

## **Notice of Endangered Status for the Central Pennsylvania Teamsters Defined Benefit Plan**

This is to inform you that on March 30, 2012 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, 2012. Federal law requires that you receive this Notice.

### **Background**

You have most likely read or heard that the majority of pension plans across the country have faced financial difficulties in recent years. In response to these difficulties, Congress and the IRS created special rules for "multiemployer" pension plans like yours. Therefore, beginning on January 1, 2008, the Pension Protection Act of 2006 ("PPA") imposed new rules aimed at accelerating the funding of defined benefit plans such as the Central Pennsylvania Teamsters Defined Benefit Plan (the "Plan").

Under prior law, defined benefit plans were required to address funding problems only when a plan did not satisfy minimum funding standards for the current year. However, unlike prior law, the PPA now requires plans to accelerate funding and to anticipate future funding issues based upon projections.

### **Required Actuarial Certification**

Under the PPA, within the first 90 days of each plan year, the Plan's Actuary must certify whether a plan is in one of the following categories:

- Endangered Status
- Seriously Endangered Status, or
- Critical status

In general, in order to perform this certification, the Plan's actuary must determine if the Plan's funded ratio is at least 80% and whether the Plan will fail to meet the minimum required funding standards in any of the next ten years. The Plan's actuary must also project the Plan's assets, benefit costs, contributions, and unfunded liability to determine if the Plan will be able to pay benefits when due or if the plan is expected to run out of assets.

### **What causes a plan to be in Endangered Status**

There are two tests that are performed for the Plan that indicate whether the Plan is in Endangered Status. If the Plan fails either of these tests, the plan is in Endangered Status.

The first test is based on the Plan's Funded Percentage. In this test, the Plan's assets on January 1, 2012 are divided by the value of all Plan participants' benefits earned as of that date. If this ratio is over 80%, this test is passed. **As of January 1, 2012, the Plan's PPA funded percentage is approximately 79%.**

The second test looks at the future of the Plan. A projection is made to determine whether the level of contributions expected to be received over the next six years are enough to prevent the Plan from having a minimum funding shortfall during that period. **The Plan passes this test on January 1, 2012.**

Since the Plan fails only the first test, the Plan is in Endangered Status for this year. If the plan failed both tests, the plan would be in Seriously Endangered Status for this year. In addition, other tests were performed that show the Plan is not in Critical Status for this year.



## **Required Notification**

One of the rules that the Plan must follow as an Endangered Status Plan is to provide Plan participants and beneficiaries, bargaining parties, the Pension Benefit Guaranty Corporation, and the Secretary of Labor with this Notice. You are receiving the Notice within the 30-day requirement set forth by the PPA.

## **Funding Improvement Plan and Possibility of Benefit Reductions or Contribution Increases**

Federal law requires pension plans in Endangered Status to adopt a Funding Improvement Plan aimed at improving the financial health of the plan. More specifically, the goal of the Funding Improvement Plan is to increase the Plan's Funding Percentage by 1/3 over the 10-year Funding Improvement Period while also avoiding a minimum funding shortfall.

The law permits pension plans to increase contributions, reduce benefits earned in future years, or implement a combination of both as part of a Funding Improvement Plan. If the Trustees of the plan determine that such actions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those actions.

You are entitled to receive a copy of the Plan's official 2012 Funding Improvement Plan once it is formally adopted. However, please be aware that, in accordance with the PPA, the Funding Improvement Plan may not be available for distribution until December 2012.

## **Looking Ahead**

Our Plan's funding status must be reviewed and certified annually and notices like this one will be sent each year until our Plan is no longer in Endangered Status. Likewise, the Funding Improvement Plan will also be updated as required on an annual basis.

## **Where to Get More Information**

If, after reviewing this notice, you have any questions or concerns, please feel free to contact the Fund Administrator:

Joseph J. Samolewicz, Administrator  
Central Pennsylvania Teamsters Pension Fund  
P.O. Box 15223  
Reading, PA 19612-5223  
Toll-free in PA 800 343-0136  
Toll-free in USA 800 331-0420

## **Board of Trustees, Central Pennsylvania Teamsters Pension Fund**

cc: U.S. Department of Labor  
Pension Benefit Guaranty Corporation