

**SOUTHWEST OHIO REGIONAL COUNCIL OF CARPENTERS PENSION PLAN
2021 NOTICE OF CRITICAL STATUS**

April 2021

On March 29, 2021 the actuary for the Southwest Ohio Regional Council of Carpenters Pension Plan (“Plan”) certified to the U.S. Department of the Treasury and the Plan Sponsor (“Board of Trustees”) that the Plan is in “critical status” for the 2021 Plan Year. The 2021 Plan Year began on January 1, 2021 and will end on December 31, 2021. Federal law requires that you receive this Notice.

Critical Status

The Plan has been certified as being in critical status because the Plan’s actuary has determined that the Plan has an accumulated funding deficiency for the 2021 Plan Year. It should be noted that a funding deficiency means that expected contributions to the Plan will not be sufficient to meet the government’s minimum contribution requirements for funding purposes. It does not mean that the Plan is insolvent.

Benefit Adjustments under the Existing Rehabilitation Plan

In an effort to improve the Plan’s funding situation, the Board of Trustees adopted an updated rehabilitation plan on September 10, 2015. Since the Plan is not expected to emerge from critical status, the updated rehabilitation plan includes the use of the “exhaustion of all reasonable measures” as allowed under the *Pension Protection Act of 2006* (PPA). This means that on an annual basis, the Board of Trustees will review updated projections based on reasonable actuarial assumptions to confirm that the rehabilitation plan is continuing to forestall insolvency and to determine if the Plan can expect to emerge from critical status at a later date. Scheduled progress will be determined based on the Plan continuing to forestall its insolvency.

The Plan Sponsor has taken the following legally permitted actions to prevent insolvency:

The Board of Trustees adopted an updated rehabilitation plan that includes changes in the Plan’s Early Retirement, Disability Retirement, Death Benefits, and Suspension of Benefit rules, as well as scheduled increases in the hourly contribution rate. In addition, as of April 29, 2010, the Plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity).

If the Board of Trustees determines that further benefit reductions under the rehabilitation plan are necessary, you will receive a separate notice in the future explaining the effect of those reductions. Any reduction of adjustable benefits, **other than the benefit suspensions discussed below**, will not reduce the level of a participant’s basic benefit payable at normal retirement.

You can request a copy of the Plan’s rehabilitation plan, any updates to such plan, and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the Plan Administrator.

Additional Benefit Adjustments (“Benefit Suspensions”)

Federal law allows the board of trustees of a multiemployer pension plan in critical and declining status to suspend benefits in order to avoid becoming insolvent. A suspension of benefits means a temporary or permanent reduction of current or future payment obligations of the plan to its participants, including those retirees and beneficiaries receiving monthly benefits from the plan at the time benefits are suspended, subject to the restrictions described below. Reductions in a participant’s basic benefit payable at normal retirement may occur if benefits are suspended under MPRA.

There are several rules and conditions that must first be satisfied before a plan is permitted to suspend benefits. For example, no benefit suspension may be implemented unless each of the Plan's participants and beneficiaries are first notified of any potential suspensions and receive an individualized estimate describing the effect the suspension, if implemented, would have on their benefits.

The Secretary of Treasury, in consultation with the Pension Benefit Guaranty Corporation (PBGC) and the Secretary of Labor, can approve, reject, or not provide comment on any benefit suspension applications that they receive. Plan participants are permitted to submit comments to the Federal government regarding any possible benefit suspensions, and a participant vote would be required before any suspension of benefits may take effect.

There are limitations and restrictions on benefits that may be suspended. For example, any suspension of accrued benefits may not reduce the level of a participant's benefit to less than 110% of the PBGC benefit guarantee level. There are also limits to the amount that benefits can be suspended for participants or beneficiaries who have attained age 75 as of the effective date of any benefit suspension. Participants or beneficiaries who have attained age 80 as of the effective date of any benefit suspension or who are receiving benefits based on disability (as defined under the plan) may not have their benefits suspended.

On February 8, 2019, the Department of Treasury notified the Board of Trustees that the Secretary of Treasury approved the application for suspension of benefits that was submitted under the *Multiemployer Pension Reform Act of 2014* on June 29, 2018. On March 21, 2019, after a vote of participants and beneficiaries on the proposed suspension of benefits, the Department of Treasury issued final authorization to the Board of Trustees to implement the suspension of benefits consistent with the application submitted by the Board of Trustees under the *Multiemployer Pension Reform Act of 2014* on June 29, 2018. The suspension of benefits as approved and authorized by the Department of Treasury became effective April 1, 2019. These suspensions will continue for the 2021 Plan Year.

Where to Get More Information

For more information about this Notice, you can contact the Plan Administrator, the Board of Trustees of the Southwest Ohio Regional Council of Carpenters Pension Plan, at 700 Tower Drive, Suite 300, Troy, MI 48098, or by calling 248-813-9800. For identification purposes, the official Plan Number is 001 and the Plan Sponsor's Employer Identification Number, or "EIN", is 31-6127287.