

Automotive Machinists Pension Trust

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Administered by
Welfare & Pension Administration Service, Inc.

April 23, 2009

To: Participating Employers/Bargaining Parties
Automotive Machinists Pension Fund

This notice is to inform you that the Board of Trustees of the Automotive Machinists Pension Trust ("Trust") hereby adopts the following Rehabilitation Plan for the 2009 Plan Year in accordance with the provisions of the Pension Protection Act of 2006 ("PPA").

On March 23, 2009, the plan actuary certified to the US Department of the Treasury, and also to the plan sponsor, that the Plan is in critical status for the plan year beginning 2009. The Trust is considered to be in critical status because it has funding or liquidity problems, or both. More specifically, the Trust's actuary determined that the sum of the plan's normal cost and interest on the unfunded benefits for the current plan year exceeds the present value of all expected contributions for the year; the present value of vested benefits of inactive participants is greater than the present value of vested benefits of active participants; and the Trust is projected to have an accumulated funding deficiency in the next four plan years, specifically for the 2013 plan year.

On March 23, 2009, the Trust notified participants and contributing employers of the certification of critical status. As a result, a 5% surcharge will be imposed on contributions starting June 1, 2009 for hours worked during May 2009. The surcharge is scheduled to increase to 10% effective January 1, 2010. Contribution surcharges will continue until collective bargaining agreements are renegotiated consistent with the Rehabilitation Plan.

The Rehabilitation Plan Adoption Period for the Trust began on March 23, 2009 and will end on December 31, 2010. During this period the Trustees will not accept any collective bargaining agreement or participation agreement that (a) reduces the level of contributions for any participants; (b) suspends contributions with respect to any period of service; or (c) excludes younger or newly hired employees from plan participation. Also during the Rehabilitation Plan Adoption Period, except as required by law, the Trustees will not adopt amendments to the plan that increase the liability under the plan by increasing benefits, changing the accrual of benefits, or change the rate at which benefits become non-forfeitable.

The Rehabilitation Period for the Trust will begin on January 1, 2011, and end on December 31, 2020, or when the Trust emerges from critical status, if earlier. During this period the Trustees will not adopt amendments that increase benefits or future accruals unless the Trust's actuary certifies that such increases are paid for out of additional contributions not contemplated by the Rehabilitation Plan and, after taking into account the benefit increases, the plan is still reasonably expected to emerge from critical status by the end of the Rehabilitation Period in accordance with the Rehabilitation Plan.

The 2009 Rehabilitation Plan includes the attached schedules of revised benefit and contribution structures that, if adopted by the bargaining parties, are reasonably expected to enable the plan to emerge from critical status by December 31, 2020.

The Trustees will update the Rehabilitation Plan annually in accordance with the PPA.

Joint Board of Trustees
Automotive Machinists Pension Trust

2009 Rehabilitation Plan

Schedule A

Based on the January 1, 2008 census and January 1, 2009 plan assets, the following table shows the benefit changes and increased contributions that can be reasonably expected to bring the plan out of critical status by December 31, 2020.

	Schedule A	Effective Date
Early retirement subsidies	Eliminated on benefits earned as of June 30, 2009 (NOTE: already eliminated on benefits earned on and after July 1, 2009)	July 1, 2009
Increase in contributions above latest negotiated rate	Increase of 75%, phased in 25% per year over 3 years	Immediately upon renegotiation of collective bargaining agreement

The changes above will not affect the "Grandfathered Group," which is defined as:

- Any participant or beneficiary whose benefit commencement date is on or before March 1, 2009,
- Any participant who has submitted a retirement application which has been received by the Trust Office on or before March 24, 2009 and who subsequently retires on or before the benefit commencement date specified in that application, or
- Any active participant who has at least 501 creditable hours in 2008, who submits a retirement application on or before April 30, 2009, and retires with a benefit commencement date on or before July 1, 2009.

Automotive Machinists Pension Trust

2009 Rehabilitation Plan

Schedule B

Default Schedule

Based on the January 1, 2008 census and January 1, 2009 plan assets, the following table shows the benefit changes and increased contributions that can be reasonably expected to bring the plan out of critical status by December 31, 2020.

	Default Schedule	Effective Date
Increase in contributions above latest negotiated rate	Increase of 129%	Immediately upon renegotiation of collective bargaining agreement

As required under the PPA, should bargaining parties be unable to agree on a contribution and benefit schedule consistent with Schedule A, the Trustees will implement for all participants covered by the bargaining parties' collective bargaining agreement the above Default Schedule of increased contributions and reduced benefits on the date that is 180 days after the date on which the collective bargaining agreement expires.