

***INDIANA TEAMSTERS PENSION PLAN***

***Actuarial Valuation Report  
For Plan Year Commencing  
January 1, 2021***

September 9, 2021

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, 2021. 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 Katz, Sapper & Miller, LLP. Participant data was provided by AlaTek, LLC and 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

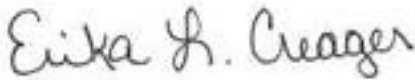
amortization period or additional cost or contribution requirements based on the plan's funded status), and changes in plan provisions or applicable law.

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 cursive script that reads "Erika L. Creager".

Erika L. Creager, EA, MAAA  
Consulting Actuary

## TABLE OF CONTENTS

<b>PART I: SUMMARY OF RESULTS</b>	<b>5</b>
5 - Year Summary of Valuation Results	6
5 - Year Summary of Demographics	7
Changes From Prior Study	8
History of Major Assumptions	9
Experience vs. Assumptions	10
Plan Maturity	11
Unfunded Vested Benefits/Employer Withdrawal Liability	12
Contribution Allocation	13
Ultimate Funded Status	14
Funding Standard Account Projection	15
Funded Ratio Projection	16
PPA Status Projections	17
Sensitivity Analysis and Scenario/Stress Testing	18
<b>PART II: SUPPLEMENTAL STATISTICS</b>	<b>19</b>
Participant Data Reconciliation	20
Hours Worked During Plan Year	21
History of Average Actual and Expected Hours	22
Contributions Made During Plan Year	23
Active Information	24
Inactive Vested Information	25
Retiree Information	26
<b>PART III: ASSET INFORMATION</b>	<b>28</b>
Market and Actuarial Fund Values	29
Flow of Funds	30
Investment Gain and Loss	31
Rate of Return on Fund Assets	32
<b>PART IV: ENROLLED ACTUARY'S REPORT</b>	<b>33</b>
Normal Cost/Actuarial Liability	34
Actuarial Liability Reconciliation/Projection	35
Funded Ratios	36
Funding Period	37
Current Liability	38
Funding Standard Account	39
Full Funding Limit	40
Minimum Required Contribution and Full Funding Credit	41
Maximum Deductible Contribution	42
History of Unfunded Vested Benefits	43
Termination by Mass Withdrawal	44
ASC 960 Information	45
<b>APPENDICES</b>	
Plan Provisions	Appendix A
Actuarial Assumptions and Methods	Appendix B
Minimum Funding Amortization Bases	Appendix C
Summary of Rules Under PPA, MPRA and ARPA	Appendix D
Glossary of Common Pension Terms	Appendix E

***PART I: SUMMARY OF RESULTS***

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**5 - YEAR SUMMARY OF VALUATION RESULTS**

<i>Actuarial Study as of January 1,</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>	<i>2018</i>	<i>2017</i>
PPA funded status	Safe	Safe	Safe	Safe	Safe
Improvements restricted	No	No	No	No	No
Funded ratio					
<i>Valuation report (AVA)</i>	117.8%	117.7%	117.3%	122.2%	120.7%
<i>Valuation report (MVA)</i>	122.5%	120.7%	107.5%	123.0%	115.2%
<i>PPA certification (AVA)</i>	119.6%	117.0%	120.1%	122.1%	119.1%
Proj. year of insolvency	None	None	None	None	None
Credit balance (\$ 000)	12,216	11,161	10,125	8,080	5,891
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>	9.73%	18.10%	-5.22%	12.77%	5.30%
<i>On actuarial value</i>	8.02%	5.79%	4.22%	7.04%	6.34%
Asset values (\$ 000)					
<i>Market</i>	70,147	61,113	49,381	49,668	42,040
<i>Actuarial</i>	67,466	59,621	53,867	49,366	44,065
Accum. ben. (\$ 000)	57,278	50,652	45,934	40,391	36,497

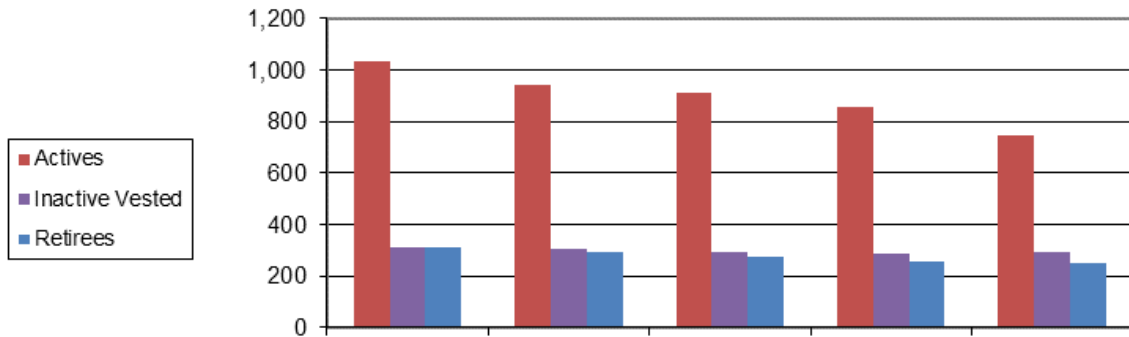
The chart displays three data series over a five-year period (2017-2021). The Y-axis represents values in thousands of dollars, ranging from 0 to 80,000. The X-axis represents the years. The legend indicates: Assets (Actuarial) in blue bars, Assets (Market) in green bars, and Accumulated Benefits in a red line with diamond markers. All three series show a consistent downward trend from 2017 to 2021.

Year	Assets (Actuarial)	Assets (Market)	Accumulated Benefits
2017	44,065	42,040	36,497
2018	49,366	49,668	40,391
2019	53,867	49,381	45,934
2020	59,621	61,113	50,652
2021	67,466	70,147	57,278

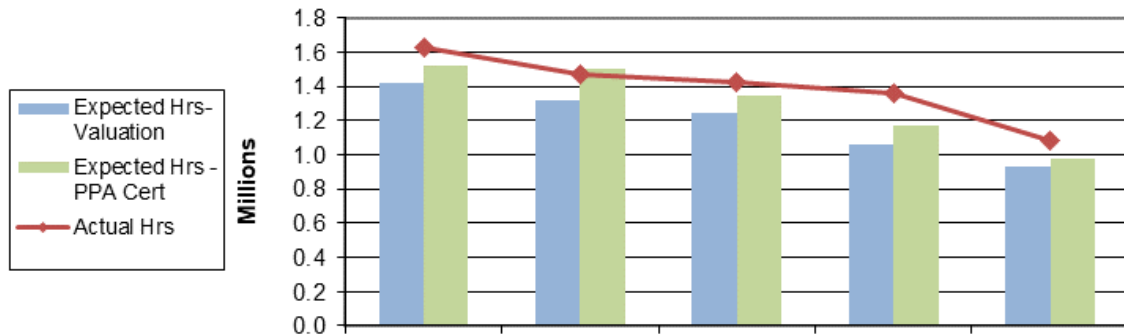
**5 - YEAR SUMMARY OF DEMOGRAPHICS**

<i>Actuarial Study as of January 1,</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>	<i>2018</i>	<i>2017</i>
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<b>Participant counts</b>					
<i>Active</i>	1,031	940	913	857	746
<i>Inactive vested</i>	309	306	291	284	292
<i>Receiving benefits</i>	310	291	274	256	252
<i>Total</i>	1,650	1,537	1,478	1,397	1,290
Average entry age	42.9	42.6	42.8	43.0	41.8
Average attained age	49.2	48.8	48.7	48.8	47.8



<b>Hours worked in prior plan year (thousands)</b>					
<i>Expected hours valuation</i>	1,419	1,318	1,248	1,058	930
<i>Expected hours PPA cert</i>	1,525	1,500	1,350	1,175	975
<i>Actual hours worked</i>	1,626	1,469	1,428	1,357	1,084



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***CHANGES FROM PRIOR STUDY***

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***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:

- The mortality projection scale was updated from MP-2019 to MP-2020. This change was made because we wanted to reflect the latest mortality improvement data available.
- We increased the assumed hourly/weekly contribution rates to reflect negotiated increases in the current year.
- The assumed operational expenses were increased from \$150,000 to \$155,000 with a 3% annual increase to reflect our best estimate of future expenses based on recent plan experience.
- The expense load on ASC 960 liabilities was changed from 8.75% to 8.00% based on recent plan experience.
- The current liability interest rate was changed from 2.95% to 2.08%. The new rate is within established statutory guidelines.

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 1,550,000 hours in 2021 to 1,610,000 hours in 2021 and from 1,575,000 hours in all future years to 1,635,000 hours in all future years. This reflects input from the Trustees regarding future industry activity as used for the 2021 PPA certification.
- Current year projections reflect the increase in the PBGC premium to \$52 per participant in 2031.



***HISTORY OF MAJOR ASSUMPTIONS***

<i>Assumption</i>	<i>Actuarial Study as of January 1,</i>				
	<i>2021</i>	<i>2020</i>	<i>2019</i>	<i>2018</i>	<i>2017</i>
Future rate of net investment return	7.00%	7.00%	7.00%	7.25%	7.25%
Mortality table	PRI-2012	PRI-2012	RP-2006	RP-2006	RP-2006
<i>Adjustment</i>	100%	100%	105%	105%	110%
<i>Projection scale</i>	MP-2020	MP-2019	MP-2018	MP-2017	MP-2016
Future expenses	\$155,000	\$150,000	\$145,000	\$135,000	\$115,000
Average future hourly contribution rate*	\$3.54	\$3.39	\$3.24	\$3.12	\$3.21
Average future annual hours Local 135					
<i>Vested</i>	1,800	1,800	1,800	1,800	1,700
<i>Non-vested</i>	1,300	1,300	1,200	1,200	1,150
Average future annual weeks for Local 364					
<i>Vested</i>	50	50	50	50	50
<i>Non-vested</i>	40	40	40	40	40

\* 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, 2020</i>	<i>Expected</i>	<i>Actual</i>
<b>Decrements</b>		
<i>Terminations (net of rehires)</i>	123.7	106
<i>Active retirements</i>	15.2	11
<i>Pre-retirement deaths</i>	4.3	3
<i>Post-retirement deaths</i>	10.9	2
<i>Monthly benefits of deceased retirees</i>	\$ 4,870	\$ 1,506
<b>Financial assumptions</b>		
<i>Rate of net investment return on actuarial value</i>	7.00%	8.02%
<i>Administrative expenses</i>	\$ 150,000	\$ 154,762
<b>Other demographic assumptions</b>		
<i>Average retirement age from active (new retirees)</i>	66.3	65.6
<i>Average retirement age from inactive (new retirees)*</i>	64.8	65.5
<i>Average entry age (new entrants)</i>	42.6	44.3
<b>Local 135 hours assumptions</b>		
<i>Hours worked per vested active</i>	1,800	1,883
<i>Hours worked per non-vested active</i>	1,300	1,347
<b>Local 364 hours assumptions</b>		
<i>Hours worked per vested active</i>	2,250	2,173
<i>Hours worked per non-vested active</i>	1,800	1,695
<b>Total hours worked for Local 135 and Local 364</b>		
<i>Total hours worked (valuation assumption)</i>	1,419,350	1,626,437
<i>Total hours worked (PPA certification assumption)</i>	1,525,000	1,626,437
<b>Unfunded liability (gain)/loss</b>		
<i>(Gain)/loss due to asset experience</i>	\$	(625,519)
<i>(Gain)/loss due to liability experience</i>		2,978,306
<i>Total (gain)/loss</i>	\$	2,352,787

\* 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")

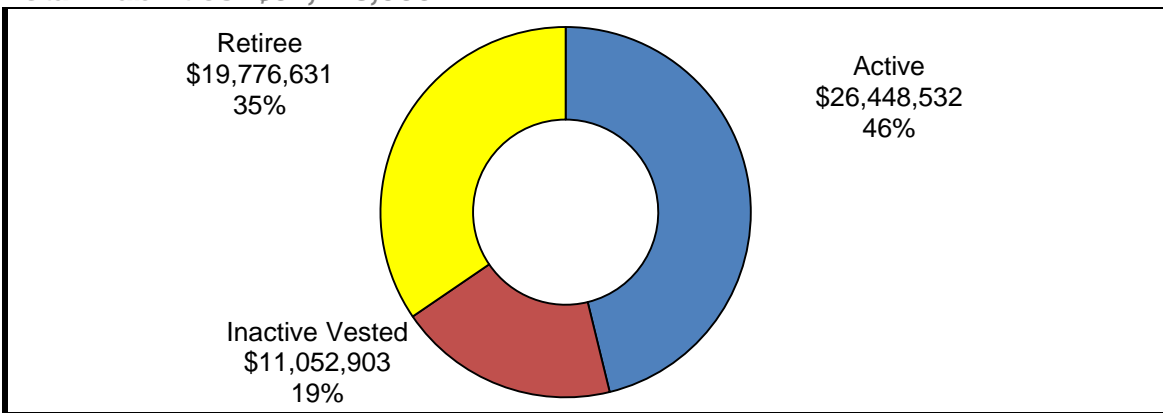
is a natural outgrowth of the operation of the plan. As a plan matures, its liabilities tend to balloon in relation to its contribution base, making it more difficult to correct for adverse outcomes by increasing contribution rates or reducing future benefit accruals.

Headcount ratios show the number of retiree 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.

<b>Actuarial Study as of January 1,</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
Retiree/active headcount ratio	0.30	0.31	0.30	0.30	0.34
Nonactive/active headcount ratio	0.60	0.64	0.62	0.63	0.73
<b>Cash flow</b>					
<i>Contr.-ben.-exp. (\$000)</i>	2,944	2,563	2,366	2,126	1,472
<i>Percent of assets</i>	4.20%	4.19%	4.79%	4.28%	3.50%

**Liabilities of Actives, Retirees, and Inactive Vesteds**

**Total Liabilities: \$57,278,066**



**UNFUNDED VESTED BENEFITS/EMPLOYER WITHDRAWAL LIABILITY**

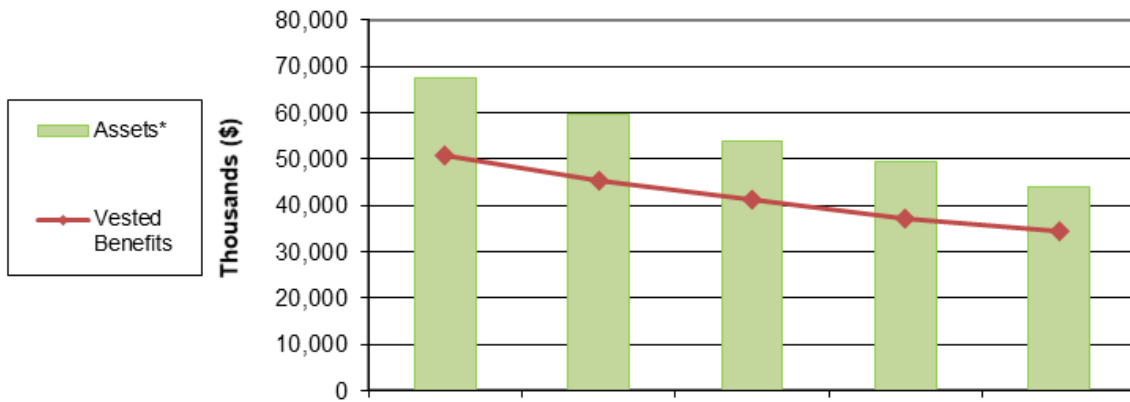
*An employer withdrawing during the coming year will not have withdrawal liability*

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. If all unfunded vested benefits since the inception of the Multiemployer

Pension Plan Amendments Act of 1980 (MPPAA) are zero (\$0) or less, there will be no withdrawal liability assessed to a withdrawing employer. Otherwise, an employer may be assessed withdrawal liability payments pursuant to MPPAA. The display does not reflect adjustments for prior employer withdrawals.

**Rolling 5 Method (\$ 000)**

December 31,	2020	2019	2018	2017	2016
Vested benefits interest	7.00%	7.00%	7.00%	7.25%	7.25%
Vested benefits	50,816	45,316	41,062	37,033	34,237
less: Asset value*	67,466	59,621	53,867	49,366	44,065
UVB	(16,650)	(14,305)	(12,805)	(12,333)	(9,828)



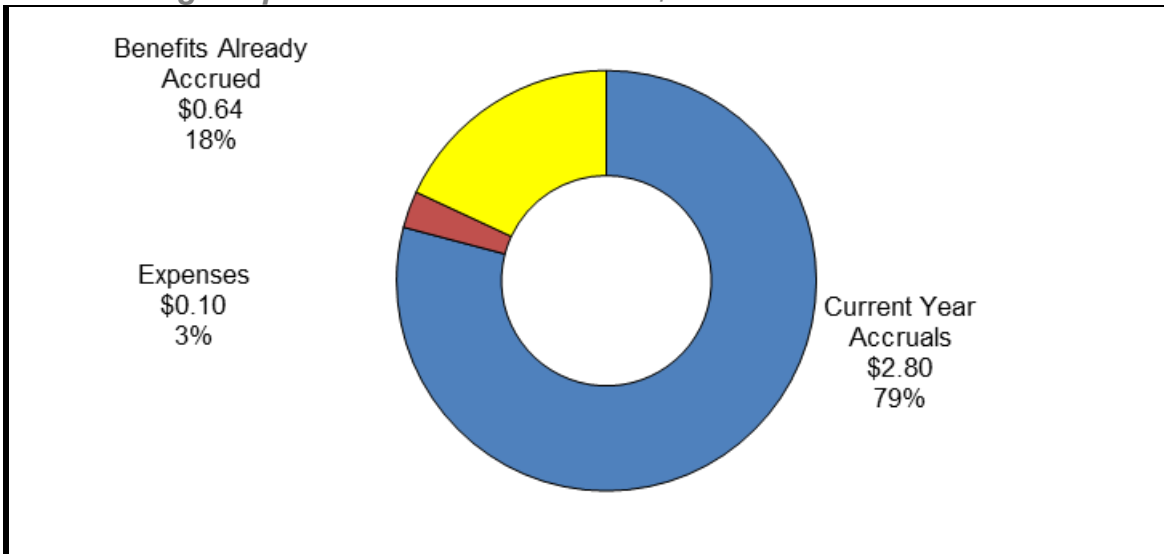
\* Actuarial value.

**CONTRIBUTION ALLOCATION**

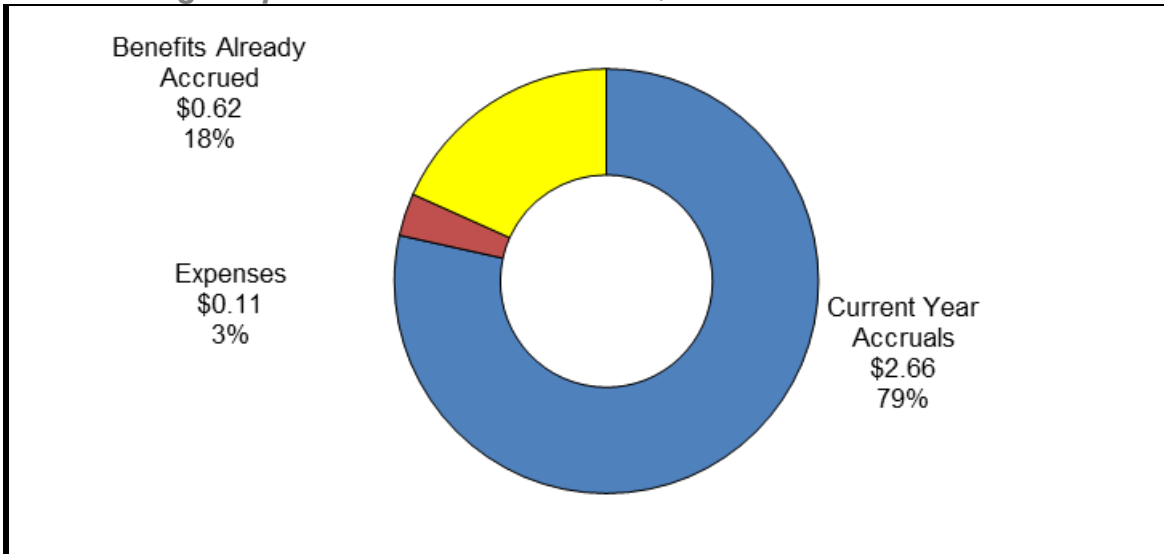
*These graphs show how the contributions are being spent*

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, 2021**  
**Total Average Expected Contribution Rate \$3.54**



**Contribution Allocation as of January 1, 2020**  
**Total Average Expected Contribution Rate \$3.39**

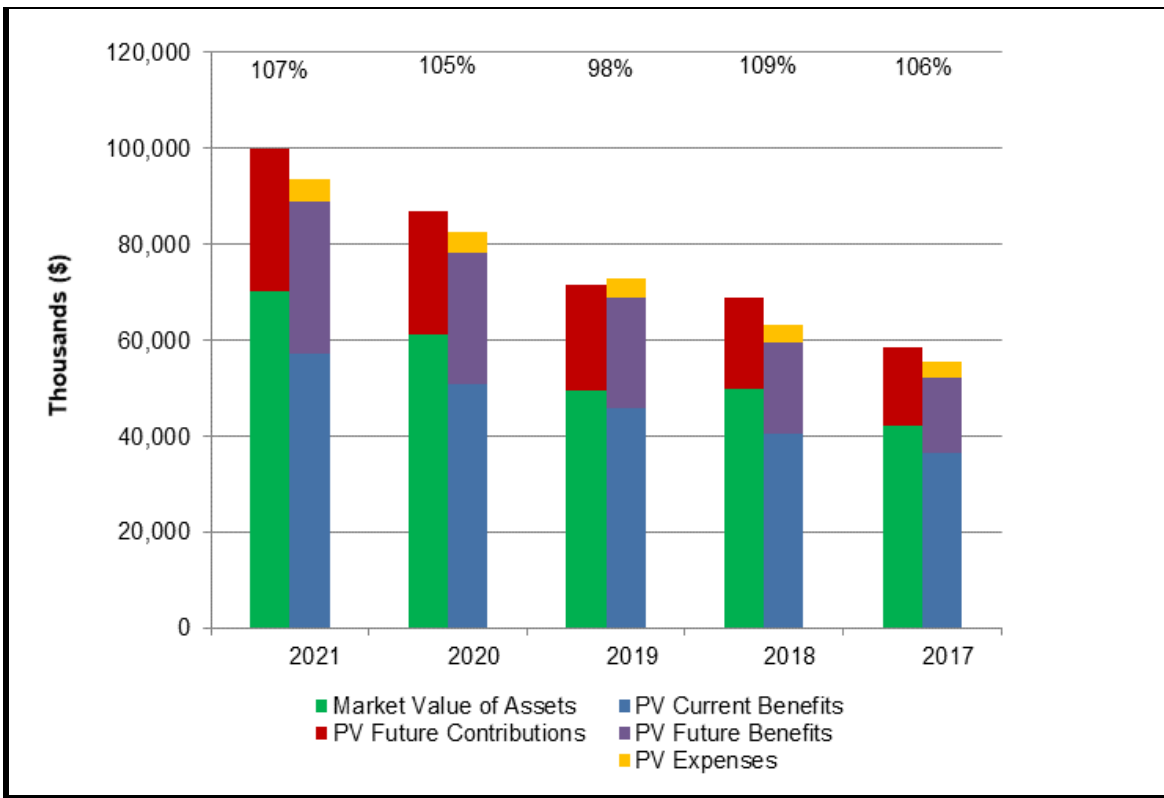


**ULTIMATE FUNDED STATUS**

*Ultimate funded status is an indicator of the ability of current participants to pay for their own benefits*

An actuarial valuation deals primarily with the ability of the plan to meet Internal Revenue Code requirements now and in the near future. As such, it is heavily focused on current plan assets and liabilities. But it is also important to keep in mind the true purpose of the plan funding—that is, to accumulate sufficient assets to pay the benefits that the plan has promised to its participants. The chart below looks at this long-term funding adequacy. To the current plan assets, we add the present value of all future contributions expected to be made for the current plan participants. To the value of the plan’s liabilities for benefits that have been previously earned, we add the present value of future benefits the current plan participants are expected to earn and the present value of future administrative expenses the plan is expected to pay. Ideally these ultimate asset and liability values will be approximately equal.

An ultimate funded status of less than 100% could be an indication of generational shifting (i.e. the need for one generation of participants to fund the benefits of the preceding generation) and/or a reliance on the continued addition of new participants in order to fund benefits.



### **FUNDING STANDARD ACCOUNT PROJECTION**

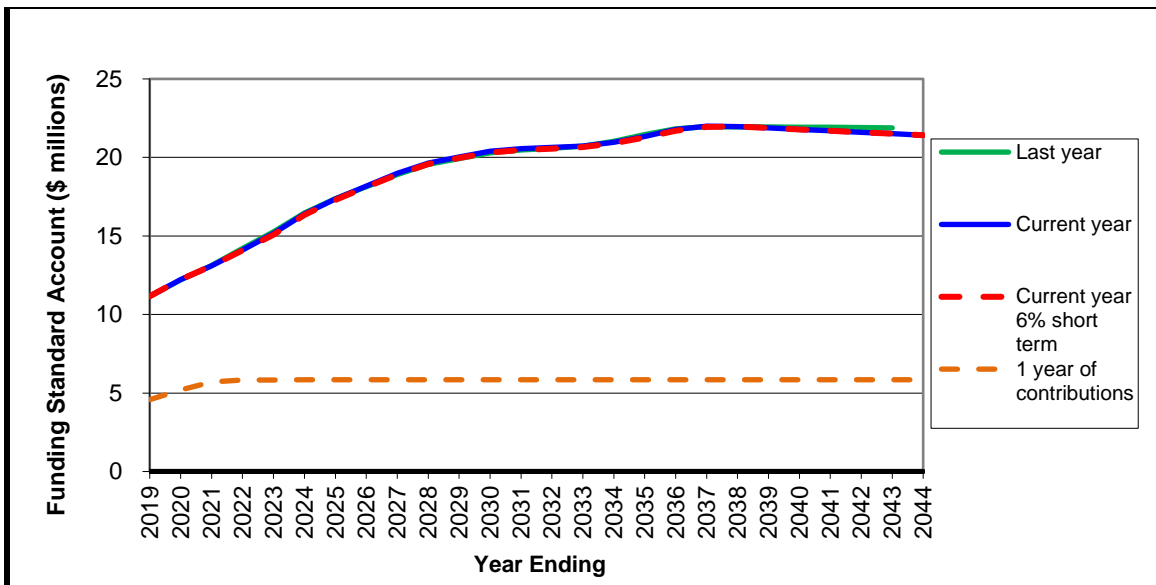
*The funding standard account projection is a major driver of PPA status*

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.

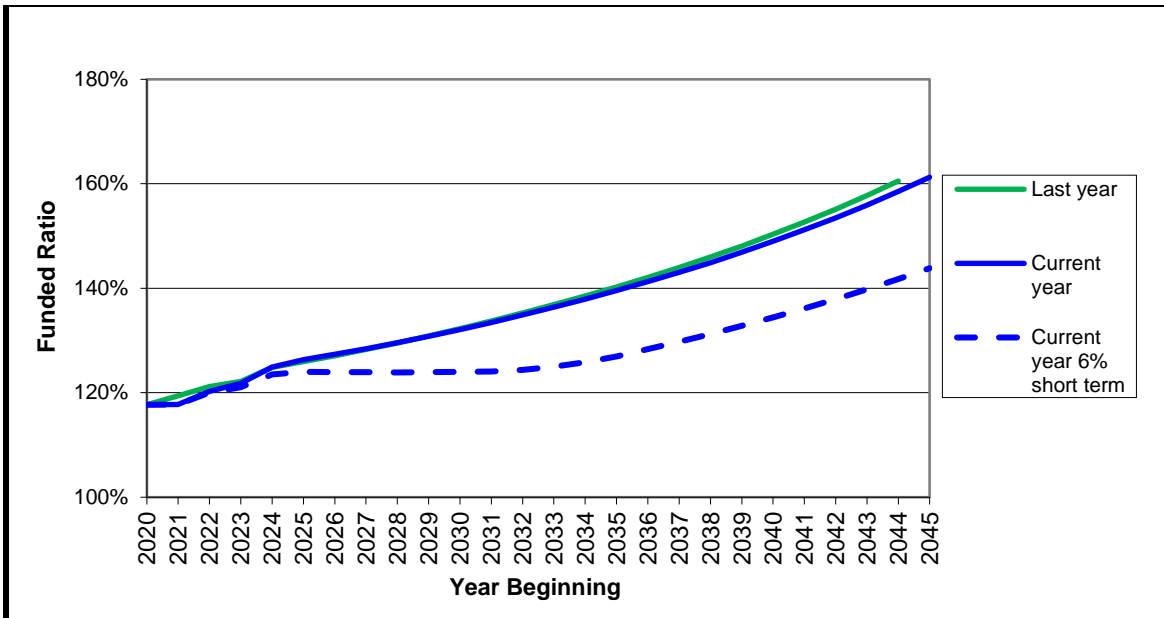


\* For the current year, the lower short term results are unchanged due to the full funding limit being expected to apply. This is why the blue and red lines overlap.

**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" or "not endangered or critical") 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). 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.





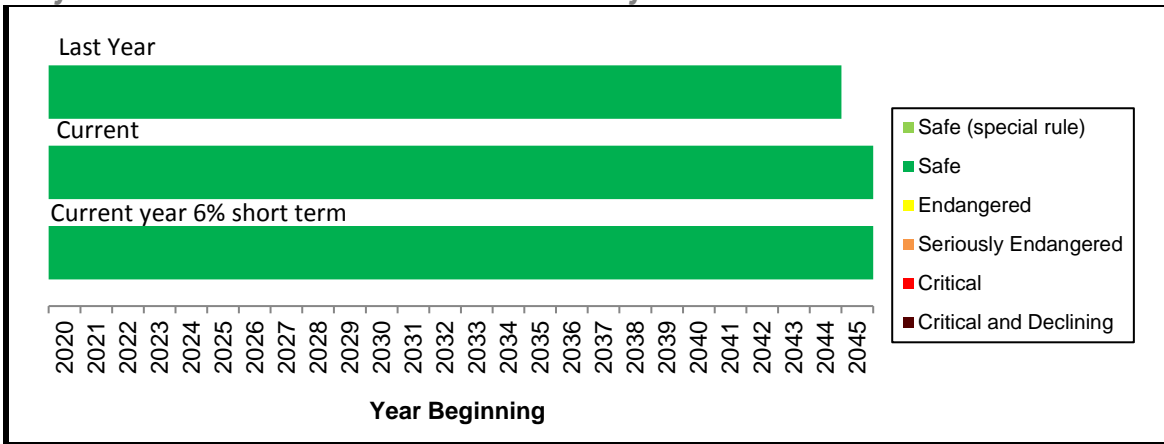
## PPA STATUS PROJECTIONS

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

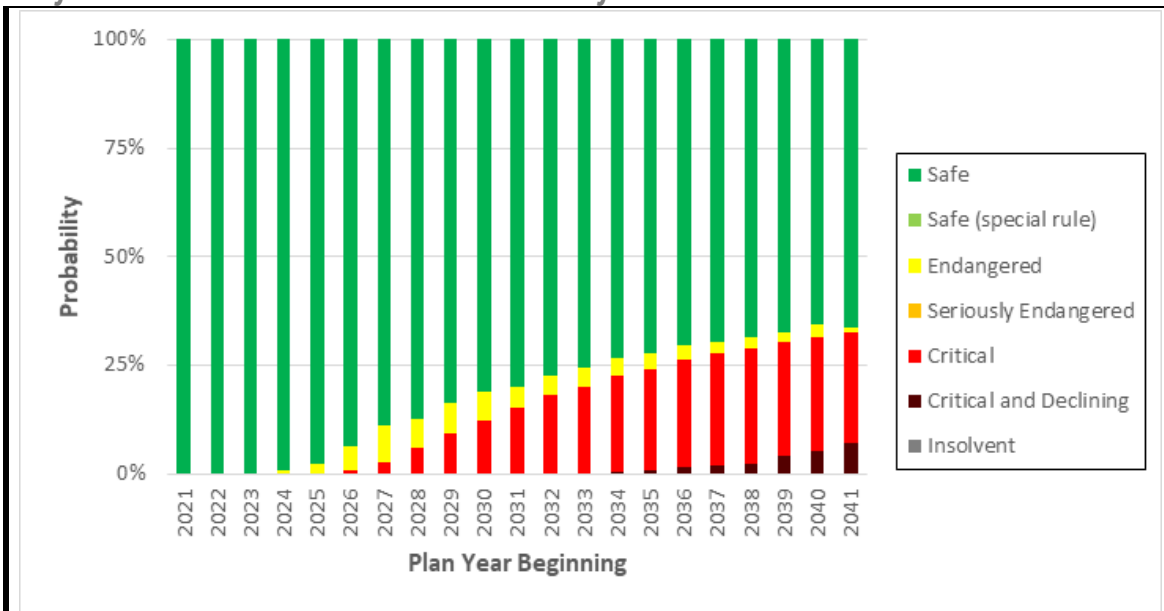
The following graphs show *deterministic* and *stochastic* projections of PPA status based on the assumptions summarized in the “Actuarial Assumptions used for Projections” section of Appendix B. The

deterministic projection shows the expected status for each future year. The stochastic projection shows the estimated probability of being in each status in each future year. 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.

### Projected PPA Status – Deterministic Projection



### Projected PPA Status – Stochastic Projection\*



\* Distribution of returns based on the mean and standard deviation of the Plan’s investment portfolio. Mean for years 1-10 based on short-term expectations, years 11-20 based on long-term expectations.

### 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 2021 plan year of 10.00%, 7.00%, 4.00%, and 0.00%. We also perform a sensitivity analysis on the future hours assumption by showing the effect of varying it by  $\pm 10\%$ .

<i>Sensitivity Analysis Assumptions</i>	<i>Funding Stats</i>	<i>Scenario and Stress Testing: Return for 2021 PY (7.00% Thereafter)</i>			
		<i>10.00%</i>	<i>Assumed Return*</i>	<i>4.00%</i>	<i>0.00%</i>
<u>10% Lower Hours</u> 1,449,000 in 2021 1,471,500 thereafter	Fund. ratio 1/1/2026: Cred. bal. 12/31/2025: Fund. ratio 1/1/2036:	130.6% 15.810M 145.5%	127.4% 15.763M 141.7%	124.1% 15.716M 137.8%	119.8% 15.534M 132.6%
<u>Baseline Hours</u> 1,610,000 in 2021 1,635,000 thereafter	Fund. ratio 1/1/2026: Cred. bal. 12/31/2025: Fund. ratio 1/1/2036:	130.5% 17.473M 144.9%	<b>127.4%</b> <b>17.369M</b> <b>141.3%</b>	124.2% 17.210M 137.6%	120.0% 16.694M 132.7%
<u>10% Higher Hours</u> 1,771,000 in 2021 1,798,500 thereafter	Fund. ratio 1/1/2026: Cred. bal. 12/31/2025: Fund. ratio 1/1/2036:	130.5% 18.985M 144.4%	127.4% 18.826M 140.9%	124.3% 18.667M 137.4%	120.2% 18.241M 132.8%
<u>Lower short-term</u> 6.00% return for 10 yrs Baseline hours	Fund. ratio 1/1/2026: Cred. bal. 12/31/2025: Fund. ratio 1/1/2036:	128.1% 17.473M 132.8%	124.0% 17.298M 128.3%	121.9% 17.193M 126.1%	117.8% 16.891M 121.6%

\* The assumed return for the 2021 plan year is 7.00% in the first three rows and 6.00% in the last row.

## ***PART II: SUPPLEMENTAL STATISTICS***

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***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, 2020	940	306	291	1,537
Change due to:				
<i>New hire</i>	211	-	-	211
<i>Rehire</i>	24	(5)	-	19
<i>Termination</i>	(130)	14	-	(116)
<i>Disablement</i>	-	-	-	-
<i>Retirement</i>	(11)	(6)	17	-
<i>Death</i>	(2)	(1)	(2)	(5)
<i>Cash out</i>	-	-	-	-
<i>New beneficiary</i>	-	1	4	5
<i>Certain pd. expired</i>	-	-	(2)	(2)
<i>Data adjustment*</i>	(1)	-	2	1
Net change	91	3	19	113
January 1, 2021	1,031	309	310	1,650

\* Active data adjustment: less 1 removed due to duplicate record

Receiving benefits data adjustment: Addition of 2 retirees previously thought to not be eligible.

***HOURS WORKED DURING PLAN YEAR***

***Hours Worked Per Participant***

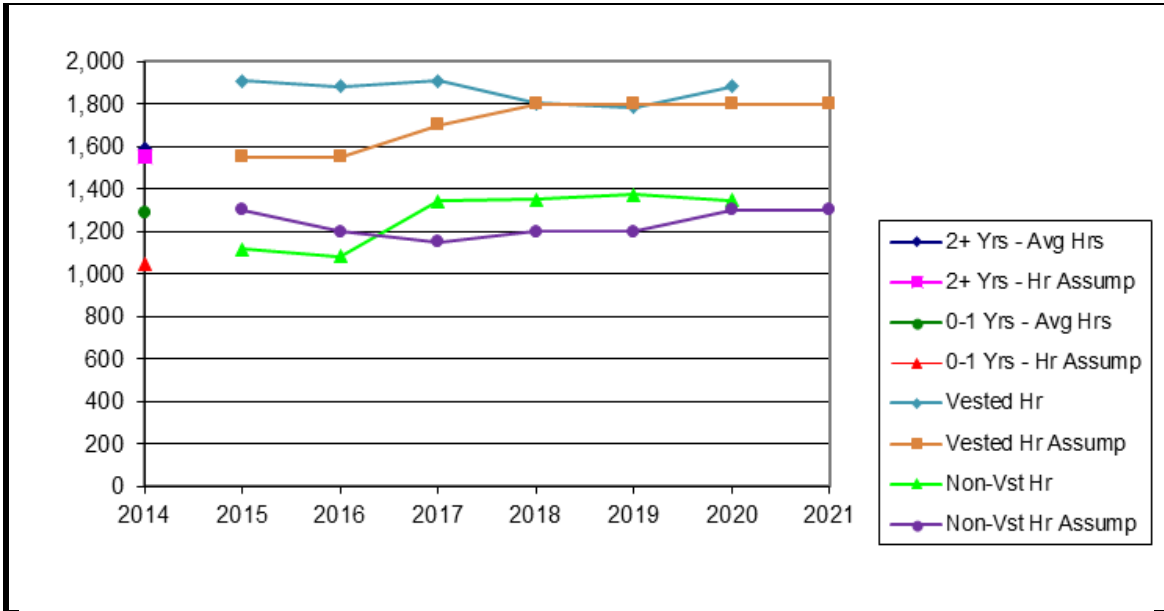
<b><i>Plan Year Ending December 31, 2020</i></b>	<b><i>Number</i></b>	<b><i>Hours Worked</i></b>	<b><i>Average Hours Worked</i></b>
<b>Local 135</b>			
Actives			
<i>Vested</i>	301	566,918	1,883
<i>Non-vested, continuing</i>	434	703,520	1,621
<i>Non-vested, new entrant</i>	202	153,130	758
Total active	937	1,423,568	1,519
Others	9	11,349	1,261
Local 135 total for plan year	946	1,434,917	1,517
<b>Local 364</b>			
Actives			
<i>Vested</i>	61	132,525	2,173
<i>Non-vested, continuing</i>	25	47,565	1,903
<i>Non-vested, new entrant</i>	8	8,370	1,046
Total active	94	188,460	2,005
Others	3	3,060	1,020
Local 364 total for plan year	97	191,520	1,974
Grand total for plan year	1,043	1,626,437	1,559

***History of Total Actual and Expected Hours Worked (Thousands)***

<b><i>Plan Year Ending December 31,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>	<b><i>2019</i></b>	<b><i>2018</i></b>	<b><i>2017</i></b>
Expected hours valuation	1,555	1,419	1,318	1,248	1,058
Expected hours PPA cert	1,610	1,525	1,500	1,350	1,175
Actual hours worked	n/a	1,626	1,469	1,428	1,357

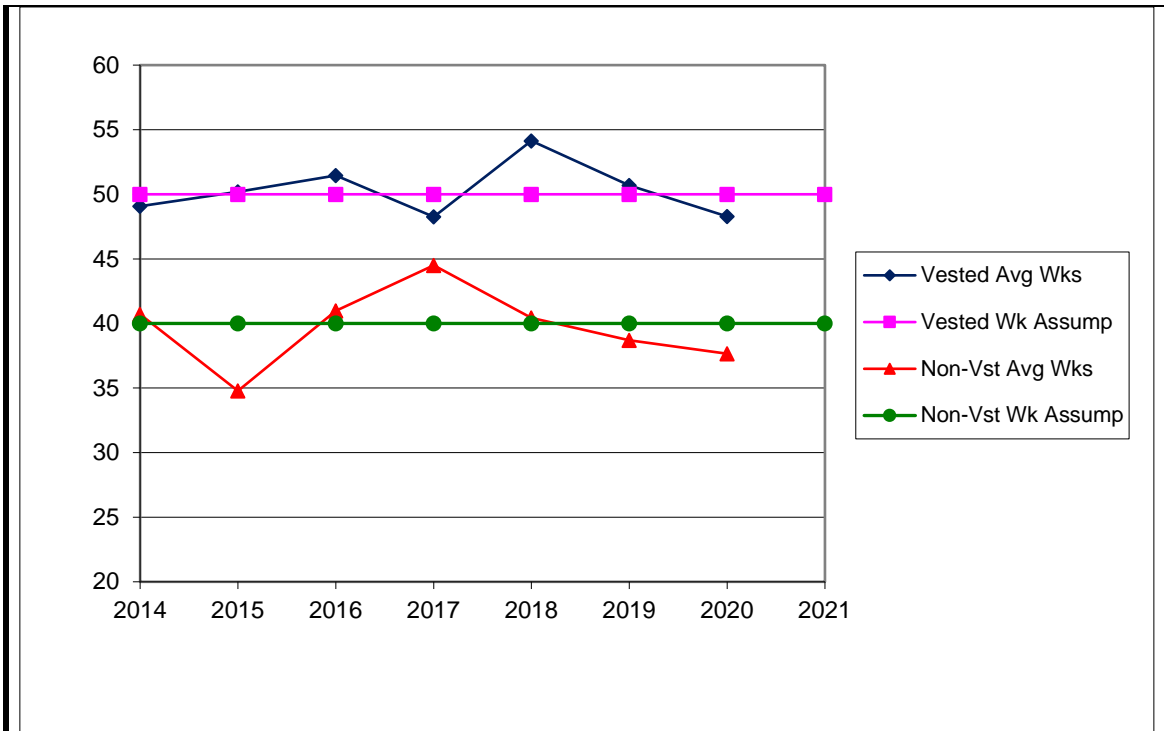
### HISTORY OF AVERAGE ACTUAL AND EXPECTED HOURS

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



\* Effective in 2015, the assumption was changed based upon vesting status rather than 0-2 years of service.

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



**CONTRIBUTIONS MADE DURING PLAN YEAR**

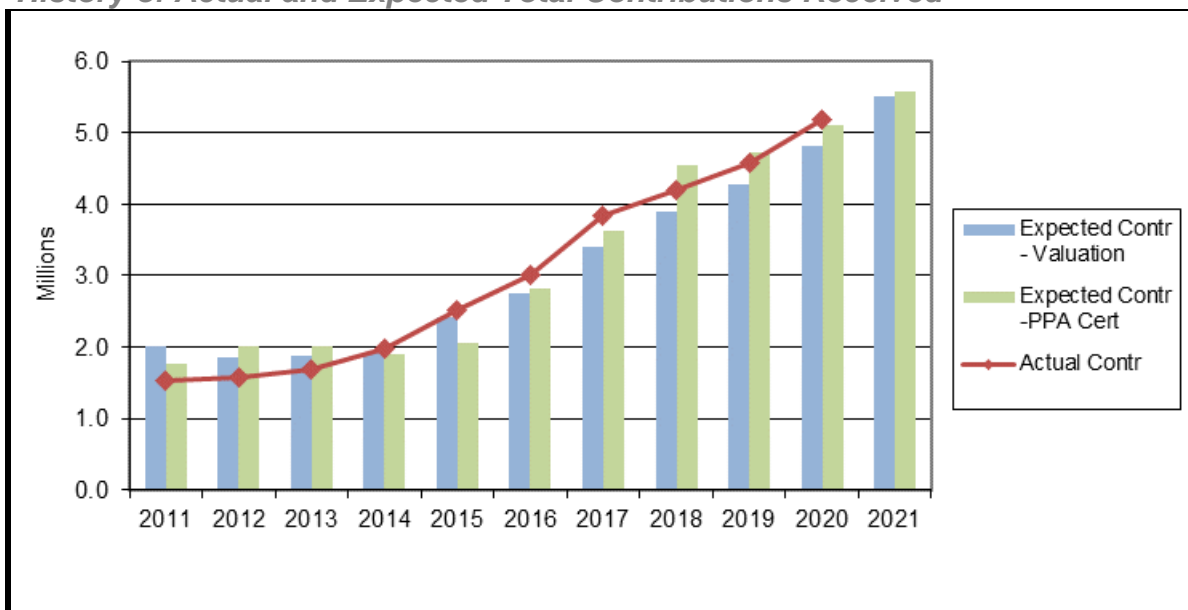
**Employer Contributions Reported in Employee Data**

Plan Year Ending December 31, 2020	Number	Contributions Reported	
<b>Actives</b>			
Vested	360	\$	1,988,102
Non-vested, continuing	460		2,448,810
Non-vested, new entrant	211		617,338
Total valued as active	1,031		5,054,250
<b>Others</b>			
	12		50,039
Total for plan year	1,043	\$	5,104,289
<b>Average hourly contribution rate</b>			
		\$	3.14

**Comparison with Audited Employer Contributions**

Employer contributions reported in data	\$	5,104,289
Total audited employer contributions	\$	5,189,941
Percent reported		98%

**History of Actual and Expected Total Contributions Received**



**ACTIVE INFORMATION**

**Active Participants by Age and Service as of January 1, 2021**

<b>Age</b>	<b>Years of Service</b>										<b>Total</b>	
	<b>&lt;1</b>	<b>1-4</b>	<b>5-9</b>	<b>10-14</b>	<b>15-19</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40+</b>		
< 25	8	8	-	-	-	-	-	-	-	-	-	16
25-29	7	31	5	1	-	-	-	-	-	-	-	44
30-34	19	37	12	4	-	-	-	-	-	-	-	72
35-39	14	45	14	5	1	-	-	-	-	-	-	79
40-44	19	51	19	12	5	-	-	-	-	-	-	106
45-49	23	63	24	11	8	2	1	-	-	-	-	132
50-54	20	80	26	18	7	5	2	2	-	-	-	160
55-59	13	82	32	21	10	2	3	5	-	-	-	168
60-64	10	52	27	22	11	6	1	2	1	-	-	132
65-69	3	18	7	4	4	4	1	1	-	-	-	42
70+	3	2	2	1	-	-	-	-	-	-	-	8
<b>Totals</b>	<b>139</b>	<b>469</b>	<b>168</b>	<b>99</b>	<b>46</b>	<b>19</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>959</b>
Unrecorded DOB	42	23	6	1	-	-	-	-	-	-	-	72
<b>Total Active Lives</b>	<b>181</b>	<b>492</b>	<b>174</b>	<b>100</b>	<b>46</b>	<b>19</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>1,031</b>



***INACTIVE VESTED INFORMATION***

*Inactive Vested Participants by Age as of January 1, 2021*

<i>Age Group</i>	<i>Number</i>	<i>Estimated Monthly Deferred Vested Benefits*</i>
< 30	1	\$ 266
30-34	5	2,258
35-39	7	3,094
40-44	23	9,901
45-49	31	12,014
50-54	70	32,402
55-59	77	39,681
60-64	77	34,761
65-69	16	7,576
70+	2	1,017
Totals	309	142,970
Unrecorded birth date	-	-
Total inactive vested lives	309	\$ 142,970

\* 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, 2021**

Form of Payment	Number	Monthly Benefits Being Paid			
		Total	Average	Smallest	Largest
Certain & Life	107	\$ 69,132	\$ 646	\$ 17	\$ 3,318
Joint & survivor	139	89,237	642	27	2,077
Beneficiaries	64	20,082	314	16	962
<b>Totals</b>	<b>310</b>	<b>\$ 178,451</b>	<b>\$ 576</b>	<b>\$ 16</b>	<b>\$ 3,318</b>

**Retirees by Age and Form of Payment as of January 1, 2021**

Age Group	Form of Benefits Being Paid			
	Certain & Life	Joint & Survivor	Beneficiaries	Total
< 45	-	-	-	-
45-49	-	-	2	2
50-54	-	-	1	1
55-59	4	2	5	11
60-64	5	15	5	25
65-69	27	48	8	83
70-74	35	39	8	82
75-79	10	14	11	35
80-84	14	13	10	37
85-89	8	4	8	20
90-94	3	3	5	11
95+	1	1	1	3
<b>Totals</b>	<b>107</b>	<b>139</b>	<b>64</b>	<b>310</b>

**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,				
	2020	2019	2018	2017	2016
< 55	-	-	-	-	-
55	-	-	-	1	1
56	-	-	-	-	-
57	-	4	-	3	2
58	-	-	-	-	1
59	-	-	-	-	-
60	-	-	1	1	-
61	1	-	-	1	1
62	1	-	1	5	2
63	3	1	2	-	1
64	-	1	1	1	-
65	10	7	12	3	6
66+	2	5	4	3	5
<b>Totals</b>	<b>17</b>	<b>18</b>	<b>21</b>	<b>18</b>	<b>19</b>

Average retirement age	65.6	64.2	65.2	62.5	63.4
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***PART III: ASSET INFORMATION***

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***MARKET AND ACTUARIAL FUND VALUES***

Asset information extracted from the fund's financial statements audited by Katz, Sapper & Miller, LLP.

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

	<b><i>2020</i></b>	<b><i>2019</i></b>	<b><i>2018</i></b>
Invested assets			
<i>Money market fund shares</i>	\$ 1,466,850	\$ 2,141,929	\$ 1,277,830
<i>U.S. govt &amp; agency securities</i>	2,719,375	1,840,119	1,956,773
<i>Municipal bonds</i>	1,677,639	6,267,169	3,944,637
<i>Corporate bonds</i>	10,461,966	6,928,974	4,962,457
<i>Common stocks</i>	15,515,180	12,386,938	10,371,101
<i>Exchange-traded funds</i>	32,440,029	23,682,444	15,771,979
<i>Preferred stocks</i>	1,061,910	1,087,097	1,516,913
<i>Real estate investment trusts</i>	68,015	823,114	1,680,320
<i>Registered investment companies</i>	4,027,031	5,286,169	6,983,921
<i>Cash, noninterest-bearing</i>	434,563	428,464	510,357
<i>Prepaid expenses</i>	6,388		
	<b>69,878,946</b>	<b>60,872,417</b>	<b>48,976,288</b>
Net receivables*	267,990	240,947	404,415
Market value	<b>\$ 70,146,936</b>	<b>\$ 61,113,364</b>	<b>\$ 49,380,703</b>
Fund assets - Actuarial value			
<i>Market value</i>	\$ 70,146,936	\$ 61,113,364	\$ 49,380,703
less: <i>Deferred investment gains and (losses)</i>	2,680,680	1,492,790	(4,486,316)
Actuarial value	<b>\$ 67,466,256</b>	<b>\$ 59,620,574</b>	<b>\$ 53,867,019</b>
Actuarial value as a percentage of market value	96.18%	97.56%	109.09%

\* Equals receivables, less any liabilities

***FLOW OF FUNDS***

Asset information extracted from the fund's financial statements audited by Katz, Sapper & Miller, LLP.

<b><i>Plan Year Ending December 31,</i></b>	<b><i>2020</i></b>	<b><i>2019</i></b>	<b><i>2018</i></b>
Market value at beginning of plan year	\$ 61,113,364	\$ 49,380,703	\$ 49,668,360
Additions			
<i>Employer contributions</i>	5,189,941	4,576,503	4,195,049
<i>Net investment income*</i>	6,089,878	9,169,826	(2,653,665)
<i>Other income</i>	-	-	-
	11,279,819	13,746,329	1,541,384
Deductions			
<i>Benefits paid</i>	2,091,485	1,861,468	1,686,522
<i>Net expenses*</i>	154,762	152,200	142,519
	2,246,247	2,013,668	1,829,041
Net increase (decrease)	9,033,572	11,732,661	(287,657)
Adjustment	-	-	-
Market value at end of plan year	\$ 70,146,936	\$ 61,113,364	\$ 49,380,703
Cash flow			
<i>Contr.-ben.-exp.</i>	2,943,694	2,562,835	2,366,008
<i>Percent of assets</i>	4.20%	4.19%	4.79%
Estimated net investment return			
<i>On market value</i>	9.73%	18.10%	-5.22%
<i>On actuarial value</i>	8.02%	5.79%	4.22%

\* Investment expenses have been offset against gross investment income.

**INVESTMENT GAIN AND LOSS**

**Investment Gain or Loss**  
**Plan Year Ending December 31, 2020**

Expected market value at end of plan year	\$	61,113,364
<i>Market value at beginning of plan year</i>		5,189,941
<i>Employer contributions and non-investment income</i>		(2,246,247)
<i>Benefits and expenses paid</i>		4,380,965
<i>Expected investment income (at 7.00% rate of return)</i>		68,438,023
<hr/>		
Actual market value at end of plan year		70,146,936
less: Expected market value		68,438,023
<hr/>		
Investment gain or (loss)	\$	1,708,913

**History of Gains and (Losses)**

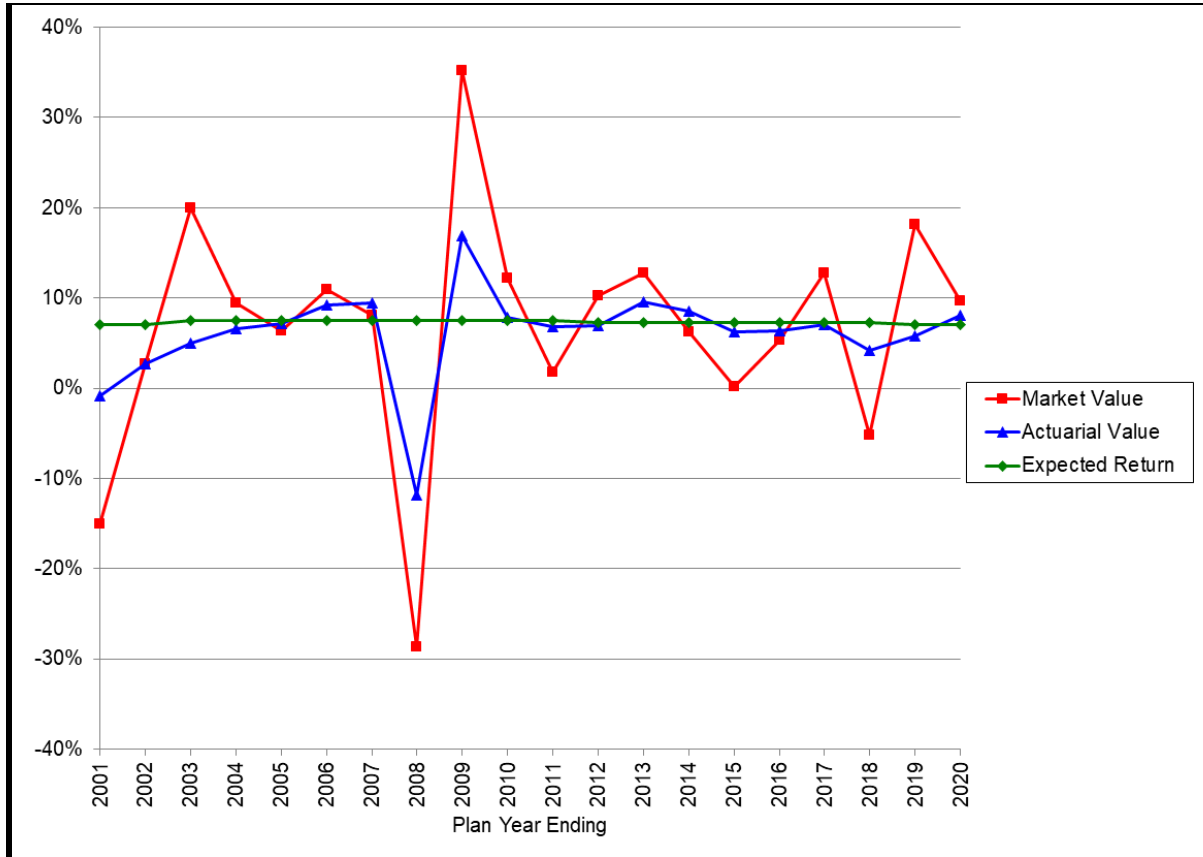
<i>Plan Year Ending December 31,</i>	<i>Investment Gain or (Loss)</i>		<i>Amount Recognized This Year</i>
2020	\$ 1,708,913	\$	341,783
2019	5,623,478		1,124,696
2018	(6,340,389)		(1,268,078)
2017	2,378,093		475,619
2016	(764,979)		(152,996)
<b>Total</b>	<b>\$ 2,605,116</b>	<b>\$</b>	<b>521,024</b>

**Deferred Investment Gains and (Losses)**

<i>Plan Year Ending December 31,</i>	<i>Amount of Gain or (Loss) Deferred as of December 31,</i>			
	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>
2020	\$ 1,367,130	\$ 1,025,348	\$ 683,565	\$ 341,783
2019	3,374,087	2,249,391	1,124,696	-
2018	(2,536,156)	(1,268,078)	-	-
2017	475,619	-	-	-
<b>Totals</b>	<b>\$ 2,680,680</b>	<b>\$ 2,006,661</b>	<b>\$ 1,808,261</b>	<b>\$ 341,783</b>

***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)***

<i>Period</i>	<i>Return on Market Value</i>		<i>Return on Actuarial Value</i>	
	<i>Period Ending December 31,</i>		<i>Period Ending December 31,</i>	
	<i>2020</i>	<i>2019</i>	<i>2020</i>	<i>2019</i>
One year	9.73%	18.10%	8.02%	5.79%
5 years	7.84%	5.90%	6.27%	5.93%
10 years	6.98%	7.22%	6.95%	6.93%
15 years	6.43%	6.21%	6.58%	6.52%
20 years	5.83%	5.31%	5.94%	5.82%



***PART IV: ENROLLED ACTUARY'S REPORT***

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***NORMAL COST/ACTUARIAL LIABILITY***

<b><i>Normal Cost as of January 1,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>
Benefit accruals	\$ 3,067,434	\$ 2,626,400
Anticipated administrative expenses (beg. of year)	149,758	144,928
<b>Total normal cost</b>	<b>\$ 3,217,192</b>	<b>\$ 2,771,328</b>

<b><i>Unfunded Actuarial Liability as of January 1,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>
Actuarial liability		
<i>Participants currently receiving benefits</i>	\$ 19,776,631	\$ 17,493,189
<i>Inactive vested participants</i>	11,052,903	10,225,524
<i>Active participants</i>	41,357,888	35,959,626
	72,187,422	63,678,339
<i>less: Fund assets (actuarial value)</i>	67,466,256	59,620,574
<b>Unfunded actuarial liability (not less than 0)</b>	<b>\$ 4,721,166</b>	<b>\$ 4,057,765</b>

***ACTUARIAL LIABILITY RECONCILIATION/PROJECTION***

***Reconciliation of Unfunded Actuarial Liability***

Expected unfunded actuarial liability as of December 31, 2020		
<i>Unfunded actuarial liability as of January 1, 2020</i>	\$	4,057,765
<i>Normal cost (including expenses)</i>		2,771,328
<i>Actual contributions</i>		(5,189,941)
<i>Interest to end of plan year</i>		296,389
		1,935,541
Increase (decrease) due to:		
<i>Experience (gain) or loss</i>		2,352,787
<i>Plan amendment</i>		-
<i>Change in actuarial assumptions</i>		432,838
<i>Change in actuarial method</i>		-
		2,785,625
Net increase (decrease)		2,785,625
Unfunded actuarial liability as of January 1, 2021	\$	4,721,166

***Projection of Actuarial Liability to Year End***

Actuarial liability as of January 1, 2021		\$ 72,187,422
Expected increase (decrease) due to:		
<i>Normal cost (excluding expenses)</i>		3,067,434
<i>Benefits paid</i>		(2,444,743)
<i>Interest on above</i>		129,154
<i>Interest on actuarial liability</i>		5,053,120
		5,804,965
Net expected increase (decrease)		5,804,965
Expected actuarial liability as of December 31, 2021	\$	77,992,387

**FUNDED RATIOS**

<i>Present Value of Accumulated Benefits/ Funded Ratios Actuarial Study as of January 1,</i>	<i>2021</i>	<i>2020</i>
Present value of vested accumulated benefits		
<i>Participants currently receiving benefits</i>	\$ 19,776,631	\$ 17,493,189
<i>Inactive vested participants</i>	10,929,412	10,107,364
<i>Active participants</i>	20,109,661	17,715,609
Total	50,815,704	45,316,162
Nonvested accumulated benefits	6,462,362	5,336,221
Present value of all accumulated benefits	\$ 57,278,066	\$ 50,652,383
Market value of assets	\$ 70,146,936	\$ 61,113,364
Funded ratios (Market value)		
<i>Vested benefits</i>	138.0%	134.9%
<i>All accumulated benefits</i>	122.5%	120.7%
Actuarial value of assets	\$ 67,466,256	\$ 59,620,574
Funded ratios (Actuarial value used for PPA)		
<i>Vested benefits</i>	132.8%	131.6%
<i>All accumulated benefits</i>	117.8%	117.7%
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.

<b><i>Funding Period Calculation</i></b>		
<b><i>Actuarial Study as of January 1,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>
Unfunded actuarial liability		
<i>Actuarial liability</i>	\$ 72,187,422	\$ 63,678,339
<i>less: Fund assets (actuarial value)</i>	67,466,256	59,620,574
	4,721,166	4,057,765
Funds available to amortize unfunded		
<i>Anticipated contributions (beg. of yr.)</i>	5,326,786	4,655,365
<i>less: Normal cost (including expenses)</i>	3,217,192	2,771,328
	\$ 2,109,594	\$ 1,884,037
Funding period (years)	3	3

***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. It is not used for any other purpose.

<b><i>Current Liability as of January 1,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>
Vested current liability		
<i>Participants currently receiving benefits</i>	\$ 31,122,697	\$ 25,551,899
<i>Inactive vested participants</i>	24,058,658	19,562,459
<i>Active participants</i>	47,264,020	35,086,203
	102,445,375	80,200,561
Nonvested current liability		
<i>Inactive vested participants</i>	276,762	226,498
<i>Active participants</i>	17,197,900	11,915,707
	17,474,662	12,142,205
<b>Total current liability</b>	<b>\$ 119,920,037</b>	<b>\$ 92,342,766</b>
Market value of assets	\$ 70,146,936	\$ 61,113,364
Current liability funded ratio (Market value)	58.5%	66.2%
Interest rate used for current liability	2.08%	2.95%

***Projection of Current Liability to Year End***

Current liability as of January 1, 2021	\$ 119,920,037
Expected increase (decrease) due to:	
<i>Benefits accruing</i>	11,173,428
<i>Benefits paid</i>	(2,444,743)
<i>Interest on above</i>	206,982
<i>Interest on current liability</i>	2,494,337
Net expected increase (decrease)	11,430,004
Expected current liability as of December 31, 2021	<b>\$ 131,350,041</b>

**FUNDING STANDARD ACCOUNT**

<i>Funding Standard Account Plan Year Ending December 31,</i>	<i>2021 (Projected)</i>	<i>2020 (Final)</i>
<b>Charges</b>		
<i>Prior year funding deficiency</i>	\$ -	\$ -
<i>Normal cost (including expenses)</i>	3,217,192	2,771,328
<i>Amortization charges (see Appendix C)</i>	2,872,179	2,590,584
<i>Interest on above</i>	426,257	375,335
<b>Total charges</b>	<b>6,515,628</b>	<b>5,737,247</b>
<b>Credits</b>		
<i>Prior year credit balance</i>	12,215,914	11,161,030
<i>Employer contributions</i>	5,707,308	5,189,941
<i>Amortization credits (see Appendix C)</i>	597,450	597,450
<i>Interest on above</i>	1,096,690	1,004,740
<i>ERISA full funding credit</i>	-	-
<b>Total credits</b>	<b>19,617,362</b>	<b>17,953,161</b>
<b>Credit balance (credits less charges)</b>	<b>\$ 13,101,734</b>	<b>\$ 12,215,914</b>

*Enrolled Actuary's Report  
Indiana Teamsters Pension Plan  
January 1, 2021 Actuarial Valuation*

***FULL FUNDING LIMIT***

<b><i>Projection of Assets for Full Funding Limit</i></b>	<b><i>Market Value</i></b>	<b><i>Actuarial Value</i></b>
Asset value as of January 1, 2021	\$ 70,146,936	\$ 67,466,256
Expected increase (decrease) due to:		
<i>Investment income</i>	4,819,295	4,631,647
<i>Benefits paid</i>	(2,444,743)	(2,444,743)
<i>Expenses</i>	(155,000)	(155,000)
Net expected increase (decrease)	2,219,552	2,031,904
Expected value as of December 31, 2021*	\$ 72,366,488	\$ 69,498,160

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

<b><i>Full Funding Limit as of December 31, 2021</i></b>	<b><i>For Minimum Required</i></b>	<b><i>For Maximum Deductible</i></b>
ERISA full funding limit (not less than 0)		
<i>Actuarial liability</i>	\$ 77,992,387	\$ 77,992,387
less: <i>Assets (lesser of market or actuarial)</i>	69,498,160	69,498,160
plus: <i>Credit balance (w/interest to year end)</i>	13,071,028	n/a
	21,565,255	8,494,227
Full funding limit override (not less than 0)		
<i>90% of current liability</i>	118,215,037	118,215,037
less: <i>Assets (actuarial value)</i>	69,498,160	69,498,160
	48,716,877	48,716,877
Full funding limit (greater of ERISA limit and full funding override)	\$ 48,716,877	\$ 48,716,877



**MINIMUM REQUIRED CONTRIBUTION AND FULL FUNDING CREDIT**

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**Minimum Required Contribution**  
**Plan Year Beginning January 1, 2021**

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Minimum funding cost			
Normal cost (including expenses)	\$		3,217,192
Net amortization of unfunded liabilities			2,274,729
Interest to end of plan year			384,437
			5,876,358
 Full funding limit			 48,716,877
 Net charge to funding std. acct. (lesser of above)			 5,876,358
less: Credit balance with interest to year end			13,071,028
			-
 Minimum Required Contribution (not less than 0)	 \$		 -

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**Full Funding Credit to Funding Standard**  
**Account Plan Year Ending December 31, 2021**

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Full funding credit (not less than 0)			
Minimum funding cost (n.c., amort., int.)	\$		5,876,358
less: full funding limit			48,716,877
			-
	\$		-

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***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, 2021***

Preliminary deductible limit		
<i>Normal cost (including expenses)</i>	\$	3,217,192
<i>10-year limit adjustment (using "fresh start" alternative)</i>		628,213
<i>Interest to end of plan year</i>		269,178
		4,114,583
 Full funding limit		 48,716,877
 Maximum deductible contribution override		
<i>140% of vested current liability projected to December 31, 2021</i>		157,093,730
<i>less: Actuarial value of assets projected to December 31, 2021</i>		69,498,160
		87,595,570
 Maximum deductible contribution*	 \$	 87,595,570
 Anticipated employer contributions	 \$	 5,707,308

\* 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>
2001	7.00%	590,996	1,302,053	(711,057)
2002	7.50%	568,744	1,721,463	(1,152,719)
2003	7.50%	909,344	2,229,148	(1,319,804)
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)

\* 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>
1-1-2016 to 12-31-2020	1.0%

Employer withdraws during 1-1-2021 through 12-31-2021 plan year:

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

Withdrawal Liability after De Minimis = \$0

***TERMINATION BY MASS WITHDRAWAL***

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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 1.62% for the first 20 years and 1.40% for each year thereafter and the GAM 94 Basic Mortality Table projected to 2030 were used.

***Illustrative Section 4281 Valuation  
as of December 31, 2020***

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Value of nonforfeitable benefits		
<i>Participants currently receiving benefits</i>	\$	32,495,397
<i>Inactive vested participants</i>		26,071,227
<i>Active participants</i>		50,329,643
<i>Expenses (per Section 4281 of ERISA)</i>		653,829
		<hr/> 109,550,096
<i>less: Fund assets (market value)</i>		<hr/> 70,146,936
Value of nonforfeitable benefits in excess of (less than) fund assets	\$	<hr/> 39,403,160 <hr/>

**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.

<b><i>Present Value of Accumulated Benefits Actuarial Study as of January 1,</i></b>	<b><i>2021</i></b>	<b><i>2020</i></b>
Present value of vested accumulated benefits		
<i>Participants currently receiving benefits</i>	\$ 19,776,631	\$ 17,493,189
<i>Expenses on parts. currently rec. benefits</i>	1,582,130	1,530,654
<i>Other participants</i>	31,039,073	27,822,973
<i>Expenses on other participants</i>	2,483,126	2,434,510
	54,880,960	49,281,326
Present value of nonvested accumulated benefits		
<i>Nonvested accumulated benefits</i>	6,462,362	5,336,221
<i>Expenses on nonvested benefits</i>	516,989	466,919
	6,979,351	5,803,140
Present value of all accumulated benefits	\$ 61,860,311	\$ 55,084,466
Market value of plan assets	\$ 70,146,936	\$ 61,113,364
Interest rate used to value benefits	7.00%	7.00%

***Changes in Present Value of Accumulated Benefits***

Present value of accumulated benefits as of January 1, 2020	\$ 55,084,466
Increase (decrease) due to:	
<i>Plan amendment</i>	-
<i>Change in actuarial assumptions</i>	(378,039)
<i>Benefits accumulated and experience gain or loss</i>	5,544,218
<i>Interest due to decrease in discount period</i>	3,855,913
<i>Benefits paid</i>	(2,091,485)
<i>Operational expenses paid</i>	(154,762)
Net increase (decrease)	6,775,845
Present value of accumulated benefits as of January 1, 2021	\$ 61,860,311

## *APPENDICES*

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***PLAN HISTORY***

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***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 5<sup>th</sup> 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 1/3<sup>rd</sup> of 1% for each month prior to age 56.

*Appendix A - Plan Provisions  
Indiana Teamsters Pension Plan  
January 1, 2021 Actuarial Valuation*

**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 1/1/2021</i>	<i>Next Rate Change</i>	
			<i>Rate</i>	<i>Eff. Date</i>
<b>Primary Hourly Rate</b>		<b>\$4.79</b>		
184	1 <sup>st</sup> Class Logistics			
187	AB Transport			
185	All American Hauling			
44	All-Sets Inc.			
86	American Enterprises Trkg.			
162	Apache Trucking Corp			
39	Austgen Equipment Inc.			
72	Bearcat Enterprises, LLC			
166	Berry Farms			
183	Brovont Trucking			
150	BSD Farms			
143	Bunn Trucking			
95	C Lee Construction Serv.			
241	Columbus Transport			
192	Conley Custom Trucking			
178	Davis Trucking			
77	Earth Transport LLC			
169	Edward & Jones Concrete			
168	Elle J Trucking			
65	Fanio Services			
149	Fletcher's Trucking			
170	GBT			
158	Grandson Trucking Company LLC			
38	GRD Trucking			
173	Hirsch Transport			
135	J & J Williams Trucking LLC			
69	J & S Express			
52	K & A Trucking Inc.			
126	K.T.M. Services			
190	KB Trucking			
9	Keith Pruett Trucking			
148	Langley Trucking			
188	LGC Transport			
189	M&L Taylor Made Trucking			
107	M.A.C. Trucking, Inc			
181	MACO Trucking			
191	Merritt Trucking			
96	Montgomery Trucking Inc.			



**EMPLOYER CONTRIBUTIONS (CONT.)**

ER#	Employer	Contribution Rate as of 1/1/2021	Next Rate Change	
			Rate	Eff. Date
<b>Primary Hourly Rate (cont.)</b>		<b>\$4.79</b>		
164	Morock LLC			
186	Neese Trucking			
180	Nine Eight Trucking LLC			
22	Pavey Excavating Co., Inc.			
74	Ramon Excavating			
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			
172	TDB Trucking			
112	Town And Country Construction, Inc.			
58	Trail Services, Inc			
110	Triple R Services			
54	William Hanna Trk Inc.			
146	Wright Excavating			
160	Yanez Trucking LLC			
18	Young Trucking of S. Ind.			
<b>Primary Weekly Rates</b>				
45	Godsey Trucking*	\$147.00	\$149.00	5/23/2021
14	Kim Singhurse Trucking*	\$147.00	\$149.00	5/23/2021
17	Northside Materials*	\$147.00	\$149.00	5/23/2021
27	Souder Trucking LLC*	\$147.00	\$149.00	5/23/2021
133	C Tech Corporation, Inc.	\$157.60		
167	Corystone	\$157.60		
195	Dump Trucks, Inc	\$157.60		
151	JLD Trucking	\$157.60		
177	JSC Trucking	\$157.60		
145	Macadam Trucking LLC	\$157.60		
165	Trader Transport	\$157.60		
<b>Daily Rates</b>				
48	Dump Trucks Inc.	\$33.00		
174	Howell Paving	\$37.60	\$39.10	5/1/2021
194	Open Road Paving	\$37.60		

\* Weekly rate increases to \$151.00 in 2022.

*Appendix A - Plan Provisions  
Indiana Teamsters Pension Plan  
January 1, 2021 Actuarial Valuation  
**EMPLOYER CONTRIBUTIONS (CONT.)***

<i>ER#</i>	<i>Employer</i>	<i>Contribution Rate as of 1/1/2021</i>	<i>Next Rate Change</i>	
			<i>Rate</i>	<i>Eff. Date</i>
<b>Other Hourly Rates</b>				
152	IMI Kentucky Ave	\$3.70	\$3.80	6/15/2021
153	IMI Noblesville	\$3.70	\$3.80	6/15/2021
92	Z Force Transportation	\$3.50	\$3.75	4/1/2021
<b>Other Weekly Rates</b>				
193	Canteen Vending Services	\$25.00	\$30.00	1/16/2021
138	Chemtrade Solutions LLC	\$30.00		
98	DHL Express Inc.	\$130.00	\$133.00	10/1/2021
179	Distributors Terminal	\$132.30		
99	Holsum of Fort Wayne	\$127.00		
16	K&K Enterprises*	\$132.00	\$134.00	5/23/2021
105	Kreamo Bakers Inc. (Sales)**	\$124.00	\$127.00	11/1/2021
101	Kreamo Bakers Inc. (Trans)	\$112.00	\$113.00	11/1/2021
171	RB Hoods	\$100.00		
40	Republic Services (Previously JAMAX)***	\$69.00	\$74.00	4/1/2021
120	Southern Wine and Spirits of Indiana, Inc.	\$58.40		
78	Teamster Local Union 916	\$130.76		
35	Teamsters Local 135	\$338.00		
156	Teamsters Local 135 Class 1****	\$250.00		

\* Weekly rate increases to \$136.00 in 2022.

\*\* Weekly rate increases to \$130.00 in 2022, \$133.00 in 2023, and \$136.00 in 2024.

\*\*\* Weekly rate increases to \$79.00 in 2022.

\*\*\*\* Class 2 \$200.00/week, Class 3 \$150.00/week, Class 4 \$100.00, Class 5 \$50.00

***SUMMARY OF PLAN PROVISIONS***

<b>Participation</b>	Any employee for a qualifying employer for whom contributions have been made to the plan
<b>Year of service</b>	Plan Year with at least 1,000 hours
<b>Break in service</b>	Plan Year less than 501 hours.
<b>Normal retirement benefit</b> <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>	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.  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.  Payable for life with 5 years certain.
<b>Early retirement benefit</b> <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>	Normal reduced by 1/2% for each month prior to age 65. Payable for life with 5 years certain.  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.

***SUMMARY OF PLAN PROVISIONS (CONT.)***

<b>Vested benefit</b>	
<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.
<b>Optional forms of payment</b>	Qualified joint and 50% survivor annuity Qualified joint and 75% survivor annuity
<b>Pre-retirement death benefit</b>	
<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.
<b>Lump sum retiree death benefit</b>	
<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***

<b>Vesting schedule</b>	
<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.
<b>Normal form of benefit</b>	
<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.
<b>Optional form</b>	
<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.
<b>Plan merger</b>	
<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.
<b>Future service benefit</b>	
<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.)***

<b>Future service benefit</b>	
<i>Effective date</i>	January 1, 2010
<i>Adoption date</i>	August 31, 2009
<i>Provisions</i>	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.
<b>Future service benefit</b>	
<i>Effective date</i>	January 1, 2014
<i>Adoption date</i>	August 12, 2014
<i>Provisions</i>	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.

<b>Valuation date</b>	January 1, 2021
<b>Interest rates</b>	
<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>	2.08% (in accordance with Section 431(c)(6) of the Internal Revenue Code).
<b>Operational expenses</b>	
<i>Funding</i>	\$155,000 for the 2021 plan year, excluding investment expenses. Expenses are assumed to increase 3% each year.
<i>ASC 960</i>	An 8.00% load was applied to the accrued liabilities for 2021 (8.75% for 2020).
<b>Loading for reciprocity</b>	7.0% of liabilities for active Local 364 participants assumed to withdraw in the future and for current Local 364 inactive vested participants.
<b>Mortality</b>	
<i>Assumed plan mortality</i>	100% of the PRI-2012 Blue Collar Mortality Tables for employees and healthy annuitants projected forward using the MP-2020 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) with 3 year select rates - specimen rates shown below:

<u>Withdrawal Rate</u>		
<u>Age</u>	<u>Years 1-3</u>	<u>4+ Years</u>
20	.25	.1794
25	.25	.1722
30	.25	.1621
35	.25	.1486
40	.25	.1310
45	.25	.1084
50	.25	.0792
55	.25	.0440
60	.25	.0120
63	.25	.0013

**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 65.6.

*Inactive vested lives*

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

**Future hours worked**

*Vested*  
*Non-vested*

**Local 135 Participants:**  
1,800 hours, 0 after assumed retirement age  
1,300 hours, 0 after assumed retirement age

*Vested*  
*Non-vested*

**Local 364 Participants:**  
50 weeks, 0 after assumed retirement age\*  
40 weeks, 0 after assumed retirement age\*

\* Converted to hours based on 45 hours per week



**ACTUARIAL ASSUMPTIONS (CONT.)**

<b>Future vesting credits</b>	All active participants are assumed to earn one year of vesting credit each year.
<b>Future hourly contribution rate</b>	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.
<b>Late retirement</b>	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.
<b>Age of participants with unrecorded birth dates</b>	Based on average entry age of participants with recorded birthdates and same vesting status
<b>Marriage assumptions</b>	100% assumed married with the male spouse 3 years older than his wife
<b>Optional form assumption</b>	All non-retired participants assumed to elect the life and five year certain form of benefit.
<b>Inactive vested lives over age 74</b>	Continuing inactive vested participants age nearest 74 and older are assumed deceased and are not valued. Participants assumed deceased under age 74 prior to January 1, 2020 are still assumed to be deceased.
<b>QDRO benefits</b>	Benefits to alternate payee included with participant's benefit until payment commences
<b>Section 415 limit assumptions</b>	
<i>Dollar limit</i>	\$230,000 per year
<i>Assumed form of payment for those limited by Section 415</i>	Qualified joint and 75% survivor annuity
<b>Benefits not valued</b>	None

***RATIONALE FOR SELECTION OF ACTUARIAL ASSUMPTIONS***

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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.

<b>ERISA rate of return used to value liabilities</b>	<p>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 2020 survey of investment consultants.</p> <p>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.</p>
<b>Mortality</b>	<p>The PRI-2012 Blue Collar Mortality Tables for employees and healthy annuitants projected forward using the MP-2020 projection scale was chosen as the base table for this population.</p> <p>The blue collar table was chosen based on the industry of plan participants.</p>
<b>Retirement</b>	<p>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.</p>
<b>Withdrawal</b>	<p>Actual rates of withdrawal by age were last studied for this plan for the period January 1, 2015 to December 31, 2019. No adjustments were deemed necessary at this time.</p>
<b>Disability</b>	<p>Disability decrement is not valued as no disability benefits are payable and we believe the withdrawal rates reasonably reflect terminations due to disability.</p>
<b>Future hours worked</b>	<p>Based on review of recent plan experience.</p>

**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.

<b>Assumed return on fund assets</b>	
<i>Current year projections</i>	7.00%
<i>Prior year projections</i>	7.00%
<i>Lower short term</i>	6.00% for the first 10 years (1/1/2021-12/31/2030) 7.00% thereafter
<b>Expenses</b>	
<i>Current year projections</i>	\$155,000 for the 2021 plan year, excluding investment expenses. Expenses are assumed to increase 3% each year. An additional increase is reflected in 2031 to account for scheduled PBGC premium rate increase to \$52 per participant.
<i>Prior year projections</i>	\$150,000 per year excluding investment expenses.
<b>Future total hours worked</b>	
<i>Current year projections</i>	1,610,000 hours in 2021, 1,635,000 hours each year thereafter
<i>Prior year projections</i>	1,525,000 hours in 2020, 1,550,000 hours in 2021, 1,575,000 hours each year thereafter
<b>Contribution rate increases</b>	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.
<i>Current year projections</i>	2¢ credited effective January 1, 2022 1¢ credited effective January 1, 2024
<i>Prior year projections</i>	2¢ credited effective January 1, 2021 1¢ credited effective January 1, 2022
<b>Plan changes since prior year</b>	None
<b>Stochastic modeling</b>	1,000 trials. Future returns are modeled using an expected return of 6.34% for the first 10 years and 7.21% thereafter and a standard deviation of 11.46%, 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***

<p><b>Funding method</b> <i>ERISA Funding</i></p>	Individual entry age normal with costs spread as a level dollar amount over service
<p><i>Funding period</i></p>	Individual entry age normal with costs spread as a level dollar amount over service
<p><b>Population valued</b> <i>Actives</i></p>	Eligible employees with at least one hour during the preceding plan year.
<p><i>Inactive vested</i></p>	Vested participants with no hours during the preceding plan year.
<p><i>Retirees</i></p>	Participants and beneficiaries in pay status as of the valuation date.
<p><b>Asset valuation method</b> Actuarial value</p>	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.
<p>Unfunded vested benefits</p>	For the rolling 5 method, actuarial value, as described above, is used

**Appendix C - Minimum Funding Amortization Bases**

**Indiana Teamsters Pension Plan**

**January 1, 2021 Actuarial Valuation**

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2021 Outstanding Balance	1/1/2021 Amortization Payment
				Years	Months		
<b>Charges</b>							
11/1/1996	Amendment -SD364		30	5	10	185,019	37,142
11/1/1996	Assumptions -SD364		30	5	10	15,759	3,163
11/1/1997	Amendment -SD364		30	6	10	40,897	7,231
11/1/1997	Assumptions -SD364		30	6	10	275,174	48,656
11/1/1998	Assumptions -SD364		30	7	10	475,647	75,674
11/1/1999	Amendment -SD364		30	8	10	369,577	53,762
11/1/2000	Amendment -SD364		30	9	10	183,827	24,759
1/1/2002	Amendment	24,604	30	11	0	15,103	1,883
1/1/2002	Assumptions	141,756	30	11	0	86,979	10,841
1/1/2005	Assumptions	170,669	30	14	0	121,728	13,009
1/1/2006	Assumptions	20,982	30	15	0	15,556	1,596
11/1/2006	Experience -SD364		15	0	10	21,224	21,224
1/1/2007	Experience Loss	79,952	15	1	0	8,331	8,331
1/1/2008	Experience Loss	416,594	15	2	0	83,811	43,323
11/1/2008	Experience -SD364		15	2	10	422,406	158,654
1/1/2009	Experience Loss	1,335,028	15	3	0	389,094	138,566
1/1/2010	Assumptions	599,390	15	4	0	225,064	62,099
1/1/2010	Experience Loss	378,348	15	4	0	142,060	39,197
1/1/2010	Experience-SD Merg	1,175,114	15	4	0	441,238	121,744
1/1/2011	Assumptions	324,234	15	5	0	147,106	33,530
1/1/2011	Experience Loss	102,361	15	5	0	46,446	10,587
1/1/2012	Assumptions	2,331,356	15	6	0	1,227,509	240,679
1/1/2013	Assumptions	558,731	15	7	0	332,305	57,626
1/1/2014	Assumptions	316,842	15	8	0	208,602	32,648
1/1/2015	Amendment	1,093,297	15	9	0	784,673	112,558
1/1/2015	Assumption Change	383,931	15	9	0	275,549	39,526
1/1/2016	Experience Loss	439,682	15	10	0	339,892	45,227
1/1/2017	Assumptions	708,247	15	11	0	584,050	72,791
1/1/2017	Experience Loss	810,018	15	11	0	667,971	83,251
1/1/2018	Assumptions	1,050,270	15	12	0	916,628	107,855
1/1/2018	Experience Loss	1,454,450	15	12	0	1,269,378	149,362
1/1/2019	Assumptions	1,110,430	15	13	0	1,018,959	113,943
1/1/2019	Experience Loss	2,737,955	15	13	0	2,512,418	280,946
1/1/2020	Assumptions	1,492,779	15	14	0	1,433,375	153,177
1/1/2020	Experience Loss	1,771,537	15	14	0	1,701,039	181,781

**Appendix C - Minimum Funding Amortization Bases**  
**Indiana Teamsters Pension Plan**  
**January 1, 2021 Actuarial Valuation**

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2021 Outstanding Balance	1/1/2021 Amortization Payment
				Years	Months		
1/1/2021	Assumptions	432,838	15	15	0	432,838	44,414
1/1/2021	Experience Loss	2,352,787	15	15	0	2,352,787	241,424
<b>Total Charges:</b>						<b>19,770,019</b>	<b>2,872,179</b>
 <b>Credits</b>							
1/1/2009	Combined Credits	701,349	16	4	0	254,291	70,163
11/1/2009	Experience -SD364		15	3	10	286,575	82,154
1/1/2010	Amendment	1,533,245	15	4	0	575,716	158,848
1/1/2012	Experience Gain	724,489	15	6	0	381,463	74,794
1/1/2013	Experience Gain	468,603	15	7	0	278,706	48,331
1/1/2014	Experience Gain	1,462,819	15	8	0	963,088	150,735
1/1/2015	Experience Gain	4,900	15	9	0	3,514	504
1/1/2016	Assumptions	115,889	15	10	0	89,586	11,921
<b>Total Credits:</b>						<b>2,832,939</b>	<b>597,450</b>
<b>Net Charges:</b>						<b>16,937,080</b>	<b>2,274,729</b>
<b>Less Credit Balance:</b>						12,215,914	
<b>Less Reconciliation Balance:</b>						0	
<b>Unfunded Actuarial Liability:</b>						<b>4,721,166</b>	

**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 90<sup>th</sup> 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.

<b>PPA Status</b>	<b>Getting In</b>	<b>Getting Out</b>
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"> <li>• Funded percentage is less than 80%, or</li> <li>• Projected funding deficiency in the current year or next 6 years.</li> </ul>	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"> <li>• Funded percentage is less than 80%, <u>and</u></li> <li>• Projected funding deficiency in the current year or next 6 years.</li> </ul>	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.)**

<b>PPA Status</b>	<b>Getting In</b>	<b>Getting Out</b>
<p>Critical (“red zone”)</p>	<p>A plan is critical if it is not in critical and declining status and is described in one or more of the following:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Funded percentage is less than 65%, <u>and</u>, inability to pay nonforfeitable benefits and expenses for next 7 years, or</li> <li>• (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</li> <li>• Inability to pay all benefits and expenses for next 5 years.</li> </ul> <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"> <li>• Projected funding deficiency in the current year or next 9 years (<u>including</u> amortization extensions), or,</li> <li>• Projected insolvency within the next 30 years</li> </ul> <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"> <li>• No longer meets any of the critical status tests, and,</li> <li>• No projected funding deficiencies in the current year or next 9 years, and,</li> <li>• No projected insolvencies in the next 30 years</li> </ul> <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"> <li>• No projected funding deficiencies in the current year or next 9 years, and,</li> <li>• No projected insolvencies in the next 30 years</li> </ul>



***SUMMARY OF PPA AND MPRA RULES (CONT.)***

<i>PPA Status</i>	<i>Getting In</i>	<i>Getting Out</i>
Critical and declining (“deep red zone”)	Beginning in 2015, a plan is in critical and declining status if: <ul style="list-style-type: none"> <li>• It satisfies one or more of the critical status criteria, and,</li> <li>• 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%)</li> </ul>	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.

<i>Period</i>	<i>Endangered/Critical Restrictions</i>
Date of first certification through adoption of funding improvement/rehabilitation plan (“plan adoption period”)	<ul style="list-style-type: none"> <li>• No reduction in level of contributions for any participants</li> <li>• No suspension of contributions</li> <li>• No exclusion of new or younger employees</li> <li>• 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</li> </ul>
After adoption of a funding improvement/rehabilitation plan until end of funding improvement/rehabilitation period	<ul style="list-style-type: none"> <li>• Cannot be amended so as to be inconsistent with funding improvement/rehabilitation plan</li> <li>• 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</li> </ul>

**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.**

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***SUMMARY OF PPA AND MPRA RULES (CONT.)***

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***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**

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### **Overview**

The American Rescue Plan Act (ARPA) was passed in March 2021, and the Interim Final Rule giving more guidance on special financial assistance (SFA) was released July 9, 2021. The PBGC premium is also scheduled to increase to \$52 in 2031.

### **Special Financial Assistance (SFA)**

A multiemployer plan is eligible for the SFA 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; or
- The plan is certified to be in critical status using 2020 certification assumptions (electing critical does not qualify), 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. The three parts can be satisfied in different years.

The PBGC has given priority consideration for SFA to select eligible plans that also meet criteria for six priority groups. The most relevant three priority groups include (application start date in parentheses):

- A suspension of benefits has been implemented with respect to the plan under MPRA as of March 11, 2021 (by January 1, 2022).
- The PBGC projects the plan will have more than \$1 billion in liability to the PBGC without SFA (by February 11, 2023); or
- The plan is insolvent or is likely to become insolvent within five years (various dates);

Other eligible plans can apply on or after March 11, 2023. An eligible plan must submit an application to the PBGC for special financial assistance by December 31, 2025.

The amount of SFA to be provided by the PBGC shall be the present value of projected benefit payments, back payments to fully restore any MPRA suspended benefits, and expenses less assets and the present value of contributions (including EWL) through the last day of the plan year ending in 2051. For this determination, we would use the assumptions from the plan's 2020 PPA certification with some possible exceptions, including an interest rate capped at average long-term bond rates plus 2%. Projected benefit payments would include future participants entering the plan and future benefits earned.

The SFA will be paid by the PBGC in a single, lump sum payment 60 to 90 days after approval of the application.

***SUMMARY OF ARPA RULES (CONT.)***

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***Special Financial Assistance (SFA) - Continued***

For plan receiving SFA funds, several restrictions would apply, including:

- The SFA funds must be invested in investment-grade bonds, and the plan must also have a minimum bond investment of one year of benefits and expenses through the plan year ending in 2051;
- Only future benefits can be improved if they are paid for with new contributions;
- Contribution decreases are generally not permitted;
- The plan will no longer be permitted to file for a MPRA benefit suspension;
- Use mass withdrawal interest for EWL for ten years or when SFA runs out, if later;
- The plan will be deemed in critical status through the 2051 plan year end; and
- A statement of compliance must be annually filed with the PBGC.

**SUMMARY OF ARPA RULES (CONT.)**

***Funding Relief Provisions***

There are a few options for funding relief which are available to every multiemployer plan.

**Temporary Delay of PPA Status**

Multiemployer plans are allowed to temporarily delay the plan's certification of endangered, critical or critical and declining status. The plan sponsor of a multiemployer plan can choose to designate to have its zone status remain the same for the first plan year beginning on or after March 1, 2020 or the next succeeding plan year. A notice of this election is required unless this election places the plan in safe status.

If a plan was in endangered or critical status for the plan year preceding the plan year for which it has chosen to delay updating its zone status, it will not be required to update its funding improvement plan or rehabilitation plan until the following plan year.

**Temporary Extension of Funding Improvement and Rehabilitation Periods**

A plan which is in endangered or critical status for a plan year beginning in 2020 or 2021 (after applying any elected delay in PPA status) can elect to extend its funding improvement or rehabilitation period by five years.

**Adjustments to the Funding Standard Account Rules**

The plan may elect one or both of the following if, as of February 29, 2020, it is projected to have sufficient assets to pay expected benefits and expenses through the end of the applicable extended period:

- Extend select experience losses in either or both of the first two plan years ending after February 29, 2020 from 15 years to 30 years from the year in which the loss occurred. Such losses must be attributable to investment experience, contribution shortfall, employment reduction or retirement rate experience; and
- Extend the smoothing of the loss attributable to the investment losses in either or both of the first two plan years ending after February 29, 2020 from five years to up to ten years for the determination of the actuarial value of assets. The actuarial value of assets, however, cannot exceed 130% of the market value.

The Treasury must rely on plan sponsors' calculations of plan losses unless calculations are clearly erroneous. Restrictions on plan amendments that increase benefits apply.

***PBGC Premium***

The PBGC premium will increase to \$52 per participant for the plan year beginning in 2031 and increased each year thereafter by a wage inflation rate.

## **GLOSSARY OF COMMON PENSION TERMS**

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### **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.*

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**GLOSSARY OF COMMON PENSION TERMS (CONT.)**

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**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.

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## GLOSSARY OF COMMON PENSION TERMS (CONT.)

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### 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."*