

# MOUND EMPLOYEES' PENSION PLAN

April 4, 2016

## FREQUENTLY ASKED QUESTIONS REGARDING PLAN TERMINATION

### 1. Why is Washington River Protection Solutions, LLC terminating the Plan?

Washington River Protection Solutions, LLC (WRPS) has resolved to terminate the Mound Employees' Pension Plan (the Plan) and distribute the Plan's assets because benefit accruals under the Plan stopped as of October 1, 2008, business operations associated with the Plan have been closed, and the Plan's liability is fully funded.

### 2. What does "terminating the Plan" mean?

With the termination, all Plan assets will be distributed (either to participants in lump sums or to an insurance company to provide monthly payments). As part of the Plan termination process, participants will be given an opportunity (Special Election) to receive a lump sum distribution, commence an immediate annuity, or receive a deferred annuity contract. Amounts not distributed as lump sums will be delivered to an insurance company, which will then be responsible for making all future payments.

### 3. How will I know where WRPS is in the termination process?

You will receive several different types of correspondence and be invited to some in-person meetings during the termination process. The following is an estimated timeline of the events affecting plan participants. Keep in mind that these dates are only estimates. You will be notified of specific dates by mail after WRPS has received direction from the Internal Revenue Service and PBGC.

Prior to Plan Termination Date		From Plan Termination Date to Asset Distribution					
		Date of Plan Termination - 6/30/2016	Below dates are estimates. Actual dates could differ based on when IRS completes its review.				
4/4/16 - 4/12/16	4/20/16 - 4/23/16		Late Summer 2016	Spring 2017	Late Spring - Summer 2017	Summer - Fall 2017	Fall - Winter 2017
Legal Disclosures - Notice of Intent to Terminate (NOIT) and Notice to Interested Parties (NTIP) are delivered to all pension Plan participants.	Eight town hall participant briefing meetings in Ohio.		Notice of Plan Benefits (NOPB) is delivered to all Plan participants. This notice contains the calculation of participants' remaining benefits.	Plan participants receive benefit election packets and are offered free financial counseling.	In-person meetings held to assist participants with filling out the benefit election packets.	Lump-sums and rollover payments made to Plan participants.	Selected insurance carrier takes over administration of the Plan and begins paying monthly pension benefits.
			4/20/16 - TO BE DETERMINED*				
			*The review of these filings can in some cases take up to 18 months. WRPS will inform participants as the timeline is updated.				

**4. If the Plan termination date is June 30, 2016, why are there notices, election periods and other activities that go into 2017?**

The “Plan termination date” is the date chosen by the Plan sponsor (WRPS) and represents the start of the Plan termination process. The Plan termination process will end when the IRS and PBGC have approved the request to terminate the Plan and all Plan assets have been distributed (either to participants in lump sums or to an insurance company to provide monthly payments).

**5. How does this impact me if I am currently receiving monthly retirement benefits?**

Unless you select the lump sum option, your benefits will continue as before. The Plan will purchase an annuity contract from an insurance company, and the selected insurance company will continue paying your benefits.

**6. When will the Plan termination Special Election process take place?**

The Special Election opportunity will take place after the Plan has received governmental approval to proceed with the termination. WRPS currently anticipates that the election process will begin in the spring of 2017 and that lump sums will be paid during the late summer or early fall of 2017.

**7. When will I learn the amount of my benefits?**

We anticipate that by August 2016 the Plan will send you a statement of your benefits. Anyone who has not been in payment status for more than a year will be asked to verify certain data used to calculate his/her benefit.

**8. Are there requirements that WRPS must follow during the termination process?**

Yes. Any employer terminating a defined benefit pension plan must follow strict guidelines set by the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code. These guidelines help ensure that employers and their partners act in the best interest of plan participants.

**9. Is WRPS terminating the Plan because the Plan is in financial trouble?**

Not at all. The latest available figures show the Plan’s liability is fully funded.

**10. How will the Plan’s Selection Committee identify and select an insurance company?**

The U.S. Department of Labor requires the Plan’s Selection Committee to conduct an objective, thorough and analytical search to identify and select a provider, considering factors such as the insurance companies’ ratings, investment portfolio, capital and surplus, indications of potential liability and more. The Plan’s Selection Committee will

work with an investment advisor/annuity purchase consultant to accomplish these tasks.

**11. Is my Pension Plan benefit guaranteed and protected?**

Currently, the Pension Benefit Guaranty Corporation (PBGC) – a federal agency – guarantees your plan benefit up to certain legal limits. Once the Plan is terminated, the PBGC guarantee ends, and the selected insurance company assumes responsibility for paying benefits. The guaranty associations will take the place of the PBGC and are described in question #12 below.

**12. What happens if the selected insurance company fails and cannot pay my benefit?**

The Plan's Selection Committee and its investment advisor/annuity purchase consultant must meet their obligations described by the U.S. Department of Labor during the insurance company selection process. The selected insurance company must be highly rated. However, to help protect plan participants in the event of a failure, there is a protection that takes place of the PBGC. Every U.S. state – plus Puerto Rico and the District of Columbia – maintains “guaranty associations.” These associations protect policyholders, up to specified limits, if an insurance company cannot meet its obligations. For information about your state's specific guaranty, please consult the National Organization of Life & Health Insurance Guaranty Associations at <http://www.nolhga.com/policyholderinfo/main.cfm/location/ga>, and select your state of residence from the drop down menu.

**13. Will the termination affect the benefit I have earned under the Plan?**

No. The benefits available to you from the insurance company will be the benefits available to you under the terms of the Plan.

**14. If I select a deferred annuity contract, what will I need to do when I want to commence my benefits?**

You will need to contact the insurance company at least 30 days before your desired start date.

**15. Whom may I talk to if I have questions about the Plan termination?**

You can call the Mound Benefits Center at (866) 296-5036.