

Co-op Retirement Plan

Your partner for building a secure future.

The Co-op Retirement Plan is a Defined Benefit Plan.

Defined Benefit Plans Provide More Security Than Defined Contribution Plans.

A Defined Benefit Plan gives you a protected, lifetime retirement benefit based on your salary and service – not based on how your stock market investments perform. When stock market values fall, 401(k) balances decrease and employees are left without the money they expected to have for retirement. This is not the case with a Defined Benefit Plan.

Multiple Employer Defined Benefit Plans Provide An Extra Degree Of Security.

There are more than 340 employers who are collectively responsible for making contributions to the Co-op Retirement Plan in order to fund retirement benefits for all participating employees. This cooperative structure has allowed these forward-thinking employers to successfully maintain the Co-op Retirement Plan for over 70 years.

Your employer is one of over 340 participating employers in the Co-op Retirement Plan, a multiple employer defined benefit pension plan serving the employees of agriculture cooperatives and related businesses in thirteen states.

About the Co-op Retirement Plan...

Who sponsors the Plan?

The Plan is sponsored by United Benefits Group, a nonprofit corporation, located in Kansas City, Missouri. The Board of Directors of United Benefits Group is elected by employers who participate in the plan.

When will you become a Plan participant?

Employees enter the Plan after having satisfied the Plan's work-hours test and attaining the age of 21.

How is the Plan funded?

The Plan is funded with employer contributions, employee contributions and investment earnings.

A Defined Benefit Plan

- Fewer employers are offering it
- More employees are needing it
- We in the Co-op Retirement Plan system have it!

Retirement experts say you should try to replace **80% to 100% of your working income** in order to have a comfortable retirement.

But most Americans fall woefully short of that goal.

Benefit Formula

Your benefit is calculated by multiplying these three numbers together:

- Final Average Wage (based on the highest four annual wages from the last ten years)
- Benefit Accrual Rate (chosen by your employer)
- Creditable Service (the length of time you have participated in the Plan)

Vesting

You are fully vested after five years of service, but your personal contributions (plus interest) are always fully vested.

Portability

Your benefits are completely portable within our network of over 340 participating employers.

Special Benefits

The Co-op Retirement Plan features highly subsidized early retirement benefits including the "Rule of 85," which allows for immediate, unreduced retirement if your age plus creditable service equals 85 and you satisfy other requirements. What's more, if you become totally disabled, you may qualify for the Plan's substantial disability retirement benefits.

Participation in a Defined Benefit Plan can help you meet your income-replacement goals. It promises reliable, lifetime income during retirement based on your wages, service and age.

For more information about the Plan, visit our website at www.ubgretire.com.
800-816-5535

