

**Notice of Critical Status For
Iron Workers Local 25 Pension Plan**

This is to inform you that on July 27, 2018 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, 2018. Federal law requires that you receive this notice.

Critical Status

Under the Pension Protection Act of 2006, the plan is considered to be in critical status because the plan was in critical status for the prior plan year and the plan is projected to have an accumulated funding deficiency over the next ten plan years.

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 tenth 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. On October 1, 2009, you were notified that the plan reduced or eliminated adjustable benefits. On August 27, 2009, you were notified that as of August 28, 2009, 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. If the trustees of the plan determine that further 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 August 28, 2009.

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, including:

- Post-retirement death benefits;
- Disability benefits (if not yet in pay status);
- Early retirement benefit or retirement-type subsidies;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA); and
- Other similar benefits, rights, and 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 surcharge does not apply once applicable collective bargaining agreements have been amended to incorporate terms consistent with the Rehabilitation Plan. As this has occurred, the surcharge is not applicable to the plan.

Where to Get More Information

For more information about this Notice, you may contact Iron Workers Local No. 25 Fringe Benefit Funds, P.O. Box 8006, Novi, Michigan 48376-8006 (248) 347-3100. Please be advised that effective September 1, 2018, the Fund Office will be located at BeneSys, Inc., 700 Tower Drive, Suite 300, Troy, MI 48098, (248) 347-3100. You have a right to receive a copy of the rehabilitation plan from the plan.