

**Notice of Endangered Status
for
I.B.E.W. Local 1249 Pension Plan
EIN: 15-6035161 / PN: 001**

This is to inform you that on March 30, 2012, the plan actuary certified to the U.S. Department of the Treasury, and also to the Plan sponsor, that the Plan is in Endangered Status for the Plan year beginning January 1, 2012. Federal law requires that you receive this notice.

Last year, the Plan was certified to be in Critical Status. Since then, the Plan has enjoyed an improved level of funding and has emerged from Critical Status since it is not projected to have a funding deficiency in the current plan year or any of the subsequent nine plan years.

Endangered Status

A Plan is considered to be in Endangered Status when its assets are less than 80% of its liabilities and/or the plan is projected to have a funding deficiency within the next seven years as described in Section 432 of the Internal Revenue Code. While the actuary for the I.B.E.W. Local 1249 Pension Plan has certified that the Plan is not projected to have a funding deficiency within the next seven years, the Pension Fund's assets are less than 80% of its projected liabilities. Therefore, the Pension Fund is in Endangered Status (Yellow Zone).

Funding Improvement Plan

Federal law requires pension plans in Endangered Status to adopt a Funding Improvement Plan aimed at restoring the financial health of the plan. The Funding Improvement Plan must include actions that are reasonably likely to achieve a 1/3 reduction in the underfunded liability over a period of 10 years. The law permits pension plans to reduce benefits earned in future years as part of a Funding Improvement Plan. The Trustees, in consultation with the Plan's actuary, have determined no further changes to benefits are necessary. If the Trustees of the plan determine that benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. The Funding Improvement Period will commence on January 1, 2014, and the Fund will begin to monitor scheduled progress in accordance with the law.

Where to Get More Information

For more information about this Notice, you may contact:

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East Syracuse, NY 13057-0301
Phone: (315) 656-8390

You have a right to receive a copy of the Funding Improvement Plan from the Plan.

DATE SENT: _____