October, 2016

2015 ANNUAL FUNDING NOTICE FOR THE NORTHERN CALIFORNIA GLAZIERS, ARCHITECTURAL METAL AND GLASSWORKERS 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. This notice does not mean that the Plan is terminating. 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 July 1, 2015 and ending June 30, 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.

Funded Percentage			
Plan Year	2015 Plan Year	2014 Plan Year	2013 Plan Year
Valuation Date	July 1	July 1	July 1
Funded Percentage	74.2%	73.8%	73.0%
Value of Assets	$382,049,591	$373,485,387	$365,726,675
Value of Liabilities	$515,163,604	$506,092,264	$501,221,787

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years.

Plan Year End	June 30, 2016	June 30, 2015	June 30, 2014
Fair Market Value of Assets	$346,532,533[1]	$363,174,734	$368,841,726

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). 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 or critical and declining 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" status in the Plan Year ending June 30, 2016 because (1) there was a projected Funding Standard Account deficiency within three years, and (2) the Plan was in critical status in the immediately preceding Plan Year.

Based on the Plan having been certified as being in critical status for the 2010 Plan Year and each Plan Year thereafter, and in an effort to improve the Plan's funding situation, the Board of Trustees have taken the actions described below:

On November 10, 2010, the Board of Trustees adopted a Rehabilitation Plan with a Rehabilitation Period beginning on July 1, 2011 and with the Plan expected to emerge from critical status by July 1, 2021. The rehabilitation plan contained two "schedules" – a Recommended Schedule and a Default Schedule – of proposed changes in benefits and contribution levels. Generally, participants who retired prior to July 1, 2011 were not affected by the Rehabilitation Plan benefit changes.

For participants who did not retire prior to July 1, 2011:

- Benefit reductions for active participants under a Schedule become effective when their employer's collective bargaining agreement is revised to include terms consistent with one of the Schedules under the rehabilitation plan.

- Inactive participants who terminate employment after their employer negotiates a collective bargaining agreement consistent with a Schedule in the rehabilitation plan shall have their benefits determined based on that Schedule.

[1] Unaudited figure – Subject to change

- Other inactive participants who terminate covered employment but who are vested have their benefits determined based on the Recommended Schedule.

The following benefit changes were effective July 1, 2011 and applied to those covered under the Recommended Schedule:

- The Disability Retirement Benefit subsidy was eliminated for any participants who are not in pay status as a disabled participant, regardless of the date of their Social Security Award, with their benefit being the actuarial equivalent of their normal retirement age accrued benefit;

- The 60-month guarantee period was eliminated with respect to benefits not in pay status;

- The Lump Sum Pre-Retirement Death Benefit was eliminated; and

- The eligibility rules for a Service Pensions payable with no early retirement reductions were changed to require:

    - 60,000 hours of credited service at age 52
    - 54,000 hours of credited service at age 55

- Early Retirement Benefits continued be payable under current Fund eligibility rules but subject to a full actuarial reduction without any retirement-type subsidy.

The following benefit changes were effective July 1, 2011 and applied to those covered under the Default Schedule:

- The Disability Retirement Benefit was eliminated for any participants who are not in pay status as a disabled participant, regardless of the date of their Social Security Award.

- The 60-month guarantee period was eliminated with respect to benefits earned after the date of implementation of the schedule.

- The Lump Sum Pre-Retirement Death Benefit was eliminated.

- For benefits earned on or after July 1, 2011, Plan subsidies for the pensions commencing prior a participant’s attainment of age 65 (Normal Retirement Pensions, Early Retirement Pensions and Service Pensions) were eliminated

- For benefits earned on or after July 1, 2011, subsidies and subsidies on forms of payments other than single life annuities (including Marital Annuities) were eliminated effective on the implementation date.

Specific details concerning how participants are assigned to Schedules and the Schedule benefit changes were provided to participants in a prior notice.

In November 2014, the Board of Trustees revised the Rehabilitation Plan to expect emergence from Critical Status seven years later than previously expected (from July 1 2021 to July 1, 2028). No further changes were made to the benefits under either the Recommended or Default Schedules. The action was taken pursuant to the "reasonable measures" provisions in the Pension Protection Act of 2006.

You may obtain a copy of the Plan's rehabilitation plan and the actuarial and financial data used that demonstrate any action taken by the plan toward fiscal improvement by contacting the plan administrator.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending June 30, 2017, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 3,662. Of this number, 1,667 were current employees, 1,087 were retired and receiving benefits, and 641 were retired or no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to receive pension contribution made by contributing employers pursuant to collective bargaining agreements with the Union, invest those contributions in accordance with the Plan's investment policy, and to adjust plan benefits as necessary and allowable so that plan benefits can be funded with such contributions and anticipated investment earning over a reasonable period of time.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to achieve a long-term above-average total return consisting of capital appreciation and income commensurate with safety and preservation of capital. To do this the Plan invests in diversified array of assets under the management of investment professionals who are experts in their fields. These investments are monitored and recommended by the Plan's investment consultant who will take into consideration the volatility of different asset classes and their correlation to one another.

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Under 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:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	4%
2. U.S. Government securities	3%
3. Corporate debt instruments (other than employer securities)	
▪ Preferred	2%
▪ All other	---
4. Corporate stocks (other than employer securities):	
▪ Preferred	---
▪ Common	26%
5. Partnership/ joint venture interests	21%
6. Real estate (other than employer real property)	---
7. Loans (other than to participants)	---
8. Participant loans	---
9. Value of interest in common/ collective trusts	8%
10. Value of interest in pooled separate accounts	---
11. Value of interest in 103-12 investment entities	12%
12. Value of interest in registered investment companies (e.g., mutual funds)	8%
13. Value of funds held in insurance co. general account (unallocated contracts)	---
14. Employer-related investments	
▪ Employer Securities	---
▪ Employer real property	---
15. Buildings and other property used in plan operation	---
16. Other	16%

For information about the plan's investment in any of the following types of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – contact the Plan Administrator at the address or telephone number provided below under "Where to Get More Information."

Events Having a Material Effect on Assets or Liabilities

By law, this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly impact the funding condition of a plan. For the plan year beginning on July 1, 2016 and ending on June 30, 2017, there are no events expected to have such an effect.

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 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 plan administrator.

Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified 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, 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 x $33), or $35.75. Thus, the participant’s guaranteed monthly benefit is $357.50 ($35.75 x 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 x $9), or $17.75. Thus, the participant's guaranteed monthly benefit would be $177.50 ($17.75 x 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. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information About Your Plan," below.

Where to Get More Information

For more information about this notice, you may contact the Plan administrator:

Northern California Glaziers, Architectural Metal and Glassworkers Pension Plan
4160 Dublin Boulevard, Suite 400
Dublin, CA 94568-7756
(800) 222-6298

For identification purposes:

Plan Sponsor:	Board of Trustees Northern California Glaziers, Architectural Metal and Glassworkers Pension Plan
Plan Number:	001
Employer Identification Number ("EIN"):	94-6083001