

## Notice of Critical Status for CWA/ITU Negotiated Pension Plan

April 2015

This is to inform you that on March 31, 2015 the Plan's actuary certified to the U.S. Department of the Treasury, and also to the Board of Trustees that the plan is in critical status for the plan year beginning January 1, 2015. Federal law requires that you receive this notice.

### Critical Status

For the seventh year, the plan is considered to be in critical status because it is below the minimum funding level required by law.

### Rehabilitation Plan

The law requires plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. The law permits plans in critical status to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. Under the rehabilitation plan adopted by the Board of Trustees on March 8, 2010, changes were made to the Plan for pensions not yet in pay status. These included increasing the Early Pension age to 62, removing the Early Pension subsidy and eliminating the 60 month guarantee in the Life/5 form of pension. Notice of these adjustable benefit changes was mailed to participants on April 28, 2010. **There is no change to current pensions.**

The adjustable benefits offered by the Plan have been eliminated as noted above except for the Early Pension, which is now only available at age 62 (with 20 years of service credit) for future pensioners. A mandatory increase in contributions is not included in the rehabilitation plan, but decreases in contribution rates or the exclusion of covered employees are not permitted. If the Board of Trustees determines that further benefit reductions are necessary, you will receive a separate notice explaining those reductions.

### Where to Get More Information

Additional information can be obtained from the Plan Office at (719)473-3862 or [membersvc@cwaitu.com](mailto:membersvc@cwaitu.com) or from the Plan's web site at [www.cwaitu.com](http://www.cwaitu.com). You have a right to receive a copy of the Rehabilitation Plan from the Office.