



## ROOFERS LOCAL 30 BENEFIT FUNDS

P.O. BOX 4600 TROY, MI 48099  
TELEPHONE TOLL FREE: 1.877.280.8874

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April 15, 2018

### TO ALL PARTICIPANTS AND EMPLOYERS:

Enclosed are two important notices regarding your Pension Plan: (1) the Annual Funding Notice, a notice providing information about the Plan's finances and (2) a Special Notice regarding the Plan's status under the Pension Protection Act of 2006 (the PPA). This memorandum provides a brief explanation of each of these notices and also discusses the steps we are taking to improve the Plan's financial health and the security of your pension benefits.

#### ANNUAL FUNDING NOTICE

Enclosed is the Annual Funding Notice for the **2017** Plan Year. Since the format of the Annual Funding Notice is prescribed by regulations, we want to provide this brief guide to the contents of the Notice.

The Annual Funding Notice provides important information about your Pension Plan, including descriptions of the Trustees' funding and investment policies and the allocation of the Plan's investments as of December 31, 2017. Federal law also requires that the Annual Funding Notice include certain information that is *not* applicable to our Plan, such as a description of the rules for plans that are insolvent.

#### NOTICE REGARDING PPA STATUS

Beginning in 2008, the PPA created new classifications, also known as "zones" or "statuses", for assessing the financial health of pension plans: Green Zone (neither "endangered" nor "critical" status), Yellow or Orange Zone ("endangered" status), or Red Zone ("critical" status). When a plan is classified in the Yellow, Orange, or Red Zone, it must take steps to improve the financial health of the plan by meeting certain financial goals within a specified time period.

For 2018, the Pension Plan remains in Endangered Status. The Trustees, in conjunction with the Pension Plan's advisors, adopted a Funding Improvement Plan in compliance with the Pension Protection Act and the Plan is projected to emerge from endangered status within the 10-year funding improvement period.

If you have any questions about these notices or any other questions about your Pension Plan, please contact the Plan Office:

Board of Trustees of the Roofers Union Local 30 Combined Pension Plan  
c/o BeneSys, Inc.  
Po Box 4600  
Troy, MI 48099  
Amanda Watson  
877-280-8874  
[amanda.watson@benesys.com](mailto:amanda.watson@benesys.com)

**Notice of Endangered Plan Status  
For  
Roofers Union Local 30 Pension Plan**

This is to inform you that on March 30, 2018 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 January 1, 2018. Federal law requires that you receive this notice. This is not a notification of any change in benefits, nor does it indicate that the plan will be unable to pay all scheduled benefits. Our retirees and beneficiaries will continue to receive their full benefits on time with no reductions.

**Endangered Status**

The plan is considered to be in endangered status because its funding level is below that which is required by the Pension Protection Act. More specifically, the plan's actuary has determined that the funded percentage of the plan, that is the plan's assets divided by the plan's liabilities, is less than 80%.

**Funding Improvement Plan**

Federal law requires that pension plans in endangered status adopt a funding improvement plan aimed at restoring the financial health of the plan. This funding improvement plan is intended to reduce the Plan's underfunded percentage by one-third by the end of a ten-year period and avoid a projected funding deficiency at the end of the period. No benefits already earned can be reduced or eliminated as part of this funding improvement plan. The Trustees previously adopted a rehabilitation plan while the plan was in critical status. The Funding Improvement Plan is a reclassification of the previously adopted Rehabilitation Plan. It includes schedules of contribution increases that were adopted by the bargaining parties as well as reductions in future benefit levels. These updates are projected to enable the Fund to achieve the benchmarks required of a Funding Improvement Plan.

Note: it is not expected that any changes to the Plan will be necessary other than the changes that are part of the prior rehabilitation plan and the funding improvement plan already in place. However, there is no guarantee that additional changes will not be required. Such changes may include increases to employer contributions, reductions in benefits, or both.

**Where to Get More Information**

For more information about this Notice, or to receive a copy of the Funding Improvement Plan after it is adopted, please contact the plan administrator:

Board of Trustees of the Roofers Union Local 30 Combined Pension Plan  
c/o BeneSys, Inc.

Po Box 4600

Troy, MI 48099

Amanda Watson

877-280-8874

[amanda.watson@benesys.com](mailto:amanda.watson@benesys.com)



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P.O. BOX 4600 TROY, MI 48099  
TELEPHONE TOLL FREE: 1.877.280.8874

February 12, 2018

TO: Participants of the Roofers Union Local 30 Combined Pension Plan  
FROM: Board of Trustees  
RE: **Important Change to the Pension Plan**

The Board of Trustees of the Roofers Union Local 30 Combined Pension Plan (the “Plan”) has the responsibility of maintaining the long-term financial stability of the Plan. In 2014, the Plan was amended to reduce benefit accrual rates effective January 1, 2015. Further, the amendment called for the accrual rates to be restored if the Board of Trustees determined that the Plan’s unfunded vested liability had been substantially reduced as of December 1, 2017.

**The Trustees have made a determination that the Plan’s funding levels have improved and benefit accrual rates will increase beginning January 1, 2018.**

This notice briefly describes a change that has been made to the Plan and how this change may affect your benefits. We know this information is important to you and encourage you to contact the Fund Office if you have any questions.

**IMPORTANT:** *This change will go into effect on January 1, 2018* and will only affect benefits you accrue (earn) *on or after January 1, 2018*. Any benefits accrued under the Plan *before January 1, 2018* will NOT be increased by the Plan change listed below. Any benefits current retirees or beneficiaries are receiving will not be affected by the Plan change described in this Notice.

## **CHANGE EFFECTIVE JANUARY 1, 2018**

The Plan is being amended, effective January 1, 2018, to provide the following change.

### ***Modify Retirement Benefit Calculation Formula***

For all work performed after January 1, 2018, the Plan is being amended to increase the pension credit for your Contribution Hours. As a result, your Accrued Monthly Pension for work during this period will be higher than it would have been if the prior rules continued to apply. Your “Accrued Monthly Pension” is the basic starting point for all pension benefit calculations and means a pension benefit that starts at normal retirement date and is paid for your lifetime only.

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## **ABOUT THIS NOTICE**

The purpose of this notice is to provide you with information regarding a change to the Roofers Union Local 30 Combined Pension Plan (the “Plan”).

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## NO REDUCTION OF ACCRUED BENEFITS

Remember, these changes will go into effect on January 1, 2018. Any pension benefits accrued under the Plan before January 1, 2018 will not be increased by the Plan changes listed in this notice.

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In 2015, 2016, and 2017, for each Contribution Hour credited to you for work attributable to commercial contracts, you earned \$0.030 of Accrued Monthly Pension. The benefit level will increase to \$0.045 for Contribution Hours credited on or after January 1, 2018 for work attributable to commercial contracts. Further, the benefit level for work attributable to commercial contracts will increase to \$0.055 for Contribution Hours credited in the year following the year in which the Plan achieves a funded percentage of 75% if doing so is consistent with existing law at the time.

In 2015, 2016, and 2017, for each Contribution Hour credited to you for work attributable to residential contracts, you earned \$0.018 of Accrued Monthly Pension. The benefit level will increase to \$0.025 for Contribution Hours credited on or after January 1, 2018 for work attributable to residential contracts. Further, the benefit level for work attributable to residential contracts will increase to \$0.030 for Contribution Hours credited in the year following the year in which the Plan achieves a funded percentage of 75% if doing so is consistent with existing law at the time.

### EXAMPLES

The following charts illustrate the effect of the above change on the amount of your Accrued Monthly Pension, commencing at your normal retirement date and payable for your lifetime thereafter, that you will earn in various plan years beginning on or after January 1, 2018, assuming you work 1,000 hours each plan year. If your Contribution Hours credited in a plan year are different than those indicated below, then the Accrued Monthly Pension shown would be different.

For work attributable to commercial contracts:	
Plan Year	Accrued Monthly Pension Earned for 1,000 hours of work <i>After the Amendment</i>
01/01/2017 – 12/31/2017	\$30 (=1,000 hours × \$0.030)
01/01/2018 and thereafter*	\$45 (=1,000 hours × \$0.045)

- \* This rate will continue each following year until a funded percentage of 75% is achieved. The Accrued Monthly Pension Earned for 1,000 hours of work for the years after a funded percentage of 75% achieved will be \$55 (= 1,000 hours x \$0.055), if consistent with the law existing at that time.



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## HAVE QUESTIONS?

You can call or write to the Fund Office if you have questions.

Address:  
700 Tower Dr.  
Suite 300  
Troy, MI 48098

Phone:  
(877) 280-8874

For work attributable to residential contracts:	
Plan Year	Accrued Monthly Pension Earned for 1,000 hours of work After the Amendment
01/01/2017 – 12/31/2017	\$18 (=1,000 hours × \$0.018)
01/01/2018 and thereafter*	\$25 (=1,000 hours × \$0.025)

- \* This rate will continue each following year until a funded percentage of 75% is achieved. The Accrued Monthly Pension Earned for 1,000 hours of work for the years after a funded percentage of 75% achieved will be \$30 (= 1,000 hours x \$0.030), if consistent with the law existing at that time.

## CONCLUSION

This notice has been prepared to inform you of a plan amendment implementing a change effective January 1, 2018 that affects future benefits under the Plan. If you have any questions, you can contact the fund administrator at (877) 280-8874.

*This notice does not cover all details of the Plan or its operation. It is not intended to be a summary plan description or the basis upon which you make financial decisions. The terms of the Plan govern all benefits and eligibility. In the event of any discrepancy between this notice and the Plan document, the Plan document will always govern. In addition, the Board of Trustees of the Roofers Union Local 30 Combined Pension Plan reserves the right to amend or terminate the Plan at any time.*