

**NOTICE OF CRITICAL STATUS**  
**For**  
**BAKERY AND CONFECTIONERY UNION AND INDUSTRY**  
**INTERNATIONAL PENSION FUND**

**April 27, 2012**

This is to inform you that on March 30, 2012 the plan actuary certified to the U.S. Department of the Treasury, and also to the Trustees, that the plan is in critical status (the "red zone") for the plan year beginning January 1, 2012. Federal law requires that you receive this notice.

**Critical Status**

The plan is considered to be in critical status because it has funding problems. More specifically, the plan's actuary determined that the sum of the plan's normal cost and interest on the unfunded benefits for the current plan year exceeds the present value of all expected contributions for the year; the present value of vested benefits of inactive participants is greater than the present value of vested benefits of active participants; and at the present funding levels the plan is projected to have an accumulated funding deficiency in five years.

**Rehabilitation Plan and Possibility of Reduction in Benefits**

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. In addition to revising the plan's formula for future benefit accruals and making similar changes, the law permits pension plans in the red zone to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. If the trustees of the plan determine that benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) will not reduce the level of a participant's basic benefit payable at normal retirement age. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after April 30, 2012. But you should know that whether or not the plan reduces adjustable benefits in the future, effective as of April 30, 2012, the plan is not permitted, while it is in critical status, to pay lump sum benefits or any other payment in excess of the monthly amount paid under a single life annuity (except for the payout of benefits worth less than \$5000).

**Adjustable Benefits**

The plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the pension plan may adopt:

- 36-month payment guarantee (including 36-month payment to beneficiaries of an unmarried participant)
- Disability benefits (if not yet in pay status)
- Early retirement benefits
- Subsidized early retirement benefits, such as the Plan CC, Golden 80 and Golden 90 pensions
- All benefit payment options other than a qualified joint-and survivor annuity (QJSA), such as the Social Security option; 10-year certain; subsidized husband-and-wife benefits; and pop-up husband-and-wife benefits
- Recent benefit increases (i.e, those that were adopted or took effect since January 1, 2007)

### **Employer Surcharge**

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the plan under the applicable collective bargaining agreement. A 5% surcharge is applicable in the initial critical year and a 10% surcharge is applicable for each succeeding plan year thereafter in which the plan is in critical status, until the employer agrees to a collective bargaining agreement that implements the Rehabilitation Plan. The 5% surcharge is payable on hours worked on and after June 1, 2012 until December 31, 2012, and the 10% surcharge is payable with respect to hours worked on and after January 1, 2013, until a negotiated contribution rate that satisfies the Rehabilitation Plan goes into effect.

### **Where to Get More Information**

For more information about this Notice, you may contact the:

Plan Administrator:  
B&C Union and Industry International Pension Fund  
10401 Connecticut Avenue, Suite 320, Kensington, MD 20895-3960  
(301) 468-3742

The Rehabilitation Plan will be adopted by no later than November 25, 2012. Shortly after that, the Plan will send a copy of it to contributing employers and unions, and a summary to participants and beneficiaries.