

Notice of Critical Status For

UNITED ASSOCIATION OF PLUMBERS AND PIPEFITTERS LOCAL 51 PENSION PLAN

This is to inform you that on July 29, 2014 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning May 1, 2014. Federal law requires that you receive this notice.

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 the plan is projected to have an accumulated funding deficiency (contributions are projected to be less than the minimum amount required to be made by law) within the current or next three succeeding plan years.

Adopted Rehabilitation Plan and Actual 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 fifth 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. The trustees adopted an updated rehabilitation plan in April 2012 that included changes to benefits and the hourly contribution rate aimed at improving the plan's projected funded status. These benefit adjustments were communicated to plan members shortly thereafter. You may obtain a copy of the Plan's rehabilitation plan by contacting the plan administrator.

If the trustees of the plan determine that further benefit reductions are necessary in the future, you will receive a separate notice in the future identifying and explaining the effect of those reductions.

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:

- 60-month or 120-month payment guarantees;
- Disability benefits (if not yet in pay status);
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);
- Pre-retirement death benefit for an unmarried participant

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. Since the current collective bargaining agreement includes terms consistent with the rehabilitation plan adopted by the Board of Trustees, the employer surcharge requirement does not apply.

Where to Get More Information

For more information about this Notice, you may contact the Plan's administrator, BeneSys Inc., at 700 Tower Drive, Suite 300, Troy, MI 48098, telephone (248) 813-9800. You have a right to receive a copy of the rehabilitation plan from the plan.

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