

**Notice of Endangered Status for the
Service Employees International Union Local 1 Cleveland 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 (the "Board of Trustees"), that the Pension Plan is in endangered status for the Plan Year beginning January 1, 2010. Federal law requires that you receive this notice.

Endangered Status

The Pension Plan is considered to be in endangered status because the Plan's Actuary has determined that the Plan's funded percentage as of January 1, 2010 is less than 80%.

Funding Improvement Plan

Federal law requires pension plans in endangered status to adopt a funding improvement plan aimed at improving the Plan's funded percentage over time. The Board of Trustees and the Bargaining Parties have entered into a Memorandum of Understanding to improve the Pension Plan's funded status. For Hours Worked on or after March 1, 2010, all employer contributions that were to be allocated to the Service Employees International Union Local 1 Cleveland Welfare Plan ("Welfare Plan") under Plans 1, 2, and 3 pursuant to the current collective bargaining agreement, effective May 1, 2009 through April 30, 2012, between the Cleaning Contractors Association and the Union shall be reallocated to the Pension Plan. This reallocation of contributions applies only to employers that are obligated to contribute to both the Welfare Plan and the Pension Plan.

It is anticipated that approximately \$1.5 million in contributions will be reallocated from the Welfare Plan to the Pension Plan in accordance with the Memorandum of Understanding. This reallocation will continue until the *earlier* of the following:

- A. \$1.5 million in contributions have been reallocated from the Welfare Plan to the Pension Plan; or
- B. the Welfare Plan's assets have decreased to less than \$4.2 million.

If the reallocation is completed in accordance with A. above, the \$1.5 million in reallocated contributions should be sufficient to satisfy the requirements of the Pension Protection Act of 2006. The Board of Trustees will formally adopt this reallocation as the Plan's funding improvement plan before the end of this year.

Where to Get More Information

For more information about this Notice, you may contact the Board of Trustees, Service Employees International Union Local 1 Cleveland Pension Plan, c/o Donald J. Lowe & Associates, The Claxton Building, 812 Huron Road, Suite 550, Cleveland, OH 44115, (216) 861-6644. You have a right to receive a copy of the funding improvement plan from the Plan once it has been adopted by the Board of Trustees.