

**Notice of Critical Status  
for  
Teamsters Local 102 Pension Fund  
EIN: 22-6106515 / PN: 001**

This is to inform you that on June 29, 2024, 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 April 1, 2025. 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 received Special Financial Assistance and as per the American Rescue Plan Act the Plan will be certified in Critical Status until the last day of the last plan year ending in 2051.

**Rehabilitation Plan**

Federal law requires pension plans in critical status to adopt a Rehabilitation Plan aimed at restoring the financial health of the Plan. This is the 15th year the Plan has been in critical status. While the law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a Rehabilitation Plan, the Trustees have been very selective in doing so. The Trustees have formulated schedules, including, as required by the PPA, a "Default Schedule", to be provided to the bargaining parties. These schedules were effective June 1, 2011 and were expected to be sufficient to allow the Fund to emerge from critical status by the end of the Rehabilitation Period.

The schedules are attached hereto and are incorporated into, and made a part, hereof. Each schedule contains two options, both of which are intended to enable the Plan to emerge from Critical Status by curing the Plan's projected funding deficit. The first option, referred to as the "Preferred Schedule", is recommended by the Trustees in that it allows for the Plan to continue without any decrease in the benefit accrual rate or elimination of adjustable benefits (described below). The second option, referred to as the "Default Option", provides for a lower increase in the contribution rate than the Preferred Schedule, but requires prospective decreases in the benefit accrual rate and elimination of the ability to retire with a Disability or Early Retirement pension ("adjustable benefits").

**Preferred and Default Schedules by Employer**

**Benefit Changes**

<i>Preferred</i>	<i>Default</i>
(i) Prospectively eliminates the right to retire with a Disability Pension, effective as of June 1, 2011	(i) Reduces the benefit accrual rate on a prospective basis equal to 1% of contributions made on participant's behalf. (ii) Prospectively eliminates the right to retire with a Disability or Early Retirement Pension, effective as of June 1, 2011 and

**Hourly Contribution Rate Increases Required**

2014 Rehabilitation Plan updated rates reflected in *blue bold italics* below.

2019 Rehabilitation Plan updated rates reflected in *black bold italics* below.

*Preferred*

Effective Date:	Teamsters	Peterson	Mount		Jones	Jersey
<u>April 1</u>	<u>102</u>	<u>Stamping</u>	<u>Cemetery</u>	<u>Corp.</u>	<u>Apparel</u>	<u>Paper</u>
2011	\$1.42	\$0.46	\$1.09		\$1.42	
2012	\$1.64	\$0.53	\$1.26		\$1.64	
2013	\$1.86	\$0.60	\$1.43	\$1.21	\$1.86	\$1.19
2014	<i><b>\$2.08</b></i>	\$0.67	\$1.60	<i><b>\$1.37</b></i>	<i><b>\$2.08</b></i>	<i><b>\$1.35</b></i>
2015	\$2.81			\$1.85		
2019	<i><b>\$2.81</b></i>		<i><b>\$1.67</b></i>	<i><b>\$1.85</b></i>		

*Default*

Effective Date:	Teamsters	Peterson	Mount Lebanon	Chemtura	Jones Apparel Group,	Jersey Paper Plus,
<u>April 1</u>	<u>102</u>	<u>Stamping</u>	<u>Cemetery</u>	<u>Corp.</u>	<u>Inc.</u>	<u>Inc.</u>
2011	\$1.31	\$0.43	\$1.00		\$1.31	
2012	\$1.42	\$0.47	\$1.08		\$1.42	
2013	\$1.53	\$0.51	\$1.16	\$1.21	\$1.53	\$1.19
2014	\$1.64	<i>\$0.55</i>	<i>\$1.24</i>	\$1.37	\$1.64	\$1.35
2015		\$0.74	\$1.67	\$1.85		
2019			<b><i>\$1.67</i></b>			

### **Employer Surcharge**

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation until such time as their collective bargaining agreements are updated to reflect the contribution increases required by the Rehabilitation Plan. 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 is applicable in the initial critical year and a 10% surcharge is applicable for each succeeding plan year thereafter in which the plan is in critical status.

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

For more information about this Notice, you may contact:

*O'Sullivan Associates  
1236 Brace Road, Unit E  
Cherry Hill, NJ 08034*

You have a right to receive a copy of the Rehabilitation Plan from the Plan.

*Date sent:* \_\_\_\_\_