

Notice of Critical Status For Teamsters Local 830 Pension Plan

This is to inform you that on December 29, 2016 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning October 1, 2016. Federal law requires that you receive this notice.

Critical Status

The plan is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the plan's actuary determined that: (a) the plan's unfunded liability is expected to increase during the current year; (b) the liability for inactive participants is greater than the liability for active participants; and (c) over the current or next four (4) plan years, the plan is projected to have an accumulated funding deficiency.

Rehabilitation Plan and Possibility of Reduction in Benefits

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. The trustees of the plan have determined that benefit reductions are necessary and a separate notice identifying and explaining the effect of those reductions will be sent in the coming week. Any reduction of adjustable benefits will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after February 27, 2017. But you should know that whether or not the plan reduces adjustable benefits in the future, effective as of January 28, 2017, the plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status.

Adjustable Benefits

The plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the pension plan may adopt:

- Post-retirement death benefits; specifically, the 60-month guarantee on the monthly life annuity form of benefit;
- Subsidized Disability benefits (if not yet in pay status);
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA).

The separate notice to be sent in the coming week will explain which of these benefits will be changed for those retiring on or after February 27, 2017, or, in some cases, April 1, 2017.

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge is applicable in the initial critical year and a 10% surcharge is applicable for each succeeding plan year thereafter in which the plan is in critical status.

Where to Get More Information

For more information about this Notice, you may contact Samuel Kenish, Administrator, Teamsters Local 830 Pension Plan, 12298 Townsend Road, Philadelphia, PA 19154, (215) 969-1012. You have a right to receive a copy of the rehabilitation plan from the plan.

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