



Western Conference of Teamsters Pension Trust

An Employer-Employee Jointly Administered Pension Plan – Founded 1955

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July 2019

Dear Contributing Employer:

Please direct this letter to your Manager of Accounts Payable or Similar Position

On behalf of the Board of Trustees I want to thank you for your support of the Western Conference of Teamsters Pension Trust Fund. As Chairman of the Employer Caucus of Trustees I have enjoyed being able to correspond with you over the past few years and share the financial and funding success of the Trust Fund. This is due in no small part to your regular monthly contributions paid timely and accurately in accordance with your collective bargaining agreements.

One of the key factors supporting the Trust's successful relationship with its 1,400 separate employers is the principle that all contributing employers are treated in a like manner in the administration of the Fund. We have employers with only a handful of Teamsters being reported each month and others with tens of thousands – all are valued and the rules supporting the Trust's operations and funding apply to each equally. This has been a guiding principle of the Trust for decades and is strictly adhered to.

I bring this to your attention because at times an employer will fail to make its required monthly contribution to the Fund and become delinquent. The Agreement and Declaration of Trust and other participation documents require that delinquent employers pay not only the delinquent contributions but any attorney's fees, court costs, and liquidated damages at a rate of 20% of the principal amount of delinquent contributions. The Trustees and their representatives have little discretion to reduce these assessments, and as a practice do not do so in fairness to other employers.

As you can see, the timely and accurate payment of your contractual obligation to the Fund should be among the highest priority of your accounts payable departments. The Trustees take no pleasure in having delinquent charges assessed, and have policies in place to provide several notices to your business if a payment becomes late and before the costs take effect. I want to advise that regular business challenges such as staff turnover, mergers and acquisitions, mailing to the wrong address, or lost checks will not result in relief once notices have been properly given and the assessment has been made.

Contributing Employer

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As always, good communication can help us avoid this undesirable situation. If your accounting department has questions, they can contact our Trust Administrative Office at the locations listed below at any time to provide new information about your company or have questions answered.

Hunter Hughes | WCT Pension Trust

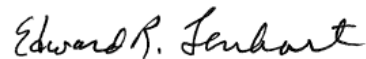
Senior Manager – Pension Accounting
2323 Eastlake Avenue East, Seattle, WA 98102
P: 206-926-2814 | F: 206-726-3209
Email: hhughes@nwadmin.com

Jim Helmers | WCT Pension Trust

Assistant Manager – Pension Accounting
1000 Marina Blvd, Suite 400, Brisbane, CA 94005
P: 650-827-2124 | F: 650-827-2440
Email: jhelmers@nwadmin.com

Please provide this letter to the appropriate persons on your accounting team to ensure your participation in the Trust remains efficient and, I hope, trouble free.

Best Regards,



Edward R. Lenhart
Employer Caucus Chairman

ERL/tg