

## Timeline for 2020 Red Zone

Date/Meeting	Notes
September 17, 2019 Board Meeting	Timeline adopted by trustees.
December 4, 2019 Board Meeting	HAS reviews 2020 certification assumptions with trustees.
March 2, 2020	HAS sends certification to IRS of Plans' Red Zone status and notifies trustees. (Statutory deadline is March 30, 2020)
March 9, 2020 Work Group Meeting	HAS prepares RP, schedules, draft notices to bargaining parties and participants.
March 12, 2020 Board Meeting	Board adopts the WG recommended RP, schedules, and approves distribution of notices to bargaining parties, and participants.
March 12, 2020 (ASAP)	Following Board Meeting: BeneSys sends RP document describing RP schedules adopted by board to bargaining parties.
March 12, 2020 (ASAP)	Following Board Meeting: BeneSys sends Notice of Critical Status (includes notice of employer surcharge) with applicable cover letters to participants, beneficiaries, PBGC, DOL and bargaining parties. (Statutory deadline is 30 days after IRS certification)
May 31, 2020	BeneSys begins billing for employer surcharge of 5% of contributions for work month of May (goes to 10% January 1, 2021 if no RP).

## Timeline for 2020 Red Zone

Date	Notes
August 31, 2020	CBA expires.
TBD	CSO/CAS/CTA Ratify Contract.
Early September 2020	Following ratification of all parties: Board amends Plan per bargained RP.
November 25, 2020	Statutory deadline for adopting RP.
February 27, 2021	Default schedule imposed if bargaining parties do not adopt a RP schedule.
January 1, 2021 – December 31, 2030	Rehabilitation Period (10-year period the Plan has to emerge from critical status)
TBD	Plan Design Changes
TBD	Contribution Changes