



APARTMENT EMPLOYEES WELFARE FUND AND PENSION TRUST

633 Battery Street, 2nd Floor
San Francisco, CA 94111
Telephone (415) 986-6276

Notice of Endangered Status For Apartment Employees Pension Trust

April, 2012

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

This is to inform you that on March 30, 2012 the Plan's actuary certified to the U.S. Department of the Treasury, and also to the Plan's sponsor, that the Plan is in endangered status for the Plan Year beginning January 1, 2012. Federal law requires that you receive this notice. The certification of Plan status and this notice are requirements provided for under the Pension Protection Act of 2006 (PPA) and Section 432 of the Internal Revenue Code for multiemployer plans for plan years beginning in 2008. This notice is intended to meet the disclosure requirements of that Act and to inform you of the status of this Plan.

In general, the PPA defines three levels of concern for multiemployer plans: 1) Endangered, 2) Seriously Endangered and 3) Critical, with the severity or potential severity of concern for plan participants increasing from 1 to 3. Plans that do not meet any of these three levels of concern must still report to the Department of the Treasury but are not considered to be a significant risk and are therefore not required to provide this notice.

Endangered Status

The Plan is considered to be in endangered status because it has a funding problem. More specifically, the Plan's actuary determined that the credit balance in the Funding Standard Account is projected to remain positive, but the funded percentage of the Plan is less than 80%.

Funding Improvement Plan

Federal law requires pension plans in endangered status to adopt a "Funding Improvement Plan" (FIP) aimed at restoring the financial health of the Plan. A FIP is an action plan designed to increase a plan's funded percentage and to assure that contributions will be enough to meet the minimum required under the law. A FIP was adopted on June 30, 2009, based on the Plan's initial seriously endangered status certification on March 31, 2009. The adopted FIP is expected to help the Plan emerge from endangered status by the end of a 15-year funding improvement period and will be reviewed and updated on an annual basis.

Please note that the PPA mandates that our Plan's funding status be reviewed and certified annually and, if applicable, notices like this one will be sent to you each year. While our goal is to remain on track with the Plan's funding schedule noted above, there are several variables beyond our control that our advisors will monitor yearly, including investment market volatility, changes in employment levels, and/or changes in the number of contributing employers.

We understand that legally required notices like this one can create anxiety and concern about the Plan's future. The Board of Trustees remains confident that the Plan will continue to provide our participants and their families with secure retirement benefits.

Where to Get More Information

In the event you have any questions or would like additional information about this notice, you may contact the Plan Administrator, at Allied/Delta Fund Administrators, 633 Battery Street, 2nd Floor, San Francisco, California 94111-1815 or by phone at (415) 986-6276. You have a right to receive a copy of the Funding Improvement Plan from the Plan.

Sincerely,

The Board of Trustees

cc: U.S. Department of Labor
Pension Benefit Guaranty Corporation