

This is to inform you that on March 29, 2008 the actuary for the Local 804 I.B.T. & Local 447 I.A.M. - UPS Multi-Employer Retirement Plan certified to the U.S. Department of the Treasury and to us, as the Plan's Trustees, that the Plan is in endangered status, otherwise known as the "yellow zone", for the plan year beginning January 1, 2008. Federal law requires that all participants and beneficiaries, as well as the bargaining parties, receive this notice. Copies are also being sent to the federal government.

Endangered Status or Yellow Zone

The Plan is considered to be in endangered status or in the yellow zone because its funded percentage is less than 80%.

Funding Improvement Plan

As you may be aware, the Pension Protection Act of 2006 ("PPA") has added requirements for measuring the financial health of multiemployer pension plans. The PPA requires that trustees of pension plans in endangered status adopt a "Funding Improvement Plan" aimed, as its title suggests, at improving the funded status of the plan by 33% over a "Funding Improvement Period" of up to ten (10) years. The Funding Improvement Plan technically does not need to be adopted by the Trustees until November 2008. However, the 2008 National Master IBT-Agreement, ratified in December, 2007 (the "CBA") already includes significant contribution increases, and there will be additional contributions allocated to the Plan in the future during the term of the CBA. The Trustees have been advised by their actuary that, based on the actuary's best estimate of future experience, the negotiated contribution increases from UPS are expected to satisfy the required funding improvement requirements of the PPA and thereby bring the Plan out of endangered status within the Funding Improvement Period. In other words, the Plan is expected to reach an 80% funded level before the end of that ten year period which will begin on January 1, 2011.

The Board of Trustees does not expect that any other changes will be needed to meet the PPA's requirements for a Funding Improvement Plan and that the Plan's endangered status is temporary due to the contribution increases which have been negotiated. The PPA requires that the Plan's funded status be reviewed and certified annually and notices like this one will be sent each year. While our goal is to remain on track with the Plan's funding schedule noted above, there are several variables beyond our control that our advisors will monitor annually, including investment market volatility and changes in employment levels. While we understand that required notices like this can create anxiety and concern about the Plan's future, we remain confident that the Plan will continue to provide its participants and their families with retirement benefits that are secure and sufficiently funded under the law.

Where to Get More Information

For more information about this Notice or the Plan, you may contact the Board of Trustees, or Jarett Hinson, Administrative Secretary of the Plan, in writing at Local 804 I.B.T. and Local 447 I.A.M. - Multi-Employer Retirement Plan, 55 Glenlake Parkway, NE, Atlanta, GA 30328, by phone at (800) 643-4442, or via email at retirementdept@ups.com.

The Plan will send you a summary of the Funding Improvement Plan when it is adopted and will send you a copy of the Funding Improvement Plan itself, upon written request.