



Western Conference of Teamsters Pension Trust

An Employer-Employee Jointly Administered Pension Plan – Founded 1955

Southwest Administrative Office:
1000 So. Fremont Avenue, A-9 West
Alhambra, California 91803-4737
P.O. Box 1121
Alhambra, California 91802-1121
(626) 284-4792

Continental Airlines

The Western Conference of Teamsters Pension Plan provides a comprehensive package of retirement, disability and death benefits for Teamster represented employees and their families. Please note that these benefits are funded solely through employer contributions and individual payments from any of the employees of Continental Airlines are not permitted. Also, unlike a 401(k) Plan, the Teamsters Plan provides lifetime payments to an employee and his or her spouse.

There are two features of the Plan, which should be of particular interest to this group:

➤ Past Service Credit recognized in the calculation of benefit amount

The Plan provides a Non-Contributory Service credit for new groups, under which up to ten (10) years of previous service is recognized in determining participants' benefit amount, (even though contributions had not been made on their behalf). Two Non-Contributory years are granted for each year of Contributory Service (500 Covered Hours counts as one year of Contributory Service). This means that after earning only five (5) years of Contributory Service, your monthly Pension benefits would add up to as if you have been in the Plan for fifteen (15) years.

➤ Non-Covered Employment recognized for vesting purposes

The Plan generally requires five years of Vesting Service (500 covered hours per year) in order to become a Vested participant. However, members who are fifty-two (52) years or older who were hired at Continental Airlines prior to the company's Pension Start Date may become Vested in the Plan with less than Five (5) Vesting years. The Plan still requires that members work a minimum of five (5) years with Continental Airlines. However, members who are fifty-two (52) years or older may receive Vesting credits for their work with Continental Airlines prior to the company's Pension Start Date. The required number of Vesting years is determined from the following table.

Plan Member's Attained Age On Pension Start Date	Number of Years of Vesting Service to be Completed After Pension Start Date
55 or over	One
54	Two
53	Three
52	Four
51 or under	Five