

Notice of Funded Status and WRERA 204 Election
I.B.E.W. LOCAL 325 JOINT PENSION FUND
EIN: 16-6098105, Plan Number: 001

December 18, 2009

Dear Participants, Beneficiaries and Bargaining Parties:

The Pension Protection Act of 2006 (the "PPA") created the following funded status level for plans such as the I.B.E.W. Local 325 Joint Pension Fund (the "Plan"): "endangered," "seriously endangered," and "critical" status. The PPA requires that we notify you of the Plan's funded status annually.

The Plan's Status for 2009

Under the PPA, within the first 90 days of each plan year, the Plan's Actuary must certify a plan's funded status level. For the Plan Year beginning September 1, 2009, the Plan's Actuary certified that the Plan is in "Seriously Endangered Status" based on the Plan's actual results. Typically, the board of trustees of a plan in "Seriously Endangered Status" is required to develop a Funding Improvement Plan, which for the Plan may include an increase in employer contributions, elimination of "ancillary" benefits, reduction in future benefit accruals, extension of amortization periods and changes in actuarial methods or assumptions. However, under Section 204 of the Worker, Retiree and Employer Recovery Act of 2008 ("WRERA"), the Trustees exercised their right to elect to apply the Plan's 2008 funded status, which was neither "Endangered" nor "Critical," for the Plan Year beginning on September 1, 2009.

The Plan's Status for 2010

This election to be treated as neither "Endangered" nor "Critical" applies only for the current plan year beginning on September 1, 2009. If the Plan is certified to be in "Endangered" or "Critical" status for the Plan Year beginning September 1, 2010, the Board of Trustees will provide notice of the Plan's status (i.e., endangered, seriously endangered or critical) and steps will have to be taken to improve the Plan's funded situation. These steps may include increases in contributions and reductions in future benefit accruals.

Where to Get More Information

The Plan Sponsor of the I.B.E.W. Local 325 Joint Pension Fund is the Board of Trustees. For more information about this Notice, you may contact the Administrative Manager, James Collins at I.B.E.W. Local 325 Joint Pension Fund, 24 Emma Street, Binghamton, NY 13905; phone number 607.797.1919; e-mail address lu325resign@stny.rr.com. You have a right to receive a copy of the actuary's certification or the Trustees WRERA election from the Fund Office upon written request.

ANNUAL FUNDING NOTICE FOR I.B.E.W. LOCAL UNION NO. 325 PENSION PLAN

Introduction

This notice includes important funding information about your pension plan ("the Plan"). This notice also provides a summary of federal rules governing multiemployer plans in reorganization and insolvent plans and benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal agency. This notice is for the plan year beginning September 1, 2008 and ending August 31, 2009 (referred to hereafter as "Plan Year").

Funded Percentage

The funded percentage of a plan is a measure of how well that plan is funded. This percentage is obtained by dividing the Plan's assets by its liabilities on the valuation date for the plan year. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and 2 preceding plan years is set forth in the chart below, along with a statement of the value of the Plan's assets and liabilities for the same period.

Plan Year Beginning	September 1, 2008	September 1, 2007	September 1, 2006
Valuation Date	September 1, 2008	September 1, 2007	September 1, 2006
Funded Percentage	85.7%	not applicable	not applicable
Value of Assets	\$43,503,934	\$42,419,210	\$39,529,463
Value of Liabilities	\$50,794,602	not applicable	not applicable

Transition Data

For a brief transition period, the Plan is not required by law to report certain funding related information because such information may not exist for plan years before 2008. The plan has entered "not applicable" in the chart above to identify the information it does not have. In lieu of that information, however, the Plan is providing you with comparable information that reflects the funding status of the Plan under the law then in effect. For the Plan Year beginning September 1, 2007, the Plan's "funded current liability percentage" was 67.7%, the Plan's assets were \$42,419,210, and Plan liabilities were \$62,656,046. For the Plan Year beginning September 1, 2006, the Plan's "funded current liability percentage" was 67.8%, the Plan's assets were \$39,529,463, and Plan liabilities were \$58,302,402.

Fair Market Value of Assets

Asset values in the chart above are actuarial values, not market values. Market values tend to show a clearer picture of a plan's funded status as of a given point in time. However, because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values for funding purposes. While

ANNUAL FUNDING NOTICE FOR I.B.E.W. LOCAL UNION NO. 325 PENSION PLAN

actuarial values fluctuate less than market values, they are estimates. As of August 31, 2009, the fair market value of the Plan's assets is estimated to be \$31,314,130. As of August 31, 2008, the fair market value of the Plan's assets was \$37,185,621. As of August 31, 2007, the fair market value of the Plan's assets was \$45,867,061.

Participant Information

The total number of participants in the plan as of the Plan's valuation date was 513. Of this number, 252 were active participants, 176 were retired or separated from service and receiving benefits, and 85 were retired or separated from service and entitled to future benefits.

Funding & Investment Policies

The law requires that every pension plan have a procedure for establishing a funding policy to carry out the plan objectives. A funding policy relates to the level of contributions needed to pay for benefits promised under the plan currently and over the years. The funding policy of the Plan is as follows:

Funding Policy

The Trustees depend upon employer contributions, negotiated by signatories to collective bargaining agreements which require contributions to the Fund, for the capital income to the Fund. Based upon actuarial advice, the Trustees have established the level of benefits that such contributions, investment income, and other anticipated future events can support.

Annual actuarial valuations are prepared and, based upon the contents, the Trustees address the plan provisions. The goal of the Trustees is to establish and maintain a plan of benefits such that:

1. the unfunded actuarial accrued liability, using the smaller of the actuarial value and market value of assets, is amortized over a period of not more than 25 years;
2. all employer contributions are tax deductible to the employers;
3. the plan satisfies ERISA minimum funding requirements;
4. the plan is not in endangered or critical status pursuant to the Pension Protection Act of 2006; and
5. the ratio of the market value of assets to the present value of vested benefits is kept at or above 85%.

ANNUAL FUNDING NOTICE FOR I.B.E.W. LOCAL UNION NO. 325 PENSION PLAN

Once money is contributed to the Plan, the money is invested by plan officials called fiduciaries. Specific investments are made in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning various types or categories of investment management decisions. The investment policy of the Plan can be summarized as follows:

Investment Policy

The investment guidelines are the maintenance of a conservative investment policy with respect to investment of assets with the primary objective being preservation of capital; additionally, achievement of the maximum possible investment return consistent with the aforementioned primary objective, and to satisfy all the other provisions as to fiduciary standards required by ERISA and/or by the Pension Plan of the Fund.

Only those debt securities having a rating of "A" or better by the nationally recognized rating services may be purchased.

No more than 5% of assets invested in equity securities, or in convertible securities, based upon market value at the time which investments are made, may be invested in such securities of any one corporation.

Certificates of deposits may be purchased if such certificates are obligations of federally insured banks or savings and loan associations, with a maturity not to exceed eight years.

Guaranteed Investment Contracts (GICs) or Deferred Annuities may be purchased only from those insurance companies have a rating of "A" or better by nationally recognized rating services. Such investments may include floating rate GICs. However, in each case, the maturity of investments shall not exceed three (3) years.

With respect to hedged investments, the Investment Manager, or its Designated Managers, as the case may be, may engage in convertible hedging, basis and spread trading, conversions and reversals in relative value trading. Investments may also be made with designated managers employing stocks, bonds, options on stocks and other financial instruments.

The Investment Manager shall diversify the asset of monies in its Hedge Fund among the numerous Designated Managers, and allocate the assets such that they are reasonably diversified among different designated managers and investment strategies, in order to minimize the risk of one strategy adversely affecting the investment return.

In accordance with the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the Plan Year ending August 31, 2009. These allocations are percentages of total assets:

**ANNUAL FUNDING NOTICE FOR
I.B.E.W. LOCAL UNION NO. 325 PENSION PLAN**

Asset Allocations	Percentage
1. Interest-bearing cash	17.3%
2. U.S. Government securities	8.3%
3. Corporate debt instruments (other than employer securities):	
a. Preferred	0.0%
b. All other	5.9%
4. Corporate stocks (other than employer securities):	
a. Preferred	0.0%
b. Common	37.4%
5. Partnership/joint venture interests	0.0%
6. Real estate (other than employer real property)	0.0%
7. Loans (other than to participants)	0.0%
8. Participant loans	0.0%
9. Value of interest in common/collective trusts	24.5%
10. Value of interest in pooled separate accounts	3.5%
11. Value of interest in master trust investment accounts	0.0%
12. Value of interest in 103-12 investment entities	0.0%
13. Value of interest in registered investment companies (e.g., mutual funds)	0.0%
14. Value of funds held in insurance co. general account (unallocated contracts)	0.0%
15. Employer-related investments:	
a. Employer Securities	0.0%
b. Employer real property	0.0%
16. Buildings and other property used in plan operation	0.0%
17. Other	3.1%

For information about the plan's investment in any of the following types of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – contact the administrative manager.

Critical or Endangered Status

Under federal pension law a plan generally will be considered to be in "endangered" status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in "critical" status 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 plans to improve their funding status over a specified period of time.

The Plan was not in endangered or critical status for the Plan Year beginning September 1, 2008.