

NOTICE OF CRITICAL AND DECLINING STATUS

Graphic Communications Union Local 2-C Retirement Benefit Plan

This is to inform you that on March 30, 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 January 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.

Critical and Declining Status

A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits). As of January 1, 2015 the Plan became insolvent. This means that since that date, in order to pay benefits for any month, the Plan must receive financial assistance from the Pension Benefit Guaranty Corporation, and all benefits, both present and future, were reduced to their PBGC guaranteed level.

Rehabilitation Plan

On November 12, 2008, the Board of Administration of the Graphic Communication Union Local 2 - C Retirement Benefit Plan finalized its adoption of a "rehabilitation Plan" in compliance with its obligations under the pension Protection Act of 2006.

Adjustable Benefits

The plan offered the following adjustable benefits which were reduced or eliminated as part of the rehabilitation plan that was adopted:

- The Post-retirement death benefit;
- The Disability Retirement Benefit (if not yet in pay status);
- The Early Retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint and survivor annuity;
- The Pre-retirement death benefit;

Employer Surcharge

As part of the rehabilitation plan, the employer contribution was increased 5.8% as of March 26, 2008. There is one employer left and it makes contributions for one employee. As of December 31, 2019, the only funds in the Plan's Trust were the proceeds of the loan from the PBGC.

Where to Get More Information

For more information about this Notice, you may contact Mr. Israel Castro at (586) 755-8041, or by mail to 11420 East Nine Mile Road, Warren, MI 48089. You have a right to receive a copy of the rehabilitation plan from the plan.