

# Iron Workers District Council of Southern Ohio & Vicinity Pension Trust

## Explanation of Required Notices

May 27, 2016

**TO: PARTICIPANTS, BENEFICIARIES, AND CONTRIBUTING EMPLOYERS TO THE IRON WORKERS DISTRICT COUNCIL OF SOUTHERN OHIO & VICINITY PENSION TRUST**

As Trustees of the Iron Workers District Council of Southern Ohio & Vicinity Pension Trust (the Plan), we are committed to keeping you informed of the Plan's financial health. This letter provides an update on the Plan's status and describes two federally-mandated notices that are included in this package. The timing and content of these notices can be a little confusing, so we wanted to take the opportunity to give you a little background on them. **The bottom line is that the Pension Trust has improved its financial position since the investment decline of 2008-2009 and remains in position to pay all promised benefits.**

### *Annual Funding Notice*

The **Pension Protection Act of 2006 (PPA)** was enacted to improve the financial condition of and provide transparency on the financial state of pension plans. The PPA requires multiemployer pension plans like ours to have their financial status certified each year. Depending on the status, the plans are assigned a zone category:

- ❖ **“Green Zone”** pension plans are in good financial health
- ❖ **“Yellow Zone”** pension plans are considered “endangered”
- ❖ **“Orange Zone”** pension plans are considered “seriously endangered”
- ❖ **“Red Zone”** pension plans are considered “critical” or “critical and declining”

Trustees of plans in the “green zone” are not required to take any action. Trustees of plans in the “yellow,” “orange,” or “red” zones, however, are required to take corrective action to restore the financial health of their plans.
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The PPA also requires trustees of pension plans to comply with certain annual reporting requirements, including certifying their plan's financial condition. The attached **Annual Funding Notice** for the 2015 Plan Year for our Plan includes information regarding Plan assets and liabilities. This notice indicates that **our Plan was in endangered status, or the “Yellow Zone,” for the 2015 Plan Year**, based on its financial condition as of February 1, 2015.

### *Notice of Plan Status*

The **Notice of Plan Status** is required for all plans in endangered, seriously endangered, critical, or critical and declining status. **As of February 1, 2016, our Plan has been certified as being in the “Yellow Zone” (endangered status) for the 2016 Plan Year.** In accordance with the requirements of the PPA, the Trustees will have to review, and update if necessary, their Funding Improvement Plan. The purpose of the Funding Improvement Plan is to improve the financial status of the Plan. We have been working with our professional advisors for some time now to address the financial challenges the Plan is facing.

**Notice of Plan Status  
for  
Iron Workers District Council of Southern Ohio & Vicinity Pension Trust**

EIN/PN 31-6038516/001

May 27, 2016

Participants, Beneficiaries, Participating Unions, and Contributing Employers:

The Pension Protection Act of 2006 (PPA or Act), as amended by the Multiemployer Pension Reform Act of 2014 (MPRA), is intended to improve the financial condition of pension plans. The Act implemented several safeguards as well as notification requirements to share more information about a plan's "financial health" with participants and others directly interested in the plan.

Starting with the 2008 Plan Year, the Act requires that the Pension Trust be tested annually to determine how well it is funded. The Act established formal benchmarks for measuring a plan's funding. Plans that are in the yellow ("endangered"), orange ("seriously endangered"), or red ("critical" or "critical and declining") zones must notify all plan participants, unions, and contributing employers of the plan's status, as well as take corrective action to restore the plan's financial health. Plans that are not in yellow, orange, or red zone status are considered to be in the green zone.

**PLAN'S 2016 STATUS - YELLOW ZONE**

On April 29, 2016, the Pension Trust's actuary certified that, based on the Act's funding measures, the Pension Trust was categorized as being in endangered (yellow zone) status for the 2016 Plan Year, since the Trust is less than 80% funded. For the Plan Year beginning February 1, 2016, the Pension Trust was projected to be 74.4% funded.

**FUNDING IMPROVEMENT PLAN**

This is the ninth consecutive year the Pension Trust has been certified to be in either endangered status or seriously endangered status. To comply with the Act, the Trustees adopted a Funding Improvement Plan in 2008 designed to improve the Pension Trust's funded status. The Funding Improvement Plan has been updated each year since 2009. Please note that, since the Pension Trust's financial condition generally fluctuates with changes in the economy, the Act requires that the Pension Trust's funding status be reviewed and certified annually, which means that you will receive a notice like this each year unless the Pension Trust is not in endangered, seriously endangered, critical, or critical and declining status.

For more information about this Notice or the Pension Trust in general, please contact the Pension Trust's Administrative Manager, Ms. Penny Brown.

Sincerely,

Board of Trustees

*This Notice is being provided as required under the Pension Protection Act of 2006, which requires that certain information regarding the Pension Plan's funding status be disclosed to individuals and parties interested in the Plan. As required by law, this Notice is being provided to the Pension Benefit Guaranty Corporation (PBGC) and the Secretary of the Department of Labor.*

## *In Closing*

Improving the Plan's funded status is a top priority, and we are committed to taking necessary action to ensure that you will receive the benefits under the Plan for which you are eligible when you retire. We will continue to monitor the financial markets closely and manage the Plan in a manner that will preserve its fiscal health. Please take some time to review the enclosed notices. If you have any questions, please contact the Pension Trust's Administrative Manager, Ms. Penny Brown.

Sincerely,

*The Board of Trustees*

## ANNUAL FUNDING NOTICE

### For Iron Workers District Council of Southern Ohio and Vicinity Pension Trust

#### Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the “Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning February 1, 2015 and ending January 31, 2016 (“2015 Plan Year”).

#### How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

<b>Funded Percentage</b>			
	<b>2015 Plan Year</b>	<b>2014 Plan Year</b>	<b>2013 Plan Year</b>
Valuation Date	February 1, 2015	February 1, 2014	February 1, 2013
Funded Percentage	74.7%	76.1%	75.2%
Value of Assets	\$757,915,789	\$744,569,859	\$728,605,680
Value of Liabilities	\$1,014,490,767	\$978,246,095	\$968,720,931

*Note: The Plan’s projected funded percentage as of February 1, 2016 is estimated to be 74.4%.*

#### Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

	<b>January 31, 2016</b>	<b>January 31, 2015</b>	<b>January 31, 2014</b>
Fair Market Value of Assets	\$677,216,756*	\$712,701,061	\$686,278,718

\* This is an unaudited fair market value amount.

**Endangered, Critical, or Critical and Declining Status**

Under federal pension law, a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was in endangered status in the 2015 Plan Year because the funded percentage was less than 80%. In an effort to improve the Plan’s funding situation, the Trustees updated the Funding Improvement Plan (originally adopted in 2008, most recently updated for the 2015 Plan Year) to include the following Schedules:

**Alternative Schedule:**

1. Contribution rates no less than the following until the Pension Trust is no longer in endangered or seriously endangered status:

<b>Period of Hours Worked</b>	<b>Hourly Contribution Rate</b>
On or before May 31, 2016	\$9.20
On or after June 1, 2016	\$9.50

2. The plan of benefits in effect, including all amendments adopted by the date the updated Funding Improvement Plan was adopted by the Trustees, for all current and future active participants and for every year that the Plan is in endangered or seriously endangered status, except for any benefit changes required for the Plan to continue meeting the requirements to maintain its tax qualification under the Internal Revenue Code and comply with other applicable law.

**Default Schedule:**

1. A contribution rate of at least \$9.20 per hour for all contributing employers and for every year that the Pension Trust is in endangered or seriously endangered status, and

2. The plan of benefits in effect, including all amendments adopted by the date the Funding Improvement Plan was adopted by the Trustees, for all current and future active participants and for every year that the Plan is in endangered or seriously endangered status, except for:
  - a) A 45% reduction in the benefit accrual rate for service earned on or after January 1, 2017 (i.e. benefit accrual rate of \$66 per pension credit), and
  - b) Any benefit changes required for the Plan to continue meeting the requirements to maintain its tax qualification under the Internal Revenue Code and comply with other applicable law.

Based on the assumptions utilized, the Funding Improvement Plan was designed to lead to the required increase in funding level over a 10-year period.

You may obtain a copy of the Plan's Funding Improvement Plan, any update to such plan, and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the plan administrator.

### **Participant Information**

The total number of participants and beneficiaries covered by the Plan on the valuation date was 8,180. Of this number, 3,124 were current employees, 3,862 were retired and receiving benefits, and 1,194 were retired or no longer working for the employer and have a right to future benefits.

### **Funding & Investment Policies**

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is that the Plan is funded by contributions made by employers pursuant to collective bargaining agreements with the unions that represent the Plan's participants and other agreements with participating employers, and by earnings on the investment of plan assets.

Pension plans also have investment policies. There generally are written guidelines or general instructions for marking investment management decisions. The current investment policy statement of the Plan targets the following asset classes:

- 47% US Equities
- 5% Global Equities
- 8% International Equities
- 23% Fixed Income
- 5% Real Estate
- 7% Alternatives
- 5% Cash

The Investment policy guidelines define an acceptable asset class range as the asset class +/-5% (i.e., Fixed Income 18-28%, with the target being 23%).

Investments are made in these asset classes by hiring qualified investment managers.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the Plan Year. These allocations are percentages of total assets:

	<b>Asset Allocations</b>	<b>Percentage</b>
1.	Cash (Interest-bearing and non-interest bearing)	4.9%
2.	U.S. Government securities	2.5%
3.	Corporate debt instruments (other than employer securities): Preferred All other	-- 4.9%
4.	Corporate stocks (other than employer securities): Preferred Common	-- 25.4%
5.	Partnership/ joint venture interests	13.5%
6.	Real estate (other than employer real property)	--
7.	Loans (other than to participants)	--
8.	Participant loans	--
9.	Value of interest in common/ collective trusts	43.9%
10.	Value of interest in pooled separate accounts	--
11.	Value of interest in 103-12 investment entities	--
12.	Value of interest in registered investment companies (e.g., mutual funds)	4.2%
13.	Value of funds held in insurance co. general account (unallocated contracts)	--
14.	Employer-related investments: Employer Securities Employer real property	-- --
15.	Buildings and other property used in plan operation	--
16.	Other	0.7%

For information about the Plan's investment in any of the following types of investments—common/collective trusts, pooled separate accounts, or 103-12 investment entities – contact the plan administrator at the mailing address and/or telephone number listed in the last section of this notice.

### **Right to Request a Copy of the Annual Report**

Pension plans must file annual reports with the US Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where To Get More Information About Your Plan.”

### **Summary of Rules Governing Insolvent Plans**

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see “Benefit Payments Guaranteed by the PBGC” below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and the PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

### **Benefit Payments Guaranteed by the PBGC**

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by the PBGC’s multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan’s monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

***Example 1:*** If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service ( $\$600/10$ ), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 ( $.75 \times \$33$ ), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 ( $\$35.75 \times 10$ ).



**Example 2:** If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on the PBGC's website at [www.pbgc.gov/multiemployer](http://www.pbgc.gov/multiemployer). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. The PBGC does not have that information. See "Where to Get More Information About Your Plan" below.

### **Where to Get More Information About Your Plan**

For more information about this notice, you may contact the individual below.

Ms. Penny Brown  
Iron Workers District Council of Southern Ohio & Vicinity Pension Trust  
1470 Worldwide Place  
Vandalia, OH 45377  
(937) 454-1744 or (800) 331- 4277

Mailing Address:  
P.O. Box 398  
Dayton, OH 45401-0398

For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" is Iron Workers District Council of Southern Ohio & Vicinity Pension Trust and 31-6038516. For more information about the PBGC, go to PBGC's website, [www.pbgc.gov](http://www.pbgc.gov).

Date of Notice: May 27, 2016

*As required by law, this notice is being provided to all required parties including the Pension Benefit Guaranty Corporation (PBGC), each Plan Participant and Beneficiary, the Union and all Contributing Employers*