	Pension Fund was amended to reduce the Benefit Credit down to $50. This benefit change will impact the group of participants with the greatest accrued benefit to a greater extent than the rest of the population. The change to eliminate excess Pension Credits will impact affected participants who worked more 1,200 hours in a Plan Year to a greater extent than the participants that worked 1,200 or less. However, the Trustees determined that these excess Benefit Credits would be eliminated upon insolvency under the PBGC rules. • *Extent to which participant or beneficiary is receiving a subsidized benefit*. Participants and their surviving spouses who retired with unreduced early retirement benefits prior to May 1, 2009 will be subject to an early retirement reduction. All other participants that retired early, either without 30 years or Vesting Service or after May 1, 2009, received either a lesser or no subsidy upon retirement prior to Normal Retirement Age. • *History of benefit increases and reductions*. The Board of Trustees for the Pension Fund began reducing the accrued benefits on a prospective basis in 2004. Since that time, the Trustees made a series of benefit changes including elimination of most adjustable benefits under the initial Rehabilitation Plan in May 2009. Since active participants have been subject to greater benefit reductions than those who retired prior to the Rehabilitation Plan, their benefits are reduced less under this proposed Suspension Plan than those of those who retired prior to the Rehabilitation Plan. • *Any discrepancies between active and retiree benefits*. The proposed Suspension Plan adopts the same changes for both the active and retired participants, however, since active participants have been subject to greater benefit reductions than those who retired prior to the Rehabilitation Plan, the impact of the changes are that the active benefits are

	reduced less than those of those who retired prior to May 2009. • *Extent to which active participants are reasonably likely to withdraw support for the plan, accelerating employer withdrawals from the plan and increasing the risk of additional benefit reductions for participants in and out of pay status*. Current active participants need to work 1,900 hours in Covered Employment, which results in a contribution requirement of $19,000, in order to earn one full year of Benefit Credit in the amount of $50. Even with this burdensome contribution, the Pension Fund is still projected to become insolvent in 2025. Any changes that do not require additional contributions into this Pension Fund to avoid insolvency should help maintain the active participant base. Active participants who commenced participation after November 1, 2004, when the benefit accrual rate was lowered to $50, will likely not see any reduction in benefits resulting from the suspension. Active participants who commenced participation after May 1, 2005 when the excess Benefit Credits were eliminated, will not see any reduction under the proposed Suspension Plan. Active participants who commenced participation after November 30, 1995 will likely only see a reduction in benefits resulting from the elimination of the excess Benefit Credits that could have been earned before April 30, 2005. The proposed Suspension Plan should help stabilize the Pension Fund, avoiding insolvency, without adversely impacting the active participants by requiring additional contributions. The proposed suspension is applied consistently to all groups of participants.