

# STONER & ASSOCIATES

205 West Fourth Street, Suite 225 • Cincinnati, Ohio 45202-4813 • (513) 381-6886

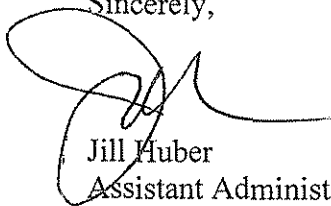
September 25, 2014

U.S. Dept of Labor  
Employee Benefits Security Administration  
Public Disclosure Room, N-1513  
200 Constitution Ave, NW  
Washington, DC 20210

Re: Plasterers Pension Plan

Please find enclosed a copy of the 2014 Notice of Critical Status for the above Pension Plan.

Sincerely,



Jill Huber  
Assistant Administrator

2014 OCT -2 PM 3

**PLASTERERS LOCAL UNION NO. 1 PENSION PLAN**  
**2014 NOTICE OF CRITICAL STATUS**  
*September 2014*

On August 29, 2014 the actuary for the Plasterers Local Union No. 1 Pension Plan ("Plan") certified to the U.S. Department of the Treasury and the Plan Sponsor ("Board of Trustees") that the Plan will be in critical status for the 2014 Plan Year. The 2014 Plan Year began on June 1, 2014 and will end on May 31, 2015. Federal law requires that you receive this Notice.

**Critical Status**

The 2014 Plan Year is the first year that the Plan has been certified as being in critical status. The Plan is considered to be in critical status because it is projected to have a funding deficiency for the 2017 Plan Year. A funding deficiency means that expected contributions to the Plan will not be sufficient to meet the government's minimum contribution requirements for funding purposes. It does not mean that the Plan is insolvent.

**Rehabilitation Plan**

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at improving the Plan's funded percentage. A rehabilitation plan may include: (1) the reduction or even the elimination of future benefit accruals, (2) the reduction or elimination of "adjustable benefits", and/or (3) increases in the hourly contribution rate. Federal law also prohibits plans in critical status from paying "restricted benefits", such as lump sum benefits or any other payment in excess of the monthly amount paid under a Single Life Annuity.

In an effort to improve the Plan's funding situation, the Board of Trustees adopted a rehabilitation plan that has been ratified by the bargaining parties. The rehabilitation plan includes benefit changes as well as scheduled increases in the Plan's hourly contribution rate. The following documents the rehabilitation plan benefit changes:

- 1. Change in Early Retirement Eligibility.** On and after November 1, 2014, Early Retirement Benefits will only be payable to a participant who is at least age 55, has been credited with five (5) or more Years of Service, and has completed at least one (1) hour of service with a contributing employer in the Plan Year containing or immediately preceding his Early Retirement Date. A fully vested participant who is no longer working under the Plan will be eligible for a benefit at his Normal Retirement Date.
- 2. Elimination of Retroactive Late Retirement Benefits.** Effective September 26, 2014, the Plan will not offer the option of back payments plus interest to a participant who commences receipt of a retirement benefit after his Normal Retirement Date. A participant will receive a monthly pension equal to the greater of his actuarially increased Normal Retirement Benefit or his Accrued Benefit as of his Late Retirement Date.
- 3. Elimination of Return of Contributions Disability Benefits.** Effective September 26, 2014, the Lump Sum Return of Contributions Disability Benefit has been eliminated.
- 4. Elimination of Return of Contributions Death Benefits.** Effective September 26, 2014, the Lump Sum Return of Contributions Death Benefit has been eliminated.

5. **Elimination of Fully Subsidized Pop-Up.** Effective for retirements on or after September 26, 2014, the fully subsidized pop-up provision has been eliminated for participants who elect to receive their monthly pension as a Qualified Joint & Two-Thirds Survivor Annuity. However, a participant will be able to elect to receive a reduced benefit as a Qualified Joint & Two-Thirds Survivor Annuity, a Qualified Joint & 75% Survivor Annuity, or a Qualified Joint & 100% Survivor Annuity with the pop-up provision which will be paid on an actuarially equivalent basis.

In addition to the benefit changes outlined above, the rehabilitation plan calls for the following scheduled increases in the hourly contribution rate for a Journeyman plasterer:

Effective Date	Hourly Increase	Hourly Rate
June 1, 2014	\$0.25	\$5.65
June 1, 2015	\$0.35	\$6.00
June 1, 2016	\$0.35	\$6.35
June 1, 2017	\$0.25	\$6.60
June 1, 2018	\$0.25	\$6.85
June 1, 2019	\$0.25	\$7.10
June 1, 2020	\$0.25	\$7.35
June 1, 2021	\$0.25	\$7.60
June 1, 2022	\$0.25	\$7.85
June 1, 2023	\$0.25	\$8.10

You can request a copy of the Plan's rehabilitation plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the Plan Administrator.

#### **Adjustable Benefits**

The Plan offers the following adjustable benefits which could be reduced or eliminated as part of a rehabilitation plan adopted by the Board of Trustees:

- ☐ Early Retirement benefits or retirement-type subsidies;
- ☐ Disability benefits (if not yet in pay status);
- ☐ Qualified Pre-Retirement Survivor Annuity (QPSA); and
- ☐ Benefit payment options other than a qualified joint and survivor annuity ("QJSA").

If the Trustees of the Plan determine that further benefit reductions are necessary, you will receive a separate Notice identifying the type of the reduction and the effect of those reductions. Any reduction in adjustable benefits will not reduce the level of your basic benefit payable at your Normal Retirement Age (generally, age 62). In addition, any reductions will only apply to Participants and beneficiaries whose Annuity Starting Date is on or after September 28, 2014.

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

For more information about this Notice, you can contact the Plasterers Local Union No. 1 Pension Plan at 205 West Fourth Street, Suite 225, Cincinnati, Ohio 45202, or by calling 513-381-6886. For identification purposes, the official Plan Number is 001 and the Plan Sponsor's Employer Identification Number, or "EIN", is 31-6127284.