

**Notice of Endangered Status
For
Twin Cities & Vicinity Conference Board Pension Plan**

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The 2006 Pension Protection Act requires that the Board of Trustees provide notice to you that on March 31, 2009 the plan actuary certified to the U.S. Department of the Treasury and to the plan sponsor that the plan is in endangered status for the plan year beginning January 1, 2009. In the future, you will receive an annual update of the Pension Plan's status and the progress the Plan is making towards the goals described below.

Endangered Status

The plan is considered to be in endangered status because there are projected funding deficiencies within the current or next six plan years. The plan's actuary projects that, if no further action is taken, the plan will have an accumulated funding deficiency for the plan year ending December 31, 2014. Note, "accumulated funding deficiency" means that contributions would be insufficient to satisfy Federal requirements; it does not mean that the Fund would become bankrupt or run out of money.

As required by law, the plan actuary's certification includes only those contribution rates that have already been negotiated into the plan.

Trustee Actions Already Taken

The Trustees have already taken action to improve the funded status of the Plan, primarily by decreasing the benefit accrual rate. The benefit accrual rate of \$12 is the first step in increasing the funded percentage and emerging from endangered status.

Funding Improvement Plan

Federal law requires pension plans in endangered status adopt a funding improvement plan aimed at improving the financial health of the plan. The funding improvement plan requires that the plan's funded percentage improve at least one-third of the way to 100% over the next 10 years. A funding improvement plan will need to be adopted by the Trustees and provided to the bargaining parties for final approval by late November 2009.

Future Experience and Possible Adjustments

The funding improvement plan will be based on a number of assumptions about future experience and may need to be adjusted in the future if such assumptions are not met. If, at some point in time, the Trustees determine that further adjustments are necessary, you will receive a separate notice identifying and explaining the effect of those changes.

Commitment to Continued Improvement

With the past change in place, and the ability to make future changes if necessary, the Trustees anticipate that the Fund will emerge from endangered status and continue to see improved funded percentages in the future. The Trustees are committed to providing a retirement benefit that you can rely upon to pay a lifetime benefit and that will play a significant role in your overall retirement planning.

Where to Get More Information

For more information about this Notice, you may contact the Twin Cities & Vicinity Conference Board, Wilson-McShane, 3001 Metro Drive, Suite 500, Bloomington, MN, 55425 or by telephone at (800) 535-6373. You have a right to receive a copy of the funding improvement plan once it has been formally approved by the bargaining parties. This should be completed by the end of this year.