

Notice of Critical and Declining Status For

Teamsters Local 837 Pension Plan

EIN: 23-6527213

Plan No. 001

This is to inform you that on March 30, 2016 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, the plan is in Critical and Declining status for the plan year beginning January 1, 2016. Federal law requires that you receive this notice.

Critical and Declining Status

The plan is considered to be in Critical and Declining status because it has funding or liquidity problems, or both. A Plan is defined as being in Critical and Declining status if the Plan is critical and projected to become insolvent within the next nineteen plan years. In this instance, the plan's actuary determined that the plan has an accumulated funding deficiency for the current plan year and is projected to go insolvent during the 2029 plan year.

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 sixth year the plan has been in critical status. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. On April 30, 2010, you were notified that as of April 30, 2010 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. On December 1, 2010, you were notified that the plan reduced or eliminated adjustable benefits. And on January 15, 2014, you were notified that as of April 1, 2014 the plan removed the Special Early Retirement benefit which provided a benefit to vested employees with 25 or more years of service, regardless of age.

If the trustees of the plan determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) 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 April 30, 2010.

Adjustable Benefits

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

- Sixty-month payment guarantees;
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);
- Other similar benefits, rights, or features under the plan

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 Frank M. Vaccaro & Associates, Inc. at (856) 793-2501 or 27 Roland Avenue, Suite 200, Mt. Laurel, NJ 08054. You have a right to receive a copy of the rehabilitation plan from the plan.