

# CEMENT MASONS LOCAL NO. 567 PENSION FUND

Administered by Southern Benefit Administrators, Incorporated

Mailing Address:  
P.O. Box 1449  
Goodlettsville, TN 37070-1449

Telephone: (615) 859-0131  
Toll Free: (800) 831-4914  
Fax: (615) 859-0324

Street Address:  
2001 Caldwell Drive  
Goodlettsville, TN 37072-3589

## Notice of Critical Status for the 2015 Plan Year Cement Masons Local Union No. 567 Pension Plan

EIN: 72-6063351

PN: 001

November 23, 2015

To: All Participants, Beneficiaries, Participating Unions and Contributing Employers

Under the Pension Protection Act of 2006 (PPA), the Pension Fund's actuary is required to make a determination of the Fund's financial status every plan year, and certify that status to the IRS and the Trustees. If the Fund's status is "endangered" (Yellow Zone), "seriously endangered" (Orange Zone, a type of Yellow Zone) or "critical" (Red Zone), the Trustees must notify all plan participants, employers and other stakeholders and take corrective action to restore the financial health of the Fund.

### Critical Zone Status

The 2015 zone certification shows for the plan year beginning August 1, 2015, there is a projected Funding Standard Account deficiency in the plan year ending July 31, 2024. Since this is within ten years and the Plan was in critical status last year, the Plan was categorized by the Fund's actuary as continuing to be in critical status (Red Zone) for the 2015 plan year, and a certification of this fact was provided to the IRS on October 29, 2015.

### Rehabilitation Plan

As previously explained, the "Rehabilitation Plan", which is designed to restore the financial health of the Plan, was adopted by the Board of Trustees effective December 25, 2014 and subsequently adopted by the bargaining parties. In accordance with the Internal Revenue Code, on January 23, 2015, a Notice of Benefit Adjustments Because of Critical Status was sent to you explaining the changes to the Plan as mandated under the Rehabilitation Plan. These changes generally apply to participants whose benefit commencement date is on or after March 1, 2015. The changes include elimination of early retirement, the 36-month guarantee on the life annuity form of payment, the pop-up feature on the 50% joint and survivor payment form, and the pre-retirement lump sum death benefit. In addition, effective August 1, 2015, future benefit credits used to determine the future monthly benefit accrual were reduced.

### Adjustable Benefits

The Plan offers the following adjustable benefit that may be reduced or eliminated as part of the Rehabilitation Plan:

- Disability benefits (if not yet in pay status)

Where to Get More Information

You will receive notices like this each year, letting you know of the Plan's progress in stabilizing its financial status. Since the funding of the Plan is influenced by economic and financial variables beyond the control of the Trustees (such as investment market volatility and changes in employment levels and/or the number of contributing employers), unexpected developments can affect the Plan's status and cause modification of the Rehabilitation Plan and the required corrective actions needed.

We understand that legally required notices like this one can create anxiety and concern about the Pension Plan's future. The Board of Trustees is working with contributing employers and the union and taking appropriate actions to improve the financial health of the Fund.

In the event you have questions or would like additional information, you may contact the Board of Trustees, or the Plan's Administrator, Southern Benefit Administrators, Incorporated, at P.O. Box 1449, Goodlettsville, Tennessee 37070-1449, Telephone 615-859-0131, or toll-free at 800-831-4914.

Sincerely,

The Board of Trustees

cc: U.S. Department of Labor (DOL)  
Pension Benefit Guaranty Corporation (PBGC)