

Notice of Critical Status

For

Local 1964 ILA Retirement Fund

This is to inform you that on December 29, 2023, the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan will be in critical status for the plan year beginning October 1, 2023. Federal law requires that you receive this notice.

This Notice is being sent to all of the plan's participants, beneficiaries, participating employers, the Pension Benefit Guaranty Corporation and the Department of Labor.

Critical Status

The plan is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the plan's actuary determined that over the next three plan years, the plan is projected to have an accumulated funding deficiency for the plan year beginning October 1, 2024.

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. This is the first year the plan has been in critical status. The law permits pension plans 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 will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after January 30, 2024. But you should know that whether or not the plan reduces adjustable benefits in the future, effective with this notice, the plan is not permitted to make any other payment in excess of the monthly amount paid under a single life annuity while it is in critical status.

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:

- Disability benefits (if not yet in pay status); and
- Early retirement benefit or retirement-type subsidy;

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. With some exceptions, 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.

Where to Get More Information

For more information about this Notice, you may contact:

Local 1964 ILA Retirement Fund
11 Teaneck Road
Ridgefield Park, NJ 07660
201-440-6599

You have a right to receive a copy of the rehabilitation plan from the plan when such plan is adopted.