



**National Integrated Group  
Pension Plan**

30 Scranton Office Park  
Scranton, Pa. 18507

Phone: 1-800-321-2393  
Fax: 570-340-4292  
www.nigpp.org

## **NATIONAL INTEGRATED GROUP PENSION PLAN (NIGPP)**

**To:** NIGPP Participants, Beneficiaries, and Alternate Payees  
NIGPP Collective Bargaining Representatives and Participating Employers

**From:** Board of Trustees of the National Integrated Group Pension Plan

**Date:** April 2017

**RE:** Annual Funding Notice, Notice of Critical Status, and Summary of Material Modifications

Enclosed with this letter are three important notices concerning the National Integrated Group Pension Plan (the Plan) that federal law requires us to send you:

- The 2016 Annual Funding Notice;
- The 2017 Notice of Critical Status; and
- A Summary of Material Modifications made to the Plan in Plan Year 2016.

This letter provides further information about these three notices.

### **Annual Funding Notice**

The enclosed 2016 Annual Funding Notice provides detailed information about the Plan's funded status in the 2016 Plan Year, which ended last December (December 31, 2016). It also shows comparable information about the Plan for the two prior plan years (2015 and 2014). The 2016 Annual Funding Notice reports that, as of January 1, 2016, the Plan's "funded percentage" (a measure of how well the Plan is funded) was 54.2% and the Plan was in "critical and declining status" for 2016 under the Pension Protection Act of 2006 (the PPA) and Multiemployer Pension Reform Act of 2014 (MPRA).

### **Notice of Critical Status**

The enclosed 2017 Notice of Critical Status reports on the Plan's funded status in the current year – the 2017 Plan Year beginning January 1, 2017, and ending December 31, 2017. As required by federal law, this Notice informs you of the Plan actuary's certification issued on March 31, 2017, that the Plan remained in "critical" status as defined under the PPA as of January 1, 2017. The Notice also summarizes

the actions that the Board of Trustees has taken, in accordance with federal law, to improve the Plan's financial condition by adopting a rehabilitation plan. The Plan's actuary also certified on March 31, 2017, that the Plan remained in "critical and declining" status for 2017 under MPRA.

### **Summary of Material Modifications**

The enclosed Summary of Material Modifications is being provided to inform you of material modifications that were made to the Plan during the 2016 Plan Year. This summary is a supplement to the Plan's most recent (2012) Summary Plan Description (SPD). You should read this summary and retain it with your copy of the Plan's SPD.

### **Where can I obtain additional information?**

Please read the enclosed notices carefully. If, after reading these notices, you have additional questions, you may write to the Administrative Agency at 30 Scranton Office Park, Scranton, PA 18507, email the Administrative Agency at [questions@nigpp.org](mailto:questions@nigpp.org), or call 1-800-321-2393.



## Annual Funding Notice For National Integrated Group Pension Plan

### Introduction

This notice includes important information about the funding status of your multiemployer pension plan ("the Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2016 and ending December 31, 2016 ("Plan Year").

### How Well Funded is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

<b>Funded Percentage</b>			
	<b>2016 Plan Year</b>	<b>2015 Plan Year</b>	<b>2014 Plan Year</b>
1. Valuation Date	1/1/2016	1/1/2015	1/1/2014
2. Funded Percentage	54.2%	68.2%	68.6%
3. Value of Assets	\$785,965,614	\$837,012,354	\$837,625,261
4. Value of Liabilities	\$1,451,091,169	\$1,227,628,494	\$1,221,743,589

### Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. These asset values are the fair market value of the assets on the Valuation Date. For your additional information, the year-end fair market value of the Plan's assets for funding purposes for the Plan Year and for the two preceding plan years was: \$781,988,320.33 as of December 31, 2016 (estimated); \$785,965,614 as of December 31, 2015; and \$837,012,354 as of December 31, 2014.

### Endangered, Critical or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). Under new federal law enacted in 2014, for plan years beginning on and after January 1, 2015, a plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was in “critical and declining” status in the Plan Year ending December 31, 2016 because the Plan’s actuary determined that there was a funding deficiency for the current Plan Year. Additionally, the funded percentage was less than 80% and insolvency is projected within 20 years. The Plan is projected to be insolvent in the 2028 Plan Year. Such insolvency may result in benefit reductions. In an effort to improve the Plan's funding situation, the trustees adopted a Rehabilitation Plan on November 25, 2009. The Rehabilitation Plan imposes benefit reductions on participants with respect to whom no employer is currently obligated to make contributions and includes two schedules of benefit reductions and contribution increases, a Preferred Schedule and a Default Schedule, that have been provided to the participating employers and unions for purposes of collective bargaining and adoption. The Plan has provided two Notices of Reductions in Adjustable Benefits Under the Rehabilitation Plan to all participants and beneficiaries of the Plan whose benefits may be affected by the Rehabilitation Plan, one dated April 30, 2010, and one dated December 1, 2012. These Notices describe the specific benefit reductions that are imposed under the Rehabilitation Plan. The benefit reductions described in each Notice do not apply to participants or beneficiaries in pay status as of the Notice date. The rehabilitation period began on January 1, 2012, and the Rehabilitation Plan as amended from time to time is expected to continue indefinitely. You may obtain a copy of the Plan's Rehabilitation Plan, any update to such plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement. You may get this information by contacting the Administrative Agency.

The Plan remains in “critical and declining” status for the plan year beginning January 1, 2017, and ending December 31, 2017. A separate notification of that status is enclosed.

### **Participant Information**

The total number of participants in the Plan as of the Plan’s 2016 Valuation Date was 53,868. Of this number, 5,675 were current employees, 18,711 were retired or separated from service and receiving benefits, and 29,482 were retired or separated from service and entitled to future benefits.

### **Funding & Investment Policies**

Every pension plan must have a procedure for establishing a funding policy to carry out the plan objectives. A funding policy relates to the level of assets needed to pay promised benefits. The Plan's funding policy is to maintain a trust to hold and invest contributions made by participating employers pursuant to collective bargaining agreements and earnings on investments over time.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. In brief summary, the investment policy of the Plan is to maximize investment returns within prudent levels of risk through portfolio diversification across different classes of assets by establishing, from time to time, guidelines and target allocation ranges for the Plan's investments in the different asset classes. With the assistance of an Investment Consultant, the Trustees select qualified investment managers to manage the Plan's investments under the investment policy guidelines by making specific investments in these asset classes through commingled investment vehicles.

In accordance with the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

<b>Asset Allocations</b>	<b>Percentage</b>
1. Cash (Interest-bearing and non-interest bearing)	0%
2. U.S. Government securities	0%
3. Corporate debt instruments (other than employer securities):	
Preferred	0%
All other	0%
4. Corporate stocks (other than employer securities):	
Preferred	0%
All other	0%
5. Partnership/joint venture interests	0%
6. Real estate (other than employer real property)	0%
7. Loans (other than to participants)	0%
8. Participant loans	0%
9. Value of interest in common/collective trusts	25.9%
10. Value of interest in pooled separate accounts	58.4%
11. Value of interest in 103-12 investment entities	0%
12. Value of interest in registered investment companies (e.g., mutual funds)	4.2%
13. Value of funds held in insurance co. general account (unallocated contracts)	0%
14. Employer-related investments:	
Employer Securities	0%
Employer real property	0%
15. Buildings and other property used in plan operation	0%
16. Other	11.5%

Additional information about the Plan's investment in common/collective trusts and/or pooled separate accounts is available from the Administrative Agency at 30 Scranton Office Park, Scranton, PA 18507, [questions@nigpp.org](mailto:questions@nigpp.org) or 1-800-321-2393.

### **Right to Request a Copy of the Annual Report**

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the Administrative Agency. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact the Administrative Agency if you want information about your accrued benefits. The contact information for the Administrative Agency is provided below under "Where to Get More Information."

## **Summary of Rules Governing Insolvent Plans**

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected as a result of the insolvency, including loss of a lump sum option.

## **Benefit Payments Guaranteed by the PBGC**

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

*Example 1:* If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ( $\$600/10$ ), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus  $\$24.75 (.75 \times \$33)$ , or \$35.75. Thus, the participant's guaranteed monthly benefit is  $\$357.50 (\$35.75 \times 10)$ .

*Example 2:* If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or  $\$200/10$ ). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus  $\$6.75 (.75 \times \$9)$ , or \$17.75. Thus, the participant's guaranteed monthly benefit would be  $\$177.50 (17.75 \times 10)$ .

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at [www.pbgc.gov/multiemployer](http://www.pbgc.gov/multiemployer). Please contact the Administrative Agency for specific information about your Plan or pension benefit. PBGC does not have that information. See "Where to Get More Information," below.

**Where to Get More Information**

For more information about this notice, you may contact the Administrative Agency at 30 Scranton Office Park, Scranton, PA 18507, [questions@nigpp.org](mailto:questions@nigpp.org), or 1-800-321-2393. For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" is The National Integrated Group Pension Plan, EIN 22-6190618.



## **Notice of Critical Status For National Integrated Group Pension Plan**

This is to inform you that on March 31, 2017, the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning January 1, 2017.<sup>1</sup> Federal law requires that you receive this notice.

### **Critical Status**

The plan is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the plan's actuary determined that the plan is projected to have an accumulated funding deficiency for the plan year ending December 31, 2017.

### **Rehabilitation Plan**

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. This is the ninth year the plan has been in critical status. The law permits pension plans to reduce, or even eliminate benefits called "adjustable benefits" as part of a rehabilitation plan. The NIGPP trustees have adopted a rehabilitation plan that, as the law permits, reduces, or eliminates, benefits called "adjustable benefits" as part of the rehabilitation plan. On April 30, 2010, and on December 1, 2012, you were notified that the plan reduced or eliminated adjustable benefits. On April 30, 2009, you were notified that as of April 30, 2009, the plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status. If the trustees of the plan determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after April 30, 2009.

### **Adjustable Benefits**

The plan offers or offered the following adjustable benefits that may be or have been reduced or eliminated as part of the rehabilitation plan:

- Disability benefits (if not yet in pay status);
- Death benefit subsidies;

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<sup>1</sup> The plan actuary's certification of March 30, 2017, also stated that the plan is in critical and declining status for the plan year beginning January 1, 2017, under the standards of the Multiemployer Pension Plan Reform Act of 2014.



Early retirement benefits or subsidies;  
Benefit increases occurring in the 5 years before January 1, 2009;  
Joint & Survivor forms of annuity subsidies;  
Certain optional forms

**Employer Surcharge**

The law requires that all contributing employers pay to the plan a surcharge to help correct the plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge was applicable in the initial 2009 critical year and a 10% surcharge is applicable in 2010 and each succeeding plan year thereafter in which the plan is in critical status. The surcharge will cease to apply with respect to employees covered by a collective bargaining agreement as of the effective date of an agreement covering those employees that includes terms consistent with one of the schedules of the rehabilitation plan.

**Where to Get More Information**

For more information about this Notice, you may write to the Administrative Agency at 30 Scranton Office Park, Scranton, PA 18507, email the Administrative Agency at [questions@nigpp.org](mailto:questions@nigpp.org), or call 1-800-321-2393. You have a right to receive a copy of the rehabilitation plan from the Administrative Agency.



### Summary of Material Modifications For National Integrated Group Pension Plan

This is a summary of the material modifications that have been made to the National Integrated Group Pension Plan (the “Plan”) during the 2016 Plan Year. This summary is a supplement to the Plan’s most recent Summary Plan Description (“SPD”) which is dated January 2012. You should read this summary and retain it with your copy of the Plan’s SPD.

- AMENDMENT TO CLARIFY THE PLAN’S CALCULATION OF CONTRIBUTIONS MADE FOR A PARTICIPANT WHO RETURNS TO COVERED EMPLOYMENT FOR FEWER THAN 40 HOURS OF SERVICE PER MONTH

In 2016, the Board of Trustees amended Section 6.01(f)(1) of the Plan to clarify the benefit accrual and payment of benefits earned in any calendar month in which a participant who has retired and returned to covered employment, or continues in covered employment after his normal retirement date, works for less than 40 hours.

- COMPOSITION OF THE BOARD OF TRUSTEES

The current composition of the Board of Trustees is as follows:

#### **PUBLIC TRUSTEE**

*Vacant*

#### **INDUSTRY TRUSTEES**

Ronald Wm. Borst  
*Chairman & CEO*  
Clay and Bailey Manufacturing Co.  
6401 East 40<sup>th</sup> Street  
Kansas City, MO 64129

John Fowler  
*Former Vice President Employee Relations (retired)*  
Lear Corporation – Employee Relations  
210 Bruce Farm Road  
Simpsonville, SC 29681

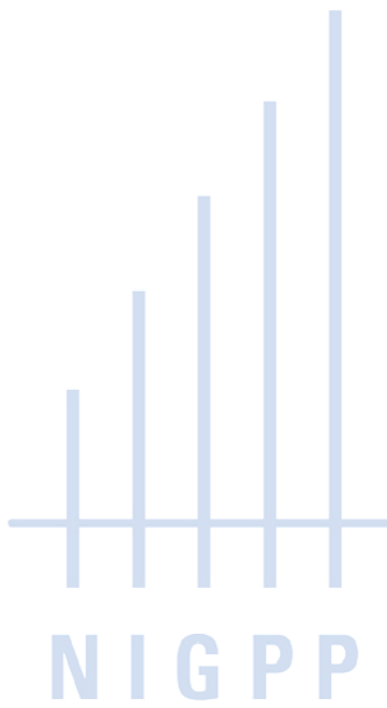
Richard Shirley  
*Former Chairman (retired)*  
General Die Casting Company  
7028 Deerwood Trail  
West Bloomfield, MI 48323

#### **UNION TRUSTEES**

James D. English  
*Former Secretary-Treasurer (retired)*  
United Steelworkers  
407 Morrison Drive  
Pittsburgh, PA 15216

Charles Gayney  
*Former Director – Social Security Department (retired)*  
International Union, UAW  
300 Riverfront Drive #19i  
Detroit, MI 48226

Mary Anne Weston  
*Assistant to the International Secretary-Treasurer*  
United Steelworkers  
Five Gateway Center  
Pittsburgh, PA 15222



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