

**Notice of Critical Status  
for  
Local 805 Pension and Retirement Plan  
EIN: 13-1917612/PN: 001**

This is to inform you that on June 29, 2020, the plan actuary certified to the U.S. Department of the Treasury, and also to the Plan sponsor, that the Plan is in Critical and Declining status for the Plan year beginning April 1, 2020. 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 the Plan has not passed the "Emergence Test", meaning that the Plan was in Critical status last year, is in critical status this year, and is projected to have an accumulated funding deficiency in the current Plan Year or subsequent 9 Plan Years.

**Rehabilitation Plan**

Federal law requires pension plans in Critical status to adopt a Rehabilitation Plan aimed at restoring the financial health of the Plan. This is the 11th year the Plan has been in Critical status and the fourth year it is in Critical and Declining status. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. On July 27, 2008, you were notified that as of July 27, 2008 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 a Critical status

In addition to permitting Plans to implement a rehabilitation plan as described above, the law now permits Plans certified as Critical and Declining to suspend (cut) accrued benefits (as described on the next page), including benefits currently in pay status. However, before this action is permitted, the benefit suspension must be approved by the Department of Treasury, Department of Labor, and the PBGC, and then by a vote of Plan participants. If a majority of all Plan participants reject the suspension, it may be modified by the Trustees and resubmitted, otherwise the suspensions take effect.

As described below, the Plan followed the process described above and a suspension of benefits was approved, effective January 1, 2019.

**Suspendible Benefits**

**Adjustable Benefits (Plan Features):**

- The 20-Years-and-Out and 25-Years-and-Out benefits were eliminated for participants who did not have at least 20 years of Credited Service as of 4/1/2009.

**The Trustees of the Plan applied for and were granted a Suspensions of Benefits effective January 1, 2019 the Plan suspended accrued benefits and benefits in pay status with the following restrictions:**

- Benefits were not be suspended for
  - Participants age 80 or older
  - Participants who are disabled
- Suspensions are limited for participants between age 75 and 80, pro-rated for each month a participant is less than 80 years old
- Benefits were not be suspended below 110% of the PBGC maximum benefit guarantee of 100% of the first \$11 plus 75% of the next \$33 per year of service, or \$39.325 per year of service

### **Employer Surcharge**

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation until such time as their collective bargaining agreements are updated to reflect the contribution increases required by the Rehabilitation Plan. 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:

Ms. Linda Kellner  
Local 805 Pension and Retirement Plan  
60 Broad Street  
37th Floor  
New York, NY 10004  
Phone (212) 308-4200

You have a right to receive a copy of the Rehabilitation Plan from the Plan.

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