



TO: Active Employees
FROM: MCC Employee Benefits Department
DATE: 15 January 2016
RE: Lay Employees' Retirement Plan Update

The Michigan Catholic Conference Lay Employees' Retirement Plan (LERP) was amended and restated effective January 1, 2016. The Board of Directors approved updates to the LERP to ensure compliance with Internal Revenue Service (IRS) regulations governing retirement plans and the teachings of the Catholic Church.

Updates to the LERP do not impact your pension benefits:

- Pension benefits have not changed for active participants
- Pension benefits have not changed for retirees
- Pension benefits for primary beneficiaries were maintained

The LERP Plan Document was rewritten to incorporate all amendments adopted since 2010 and will be submitted to the IRS for approval by January 31, 2016. To view a copy of the LERP Plan Document or a federally mandated IRS Notice to Interested Parties, to run or request a pension calculation, or for more information about the MCC LERP Plan, visit www.micatholic.org/LERP. While visiting the page MCC recommends also reviewing your pension beneficiary for accuracy.

As always, please contact Michigan Catholic Conference at benefits@micatholic.org or 800-395-5565 with any questions or concerns you may have.

Thank you.