

**DAVID H. COAR, Esq.**  
**Arbitration and Mediation**

April 29, 2013

**Via UPS Next Day**

The Honorable Milton I. Shadur  
United States District Judge  
United States District Court  
Northern District of Illinois  
Eastern Division  
219 South Dearborn Street  
Chicago, Illinois 60604

Re: Quarterly Report of Independent Special Counsel, *Solis v. Estate of Frank E. Fitzsimmons, et al.*, No. 78 C 342 (N.D. Ill., E.D.); *Solis v. Robbins, et al.*, No. 78 C 4075 (N.D. Ill., E.D.); and *Solis v. Dorfman, et al.*, No. 82 C 7951 (N.D. Ill., E.D.)

Dear Judge Shadur:

This is to report on my activities during the fourth quarter of 2012 as Independent Special Counsel appointed pursuant to the *Fitzsimmons* (Pension Fund) and *Robbins* and *Dorfman* (Health and Welfare Fund) consent decrees.

Since my appointment, I have attended full Board of Trustees meetings, now held every other month (with additional meetings as noted in my reports), and consulted regularly with Fund executives.

**Board Composition**

Mr. Greg May is an Employer Trustee originally appointed in April 2012 for a term set to expire on March 31, 2013. Under the Funds' Trust Agreements, the other three Employer Trustees have the authority to either re-elect Mr. May for a new five year term or to appoint another person to fill his office for a new five year term commencing April 1, 2013. The Funds' Staff reports that at a Trustee subcommittee meeting held on February 12, 2013, the Employer Trustees voted to re-elect Mr. Greg May for another five year term as an Employer Trustee. Mr. May's appointment as Trustee was originally approved by you in an Order dated April 26, 2012, and under the

Consent Decree no additional court approvals are required. Mr. May's re-appointment was formalized and recorded at the full Board Meeting held on March 12, 2013.

### Audit

At the November 7, 2012 Board Meeting the Trustees voted to reappoint Deloitte and Touche, LLP as the Funds' outside auditor for a period of three years.

### Pension Fund

#### Funding and PPA-Related Issues

As previously reported, in July 2005 the Internal Revenue Service approved the Fund's request for a 10-year extension for amortizing unfunded liabilities. This extension is likely to defer for the near term a statutory funding deficiency. The IRS granted the request subject to certain conditions. In general terms, these IRS conditions require the Pension Fund to maintain its existing ratio of assets to liabilities through 2011, and in subsequent years to show moderate annual improvements in that funding ratio.

To meet these IRS-imposed conditions, the Board of Trustees determined based on actuarial and legal advice that the Pension Fund needed increased employer contributions. The Trustees amended the Pension Plan several times in the 2005-2007 period to require 7-8% annual increases in the pension contribution rates specified in new collective bargaining agreements. In addition, pursuant to the Fund's request, the negotiators of the United Parcel Service, National Master Freight and Carhaul Agreements allocated to the Pension Fund all fringe benefit contribution increases which were scheduled for 2006 and 2007.

As explained in previous reports, the multi-employer plan funding rules of the Pension Protection Act of 2006 ("PPA") became effective on January 1, 2008. On March 24, 2008, the Fund's actuary certified the Fund to be in "critical status" under the PPA for the 2008 plan year; the actuary made the same certification with respect to 2009, 2010, and 2011. As a result of the initial critical status certification, the Trustees adopted a "rehabilitation plan" as the PPA requires for critical status plans. The plan approved by the Trustees attempts to build upon and incorporate the funding improvement program instituted prior to the January 1, 2008 effective date of the PPA, and designed to ensure compliance with the conditions imposed by the pre-PPA amortization extension. In broad outline, the Rehabilitation Plan approved by the Trustees contains a "Primary Schedule," which requires each contributing employer to

agree to five years of 8% annual contribution increases (7% if the increases began in 2006) in order to maintain current benefit levels for the affected bargaining unit. The PPA also requires that a rehabilitation plan contain a "Default Schedule," which must provide for the reduction in what the PPA terms "adjustable benefits." ("Adjustable benefits" under the PPA generally include all benefits other than a contribution-based retirement benefit payable at age 65.) Accordingly, the Pension Fund's Rehabilitation Plan includes a Default Schedule providing for 4% annual contribution rate increases and for the loss or reduction of adjustable benefits for bargaining units electing that Schedule. The PPA also provides that if the bargaining parties have not chosen any of the schedules established by a rehabilitation plan (i.e., the Primary or Default Schedule) within 180 days following the expiration of the parties' last labor agreement, the Default Schedule will be imposed as a matter of law.

Staff has reported to the Trustees at the Board meetings held during the fourth quarter of 2012 that the vast majority of the Fund's active members were covered by collective bargaining agreements that have come into compliance with the Fund's Rehabilitation Plan. Almost all of the compliant employers and bargaining units have agreed to adopt the Rehabilitation Plan's Primary Schedule (generally requiring 7-8% annual contribution increases for five years and maintaining current benefit levels). As of November, 2012, the Pension Fund's Staff reported that there were only 36 bargaining units, comprising a total of approximately 460 active participants, that were subject to the Default Schedule, either as a result of an agreement of the negotiating parties or by operation of law (due to their failure to agree to be bound by either Primary Schedule or the Default Schedule within 180 days of the expiration of the units' last collective bargaining agreement).

Contributing employers who have not agreed to be bound by one of the Schedules created by the Rehabilitation Plan are required under the PPA to pay a non-benefit bearing surcharge to the Fund on their contractual pension contribution obligation. Under the PPA, the surcharge was 5% of the pension contribution obligation during 2008, and was increased to 10% as of January 1, 2009. Staff has reported that (1) as noted, most employers are in compliance with the Rehabilitation Plan and are not incurring surcharges, and (2) as of September 2012 most of the employers who are incurring the surcharges are also voluntarily paying them; those few who have refused to pay the surcharges are being pursued under the Fund's delinquent account collection procedures.

Under the Pension Fund's Rehabilitation Plan adopted pursuant to the PPA, a Rehabilitation Plan Withdrawal ("RPW") generally occurs

where an employer ceases to have an obligation to contribute to the Fund at one or more of its locations or facilities, but continues to do the same type of work for which contributions were previously required. The consequence for a bargaining unit incurring an RPW is the loss of PPA adjustable benefits (i.e., the loss of all benefits other than a contribution-based benefit payable at age 65). Staff prepares reports concerning potential RPW events which are reviewed by the Trustees at monthly Trustee subcommittee meetings.

As previously reported, the PPA also contemplates that multiemployer plans in the critical zone will annually "update" their rehabilitation plans. With respect to the 2012 Rehabilitation Plan update process, the Funds' Staff advised the Trustees, after consultation with the Funds' actuaries, that under the PPA, the Trustees should continue to pursue "reasonable measures" to forestall the possible insolvency of the Fund.

The Trustees deliberated concerning the 2012 update at their November and December 2012 Board Meetings and noted that during the last ten years, the Pension Fund has taken a number of measures designed to stabilize its financial condition, including benefit restructurings (such as reducing the benefit accrual rate for contribution-based benefits and mandating age 57 as the minimum retirement age), and the imposition of requirements for increased employer contributions (resulting in a near doubling of pension contribution rates since 2004 for many employers). In addition, the Trustees noted that during 2011, they also introduced, and gained PBGC approval for, a "hybrid" withdrawal liability method (see pp. 9-10 below), which the Trustees believe will help encourage existing employers to remain in the Fund and may help stabilize or grow the Fund's contribution base. In order to provide further incentives to employers to pay their "old" withdrawal liability while also continuing to make pension contributions as a "New Employer" under the hybrid method, in November 2012 the Trustees amended the Primary Schedule of the Fund's Rehabilitation Plan to provide that a New Employer who satisfies its withdrawal liability and agrees to continue to contribute to the Pension Fund will be deemed to be in compliance with the Rehabilitation Plan's Primary Schedule without the need for contribution rate increases applicable to other Primary Schedule employers.

However, the Trustees also concluded during the 2012 update process that any further or additional benefit reductions or the imposition of additional requirements for increased contributions (i.e., beyond those already set forth in Rehabilitation Plan) would entail too great a risk of irreparable harm to a large number of contributing employers, or would otherwise risk prompting an undue and harmful number of withdrawals from the Fund. During the 2012

update process the Trustees therefore concluded that mandating further benefit reductions or contribution rate increases at this time would be counterproductive to the Fund, and would not constitute "reasonable measures" to be adopted or pursued.

Therefore, in the 2012 Rehabilitation Plan update, the Trustees did not adopt any additional substantive amendments to the Rehabilitation Plan, other than the amendment described above relating to Primary Schedule rates applicable to New Employers under the hybrid method. In addition, the Trustees approved continued implementation of (i) the Distressed Employer Schedule (which the Trustees believe accommodated the special circumstances presented by YRC, Inc. in a manner that was actuarially favorable to the Fund; see p. 12 below), (ii) the hybrid withdrawal liability method, and (iii) the benefit modifications, contribution rate increases and other features of the Rehabilitation Plan that have been previously adopted.

Although it appears the Pension Fund has reported some progress in securing increased employer contributions and controlling benefits as required of "critical status" plans under the PPA, the financial information presented below makes clear that the Fund suffered serious investment losses in the general stock market and economic downturn that commenced in 2008. During 2009 and 2010 the Pension Fund enjoyed a significant (but by no means complete) recovery of its 2008 investment losses; further, the Pension Fund ended the year 2011 with an investment return close to zero. As reported below, the Fund reported a composite return of 1.49% on its investments during the fourth quarter of 2012 and an annual investment return of 13.56% for the entire calendar year 2012. As also reported below, the Pension Fund's staff has reported that due primarily to the 2012 investment gains, the Fund's assets increased by approximately \$120 million during 2012 (from approximately \$17.65 billion as of December 31, 2011 to \$17.77 billion as of December 31, 2012).

In addition, as previously reported, Staff has indicated that, for plan year 2008, the Pension Fund was unable to satisfy the funding ratio targets that are a condition of the amortization extension granted to the Fund by the IRS in 2005 (described above, pp. 2-3); Staff reports that these funding ratio targets were satisfied for plan years 2009 and 2010, but it appears that the funding targets for the 2011 and 2012 plan years were missed. Staff has also reported that as a result of the failure to meet the 2008 funding ratio targets, in early 2009 the Pension Fund filed an application with the IRS requesting a waiver of the funding target conditions established under the amortization extension, due to the unexpected economic decline that has occurred in recent years; that application is still pending. Staff has also indicated that the

Fund's legal counsel advises that in light of this prior (and still pending) request for a waiver filed by the Fund in 2009, it is not necessary for the Fund to file a separate request for a waiver relating to the apparent failure to satisfy the funding target conditions for subsequent plan years.

The Trustees have also directed Staff to continue to monitor and pursue additional regulatory or legislative initiatives that may assist in addressing the funding problems created for many pension plans by recent conditions in the general economy and stock markets.

#### Financial Information - Investment Returns

The Pension Fund's investment return for the fourth quarter 2012 was 1.49%, and the Pension Fund's investment return for entire calendar year of 2012 was 13.56%.

A comparison of the Pension Fund's performance to the TUCS<sup>1</sup> universe results published for the fourth quarter of 2012 (showing percent returns on investment) is summarized in the following tables:

#### Pension Fund's Composite Return

	<u>4th Quarter Ended</u> <u>Dec. 31, 2012</u>	<u>One Year Period Ended</u> <u>Dec. 31, 2012</u>	<u>Three Year Period Ended</u> <u>Dec. 31, 2012</u>
TUCS 1 <sup>st</sup> Quartile	2.56	14.04	10.18
TUCS Median	2.21	13.25	9.25
TUCS 3 <sup>rd</sup> Quartile	1.79	12.48	8.66
Fund's Composite Return	1.49	13.56	9.02

#### Pension Fund's Total Equity Return

	<u>4th Quarter Ended</u> <u>Dec. 31, 2012</u>	<u>One Year Period Ended</u> <u>Dec. 31, 2012</u>	<u>Three Year Period Ended</u> <u>Dec. 31, 2012</u>
TUCS 1 <sup>st</sup> Quartile	3.28	17.29	9.96
TUCS Median	2.66	17.08	8.83
TUCS 3 <sup>rd</sup> Quartile	2.11	16.66	8.34

<sup>1</sup>"TUCS" is the Trust Universe Comparison Service. Its Custom Large Funds Universe is composed of plans with assets exceeding \$3 billion.

Fund's			
Total Equity			
Return	1.83	16.67	9.01

**Pension Fund's Fixed Income Return**

	<u>4th Quarter Ended</u> <u>Dec. 31, 2012</u>	<u>One Year Period Ended</u> <u>Dec. 31, 2012</u>	<u>Three Year Period Ended</u> <u>Dec. 31, 2012</u>
TUCS 1 <sup>st</sup>			Quartile 1.47 11.67
			1 2 . 3 0
TUCS Median	1.06	9.18	8.71
TUCS 3 <sup>rd</sup> Quartile	0.60	6.41	7.78
Fund's Fixed Income Return	0.79	6.35	7.11

The Fund's Named Fiduciary, The Northern Trust Company of Connecticut ("Northern Trust")<sup>2</sup>, which has been allocated 50% of the Fund's investment assets) submits monthly investment reports to the Trustees, summarized below (showing percent returns on investment):

**Northern Trust**

	<u>Year-to-Date as of</u> <u>Dec. 31, 2012</u>	<u>4th Quarter</u> <u>2012</u>	<u>Oct.</u> <u>2012</u>	<u>Nov.</u> <u>2012</u>	<u>Dec.</u> <u>2012</u>
Northern Trust's Composite Return	15.72	2.45	(0.91)	1.16	2.21
Benchmark Composite Return	15.36	2.68	(0.60)	1.12	2.16
Northern Trust's Total Fixed Income Return	11.22	2.07	0.51	0.53	1.01
Benchmark Fixed Income Return	9.42	1.74	0.48	0.43	0.82

Northern Trust's fourth quarter 2012 composite return included a 1.22% return on U.S. equities (0.85% large cap and 2.15% on small cap U.S. equities), 5.52% on international equities and 2.35% on real estate.

<sup>2</sup> Formerly known as Northern Trust Global Advisors, Inc.

The Fund's financial group reported the following asset allocation of the Pension Fund as a whole as of December 31, 2012 as follows: 65% equity, 31% fixed income, 3% other and 1% cash.

The financial group also reported that for the fourth quarter of 2012 the returns on the Fund's passive indexed accounts were as follows (showing percent returns on investment):

<u>Account</u>	<u>4<sup>th</sup> Quarter 2012 Return</u>	<u>2012 Return (Full Calendar Year)</u>
Passive Indexed Equity (S&P 500) (25% of investment assets)	(0.41)	15.88
Passive Indexed Fixed Income (20% of investment assets)	0.12	4.04
Passive EAFE Indexed (5% of investment assets)	6.48	17.72

Financial Information - Net Assets

(Dollars shown in thousands and do not include year-end adjustments)

The financial reports prepared by Pension Fund Staff for the twelve months ended December 31, 2012 (enclosed) show net assets as of that date of \$17,773,705, compared to \$17,649,875 at December 31, 2011, an increase of \$123,830 compared to a decrease of \$2,194,084 for the same period last year. The \$2,317,914 difference is due to \$2,267,168 more investment income combined with \$50,746 less net operating loss.

The enclosed Fund's Staff report further notes that for the twelve months ended December 31, 2012, the Fund's net asset decrease from operations (before investment income) was \$2,092,128 compared to a decrease of \$2,142,874 for the same period in 2011, or a \$50,746 favorable change. This change in net assets from operations (before investment income) was attributable to:

- a) \$46,895 more contributions,
- b) \$3,015 less benefits and
- c) \$836 less general and administrative expenses.

During the twelve months ended December 31, 2012 and 2011, the Fund withdrew \$2,067,767 and \$2,146,767, respectively, from investment assets to fund the cash operating deficit.



## Financial Information - Participant Population

The enclosed December 31, 2012 report prepared by Fund Staff further notes that the eleven-month average number of Full-Time Equivalent ("FTE") memberships increased 3.57% from November 2011 to November 2012 (going from 62,891 to 65,134). During that period, the average number of retirees decreased 0.64% (from 213,865 to 212,492).

### Named Fiduciary

Officers of the Named Fiduciary, Northern Trust, met with the Board of Trustees to discuss portfolio matters including asset allocation.

### Hybrid Withdrawal Liability Method

As indicated in my prior reports, Staff has indicated that at the July 14, 2011 Board Meeting, the Trustees adopted - subject to approval by the Pension Benefit Guaranty Corporation ("PBGC") - an alternative withdrawal liability method.<sup>3</sup> Under this method, new employers joining the Pension Fund will have their withdrawal liability measured based upon the "direct attribution" method; employers who already participate in the Fund can also be treated as new employers for withdrawal liability purposes on a prospective basis (and become eligible for the "direct attribution" method) by satisfying their existing withdrawal liability under the method historically employed by the Pension Fund (i.e., the "modified presumptive method"), and then agreeing to continue to contribute to the Fund. Because the Fund will apply the historic modified presumptive method to the "old" employers, but apply direct attribution to "new" employers (including "old" employers who satisfy their existing withdrawal liability), this recently approved formula is referred to as a "hybrid" withdrawal liability method.

An employer subject to the direct attribution wing of the hybrid method will have its withdrawal liability determined based on any potential shortfall between the contributions the employer has made on behalf of the employer's own employees and the pension benefits directly attributable to the employees' service with that same employer. All the employers subject to the direct attribution method will form a new withdrawal liability pool, but the Fund's Staff reports that in light of the Fund's current benefit structure, it is unlikely that this pool, or any of the individual employers in the pool, will ever have any actual or potential exposure to withdrawal liability. That is, Staff reports that current levels of

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<sup>3</sup> The Pension Fund's Staff advises that on October 14, 2011, the PBGC approved the Pension Fund's use of the hybrid method.

contributions are more than sufficient to fund current benefit accruals, and that, therefore, there appears to be only a remote and theoretical possibility of "direct attribution" withdrawal liability. Staff also reports that it believes the hybrid method will offer a means for employers who are concerned about the potential for future growth in their exposure to withdrawal liability to cap their liability at its present level while continuing to participate in the Fund with little or no risk of withdrawal liability in the future. Staff also anticipates that this arrangement will in some cases help avoid the benefit adjustments imposed, pursuant to the Fund's Rehabilitation Plan, upon bargaining units associated with withdrawn employers, while at the same time securing a stream of contribution revenue from employers who would otherwise have withdrawn and completely ceased contributing to the Fund.

Further, in November 2012, the Trustees approved two additional features which they believe will enhance the attractiveness of the hybrid method for many contributing employers. One of these features - discussed above (p. 4) - restructured the Primary Schedule of the Rehabilitation Plan so that employers who satisfy their withdrawal liability qualify as New Employers under the hybrid method and continue to contribute to the Pension Fund will not be subject to the rate increase rate requirements to which other Primary Schedule Employers are subject. The other feature is an amendment to the Fund's method for determining mass withdrawal liability (applicable in certain cases in which all or substantially all of the employers in a multiemployer plan withdraw from the plan; see ERISA § 4219(c) (1) (D), 29 U.S.C. § 1399(c) (1) (D)). This amendment is intended to help ensure that New Employers who satisfy their existing withdrawal liability and continue to contribute to the Fund under the hybrid method will not face increased risks in the event of a mass withdrawal, as compared to employers who have simply withdrawn from the Fund and completely discontinued pension contributions.

Staff reports that to date approximately 34 old employers have satisfied their existing liability and qualified as new employers under the hybrid plan, or have made commitments to do so. This has resulted in the payment of (or commitments to pay) approximately \$83 million in withdrawal liability to the Pension Fund while the employers in question also continue to contribute to the Fund pursuant to their collective bargaining agreements at guaranteed participation levels.

#### **Bankruptcies and Litigation**

As explained in more detail below, Hostess, Inc., a significant contributing employer to both Funds, filed for Chapter 11 protection on January 11, 2012.

**YRC**

As previously reported, in recent years, YRC, Inc. and its affiliates ("YRC") have been among the largest contributing employers to both the Pension Fund and the Health and Welfare Fund.

As also previously reported, in May 2009 the Funds entered a Contribution Deferral Agreement ("CDA" or "Deferral Agreement") with YRC. Under the Deferral Agreement, the Pension Fund ultimately agreed to defer approximately \$109 million in pension contributions. The Fund's financial consultant indicated that absent deferral of these contribution obligations, YRC would be in default of loan covenants with its banks; Staff reported that such a default would risk triggering an insolvency and liquidation of YRC, which would destroy any chance of rehabilitating the employer as a healthy contributor to the Funds.

Some 25 other multiemployer pension plans in which YRC participates joined in the Deferral Agreement, but the Pension Fund is owed approximately 64% of the contributions deferred under the Agreement.

Repayment of the Deferral Period contributions was secured under the Deferral Agreement by first lien collateral on approximately 150 real estate parcels owned by YRC, plus additional second lien collateral. The Deferral Agreement originally required repayment of the deferred contributions in 36 monthly installments commencing in January 2010, plus monthly payments of interest commencing in July 2009.

Due to YRC's continuing pension contribution delinquencies, at the Trustees' July 16, 2009 Meeting, the Board formalized action to terminate YRC's participation in the Pension Fund. However, in light of an amended labor agreement indicating that YRC intended to resume making contributions to the Pension Fund in January 2011, the Trustees decided at their July 2009 Meeting that YRC's termination of participation in the Pension Fund should not at that time be treated as a complete and permanent cessation of its obligation to contribute to the Pension Fund that would trigger withdrawal liability.

On September 24, 2010, the Teamsters National Freight Negotiating Committee and YRC executed an Agreement for the restructuring of the YRC Worldwide, Inc. Operating Companies ("Restructuring Agreement"), which further revised YRC's pension contribution obligations. Under this Agreement YRC was scheduled to resume contributions to the Pension Fund in June 2011 at a rate

constituting a 75% reduction from its pre-termination (pre-July 2009) rate.

In addition, as previously reported, during 2010 the Trustees approved a number of amendments to the CDA. These amendments resulted in further deferring commencement of the CDA payment schedule until June 2011.

In March 2011 the Trustees then approved an arrangement under which the CDA repayment obligations are to be deferred until March 31, 2015 (when a lump sum payment of the entire CDA balance is due), with the exception of monthly interest payments to commence in June 2011. The Trustees' agreement to this arrangement was contingent on YRC's completion of a debt restructuring under which \$237 million in bond and bank debt owed by YRC was eliminated by means of a debt-for-equity swap, and \$100 million in new financing would be provided to the company.

At the March 9, 2011 Board Meeting, the Fund's Trustees also determined it was appropriate to accept contributions at the new contribution rate proposed under the YRC/TNFNC September 24, 2010 Restructuring Agreement (25% of the rate required prior to the July 2009 termination); it appeared to the Trustees that the proposed contributions were at the highest rate that YRC could reasonably be expected to pay and that the proposed contribution revenue represented an improvement over the status quo for the Pension Fund.

The Trustees also decided at their March 9, 2011 meeting that in light of YRC's new contribution rate, the YRC employee unit should receive reduced benefits equivalent in most respects to the Default Schedule under the Fund's Rehabilitation Plan. The Trustees then approved a Rehabilitation Plan Schedule (designated the "Distressed Employer Schedule") authorizing these benefit reductions.

The Pension Fund's Staff also reported that in July 2011, YRC resumed making pension contributions on behalf of its employees to the Pension Fund, and has remained current in its monthly contribution obligations of approximately \$3-4 million per month since that time.

Staff reports that each monthly interest payment from YRC under the arrangement described above is currently in the amount of approximately \$550,000, that the Fund received the first such payment on August 15, 2011, and that YRC remains current with respect to these monthly interest payments. Staff also reports that during 2009 - prior to the period during which interest payments were suspended pursuant to the CDA amendments described above - the Fund received approximately \$2 million in interest payments.

In addition, Staff has reported that to date the Pension Fund has received approximately \$34.3 million as its share of the net proceeds from sales of collateralized assets as a pre-payment under the CDA. Staff reports that after accounting for all principal and interest payments made to date, the unpaid balance owed to the Pension Fund under the CDA by YRC is approximately \$84 million. Staff also notes that in May 2012 the Fund received a payment of approximately \$110,000 under the CDA which is expressly denominated as a fee calculated under that Agreement as percentage of a refinancing charge paid by YRC to its commercial lenders; this fee is not to be applied to reduce either principal or interest owed by the company to the Fund.

#### **Hostess Brands, Inc.**

In August 2011, Hostess Brands, Inc. ("Hostess") - an employer that had regularly contributed to the Pension Fund on behalf of approximately 2,800 participants - failed to make the monthly pension contribution payment of approximately \$1.9 million that was due on August 15, 2011.

Hostess's pension contribution delinquency persisted and at the November 2011 Board Meeting the Trustees voted to terminate the participation of Hostess in the Pension Fund and to generally reduce the benefits of the Hostess participants to the Default Schedule levels specified under the Rehabilitation Plan (see pp. 5 - 6 above).

On January 11, 2012, Hostess filed a petition under Chapter 11 of the Bankruptcy Code in the Southern District of New York. The Pension Fund has delinquent contribution claims in the amount of approximately \$8 million against the bankrupt estate, as well as withdrawal liability claim in the amount of approximately \$583 million.

As previously reported, it appears that the bankrupt employer reached an agreement with Teamster bargaining representatives to resume participation in the Pension Fund by 2015 (and that agreement was ratified by the Teamster membership). However, in October 2012 the Hostess employees who belong to the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union voted to reject a proposed collective bargaining agreement comparable to the one accepted by Hostess's Teamster employees. This resulted in a strike by the Bakery Workers, and the Pension Fund's Staff reports that the bankruptcy court has authorized a liquidation of Hostess.

Staff also reports that it is possible that in the liquidation of Hostess the unionized baking industry competitors of Hostess that

participate in the Funds will acquire portions of Hostess's equipment, facilities and brands. The net loss of jobs and participation in the Funds might thereby be mitigated to some extent because Hostess's former employees may be needed in the expanded operations of Hostess's competitors.

In any event, the Pension Fund's Staff reports that the liquidation of Hostess's assets is proceeding by means of a court-approved auction process. Based upon preliminary bids, it appears that sale proceeds may not be sufficient to satisfy the company's secured debt, and this, of course, would leave the Pension Fund and other general unsecured and non-administrative priority creditors with unsatisfied claims (the Pension Fund has no administrative claims in the Hostess Bankruptcy).

**Health and Welfare Fund**  
**Financial Information**

(Dollars shown in thousands and do not include year-end adjustments)

The Health and Welfare Fund's financial summary for the fourth quarter of 2012 is compared below with interim financial information for the same period of 2011:

	<u>4th Quarter Ended Dec. 31,</u>	
	<u>2012</u>	<u>2011</u>
<b>Contributions</b>	\$ 314,514	322,862
<b>Benefits</b>	286,500	276,103
<b>TeamCare adminis- trative expenses</b>	8,308	7,414
<b>General and adminis- trative expenses</b>	<u>9,916</u>	<u>9,617</u>
<b>Net operating income</b>	9,790	29,728
<b>Investment income(loss)</b>	<u>(1,053)</u>	<u>54,798</u>
<b>Increase in net assets</b>	8,737	84,526
<b>Net assets, end of period</b>	1,788,937	1,644,682

**Eleven-month average  
participants (FTEs)**

83,678

83,933

For the twelve months ended December 2012, the Health and Welfare Fund's net asset increase from operations (before investment income) was \$51,216 compared to an increase of \$88,934 for the same period in 2011, or a \$37,718 unfavorable change:

- (a) \$27,080 more contributions,
- (b) (\$63,380) more benefits,
- (c) (\$837) more TeamCare administrative fees and
- (d) (\$581) more general and administrative expenses.

During the twelve months ended December 2012 and 2011, the Fund transferred \$45,393 and \$91,496, respectively, to investments (BNY Mellon) as the operations generated positive cash flows for those periods.

The enclosed report entitled "Central States Funds Financial and Analytical Information" prepared by the Fund's financial group as of December 31, 2012 shows the investment asset allocation as 75% fixed income and 25% equity.

This report also notes that the eleven-month average number of Full-Time Equivalent (FTE) memberships decreased by 0.30% from November 2011 to November 2012 (going from 83,933 to 83,678). During that period, the average number of retirees covered by the Health and Welfare Fund decreased by 12.39% (from 11,154 to 9,772).

Article V(H)

As required by Article V(H) of the Health and Welfare Fund Consent Decree, the Health and Welfare Fund has paid during the fourth quarter of 2012 the following for professional services and expenses for the Independent Special Counsel:

October	\$ 655.50
November	\$ 0.00
December	\$ 1,173.00

I will be glad to provide additional details regarding any aspect of my activities as Independent Special Counsel. Should you have any questions or comments, please do not hesitate to contact me.

Sincerely,  
  
David H. Coar

Enclosure

cc: Ms. M. Patricia Smith (w/encl.) **Via UPS Next Day**  
Mr. Michael A. Schloss (w/encl.) **Via UPS Next Day**  
Mr. Thomas C. Nyhan