance of your Supplemental Retirement Plan account in the event of your death. If you die without a valid designation of beneficiary on file, your benefit shall be paid to (in the following order):

- Your surviving spouse; if none, then
- Your surviving children (in equal shares); if none, then
- Your surviving parents (in equal shares); if none, then
- Your estate.

ROLLOVER CONTRIBUTIONS

A rollover contribution is an amount you choose to have transferred to the Supplemental Retirement Plan directly from another qualified retirement plan. The Supplemental Retirement Plan accepts rollovers of before-tax distributions from other qualified plans.

You may want to consult a tax advisor to evaluate any special tax considerations that may apply if you initiate a rollover. For rollover forms and instructions, please call the Supplemental Retirement Plan's toll-free number.

VESTING

Vesting is a nonforfeitable right to a benefit. You are always 100% vested in the full value of your Supplemental Retirement Plan account, subject to investment gains or losses.

CHANGING HOW YOUR EXISTING BALANCES ARE INVESTED

You can make exchanges (transfers) on a daily basis among the funds in which your existing balances are invested. Exchanges can be made in dollar amounts, percentages, or shares.

Although Supplemental Retirement Plan rules may permit exchanges on a daily basis, mutual fund companies may reserve the right to limit or prohibit short-term or excessive trading in their funds to protect the long-term interests of all shareholders in the funds. In addition, short-term trading fees may apply to certain exchanges. Please refer to the individual fund prospectuses for further information.

WITHDRAWALS WHILE ACTIVELY EMPLOYED

The following in-service withdrawals are available from the Supplemental Retirement Plan:

Participants age 59½ or older

If you have reached age 59½, you can withdraw all or a portion of your current account balance, limited to one distribution in a rolling 12-month period.

Participants younger than age 59½

Distribution is limited to contributions that have been in the Supplemental Retirement Plan for at least two years and is limited to one distribution in a rolling 12-month period. Any other distributions made to you within the past two years will reduce the amount available for distribution under this type of distribution.

Financial hardships

Participants should request a hardship withdrawal only after requesting all other distributions for which they may be eligible. If you are experiencing a financial hardship, you may be able to withdraw a portion of your account balance to cover your immediate financial need. Hardship circumstances are limited to the following:

- Medical expenses less than two years old that are not covered by insurance for you, your spouse, or your eligible dependents;
- Purchase of your principal residence (excluding mortgage payments);
- Tuition and related fees for post-secondary education (for the next 12-month period only) for you, your spouse, or your dependents;
- Prevention of eviction from or foreclosure on your principal residence;
- Burial or funeral expenses for your deceased parent, spouse, child, or eligible dependent.

You may only withdraw the amount necessary to satisfy the immediate hardship need. The minimum amount of a hardship withdrawal is \$1,000 or the total balance in your Supplemental Retirement Plan account, whichever is less.

A hardship distribution can only be made two times within a rolling 12-month period, unless the reason is prevention of foreclosure or tuition. Restrictions apply. Contact the Pension Department of the Fund Office or Mercer for more information or to request the appropriate form to apply for a hardship withdrawal.

Withdrawals of before-tax contributions, rollover contributions, and investment earnings are subject to current income taxes, and withdrawals made before age 59½ may be subject to an additional 10% tax. Please consult your tax advisor for further details.

PAYMENT OF ACCOUNT

The full balance of your Supplemental Retirement Plan account will be available to you or your beneficiary as soon as possible upon your commencement of benefits with the Defined Benefit Pension Plan, upon your disability, or upon your death. Your account will also be available to you upon termination of employment after 24 months in which no contributions were reported on your behalf. You or your beneficiary must file an application for distribution of your account.

STATEMENT OF YOUR ACCOUNT

A comprehensive account statement will be mailed to you approximately 10 business days after the close of each calendar quarter. Your most recent quarterly statement will also be available in the Plans" section of the "Wealth" tab on the Supplemental Retirement Plan's website.

MAKE ACCOUNT CHANGES ANYTIME

Visit www.ibenefitcenter.com or call 1-877-864-6644.

MANAGE YOUR ACCOUNT

The Supplemental Retirement Plan offers you two convenient ways to manage your account.



ONLINE - WWW.IBENEFITCENTER.COM

The Supplemental Retirement Plan's website provides you with interactive planning tools to help you make your investment decisions.



BY TELEPHONE - 1-877-864-6644

For personal assistance, call the Supplemental Retirement Plan's toll-free number between 7:00 a.m. and 9:00 p.m. Central Time, Monday through Friday, and press "0" to speak with a Service Representative.

WHAT YOU NEED TO ACCESS YOUR ACCOUNT

- **Log on to www.ibenefitcenter.com** – As part of the account security process, you will need your User Name and Password to access your account online for the first time. Your User Name will be your Social Security number and your Password will be the last four digits of your Social Security number, plus the word "WEB." (For example, if the last four digits of your Social Security number are 1234, your initial Password will be 1234WEB.)

After you log on to the site for the first time, you will be prompted to change both your User Name and Password. The User Name must be a minimum of eight characters with at least one letter and one number; the Password must be between 8 and 20 characters and contain at least one letter and one number. **If you are an existing member (return user) and returning to the website, enter the User Name and Password that you previously selected the last time you accessed your account.**

You will also be asked to provide answers to three "Security Questions," which you will be prompted to answer in the future if you forget or misplace your User Name or Password. By correctly answering these questions to verify your identity, you can immediately reset or retrieve your User Name or Password to access your account right away.

- **Call 1-877-864-6644** – When you call the Supplemental Retirement Plan's toll-free number, you will need to enter your Social Security number and your personal identification number (PIN). Your initial PIN will be the last four digits of your Social Security number. Before you access your account, you will be prompted to select a new PIN.

ONLINE RESOURCES

Your Supplemental Retirement Plan offers the following online resources at www.ibenefitcenter.com:

- **Learning Center** – A wealth of informational articles, calculators, and web seminars are available to help you learn more about retirement planning and investing.
- **My Accounts** – Here, you'll find all the transactional tools you need to review and modify your account.
- **Plan Info & Forms** – Here, you'll find Supplemental Retirement Plan forms and investment information.

GLOSSARY OF INVESTMENT TERMS

This glossary includes definitions of commonly used investment terms. Additional terms can be accessed from the homepage of the Supplemental Retirement Plan's website at www.ibenefitcenter.com.

Annualized rate of return The average return over a period of years, taking into account the effect of compounding. Also called the compound growth rate.

Asset allocation The division of an investment portfolio amongst different investment types such as stocks, bonds, and cash. It is typically discussed in terms of percentages invested in certain types or styles of investments.

Balanced fund A fund that seeks both growth and income by investing in a portfolio that includes stocks and bonds.

Bear market A prolonged period of declining stock prices. Investors (including investors using dollar cost averaging) may find attractive values during a bear market.

Benchmark A standard used for comparative purposes to assess mutual fund performance. A benchmark is usually an unmanaged index, such as the Standard & Poor's 500 Index.

Blue chip Usually refers to stocks of large, well-established companies.

Bond An IOU (debt security) issued by a government or corporation that usually pays a stated rate of interest and returns the face value on the maturity date.

Bull market A prolonged period of rising security prices.

Business cycle The rise and fall of a country's economic fortune over time, characterized by fluctuating employment levels, industrial productivity, and interest rates.

Capital appreciation An increase in the principal value of a security.

Capital gain (loss) A profit (or loss) on the sale of an investment, e.g., stock or mutual fund.

Capital preservation A conservative investment strategy that seeks to maintain the original value of an investment plus dividends or interest.

Cash equivalent A short-term money market instrument, such as a Treasury bill or repurchase agreement, of such high liquidity and safety that it is virtually as good as cash.

Compounding A cumulative effect in which the money in investors' accounts can earn an investment return on both the amount they invested and any earnings.

Conservative A cautious approach to investing that takes only limited risks to seek a reasonable return.

Diversification The spreading of investments among many different securities or sectors to help reduce overexposure to the risks of owning any single investment.

Dividend A payment of cash from a company's profits to its stockholders.

Dollar cost averaging An investment strategy based on making investments of equal amounts at regular intervals in the same fund or security. Because the shareholder buys more shares at lower prices and fewer shares at higher prices, the average cost of the shares purchased will generally be lower than the average price over the investment period. However, dollar cost averaging does not ensure a profit or protect against a loss in a declining market. Investors should consider their ability to continue investing during prolonged periods of market decline.

Dow Jones Industrial Average (the Dow) The most commonly used indicator of stock market performance, based on the prices of 30 major industrial companies.

Duration A mathematical measure of a bond's sensitivity to changes in interest rates. Duration is stated in years; the shorter the duration, the less volatility you can expect from the bond.

Fixed-income security Another name for bonds, notes, money market instruments, and investment contracts. All of these pay a preset, or "fixed," rate of interest.

Guaranteed investment contract (GIC) A debt instrument issued by an insurance company, which agrees to pay a guaranteed rate for the term of the contract and to return the principal at maturity.

Index A benchmark against which to measure performance, such as Standard & Poor's 500 Index.

Investment objective The goal an investor or a mutual fund seeks to accomplish. Investment objectives include current income, capital appreciation, or a combination of the two.

Late trading A practice whereby an investor is allowed to place an order after the close of the New York Stock Exchange (NYSE) at 3:00 p.m. Central Time (4:00 p.m. Eastern Time) and get the current day's price. This practice is illegal. Late trading could enable an investor to benefit from news that occurred after the end of the trading day and to place orders at a price that is no longer available to other fund shareholders.

Note: Late trading is against Mercer's policy. In order to receive the current day's price, investors must place their orders with their financial representatives, trading intermediaries, or Mercer before market close at 3:00 p.m. Central Time (4:00 p.m. Eastern Time). Mercer has agreements in place with financial representatives and trading intermediaries requiring that all orders be placed by 3:00 p.m. Central Time (4:00 p.m. Eastern Time).

Liquidity The ability to turn assets into cash easily. An investor should be able to sell a liquid asset quickly with little effect on price. Liquidity is a central objective of money market funds.

Long-term investment strategy A strategy that looks beyond daily fluctuations of the stock and bond markets and responds to fundamental changes in the financial markets, the economy, or your personal goals.

Market timing An investment strategy that involves moving in and out of mutual funds for short-term gains. Market timers often move large positions on a frequent basis in order to take advantage of changes in prices that are the result of market volatility. Market timing may increase a mutual fund's trading costs, which could lessen the overall returns of long-term investors. Although market timers may target many different kinds of funds, international funds are particularly susceptible to market timing because of the time differences between the closing of U.S. and foreign markets.

Note: Market timing is against Mercer's policy. Mercer has instituted systems and made a diligent effort to reduce this practice because it may be harmful to the interests of long-term investors by increasing trading costs. Anti-timing policies and potential actions that Mercer and the Mercer funds can take against market timers are described in the prospectuses of Mercer funds.

Market value For a mutual fund investment, the value of your shares in dollars, which is calculated by multiplying the number of shares by the fund's net asset value.

Maturity A measure of the length of a bond's life, expressed in years, based on the date on which payment of the principal is due.

Maturity date The date on which the principal of a bond must be repaid.

Mutual fund An investment that pools the assets of individuals and invests them toward a common, or mutual, goal. The advantages of mutual funds include professional management, diversification, and convenience. Mutual funds come in many different types. Some invest only in short-term money market instruments, some in stocks or bonds, and some in a variety of securities. Mutual funds are not federally insured and may involve a loss of principal. Some of the funds in your Supplemental Retirement Plan may not be mutual funds, but instead collective investments or commingled funds.

NASDAQ A nationwide electronic system established by FINRA for up-to-the-minute price quotations and trading on over 5,000 OTC stocks.

Net asset value (NAV) The market value of one share of a mutual fund. The fund's NAV is calculated daily by taking the fund's total assets (securities, cash, and accrued earnings), subtracting the fund's liabilities, and dividing by the number of shares outstanding. The NAV does not include the sales charge, if any. The process of calculating the NAV is called pricing.

Offering statement The official legal document that describes a collective investment fund, a commingled fund, or a trust, and offers its shares for sale.

Portfolio A combination of securities.

Prospectus The official legal document that describes a mutual fund and offers its shares for sale.

Qualified default investment alternative (QDIA) The investment in which any Supplemental Retirement Plan contributions or payments are invested if no investment instructions have been given by the participant.

Risk The chance that your investment will decrease in value. Capital preservation funds tend to have the least amount of risk, while growth funds generally carry the highest level of risk.

Sector fund A specialized fund that invests in one sector or a particular group of industries. Sector funds are often more volatile than funds that invest in a diverse group of industries.

Share A unit of ownership in an investment.

Standard & Poor's 500 Index A daily measure of stock market performance, based on the performance of 500 major companies. Though it does not include transaction or management costs, the S&P 500 is often used as a benchmark for equity fund performance.

Stock A share or part ownership in a company.

The Barclays Capital Aggregate Bond Index, which used to be called the "Lehman Aggregate Bond Index," is a broad base index, maintained by Barclays Capital, which took over the index business of the now defunct Lehman Brothers, and is often used to represent investment-grade bonds being traded in United States. Index funds and exchange-traded funds are available that track this bond index. The Barclays Capital Aggregate Bond Index is a market capitalization-weighted index, meaning the securities in the index are weighted according to the market size of each bond type. Most U.S. traded investment-grade bonds are represented. Municipal bonds, and Treasury Inflation-Protected Securities are excluded, due to tax treatment issues. The index includes Treasury securities, government agency bonds, mortgage-backed bonds, corporate bonds, and a small amount of foreign bonds traded in the U.S.

The Merrill Lynch 3-month Treasury Bill Index is an unmanaged index that seeks to measure the performance of U.S. Treasury bills currently available in the marketplace.

The Russell 3000 Growth Index measures the performance of the broad growth segment of the U.S. equity universe. It includes those Russell 3000 companies with higher price-to-book ratios and higher forecasted growth values. The Russell 3000 Growth Index is constructed to provide a comprehensive, unbiased, and stable barometer of the broad growth market. The Index is completely reconstituted annually to ensure new and growing equities are included and that the represented companies continue to reflect growth characteristics.

The Russell 3000 Index measures the performance of the largest 3000 U.S. companies representing approximately 98% of the investable U.S. equity market. The Russell 3000 Index is constructed to provide a comprehensive, unbiased, and stable barometer of the broad market and is completely reconstituted annually to ensure new and growing equities are reflected.

The Russell 3000 Value Index measures the performance of the broad value segment of the U.S. equity universe. It includes those Russell 3000 companies with lower price-to-book ratios and lower forecasted growth values. The Russell 3000 Value Index is constructed to provide a comprehensive, unbiased, and stable barometer of the broad value market. The Index is completely reconstituted annually to ensure new and growing equities are included and that the represented companies continue to reflect value characteristics.

Total return The return on your investment, which takes into account the change in price plus the dividends or interest you receive. The total return for a fund generally reflects changes in NAV and reinvestment of all distributions in additional shares of the fund.

Treasury bills, notes, or bonds Negotiable debt obligations issued by the U.S. Government and backed by its full faith and credit. Treasury bills are short-term securities with maturities of one year or less. Treasury notes are intermediate-term securities with maturities of 1 to 10 years. Treasury bonds are long-term securities with maturities of 10 years or longer.

Valuation Putting a value on a security in relation to other securities.

Value investing Investing in companies whose stocks appear to be undervalued by the market at large.

Volatility Changes in the price of a security. Rapid, wide price swings indicate a high degree of volatility.

NEED HELP? MORE INFO?

Log on to www.ibenefitcenter.com or call the Supplemental Retirement Plan's toll-free number at 1-877-864-6644.

Investments in mutual funds are not guaranteed or insured and will fluctuate in value.

While every effort has been made to ensure the accuracy of the information in this material, in the case of a discrepancy, the official Supplemental Retirement Plan document will govern.