

**NOTICE OF ENDANGERED STATUS
FOR
THE PLUMBERS & PIPEFITTERS LOCAL NO. 396 PENSION PLAN**

This is to inform you that on September 20, 2013 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 July 1, 2013. Federal law requires that you receive this notice.

ENDANGERED STATUS

The Plan is considered to be in Endangered Status because it has funding or liquidity problems, or both. More specifically, the Plan's Actuary determined that the funded percentage of the plan is less than 65%

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 law requires pension plans to develop schedules showing revised benefit and contribution structures designed to meet specific benchmarks for reducing the amount of underfunding. The Plan has made changes to the Plan multiplier and contribution rate.

WHERE TO GET MORE INFORMATION

For more information about this Notice, you may contact the Plan Administrator at 33 Fitch Blvd., Austintown, OH 44515 or by phone at (330) 270-0453.