

**Notice of Critical and Declining Status  
for  
CWA/ITU Negotiated Pension Plan**

April 2016

This is to inform you that on March 30, 2016 the Plan's actuary certified to the U.S. Department of the Treasury and to the Board of Trustees that the plan is in critical and declining status for the plan year beginning January 1, 2016. Federal law requires that you receive this notice.

Critical and Declining Status

The plan is considered to be in critical and declining status because it is below the minimum funding level required by law and there is a projected insolvency within 15 years. The Plan's Board of Trustees are monitoring the Plan's funded status very closely and will take all steps that are necessary and prudent to improve the Plan's financial condition.

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 the 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.

**Please note that effective April 1, 2016, the Plan's new mailing address is:**

1323 Aeroplaza Drive  
Colorado Springs, CO 80916