

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 212 PENSION PLAN
2014 NOTICE OF ENDANGERED STATUS
August 2014**

EBSA/PUBLIC DISCLOSURE
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On July 29, 2014 the actuary for the International Brotherhood of Electrical Workers Local Union 212 Pension Plan ("Plan") certified to the U.S. Department of the Treasury and the Plan Sponsor ("Board of Trustees") that the Plan continues to be in "endangered status" for the 2014 Plan Year as defined by the *Pension Protection Act of 2006 (PPA)*. The 2014 Plan Year began on May 1, 2014 and will end on April 30, 2015. Federal law requires that you receive this Notice.

Endangered Status

The Plan was certified as being endangered for the 2014 Plan Year because the Plan's Actuary determined that without the continuation of the funding improvement plan described below the Plan would be projected to have an accumulated funding deficiency during the 2019 Plan Year. A funding deficiency means that expected contributions to the Plan will not be sufficient to meet the government's minimum contribution requirements for funding purposes. It does not mean that the Plan is insolvent.

The Plan was first certified as endangered as of May 1, 2009. On July 21, 2009, the Board of Trustees adopted a funding improvement plan that has been ratified by the bargaining parties. The Plan is continuing to operate in accordance with this funding improvement plan, and the Plan's actuary has certified that the Plan is making scheduled progress in meeting the requirements of its funding improvement plan.

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. A funding improvement plan can include: (1) the reduction or even the elimination of future benefit accruals, and/or (2) increases in the hourly contribution rate.

The Plan's funding improvement plan requires increases in the Plan's hourly contribution rate. Over a five year period from 2009 to 2013, the journeyman contribution rate increased by \$2.50 per hour. This means the journeyman contribution rate increased from \$4.60 per hour on June 1, 2008 to \$7.10 per hour on June 1, 2013. These contribution increases will not result in any additional benefit accruals under the Plan's 0.75% of contributions benefit credit formula.

You can request a copy of the Plan's funding improvement plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the Benefit Office.

Where to Get More Information

For more information about this Notice, you can contact the Benefit Office at 212 Crowne Point Place, Suite 102, Cincinnati, OH 45241, or by calling 513-861-4800. For identification purposes, the official Plan number is 001 and the Plan Sponsor's employer identification number, or "EIN", is 31-6127280.