

ADDRESSING MYTHS, SHARING FACTS

2016 Negotiations – February 23, 2016



	MYTH	FACT
Impact of Market Fluctuations	<ul style="list-style-type: none"> Market fluctuations have caused the B&C Pension Fund to underperform since 2008 Changes in the market could decimate the Company's proposed savings plan 	<ul style="list-style-type: none"> No investment is entirely guaranteed – even your B&C Pension Fund, which has already reduced benefits DC plans have performed well historically, according to numerous sources: <ul style="list-style-type: none"> The US Department of Labor reports DC plan participants experienced average annual returns of 7.2% over the 20-year period* Vanguard, one of the largest investment management companies, reports participants in its DC plans experienced average annual returns of 9.9% over the five-year period ended 2010-2014**
Company's Proposed Retirement Plan	<ul style="list-style-type: none"> The Company's proposed savings plan is not equivalent to the current B&C Pension Fund 	<ul style="list-style-type: none"> The Company's proposed plan is estimated to provide at least an equivalent retirement income to what you would be entitled to receive under the B&C Pension Fund
Future of B&C Pension Fund	<ul style="list-style-type: none"> Defined benefit plans can recover, and the B&C Pension Plan is currently doing so 	<ul style="list-style-type: none"> The B&C Pension Fund's own actuary predicts the Fund will become insolvent in 17 years The B&C Pension Fund has proposed arrangements to improve the Fund's cash flow, but the Pension Benefit Guaranty Corp. (PBGC) has not approved them yet Even if the PBGC approves the B&C Pension Fund's proposed arrangements, there is no guarantee that the Fund's participating employers will accept the proposal
Company's Objective	<ul style="list-style-type: none"> The company wants to dismantle employees' futures... starting with pension 	<ul style="list-style-type: none"> The Company wants you to have a healthy retirement program The proposed plan is estimated to provide at least an equivalent retirement income to what you would be entitled to receive under the B&C Pension Fund and to provide you with more flexibility and control

* "Private Pension Plan Bulletin Historical Tables and Graphs 1975-2013," US DOL, September 2015

**"How America Saves 2015," Vanguard, June 2015