

NOTICE OF CRITICAL AND DECLINING STATUS

Retirement Benefit Plan of GCIU Detroit Newspaper Union 13N
With Detroit Area Newspaper Publishers

This is to inform you that on March 31, 2022 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, 2022. 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 April 1, 2019, 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 July 20, 2009, the Board of Administration of the Retirement Benefit Plan of GCIU Detroit Newspaper Union 13N with Detroit Area Newspaper Publishers 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 Pre-retirement death benefit;
- The lump sum death benefit;
- All lump sums payments greater than \$5,000.00;
- The Early Retirement full pension at age 60;
- The special early retirement social security supplemental pension;
- The Disability Retirement Benefit;
- The Joint and Survivor "Pop-Up" allowing a surviving participant to effectively change their form of benefit to a single life annuity;
- Elimination of the early retirement subsidy; and
- Elimination of the joint and survivor subsidy

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. As of December 31, 2021, the only source of funds in the Plan's Trust are contributions from one employer for one remaining employee, and the loans received from the PBGC.

Where to Get More Information

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