May 27, 2011

Participants, Beneficiaries, Participating Unions, and Contributing Employers:

The Pension Protection Act of 2006 (PPA or Act) is intended to improve the financial condition of pension plans. The Act implemented several safeguards as well as notification requirements to share more information about a plan’s “financial health” with participants and others directly interested in the plan.

Starting with the 2008 Plan Year, the Act requires that the Pension Trust be tested annually to determine how well it is funded. The Act established formal benchmarks for measuring a plan’s funding. Plans that are in the yellow (“endangered”), orange (“seriously endangered”), or red (“critical”) zones must notify all plan participants, unions, and contributing employers of the plan’s status, as well as take corrective action to restore the plan’s financial health. Plans that are not in yellow, orange, or red zone status are considered to be in the green zone.

PLAN’S 2011 STATUS - YELLOW ZONE

On April 29, 2011, the Pension Trust’s actuary certified that, based on the Act’s funding measures, the Pension Trust was categorized as being in endangered (yellow zone) status for the 2011 Plan Year, since the Trust is less than 80% funded and there is no projected minimum funding deficiency within seven years. For the Plan Year beginning February 1, 2011, the Pension Trust is 71.1% funded.

FUNDING IMPROVEMENT PLAN

This is the fourth consecutive year the Pension Trust has been certified to be in either endangered status or seriously endangered status. To comply with the Act, the Trustees adopted a Funding Improvement Plan in 2008 designed to improve the Pension Trust’s funded status. The Funding Improvement Plan was updated in 2009 and 2010. Please note that, since the Pension Trust’s financial condition generally fluctuates with changes in the economy, the Act requires that the Pension Trust’s funding status be reviewed and certified annually, which means that you will receive a notice like this each year unless the Pension Trust is not in endangered, seriously endangered, or critical status.

For more information about this Notice or the Pension Trust in general, please contact the Pension Trust’s Administrator, Mr. Charles E. Way, at the address listed at the start of this letter.

Sincerely,

Board of Trustees

This Notice is being provided as required under the Pension Protection Act of 2006, which requires that certain information regarding the Pension Plan’s funding status be disclosed to individuals and parties interested in the Plan. As required by law, this Notice is being provided to the Pension Benefit Guaranty Corporation (PBGC) and the Secretary of the Department of Labor.
Notice of Election of Funding Relief

The Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010 (PRA 2010), enacted on June 25, 2010, provides funding relief options to pension plans. In April of this year, the Trustees elected to utilize the available provisions of funding relief. The attached Notice of Election of Funding Relief describes the details of the Trustees’ election.

In Closing

Improving the Plan’s funded status is a top priority, and we are committed to taking necessary action to ensure that you will receive the benefits under the Plan for which you are eligible when you retire. We will continue to monitor the financial markets closely and manage the Plan in a manner that will preserve its fiscal health. Please take some time to review the enclosed notices. If you have any questions, please contact the Plan Administrator, Mr. Charles E. Way.

Sincerely,

The Board of Trustees