

Notice of Endangered Plan Status

United Association of Journeymen Plumbers and Journeymen Steamfitters and Pipefitters Local Union No. 357 Pension Plan

Plan Year Beginning July 1, 2014

As required by federal pension law, this notice is being provided to you as an update on the funded status of the Pension Plan for United Association of Journeymen Plumbers and Journeymen Steamfitters and Pipefitters Local Union No. 357, Plan Number: 001, EIN: 38-6152409 ("the Plan").

Endangered Status (i.e. "Yellow" zone)

The Pension Protection Act ("PPA") imposes new funding requirements on multiemployer pension plans like the United Association of Journeymen Plumbers and Journeymen Steamfitters and Pipefitters Local Union No. 357 Pension Plan to ensure that the plan is well-funded in future years. Each plan is required to have its funded status annually certified by the plan's actuary. Unless the plan is extremely well-funded, it is required to adopt a Funding Improvement Plan, which must be designed to achieve certain funding benchmarks within the funding improvement period.

Under federal pension law a plan generally will be considered to be in "endangered" status ("yellow zone") if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in "critical" status ("red zone") if the percentage is less than 65 percent (other factors may also apply). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plan to improve their funding status over a specified period of time.

On September 24, 2013, the Plan's actuary has certified to the U.S. Department of the Treasury, and also to the Plan Sponsor, that the Plan is "endangered" for the plan year beginning July 1, 2014. As a result, certain steps must be taken by the Plan, which include the adoption of a Funding Improvement Plan.

Funding Improvement Plan

The PPA generally requires pension plans that are "endangered" to adopt a Funding Improvement Plan that is designed to restore the financial health of the plan within a 15-year period. The Worker, Retiree, and Employer Recovery Act of 2008 (WRERA) permitted an election to extend the funding improvement period to 18 years. You have been previously informed that the Trustees of the Plan did make an election of WRERA to extend the funding improvement period to 18 years.

You have been previously informed that the Trustees have adopted a Funding Improvement Plan that requires an hourly contribution to the pension plan of \$7.95 beginning for hours worked after May 31, 2010, \$8.95 beginning for hours worked after May 31, 2011, and \$9.45 beginning for hours worked after May 31, 2012. Of these amounts, \$5.00 per hour is credited for benefit accrual purposes with the remainder of the contribution going towards reducing the funding deficit.

Where to Get More Information

The United Association of Journeymen Plumbers and Journeymen Steamfitters and Pipefitters Local Union No. 357 Pension Plan, EIN 38-6152409, Plan No. 001 is sponsored by:

Joint Board of Trustees
Plumbers & Pipefitters Local 357 Pension Plan
11847 Shaver Road
Schoolcraft, MI 49087
(269) 679-2570

Employer Trustees:

Tom Calvey
Mark McKnight
Derek Rowe
Kevin Waterstradt

Employee Trustees:

Mike Corliss (Business Manager)
William Snape
Paul Walraven
Ken Willcutt

The Board of Trustees is also the “plan administrator” for the Plan. If you would like more information about the Plan, contact Lori Hatfield at the address above.

As required by law, this notice is being provided to the Pension Benefit Guaranty Corporation (PBGC) at multiemployerprogram@pbgc.gov and to the Department of Labor at criticalstatusnotice@dol.gov.