

## **Notice of Endangered Status for Plumbers' Union Local No. 12 Pension Plan**

This Notice is to inform you that on November 21, 2012 the Plan's actuary certified to the U.S. Department of the Treasury and to the Plan Sponsor that the Plan is in "Endangered Status" for the plan year beginning September 1, 2012. Federal law requires that you receive this Notice.

### **Endangered Status**

The Plan is considered to be in "Endangered" Status because the Plan's actuary determined that the Plan's funded percentage for 2012 is less than 80%. The actuary's analysis shows that the Plan is not and will not be in "Seriously Endangered" or "Critical" Status for 2012.

### **Funding Improvement Plan and Possibility of Reduction in Benefits**

Federal law requires pension plans in "Endangered" Status adopt a "Funding Improvement Plan" aimed at restoring the financial health of the plan and anticipating future funding issues based upon the actuary's projections. More specifically, the goal of the Funding Improvement Plan is to increase the Plan's funding percentage by  $\frac{1}{3}$  during the 10-year Funding Improvement Period while also avoiding a minimum funding shortfall. For the first year that a plan is in "Endangered" status, a Funding Improvement Plan must be developed within 240 days following the required date of the actuary's certification.

The law permits pension plans to reduce benefits before they are earned in future years as part of a Funding Improvement Plan. If the Trustees of the Plan determine that benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions.

### **Looking Ahead**

The Plan's funding status must be reviewed and certified annually. Notices like this one will be sent each year until our Plan is no longer in Endangered Status.

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

For more information about this Notice, you may contact the Board of Trustees of the Plumbers' Union Local No. 12 Pension Plan / c/o Roger B. Gill, Plan Administrator / Plumbers' Union Local No. 12 / 1230-1236 Massachusetts Avenue / Boston, MA 02125, or call (617) 288-5400. You have a right to receive a copy of the "Funding Improvement Plan," once it is adopted by the Board of Trustees.

December 13, 2012

EBSA/PUBLIC DISCLOSURE  
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