

# PACE Industry Union-Management Pension Fund

## REPORT OF SUMMARY PLAN INFORMATION

### 2014 Plan Year

In accordance with section 104(d) of the Employee Retirement Income Security Act), the Trustees of the PACE Industry Union-Management Pension Fund (the "Fund") are providing the following Report of Summary Plan Information to unions that represent Plan participants and employers obligated to contribute to the Plan.

Except as otherwise specified, all information in this Report pertains to the plan year that began January 1, 2014 and ended December 31, 2014 ("Plan Year").

#### 1. **Contribution Schedule and Benefit Formula Information.**

Participating employers contribute amounts based upon the contribution rates that have been agreed to in their collective bargaining agreements ("CBAs") with the sponsoring union and participation agreements with the Plan. The CBAs and participation agreements require contributions to the Plan at fixed rates per hour. Such contributions are required to be remitted to the Plan monthly. No employee contributions are permitted.

The Plan comprises several alternative programs that determine a participant's benefits as follows:

**Programs A-G.** Programs A-G provide for several different types of pension and other forms of benefits which are determined based on the participant's pension credits and benefit levels applicable to each participant. Programs A-G determine a participant's pension credit as follows:

**Future Service Credit:** Future service credit is based on hours of service in covered employment and generally includes all hours in covered employment which are paid by an employer. Subject to certain limitations, hours may also be credited for certain non-working periods.

Programs A, B, C, D, E & F: Participants receive one full year of future service credit for each calendar year in which they have at least 1,760 hours (effective January 1, 2011 this requirement increased to 2,040 hours) for which contributions are due from a contributing employer on their behalf. Participants may also receive a partial year of future service credit for calendar years in which they have less than 1,760 hours (effective January 1, 2011 this requirement increased to 2,040 hours for most participants).

Program G: Participants receive one full year of future service credit for each calendar year in which they have at least 1,800 hours (effective January 1, 2011 this requirement increased to 2,040 hours) for which contributions are due on their behalf. Participants may also receive a partial year of future service credit for calendar years in which they have less than 1,800 hours (effective January 1, 2011 this requirement increased to 2,040 hours).

**Past Service Credit:** Past service credit is pension credit for work performed before an employer started contributing to the Plan.

Programs A, B, C, D, E & F: Participants qualify for past service credit if they satisfy certain requirements. Subject to several restrictions, including type of eligible employment, participants may receive one year of past service credit for each calendar year in which they worked at least 1,200 hours in creditable employment. A partial year of past service credit for the calendar year in which covered employment or creditable employment starts may also be received. Under Programs A, B and C, past service is available for both vesting and pension credit purposes; under Programs D, E and F, on or after January 1, 1999, it is available only for vesting purposes.

Program G: Participants qualify for past service credit if they satisfy certain requirements. Subject to several restrictions, including type of eligible employment, participants may receive one year of past service credit for each calendar year in which they worked at least 150 days.

For employees of employers that begin participating in the Fund on or after January 1, 2006, past service credit is limited to time worked at the facility for which the employer makes contributions to the Fund, subject to limitations as determined by the Fund's actuary.

Please see the attached Exhibit A for a list of benefit levels and accrual rates as of January 1, 2014.

**2. Number of Contributing Employers.**

119 employers were obligated to contribute to the Plan for the Plan Year.

**3. Employers Contributing More than 5%.**

The employers listed below contributed more than 5% of total contributions to the Plan during the Plan Year:

Georgia Pacific Corporation  
Clearwater Paper Corporation  
Robert Wood Johnson University Hospital  
Huhtamaki Americas Inc.  
Rock-Tenn Company

**4. Participants for Whom No Contributions Were Made.**

The chart below sets out, for the 2014, 2013, and 2012 Plan Years, the number of participants with respect to whom no employer contributions were made by an employer as the participant's employer (only participants whose last contributing employer had withdrawn by the beginning of the relevant plan year are included in these numbers):

	2014 Plan Year	2013 Plan Year	2012 Plan Year
Participants	45,114	40,316	37,878

**5. Plan Funding Status.**

The Plan was certified in "critical" status (as defined by ERISA section 305) for the Plan Year. The Pension Protection Act of 2006 requires that any plan in critical status adopt a rehabilitation plan. A rehabilitation plan is an action plan designed to enable the Plan to emerge from critical status or to forestall insolvency.

The Board of Trustees of the Fund (the "Board") adopted a rehabilitation plan on July 19, 2010 (the "Rehabilitation Plan"). Under the Rehabilitation Plan, contributions will generally increase by 10% following the expiration of an employer's CBA that was in effect on the date the Rehabilitation Plan was provided to the bargaining parties and then increase again by an additional 5% effective January 1, 2016.

The Rehabilitation Plan includes the following benefit reductions (special rules apply to participants who previously participated in plans that merged into the Plan):

- elimination of disability pensions for participants who have not received a disability award from the Social Security Administration;
- elimination of service pensions;
- elimination of post-retirement payment guarantees;
- elimination of subsidized "pop-up" benefit;
- elimination of pre-retirement death benefits for single Participants;
- reduction of subsidized early retirement pensions and deferred pensions;

- elimination of subsidies previously provided in determining the husband and wife and joint and survivor pensions paid as normal and optional forms;
- future benefit accruals will be determined based on the contribution rate in effect for year of accrual, rather than rate in effect on last day of participation;
- increase in the number of hours of service required to earn pension credit;
- elimination of pension credit for periods of absence due to disability;
- elimination of partial years of vesting service; and
- for purposes of calculating a participant's pension accrual in a given plan year, an increase in the number of hours of service that a participant must be credited with at a higher contribution rate in a plan year for that higher contribution rate to be treated as the participant's average hourly contribution rate.

The Board updated the Rehabilitation Plan in 2012 to provide that, in the event an employer withdraws during a plan year when the Fund has an accumulated funding deficiency, as determined under Section 304 of ERISA, the employer is responsible for its pro rata share of such deficiency in addition to any withdrawal liability determined under Section 4211 of ERISA. The pro rata share will be determined by multiplying the accumulated funding deficiency and subsequent changes in that accumulated funding deficiency that arose in any plan year prior to the year in which the employer withdraws, by the ratio of the withdrawn employer's contributions made to the Fund to the total employer contributions received by the Fund, in each applicable plan year prior to the plan year of withdrawal.

You may obtain a copy of the Rehabilitation Plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement by submitting a written request to:

Plan Administrator  
 PACE Industry Union-Management Pension Fund  
 3320 Perimeter Hill Drive  
 Nashville, TN 37211-4123

**6. Number of Employers That Withdrew in Preceding Plan Year.**

During the 2013 plan year, 14 employers withdrew from the Plan.

As reported on the Form 5500 for the Plan Year, the actual or estimated amount of employer withdrawal liability assessed for these withdrawals was \$146,317,330.

**7. Transaction Information.**

The Plan did not merge with another plan and did not receive a transfer of the assets and liabilities of any other plan during the Plan Year.

**8. Amortization Extension or Shortfall Funding Method Information.**

The Plan did not apply for or receive an amortization extension under ERISA §304(d) or Code §431(d) for the Plan Year. The Plan did not use the shortfall funding method (as described in ERISA §305) for the Plan Year.

**9. Right to Additional Information.**

Any contributing employer or participating union under the Plan may request from the Plan Administrator, in writing, a copy of any of the documents listed below, but not more than one time during any one 12-month period. The administrator may charge a reasonable amount to cover the cost of providing the document requested.

- The Plan's Form 5500 for the Plan Year.
- The Plan's Summary Plan Description.
- Any Summaries of Material Modification to the Plan.

**EXHIBIT A**

**Effective January 1, 2014**

**MONTHLY BENEFIT LEVELS AND  
PENSION ACCRUAL RATES**

**Shown by Employer  
(subject to change by collective bargaining agreement ("CBA") and  
standard form of agreement ("SFA"))**

**For Participants in Programs A, B, C, and G, Benefit Levels are listed in Columns A through D.  
For Participants in Programs D, E, and F, Pension Accrual Rates are listed in columns A through D.**

**Benefit Levels and Accrual Rates listed below  
are based on the following Assumptions:**

**For Pension Credit Earned Prior to January 1, 2011:  
Programs A,B,C - Eligible for Benefit Level in Effect  
Programs D,E,F - One Year Pension Credit for Calendar Year Under Rate in Effect  
Program G - 50 Tenths of Pension Credit Under Benefit Level in Effect**

**For Pension Credit Earned On and After January 1, 2011:  
All Programs - One Year Pension Credit for Calendar Year Under Rate in Effect**

Employer Number	Company	Program	(A)	(B)	(C)	(D)
			Last Pension Accrual Rate or Benefit Level in effect on the last day of the CBA in effect on 12/31/2005	Pension Accrual Rate or Benefit Level in effect on the day after the expiration of CBA that expires on or after 1/1/2006, unless an amount shown in Column C	Pension Accrual Rate or Benefit Level in effect on the day after the expiration of CBA that expires on or after 1/1/2006, based on increased negotiated Contribution Rate	Pension Accrual Rate or Benefit Level as of 1/1/2014
0011	Acco International	A	\$40.19	\$30.14	\$40.19	\$40.19
0010	Advance Paper Box Co.	A	\$33.93	\$25.45	\$33.93	\$33.93
0722	AFT-NH	D	\$90.00	\$67.50	\$150.38	\$62.89
0023	Alpine Paper Box Company	A	\$14.01	\$10.51	\$14.01	\$14.01
0032	American Package Company Inc.	A	\$14.01	\$10.51	\$14.01	\$14.01
0049	Americana Art China Co.	A	\$8.35	\$6.26		\$6.26
0575	Americraft Carton, Inc.	A	\$27.50	\$20.63	\$27.50	\$27.50
0081	Aramark Uniform & Career Apparel, LLC	D			\$25.00	\$25.00
3008	Atlas Refinery Inc.	G	\$73.92	\$55.44		\$55.44
0118	Brick & Ballerstein Inc.	A	\$14.01	\$10.51	\$14.01	\$14.01
0146	Caraustar	D	\$30.00	\$22.50	\$41.76	\$41.76
2006	Carbide Industries LLC	D	\$90.00	\$67.50	\$94.55	\$94.55
0139	Cellucap Manufacturing Co.	A	\$30.00	\$22.50		\$22.50
0803	Clearwater Paper Corp.	A	\$100.00	\$75.00		\$75.00
3236	Comforcare Care Center	G	\$22.40	\$16.80	\$22.40	\$22.40
0260	Connecticut Container Corp	A	\$25.00	\$18.75	\$27.00	\$28.00
0304	Continental Carbon	C	\$11.92	\$8.94		\$8.94
0305	Continental Carbon	D	\$23.67	\$17.75		\$17.75

3271	Crowley Maritime - PAFS	G	\$84.00	\$63.00	\$87.14	\$115.06
3374	Crowley Petroleum Distribution Alaska	G	\$84.00	\$63.00	\$87.14	\$115.06
0326	Datatel Res-Cyclogrphs Div	A	\$22.97	\$17.23	\$22.97	\$24.85
0330	Delta Containers, Inc.	A	\$21.75	\$16.31	\$22.75	\$25.75
0796	Fiber Mark	A	\$16.18	\$12.14	\$16.18	\$16.18
3157	Fiske Brothers Refining	G	\$117.60	\$88.20	\$117.60	\$118.30
0401	Flint Packaging	A	\$12.09	\$9.07	\$12.09	\$12.09
0396	Fonda/Hoffmaster	B	\$36.00	\$27.00	\$36.00	\$38.00
0439	General Fibre Products, Inc.	A	\$19.00	\$14.25	\$19.00	\$21.00
0050	Georgia Pacific	A	\$58.99	\$44.24	\$58.99	\$58.99
0052	Georgia Pacific	A	\$37.85	\$28.39	\$38.85	\$41.85
0055	Georgia Pacific	A	\$54.29	\$40.72	\$54.29	\$54.29
0566	Georgia Pacific	A	\$24.00	\$18.00	\$25.00	\$28.00
0568	Georgia Pacific - Clerical	A	\$30.80	\$23.10	\$30.80	\$30.80
0462	Georgia Pacific Corporation	A	\$43.33	\$32.50	\$43.33	\$43.33
3046	Glastic Company	G	\$56.00	\$42.00	\$2.00	\$42.00
0471	Graphic Packaging	A	\$34.97	\$26.23	\$34.97	\$34.97
3270	Greco Welding Supplies Inc	G	\$54.32	\$40.74	\$54.32	\$55.15
0398	Green Acres Manor	B	\$10.00	\$7.50	\$10.00	\$18.16
0965	Green Bay Pkg.	A	\$31.00	\$23.25	\$31.00	\$35.00
0282	Greif	A	\$37.38	\$28.04	\$37.38	\$38.38
0726	Greif	A	\$28.58	\$21.44	\$28.58	\$28.58
0515	Healthcare Services Group	A	\$9.00	\$6.75		\$9.00
0345	Hoffinger Ind. Doughboy Rec. Div.	A	\$17.75	\$13.31	\$18.04	\$19.04
0390	Hollingsworth & Vose Fiber Company	A	\$48.00	\$36.00	\$48.00	\$51.00
0392	Hollingsworth & Vose Fiber Company	A	\$47.40	\$35.55	\$47.40	\$50.40
0513	Huhtamaki	A	\$32.00	\$24.00	\$33.00	\$34.00
0516	Huhtamaki Consumer Packaging	A	\$30.00	\$22.50	\$30.00	\$32.00
0283	Huhtamaki Films, Inc.	A	\$33.50	\$25.13	\$33.50	\$35.50
0590	Huhtamaki Foodservice, Inc.	A	\$36.00	\$27.00		\$32.31
0592	Huhtamaki Retail Business Unit	A	\$37.00	\$27.75	\$38.00	\$40.00
0518	Idaho State AFL-CIO	D			\$100.00	\$100.00
3182	Induron Protective Coatings	G	\$65.52	\$49.14	\$65.56	\$71.72
3296	Institute for Sustainable Work and the Environme	G				\$140.00
0612	Interface Solutions, Inc.	A	\$16.18	\$12.14	\$17.18	\$19.18
0650	International Paper	A	\$58.00	\$43.50	\$58.00	\$58.00
1053	International Paper	A	\$71.00	\$53.25	\$71.00	\$71.00
0511	Interstate Container Corp	A	\$26.00	\$19.50	\$26.00	\$27.00
0546	Ivex Corporation	A	\$29.87	\$22.40	\$29.87	\$37.78
3058	Kenrich Petrochemicals	G	\$142.80	\$107.10		\$131.97
3281	Kenrich Petrochemicals, Inc. - Clerical	G	\$122.08	\$91.56		\$109.37
0589	Key Container Corp	A	\$36.44	\$27.33	\$36.44	\$36.44
0591	Keyes Fibre	A	\$51.00	\$38.25		\$46.08
3146	Kinder Morgan Terminals Inc.	G	\$131.60	\$98.70	\$131.60	\$149.53
0582	Kirks Automotive	A	\$16.97	\$12.73	\$16.97	\$16.97
3198	Laketon Refining Corp.	G	\$40.32	\$30.24	\$42.41	\$45.94
0646	Lincoln Paper & Tissue, LLC	A	\$43.90	\$32.93	\$43.90	\$46.56
0884	Ludlow Building Products, Inc.	A	\$32.61	\$24.46		\$24.46
0662	M & F Stringing, LLC	A	\$15.14	\$11.36		\$16.14
0474	Malarkey Roofing Company	A	\$56.25	\$42.19	\$56.25	\$59.25
0625	Massachusetts Container	A	\$26.50	\$19.88		\$19.88
3170	Mayo Clinic Health System - Austin	G	\$34.16	\$25.62	\$34.16	\$34.16
0708	Montebello Container Corporation	A	\$32.36	\$24.27		\$24.27
0744	New England Wooden Ware	A	\$31.50	\$23.63	\$31.50	\$34.50
1051	New Indy Containerboard	A	\$51.91	\$38.93	\$57.48	\$61.88
0450	New York Folding Box	A	\$17.23	\$12.92	\$17.23	\$17.23
0723	Nicholas Galvanizing	A	\$11.42	\$8.57	\$11.42	\$13.44
3215	Nu-Pro Industries	G	\$8.96	\$6.72	\$8.96	\$8.96
3292	NYCOSH	G	\$97.94	\$73.46	\$99.59	\$104.83
3087	Ohmstede, Ltd.	G	\$31.92	\$23.94	\$32.22	\$32.22
3230	P. M. Northwest Inc.	G	\$43.12	\$32.34		\$32.34
0837	Porvene Doors Inc	A	\$17.23	\$12.92		\$17.01
0702	Pregis	F	\$25.50	\$19.13	\$32.43	\$53.22
0828	R H E Container Co Inc	A	\$8.35	\$6.26		\$6.26
0814	R Sabee Co	A	\$30.28	\$22.71		\$22.71

3181	Reef Industries Inc.	G	\$33.60	\$25.20	\$33.60	\$33.60
3149	Reese Enterprises Inc.	G	\$33.60	\$25.20	\$33.60	\$33.60
3253	Rhodia Inc.	G	\$56.00	\$42.00	\$57.12	\$57.12
0833	Roaring Spring Blank Book Company	A	\$27.50	\$20.63	\$30.50	\$36.74
0564	Robert Wood Johnson Hospital	A	\$38.17	\$28.63	\$38.17	\$41.29
0730	Rock Tenn	A	\$28.71	\$21.53	\$29.71	\$30.92
0792	Rock Tenn	A	\$33.00	\$24.75		\$24.75
0880	Rock Tenn	A	\$29.00	\$21.75	\$29.50	\$30.00
0911	Rock Tenn	A	\$27.20	\$20.40	\$27.20	\$30.20
0246	Rock Tenn Corp	A	\$36.00	\$27.00	\$36.00	\$38.00
0028	Rock-Tenn	A	\$31.39	\$23.54	\$32.39	\$35.39
0905	Rock-Tenn	A	\$50.64	\$37.98	\$50.79	\$52.79
0907	Rock-Tenn	A	\$33.93	\$25.45	\$34.83	\$37.53
0909	Rock-Tenn	A	\$36.02	\$27.02	\$37.02	\$40.02
0922	Rock-Tenn	A	\$30.00	\$22.50	\$30.00	\$31.15
0929	Rock-Tenn	A	\$33.76	\$25.32	\$34.76	\$37.76
0180	RTS Packaging, LLC	A	\$32.28	\$24.21	\$32.28	\$34.28
3189	Seneca Petroleum Co. Inc.	G	\$113.95	\$85.46	\$125.16	\$132.16
0987	Simpson Tacoma Kraft	D	\$100.00	\$75.00	\$100.00	\$100.00
0862	SLC Recycling Industry Inc	A	\$42.15	\$31.61	\$42.15	\$44.15
3112	Smead Manufacturing Co.	G	\$38.36	\$28.77	\$38.36	\$38.65
0886	Smith-Lustig Paper Box	A	\$28.57	\$21.43		\$21.43
0994	Swanson Industries	D	\$45.00	\$33.75	\$50.00	\$50.00
0939	Tension Envelope	A	\$14.64	\$10.98	\$14.67	\$15.97
3294	The Labor Institute, Inc.	G	\$140.00	\$105.00	\$140.00	\$140.00
0892	The Shelby Company	A	\$23.80	\$17.85	\$23.80	\$24.73
0997	Titan Converting	D			\$10.00	\$11.11
0335	U.S. Corrugated	A	\$28.00	\$21.00		\$21.00
0845	United Envelope, LLC	A	\$8.35	\$6.26	\$8.35	\$8.35
1010	Unity Graphics & Engraving	A	\$40.00	\$30.00	\$40.00	\$42.00
3279	Univar USA Inc. (F/K/A Chemcentral)	G	\$3.97	\$2.98		\$2.98
0971	USW Local 00318	A	\$147.20	\$110.40	\$147.20	\$147.20
3259	USW Local 00675	G	\$140.00	\$105.00		\$105.00
1005	USW Local 00676	D	\$18.00	\$13.50		\$13.50
0976	USW Local 00765	A	\$33.41	\$25.06	\$34.50	\$34.50
0844	USW Local 1-00243	C	\$4.53	\$3.40		\$3.40
3144	USW Local 11-00578	G	\$70.00	\$52.50	\$74.16	\$74.16
3241	USW Local 12-00591	G	\$57.96	\$43.47		\$43.47
3197	USW Local 13-00001	G	\$86.24	\$64.68	\$87.26	\$89.44
3202	USW Local 13-00423	G	\$56.00	\$42.00	\$58.18	\$59.75
0843	USW Local 4-00107	A	\$43.41	\$32.56	\$45.41	\$49.41
3071	USW Local 4-00149	G	\$60.67	\$45.50	\$61.91	\$61.91
3276	USW Local 7-00001, Inc.,	G	\$200.48	\$150.36	\$202.10	\$234.02
3217	USW Local 7-00209	G	\$108.36	\$81.27	\$120.05	\$123.86
3070	USW Local 7-00507	G	\$24.08	\$18.06		\$18.06
0034	W. G. Anderson, Inc.	A	\$13.05	\$9.79		\$9.79
1071	Wunderlich Fibre Box Company	A	\$24.00	\$18.00	\$24.00	\$26.00