

INDIANA TEAMSTERS PENSION PLAN

***Actuarial Valuation Report
For Plan Year Commencing
January 1, 2024***

January 8, 2025

Board of Trustees
Indiana Teamsters Pension Plan

Dear Trustees:

We have been retained by the Board of Trustees of the Indiana Teamsters Pension Plan to perform annual actuarial valuations of the pension plan. This report presents the results of our actuarial valuation for the plan year beginning January 1, 2024. The valuation results contained herein are based on current plan provisions summarized in Appendix A, the actuarial assumptions and methods listed in Appendix B and on financial statements audited by Pile CPAs. Participant data was provided by the Fund Office. While we have reviewed the data for reasonableness in accordance with Actuarial Standards of Practice No. 23, we have not audited it. The data was relied on as being both accurate and comprehensive.

This report has been prepared in order to (1) assist the Trustees in evaluating the current actuarial position of the plan, (2) determine the minimum required and maximum deductible contribution amounts under Internal Revenue Code §431 and §404, (3) provide the fund's auditor with information necessary to comply with Accounting Standards Codification 960, and (4) document the plan's certified status under Internal Revenue Code §432 for the current year and provide the basis to certify such status for the subsequent year. In addition, information contained in this report will be used to prepare Schedule MB of Form 5500 that is filed annually with the IRS and could be used to calculate employer withdrawal liability. We are not responsible for the use of, or reliance upon, this report for any other purpose.

We have prepared this report in accordance with generally accepted actuarial principles and practices and have performed such tests as we considered necessary to assure the accuracy of the results. The results have been determined on the basis of actuarial assumptions that, in my opinion, are appropriate for the purposes of this report, are individually reasonable and in combination represent my best estimate of anticipated experience under the plan. Actuarial assumptions may be changed from previous valuations due to changes in mandated requirements, plan experience resulting in changes in expectations about the future, and/or other factors. An assumption change does not indicate that prior assumptions were unreasonable when made. For purposes of current liability calculations, assumptions are prescribed by regulation or statute. By relying on this valuation report, the Trustees confirm they have accepted the assumptions contained in the report.

The results are based on my best interpretation of existing laws and regulations and are subject to revision based on future regulatory or other guidance.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an

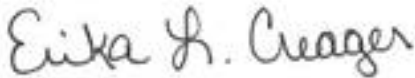
amortization period or additional cost or contribution requirements based on the plan's funded status), and changes in plan provisions or applicable law.

United Actuarial Services, Inc. does not provide, nor charge for, investment, tax or legal advice. None of the comments made herein should be construed as constituting such advice. I am not aware of any direct or material indirect financial interest or relationship that could create a conflict of interest that would impair the objectivity of our work.

The undersigned actuary meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report. I am available to respond to any questions you may have about this report.

UNITED ACTUARIAL SERVICES, INC.

Enrolled Actuary

A handwritten signature in dark ink, reading "Erika L. Creager". The signature is written in a cursive, flowing style.

Erika L. Creager, EA, MAAA
Consulting Actuary

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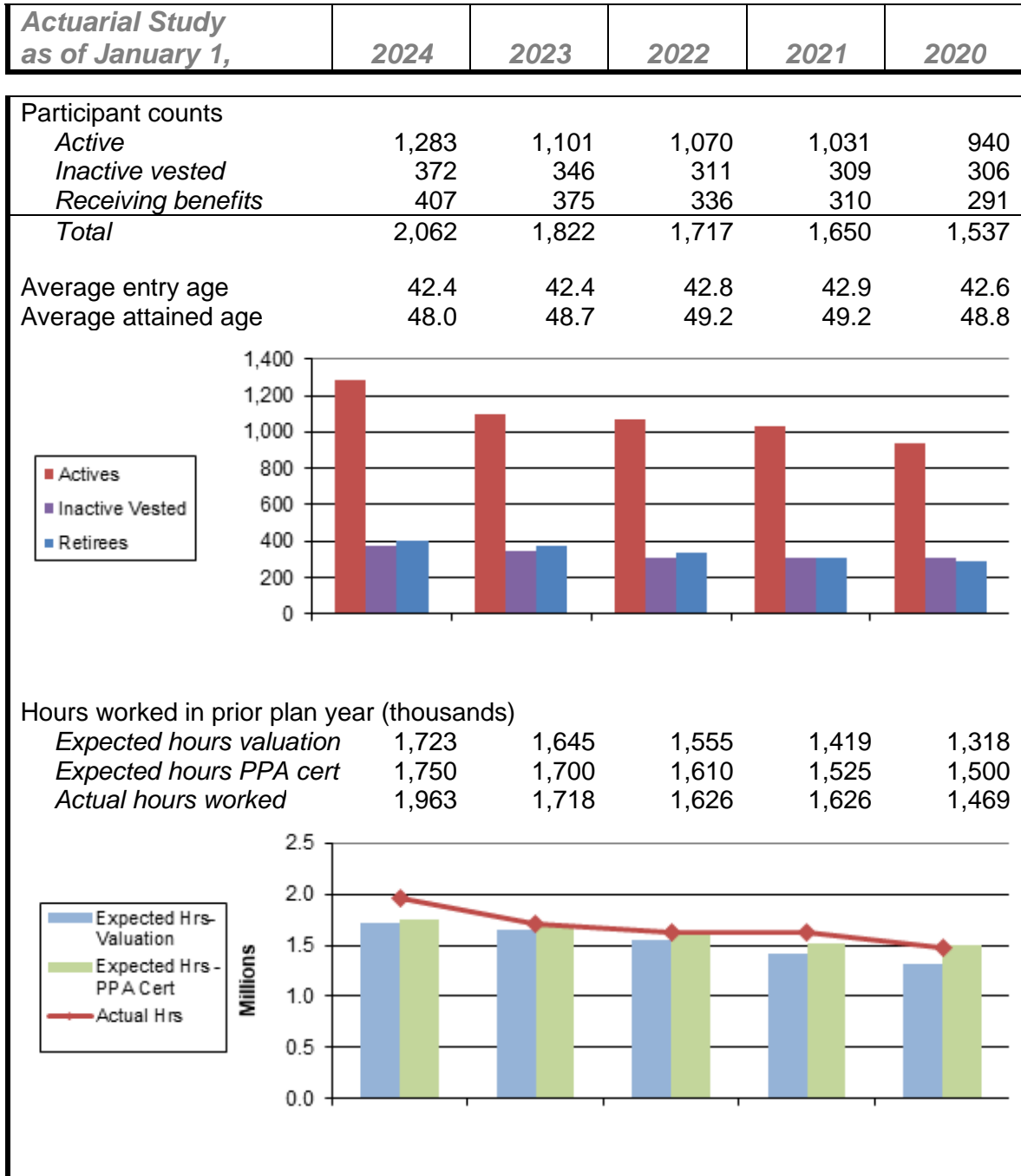
PART I: SUMMARY OF RESULTS

5 - YEAR SUMMARY OF VALUATION RESULTS

<i>Actuarial Study as of January 1,</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
PPA funded status	Safe	Safe	Safe	Safe	Safe
Improvements restricted	No	No	No	No	No
Funded ratio					
<i>Valuation report (AVA)</i>	115.6%	114.8%	118.3%	117.8%	117.7%
<i>Valuation report (MVA)</i>	110.9%	103.5%	125.0%	122.5%	120.7%
<i>PPA certification (AVA)</i>	114.4%	116.1%	119.8%	119.6%	117.0%
Proj. year of insolvency	None	None	None	0	0
Credit balance (\$ 000)	14,417	13,130	12,438	12,216	11,161
Date of first projected funding deficiency					
<i>Valuation report</i>	None	None	None	None	None
<i>PPA certification</i>	None	None	None	None	None
Net investment return					
<i>On market value</i>	12.64%	-10.82%	11.10%	9.73%	18.10%
<i>On actuarial value</i>	6.32%	4.64%	9.11%	8.02%	5.79%
Asset values (\$ 000)					
<i>Market</i>	88,666	74,869	80,534	70,147	61,113
<i>Actuarial</i>	92,470	83,017	76,185	67,466	59,621
Accum. ben. (\$ 000)	79,966	72,327	64,409	57,278	50,652

Year	Assets (Actuarial)	Assets (Market)	Accumulated Benefits
2020	59,621	61,113	50,652
2021	67,466	70,147	57,278
2022	76,185	80,534	64,409
2023	83,017	74,869	72,327
2024	92,470	88,666	79,966

5 - YEAR SUMMARY OF DEMOGRAPHICS



CHANGES FROM PRIOR STUDY

Changes in Plan Provisions

The plan provisions underlying this valuation are the same as those valued last year.

Changes in Actuarial Assumptions and Methods

The actuarial assumptions and methods used in this valuation differ from those used in the prior valuation in the following respects:

- We increased the assumed daily/hourly/weekly contribution rates to reflect negotiated increases in the year.
- The assumed future hours worked were increased from 1,850 hours to 1,900 hours per future year for local 135 vested active lives. The assumed future weeks worked were decreased from 40 weeks to 35 weeks for local 364 non-vested active lives. This represents our best estimate of future hours based on recent plan experience.
- The assumed operational expenses were increased from \$190,550 to \$220,000 for the 2024 plan year and continue to assume a 3.0% annual increase to reflect our best estimate of future expenses based on recent plan experience and expected inflationary increases.
- The expense load on ASC 960 liabilities was changed from 7.75% to 8.00% based on recent plan experience.
- The current liability interest rate was changed from 2.19% to 2.77%. The new rate is within established statutory guidelines.

Additionally, the projection assumptions used in this valuation differ from those used in the prior valuation in the following respects:

- The future hours assumption used for projection purposes was increased from 1,750,000 for all years to 2,000,000 for all years. This reflects input from the Trustees regarding future industry activity as used for the 2024 PPA certification.
- The 2025 increase of the PBGC premium to \$39 per participant is now reflected for projection purposes. (The 2031 increase of the PBGC premium to \$52 per participant was already included in last year's projections.)

HISTORY OF MAJOR ASSUMPTIONS

Assumption	Actuarial Study as of January 1,				
	2024	2023	2022	2021	2020
Future rate of net investment return	7.00%	7.00%	7.00%	7.00%	7.00%
Mortality table	PRI-2012	PRI-2012	PRI-2012	PRI-2012	PRI-2012
Adjustment	95%	95%	95%	100%	100%
Projection scale	MP-2021	MP-2021	MP-2021	MP-2020	MP-2019
Future expenses					
Initial year	\$220,000	\$185,000	\$159,650	\$155,000	\$150,000
Annual increase	3.00%	3.00%	3.00%	3.00%	n/a
Average future hourly contribution rate*	\$4.23	\$3.91	\$3.73	\$3.54	\$3.39
Average future annual hours Local 135					
Vested	1,900	1,850	1,800	1,800	1,800
Non-vested	1,300	1,300	1,300	1,300	1,300
Average future annual weeks for Local 364					
Vested	50	50	50	50	50
Non-vested	35	40	40	40	40
Assumptions used for projections					
Annual hours (000)					
First year	2,000	1,750	1,700	1,610	1,525
Second year	2,000	1,750	1,700	1,635	1,550
Third year & later	2,000	1,750	1,700	1,635	1,575

* Actual average derived from application of assumptions specified in Appendix B.

EXPERIENCE VS. ASSUMPTIONS

Comparing the prior year's experience to assumptions provides indications as to why overall results may differ from those expected

Actuarial assumptions are used to project certain future events related to the pension plan (e.g. deaths, withdrawals, investment income, expenses, etc.). While actual results for a single plan year will rarely match expected experience, it is intended that the assumptions will provide a reasonable long term estimate of developing experience.

The following table provides a comparison of expected outcomes for the prior plan year with the actual experience observed during the same period. This display may provide insight as to why the plan's overall actuarial position may be different from expected.

<i>Plan Year Ending December 31, 2023</i>	<i>Expected</i>	<i>Actual</i>
Decrements		
<i>Terminations (net of rehires)</i>	149.2	191
<i>Active retirements</i>	19.8	20
<i>Pre-retirement deaths</i>	5.1	3
<i>Post-retirement deaths</i>	13.6	7
<i>Monthly benefits of deceased retirees</i>	\$ 6,573	\$ 4,007
Financial assumptions		
<i>Rate of net investment return on actuarial value</i>	7.00%	6.32%
<i>Administrative expenses</i>	\$ 185,000	\$ 253,391
Other demographic assumptions		
<i>Average retirement age from active (new retirees)</i>	66.4	65.2
<i>Average retirement age from inactive (new retirees)*</i>	65.2	64.1
<i>Average entry age (new entrants)</i>	42.4	42.8
Local 135 hours assumptions		
<i>Hours worked per vested active</i>	1,850	1,928
<i>Hours worked per non-vested active</i>	1,300	1,256
Local 364 hours assumptions		
<i>Hours worked per vested active</i>	2,250	2,233
<i>Hours worked per non-vested active</i>	1,800	1,472
Total hours worked for Local 135 and Local 364		
<i>Total hours worked (valuation assumption)</i>	1,722,850	1,963,338
<i>Total hours worked (PPA certification assumption)</i>	1,750,000	1,963,338
Unfunded liability (gain)/loss		
<i>(Gain)/loss due to asset experience</i>	\$	579,362
<i>(Gain)/loss due to liability experience</i>		823,943
<i>Total (gain)/loss</i>	\$	1,403,305

* Expected average based on the average for the total group of participants.

PLAN MATURITY

Measures of plan maturity can play a part in understanding risk and a plan's ability to recover from adverse experience

When a new pension plan is first established, its liabilities are typically limited to active plan participants. However, as people become vested and retire, a plan begins to develop liabilities attributable to nonactive participants (retirees and inactive vested participants). The process of adding nonactive liabilities (often referred to as "maturing")

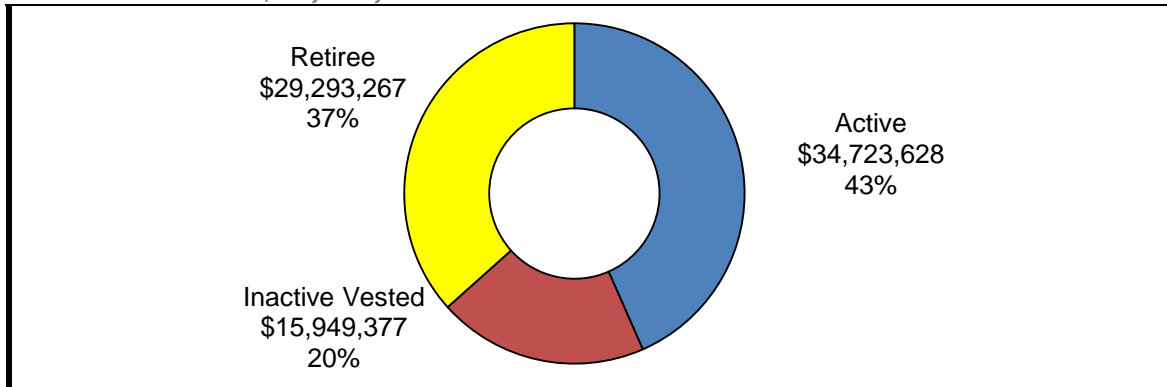
is a natural outgrowth of the operation of the plan. As a plan matures, its liabilities tend to balloon in relation to its contribution base, making it more difficult to correct for adverse outcomes by increasing contribution rates or reducing future benefit accruals.

Headcount ratios show the number of retired or inactive participants supported by each active participant. While there is no hard and fast rule, we generally consider a plan to be mature if each active is supporting more than 1 retiree or more than 2 nonactives. A negative net cash flow (benefits payments and expenses greater than contributions) can also be an indicator of a mature plan. A negative cash flow, when expressed as a percentage of assets, in excess of the assumed rate of return on fund assets may not be sustainable in the long term.

Actuarial Study as of January 1,	2024	2023	2022	2021	2020
Retiree/active headcount ratio	0.32	0.34	0.31	0.30	0.31
Nonactive/active headcount ratio	0.61	0.65	0.60	0.60	0.64
Cash flow					
Contr.-ben.-exp. (\$000)	4,079	3,225	2,463	2,944	2,563
Percent of assets	4.60%	4.31%	3.06%	4.20%	4.19%

Liabilities of Actives, Retirees, and Inactive Vesteds

Total Liabilities: \$79,966,272



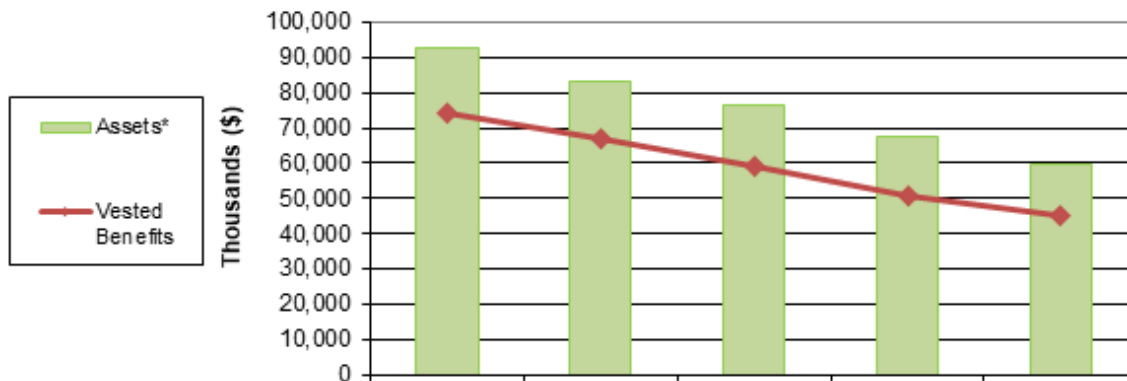
UNFUNDED VESTED BENEFITS/EMPLOYER WITHDRAWAL LIABILITY

An employer withdrawing during the coming year will not have withdrawal liability

The following table shows a history of the plan's unfunded vested benefits (UVB) required to compute a specific employer withdrawal liability under the rolling 5 method.

Rolling 5 Method (\$ 000)

December 31,	2023	2022	2021	2020	2019
Vested benefits interest	7.00%	7.00%	7.00%	7.00%	7.00%
Vested benefits	74,440	66,875	58,828	50,816	45,316
less: Asset value*	92,470	83,017	76,185	67,466	59,621
UVB	(18,030)	(16,142)	(17,357)	(16,650)	(14,305)



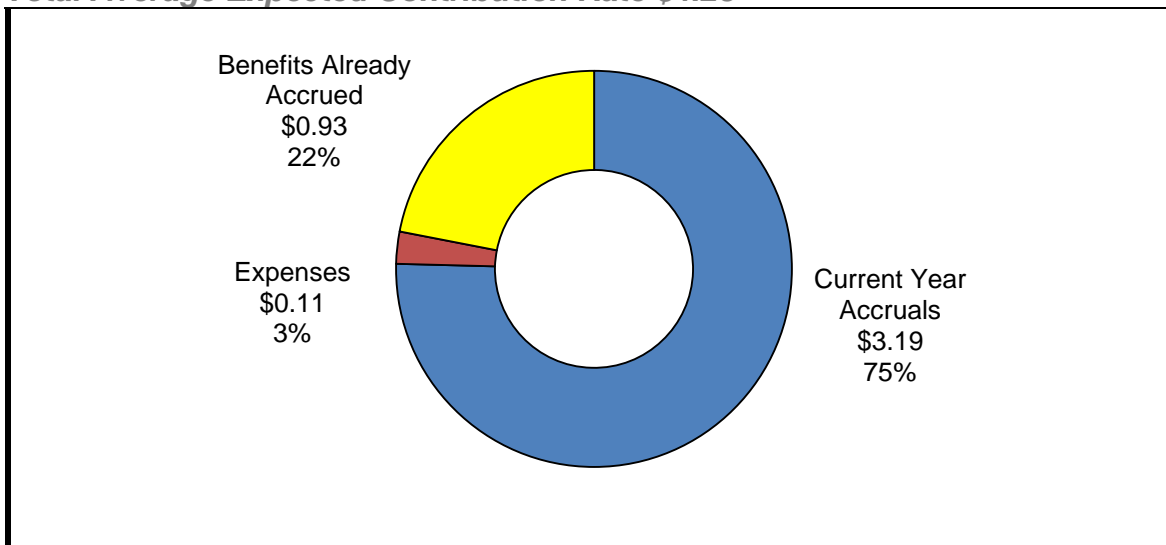
* Actuarial value.

CONTRIBUTION ALLOCATION

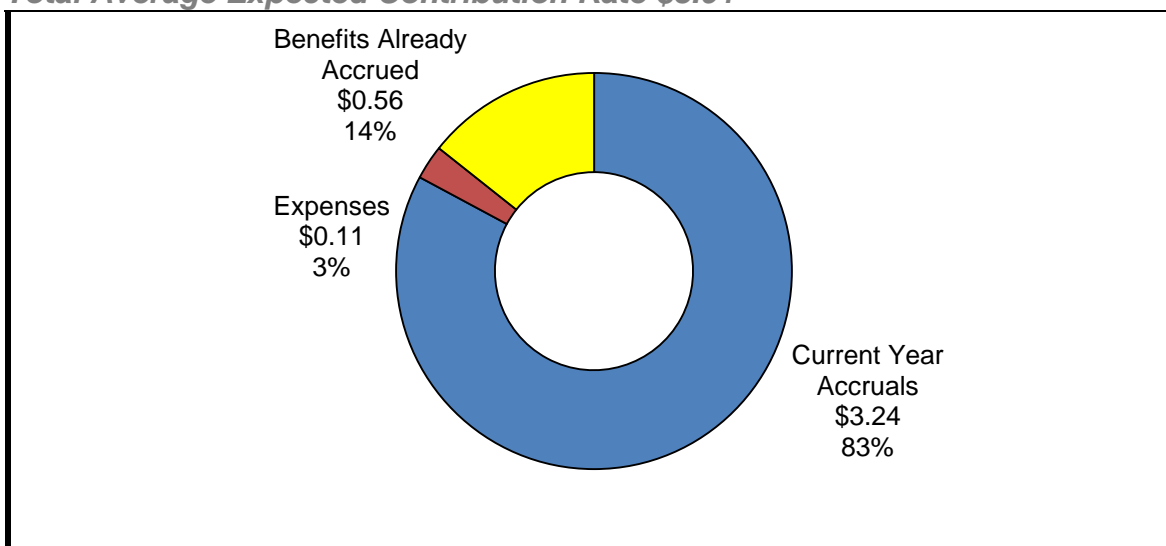
These graphs show how the contributions are being spent

The following allocation charts illustrate how the expected contribution rate for the coming plan year will be “spent” to pay for benefits being earned in the current year, plan expenses, and to provide a margin against future adverse experience.

Contribution Allocation as of January 1, 2024
Total Average Expected Contribution Rate \$4.23



Contribution Allocation as of January 1, 2023
Total Average Expected Contribution Rate \$3.91



FUNDING STANDARD ACCOUNT PROJECTION

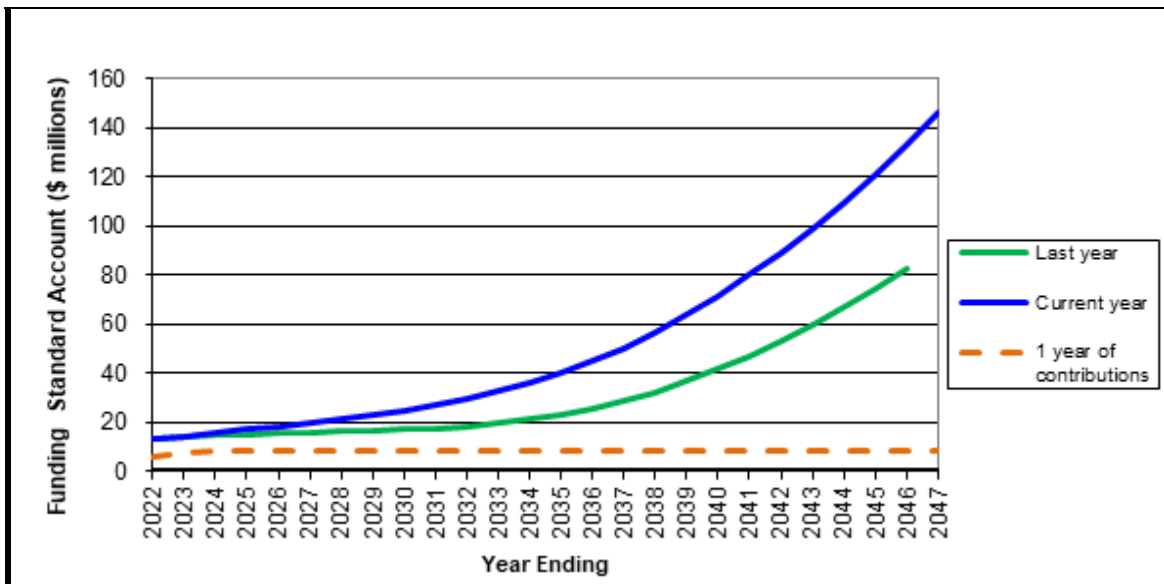
The funding standard account projection is a major driver of PPA status

The funding standard account (FSA) was established by ERISA as a means of determining compliance with minimum funding standards. The FSA is hypothetical in the sense that it does not represent actual assets held by a custodian.

Rather, a positive FSA balance (called a “credit balance”) means that the plan has exceeded minimum funding standards on a cumulative basis, while a negative balance (called a “funding deficiency”) means that the plan has fallen short of such standards.

Actuaries must project the plan’s FSA each year in order to determine PPA status. If a funding deficiency is projected in a future year, the plan could be forced into yellow (endangered) or red (critical) status depending how far into the future the first projected funding deficiency is. The plan’s FSA projection appears below. These projections are based on the assumptions summarized in the “Actuarial Assumptions used for Projections” section of Appendix B.

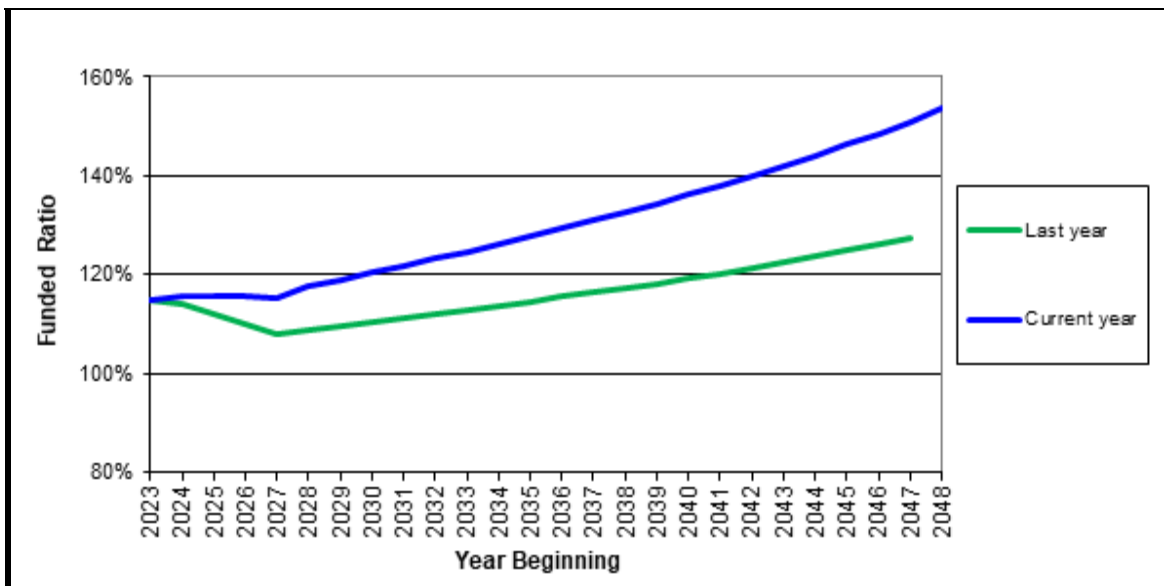
As a rule of thumb, UAS recommends in non-Critical status year that plans maintain a projected credit balance of at least one year’s contributions (shown as an orange dotted line in the graph below) in each future year. Maintaining a “cushion” in the Funding Standard Account helps minimize the risk of a surprise funding deficiency at the end of a non-Critical status plan year. Such a deficiency could trigger an excise tax payable directly by employers. If the Plan is in Critical status at the start of plan year, it is protected from these excise taxes so long as scheduled progress has been satisfied in at least one of the past three plan years.



FUNDED RATIO PROJECTION

The plan's funded ratio is a major driver of PPA status

The funded ratio is defined as the actuarial value of plan assets divided by the plan's liabilities for accrued benefits. Along with the funding standard account projection, funded ratio is one of the two major drivers of PPA funded status. In order for a plan to enter the green zone (also called "safe") the funded ratio must be at least 80%. An insolvency, which is the plan year when the plan would run out of money, occurs if the funded ratio is projected to be 0%. In order for a plan to enter critical and declining status, an insolvency needs to be projected within 20 plan years of the PPA certification (it may need to be within 15 years under certain conditions) and they must meet one of the initial critical tests. The projection of the funded ratio appears below. These projections are based on the assumptions summarized in the "Actuarial Assumptions used for Projections" section of Appendix B.



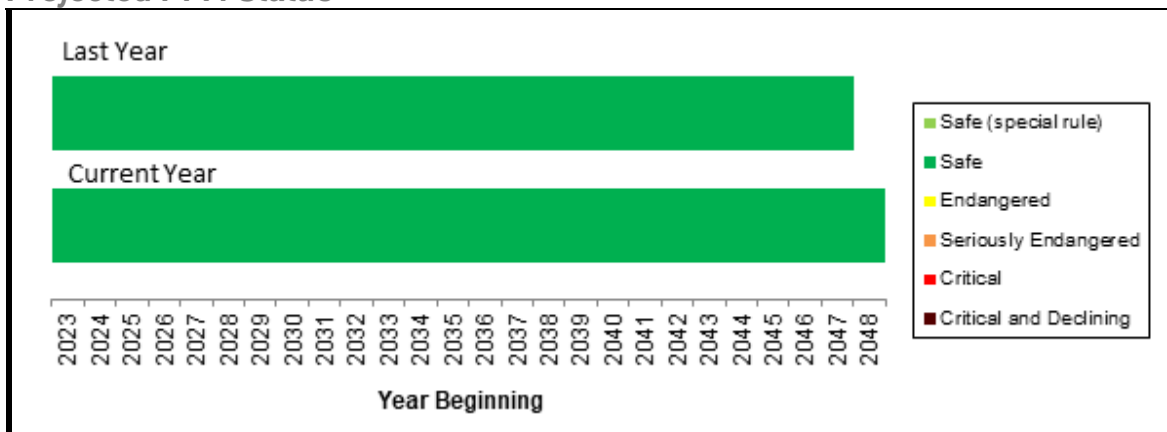
PPA STATUS PROJECTION

A plan that is not in green (i.e. safe) zone is subject to additional requirements and restrictions

The following graph shows the projection of PPA status based on the assumptions summarized in the “Actuarial Assumptions used for Projections” section of Appendix B.

The projection is based on the current plan and does not assume any changes in plan provisions or contribution rates, even if the plan moves to a worse PPA zone.

Projected PPA Status



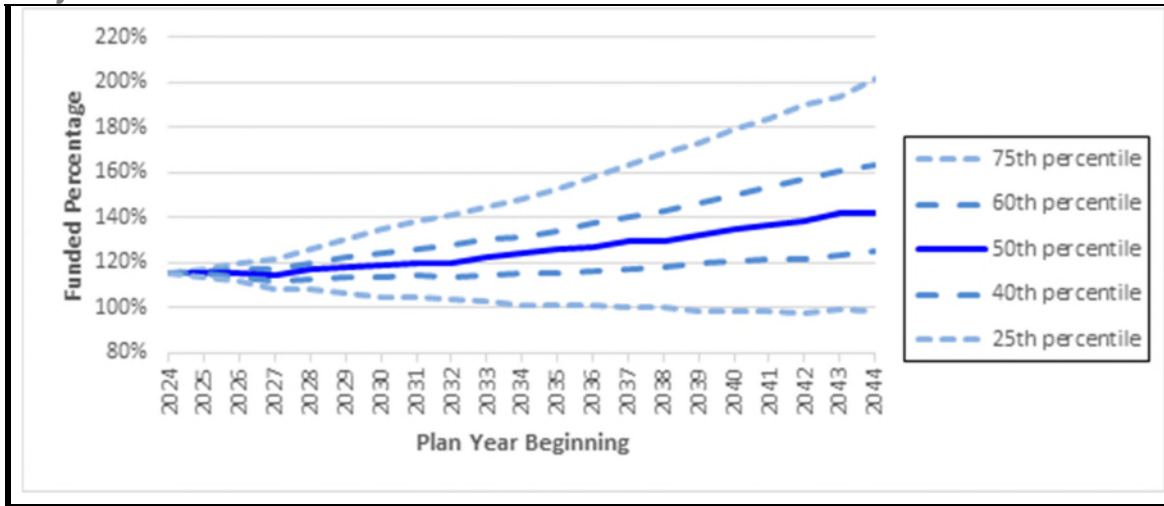
STOCHASTIC PROJECTIONS

Stochastic projections show the probability of being in a certain status or the projected percentiles of funded ratio.

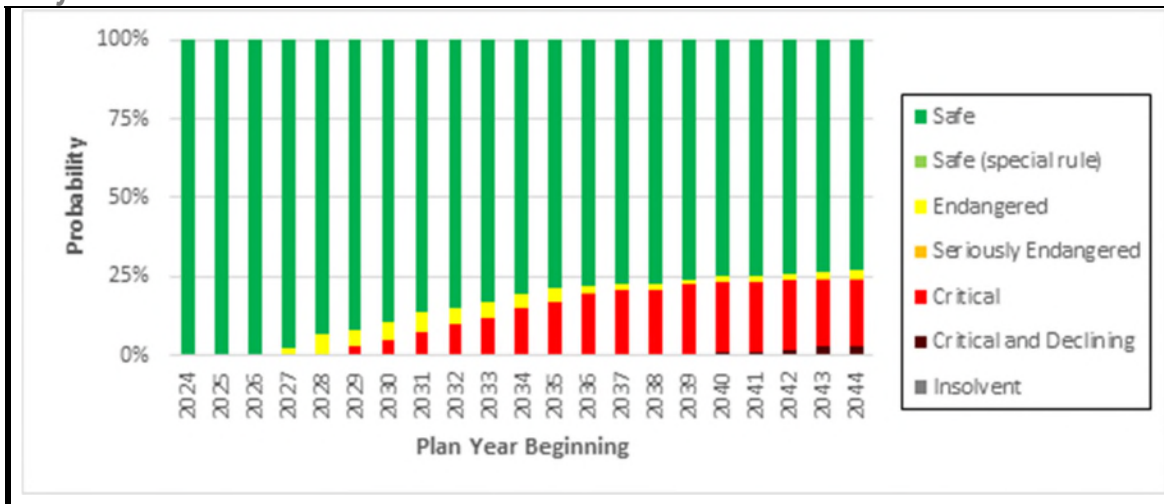
The stochastic projections below show the estimated probability of being in each status and the projected percentiles of funded ratios based on the assumptions summarized in the “Actuarial Assumptions used for Projections” section of Appendix B.

The projections are based on the current plan and do not assume any changes in plan provisions or contribution rates, even if the plan moves to a worse PPA zone. The distribution of returns is based on the mean and standard deviation of the Plan’s investment portfolio. The mean for years 1-10 is based on short-term expectations, while the mean for years 11-20 is based on long-term expectations.

Projected Funded Ratio



Projected PPA Status



SENSITIVITY ANALYSIS AND SCENARIO/STRESS TESTING

Sensitivity analysis along with scenario and stress testing can help Trustees gauge a plan's key risks

Sensitivity analysis studies the funding impact to the plan when a given assumption changes. *Scenario testing* studies the funding impact from actual experience for one or more possible outcomes. *Stress testing* studies the funding impact from poor experience. The sensitivity analysis

along with the scenario and stress testing below can be used to gauge a plan's key risks from investments and hours.

Currently, the plan is over 100% funded and projects no funding deficiencies. In the table below we use these results to perform scenario and stress testing on the investment return assumption by assuming asset returns for the 2024 plan year of 16.00%, 7.00%, and -2.00%. The 7.00% return represents the assumed return on assets. The other two returns are 75% of one standard deviation from the expected return. Statistically, the return has about a 55% probability of being within this range for the year. We also perform sensitivity analysis on the future hours assumption by showing the effect of varying it by $\pm 10\%$. Lastly, we determined the minimum return necessary that would project the plan to be at least 100% funded in the next 20 years.

<i>Assumptions</i>	<i>Funding Stats</i>	<i>Scenario Testing: Return for 2024 PY then 7.00% thereafter</i>			<i>Minimum 2024 Return to Remain at Least 100% Funded for 20 Years.</i>
		<i>16.00%</i>	<i>7.00%</i>	<i>-2.00%</i>	

<u>10% Lower Hours</u> 1,800,000 in all years	Fund. ratio 1/1/2029:	127.4%	118.5%	109.6%	-11%
	Cred. bal. 12/31/2028:	21.785M	19.603M	17.421M	
	Fund. ratio 1/1/2039:	144.4%	133.7%	123.1%	
<u>Baseline Hours</u> 2,000,000 in all years	Fund. ratio 1/1/2029:	127.6%	118.9%	110.2%	-12%
	Cred. bal. 12/31/2028:	23.607M	21.414M	19.222M	
	Fund. ratio 1/1/2039:	144.3%	134.3%	124.3%	
<u>10% Higher Hours</u> 2,200,000 in all years	Fund. ratio 1/1/2029:	127.8%	119.4%	110.9%	-13%
	Cred. bal. 12/31/2028:	25.397M	23.194M	20.992M	
	Fund. ratio 1/1/2039:	144.3%	134.8%	125.3%	

PART II: SUPPLEMENTAL STATISTICS

PARTICIPANT DATA RECONCILIATION

The participant data reconciliation table below provides information as to how the plan's covered population changed since the prior actuarial study. Such factors as the number of participants retiring, withdrawing and returning to work have an impact on the actuarial position of the pension fund.

<i>Participants Valued As</i>	<i>Active</i>	<i>Inactive Vested</i>	<i>Receiving Benefits</i>	<i>Total Valued</i>
January 1, 2023	1,101	346	375	1,822
Change due to:				
<i>New hire</i>	396	-	-	396
<i>Rehire</i>	29	-	-	29
<i>Termination</i>	(220)	47	-	(173)
<i>Disablement</i>	-	-	-	-
<i>Retirement</i>	(20)	(16)	36	-
<i>Death</i>	(2)	(1)	(7)	(10)
<i>Cash out</i>	-	-	-	-
<i>New beneficiary</i>	-	-	5	5
<i>Certain pd. expired</i>	-	-	(2)	(2)
<i>Data adjustment*</i>	(1)	(4)	-	(5)
Net change	182	26	32	240
January 1, 2024	1,283	372	407	2,062

* Active data adjustment: Less 1 duplicate record.

Inactive vested data adjustment: Less 4 inactive vested participants now over age 74 and assumed to be deceased.

HOURS WORKED DURING PLAN YEAR

Hours Worked Per Participant

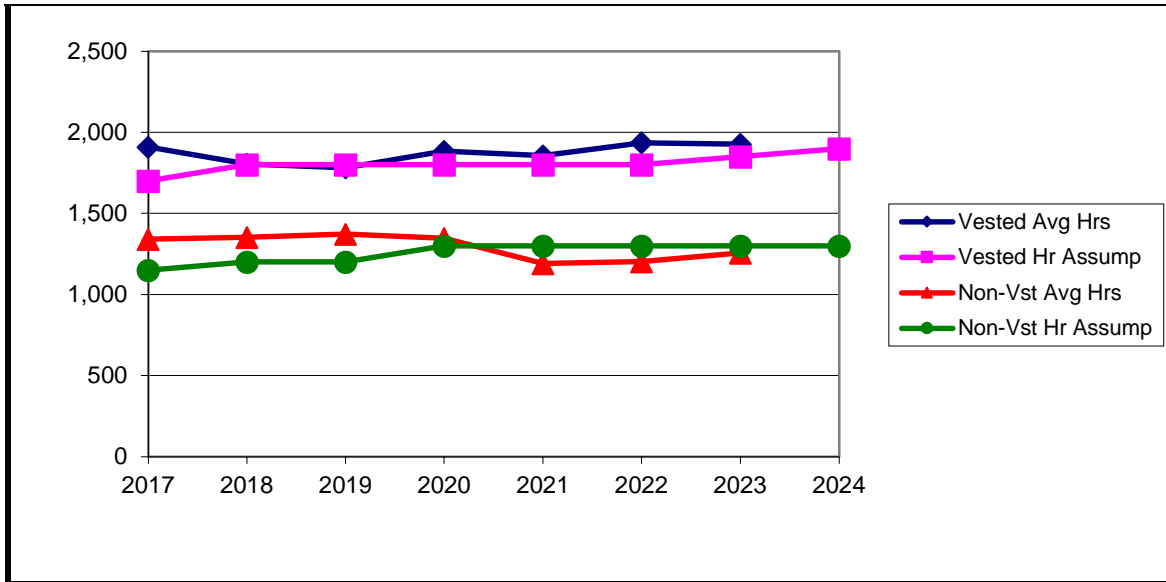
<i>Plan Year Ending December 31, 2023</i>	<i>Number</i>	<i>Hours Worked</i>	<i>Average Hours Worked</i>
Local 135			
Actives			
<i>Vested</i>	423	815,636	1,928
<i>Non-vested, continuing</i>	394	607,149	1,541
<i>Non-vested, new entrant</i>	381	366,256	961
Total active	1,198	1,789,041	1,493
Others	8	12,476	1,560
Local 135 total for plan year	1,206	1,801,517	1,494
Local 364			
Actives			
<i>Vested</i>	48	107,190	2,233
<i>Non-vested, continuing</i>	22	42,345	1,925
<i>Non-vested, new entrant</i>	15	12,105	807
Total active	85	161,640	1,902
Others	1	180	180
Local 364 total for plan year	86	161,820	1,882
Total for plan year	1,292	1,963,337	1,520

History of Total Actual and Expected Hours Worked (Thousands)

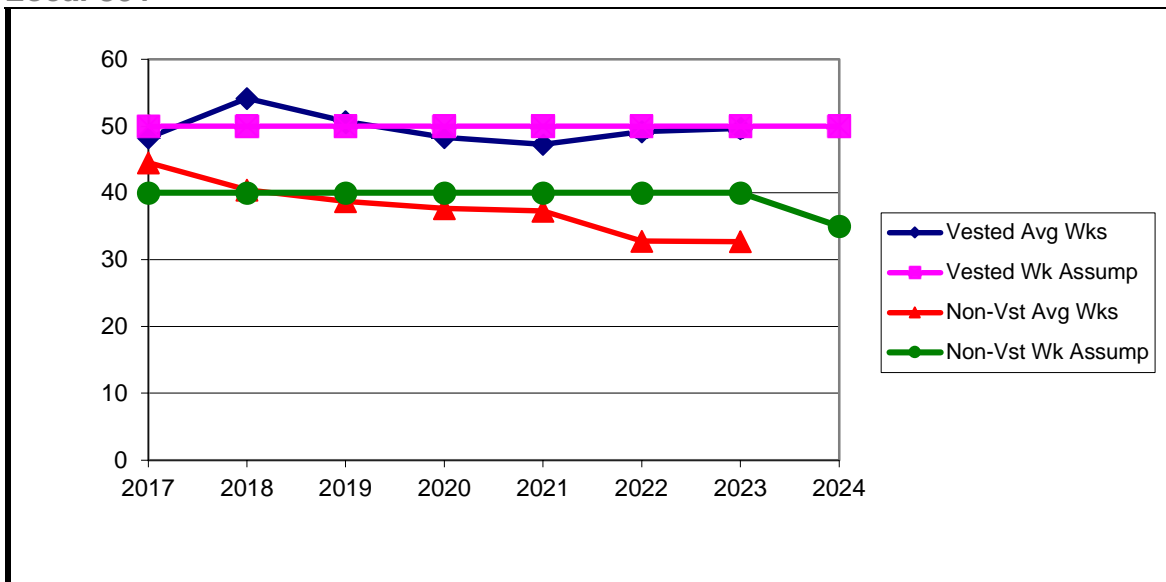
<i>Plan Year Ending December 31,</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>	<i>2020</i>
Expected hours valuation	1,964	1,723	1,645	1,555	1,419
Expected hours PPA cert	2,000	1,750	1,700	1,610	1,525
Actual hours worked	n/a	1,963	1,718	1,626	1,626

HISTORY OF AVERAGE ACTUAL AND EXPECTED HOURS

History of Average Actual and Expected Hours Worked per Participant for Local 135



History of Average Actual and Expected Weeks Worked per Participant for Local 364



CONTRIBUTIONS MADE DURING PLAN YEAR

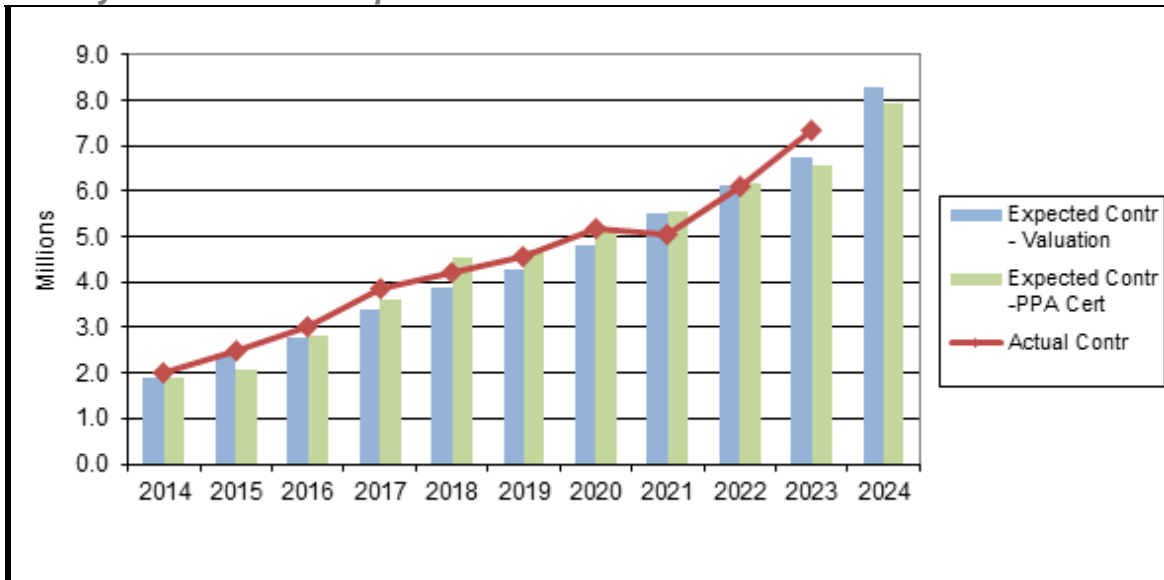
Employer Credited Contributions Reported in Employee Data

Plan Year Ending December 31, 2023	Number	Credited Contributions Reported
Actives		
Vested	471	\$ 3,195,886
Non-vested, continuing	416	2,498,100
Non-vested, new entrant	396	1,469,918
Total valued as active	1,283	7,163,904
Others	9	54,343
Total for plan year	1,292	\$ 7,218,247
Average credited hourly contribution rate		
		\$ 3.68

Comparison with Audited Employer Contributions

Employer credited contributions reported in data	\$ 7,218,247
Total audited employer contributions	\$ 7,361,628
Percent reported	98%

History of Actual and Expected Total Contributions Received



ACTIVE INFORMATION

Active Participants by Age and Service as of January 1, 2024

Age	Years of Service										Total
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
< 25	13	14	-	-	-	-	-	-	-	-	27
25-29	30	43	6	-	-	-	-	-	-	-	79
30-34	23	61	15	1	-	-	-	-	-	-	100
35-39	27	57	18	7	1	-	-	-	-	-	110
40-44	28	70	24	9	5	1	-	-	-	-	137
45-49	28	73	42	16	3	4	-	-	-	-	166
50-54	37	64	47	12	8	5	4	1	-	-	178
55-59	20	72	63	20	9	4	3	2	-	-	193
60-64	10	51	56	21	8	2	2	5	-	-	155
65-69	4	11	13	5	2	6	2	2	-	-	45
70+	1	6	2	-	1	-	-	-	-	-	10
Totals	221	522	286	91	37	22	11	10	-	-	1,200
Unrecorded DOB	37	36	6	4	-	-	-	-	-	-	83
Total Active Lives	258	558	292	95	37	22	11	10	-	-	1,283

INACTIVE VESTED INFORMATION

Inactive Vested Participants by Age as of January 1, 2024

<i>Age Group</i>	<i>Number</i>	<i>Estimated Monthly Deferred Vested Benefits*</i>
< 30	3	\$ 1,652
30-34	9	4,357
35-39	6	2,608
40-44	21	11,510
45-49	39	22,982
50-54	77	44,859
55-59	83	48,721
60-64	99	48,084
65-69	31	15,991
70+	4	5,511
Totals	372	206,275
Unrecorded birth date	-	-
Total inactive vested lives	372	\$ 206,275

* Amount payable at assumed retirement age as used in the valuation process.

RETIREE INFORMATION

Benefits Being Paid by Form of Payment as of January 1, 2024

Form of Payment	Number	Monthly Benefits Being Paid			
		Total	Average	Smallest	Largest
Certain & Life	147	\$ 116,762	\$ 794	\$ 17	\$ 3,318
Joint & survivor	178	118,283	665	27	3,029
Beneficiaries	82	28,097	343	16	1,299
Totals	407	\$ 263,142	\$ 647	\$ 16	\$ 3,318

Retirees by Age and Form of Payment as of January 1, 2024

Age Group	Form of Benefits Being Paid			
	Certain & Life	Joint & Survivor	Beneficiaries	Total
< 40	-	-	-	-
40-44	-	-	2	2
45-49	-	-	-	-
50-54	-	-	1	1
55-59	1	6	3	10
60-64	7	11	11	29
65-69	53	63	9	125
70-74	38	47	15	100
75-79	23	26	14	63
80-84	11	11	7	29
85-89	8	10	10	28
90-94	5	1	6	12
95+	1	3	4	8
Totals	147	178	82	407

RETIREE INFORMATION (CONT.)

Age of Participants Retired During Last 5 Plan Years
(excludes beneficiaries and disability retirements)

Age at Retirement	Plan Year Ending December 31,				
	2023	2022	2021	2020	2019
< 55	-	-	-	-	-
55	2	-	-	-	-
56	-	-	-	-	-
57	-	3	-	-	4
58	1	1	-	-	-
59	-	-	-	-	-
60	1	1	-	-	-
61	-	-	-	1	-
62	2	3	1	1	-
63	-	2	3	3	1
64	2	3	1	-	1
65	16	14	11	10	7
66+	10	12	12	2	5
Totals	34	39	28	17	18

Average retirement age	64.8	65.0	66.1	65.6	64.2
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PART III: ASSET INFORMATION

MARKET AND ACTUARIAL FUND VALUES

Asset information extracted from the fund's financial statements audited by Pile CPAs.

**Market/Actuarial Value of
Fund Investments
as of December 31,**

	2023	2022	2021
Invested assets			
<i>Money market fund shares</i>	\$ 1,282,090	\$ 1,492,615	\$ 1,166,064
<i>U.S. govt & agency securities</i>	2,947,062	1,629,088	1,449,897
<i>Municipal bonds</i>	3,672,618	2,084,588	2,312,744
<i>Corporate bonds</i>	12,429,153	12,911,184	14,955,473
<i>Common stocks</i>	20,907,230	16,958,799	18,878,604
<i>Exchange-traded funds</i>	45,259,578	36,911,801	40,268,684
<i>Preferred stocks</i>	720,196	671,376	438,268
<i>Real estate investment trusts</i>	86,495	88,118	60,855
<i>Registered inv. companies</i>	625,766	1,391,033	345,386
<i>Cash, noninterest-bearing</i>	293,780	198,193	680,575
<i>Prepaid expenses</i>	54,564	44,175	42,820
	88,278,532	74,380,970	80,599,370
Net receivables*	387,919	487,929	(64,974)
Market value	\$ 88,666,451	\$ 74,868,899	\$ 80,534,396
Fund assets - Actuarial value			
<i>Market value</i>	\$ 88,666,451	\$ 74,868,899	\$ 80,534,396
less: <i>Deferred investment gains and (losses)</i>	(3,803,282)	(8,147,712)	4,349,244
Actuarial value	\$ 92,469,733	\$ 83,016,611	\$ 76,185,152
Actuarial value as a percentage of market value	104.29%	110.88%	94.60%

* Equals receivables, less any liabilities

FLOW OF FUNDS

Asset information extracted from the fund's financial statements audited by Pile CPAs.

<i>Plan Year Ending December 31,</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Market value at beginning of plan year	\$ 74,868,899	\$ 80,534,396	\$ 70,146,936
Additions			
<i>Employer contributions</i>	7,361,628	6,115,292	5,065,677
<i>Net investment income*</i>	9,718,981	(8,890,843)	7,924,711
<i>Other income</i>	-	-	-
	17,080,609	(2,775,551)	12,990,388
Deductions			
<i>Benefits paid</i>	3,029,666	2,676,859	2,418,397
<i>Net expenses*</i>	253,391	213,087	184,531
	3,283,057	2,889,946	2,602,928
Net increase (decrease)	13,797,552	(5,665,497)	10,387,460
Adjustment	-	-	-
Market value at end of plan year	\$ 88,666,451	\$ 74,868,899	\$ 80,534,396
Cash flow			
<i>Contr.-ben.-exp.</i>	4,078,571	3,225,346	2,462,749
<i>Percent of assets</i>	4.60%	4.31%	3.06%
Estimated net investment return			
<i>On market value</i>	12.64%	-10.82%	11.10%
<i>On actuarial value</i>	6.32%	4.64%	9.11%

* Investment expenses have been offset against gross investment income.

INVESTMENT GAIN AND LOSS

Investment Gain or Loss Plan Year Ending December 31, 2023

Expected market value at end of plan year		
Market value at beginning of plan year	\$	74,868,899
Employer contributions and non-investment income		7,361,628
Benefits and expenses paid		(3,283,057)
Expected investment income (at 7.00% rate of return)		5,383,573
		84,331,043
Actual market value at end of plan year		88,666,451
less: Expected market value		84,331,043
Investment gain or (loss)	\$	4,335,408

History of Gains and (Losses)

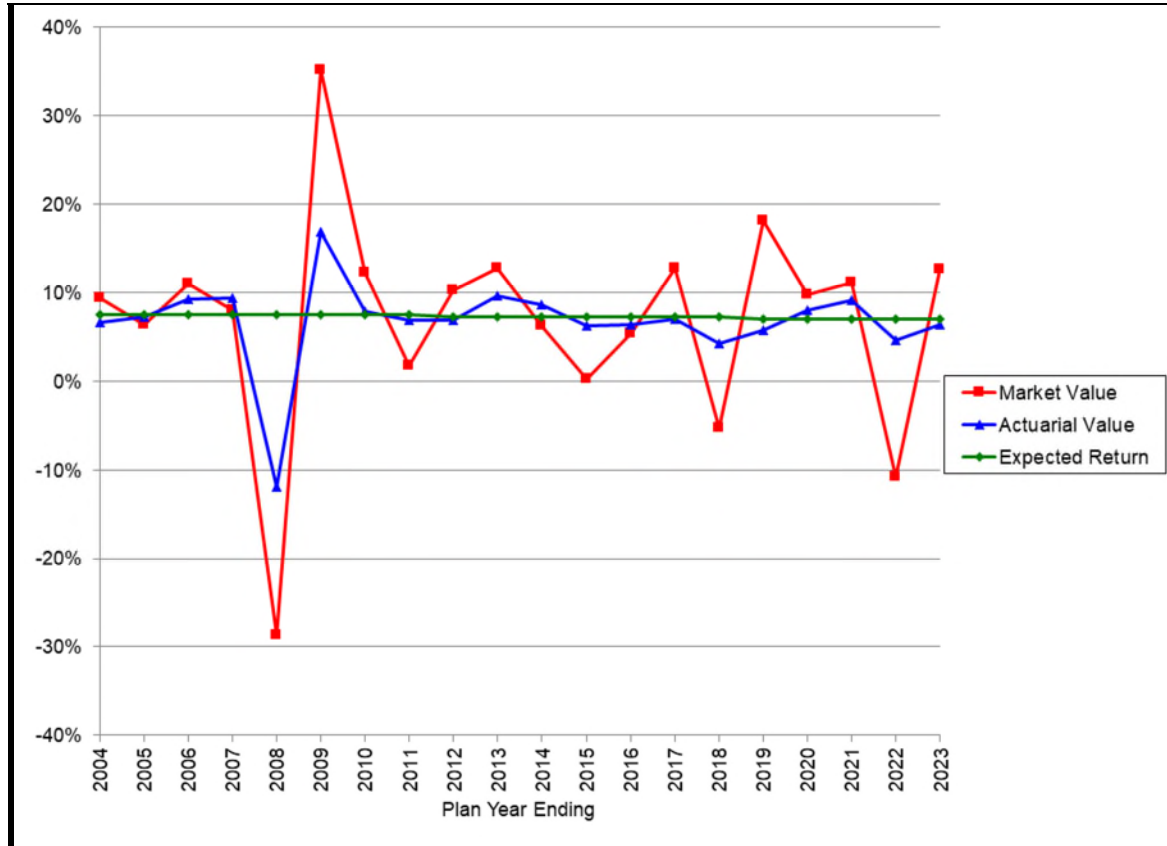
Plan Year Ending December 31,	Investment Gain or (Loss)	Amount Recognized This Year
2023	\$ 4,335,408	\$ 867,082
2022	(14,641,138)	(2,928,228)
2021	2,928,229	585,646
2020	1,708,913	341,783
2019	5,623,478	1,124,696
Total	\$ (45,110)	\$ (9,021)

Deferred Investment Gains and (Losses)

Plan Year Ending December 31,	Amount of Gain or (Loss) Deferred as of December 31,			
	2023	2024	2025	2026
2023	\$ 3,468,326	\$ 2,601,245	\$ 1,734,163	\$ 867,082
2022	(8,784,683)	(5,856,455)	(2,928,228)	-
2021	1,171,292	585,646	-	-
2020	341,783	-	-	-
Totals	\$ (3,803,282)	\$ (2,669,564)	\$ (1,194,065)	\$ 867,082

RATE OF RETURN ON FUND ASSETS

Historical Rates of Net Investment Return



The following table shows average rates of return over various periods calculated on a geometric average basis. These statistics may not be appropriate for evaluating a Plan's rate of return assumption as such assumption is forward-looking whereas the statistics are historical. Furthermore, these statistics do not reflect the internal rate of return actually experienced by the Fund over these periods.

Average Rates of Net Investment Return (geometric average)

Period	Return on Market Value		Return on Actuarial Value	
	Period Ending December 31,		Period Ending December 31,	
	2023	2022	2023	2022
One year	12.64%	-10.82%	6.32%	4.64%
5 years	7.66%	4.01%	6.76%	6.34%
10 years	5.65%	5.66%	6.62%	6.94%
15 years	8.34%	5.09%	7.59%	6.25%
20 years	6.16%	6.50%	6.62%	6.55%

PART IV: ENROLLED ACTUARY'S REPORT

NORMAL COST/ACTUARIAL LIABILITY

<i>Normal Cost as of January 1,</i>	<i>2024</i>	<i>2023</i>
Benefit accruals	\$ 4,425,041	\$ 3,617,548
Anticipated administrative expenses (beg. of year)	212,560	178,744
Total normal cost	\$ 4,637,601	\$ 3,796,292

<i>Unfunded Actuarial Liability as of January 1,</i>	<i>2024</i>	<i>2023</i>
Actuarial liability		
<i>Participants currently receiving benefits</i>	\$ 29,293,267	\$ 26,556,121
<i>Inactive vested participants</i>	15,949,377	14,067,849
<i>Active participants</i>	56,425,222	51,395,352
	101,667,866	92,019,322
less: Fund assets (actuarial value)	92,469,733	83,016,611
Unfunded actuarial liability	\$ 9,198,133	\$ 9,002,711

ACTUARIAL LIABILITY RECONCILIATION/PROJECTION

Reconciliation of Unfunded Actuarial Liability

Expected unfunded actuarial liability as of December 31, 2023	
<i>Unfunded actuarial liability as of January 1, 2023</i>	\$ 9,002,711
<i>Normal cost (including expenses)</i>	3,796,292
<i>Actual contributions</i>	(7,361,628)
<i>Interest to end of plan year</i>	638,274
	6,075,649
Increase (decrease) due to:	
<i>Experience (gain) or loss</i>	1,403,305
<i>Plan amendment</i>	-
<i>Change in actuarial assumptions</i>	1,719,179
<i>Change in actuarial method</i>	-
Net increase (decrease)	3,122,484
Unfunded actuarial liability as of January 1, 2024	\$ 9,198,133

Projection of Actuarial Liability to Year End

Actuarial liability as of January 1, 2024	\$ 101,667,866
Expected increase (decrease) due to:	
<i>Normal cost (excluding expenses)</i>	4,425,041
<i>Benefits paid</i>	(3,718,596)
<i>Interest on above</i>	179,602
<i>Interest on actuarial liability</i>	7,116,751
Net expected increase (decrease)	8,002,798
Expected actuarial liability as of December 31, 2024	\$ 109,670,664

FUNDED RATIOS

<i>Present Value of Accumulated Benefits/ Funded Ratios Actuarial Study as of January 1,</i>				<i>2024</i>		<i>2023</i>	
Present value of vested accumulated benefits							
<i>Participants currently receiving benefits</i>	\$	29,293,267	\$	26,556,121			
<i>Inactive vested participants</i>		15,787,140		13,928,535			
<i>Active participants</i>		29,359,701		26,390,459			
Total		74,440,108		66,875,115			
Nonvested accumulated benefits				5,526,164		5,451,688	
Present value of all accumulated benefits				\$	79,966,272	\$	72,326,803
Market value of assets				\$	88,666,451	\$	74,868,899
Funded ratios (Market value)							
<i>Vested benefits</i>				119.1%		112.0%	
<i>All accumulated benefits</i>				110.9%		103.5%	
Actuarial value of assets				\$	92,469,733	\$	83,016,611
Funded ratios (Actuarial value used for PPA)							
<i>Vested benefits</i>				124.2%		124.1%	
<i>All accumulated benefits</i>				115.6%		114.8%	
Interest rate used to value benefits				7.00%		7.00%	

FUNDING PERIOD

The funding period is the approximate number of years that would be required to completely fund the unfunded entry age normal actuarial liability if future plan experience occurs according to the assumptions. The funding period is an indicator of the long term financial soundness of the plan. Historically, funds often targeted a maximum funding period of up to 20 years. Today, asset losses are being paid off over a maximum of 15 years and are the primary driver for ERISA minimum funding. An ultimate target of no more than 10 years is recommended. A lower, more conservative funding period target can be chosen. As the funding period drops, the risk of having future funding issues also diminishes.

Funding Period Calculation

<i>Actuarial Study as of January 1,</i>	<i>2024</i>	<i>2023</i>
Unfunded actuarial liability		
<i>Actuarial liability</i>	\$ 101,667,866	\$ 92,019,322
less: <i>Fund assets (actuarial value)</i>	92,469,733	83,016,611
	9,198,133	9,002,711
Funds available to amortize unfunded		
<i>Anticipated contributions (beg. of yr.)</i>	8,024,437	6,511,796
less: <i>Normal cost (including expenses)</i>	4,637,601	3,796,292
	\$ 3,386,836	\$ 2,715,504
Funding period (years)	3	4

CURRENT LIABILITY

Current Liability is determined in a manner similar to the value of accrued benefits, but using an interest rate assumption within an acceptable range determined by the IRS. The current liability is used in the determination of the maximum deductible employer contribution and full funding limit under the Internal Revenue Code. For plans in critical status, it may also be used to determine eligibility for financial assistance under the America Rescue Plan. This alternative measure of liabilities is also a "low default risk" measure. Such a measure could match a lower risk investment strategy, which would provide more benefit security if it can be adequately funded.

<i>Current Liability as of January 1,</i>	<i>2024</i>	<i>2023</i>
Vested current liability		
<i>Participants currently receiving benefits</i>	\$ 39,906,932	\$ 40,574,690
<i>Inactive vested participants</i>	28,682,250	29,186,631
<i>Active participants</i>	56,605,049	60,661,109
	125,194,231	130,422,430
Nonvested current liability		
<i>Inactive vested participants</i>	305,213	300,314
<i>Active participants</i>	12,162,992	14,475,343
	12,468,205	14,775,657
Total current liability	\$ 137,662,436	\$ 145,198,087
Market value of assets	\$ 88,666,451	\$ 74,868,899
Current liability funded ratio (Market value)	64.4%	51.6%
Interest rate used for current liability	2.77%	2.19%

Projection of Current Liability to Year End

Current liability as of January 1, 2024	\$ 137,662,436
Expected increase (decrease) due to:	
<i>Benefits accruing</i>	13,054,505
<i>Benefits paid</i>	(3,718,596)
<i>Interest on above</i>	310,107
<i>Interest on current liability</i>	3,813,249
Net expected increase (decrease)	13,459,265
Expected current liability as of December 31, 2024	\$ 151,121,701

FUNDING STANDARD ACCOUNT

<i>Funding Standard Account Plan Year Ending December 31,</i>	<i>2024 (Projected)</i>	<i>2023 (Final)</i>
Charges		
<i>Prior year funding deficiency</i>	\$ -	\$ -
<i>Normal cost (including expenses)</i>	4,637,601	3,796,292
<i>Amortization charges (see Appendix C)</i>	3,628,235	3,578,612
<i>Interest on above</i>	578,610	516,243
Total charges	8,844,446	7,891,147
Credits		
<i>Prior year credit balance</i>	14,416,569	13,130,057
<i>Employer contributions</i>	8,456,774	7,361,628
<i>Amortization credits (see Appendix C)</i>	583,756	597,450
<i>Interest on above</i>	1,346,008	1,218,581
<i>ERISA full funding credit</i>	-	-
Total credits	24,803,107	22,307,716
Credit balance (credits less charges)	\$ 15,958,661	\$ 14,416,569

*Enrolled Actuary's Report
Indiana Teamsters Pension Plan
January 1, 2024 Actuarial Valuation*

FULL FUNDING LIMIT

<i>Projection of Assets for Full Funding Limit</i>	<i>Market Value</i>	<i>Actuarial Value</i>
Asset value as of January 1, 2024	\$ 88,666,451	\$ 92,469,733
Expected increase (decrease) due to:		
<i>Investment income</i>	6,068,801	6,335,030
<i>Benefits paid</i>	(3,718,596)	(3,718,596)
<i>Expenses</i>	(220,000)	(220,000)
Net expected increase (decrease)	2,130,205	2,396,434
Expected value as of December 31, 2024*	\$ 90,796,656	\$ 94,866,167

* Ignoring expected employer contributions (as required by regulation).

<i>Full Funding Limit as of December 31, 2024</i>	<i>For Minimum Required</i>	<i>For Maximum Deductible</i>
ERISA full funding limit (not less than 0)		
<i>Actuarial liability</i>	\$ 109,670,664	\$ 109,670,664
less: <i>Assets (lesser of market or actuarial)</i>	90,796,656	90,796,656
<i>plus: Credit balance (w/interest to year end)</i>	15,425,729	n/a
	34,299,737	18,874,008
Full funding limit override (not less than 0)		
<i>90% of current liability</i>	136,009,531	136,009,531
less: <i>Assets (actuarial value)</i>	94,866,167	94,866,167
	41,143,364	41,143,364
Full funding limit (greater of ERISA limit and full funding override)	\$ 41,143,364	\$ 41,143,364

MINIMUM REQUIRED CONTRIBUTION AND FULL FUNDING CREDIT

Minimum Required Contribution
Plan Year Beginning January 1, 2024

Minimum funding cost		
<i>Normal cost (including expenses)</i>	\$	4,637,601
<i>Net amortization of unfunded liabilities</i>		3,044,479
<i>Interest to end of plan year</i>		537,749
		8,219,829
Full funding limit		41,143,364
Net charge to funding std. acct. (lesser of above)		8,219,829
less: <i>Credit balance with interest to year end</i>		15,425,729
Minimum Required Contribution (not less than 0)	\$	-

Full Funding Credit to Funding Standard
Account Plan Year Ending December 31, 2024

Full funding credit (not less than 0)		
<i>Minimum funding cost (n.c., amort., int.)</i>	\$	8,219,829
less: <i>full funding limit</i>		41,143,364
	\$	-

MAXIMUM DEDUCTIBLE CONTRIBUTION

The maximum amount of tax-deductible employer contributions made to a pension plan is determined in accordance with Section 404(a) of the Internal Revenue Code. For a multiemployer pension plan, Section 413(b)(7) of the Internal Revenue Code and IRS Announcement 98-1 provide that, if anticipated employer contributions are less than the deductible limit for a plan year, then all employer contributions paid during the year are guaranteed to be deductible. If anticipated employer contributions exceed the deductible limit, the Trustees have two years from the close of the plan year in question to retroactively improve benefits to alleviate the problem.

Maximum Deductible Contribution Plan Year Beginning January 1, 2024

Preliminary deductible limit		
<i>Normal cost (including expenses)</i>	\$	4,637,601
<i>10-year limit adjustment (using "fresh start" alternative)</i>		1,223,932
<i>Interest to end of plan year</i>		410,307
		6,271,840
Full funding limit		41,143,364
Maximum deductible contribution override		
<i>140% of vested current liability projected to December 31, 2024</i>		192,408,270
<i>less: Actuarial value of assets projected to December 31, 2024</i>		94,866,167
		97,542,103
Maximum deductible contribution*	\$	97,542,103
Anticipated employer contributions	\$	8,456,774

* Equals the lesser of the preliminary deductible limit and the full funding limit, but not less than the maximum deductible contribution override.

HISTORY OF UNFUNDED VESTED BENEFITS

Rolling 5 Method

<i>December 31,</i>	<i>Vested Benefits Interest Rate</i>	<i>Value of Vested Benefits</i>	<i>Asset Value*</i>	<i>Unfunded Vested Benefits</i>
2004	7.50%	1,254,257	2,862,594	(1,608,337)
2005	7.50%	1,676,578	3,516,754	(1,840,176)
2006	7.50%	2,030,684	4,339,467	(2,308,783)
2007	7.50%	2,615,574	5,211,506	(2,595,932)
2008	7.50%	3,344,094	5,156,052	(1,811,958)
2009**	7.50%	20,084,786	22,945,442	(2,860,656)
2010	7.50%	21,779,099	25,395,967	(3,616,868)
2011	7.25%	25,851,423	27,612,767	(1,761,344)
2012	7.25%	27,140,765	29,918,189	(2,777,424)
2013	7.25%	28,608,696	33,202,966	(4,594,270)
2014	7.25%	30,031,441	36,639,610	(6,608,169)
2015	7.25%	31,918,270	40,011,482	(8,093,212)
2016	7.25%	34,236,533	44,064,913	(9,828,380)
2017	7.25%	37,032,996	49,366,419	(12,333,423)
2018	7.00%	41,062,129	53,867,019	(12,804,890)
2019	7.00%	45,316,162	59,620,574	(14,304,412)
2020	7.00%	50,815,704	67,466,256	(16,650,552)
2021	7.00%	58,828,451	76,185,152	(17,356,701)
2022	7.00%	66,875,115	83,016,611	(16,141,496)
2023	7.00%	74,440,108	92,469,733	(18,029,625)

* Actuarial value.

** Liabilities and assets reflect the merger with Local 364 beginning December 31, 2009

Example of Calculation of Employer Liability Upon Withdrawal

<u>Years</u>	<u>Ratio of Withdrawing Employer's Contributions to Total Employer Contributions</u>
1-1-2019 to 12-31-2023	1.0%

Employer withdraws during 1-1-2024 through 12-31-2024 plan year:

Withdrawal Liability = (\$ 0) x 1.0% = \$0

Withdrawal Liability after De Minimis = \$0

TERMINATION BY MASS WITHDRAWAL

If all employers were to cease to have an obligation to contribute to the plan, the plan would be considered “terminated due to mass withdrawal.” In this event, the Trustees would have the option of distributing plan assets in satisfaction of all plan liabilities through the purchase of annuities from insurance carriers or payment of lump sums. If assets are insufficient to cover liabilities, a special actuarial valuation pursuant to Section 4281 of ERISA would be performed as of the end of the plan year in which the mass withdrawal occurred. If the Section 4281 valuation indicates the value of nonforfeitable benefits exceeds the value of plan assets, employer withdrawal liability would be assessed.

The ERISA Section 4281 valuation described above uses required actuarial assumptions that are typically more conservative than those used for valuing an on-going plan. In order to illustrate the impact of the mass withdrawal assumptions, we performed an illustrative Section 4281 valuation as if mass withdrawal had occurred during the prior plan year. The value of assets used below is market value without any adjustments for outstanding employer withdrawal liability claims.

As required by regulation, interest rates of 5.06% for the first 20 years and 4.37% for each year thereafter and the GAM 94 Basic Mortality Table projected to 2033 were used.

Illustrative Section 4281 Valuation as of December 31, 2023

Value of nonforfeitable benefits		
<i>Participants currently receiving benefits</i>	\$	34,441,548
<i>Inactive vested participants</i>		20,933,234
<i>Active participants</i>		39,361,438
<i>Expenses (per Section 4281 of ERISA)</i>		974,694
		95,710,914
 less: Fund assets (market value)		 88,666,451
 Value of nonforfeitable benefits in excess of (less than) fund assets	 \$	 7,044,463

ASC 960 INFORMATION

The following displays are intended to assist the fund's auditor in complying with Accounting Standards Codification 960. The results shown are not necessarily indicative of the plan's potential liability upon termination.

<i>Present Value of Accumulated Benefits Actuarial Study as of January 1,</i>	<i>2024</i>	<i>2023</i>
Present value of vested accumulated benefits		
<i>Participants currently receiving benefits</i>	\$ 29,293,267	\$ 26,556,121
<i>Expenses on parts. currently rec. benefits</i>	2,343,461	2,058,099
<i>Other participants</i>	45,146,841	40,318,994
<i>Expenses on other participants</i>	3,611,747	3,124,722
	80,395,316	72,057,936
Present value of nonvested accumulated benefits		
<i>Nonvested accumulated benefits</i>	5,526,164	5,451,688
<i>Expenses on nonvested benefits</i>	442,093	422,506
	5,968,257	5,874,194
Present value of all accumulated benefits	\$ 86,363,573	\$ 77,932,130
Market value of plan assets	\$ 88,666,451	\$ 74,868,899
Interest rate used to value benefits	7.00%	7.00%

<i>Changes in Present Value of Accumulated Benefits</i>		
Present value of accumulated benefits as of January 1, 2023	\$	77,932,130
Increase (decrease) due to:		
<i>Plan amendment</i>		-
<i>Change in actuarial assumptions</i>		199,915
<i>Benefits accumulated and experience gain or loss</i>		6,059,336
<i>Interest due to decrease in discount period</i>		5,455,249
<i>Benefits paid</i>		(3,029,666)
<i>Operational expenses paid</i>		(253,391)
Net increase (decrease)		8,431,443
Present value of accumulated benefits as of January 1, 2024	\$	86,363,573

APPENDICES

PLAN HISTORY

Origins/Purpose

The Indiana Teamsters Pension Fund was established effective September 1, 1989 pursuant to an Agreement and Declaration of Trust and plan document for the stated purpose of providing retirement benefit to Chauffeurs, Teamsters, Warehousemen and Helpers Local Union No. 135.

The Pension Plan is managed under the provisions of the Labor Management Relations Act by a Board of Trustees consisting of an equal number of representatives from Labor and from Management.

The purpose of the Pension Plan is to provide Normal and Early Retirement Benefits, Joint and 50% Survivor Benefits, Optional Retirement Benefits, Vested Benefits and Death Benefits.

Merger of Local 364 Sales Drivers and Industry Pension Fund

The Local 364 Sales Drivers and Industry Pension Fund merged into this Fund on October 31, 2009. The pre-merger benefits for Local 364 participants are preserved under the eligibility and accrual provisions immediately prior to the merger. These provisions include the following service accrual, eligibility requirements, and early retirement adjustments:

Contributions and pension credits are reported and based on weeks worked.

<u>Weeks Worked</u>	<u>Pension Credits</u>
0-21	0.00
22-26	0.50
27-39	0.75
40+	1.00

The accrued benefit immediately prior to the merger was \$60 per pension credit.

Normal retirement age for benefits accrued immediately prior to the merger is the earlier of age 65 and 5th anniversary of participation.

Early retirement age for benefits accrued immediately prior to the merger is age 50 and 15 pension credits. The reduction for early retirement benefits is 7/12ths of 1% for each month prior to age 57 down to age 56 plus 1/3rd of 1% for each month prior to age 56.

EMPLOYER CONTRIBUTIONS

The Pension Plan is financed entirely by contributions from the employers as specified in the Collective Bargaining Agreement. Following is a listing of pension contribution rates.

<i>ER#</i>	<i>Employer</i>	<i>Contribution Rate as of 1/1/2024</i>	<i>Next Rate Change</i>	
			<i>Rate</i>	<i>Eff. Date</i>
Primary	Hourly Rate	\$5.18	\$5.39	4/1/2024
184	1 st Class Logistics			
323	A&J Rubble-Doo			
187	AB Transport			
44	All-Sets Inc.			
384	AMC Trucking LLC			
86	American Enterprises Trkg.			
162	Apache Trucking Corp			
39	Austgen Equipment Inc.			
72	Bearcat Enterprises, LLC			
166	Berry Farms			
183	Brovont Trucking			
306	Bulldog Hauling			
143	Bunn Trucking			
380	Butler Hauling			
95	C Lee Construction Serv.			
241	Columbus Transport			
192	Conley Custom Trucking			
178	Davis Trucking			
77	Earth Transport LLC			
169	Edward & Jones Concrete			
328	Edward & Jones Concrete Inc.			
168	Elle J Trucking			
198	Elliott Hauling			
65	Fanio Services			
149	Fletcher's Trucking			
308	Fox Contractors			
170	GBT			
158	Grandson Trucking Company LLC			
38	GRD Trucking			
382	High Performance Hauling			
173	Hirsch Transport			
135	J & J Williams Trucking LLC			
199	JJ Road Sweep & Services			
52	K & A Trucking Inc.			

EMPLOYER CONTRIBUTIONS (CONT.)

ER#	Employer	Contribution Rate as of 1/1/2024	Next Rate Change	
			Rate	Eff. Date
Primary Hourly Rate (cont.)		\$5.18	\$5.39	4/1/2024
126	K.T.M. Services			
190	KB Trucking			
9	Keith Pruett Trucking			
295	Kennedy Expressline LLC			
148	Langley Trucking			
188	LGC Transport			
189	M&L Taylor Made Trucking			
107	M.A.C. Trucking, Inc			
145	Macadam Tucking LLC			
181	MACO Trucking			
394	Madd Excavating LLC			
365	Matt Ford Transport LLC			
191	Merritt Trucking			
297	Miers Transport			
312	Might E Hauling LLC			
96	Montgomery Trucking Inc.			
330	Morgan’s Heavy Haul LLC			
164	Morock LLC			
334	MS Transport South			
358	Mutada Inegrated Solutions LLC			
196	NBL Trucking LLC			
186	Neese Trucking			
22	Pavey Excavating Co., Inc.			
299	Persistence Trucking			
360	R. Transport LLC			
338	RI Trucking LLC			
161	Rolling Stones Trucking, LLC			
284	Romco of Columbus			
46	S & H Trucking			
142	Shosone Trucking			
182	SMG Transport			
176	Solid Finish Construction			
157	South Bend Transfer			
136	Superior Construction Co., Inc			
368	SWP Logistics LLC			
172	TDB Trucking			
347	Taylor Maid Trucking LLC			
317	TF Trucking & Transport, LLC			
112	Town And Country Construction, Inc.			

EMPLOYER CONTRIBUTIONS (CONT.)

ER#	Employer	Contribution Rate as of 1/1/2024	Next Rate Change	
			Rate	Eff. Date
Primary Hourly Rate (cont.)		\$5.18	\$5.39	4/1/2024
58	Trail Services, Inc			
110	Triple R Services			
354	Turnkey Design and Build LLC			
348	United Dump Truckers Corporation			
197	V & J Trucking LLC			
374	W.W. Contracting Inc			
370	White River Hauling			
54	William Hanna Trk Inc.			
146	Wright Excavating			
160	Yanez Trucking LLC			

*Appendix A - Plan Provisions
Indiana Teamsters Pension Plan
January 1, 2024 Actuarial Valuation*

EMPLOYER CONTRIBUTIONS (CONT.)

ER#	Employer	Contribution Rate as of 1/1/2024	Next Rate Change	
			Rate	Eff. Date
Primary Weekly Rates				
45	Godsey Trucking	\$156.00	\$160.00	5/23/2024
14	Kim Singhurse Trucking	\$156.00	\$160.00	5/23/2024
27	Souder Trucking LLC	\$156.00	\$160.00	5/23/2024
133	C Tech Corporation, Inc.	\$170.50	\$177.30	4/1/2024
167	Corystone	\$170.50	\$177.30	4/1/2024
174	Howell Paving	\$170.50	\$177.30	4/1/2024
177	JSC Trucking	\$170.50	\$177.30	4/1/2024
310	K2 Rush Trucking	\$170.50	\$177.30	4/1/2024
74	Ramon Excavating	\$170.50	\$177.30	4/1/2024
319	Speedway Construction	\$170.50	\$177.30	4/1/2024
165	Trader Transport	\$170.50	\$177.30	4/1/2024
321	Victory Trucking	\$170.50	\$177.30	4/1/2024
Daily Rates				
194	Open Road Paving	\$39.10		
Other Hourly Rates				
152	IMI Kentucky Ave	\$4.30		
153	IMI Noblesville	\$4.30		
18	Young Trucking of S. Ind.	\$12.55	\$12.85	4/1/2024
92	Z Force Transportation	\$3.75		
Other Weekly Rates				
138	Chemtrade Solutions LLC	\$40.00	\$45.00	1/1/2025
193	Continental Services	\$48.00		
98	DHL Express Inc.	\$143.85	\$149.60	10/1/2024
179	Distributors Terminal	\$150.00	\$158.00	7/1/2024
99	Holsum of Fort Wayne	\$129.00	\$130.00	8/1/2024
16	K&K Enterprises	\$144.00	\$150.00	4/1/2024
105	Kreamo Bakers Inc. (Sales)	\$133.00	\$136.00	10/13/2024
101	Kreamo Bakers Inc. (Trans)	\$116.00	\$119.00	11/1/2024
40	Republic Services (Previously JAMAX)	\$85.00	\$90.00	4/1/2024
120	Southern Wine and Spirits of Indiana, Inc.	\$74.40	\$82.40	5/1/2024
78	Teamster Local Union 916	\$149.07		
156	Teamsters Local 135 Class 1**	\$350.00		

* Class 2 \$300.00/week, Class 3 \$250.00/week, Class 4 \$200.00, Class 5 \$150.00, Class 6 \$50.00

SUMMARY OF PLAN PROVISIONS

Participation	Any employee for a qualifying employer for whom contributions have been made to the plan	
Vesting service	<u>Hours Worked</u>	<u>Vesting Credit</u>
	0-499	0.00
	500-749	0.50
	750-999	0.75
	1,000+	1.00
Break in service	Plan Year less than 501 hours.	
Normal retirement benefit		
<i>Eligibility</i>	Age 65 and 5 years of plan participation	
	Benefits for Local 364 participants earned prior to November 1, 2009 are subject to eligibility rules as described in the plan history.	
<i>Monthly amount</i>	<p>Local 135 participants: Past service benefit, if any, plus 3.0% of contributions made or due September 1, 1989 through December 31, 2009, plus 2.0% of contributions made or due on or after January 1, 2010.</p> <p>Local 364 participants: Accrued benefits payable prior to the plan merger as described in the plan history, plus 1% of contributions made or due November 1, 2009 through December 31, 2013, plus 2% of contributions made or due on or after January 1, 2014.</p> <p>Payable for life with 5 years certain.</p>	
Early retirement benefit		
<i>Eligibility</i>	Age 57 and 10 years of service, unless service prior to January 1, 2001, then age 55 and 10 years of service	
	Local 364 benefits earned prior to November 1, 2009 are subject to early retirement eligibility rules as described in the plan history.	
<i>Monthly amount</i>	<p>Normal reduced by 1/2% for each month prior to age 65. Payable for life with 5 years certain.</p> <p>Local 364 early retirement reduction for benefits earned prior to November 1, 2009 are subject to early retirement reductions as described in the plan history.</p>	

SUMMARY OF PLAN PROVISIONS (CONT.)

Vested benefit	
<i>Eligibility</i>	5 years of service, termination of employment
<i>Monthly amount</i>	100% of normal commencing at age 65. Payable for life with 5 years certain.
Optional forms of payment	Qualified joint and 50% survivor annuity Qualified joint and 75% survivor annuity
Pre-retirement death benefit	
<i>Eligibility</i>	Death of vested participant with surviving spouse
<i>Monthly amount</i>	50% of participant's qualified joint and 50% survivor annuity payable to spouse over spouse's lifetime commencing at participant's earliest retirement date.
Lump sum retiree death benefit	
<i>Eligibility</i>	Death of retired Local 364 participant retired from active status between November 1, 1998 and October 31, 2009.
<i>Lump sum amount</i>	\$5,000 payable to designated beneficiary.

HISTORICAL PLAN MODIFICATIONS

Vesting schedule	
<i>Effective date</i>	January 1, 1999
<i>Provisions</i>	Participants who have at least one hour of service on or after January 1, 1999 are 100% vested at 5 years of service.
Normal form of benefit	
<i>Effective date</i>	January 1, 1999
<i>Adoption date</i>	November 13, 2001
<i>Provisions</i>	Normal form of benefit was changed from life annuity to life with 5 year certain annuity.
Optional form	
<i>Effective date</i>	January 1, 2008
<i>Adoption date</i>	December 15, 2008
<i>Provisions</i>	An optional 75% joint and survivor annuity was added.
Plan merger	
<i>Effective date</i>	October 31, 2009
<i>Adoption date</i>	August 31, 2009
<i>Provisions</i>	The Local 364 Sales Drivers Industry Pension Fund was merged into this fund.
Future service benefit	
<i>Effective date</i>	November 1, 2009
<i>Adoption date</i>	August 31, 2009
<i>Provisions</i>	Future service benefit multiplier for Local 364 participants under this plan was established to be 1% of contributions for work performed on or after November 1, 2009.

HISTORICAL PLAN MODIFICATIONS (CONT.)

Future service benefit

Effective date

January 1, 2010

Adoption date

August 31, 2009

Provisions

The future service benefit multiplier for Local 135 participants was changed from 3.0% to 2.0% of contributions for work performed on or after January 1, 2010.

Future service benefit

Effective date

January 1, 2014

Adoption date

August 12, 2014

Provisions

The future service benefit multiplier for Local 364 participants under this plan was increased from 1% of contributions to 2% of contributions for work performed on or after January 1, 2014.

ACTUARIAL ASSUMPTIONS

The following assumptions are used throughout this report except as specifically noted herein.

Valuation date	January 1, 2024
Interest rates	
<i>ERISA rate of return used to value liabilities</i>	7.00% per year after investment expenses
<i>Unfunded vested benefits</i>	7.00% per year net of investment expenses
<i>Current liability</i>	2.77% (in accordance with Section 431(c)(6) of the Internal Revenue Code).
Operational expenses	
<i>Funding</i>	\$220,000 for the 2024 plan year, excluding investment expenses increasing 3% per year.
<i>ASC 960</i>	An 8.00% load was applied to the accrued liabilities for 2024 (7.75% for 2023).
Loading for reciprocity	7.0% of liabilities for active Local 364 participants assumed to withdraw in the future and for current Local 364 inactive vested participants.
Mortality	
<i>Assumed plan mortality</i>	95% of the PRI-2012 Blue Collar Mortality Tables for employees and healthy annuitants projected forward using the MP-2021 projection scale.
<i>Current liability</i>	Separate annuitant and non-annuitant rates based on the RP-2000 Mortality Tables Report developed for males and females as prescribed by Section 431(c)(6) of the Internal Revenue Code.

ACTUARIAL ASSUMPTIONS (CONT.)

Withdrawal

T-10 Turnover Table from The Actuary's Pension Handbook (less GAM 51 mortality) – specimen rates shown below. Assumed rate during first year of employment is 25%, 30% during the second year, 20% during the third year, and 10% during the fourth year.

Withdrawal Rate	
<u>Age</u>	<u>5+ Years</u>
20	.1794
25	.1722
30	.1621
35	.1486
40	.1310
45	.1084
50	.0792
55	.0440
60	.0120

No Withdrawal assumed after participant reaches early retirement age.

Future retirement rates
Active lives

According to the following schedule:

<u>Age</u>	<u>Retirement Rate</u>
55-60	.02
61	.05
62-64	.15
65	.30
66	.25
67-68	.40
69	.15
70+	1.00

Resulting in an average expected retirement age of 65.5.

Inactive vested lives

Local 135: Age 65 or current age if older
Local 364: Earliest age pre-merger benefit unreduced

Timing of decrements

Middle of year

ACTUARIAL ASSUMPTIONS (CONT.)

Future hours worked	
<i>Vested</i>	Local 135 Participants: 1,900 hours, 0 after assumed retirement age
<i>Non-vested</i>	1,300 hours, 0 after assumed retirement age
<i>Vested</i>	Local 364 Participants: 50 weeks, 0 after assumed retirement age*
<i>Non-vested</i>	35 weeks, 0 after assumed retirement age*
	* Converted to hours based on 45 hours per week
Future vesting credits	All active participants are assumed to earn one year of vesting credit each year.
Future hourly contribution rate	Average negotiated rate by employer for the current plan year. If an employer has more than one rate, the rate best matching the experience for the year is assumed.
Late retirement	Proper notices assumed to be sent to active participants at normal retirement age so no late retirement factors are applied for active participants assumed to retire after normal retirement age.
Age of participants with unrecorded birth dates	Based on average entry age of participants with recorded birthdates and same vesting status
Marriage assumptions	100% assumed married with the male spouse 3 years older than his wife
Optional form assumption	All non-retired participants assumed to elect the life and five year certain form of benefit.
Inactive vested lives over age 74	Continuing inactive vested participants age nearest 74 and older are assumed deceased and are not valued.
QDRO benefits	Benefits to alternate payee included with participant's benefit until payment commences

ACTUARIAL ASSUMPTIONS (CONT.)

Section 415 limit assumptions	
<i>Dollar limit</i>	\$275,000 per year
<i>Assumed form of payment for those limited by Section 415</i>	Qualified joint and 75% survivor annuity
Benefits not valued	None
Benefits vested	No death benefits are vested. Early retirement subsidies are considered vested when participant reaches early retirement eligibility.

RATIONALE FOR SELECTION OF ACTUARIAL ASSUMPTIONS

The non-prescribed actuarial assumptions were selected to provide a reasonable long term estimate of developing experience. The assumptions are reviewed annually, including a comparison to actual experience. The following describes our rationale for the selection of each non-prescribed assumption that has a significant effect on the valuation results.

ERISA rate of return used to value liabilities

Future rates of return were modeled based on the Plan's current investment policy asset allocation and composite, long-term capital market assumptions taken from Horizon Actuarial's 2024 survey of investment consultants.

Based on this analysis, we selected a final assumed rate of 7.00%, which we feel is reasonable. This rate may not be appropriate for other purposes such as settlement of liabilities.

Mortality

The PRI-2012 Blue Collar Mortality Tables for employees and healthy annuitants projected forward using the MP-2021 projection scale was chosen as the base table for this population.

The blue collar table was chosen based on the industry of plan participants.

Finally, a 95% multiplier was applied in order to more closely match projected deaths to actual post-retirement death experience. The period of actual data studied to develop this multiplier was from January 1, 2018 to December 31, 2023 for this plan, the results were then adjusted for credibility based upon the plan size. Based on information from the CDC on COVID-19 deaths through April 20, 2024, this study was adjusted to reflect an ongoing expectation of slightly higher deaths due to COVID-19 for the study period prior to March 15, 2020 and 2) excluding the high increase in deaths due to COVID-19 for the study period March 15, 2020 to March 15, 2022.

Mortality is monitored annually and no adjustments are deemed necessary at this time.

Retirement

Actual rates of retirement by age were last studied for this plan for the period January 1, 2015 to December 31, 2019. The assumed future rates of retirement were selected based on the results of this study. No adjustments were deemed necessary at this time.

RATIONALE FOR SELECTION OF ACTUARIAL ASSUMPTIONS (CONT.)

Withdrawal	Actual rates of withdrawal by age were last studied for this plan for the period January 1, 2017 to December 31, 2022. The assumed future rates of withdrawal were selected based on the results of this study. No adjustments were deemed necessary at this time.
Disability	Disability decrement is not valued as no disability benefits are payable and we believe the withdrawal rates reasonably reflect terminations due to disability.
Future hours worked	Based on review of recent plan experience.

ACTUARIAL ASSUMPTIONS USED FOR PROJECTIONS

The assumptions used for the credit balance, funded ratio and PPA zone projections are the same as used throughout the report with the following exceptions.

Assumed return on fund assets	
<i>Current year projections</i>	7.00%
<i>Prior year projections</i>	7.00%
Expenses	
<i>Current year projections</i>	\$220,000 for the 2024 plan year, excluding investment expenses, increasing 3.0% annually. Additional increases are reflected in 2025 and 2031 to account for the scheduled PBGC premium rate increases to \$39 and \$52 per participant respectively.
<i>Prior year projections</i>	\$185,000 for the 2023 plan year, excluding investment expenses, increasing 3.0% annually. An additional increase is reflected in 2031 to account for the scheduled PBGC premium rate increase to \$52 per participant.
Future total hours worked	
<i>Current year projections</i>	2,000,000 hours in all future years
<i>Prior year projections</i>	1,750,000 hours in all future years
Contribution rate increases	
<i>Current year projections</i>	The following rate increases represent an average hourly rate increase expected for the entire active participant group based upon the known contribution rate increases included in current collective bargaining agreements. 4¢ credited effective January 1, 2025 4¢ credited effective January 1, 2026 1¢ credited effective January 1, 2027
<i>Prior year projections</i>	4¢ credited effective January 1, 2024 4¢ credited effective January 1, 2025 4¢ credited effective January 1, 2026
Plan changes since prior year	None

ACTUARIAL ASSUMPTIONS USED FOR PROJECTIONS (CONT.)

Stochastic modeling

1,000 trials. Future returns are modeled using an expected return of 7.39% for the first 10 years and 7.72% thereafter and a standard deviation of 11.98%, which is representative of the plan's investment portfolio. The preceding expected returns are one year values which are not representative of longer-term geometric average returns as considered when setting the ERISA return assumption.

ACTUARIAL METHODS

Funding method	
<i>ERISA Funding</i>	Individual entry age normal with costs spread as a level dollar amount over service
<i>Funding period</i>	Individual entry age normal with costs spread as a level dollar amount over service
Population valued	
<i>Actives</i>	Eligible employees with at least one hour during the preceding plan year.
<i>Inactive vested</i>	Vested participants with no hours during the preceding plan year.
<i>Retirees</i>	Participants and beneficiaries in pay status as of the valuation date.
Asset valuation method	
<i>Actuarial value</i>	Smoothed market value with phase in effective January 1, 2000. Gains and losses are amortized over a period of 5 years. The actuarial value can be no less than 80% nor more than 120% of the market value as of the determination date.
<i>Unfunded vested benefits</i>	For the rolling 5 method, actuarial value, as described above, is used

Appendix C - Minimum Funding Amortization Bases

Indiana Teamsters Pension Plan

January 1, 2024 Actuarial Valuation

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2024 Outstanding Balance	1/1/2024 Amortization Payment
				Years	Months		
Charges							
11/1/1996	Amendment -SD364		30	2	10	98,889	37,142
11/1/1996	Assumptions -SD364		30	2	10	8,426	3,163
11/1/1997	Amendment -SD364		30	3	10	25,228	7,231
11/1/1997	Assumptions -SD364		30	3	10	169,725	48,656
11/1/1998	Assumptions -SD364		30	4	10	322,374	75,674
11/1/1999	Amendment -SD364		30	5	10	267,811	53,762
11/1/2000	Amendment -SD364		30	6	10	140,027	24,759
1/1/2002	Amendment	24,604	30	8	0	12,023	1,883
1/1/2002	Assumptions	141,756	30	8	0	69,261	10,841
1/1/2005	Assumptions	170,669	30	11	0	104,371	13,009
1/1/2006	Assumptions	20,982	30	12	0	13,566	1,596
1/1/2010	Assumptions	599,390	15	1	0	62,095	62,095
1/1/2010	Experience Loss	378,348	15	1	0	39,193	39,193
1/1/2010	Experience-SD Merg	1,175,114	15	1	0	121,744	121,744
1/1/2011	Assumptions	324,234	15	2	0	64,870	33,530
1/1/2011	Experience Loss	102,361	15	2	0	20,480	10,587
1/1/2012	Assumptions	2,331,356	15	3	0	675,829	240,679
1/1/2013	Assumptions	558,731	15	4	0	208,856	57,626
1/1/2014	Assumptions	316,842	15	5	0	143,240	32,648
1/1/2015	Amendment	1,093,297	15	6	0	574,065	112,558
1/1/2015	Assumption Change	383,931	15	6	0	201,591	39,526
1/1/2016	Experience Loss	439,682	15	7	0	260,803	45,227
1/1/2017	Assumptions	708,247	15	8	0	465,091	72,791
1/1/2017	Experience Loss	810,018	15	8	0	531,914	83,251
1/1/2018	Assumptions	1,050,270	15	9	0	751,893	107,855
1/1/2018	Experience Loss	1,454,450	15	9	0	1,041,246	149,362
1/1/2019	Assumptions	1,110,430	15	10	0	856,311	113,943
1/1/2019	Experience Loss	2,737,955	15	10	0	2,111,382	280,946
1/1/2020	Assumptions	1,492,779	15	11	0	1,229,027	153,177
1/1/2020	Experience Loss	1,771,537	15	11	0	1,458,528	181,781
1/1/2021	Assumptions	432,838	15	12	0	377,464	44,414
1/1/2021	Experience Loss	2,352,787	15	12	0	2,051,779	241,424
1/1/2022	Assumptions	2,177,875	15	13	0	1,998,472	223,476
1/1/2022	Experience Loss	443,153	15	13	0	406,648	45,473
1/1/2023	Assumptions	1,673,007	15	14	0	1,606,430	171,670

Appendix C - Minimum Funding Amortization Bases
Indiana Teamsters Pension Plan
January 1, 2024 Actuarial Valuation

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2024 Outstanding Balance	1/1/2024 Amortization Payment
				Years	Months		
1/1/2023	Experience Loss	3,558,450	15	14	0	3,416,843	365,139
1/1/2024	Assumptions	1,719,179	15	15	0	1,719,179	176,408
1/1/2024	Experience Loss	1,403,305	15	15	0	1,403,305	143,996
Total Charges:						25,029,979	3,628,235

Credits

1/1/2009	Combined Credits	701,349	16	1	0	70,161	70,161
11/1/2009	Experience -SD364		15	0	10	68,461	68,461
1/1/2010	Amendment	1,533,245	15	1	0	158,849	158,849
1/1/2012	Experience Gain	724,489	15	3	0	210,019	74,794
1/1/2013	Experience Gain	468,603	15	4	0	175,171	48,331
1/1/2014	Experience Gain	1,462,819	15	5	0	661,305	150,735
1/1/2015	Experience Gain	4,900	15	6	0	2,571	504
1/1/2016	Assumptions	115,889	15	7	0	68,740	11,921
Total Credits:						1,415,277	583,756

Net Charges: 23,614,702 3,044,479

Less Credit Balance: 14,416,569

Less Reconciliation Balance: 0

Unfunded Actuarial Liability: 9,198,133

SUMMARY OF PPA AND MPRA RULES

Background

All multiemployer pension plans in effect on July 16, 2006 are required to engage an actuary to annually certify their status under the Pension Protection Act of 2006 (“PPA”). Such certification must be filed with the government by the 90th day of the plan year.

This Appendix D provides a high-level summary of some of the rules related to PPA, which were further modified in 2015 by the Multiemployer Pension Reform Act of 2014 (“MPRA”). Please seek advice from your actuary or Fund Counsel for more detailed information.

PPA Status Criteria

The table below summarizes the criteria for each PPA status. Projected deficiencies are calculated as of the last day of each plan year and are based on contribution rates codified in bargaining agreements and, if applicable, wage allocations.

PPA Status	Getting In	Getting Out
Safe (“green zone”)	A plan is safe if it is not described in any of the other statuses. Generally, a plan that is at least 80% funded and has no projected funding deficiencies in the current year or next 6 years is safe.	A plan leaves safe status when it is certified as being in another status
Safe (“green zone”) special rule	Beginning in 2015, a plan that would otherwise be endangered, but was safe for the prior year, remains safe if it is projected to return to safe within 10 years	A plan leaves safe status when it is certified as being in another status
Endangered (“yellow zone”)	A plan is endangered if it is <u>not</u> in a worse status <u>and</u> it is described in one of the following: <ul style="list-style-type: none"> Funded percentage is less than 80%, or Projected funding deficiency in the current year or next 6 years. 	A plan leaves endangered status when it no longer meets the requirements to be classified as endangered or when it enters a worse status
Seriously endangered (“orange zone”)	A plan is seriously endangered if it is <u>not</u> in a worse status <u>and</u> it meets <u>both</u> of the following: <ul style="list-style-type: none"> Funded percentage is less than 80%, <u>and</u> Projected funding deficiency in the current year or next 6 years. 	A plan leaves seriously endangered status when it no longer meets both of the requirements listed or when it enters a worse status

SUMMARY OF PPA AND MPRA RULES (CONT.)

PPA Status	Getting In	Getting Out
Critical (“red zone”)	<p>A plan is critical if it is described in one or more of the following:</p> <ul style="list-style-type: none"> • Projected funding deficiency (<u>not</u> recognizing extensions) in the current year or next 3 years (next 4 years if funded at less than 65%), or • Funded percentage is less than 65%, <u>and</u>, inability to pay nonforfeitable benefits and expenses for next 7 years, or • (1) Contributions are less than current year costs (i.e. “normal cost”) plus interest on any unfunded past liabilities, <u>and</u>, (2) value of vested benefits for non-actives is greater than for actives, <u>and</u>, (3) projected funding deficiency (<u>not</u> recognizing extensions) in the current year or next 4 years, or • Inability to pay all benefits and expenses for next 5 years. <p>A plan with a 5-year amortization extension under IRC Section 431(d) that previously emerged from critical status in 2015 or later will re-enter critical status <u>only</u> if it is described in one of the following:</p> <ul style="list-style-type: none"> • Projected funding deficiency in the current year or next 9 years (<u>including</u> amortization extensions), or, • Projected insolvency within the next 30 years <p>If a plan is certified as safe or endangered status but projected to be critical within the next 5 years, the Trustees have the <u>option</u> of electing to have the plan treated as critical status immediately.</p>	<p>A plan emerges from critical status when it meets all of the following:</p> <ul style="list-style-type: none"> • No longer meets any of the critical status tests, and, • No projected funding deficiencies in the current year or next 9 years, and, • No projected insolvencies in the next 30 years <p>A plan with a 5-year amortization extension under IRC Section 431(d) emerges from critical status when it meets both of the following:</p> <ul style="list-style-type: none"> • No projected funding deficiencies in the current year or next 9 years, and, • No projected insolvencies in the next 30 years

SUMMARY OF PPA AND MPRA RULES (CONT.)

PPA Status	Getting In	Getting Out
Critical and declining ("deep red zone")	<p>Beginning in 2015, a plan is in critical and declining status if:</p> <ul style="list-style-type: none"> • It satisfies one or more of the initial four critical status criteria on the previous page, and, • It is projected to become insolvent within the next 15 years (20 years if the plan has a ratio of inactive participants to active participants that exceeds 2 to 1 or if the funded percentage of the plan is less than 80%) 	A plan leaves critical and declining when it no longer satisfies the criteria. Status cannot change to safe, endangered, or seriously endangered unless the plan also meets the critical status emergence rules (see above).

Restrictions for Non-Safe Zone Plans

The Trustees of a plan that is not in safe zone face a number of restrictions in plan improvements that can be adopted and bargaining agreements that can be accepted.

Period	Endangered/Critical Restrictions
Date of first certification through adoption of funding improvement/rehabilitation plan ("plan adoption period")	<ul style="list-style-type: none"> • No reduction in level of contributions for any participants • No suspension of contributions • No exclusion of new or younger employees • No amendment that increases the <u>liabilities</u> of the plan by reason of any increase in benefits, change in accrual, or change in vesting unless required by law
After adoption of a funding improvement/rehabilitation plan until end of funding improvement/rehabilitation period	<ul style="list-style-type: none"> • Cannot be amended so as to be inconsistent with funding improvement/rehabilitation plan • No amendment that increases benefits, including future accruals, unless actuary certifies as being paid for with contributions not contemplated in funding improvement/rehabilitation plan and still expected to meet applicable benchmark after considering the amendment

Additionally, critical, and critical and declining status plans cannot pay benefits greater than the single life annuity once the initial red zone notice is sent unless the benefit is eligible for automatic cash-out.

SUMMARY OF PPA AND MPRA RULES (CONT.)

Employer Surcharges for Critical Status Plans

When a non-critical plan enters critical status, employers must pay the plan a surcharge equal to 5% of their bargained contributions (the amount increases to 10% after the end of the plan year). The surcharges cannot be used to accrue benefits. Surcharges will generally commence about 5 months into the initial critical plan year.

Once the Trustees have adopted a rehabilitation plan, each set of bargaining parties is asked to adopt one of the schedules contained in such rehabilitation plan. Surcharges cease to apply to contributions made under a CBA where the bargaining parties have adopted a schedule. If this can be accomplished within the first 5 months of the initial critical year, then surcharges can be avoided altogether.

Special Critical/Critical and Declining Status Tools

The Trustees of a plan that is in critical status have the ability (as the result of collective bargaining) to cut “adjustable benefits” that, for the most part, cannot be reduced under other circumstances. Adjustable benefits include early retirement subsidies, optional forms of payment, disability benefits, and death benefits. Normal retirement benefits are never adjustable benefits.

The Trustees of a critical and declining plan may apply to the Treasury Department for approval to suspend certain payments under MPRA (suspensions are benefit cuts that will be restored once they are no longer needed). The suspensions may affect even those participants who are already in pay status. However, certain protections apply to participants who are age 75 or older or are disabled. Furthermore, no one’s benefit can be reduced below 110% of the amount guaranteed by the PBGC. While not officially repealed with ARPA (see below), benefit suspensions have taken a backseat to the special financial assistance program.

SUMMARY OF ARPA RULES

Overview

The American Rescue Plan Act (ARPA) was passed in March 2021 with an interim final rule in July, 2021 and a final rule in July, 2022. ARPA provides options for eligible multiemployer plans to receive special financial assistance and all multiemployer plans to elect funding relief. The PBGC premium will increase to \$52 in 2031 with inflationary increases afterward.

Special Financial Assistance

A multiemployer plan is eligible for the special financial assistance program if:

- The plan is in critical and declining status in any plan year beginning in 2020 through 2022 using 2020 certification assumptions;
- A suspension of benefits has been approved with respect to the plan under MPRA as of the date of the enactment of the law;
- The plan is certified to be in critical status, has a current liability funded percentage of less than 40%, and has a ratio of active to inactive participants which is less than two to three in any plan year beginning in 2020 through 2022; or
- The plan became insolvent after December 16, 2014, and has remained insolvent and has not been terminated as of the date of the enactment of the law.

An eligible plan must submit an application to the PBGC for special financial assistance by December 31, 2025. The PBGC gave priority consideration for special financial assistance to eligible plans that will become insolvent soon, have more than \$1 billion liability, or suspended benefits. Plans without priority consideration will have to enter a wait list until the PBGC reopens the portal for a limited number of applications.

The amount of special financial assistance to be provided by the PBGC shall be the amount required for the plan to pay all benefits due through the last day of the plan year ending in 2051 without any further reductions. This amount will be the best of three different calculations for plans with a MPRA suspension. For this determination, the actuary will use the assumptions from the plan's 2020 PPA certification except interest rate limits may apply. The special financial assistance will be paid by the PBGC in a single, lump sum payment as soon as practicable upon approval of the application and does not have to be paid back.

Several restrictions do apply for plans receiving special financial assistance including:

- Up to 33% of the special financial assistance can be invested in publicly traded equities or high yield bonds. The rest must be invested in investment-grade bonds;
- The plan will be deemed in critical status through the 2051 plan year end;
- Contribution decreases are not permitted unless it would lessen the risk of loss;
- For the first ten years, only future benefits can be improved if they are paid for with new contributions. Then, past or future increases can be made with PBGC approval if they do not create a projected insolvency;
- Use mass withdrawal interest for EWL for 11 years or when SFA runs out, if later; and

A statement of compliance must be annually filed with the PBGC.

GLOSSARY OF COMMON PENSION TERMS

Benefits

Accrued Benefit: A benefit that an employee has earned (or accrued) through past participation in the plan. It is the amount payable at normal retirement age.

Why it matters: Under the law, Accrued Benefits generally may not be reduced by plan amendment (note that special rules allowing for limited reduction and/or suspension of accrued benefits apply to critical status, critical and declining status and insolvent plans).

Actuarial Equivalence: Given a set of actuarial assumptions, when two different sets of payment scenarios have an equal present value.

Early Retirement Reduction Factor: A retirement benefit that begins before normal retirement age may be reduced. The plan document defines the amount of the reduction by formula or a table of factors. This reduction may or may not be actuarially equivalent, but its present value can be no less than actuarially equivalent to the benefit payable at normal retirement age.

Benefit Crediting (Accrual) Rate: A general reference to the calculation of the amount of monthly retirement benefit earned per dollar contributed or per year or hour worked.

Assets

Market Value of Assets: This is the fair value of all assets in the fund on an accrued, not cash basis. The market value of assets matches the value in the plan audit.

Actuarial Value of Assets: The amount of assets recognized for actuarial valuation purposes. Recent changes in market value may be partially recognized (there are variations allowed on the exact recognition). Generally the actuarial value is limited to not be less than 80% or more than 120% of the market value.

Why it matters: Many funding calculations use this “smoothed” asset value method to lessen the impact of volatility in the market value of plan assets.

Assumed Rate of Return: Long term assumption of the rate of return on assets based upon the diversification mix of invested assets.

Why it matters: This assumption is used in calculating the present values discussed in the Liabilities section below. The Assumed Rate of Return has an inverse relationship with plan liabilities. In other words, a lower Assumed Rate of Return increases liabilities, while a higher Assumed Rate of Return decreases plan Liabilities.

GLOSSARY OF COMMON PENSION TERMS (CONT.)

Liabilities

Present Value of Accrued Benefits: The discounted value of benefit payments due in the future but based only on the current Accrued Benefits of each participant. The value is based on actuarial assumptions including an assumed rate of investment return.

Why it matters: This liability is one of the primary factors in determining a plan's annual PPA funded status (see Funded Ratio).

Present Value of Vested Benefits: The discounted value of Accrued Benefits that are considered vested (non-forfeitable). Benefits that are not vested include those of participants who have not satisfied the plan vesting requirement (usually five years of service). In addition under the law some death and temporary disability benefits are also considered non-vested regardless of service because they are not considered protected benefits.

Why it matters: This liability is the primary driver of a plan's Employer Withdrawal Liability.

Actuarial (Accrued) Liability: For inactive members this is the same as the Present Value of Accrued Benefits above. For active members this depends on the cost method selected by the actuary. Under the accrued benefit or traditional unit credit cost method this is also the same as the Present Value of Accrued Benefits. Under other cost methods (including most commonly entry age normal) this represents an alternate allocation of projected benefit cost over the working lifetime of active members. Under the entry age normal cost method, the active Actuarial Liability is larger than the Present Value of Accrued Benefits.

Unfunded Actuarial Liability: The Actuarial Liability less the Actuarial Value of Assets.

Current Liability: This is similar to the Present Value of Accrued Benefits, but uses a statutory, significantly lower, interest rate (equivalent to an expected rate of return on a bond only-type portfolio) and statutory mortality tables. The lower interest rate means that Current Liability tends to be significantly higher than the Present Value of Accrued Benefits. This number has very little impact on multiemployer plans.

Normal Cost: The present value of all benefits that are expected to accrue or to be earned under the plan during the plan year. The way in which a benefit is considered to be earned varies with the actuarial cost method.

Risk: The potential of future deviation of actual results from expectations derived from actuarial assumptions.

GLOSSARY OF COMMON PENSION TERMS (CONT.)

Funding

Funded Ratio (Funded Percentage): Actuarial Value of Assets divided by the Present Value of Accrued Benefits. This is one of two key measures used to determine a plan's annual PPA funded status. This may also be referred to as PPA Funded Ratio. This must be greater than 80% to avoid endangered status.

Credit Balance: The accumulated excess of actual contributions over legally required minimum contributions as maintained in the funding standard account. The funding standard account is maintained by the actuary in the valuation process and reported annually in schedule MB to the Form 5500 filing. A negative credit balance is known as an accumulated funding deficiency. Prior to PPA, an accumulated funding deficiency caused an immediate excise tax (waiver under PPA if certain conditions are met). After PPA, a current or projected funding deficiency is one of the key measures used in determining the annual PPA status. It can eventually trigger an excise tax levied on contributing employers.

Withdrawal Liability

Unfunded Vested Benefits (UVB): Present Value of Vested Benefits less the value of plan assets determined on either an actuarial or market value basis. The selection of asset measurement is part of the withdrawal liability method of the Plan.

Employer Withdrawal Liability (EWL): An employer that withdraws from a multiemployer plan is liable for its proportionate share of Unfunded Vested Benefits, determined as of the date of withdrawal.

Why it matters: If a contributing employer leaves the plan while it has Unfunded Vested Benefits liability, that employer's allocated share of Employer Withdrawal Liability is either assessed, as applicable, or reallocated among the plan's remaining active employers if the presumptive method is used. A construction employer withdrawing from a construction industry plan will not be assessed unless they continue performing work within the jurisdiction of the CBA or restart such work within a period of 5 years. Small amounts (under \$150,000) are generally reduced or eliminated pursuant to the "de minimis rule."