



**Building Service 32BJ Pension Fund**

101 Avenue of the Americas  
New York, NY 10013-1991

[www.seiu32bj.org](http://www.seiu32bj.org)

212-388-3500 Benefits Information

212-388-2000 General Information

**Notice of Endangered Status for  
The Building Service 32BJ Pension Fund  
(For the Plan Year Beginning July 1, 2008)**

Date: October 19, 2008

To: All Participants, Beneficiaries, Participating Unions and Contributing Employers

As you may know, the Pension Protection Act of 2006 (PPA) has added requirements for measuring the financial health of multiemployer plans such as The Building Service 32BJ Pension Fund (the "Plan" or "Fund").

Starting with the 2008 plan year, the PPA requires that a Pension Fund's actuary determine annually the Fund's status under these new rules and certify the status to the IRS and the Board of Trustees as plan sponsor. It is important to note that if the Fund's status for a plan year is in endangered (also known as the "yellow zone") or critical (also known as the "red zone") status, the Trustees must notify all Plan participants, beneficiaries, the bargaining parties, the PBGC and the Secretary of Labor in writing of this certification and take corrective action to restore the financial health of the Plan.

**Funding Status**

This serves as notice that on September 26, 2008, the Plan's actuary certified to the U.S. Department of the Treasury and Trustees that the Plan is in endangered status (or yellow zone), for the plan year beginning July 1, 2008.

The plan is considered to be in endangered status because, based on the PPA's new funding measures, it is less than 80% funded. **While endangered is a technical label that the law requires us to use, the Fund is, in fact, making all of its benefit payments and meeting its funding goals and is expected to continue doing so in the future.**

**Funding Improvement Plan**

The PPA also requires pension plans in endangered status to adopt a "Funding Improvement Plan" (FIP). The FIP is an action plan, to be proposed to the bargaining parties, which based on reasonably anticipated experience and under reasonable actuarial assumptions, is designed to significantly increase a plan's funding percentage and to avoid any accumulated funding deficiency. The Board of Trustees has already taken the first steps toward implementation of such a plan. That plan will mean that there will be no projected accumulated funding deficiency in the foreseeable future. That FIP must be finally approved by the Trustees no later than May 28, 2009.

Please note that the Plan requires that our Plan's funding status be reviewed and certified annually and notices like this one, explaining the outcome, will be sent each year until our Plan is no longer in the yellow zone. Likewise, the FIP will also be updated on an annual basis. While our goal is to remain on track with the Plan's funding schedule noted above, there are several variables beyond our

control which our advisors will monitor, including volatility in the investment markets and changes in plan participation.

We understand that legally required notices like this one can create anxiety and concern about the Fund's future. The Board of Trustees remains confident that the Fund will continue to provide our participants and their families with secure retirement benefits.

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

For more information about the subject of this notice, you may write to:

The Building Service 32BJ Benefit Funds  
Retirement Services Department  
101 Avenue of the Americas  
New York, NY 10013

Or you may call Member Services at (212) 388-3500 between the hours of 8:30am and 5:00pm Monday through Friday. In addition, there will be more information in the 32BJ Benefit Funds' newsletter, Benefit Matters.

After the Funding Improvement Plan is adopted, the Plan will send you a summary of it. At that time, if you want a complete copy of the Funding Improvement Plan, you will be able to make a written request for it, and the Plan will send it to you.

Sincerely,



Mario Bulding  
Director of Retirement Services

cc: U.S. Department of Labor  
Pension Benefit Guaranty Corporation