

# TEAMSTERS LOCAL 102 PENSION FUND

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## Notice of Critical Status For Teamsters Local 102 Pension Plan EIN No. 22-6106515 Plan No. 001 July 2015

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EBSA/PUBLIC DISCLOSURE

This is to inform you that on June 29, 2015 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning April 1, 2015. Federal law requires that you receive this notice.

### Critical Status

The plan is considered to be in critical status because it has funding or liquidity problems, or both. The Plan was initially certified as being in critical status for the Plan Year beginning April 1, 2009 due to a projected accumulated funding deficiency. However, the Trustees elected, in accordance with the terms of the Workers, Retiree and Employer Recovery Act of 2008 ("WRERA"), to maintain the Plan's prior year non-critical, non-endangered status during the 2009 Plan Year. As a result, the Plan was neither in critical or endangered status for the 2009 Plan Year.

Effective April 1, 2010, the Plan was certified as being in critical status. In an effort to improve the Plan's funding situation, the Trustees adopted a Rehabilitation Plan on February 14, 2011. The Plan has remained in critical status for the Plan Years beginning April 1, 2011, April 1, 2012, April 1, 2013, April 1, 2014 and April 1, 2015 for a number of reasons most significantly because the Rehabilitation Plan that the Trustees adopted anticipated increased contributions which have not been realized.

### Rehabilitation Plan and Possibility of Reduction in Benefits

Federal law requires the Boards of Trustees of pension plans in critical status to adopt a Rehabilitation Plan aimed at restoring the financial health of the plan. In addition to revising the Plan's formula for future benefit accruals and making similar changes, as part of a Rehabilitation Plan, the law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of the Rehabilitation Plan. The Trustees of the Plan determined that benefit reductions were necessary in some instances and participants were sent separate notices identifying and explaining the effect of those reductions. Additional notices may be distributed in the future. Any reduction of adjustable benefits (Early & Disability options) will not reduce the level of a participant's basic benefit payable at normal retirement. As described in prior Notices of Critical Status, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after July 31, 2010. But you should know that whether or not the plan reduces adjustable benefits in the future, effective as of July 31, 2010, the plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status.

### Adjustable Benefits

The plan offers the following adjustable benefits which may, and in some instances have already been reduced or eliminated as part of any rehabilitation plan the pension plan may adopt:

- Post-retirement death benefits;
- Disability benefits (if not yet in pay status);
- Early retirement benefit;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);

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### **Employer Surcharge**

The law requires that, until it enters into an agreement with the Union that implements a contribution schedule adopted as part of the Rehabilitation Plan (a "Conforming Agreement"), a contributing employer must pay a surcharge to help correct the Plan's financial situation. All participating employers have entered into Conforming Agreements and thus the Surcharges have been suspended.

### **What's Next ?**

The Plan's Board of Trustees adopted a Rehabilitation Plan on February 14, 2011. In 2014, the Trustees updated the Rehabilitation Plan. A copy was sent to all Contributing Employers and the Union. The Trustees are again considering revisions to the Rehabilitation Plan. Participants and Beneficiaries will receive a separate notice identifying and explaining the effect of any changes that may be applicable.

You will receive notices like this each year, letting you know of the Plan's progress in stabilizing its financial status. Since the funding of the Plan is influenced by economic and financial variables beyond the control of the Trustees (such as investment market volatility and changes in employment levels and/or the number of contributing employers), unexpected developments can affect the Plan's status and cause modification of the Rehabilitation Plan and the required corrective actions needed.

The Rehabilitation Plan and any recommended changes in benefits, contributions, or other Plan provisions will be communicated to all affected individuals and parties before any changes are made. However, as previously noted, no benefit changes will be included in the Rehabilitation Plan for any retiree or beneficiary with benefits in pay status as of July 31, 2010.

### **Where to Get More Information**

For more information about this Notice, you may contact the Teamsters Local 102 Pension Fund at 1-800-453-3614 or in writing at 36 Hopatchung Road, Hopatcong, NJ 07843. You have a right to receive a copy of the Rehabilitation Plan from the plan.