

# UNITED FURNITURE WORKERS *Employees Pension Fund*

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## Notice of Zone Status for the Pension Plan for Employees of United Furniture Workers of America

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This is to inform you that on March 30, 2020 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical and declining status for the plan year beginning January 1, 2020. Federal law requires that you receive this notice.

### Critical and Declining Status

The plan is considered to be in critical and declining status because it has funding or liquidity problems, or both. A plan is defined as being in critical and declining status if the plan is critical and projected to become insolvent within the next nineteen plan years. In this instance, the plan's actuary determined that the plan is not projected to have a positive credit balance for the next 10 years, and is projected to go insolvent during the 2027 plan year.

### Rehabilitation Plan

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 second year it has been in critical and declining status after being in critical status for eleven years. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. On December 30, 2013, the Board amended the Rehabilitation Plan to include reductions in Adjustable Benefits and a reduction in future benefit accruals as part of the Preferred Schedule. These changes in benefits were effective March 1, 2014. On December 28, 2016, the Board again amended the Rehabilitation Plan to include further reductions in Adjustable Benefits effective April 1, 2017. Please review the notice dated January 27, 2017 for more detail on these plan changes. On August 16, 2018, the Board amended the Rehabilitation Plan to require indefinite 1.5% annual employer contribution increases, after a one-time contribution reduction of 25% effective July 1, 2018. On July 23, 2019, the Board amended the Rehabilitation Plan to have the 1.5% annual employer contribution increases effective on the contract cycle.

If the trustees of the plan determine that further benefit reductions are necessary, or your Employer elects the Default Schedule, 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. On April 30, 2010, you were notified that as of April 30, 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) while it is in critical status. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after April 30, 2010.

### 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);
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);
- Other similar benefits, rights, or features under the plan

### 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. The surcharges continue until such time as the bargaining parties adopt one of the approved Rehabilitation Schedules. Currently all contributing employers have adopted the Preferred Schedule and thus the surcharges are no longer applicable.

### Where to Get More Information

For more information about this Notice, you may contact the Fund Office by telephone at 1-615-889-8860 or by letter at 1910 Air Lane Drive, Nashville, TN 37210. You have a right to receive a copy of the rehabilitation plan from the plan.