



Notice of Endangered Status
for
IUPAT Industry Pension Plan
EIN: 52-6073909 / PN: 001
April 30, 2010

In 2006, the Pension Protection Act (“PPA”) became law. Under the requirements of PPA, this is to inform you that, on March 31, 2010, the Plan actuary certified to the U.S. Department of the Treasury, and also to the Plan sponsor, that the IUPAT Industry Pension Plan (the “Plan”) falls in the category of “endangered status” for the Plan Year beginning January 1, 2010. Federal law requires that you receive this notice.

Endangered Status. The Plan is considered to be in “endangered status” under the PPA because the Plan’s actuary has determined that the Plan’s funded percentage for 2010 is less than 80%.

Funding Improvement Plan. In accordance with Federal law, the Trustees have adopted a funding improvement plan (“FIP”) aimed at improving the funded status of the plan so that the Plan will meet the applicable benchmarks established by PPA. The Trustees of the Plan, with the assistance of its attorneys and actuaries, will monitor the progress of the Plan’s funding to determine whether the requirements of the PPA are met.

Endangered Status Limitations. After the certification that the Plan is in endangered status on March 31, 2010, the Plan can not accept a collective bargaining or related agreement that provides for a reduction in future contribution rates, a suspension of contributions, or exclusion of new hires. The rejection of an agreement may cause a withdrawal and the imposition of withdrawal liability. If an employer does not pay contributions to the plan in accordance with the FIP, an employer may also be liable for an excise tax equal to the amount of the shortfall in contributions.

The Plan also cannot, directly or indirectly, increase benefits by improving benefits, changes in the accrual of benefits, or any change in the rate at which benefits become vested until the FIP takes effect in 2012. After the FIP goes into effect in 2012, the plan may not be amended to increase benefits, unless the Plan actuary certifies that the benefit increases are consistent with the FIP and can be paid for out of contributions not required by the FIP.

Where to Get More Information. For more information about this Notice, you may contact the Plan Administrator, Gary J. Meyers at 202-783-4884, pension@iupat.org or 1750 New York Avenue, N.W., Suite 501, Washington, DC 20006. You have a right to receive a copy of the FIP from the Plan.