

**Notice of Endangered Status**  
for  
**Southern Illinois Bricklayers Pension Plan**

This is to inform you that on 9/5/2019, the Plan actuary certified to the U.S. Department of the Treasury and Department of Labor, and also to the Trustees who sponsor this Plan, that the plan is in endangered status for the Plan Year beginning 7/1/2019. Federal law requires that you receive this notice.

**Endangered Status**

The Plan is considered to be in endangered status because it has funding or liquidity problems, or both. More specifically, the Plan actuary determined that the Plan is projected to not meet IRS minimum funding requirements within four years. If minimum funding requirements are not anticipated to be met within six years, the Plan is considered to be in endangered status.

**Funding Improvement Plan and Possibility of Reduction in Future Benefit Accruals**

Federal law requires pension plans in endangered status to adopt a funding improvement plan aimed at restoring the financial health of the Plan. The law requires plans to consider revised benefit structures, revised contribution structures, or both, which, if adopted, may reasonably be expected to enable the plan to meet applicable benchmarks in increased funding percentage in accordance with the funding improvement plan.

On 7/1/2019, the Trustees made reductions in the benefit structure by reducing the rate of future benefits earned. Also the Union has negotiated a contribution increase effective 8/1/2019 to improve the plan's projected funded position. Although the funding improvement plan has yet to be constructed, a small additional contribution rate increase may be adequate to restore the financial health of the Plan.

**Where to Get More Information**

For more information about this Notice, you may contact Zenith American Solutions, at 314-344-8899 or 502 Earth City Expressway, Suite 203, Earth City, MO 63045. You have a right to receive a copy of the funding improvement plan once it is established.

September 5, 2019