

Kenneth R. Stilwell, Executive Administrator

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**Notice of Endangered Status
For The
Upstate New York Bakery Drivers & Industry Pension Plan ("Plan")
EIN: 15-0612437 PN: 001**

The Plan actuary has certified to the U.S. Department of the Treasury and to the Board of Trustees that the Plan is in Endangered Status for the Plan Year beginning July 1, 2021. This Notice is required by Federal law.

Endangered Status

A plan is considered to be in Endangered Status when its assets are less than 80% of its liabilities and/or the plan is projected to have a funding deficiency within the next seven years as described in Section 432 of the Internal Revenue Code. While the actuary for the Plan has certified that the Plan is not projected to have a funding deficiency within the next seven years, the Plan's assets are less than 80% of its projected liabilities. Therefore, the Plan is in Endangered Status (the "Yellow Zone").

Funding Improvement Plan

Federal law requires pension plans in Endangered Status to adopt a Funding Improvement Plan aimed at restoring the financial health of the Plan.

The Plan previously adopted a Rehabilitation Plan as a result of it being in Critical Status. You previously received a notice advising of the adjustable benefits that were eliminated as part of the Plan's Rehabilitation Plan, depending on the Schedule applicable to your employer or to vested terminated participants. If the Board of Trustees determines that further reductions are necessary as part of a Funding Improvement Plan, you will receive a separate notice in the future identifying and explaining the effect of those reductions.

Where to Get More Information

For more information about this Notice or the Rehabilitation Plan, you may contact Mr. Kenneth Stilwell at 1.866.225.3790 or by mail at Upstate New York Bakery Drivers & Industry Pension Fund, P.O. Box 4928, Suite 3, Syracuse, NY 13221-4928. You have a right to receive a copy of the Rehabilitation Plan from the Plan.

DATE SENT: September 24, 2021