

**OPERATIVE PLASTERERS AND CEMENT MASONS LOCAL 109 PENSION PLAN**  
**2013 ANNUAL FUNDING NOTICE**  
*August 2014*

**Introduction**

This Notice includes important information about the funding status of the Operative Plasterers and Cement Masons Local 109 Pension Plan ("Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal agency. All traditional pension plans, called defined benefit pension plans, must provide this Notice every year regardless of their funding status. It does not mean that the Plan is terminating. It is provided for informational purposes only and you are not required to respond in any way. This Notice is for the 2013 Plan Year, which began on May 1, 2013 and ended April 30, 2014.

**Funded Percentage**

Under federal law a pension plan must report how well it is funded by using a measure called the "funded percentage". This percentage is obtained by dividing the plan's assets by its liabilities on the valuation date for the plan year. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the 2013 Plan Year and the two preceding Plan Years is set forth in the chart below, along with a statement of the value of the Plan's assets and liabilities for the same period.

	<b>May 1, 2013 - April 30, 2014</b>	<b>May 1, 2012 - April 30, 2013</b>	<b>May 1, 2011 - April 30, 2012</b>
<b>Valuation Date</b>	May 1, 2013	May 1, 2012	May 1, 2011
<b>Funded Percentage</b>	81%	83%	85%
<b>Actuarial Value of Assets</b>	\$102,872,400	\$101,385,195	\$101,234,460
<b>Value of Liabilities</b>	\$126,979,176	\$122,478,639	\$118,439,655

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

The asset values in the chart above are measured as of the Plan's valuation date for the Plan Year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes.

The asset values listed below are market values and are measured as of the last day of the Plan Year, rather than as of the valuation date. Substituting the market value of assets for the actuarial value used in the above chart would show a clearer picture of a pension plan's funded status as of the valuation date. The Plan's fair market value of assets as of the last day of the Plan Year and the two preceding Plan Years is shown in the following table:

	April 30, 2014	April 30, 2013	April 30, 2012
Fair Market Value of Assets	\$96,799,774*	\$90,626,054	\$85,583,424

\* Unaudited.

### Critical or Endangered Status

Under federal pension law a plan generally will be considered to be in "endangered" status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in "critical" status if the percentage is less than 65 percent (other factors may also apply). 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, 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 Operative Plasterers and Cement Masons Local 109 Pension Plan was considered to be in critical status in the 2013 Plan Year. The 2009 Plan Year was the first year that the Plan was certified as critical. The Plan continues to be in critical status because the Plan's Actuary has determined that the Plan has not passed the "Emergence Test" which would enable the Plan to come out of critical status. In order to pass the Emergence Test, the Plan's actuary must certify that the Plan is not projected to have an accumulated funding deficiency for the current Plan Year or any of the nine succeeding Plan Years.

### Rehabilitation Plan

Federal law requires plans in critical status to adopt a rehabilitation plan aimed at improving the plan's funded percentage. A rehabilitation plan may include: (1) the reduction or even the elimination of future benefit accruals, (2) the reduction or elimination of "adjustable benefits", and/or (3) increases in the hourly contribution rate. Federal law also stipulates that plans in critical status are not allowed to pay "restricted benefits", such as lump sum death benefits or any other payment in excess of the monthly amount paid under a Single Life Annuity.

In an effort to improve the Plan's funding situation, the Board of Trustees adopted a rehabilitation plan that has been ratified by the bargaining parties. This plan includes benefit reductions and scheduled increases in the Plan's hourly contribution rate. The Plan's rehabilitation plan is summarized below:

1. Reduction in the Future Service Multiplier. The multiplier used to determine benefits earned on or after May 1, 2011 was reduced to 0.8% of Employer contributions. This change will only be effective for contributions attributed to work performed on or after May 1, 2011 and will not reduce the amount of a participant's vested accrued benefit as of April 30, 2011.
2. Changes to the Amount of Early Retirement Benefits. Effective for retirements on or after December 1, 2010, eligibility for and the amount of the benefits payable under the Early Retirement provisions of the Plan were be modified. A participant will receive an Early Retirement Benefit as follows:

- A. An **Active Participant** who has attained at least age 55 and who has at least 10 Years of Vesting Service but less than 30 years of service with the local union will be entitled to a monthly pension benefit equal to his or her vested accrued benefit, actuarially reduced to reflect commencement of benefits prior to Normal Retirement Age (generally, age 65). A participant will be considered an **Active Participant** if he or she completes at least 400 Hours of Service in a Plan Year.
- B. A **Terminated Vested Participant** will not be eligible to commence receipt of any Early Retirement Benefits from the Plan. A Terminated Vested Participant will be entitled to a monthly pension benefit equal to his or her vested accrued benefit at Normal Retirement Age (generally, age 65). A participant will be considered a **Terminated Vested Participant** if he or she fails to complete 400 Hours of Service in a Plan Year.

The Plan is also prohibited from paying the following benefits that are considered "restricted benefits" under the Plan:

1. Effective August 27, 2010, the lump sum return of contributions pre-retirement death benefit will no longer be payable.
2. For retirements on or after August 27, 2010, the Joint & Survivor Annuity "pop-up" provision will no longer be available.
3. For retirements on or after August 27, 2010, the Joint & Survivor Annuity will no longer provide the guarantee of 120 monthly payments.
4. For retirements on or after August 27, 2010, the Single Life Annuity will no longer provide the guarantee of 60 monthly payments.

In addition to the benefit changes outlined above, the rehabilitation plan also calls for increases in the hourly contribution rate. The amount of the increases will be determined by the collective bargaining agreement (as applicable) in accordance with the following schedule:

	Plan Year Ending April 30 <sup>th</sup>							
	2010	2011	2012	2013	2014	2015	2016	2017
<b>Local #39</b>								
Building	\$2.00	\$2.50	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50
Plasterers	\$2.42	\$2.92	\$3.42	\$3.92	\$4.42	\$4.92	\$5.42	\$5.92
Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
WV Heavy Highway	\$3.30	\$3.80	\$4.25	\$4.57	\$4.88	\$5.20	\$5.52	\$6.50
711 Area	\$2.30	\$2.80	\$3.30	\$3.80	\$4.30	\$4.80	\$5.30	\$5.80
296 Area	\$2.30	\$2.80	\$3.30	\$3.80	\$4.30	\$4.80	\$5.30	\$5.80
<b>Local #109</b>								
Building/Plasterers	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50

Plan Year Ending April 30 <sup>th</sup>								
2010	2011	2012	2013	2014	2015	2016	2017	

**Local #132 Dayton**

Building	\$4.10	\$4.60	\$4.92	\$5.23	\$5.55	\$5.87	\$6.18	\$6.50
Plasterers	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50

**Local #132 Portsmouth**

Building	\$4.50	\$5.00	\$5.25	\$5.50	\$5.75	\$6.00	\$6.25	\$6.50
Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50

**Local #132 Cincinnati**

Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
---------------	--------	--------	--------	--------	--------	--------	--------	--------

**Local #132 Columbus**

Heavy Highway	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
---------------	--------	--------	--------	--------	--------	--------	--------	--------

**Local #887 Charleston**

Building	\$4.06	\$4.56	\$4.88	\$5.21	\$5.53	\$5.85	\$6.18	\$6.50
Plasterers	\$3.48	\$3.98	\$4.40	\$4.82	\$5.24	\$5.66	\$6.08	\$6.50

**Local #887 Parkersburg**

Building	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00	\$5.50	\$6.00	\$6.50
----------	--------	--------	--------	--------	--------	--------	--------	--------

**Local #887 Huntington**

Building	\$5.53	\$5.67	\$5.81	\$5.95	\$6.08	\$6.22	\$6.36	\$6.50
Plasterers	\$4.06	\$4.41	\$4.76	\$5.11	\$5.45	\$5.80	\$6.15	\$6.50
Heavy Highway	\$5.00	\$5.21	\$5.43	\$5.64	\$5.86	\$6.07	\$6.29	\$6.50

You can request a copy of the rehabilitation plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by contacting the Plan Administrator at 33 Fitch Boulevard, Austintown, OH 44515, or by calling 1-800-435-2388. If the Plan continues to be in critical status for the Plan Year ending April 30, 2015, separate notification of that status has or will be provided to you.

**Participant Information**

The total number of participants in the Plan as of the Plan's May 1, 2013 valuation date was 1,424. Of this number, 565 were active participants, 501 were retired or separated from service and receiving benefits, and 358 were retired or separated from service and entitled to future benefits.

## Funding & Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out the plan's objectives. A funding policy relates to the level of contributions needed to pay for benefits promised under the plan currently and over the years. The funding policy of the Operative Plasterers and Cement Masons Local 109 Pension Plan is based on contributions made by Employers pursuant to collective bargaining agreements with the unions that represent the Plan's participants. The funding policy of the Plan is to meet the minimum funding requirements of the Employee Retirement Income Security Act of 1974.

Once money is contributed to the Plan, the money is invested by Plan officials, called fiduciaries, who make specific investments in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning various types or categories of investment management decisions. The investment policy of the Plan is to invest in a diversified portfolio of assets that will maximize investment return over the long term, while minimizing investment return volatility and maintaining sufficient liquidity to pay Plan benefits and expenses.

In accordance with the Plan's investment policy, the Plan's assets were allocated among the following categories of investments as of the end of the 2013 Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (interest bearing and non-interest-bearing)	2.0%
2. U.S. Government securities	7.3%
3. Corporate debt instruments (other than employer securities):	
Preferred	
All other	11.6%
4. Corporate stocks (other than employer securities):	
Preferred	
Common	28.0%
5. Partnership/joint venture interests	
6. Real estate (other than employer real property)	8.1%
7. Loans (other than to participants)	
8. Participant loans	
9. Value of interest in common/collective trusts	
10. Value of interest in pooled separate accounts	
11. Value of interest in master trust investment accounts	
12. Value of interest in 103-12 investment entities	2.2%
13. Value of interest in registered investment companies (e.g., mutual funds)	40.8%
14. Value of funds held in insurance co. general account (unallocated contracts)	
15. Employer-related investments:	
Employer securities	
Employer real property	
16. Buildings and other property used in plan operation	
17. Other	

For information about the Plan's investment in any of the investments described above - common/collective trusts, pooled separate accounts, master trust accounts, or 103-12 investment entities - you can contact the Plan Administrator at 33 Fitch Boulevard, Austintown, OH 44515, or by calling 1-800-435-2388.

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

A pension plan is required to file with the US Department of Labor an annual report called the Form 5500 that contains financial and other information about the plan. Copies of the annual report of the Operative Plasterers and Cement Masons Local 109 Pension Plan 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. For 2009 and subsequent plan years, you can get an electronic copy of a pension plan's annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the Form 5500 search function. Alternatively, you can obtain a copy of the Plan's annual report by making a written request to the Plan Administrator.

Individual information, such as the amount of your accrued benefit under the Plan, is not contained in the annual report. For information regarding your benefits under the Plan, you can contact the Plan Administrator at 33 Fitch Boulevard, Austintown, OH 44515, or by calling 1-800-435-2388.

### **Summary of Rules Governing Plans in Reorganization and Insolvent Plans**

Federal law has a number of special rules that apply to financially troubled multiemployer pension plans. The Plan Administrator is required by law to include a summary of these rules in the annual funding notice. Under so-called "plan reorganization rules," a pension plan with adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC's guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The plan is required to furnish this notification to each contributing employer and the labor organization.

Despite these special plan reorganization rules, a plan in reorganization could become insolvent. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for the plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available financial resources. If such resources are not enough to pay benefits at a 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 notification of the insolvency 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 the loss of a lump sum option. This information will be provided for each year the plan is insolvent.

### **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. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33.00 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 \$500.00, 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 ( $\$500.00/10$ ), which equals \$50.00. The guaranteed amount for a \$50.00 monthly accrual rate is equal to the sum of \$11.00 plus \$24.75 ( $.75 \times \$33.00$ ), 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 \$200.00, the accrual rate for purposes of determining the guarantee would be \$20.00 (or  $\$200.00/10$ ). The guaranteed amount for a \$20.00 monthly accrual rate is equal to the sum of \$11.00 plus \$6.75 ( $.75 \times \$9.00$ ), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ( $\$17.75 \times 10$ ).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under the 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 pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the participant dies after the plan terminates, 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.

### **Where to Get More Information**

For more information about this Notice, you can contact the Operative Plasterers and Cement Masons Local 109 Pension Plan at 33 Fitch Boulevard, Austintown, OH 44515, or by calling 1-800-435-2388. For identification purposes, the official Plan Number is 001 and the Plan Sponsor's Employer Identification Number, or "EIN", is 34-6622619. For more information about the PBGC, you can go to the PBGC's website at [www.pbgc.gov](http://www.pbgc.gov).