

**Notice of Critical Status
for
Teamsters Local 11 Pension Plan
EIN: 22-6172223 / PN: 001**

This is to inform you that on June 15, 2020, the Plan's actuary certified to the U.S. Department of the Treasury, and also to the Board of Trustees of the Plan, that the Plan is in critical status (commonly known as the "red zone") 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 was in critical status last 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 9th year this Plan has been in critical status. The law permits pension plans in critical status to reduce or eliminate benefits called "adjustable benefits" as part of a rehabilitation plan.

Previously, you were notified that as of April 5, 2010, the Plan was 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 was in critical status. You also received a later notice advising of the adjustable benefits that were eliminated as part of the Plan's Rehabilitation Plan adopted by the Board of Trustees, depending on the different Schedule applicable to your employer or to vested terminated participants. You also received notices in November of 2014 and in March of 2017 describing further changes to adjustable benefits as well as changes to the annual rate of accrual, all of which have been incorporated in an updated and restated Rehabilitation Plan adopted in June, 2017.

If the Trustees determine that further benefit reductions are necessary as part of a further updated Rehabilitation Plan, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction in adjustable benefits will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may apply only to participants and beneficiaries whose benefit commencement date is on or after April 5, 2010. Different rules would apply if the Plan entered critical and declining stats, as described more in the annual funding notice.

Adjustable Benefits

In accordance with the updated and restated Rehabilitation Plan, the Plan offers the following adjustable benefits which may still be reduced or eliminated as part of any update to the Rehabilitation Plan.

➤ **Early Retirement Benefit**

You will receive another notice if the Trustees update the Rehabilitation Plan in the future to eliminate this adjustable benefit.

Where to Get More Information

For more information about this Notice, you may contact:

Ms. Michele Prochov
Teamsters Local 11 Pension Plan
810 Belmont Avenue
North Haledon, NJ 07508
Phone: (973) 423-4565

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