NOTICE OF CRITICAL STATUS
FOR
ELECTRICIANS PENSION PLAN, IBEW 995

EIN: 72-6057089 **Plan No. 001**

To: ***Participants, Beneficiaries, Participating Unions and Contributing Employers***
Date: January 24, 2014
RE: ***Critical Status of the Plan for the 2013 Plan Year***

The Pension Protection Act of 2006 (PPA) added requirements for measuring the financial health of multiemployer plans such as ours. It requires that the Plan's actuary determine annually the Plan's financial status under these rules and certify that status to the IRS and the Trustees. It is important to note that if the Plan's status for a plan year is either "endangered" (known as the yellow zone) or "critical" (known as the red zone), the Trustees must notify all participants, unions, employers and other parties in writing of this certification, as well as take corrective action to restore the financial health of the Plan.

Plan's Status – Red Zone

On December 27, 2013, the Plan's actuary determined and certified that the Plan was in "critical" status for the 2013 Plan Year. This determination was made because the Plan is projected to have an accumulated funding deficiency within four years. This is the sixth Plan Year the Plan has been in critical status.

Rehabilitation Plan and Plan Changes

The PPA also requires any pension plan in the red zone to adopt a "rehabilitation plan" that is designed to restore the financial health of the plan. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of the rehabilitation plan.

The Board of Trustees adopted a Rehabilitation Plan on February 11, 2009, and it was subsequently adopted by the bargaining parties. As required by law, on March 27, 2009, a Notice of Adjustment to Benefits Due to Critical Status was sent to the required parties explaining the changes to the Plan as mandated under the Rehabilitation Plan. These changes generally apply to Participants whose benefit commencement date is on or after February 1, 2009. The changes include a change in the benefit level for future accruals, a reduction in early retirement pensions, a change in eligibility for a disability pension, modifications in the rules for how Excess Future Service Credits are used for eligibility and the determination of benefits, and elimination of subsidies in the Husband-and-Wife Pension and the Pre-Retirement Surviving Spouse Pension. For Participants who began receiving benefits after February 1, 2009 but prior

to the date the Notice was distributed, their benefits were adjusted beginning May 1, 2009. The Plan also eliminated lump sum payments effective January 26, 2009, which is prohibited while the Plan is in critical status. However, a lump sum death benefit is available to a Participant's Qualified Spouse if the value is not in excess of $5,000. In addition, beneficiaries of active Participants who die prior to retirement and are either unmarried or married for less than 1 year are eligible to receive a lump sum death benefit up to $5,000.

Adjustable Benefits

In addition to the changes that were made as described above, the Plan may make similar changes to future benefits and reduce, or even eliminate, the following adjustable benefits as part of an amendment to the Rehabilitation Plan:

Disability benefits (if not yet in pay status),

Early retirement benefit or retirement-type subsidy, and

Use of Excess Future Service Credits for active participants at retirement to offset early retirement reductions.

However, no reduction of adjustable benefits will reduce the level of your basic benefit payable at normal retirement. In the event additional benefit reductions are necessary and the Rehabilitation Plan is amended, you will be notified in a separate notice of any additional changes or reductions, and provided an explanation of the effect of those reductions. In addition, these additional reductions may only apply to Participants and beneficiaries whose benefit commencement date is no earlier than January 26, 2009.

Where to Get More Information

Since the law requires that the Plan's funding status be reviewed and certified annually, notices like this one will be sent each year if the Plan is in critical or endangered status. The Trustees will timely notify you of any other changes that may be made to the Plan to ensure the Plan's financial stability. If you have any questions about this notice or any previous notices sent about these changes, please contact:

Administrative Manager
Electricians Pension Plan, IBEW 995
8111 Tom Drive
Baton Rouge, LA 70815
Telephone: 225-927-6340
Toll-Free Telephone: 800-324-0995

We understand that legally required notices like this one can create concern about the Plan's future. The Board of Trustees is working with the Union and the Contributing Employers toward taking appropriate actions to improve the financial health of the Plan so that your retirement benefits are secure into the future.

Sincerely,

Board of Trustees

cc: Department of Labor
Pension Benefit Guaranty Corporation