

**Notice of Critical Status For
Bricklayers and Allied Craftsmen Local No. 7 Pension Plan**

This is to inform you that on July 29, 2008 the plan actuary certified to the plan sponsor that the plan is in critical status for the plan year beginning May 1, 2008. Federal law requires that you receive this notice. This is a new law; in the future you will receive an annual update of this status.

Critical Status

The plan is expected to be in critical status because it is projected to satisfy the following criteria:

Projected accumulated funding deficiency in current year or next 3 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 April 30, 2011. 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.

Rehabilitation Plan and Possibility of Reduction in Benefits

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 first 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. The plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the pension plan may adopt:

- Post-retirement death benefits;
- Disability benefits (if not yet in pay status);
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint and survivor annuity (QJSA);
- Benefit increases made within the last 60 months.

Any reduction of adjustable benefits will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, most reductions may only apply to participants and beneficiaries who have not yet retired. However, the benefit increase within the last 60 months may be eliminated for all participants. If any of the above changes are made, you will receive advance notice before the effective date of the change.

Future Experience and Possible Adjustments

A rehabilitation plan is based on a number of assumptions about future experience and may need to be adjusted in the future if such assumptions are not met. Additional contribution rate increases and/or reductions in the rate at which benefit are earned may be needed if the Fund were to suffer asset returns below the expected 8.0% (in any plan year after May 1, 2008), a drop in the hours worked, or poor experience from other sources. 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.

Additional Restriction Due to Critical Status

Effective as of May 1, 2008, the plan is not permitted to pay lump sum benefits while it is in critical status.

Employer Surcharge

The law requires that all contributing employers pay to the plan a surcharge beginning on September 28, 2008 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 surcharges continue until the bargaining parties formally approve a rehabilitation plan.

Where to Get More Information

You have a right to receive a copy of the rehabilitation plan once it has been formally approved by the bargaining parties. It should be completed by the spring of 2009. To receive a copy, you may contact the Benefit Office at 33 Fitch Boulevard, Austintown, OH, 44515-2202 or by telephone at (800) 435-2388.