

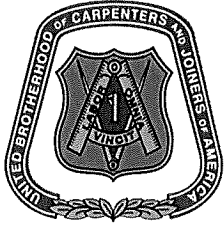
**Southwest Ohio Regional Council of Carpenters Pension Plan
Checklist Item #14**

Does the application include a copy of the actual notices (including redacted sample calculations that meet the requirements under § 432(e)(9)(F))? See Section 4.05(1).

Attached as document 14.1 are copies of the actual notices (including redacted sample calculations that meet the requirements under § 432(e)(9)(F)) and accompanying correspondence provided to participants, beneficiaries, employers that have an obligation to contribute within the meaning of Section 4212(a) of ERISA, and each employee organization representing participants under the Plan.

**Southwest Ohio Regional Council of Carpenters Pension Plan
Document 14.1**

A copy of the correspondence and notices provided to participants, beneficiaries, employers that have an obligation to contribute within the meaning of Section 4212(a) of ERISA, and each employee organization representing participants under the Plan.



Southwest Ohio Regional Council of Carpenters'

Fringe Benefit Funds

Health Fund: P.O. Box 1257, Troy, MI 48099
Pension Fund: 33 Fitch Blvd., Austintown, OH, 44515
Phone: 330-779-8862

March [XX], 2017

Dear Participant,

As you are by now aware, our Pension Plan is in Critical and Declining status. If we do nothing, our Pension Plan is projected to run out of money by 2033—meaning that all pension payments will stop in less than 16 years.

However, we are not doing nothing. We have developed a **Pension Recovery Plan** as provided under the Multiemployer Pension Reform Act (MPRA).

What is the Attached Notice of Application for Approval of a Proposed Reduction of Benefits?

The Pension Plan is applying to the United States Treasury Department for MPRA relief. MPRA gives Trustees of plans like ours the ability—within certain limits—to avoid insolvency and save your pensions by reducing benefits of active members, retirees already collecting their pensions and terminated vested participants. Our MPRA relief plan is called the Pension Recovery Plan.

We submitted our Pension Recovery Plan to the Treasury Department on March [XX], 2017. By law, we are required to send the attached notice to you. Much of the notice is legally required text that we could not change. We have put together this letter as well as the resources listed in the “Want More Information?” section to help you make sense of the attached notice and the Pension Recovery Plan in general.

The notice is divided into six main sections:

1. Why is the Board of Trustees proposing to reduce benefits?
2. What will happen if the Pension Plan runs out of money?
3. How did the Board of Trustees decide whose benefits to reduce and by how much?
4. What are the proposed reductions in benefits?
5. What comes next?
6. An individualized estimate* that explains how your pension will be impacted by the Pension Recovery Plan.

* If you are already collecting a pension, please remember that the amount shown in the individualized notice that represents your current benefit amount is before taxes and before any other deductions, so it is likely different from the amount on your monthly pension check.

What's Next?

Now that our Pension Recovery Plan has been submitted to the Treasury Department, you have the opportunity to review it, comment on it and, upon approval of the Treasury Department, vote on whether to ratify it or not. We will continue to keep you informed throughout the Pension Recovery Plan process.

Want More Information?

We are devoting resources to helping you understand this process.

- **Pension Recovery Plan Call Center:** (330) 779-8862 (Select Option 3 from the directory when you call)
- **Pension Recovery Plan Website:** www.SORCCPensionRecovery.org. We have information about the Pension Recovery Plan, including FAQs, graphics and videos, as well as downloadable copies of documents and mailings.

In Conclusion

Our Pension Plan is projected to run out of money by 2033—unless we act now. That is why we are taking these dramatic steps. And our Pension Recovery Plan is far better than the alternatives.

Reducing pensions for current retirees and beneficiaries is not something we ever thought we'd have to do. The only reason we're even considering these changes is to prevent the Pension Plan from going broke, and your pension payments from being cut even more—or disappearing altogether. If the Pension Recovery Plan works as we expect it to, the result will be a Pension Plan you can count on for many years to come.

We encourage you to carefully review the notice and all of the other materials we have prepared carefully. We hope that they will help you understand the seriousness of our situation and why we need your support for the Pension Recovery Plan.

Sincerely,

The Board of Trustees

NOTICE OF A PROPOSED REDUCTION OF YOUR PENSION BENEFITS

On March 30, 2017, the Board of Trustees of the Southwest Ohio Regional Council of Carpenters' Pension Plan ("Plan") submitted an application to the U.S. Treasury Department for approval to reduce benefits under the Plan. This type of benefit reduction is allowed by the Federal law called the Multiemployer Pension Reform Act of 2014.

You are getting this notice because you have a pension benefit under the Plan. **The end of this notice describes the proposed reduction of your monthly payments¹.** This notice will also answer the following questions for you:

1. Why is the Board of Trustees proposing to reduce benefits?
2. What will happen if the Plan runs out of money?
3. How did the Board of Trustees decide whose benefits to reduce and by how much?
4. What are the proposed reductions in benefits?
5. What comes next?

1. Why is the Board of Trustees proposing to reduce benefits?

The Plan's actuary estimated that, unless benefits are reduced, the Plan will not have enough money to pay benefits in the year 2033. This estimate is based on how much money the actuary expects the Plan to receive and to pay out each year. The Plan's actuary estimated that, with the reduction of benefits that the Board of Trustees has proposed, the plan should not run out of money.

2. What will happen if the Plan runs out of money?

If the Plan does not have enough money to pay benefits, then only the amount guaranteed by the Pension Benefit Guaranty Corporation ("PBGC") will be paid. You can find the amount of your benefit that is guaranteed by PBGC at the end of this notice.

3. How did the Board of Trustees decide whose benefits to reduce and by how much?

Under Federal law, the Board of Trustees must apply the following rules to the proposed reduction—

- The total reduction in everybody's benefits must be estimated to be large enough to keep the plan from running out of money but not larger than needed to do that.
- Your monthly benefit and the benefit of your beneficiary cannot be reduced below 110% of the

¹ A version of this notice that does not include the estimate of the effect on your benefit is being sent to unions that represent Plan participants and to all contributing employers.

amount guaranteed by PBGC.

- Disability benefits (as defined under the Plan) cannot be reduced.
- The benefits of people who are at least 80 years old on December 31, 2017 and their beneficiaries cannot be reduced.
- The benefits of people who are at least 75 years old on December 31, 2017 and their beneficiaries are partially protected, and the closer the person is to age 80 the less the benefits can be reduced.
- The reduction of benefits must be spread fairly among the people who have a pension benefit under the plan.

In deciding whether the proposed reduction is spread fairly, the Board of Trustees took into account the following:

- Age and Life Expectancy
- Amount of Benefit
- Type of Benefit: Survivor, Normal Retirement, Early Retirement
- Extent to which participant or beneficiary is receiving a subsidized benefit
- History of benefit increases and reductions
- Any discrepancies between active and retiree benefits

4. What are the proposed reductions in benefits?

The Board of Trustees of the Southwest Ohio Regional Council of Carpenters Pension Plan propose a suspension of benefits formula that applies a uniform series of steps to recalculate the participant or beneficiary's accrued benefit, effective as of December 31, 2017, whether the participant or beneficiary is presently in pay status or has not yet commenced payment of benefits.

Step 1: The elimination of any subsidy for those individuals, or their beneficiaries, who retired prior to the attainment of age 62. The elimination of any subsidy is accomplished by the application of reduction factors for retirements prior to age 62, a full actuarial reduction, that would have been applicable to the participant's age at retirement had the participant retired subject to the same Plan provisions that apply to monthly benefits with a benefit commencement date on or after January 1, 2013 (the date of the final removal of any and all subsidies for retirement prior to age 62).

Similarly, beneficiaries presently receiving monthly benefits would have their benefits recalculated to apply the same reduction factors for retirements prior to age 62 that would have been applicable on or after January 1, 2013 to the accrued benefit of the participant on whom the beneficiary's benefit is based.

If you retired on or after attaining age 62, or you retired on or after January 1, 2013 (or have not yet retired), this step will not have any impact on you or your beneficiary.

Step 2: A uniform seventeen percent (17%) reduction of the monthly benefit of every participant and beneficiary.

Limitations on the application of the Steps:

- 1 – Participants, and their beneficiaries, who retired and received a Disability Pension Benefit will not be subject to any reduction.

- 2 – Participants and beneficiaries monthly benefit will not be reduced below 110% of the amount guaranteed by the Pension Benefit Guaranty Corporation.
- 3 – Participants or beneficiaries who are receiving a monthly benefit and have reached age 80 by December 31, 2017 will not have their benefit reduced.
- 4 – Participants or beneficiaries who are receiving a monthly benefit and have reached age 75 by December 31, 2017 will have a portion of their benefit protected from reduction.

Alternate Payees with a separate assigned pension benefit in the Plan will have the above steps applied to their monthly benefit as if they were a Participant. Alternate Payees with a shared interest pension benefit in which they receive a percentage of each monthly benefit a Participant receives will continue to receive the same percentage of the Participant's monthly benefit after application of the above steps. Alternate Payees with a shared interest pension benefit in which they received a fixed dollar amount from each monthly benefit a Participant receives will continue to receive the same fixed dollar amount unless the reduction reduces the Participant's benefit to less than the assigned benefit. Alternate Payees should review their Qualified Domestic Relations Orders to determine what type of assigned benefit they have. Participants and Alternate Payees may adjust current QDROs by filing a new revised QDRO.

5. What comes next?

Approval or denial of the application by the Treasury Department

The Treasury Department will review the application to see whether it meets all of the legal requirements under Federal law. If the application meets all of those requirements, the Treasury Department is required to approve the application. If the application does not meet the legal requirements, the Treasury Department will deny the application. The Treasury Department will have until November 10, 2017 to make a decision.

You can get information from the Treasury Department

More information about the proposed benefit reductions and a copy of the application is available at www.treasury.gov/mpira.

The application will be available on that website within 30 days after the Treasury Department receives it. The application includes more information about the proposed reduction, including details about: 1) the Plan actuary's certification that the Plan will run out of money (that is, that the plan is in "critical and declining status"); 2) how the proposed reduction would satisfy the requirement that it be large enough so that the Plan is estimated not to run out of money, while not being larger than needed; and 3) the sensitivity of these estimates to the assumptions used.

The application describes the steps the Board of Trustees has already taken to keep the Plan from running out of money and why the Board of Trustees believes that a benefit reduction is the only remaining option to keep the plan from running out of money. In addition, the application explains why the Board of Trustees believes that the proposed reduction is spread fairly among the people who have a pension benefit under the plan.

The Treasury Department website will also provide updated information on the application, such

as whether the application has been updated or withdrawn.

For further information and assistance, you can also write to the Treasury Department at the following address:

Department of the Treasury
Attn: MPRA Office, Room 1001
1500 Pennsylvania Avenue, NW
Washington, DC 20220

You Can Comment on the Application to Reduce Benefits

You can submit a comment on the application by going to www.treasury.gov/mpra. Comments may also be mailed to the Department of the Treasury, at the address listed above. All interested parties can make comments, and the comments will be publicly available.

Retiree Representative

If a plan has 10,000 or more participants, the Board of Trustees must select a retiree representative to advocate for the interests of retirees, beneficiaries, and deferred vested participants as part of this process. A plan is required to pay the reasonable expenses of the retiree representative.

The Board of Trustees is not required to select a retiree representative, because the Plan has fewer than 10,000 participants. The Board of Trustees has not chosen to select a retiree representative.

Vote on the proposed benefit reduction

If the application for the proposed reduction of benefits is approved by the Treasury Department, then you will have the opportunity to vote on the proposed reduction. Unless a majority of all participants and beneficiaries of the Plan vote to reject the reduction, the Treasury Department must allow the reduction of benefits to take effect. This means that not voting counts the same as a vote to approve the reduction.

You may contact PBGC's Participant and Plan Sponsor Advocate by mail at Pension Benefit Guaranty Corporation, Attn: Participant and Plan Sponsor Advocate, 1200 K St., NW, Washington DC 20005; by telephone at (202) 326- 4448; or by e-mail at advocate@PBGC.gov.

Your right to see Plan documents

You may want to review Plan documents to help you understand your rights and the proposed reduction to your benefits. The Plan administrator must respond to your request for the following documents within 30 days:

- The Plan document (including any amendments adopted to reflect an authorized reduction of benefits), trust agreement, and other documents governing the Plan (such as collective bargaining agreements).
- The Plan's most recent summary plan description (SPD or plan brochure) and any summary

of material modifications.

- The Plan's Form 5500 annual reports, including audited financial statements, filed with the U.S. Department of Labor during the last six years.
- The annual funding notices furnished by the Plan during the last six years.
- Actuarial reports, including reports prepared in anticipation of the benefit reduction, furnished to the Plan within the last six years.
- The Plan's current rehabilitation plan, including contribution schedules and annual plan-sponsor determinations that all reasonable measures to avoid running out of money continue to be taken and that the Plan would run out of money if there were no benefit reductions.
- Any quarterly, semi-annual or annual financial reports prepared for the Plan by an investment manager, fiduciary or other advisor and furnished to the Plan within the last six years.

The Plan administrator may charge you the cost per page to the Plan for the cheapest way of copying documents, but cannot charge more than 25 cents per page. The Plan's Form 5500 Annual Return/Report of Employee Benefit Plan is also available free of charge at www.dol.gov/ebsa/5500main.html. Some of the documents also may be available for examination, without charge, at the Plan administrator's office, your worksite or union hall.

Your right to challenge incorrect calculations

If you think the Plan miscalculated the reduction to your benefits, then you have the right to submit a claim to the Plan to have the calculation corrected. The Plan's summary plan description ("SPD") tells you how to submit a claim. The SPD also describes your right to have a court review the Plan's final decision on your claim.

If you believe the information used to calculate your estimate at the end of this notice is wrong, please contact the Plan office at:

Southwest Ohio Regional Council of Carpenters' Pension Plan
P.O. Box 31580
Independence, OH 44131
Phone: 330-779-8862

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – EXEMPTED MEMBERS

Your monthly benefit would not change under the proposed reduction.

This estimate is based on the following information from Plan records:

- You have 10 years of credited service under the Plan.
- You will be 53 years, 8 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$814.57.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$357.50.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – ACTIVE AND TERMINATED VESTED AND NON-VESTED PARTICIPANTS OVER 62

Your benefit without the proposed reduction as of March 30, 2017 in the form of single life annuity is \$1,774.90. Under the proposed reduction your monthly benefit in the same form will be reduced to \$1,473.17¹

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 21.8 years of credited service under the Plan.
- You will be 70 year, 7 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$779.35.

¹ These amounts will be different if you take your benefit in a different form. For example, if you elect a 10-year period certain benefit, your reduced monthly benefit will be \$1,525.42.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – RETIRED MEMBERS – AGE 75-80

Your current monthly benefit is \$1,948.33. Under the proposed reduction your monthly benefit will be reduced to \$1,738.56 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 14.2 years of credited service under the Plan.
- You will be 76 years, 9 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$507.65.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – EXEMPTED MEMBERS

Your monthly benefit would not change under the proposed reduction.

This estimate is based on the following information from Plan records:

- You have 6.4 years of credited service under the Plan.
- You will be 97 years, 9 months as of December 31, 2017.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$228.80.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – RETIRED MEMBERS – EARLY UNREDUCED

Your current monthly benefit is \$2302.42. Under the proposed reduction your monthly benefit will be reduced to \$1,140.43 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 29 years of credited service under the Plan.
- You will be 62 years 5 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$1,036.75.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – ALTERNATE PAYEES IN PAY STATUS

Your current monthly benefit is \$113.61. Under the proposed reduction your monthly benefit will be reduced to \$113.61 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 10.00 years of credited service under the Plan.
- You will be 67 years, 3 month as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$112.71.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – RETIRED MEMBERS – EARLY REDUCED

Your current monthly benefit is \$1,581.96. Under the proposed reduction your monthly benefit will be reduced to \$1,087.27 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 19.4 years of credited service under the Plan.
- You will be 74 years, 7 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$693.55.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – BENEFICIARIES IN PAY STATUS AGES 75-80

Your current monthly benefit is \$820.60. Under the proposed reduction your monthly benefit will be reduced to \$797.83 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 32.9 years of credited service under the Plan.
- You will be 79 years 4 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$705.93.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – RETIRED MEMBERS – AGE 62 AT RETIREMENT

Your current monthly benefit is \$116.62. Under the proposed reduction your monthly benefit will be reduced to \$104.38 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 2.7 years of credited service under the Plan.
- You will be 69 years, 5 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$94.89.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – BENEFICIARIES IN PAY STATUS

Your current monthly benefit is \$171. Under the proposed reduction your monthly benefit will be reduced to \$157.41 beginning on January 1, 2018.

The proposed reduction is permanent.

This estimate is based on the following information from Plan records:

- You have 5.4 years of credited service under the Plan.
- You will be 57 years and 8 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$143.10.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – ACTIVE AND TERMINATED VESTED PARTICIPANTS UNDER 62

If you start receiving your benefit on October 1, 2051 in the form of a Single Life Annuity, your monthly benefit without the proposed reduction would be \$378.79. Under the proposed reduction your monthly benefit in the same form would be reduced to \$314.40¹.

The proposed reduction is permanent.

This is an estimate of the effect of the proposed reduction on your benefit under the Plan. It is not a final benefit calculation. This was done assuming that the proposed benefit reduction starts on December 31, 2017. If the benefit reduction starts later, the effect of the proposed reduction on your benefit might be different.

This estimate is based on the following information from Plan records:

- You have 7.4 of credited service under the Plan.
- You will be 28 years 3 months as of December 31, 2017.
- The portion of your benefit that is based on disability is \$0.00

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$264.55.

¹ These numbers are just estimates. The actual amount you receive will depend on things like how long you work and when you begin receiving payments. For more information, see the Summary Plan Description.

This estimate of the effect of the proposed reduction of benefits has been prepared for:

[Affected Individual's Name]

[Address]

[Town, State, Zip]

HOW YOUR MONTHLY PAYMENTS WILL BE AFFECTED – EXEMPTED BENEFICIARIES

Your monthly benefit would not change under the proposed reduction.

This estimate is based on the following information from Plan records:

- You have 29.7 years of credited service under the Plan.
- You will be 86 years and 8 months as of December 31, 2017.

PBGC Guaranteed Benefits

If the Plan does not have enough money to pay benefits, your monthly benefit would be no larger than the amount guaranteed by PBGC. The amount of your monthly benefit guaranteed by PBGC is estimated to be \$395.03.