

**Iowa Iron Workers Heavy Highway  
Pension Plan  
EIN: 42-1165917  
PN: 001**

**Notice of Endangered Status  
as of October 1, 2012**

This is to inform you that on December 29, 2012 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the Plan is in “Endangered Status” for the plan year beginning October 1, 2012. Federal law requires that you receive this notice.

**Endangered Status**

A Plan is considered to be in endangered status when its assets are less than 80% of its liabilities or the plan is projected to have a funding deficiency within the next seven years as described in Section 432 of the Internal Revenue Code. While the actuary for the Iowa Iron Workers Heavy Highway Pension Plan has certified that the Plan is not projected to have a funding deficiency within the next seven years, the Pension Fund’s assets are less than 80% of its liabilities. Therefore, the Pension Fund is in Endangered Status (Yellow Zone).

**Funding Improvement Plan**

Federal law requires pension plans in endangered status to adopt a Funding Improvement Plan (FIP) aimed at improving the financial health of the Plan. In compliance with law, the Plan Trustees developed a FIP designed to raise the funding level of the Plan over the funding improvement period. The original FIP required an increase in the contribution rate to \$6.00 effective May 1, 2010, then an additional \$0.50 increase effective May 1, 2012. However, due to the recent reduction in active member hours and a poor return on Plan assets from October 1, 2010 through September 30, 2011, the Trustees updated the FIP pursuant to the requirements of the Pension Protection Act (PPA), which calls for contribution increases of \$0.40 per hour from 2012 through 2022.

Based upon our projections, your Plan is currently on schedule to meet the benchmarks of the PPA. Therefore, no changes to the FIP are required this year.

Below is a description of our current Funding Improvement Plan.

**Schedule of Contributions**

<u>Year</u>	<u>Contribution Rate (effective5/1)</u>
2009	\$ 5.25
2010	\$ 6.00
2011	\$ 6.00
2012	\$ 6.40
2013	\$ 6.80
2014	\$ 7.20
2015	\$ 7.60
2016	\$ 8.00
2017	\$ 8.40
2018	\$ 8.80
2019	\$ 9.20
2020	\$ 9.60
2021	\$ 10.00
2022	\$ 10.40

For more information about this notice, you may contact:

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Iron Workers Heavy Highway  
2600 Grand Avenue, Suite 232  
Des Moines, IA 50312

You may also make inquiry with the United States Department of Labor at:

Division of Technical Assistance and Inquiries  
Employee Benefits Security Administration  
U.S. Department of Labor  
Washington, D.C. 20210

DATE SENT: \_\_\_\_\_