



**National Integrated Group
Pension Plan**

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Notice of Critical Status For

National Integrated Group Pension Plan

This is to inform you that on March 31, 2010, the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning January 1, 2010. Federal law requires that you receive this notice.

Critical Status

The plan is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the plan's actuary determined that the plan is projected to have an accumulated funding deficiency for the 2013 plan year.

Rehabilitation Plan and Possibility of Reduction in Benefits

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. The NIGPP trustees have adopted a rehabilitation plan that, as the law permits, reduces, or eliminates, benefits called "adjustable benefits" as part of the rehabilitation plan. If you are affected by the benefit reductions of the rehabilitation plan, you will receive a separate notice identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) will not reduce the level of a participant's basic benefit payable at normal retirement. The reductions in the current rehabilitation plan apply only to participants and beneficiaries whose benefit commencement date is on or after April 30, 2010 (the date of the Notice of Reductions in Adjustable Benefits Under the Rehabilitation Plan). However, future additional adjustable benefit reductions could be made and could apply to participants and beneficiaries whose benefit commencement date is on or after April 30, 2009 (the date on which you were first notified that the plan had been certified to be in critical status). Please also note that, effective as of April 30, 2009, the plan is not permitted to pay lump sum benefits or begin to pay benefits under the Level Benefit Adjustment Option while it is in critical status.

Adjustable Benefits

The plan offers the following adjustable benefits that may be reduced or eliminated as part of the rehabilitation plan:

- Disability benefits (if not yet in pay status);
- Death benefit subsidies;
- Early retirement benefits or subsidies;
- Benefit increases occurring in the 5 years before January 1, 2009;
- Joint & Survivor forms of annuity subsidies;
- Certain optional forms

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge was applicable in the initial 2009 critical year and a 10% surcharge is applicable for 2010 and each succeeding plan year thereafter in which the plan is in critical status. The surcharge will cease to apply with respect to employees covered by a collective bargaining agreement as of the effective date of an agreement covering those employees that includes terms consistent with one of the schedules of the rehabilitation plan.

Where to Get More Information

For more information about this Notice, you may contact the Administrative Agency at 30 Scranton Office Park, Scranton, PA 18507. You have a right to receive a copy of the rehabilitation plan from the Administrative Agency.