

NOTICE OF CRITICAL STATUS FOR INDIANA CARPENTERS PENSION PLAN

NOTICE TO INTERESTED PARTIES

The Pension Protection Act of 2006 imposed new funding rules on multiemployer plans. These rules require plans to notify you of the funding status of the plan as certified by the plan's actuary. The actuary for the Indiana Carpenters Pension Plan ("Plan") has certified to the Board of Trustees that the Plan is in critical status under Section 432(b)(2)(B) of the Internal Revenue Code (i.e., in the "Red Zone") as of January 1, 2018. The Plan was in critical status last year; and within the next four plan years, the plan is projected to have an accumulated funding deficiency.

The Board of Trustees is therefore notifying you of the possibility the Plan's benefit structure, rights and features offered under the existing Plan may be reduced, adjusted and, in some circumstances, eliminated in order to cure the critical funding position of the Plan. Any changes that may be made must comply with the Internal Revenue Code, as amended by the Pension Protection Act of 2006, and will be based on the recommendation of the Plan's actuary and subject to the collective bargaining process. Such changes, if made, will affect benefits commencing on or after May 1, 2016.

The purpose of any change to the benefit structure is to stabilize the current funding position of the Fund to ensure benefits in future years. You will be notified at a later date of any other specific benefit changes and how the changes will impact your benefit under the Plan. Other types of benefits under the Plan that may be subject to change, reduction, adjustment or elimination, in accordance with the Pension Protection Act of 2006, are:

- 1) Benefits, rights and features under the Plan, including post-retirement death benefits, 60-month guarantees, disability benefits not yet in pay status, and similar benefits;
- 2) Any early retirement benefit or retirement-type subsidy and any benefit payment option, other than a 50% qualified joint and survivor annuity; and,
- 3) Benefit increases that would not be eligible for the Pension Benefit Guaranty Corporation ("PBGC") guarantee on the first day of the initial critical year because the increases were adopted, or, if later, took effect, less than 60 months before such first day.

Under no circumstances will the level of your accrued Normal Retirement Benefit payable at Normal Retirement Age be subject to change, reduction, adjustment or elimination, except as provided under paragraph 3 above relating to benefit increases exceeding the PBGC guarantee. Any benefits commencing before May 1, 2016 will not be changed, reduced, adjusted or eliminated.

April 20, 2018