United Food and Commercial Workers Unions and Participating Employers Pension Fund

2020 MAY -7 AM 11: 47

911 Ridgebrook Road Sparks, Maryland 21152-9451 Telephone: (866) 552-5071 www.associated-admin.com

April 2020

NOTICE OF CRITICAL STATUS

OF FOR SE

UNITED FOOD AND COMMERCIAL WORKERS UNIONS AND PARTICIPATING EMPLOYERS PENSION FUND

. Pro. 104...

The purpose of this Notice is to inform you that, on March 30, 2020, the actuary of the United Food and Commercial Workers Unions and Participating Employers Pension Fund ("Fund") certified to the U.S. Department of the Treasury, and also to the Board of Trustees of the Fund, that the Fund is in critical status for the Plan Year beginning January 1, 2020. Federal law requires that you receive this Notice.

CONTRACTOR OF STATE OF A

The Fund is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the Fund's actuary determined that the Fundis expected to have an accumulated funding deficiency for 2020 to the property of the Funding control of the Funding report of the funding deficiency for 2020 to the property of the Funding report of the Fundi

Rehabilitation Plan and Possibility of Reduction in Benefits

301E 341

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. If the Fund's Trustees 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. In addition, the reductions will apply only to those participants and beneficiaries whose benefit commencement date is on or after April 30, 2010. But, you should know that whether or not the Fund reduces adjustable benefits in the future, effective as of April 30, 2010, the Fund is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status.

Inc. Politises of districtions to inform you that, on March 10 Budg, the actions on the United Folder of Contraction Fund ("Fund") certified to the U.S. Contraction of the Budget of Thistees of the Fund, that the Fund in in chitechtata for the Particular of the Particular Contraction of the Particular Con

® 21

States core and Controlled Morkers Volons and P. Cidnoting Emyloyers

Adjustable Benefits 15-7

The Fund offers the following adjustable benefits which	h may be reduced or eliminated as part of the
any rehabilitation plan the Fund may adopt:	作artic (45.1) 1.1.1 (15.2-4451)
1.1 03-1.20 (85 A) - 81 million 1	Telephone (in 5/0)7.

	rnon-light stocks, www.		
X_	ingn- বিশি <u>a-betanoaes, www</u> Post-retirement death benefits;		printer to the first trade of the contains of a purpose
X_	Sixty-month payment guarantees; 20; TOW BIRE SIGNATURE		
X_	Disability benefits (not yet in pay status);		
X_	Early retirement benefit or retirement-type subsidy;		
X_	Benefit payment options other than a qualified joint and surv	ivor annu	ty (QJSA);
	Recent benefit increases (i.e. occurring in the past 5 years); a	14. <u>14. 1</u>	
	Other similar benefits, rights or features under the Plan		
	0.000°C		

Employer Surcharge Brace commission improved unaction of a surface and surface of the commission of the surface of the commission of the

The law requires that all contributing employers that have not adopted a schedule of the Fund's rehabilitation plan pay to the Fund a surcharge to help correct the Fund'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 Fund under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge is applicable in the initial critical year (2010) and a 10% surcharge is applicable for each succeeding Plan Year thereafter in which the Fund is in critical status until the employer adopts a schedule of the Fund's reliabilitation plan.

The new exquires V startes tratus of the noite market brown brown by brain is fundable to the same and a second the founded process of the flux of the flux of the flux divides assets by Vell-billess or the Vell-billess or the

For more information about this Notice, you may write to the Fund Office at 911 Ridgebrook Road, Sparks, MD 21152, or call the Fund Office at (866) 552-5071. You have a right to receive a copy of the rehabilitation plan from the Fund.

	11.1/		~	ng:	1		
	Office March	n n a n a n a n a n a n a n a n a n a n		\$\$ 13		14.3	
L	7.25521,0 %	1 5,5	1013	75 370.		ित्र वर्ग	

. s.ศ ผลสดุปฏิบัติพฤษ - การที่สังเดิม - ของการณีการประทศใช้ 7.75 ใช้ อรรมภายตาสปากที่ หระปกคณี สามาณ

Year-End Hair Mark of Million of Asiluts

The assist which in the chart above are measured as of the Valuation Date. They also are included in marial values in the table of the values in the theoretical fluctuate delity based on charges in the record or the chart fluctuations and can allow for number of stable in the chart in the cord interval values are only only in the chart in the chart of the chart in the chart of the chart in the chart of th

Notice of Critical Status DC/bns 04.2020