

**Notice of Endangered Status**  
**For**  
**Michigan Upper Peninsula IBEW Pension Plan**

This is to inform you that on March 31, 2014, the Plan's actuary certified to the U.S. Department of the Treasury and to the Board of Trustees that the Plan is in endangered status for the Plan Year beginning January 1, 2014. Federal law requires that you receive this notice.

**Endangered Status**

The Plan is considered to be in endangered status because of its current funded status. Specifically, the Plan is considered to be in endangered status because the Plan's actuary determined that the Plan's funded percentage is less than 80% for the Plan Year beginning January 1, 2014.

**Funding Improvement Plan**

This is the fifth year that the Plan has been in endangered status. Federal law requires pension plans in endangered status to adopt a funding improvement plan aimed at restoring the financial health of the plan. A funding improvement plan consists of the actions that a plan determines are necessary in order for the plan to increase the plan's funding percentage and avoid accumulated funding deficiencies during the funding improvement period. The Trustees adopted a funding improvement plan on November 4, 2010. This funding improvement plan was last updated on August 7, 2013. The funding improvement period for the Plan is January 1, 2012 through December 31, 2021, or the date the Plan Actuary certifies the Plan has emerged from endangered status.

Beginning March 31, 2010 and throughout the funding improvement period, the Plan cannot accept a collective bargaining agreement that reduces the level of contributions, suspends contributions related to any period of service or includes new exclusions on younger or newly hired employees. In addition, federal law limits the Plan's ability to improve benefits after March 31, 2010. If the Board of Trustees determines that benefit reductions are necessary, either currently or in the future, you will receive a separate notice identifying and explaining any changes in benefits.

**Where to Get More Information**

To request additional information regarding the Plan, you may contact the Board of Trustees of the Michigan Upper Peninsula IBEW Pension Plan at (906) 226-2414 or 130 W. Washington Street, Suite L-9, Marquette, MI 49855-4382.

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COSA/PUBLIC DIRECTOR