

***INDIANA TEAMSTERS PENSION FUND
INDIANAPOLIS, IN***

***Actuarial Valuation Report
For Plan Year Commencing
January 1, 2017***



September 22, 2017

Board of Trustees
Indiana Teamsters Pension Fund
Indianapolis, IN

Dear Trustees:

We have been retained by the Board of Trustees of the Indiana Teamsters Pension Fund 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, 2017. 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. 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. We are 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.

We are available to respond to any questions you may have about this report.

UNITED ACTUARIAL SERVICES, INC.

Enrolled Actuary



Erika L. Creager, EA, MAAA
Consulting Actuary

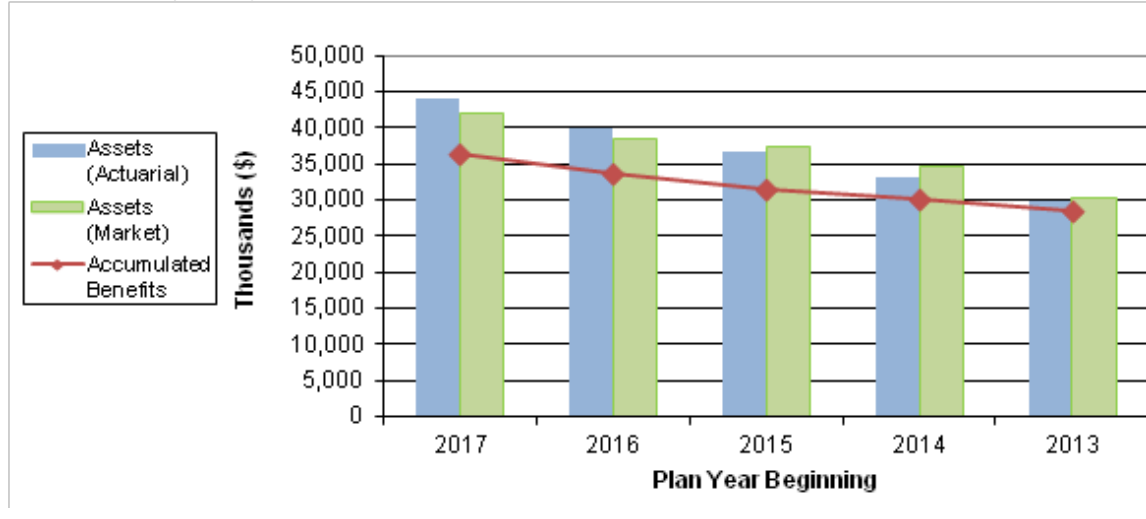
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PART I: SUMMARY OF RESULTS

5 - YEAR SUMMARY OF VALUATION RESULTS

Actuarial Study as of January 1,	2017	2016	2015	2014	2013
PPA funded status	Safe	Safe	Safe	Safe	Safe
Improvements restricted	No	No	No	No	No
Funded ratio					
<i>PPA certification</i>	119.1%	116.7%	112.5%	108.3%	103.2%
<i>Valuation report (AVA)</i>	120.7%	118.4%	116.6%	110.4%	104.9%
<i>Valuation report (MVA)</i>	115.2%	113.9%	118.9%	115.2%	106.4%
Date of first projected funding deficiency					
<i>PPA certification</i>	None	None	None	None	None
<i>Valuation report</i>	None	None	None	None	None
Net investment return					
<i>On market value</i>	5.30%	0.19%	6.22%	12.73%	10.22%
<i>On actuarial value</i>	6.34%	6.29%	8.58%	9.57%	6.87%
Asset values (\$ 000)					
<i>Market</i>	42,040	38,489	37,379	34,643	30,352
<i>Actuarial</i>	44,065	40,011	36,640	33,203	29,918
Accum. ben. (\$ 000)	36,497	33,806	31,436	30,070	28,520

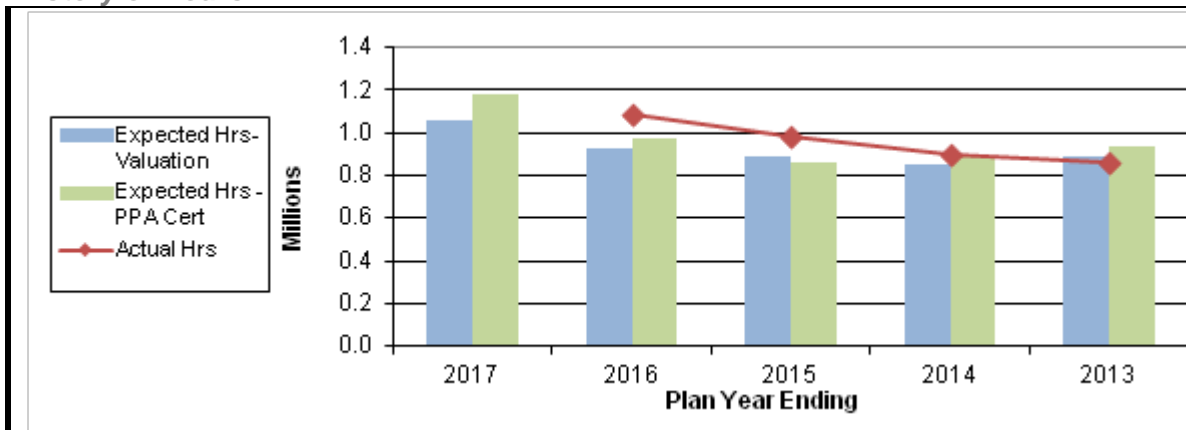


5 - YEAR SUMMARY OF DEMOGRAPHICS

<i>Actuarial Study as of January 1,</i>	<i>2017</i>	<i>2016</i>	<i>2015</i>	<i>2014</i>	<i>2013</i>
Demographics					
<i>Active</i>	746	648	597	593	615
<i>Inactive vested</i>	292	291	272	270	274
<i>Receiving benefits</i>	252	238	233	215	195
<i>Total</i>	1,290	1,177	1,102	1,078	1,084
Unrecorded dates of birth	16	19	23	28	30
Average entry age	41.8	41.5	41.2	41.1	40.9
Average attained age	47.8	47.9	48.1	47.8	47.2

Year	Actives	Inactive Vested	Retirees
2017	746	292	252
2016	648	291	238
2015	597	272	233
2014	593	270	215
2013	615	274	195

History of Hours



CHANGES FROM PRIOR STUDY

Changes in Plan Provisions

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

Changes in Actuarial Assumptions and Methods

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

- We increased the assumed hourly/weekly contribution rates to reflect negotiated increases in the current year.
- The assumed future hours worked for Local 135 participants were increased from 1,550 hours to 1,700 hours per future year for vested active lives and decreased from 1,200 hours to 1,150 hours per future year for non-vested active lives. This represents our best estimate of future hours based on recent plan experience.
- The assumed operational expenses were decreased from \$130,000 to \$115,000 to reflect our best estimate of future expenses based on recent plan experience.
- The assumed mortality rates were changed from 115% of the RP-2014 Blue Collar Mortality Table for employees and healthy annuitants adjusted backward to 2006 with the MP-2014 projection scale and projected forward using the MP-2015 projection scale to 110% of the RP-2014 Blue Collar Mortality Table for employees and healthy annuitants adjusted backward to 2006 with the MP-2014 projection scale and projected forward using the MP-2016 projection scale. This change was made in order to better reflect anticipated improvements in mortality rates for each future year due to medical advances and lifestyle changes.
- The assumed retirement rates were changed according to the schedule in Appendix B to represent our best estimate of future retirement patterns based on recent plan experience.
- The current liability interest rate was changed from 3.28% to 3.05%. The new rate is within established statutory guidelines.

HISTORY OF MAJOR ASSUMPTIONS

Assumption	Actuarial Study as of January 1,				
	2017	2016	2015	2014	2013
Future rate of net investment return	7.25%	7.25%	7.25%	7.25%	7.25%
Mortality table	RP-2014	RP-2014	RP-2000	RP-2000	RP-2000
<i>Adjustment</i>	110%	115%	n/a	n/a	n/a
<i>Projection Scale</i>	MP-2016	MP-2015	AA	AA	AA
Future expenses	\$115,000	\$130,000	\$130,000	\$115,000	\$130,000
Average future hourly contribution rate*	\$3.21	\$2.97	\$2.73	\$2.24	\$2.12
Average future annual hours for Local 135**					
<i>Vested</i>	1,700	1,550	1,550	1,550	1,550
<i>Non-vested</i>	1,150	1,200	1,300	1,050	1,050
Average future annual weeks for Local 364					
<i>Vested</i>	50	50	50	50	50
<i>Non-vested</i>	40	40	40	40	40
Average expected retirement age***					
<i>Actives</i>	64.5	64.2	64.3	62.8	62.7
<i>Inactive vested</i>	64.6	64.5	64.4	63.9	63.8

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

** Prior to 2015, this assumption was set for 2 or more years of service and 0-1 years of service rather than vested and non-vested.

*** Resulting from the application of the retirement probabilities shown in Appendix B to active participants.

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, 2016</i>	<i>Expected</i>	<i>Actual</i>
Decrements		
<i>Terminations</i>		117
<i>less: Rehires</i>		22
<i>Terminations (net of rehires)</i>	100.3	95
<i>Retirements</i>	11.3	9
<i>Deaths - pre-retirement</i>	3.7	4
<i>Deaths - post-retirement</i>	10.1	12
Asset assumptions		
<i>Rate of net investment return on actuarial value</i>	7.25%	6.34%
<i>Net expenses</i>	\$ 130,000	\$ 109,381
Other demographic assumptions		
<i>Average retirement age from active (new retirees)</i>	65.2	65.1
<i>Average retirement age from inactive (new retirees)*</i>	64.5	61.9
<i>Average entry age (new entrants)</i>	41.5	44.2
Local 135 hours assumptions		
<i>Hours worked per vested active</i>	1,550	1,882
<i>Hours worked per non-vested active</i>	1,200	1,082
<i>Total hours worked</i>	749,050	901,520
Local 364 hours assumptions		
<i>Hours worked per vested active</i>	2,250	2,315
<i>Hours worked per non-vested active</i>	1,800	1,844
<i>Total hours worked</i>	180,900	182,025
Total hours worked for Local 135 and Local 364		
<i>Total hours worked (valuation assumption)</i>	929,950	1,083,545
<i>Total hours worked (PPA certification assumption)</i>	975,000	1,083,545

* 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

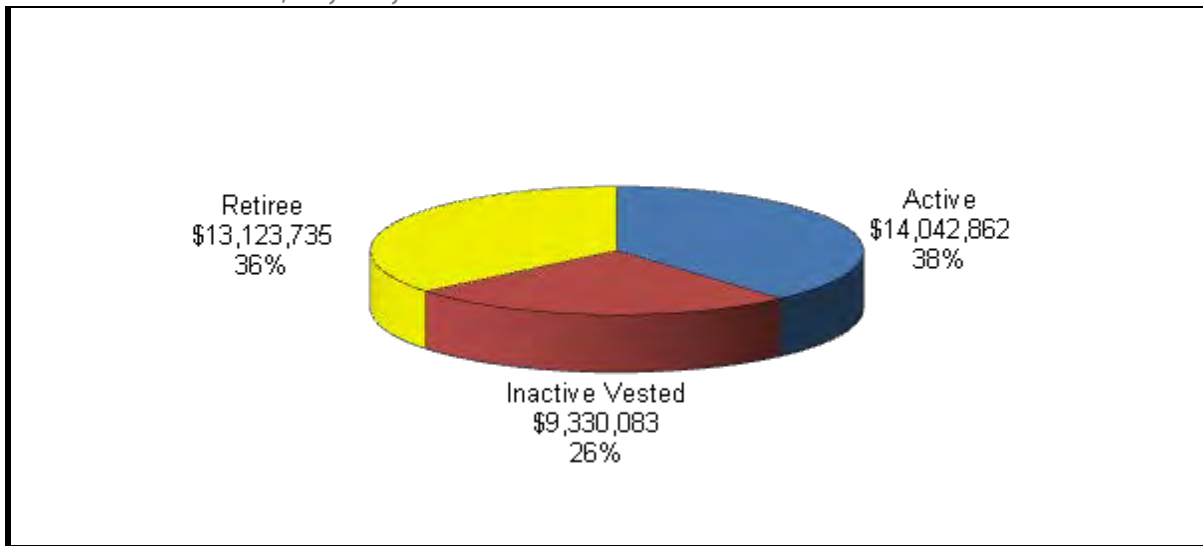
When a new pension plan is first established, its liabilities are typically limited to active plan participants. However, as people become vested and retire, a plan begins to develop liabilities attributable to inactive participants. The process of adding inactive liabilities (often referred to as "maturing")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

We generally consider a plan with an active to retiree headcount ratio of less than 1.0, or an active to inactive headcount ratio of less than 0.5, to be mature.

<i>Actuarial Study as of January 1,</i>	<i>2017</i>	<i>2016</i>	<i>2015</i>	<i>2014</i>	<i>2013</i>
Active/retiree headcount ratio	2.96	2.72	2.56	2.76	3.15
Active/inactive headcount ratio	1.37	1.22	1.18	1.22	1.31

***Liabilities of Actives, Retirees, and Inactive Vested
Total Liabilities: \$36,496,680***



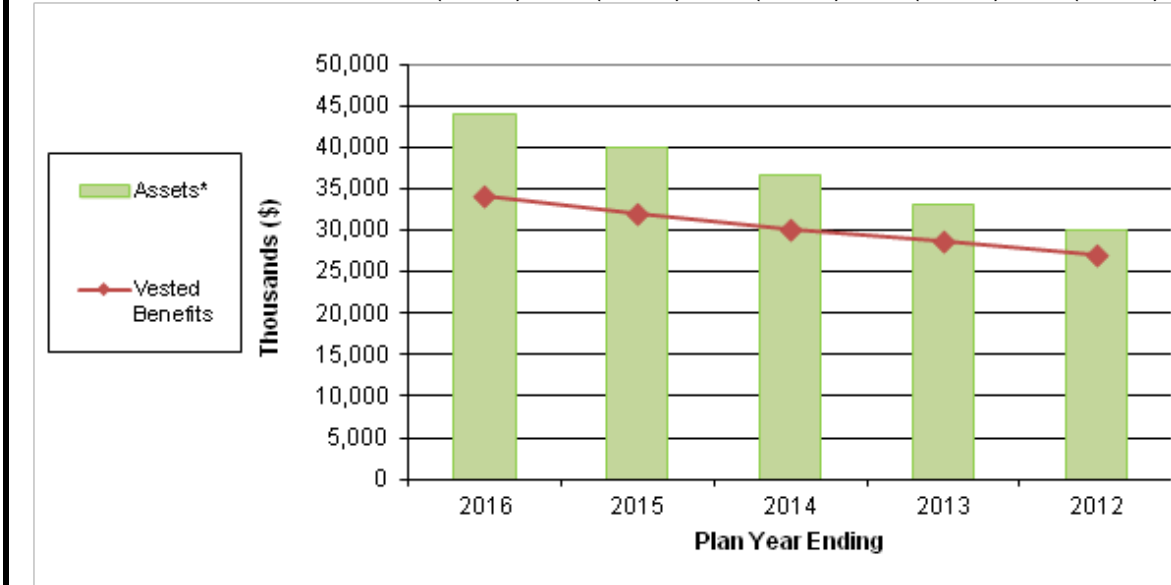
UNFUNDED VESTED BENEFITS/EMPLOYER WITHDRAWAL LIABILITY

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 presumptive 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.

Presumptive Method (\$ 000)

December 31,	2016	2015	2014	2013	2012
Vested benefits interest	7.25%	7.25%	7.25%	7.25%	7.25%
Vested benefits	34,237	31,918	30,031	28,609	27,141
less: Asset value*	44,065	40,011	36,640	33,203	29,918
UVB	(9,828)	(8,093)	(6,609)	(4,594)	(2,777)



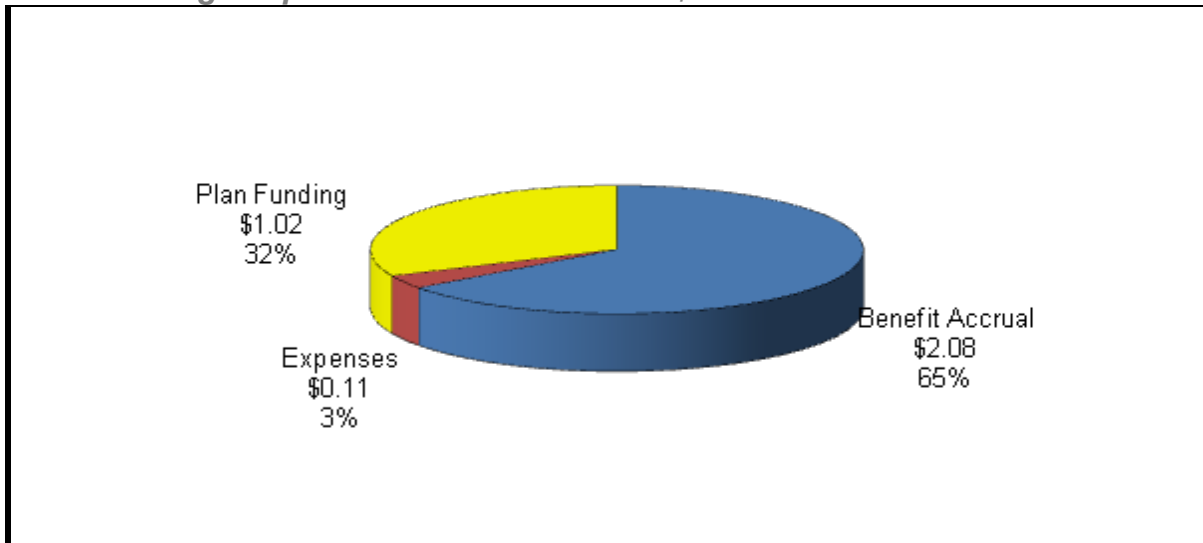
* Actuarial value.

CONTRIBUTION ALLOCATION

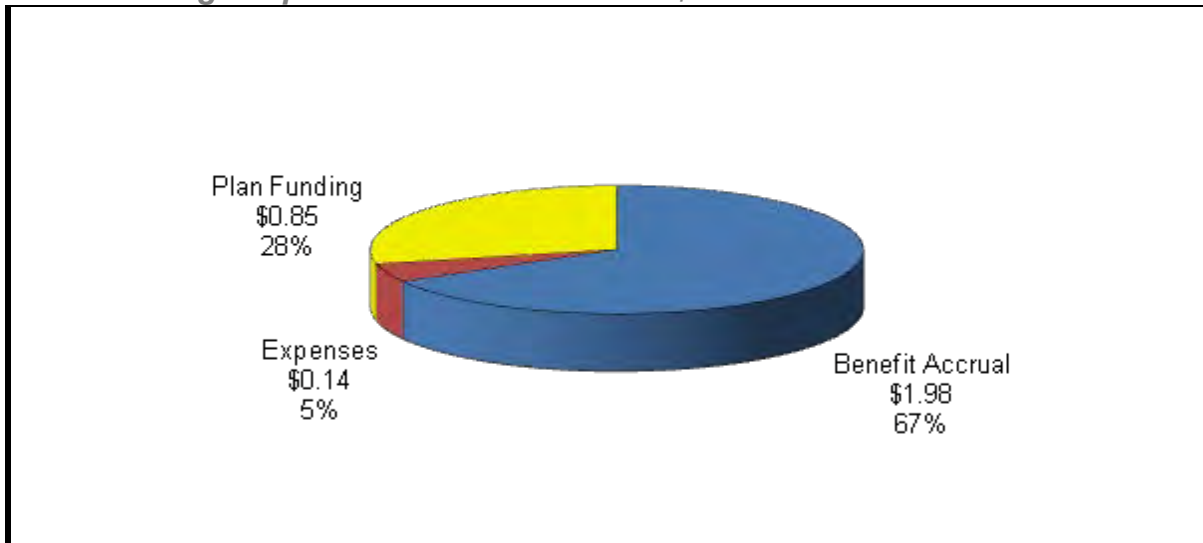
These graphs show how the contributions are being spent

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, 2017
Total Average Expected Contribution Rate \$3.21



Contribution Allocation as of January 1, 2016
Total Average Expected Contribution Rate \$2.97



FUNDING STANDARD ACCOUNT PROJECTION

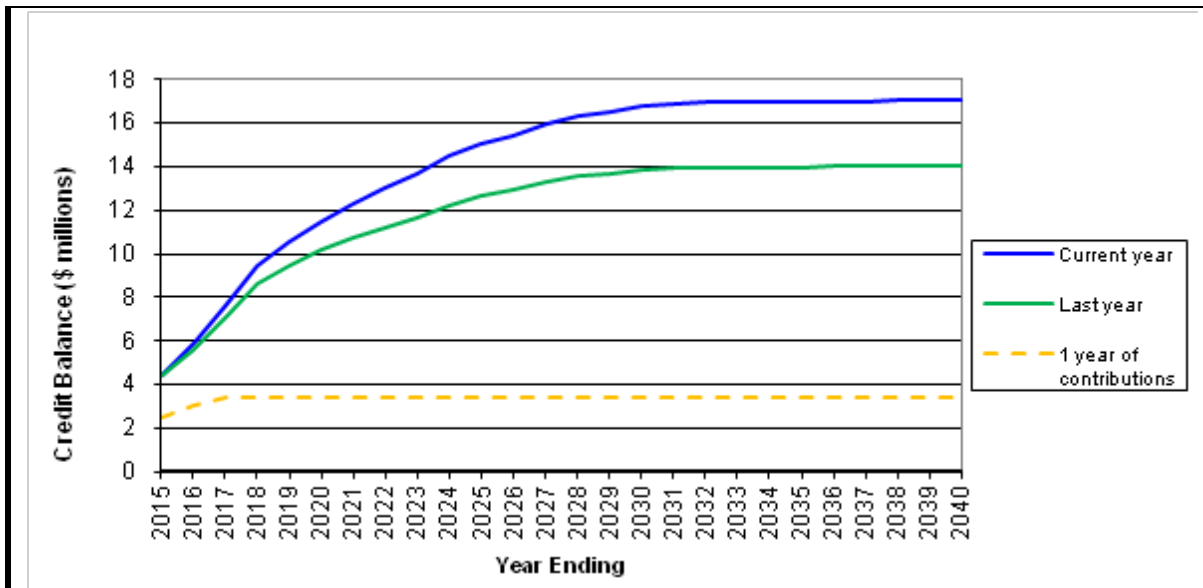
The funding standard account projection is a major driver of PPA status

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 credit balance each year in order to determine PPA status. If the credit balance is projected to be negative in a future year, the plan could be forced into yellow (endangered) or red (critical) status depending how far into the future the projected funding deficiency is. The plan’s credit balance projection appears below.

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

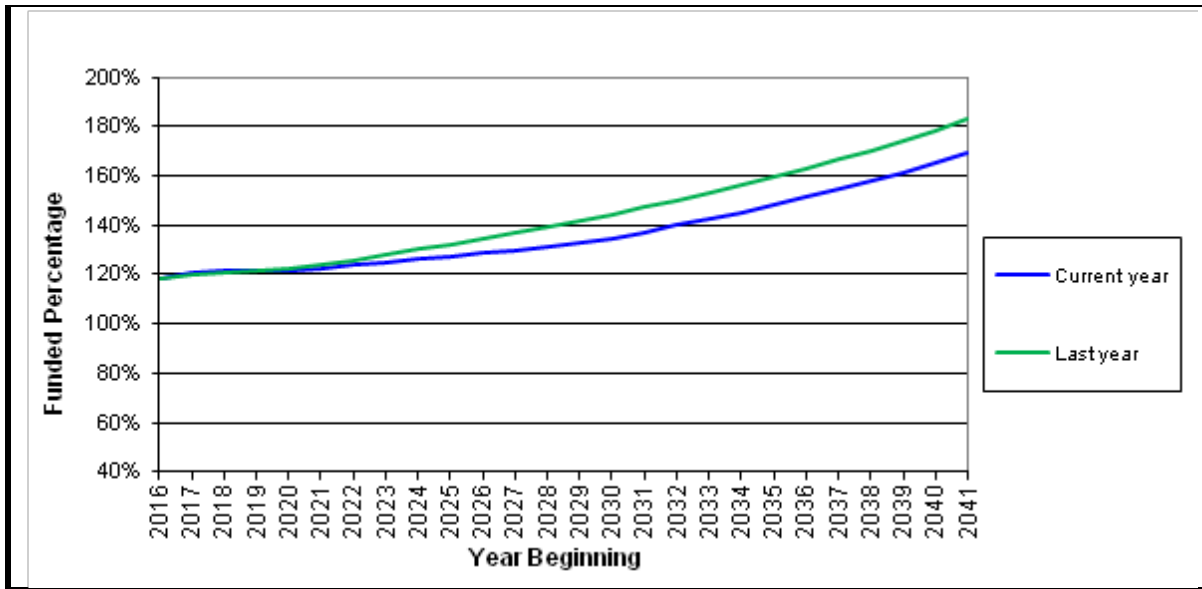


FUNDED RATIO PROJECTION

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

The funded ratio is defined as the actuarial value of plan assets divided by the plan's liabilities for accrued benefits. Along with the funding standard account projection, funded ratio is one of the two major drivers of PPA funded status. In

order for a plan to enter the green zone (also called "safe" or "not endangered or critical") the funded ratio must be at least 80%. The projection of the funded ratio appears below.



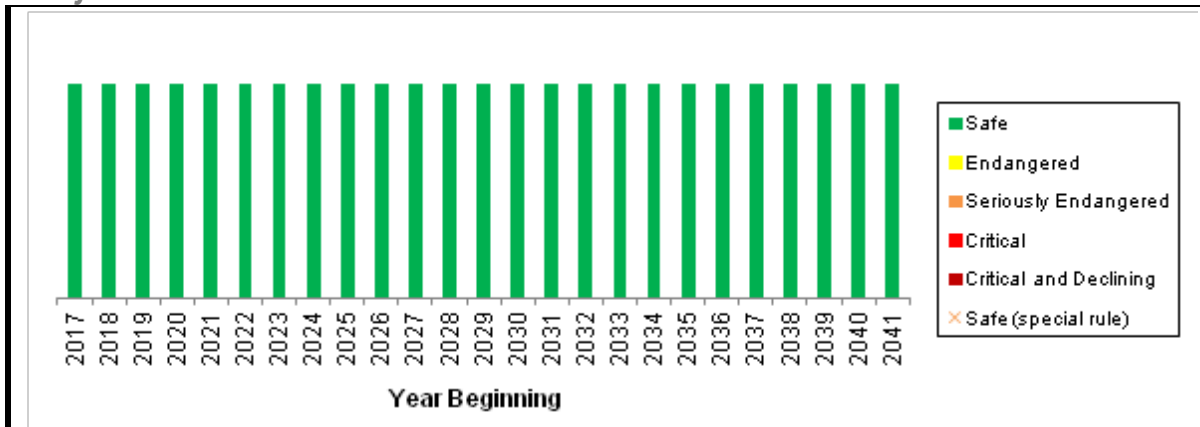
PPA FUNDING STATUS REPORT

The plan is not in either Endangered or Critical status for 2017

The Pension Protection Act of 2006 (PPA), as amended by the Multiemployer Pension Reform Act of 2014 (“MPRA”), requires all multiemployer pension plans to obtain an annual status certification. The possible statuses are: “Endangered”, “Seriously Endangered”, “Critical”, “Critical and Declining” or none of these. As the plan’s actuary, we must complete the status certification within 90 days of the beginning of the plan year, and we must also certify whether or not the plan has made scheduled progress if its funding improvement or rehabilitation period has begun. The criteria for these determinations are outlined in Appendix D. Due to the timing requirement affecting PPA certifications, they are performed based on data different from that used in this report (see certification letter for additional details). The results are summarized below.

<i>Description</i>	<i>Values Used for PPA Certification</i>	
	<i>2017</i>	<i>2016</i>
Funded ratio	119.1%	116.7%
Date of first projected funding deficiency	None	None
Years of benefit payments in assets	8+	8+
Certified PPA status	Safe	Safe

Projected PPA Status

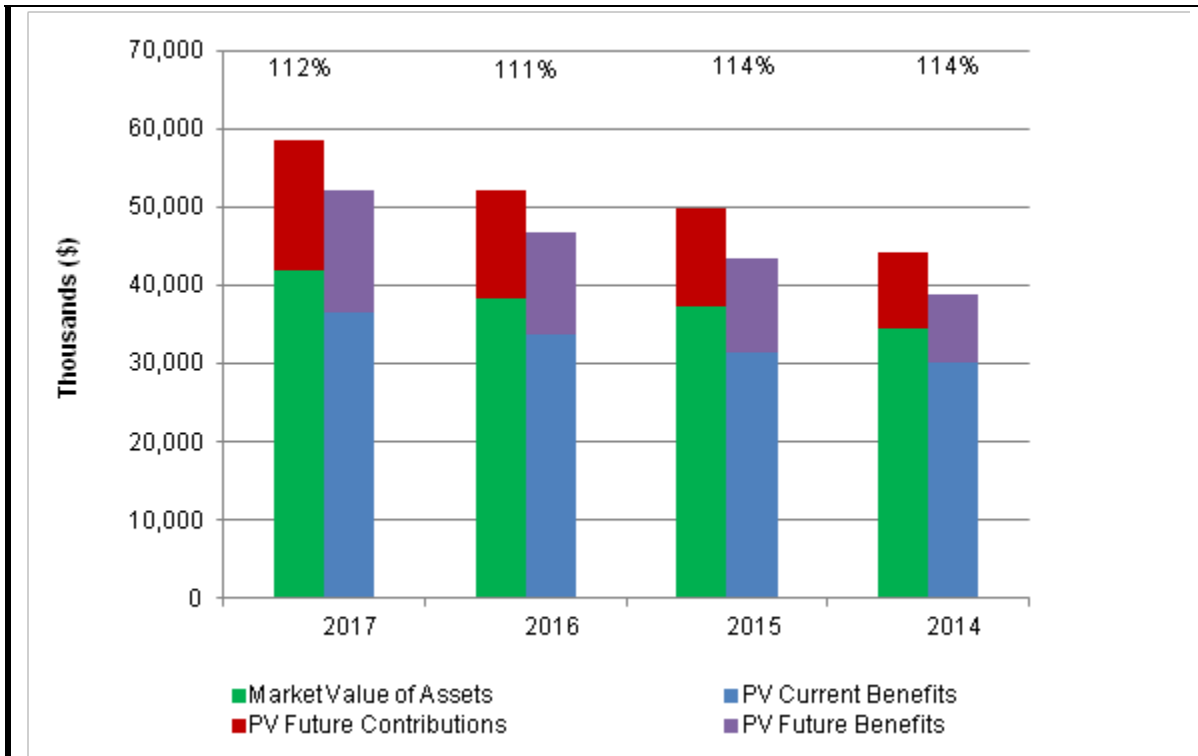


ULTIMATE FUNDED STATUS

Ultimate funded status is a snapshot measure of contribution sufficiency

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 all the future benefits the current plan participants are expected to earn through their future service. Ideally these ultimate asset and liability values will be approximately equal.

Neither of these amounts reflect the effect of future new participants or future contribution rate increases to the plan. Generally new entrants generate greater future contributions than benefits, so they represent a net positive to the actual future funding shown here.



STRESS AND SENSITIVITY ANALYSIS

The table below illustrates the impact on the plan when experience varies from key assumptions

Currently the plan is over 100% funded and projects no funding deficiencies. Considering that experience rarely matches our assumptions exactly, we developed the table below to demonstrate the impact that variations in certain key assumptions would have on these projections.

We examined future hours assumptions equal to the baseline, 10% lower, and 10% higher. We examined asset returns for the 2017-18 plan year of 7.25%, 4.00%, 0.00% or -7.25%. We also examined the impact of a lower asset return of 6.25% for the next 10 years at the baseline hours. Stochastic modeling is also available for a more detailed analysis of sensitivity to asset returns.

<i>Hours Assumption</i>	<i>Funding Stats</i>	<i>Return for 2017-18 PY (7.25% Thereafter)</i>			
		<i>Assumed Return*</i>	<i>4.00%</i>	<i>0.00%</i>	<i>-7.25%</i>
<u>10% Lower</u> 952,470 per year	Fund. Ratio 1/1/2022	126.6%	123.0%	118.6%	110.7%
	Cred. bal. 12/31/2021	11.137M	11.137M	11.137M	10.657M
	Fund. ratio 1/1/2032	153.1%	148.4%	142.6%	132.1%
<u>Baseline</u> 1,058,300 per year	Fund. ratio 1/1/2022	127.3%	123.8%	119.5%	111.7%
	Cred. bal. 12/31/2021	12.320M	12.320M	12.274M	11.548M
	Fund. ratio 1/1/2032	154.1%	149.6%	144.1%	134.2%
<u>10% Higher</u> 1,164,130 per year	Fund. ratio 1/1/2022	128.0%	124.6%	120.4%	112.7%
	Cred. bal. 12/31/2021	13.441M	13.393M	13.207M	12.421M
	Fund. ratio 1/1/2032	155.0%	150.8%	145.5%	136.0%
<u>Lower short-term</u> 6.25% return for 10 yrs Baseline hours	Fund. ratio 1/1/2022	123.8%	121.5%	117.3%	109.6%
	Cred. bal. 12/31/2021	12.320M	12.320M	12.241M	11.438M
	Fund. ratio 1/1/2032	139.8%	137.0%	131.9%	122.8%

* The assumed return for the 2017-18 plan year is 7.25% in the first three rows and 6.25% in the last row.

PART II: SUPPLEMENTAL STATISTICS

PARTICIPANT DATA RECONCILIATION

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

<i>Participants Valued As</i>	<i>Active</i>	<i>Inactive Vested</i>	<i>Receiving Benefits</i>	<i>Total Valued</i>
January 1, 2016	648	291	238	1,177
Change due to:				
<i>New hire</i>	202	-	-	202
<i>Rehire</i>	22	(3)	-	19
<i>Termination</i>	(117)	19	-	(98)
<i>Disablement</i>	-	-	-	-
<i>Retirement</i>	(9)	(11)	19	(1)
<i>Death</i>	-	(4)	(12)	(16)
<i>Cash out</i>	-	-	-	-
<i>New beneficiary</i>	-	-	8	8
<i>Certain pd. expired</i>	-	-	(1)	(1)
<i>Data adjustment</i>	-	-	-	-
Net change	98	1	14	113
January 1, 2017	746	292	252	1,290

HOURS WORKED DURING PLAN YEAR

Hours Worked Per Participant

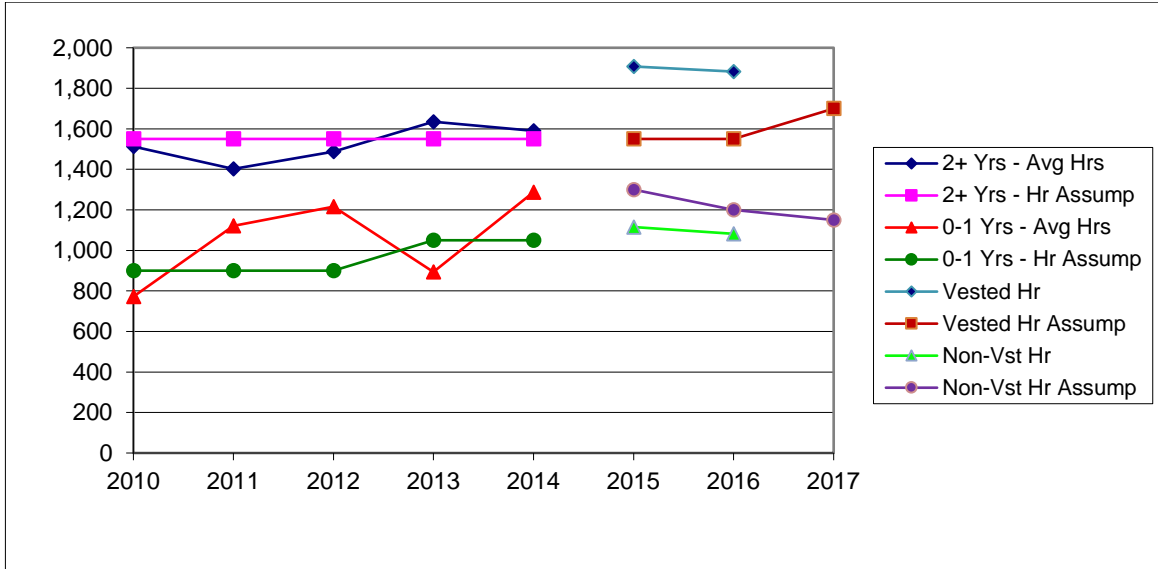
<i>Plan Year Ending December 31, 2016</i>	<i>Number</i>	<i>Hours Worked</i>	<i>Average Hours Worked</i>
Local 135			
Actives			
<i>Vested</i>	232	434,640	1,873
<i>Non-vested, continuing</i>	239	329,502	1,379
<i>Non-vested, new entrant</i>	191	136,139	713
Total active	662	900,281	1,360
Others	3	1,239	413
Local 135 total for plan year	665	901,520	1,356
Local 364			
Actives			
<i>Vested</i>	53	122,715	2,315
<i>Non-vested, continuing</i>	20	43,920	2,196
<i>Non-vested, new entrant</i>	11	13,230	1,203
Total active	54	179,865	2,141
Others	2	2,160	1,080
Local 364 total for plan year	86	182,025	2,117
Grand total for plan year	751	1,083,545	1,443

History of Total Actual and Expected Hours Worked (Thousands)

<i>Plan Year Ending December 31,</i>	<i>2017</i>	<i>2016</i>	<i>2015</i>	<i>2014</i>	<i>2013</i>
Expected hours valuation	1,058	930	884	855	885
Expected hours PPA cert	1,175	975	860	885	935
Actual hours worked	n/a	1,084	982	894	857

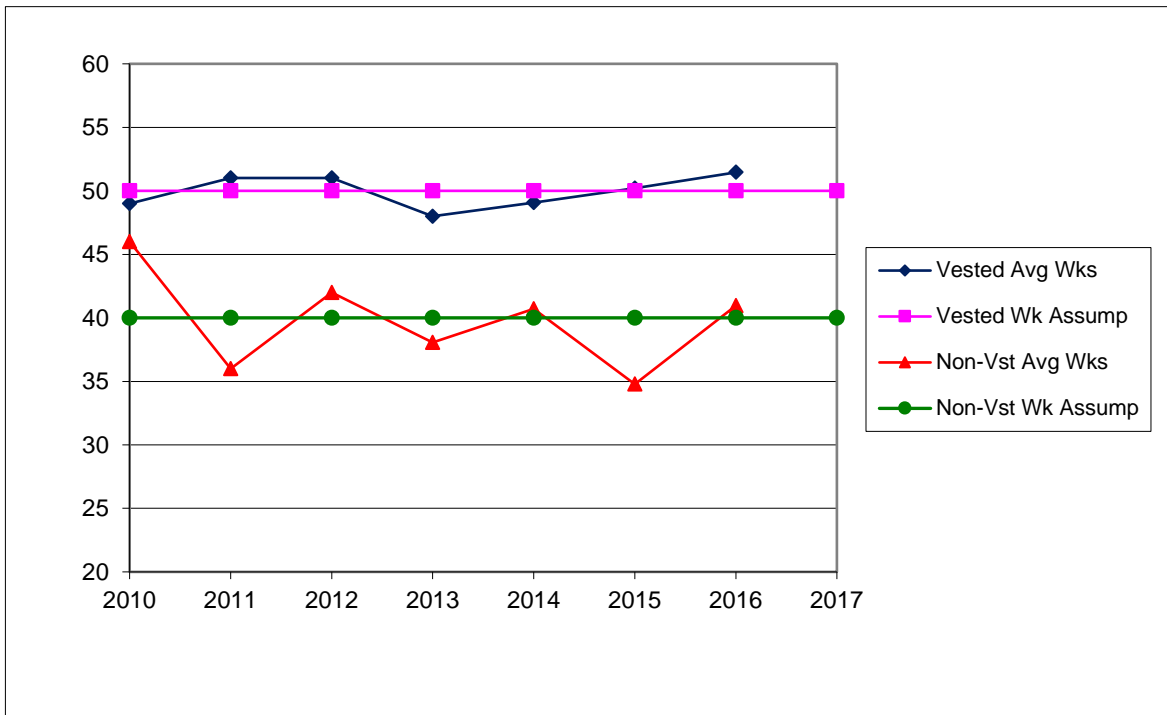
HISTORY OF AVERAGE ACTUAL AND EXPECTED HOURS

*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

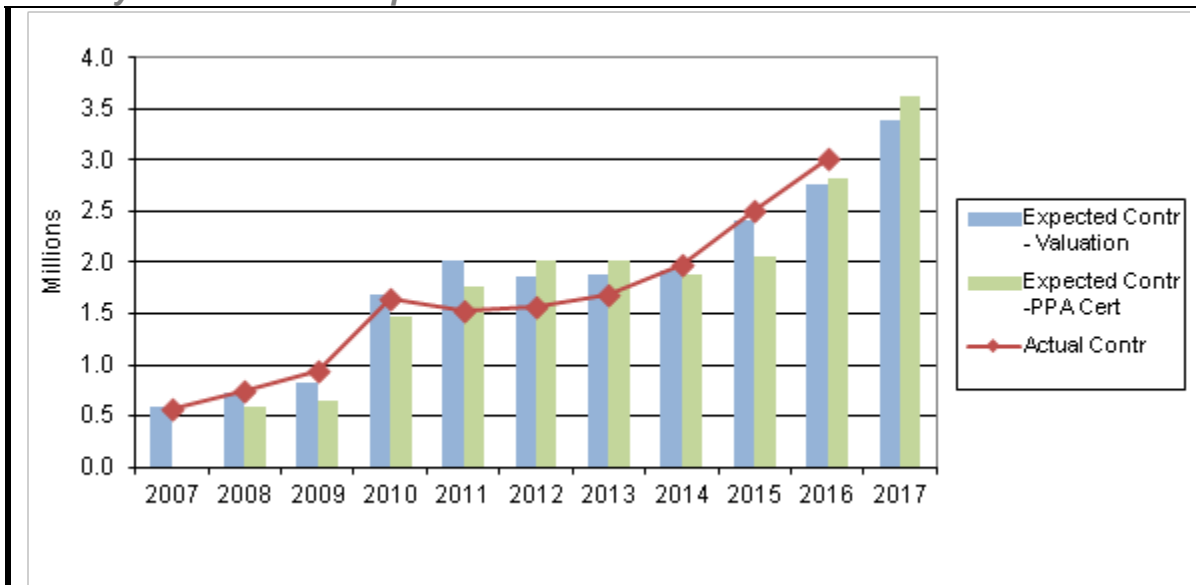
Plan Year Ending December 31, 2016	Number	Contributions Reported
Actives		
Vested	285	\$ 1,343,405
Non-vested, continuing	259	1,037,575
Non-vested, new entrant	202	539,323
Total valued as active	746	2,920,303
Others	5	9,932
Total for plan year	751	\$ 2,930,235

Average hourly contribution rate	\$ 2.70
----------------------------------	---------

Comparison with Audited Employer Contributions

Employer contributions reported in data	\$ 2,930,235
Total audited employer contributions	\$ 3,017,226
Percent reported	97%

History of Actual and Expected Total Contributions Received*



* Includes Local 364 beginning in 2010.

ACTIVE INFORMATION

Active Participants by Age and Service as of January 1, 2017

Age	Years of Service										Total	
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
< 25	9	10	-	-	-	-	-	-	-	-	-	19
25-29	14	32	3	-	-	-	-	-	-	-	-	49
30-34	18	19	10	1	-	-	-	-	-	-	-	48
35-39	20	22	16	5	-	-	-	-	-	-	-	63
40-44	27	35	19	6	-	1	-	-	-	-	-	88
45-49	33	39	21	13	6	1	2	-	-	-	-	115
50-54	30	44	27	16	4	2	7	-	-	-	-	130
55-59	18	31	36	13	5	2	5	2	1	-	-	113
60-64	11	28	17	13	6	2	7	-	-	-	-	84
65-69	4	2	6	2	3	-	-	-	-	-	-	17
70+	2	1	1	-	-	-	-	-	-	-	-	4
Totals	186	263	156	69	24	8	21	2	1	-	-	730
Unrecorded DOB	3	11	2	-	-	-	-	-	-	-	-	16
Total Active Lives	189	274	158	69	24	8	21	2	1	-	-	746

INACTIVE VESTED INFORMATION

Inactive Vested Participants by Age as of January 1, 2017

<i>Age Group</i>	<i>Number</i>	<i>Estimated Deferred Vested Benefits*</i>	
< 30	-	\$	-
30-34	2		712
35-39	12		4,785
40-44	22		8,194
45-49	53		21,559
50-54	68		32,755
55-59	70		34,917
60-64	58		25,387
65-69	6		2,963
70+	1		547
Totals	292		131,819
Unrecorded birth date	-		-
Total inactive vested lives	292	\$	131,819

* 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, 2017

Form of Payment	Number	Monthly Benefits Being Paid			
		Total	Average	Smallest	Largest
Certain & life	90	\$ 49,087	\$ 545	\$ 17	\$ 2,282
Joint & survivor	106	57,854	546	27	1,880
Beneficiaries	56	15,025	268	5	793
Totals	252	\$ 121,966	\$ 484	\$ 5	\$ 2,282

Retirees by Age and Form of Payment as of January 1, 2017

Age Group	Form of Benefits Being Paid		
	Certain & Life	Joint & Survivor	Total
< 55	-	-	-
55-59	3	5	8
60-64	8	10	18
65-69	35	37	72
70-74	14	20	34
75-79	12	19	31
80-84	10	5	15
85-89	6	5	11
90-94	2	3	5
95+	-	2	2
Totals	90	106	196
<i>plus:</i> Beneficiaries			56
Total receiving benefits			252

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,				
	2016	2015	2014	2013	2012
< 53	-	-	-	-	-
53	-	-	-	-	1
54	-	-	-	-	1
55	1	-	-	1	-
56	-	-	-	-	-
57	2	-	1	1	2
58	1	-	-	-	1
59	-	-	1	-	-
60	-	-	-	1	1
61	1	-	1	-	1
62	2	-	2	3	1
63	1	-	1	1	1
64	-	1	1	1	-
65	6	5	7	14	6
66+	5	2	5	-	1
Totals	19	8	19	22	16

History of Average Retirement Ages
 (excludes beneficiaries and disability retirements)

Retirement During Plan Year Ending In:	Number	Average Retirement Age
2016	19	63.4
2015	8	65.8
2014	19	64.1
2013	22	63.7
2012	16	61.6

PART III: ASSET INFORMATION

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,***

	<i>2016</i>	<i>2015</i>	<i>2014</i>
Invested assets			
<i>Money market fund shares</i>	\$ 571,647	\$ 538,413	\$ 1,021,968
<i>U.S. govt & agency securities</i>	2,129,902	2,470,086	4,355,023
<i>Corporate bonds</i>	4,770,386	1,733,682	3,481,030
<i>Common stocks</i>	21,136,120	14,017,583	14,259,101
<i>Exchange-traded funds</i>	4,057,455	11,826,640	6,208,860
<i>Preferred stocks</i>	1,752,676	2,052,462	63,871
<i>Registered investment companies</i>	6,633,564	5,118,526	7,391,324
<i>Cash, noninterest-bearing</i>	650,072	454,144	335,442
	41,701,822	38,211,536	37,116,619
Net receivables*	337,759	277,280	262,767
Market value	\$ 42,039,581	\$ 38,488,816	\$ 37,379,386
Fund assets - Actuarial value			
<i>Market value</i>	\$ 42,039,581	\$ 38,488,816	\$ 37,379,386
less: <i>Deferred investment gains and (losses)</i>	(2,025,332)	(1,522,666)	739,776
Actuarial value	\$ 44,064,913	\$ 40,011,482	\$ 36,639,610
Actuarial value as a percentage of market value	104.82%	103.96%	98.02%

* Equals receivables, less any liabilities

FLOW OF FUNDS

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

<i>Plan Year Ending December 31,</i>	<i>2016</i>	<i>2015</i>	<i>2014</i>
Market value at beginning of plan year	\$ 38,488,816	\$ 37,379,386	\$ 34,642,771
Additions			
<i>Employer contributions</i>	3,017,226	2,507,675	1,986,808
<i>Net investment income*</i>	2,078,818	73,222	2,172,994
<i>Other income</i>	-	-	-
	<u>5,096,044</u>	<u>2,580,897</u>	<u>4,159,802</u>
Deductions			
<i>Benefits paid</i>	1,435,898	1,352,505	1,288,602
<i>Net expenses*</i>	109,381	118,962	134,585
	<u>1,545,279</u>	<u>1,471,467</u>	<u>1,423,187</u>
Net increase (decrease)	3,550,765	1,109,430	2,736,615
Adjustment	-	-	-
Market value at end of plan year	<u>\$ 42,039,581</u>	<u>\$ 38,488,816</u>	<u>\$ 37,379,386</u>
Cashflow			
<i>Contr.-ben.-exp.</i>	1,471,947	1,036,208	563,621
<i>Percent of assets</i>	3.50%	2.69%	1.51%
Estimated net investment return			
<i>On market value</i>	5.30%	0.19%	6.22%
<i>On actuarial value</i>	6.34%	6.29%	8.58%

* Investment expenses have been offset against gross investment income.

INVESTMENT GAIN AND LOSS

**Investment Gain or Loss
 Plan Year Ending December 31, 2016**

Expected market value at end of plan year			
Market value at beginning of plan year	\$		38,488,816
Employer contributions and non-investment income			3,017,226
Benefits and expenses paid			(1,545,279)
Expected investment income (at 7.25% rate of return)			2,843,797
			42,804,560
Actual market value at end of plan year			42,039,581
less: Expected market value			42,804,560
Investment gain or (loss)	\$		(764,979)

History of Gains and (Losses)

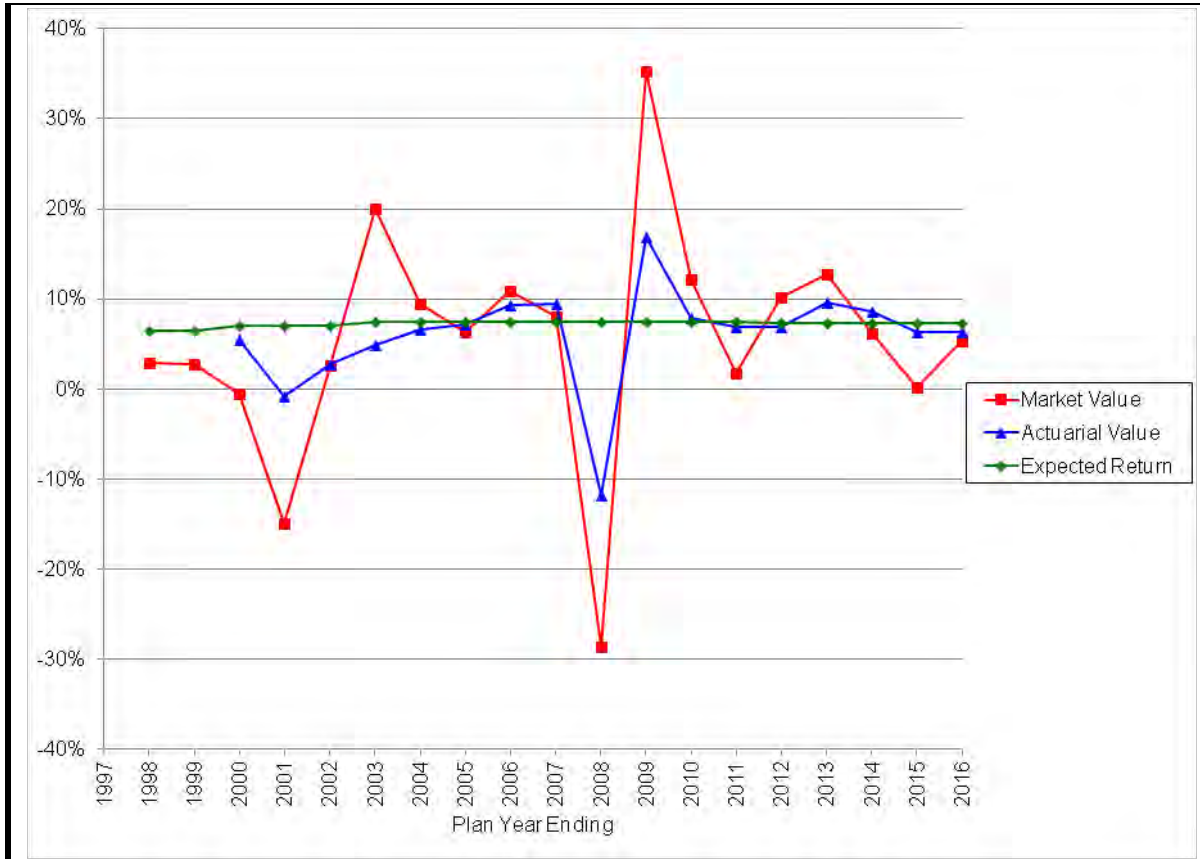
<i>Plan Year Ending December 31,</i>		<i>Investment Gain or (Loss)</i>
2016	\$	(764,979)
2015		(2,674,346)
2014		(359,038)
2013		1,674,368

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>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>
2016	\$ (611,983)	\$ (458,987)	\$ (305,992)	\$ (152,996)
2015	(1,604,608)	(1,069,738)	(534,869)	-
2014	(143,615)	(71,808)	-	-
2013	334,874	-	-	-
Totals	\$ (2,025,332)	\$ (1,600,533)	\$ (840,861)	\$ (152,996)

RATE OF RETURN ON FUND ASSETS

Historical Rates of Net Investment Return



Average Rates of Net Investment Return (dollar weighted)

<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>2016</i>	<i>2015</i>	<i>2016</i>	<i>2015</i>
One year	5.30%	0.19%	6.34%	6.29%
5 years	6.76%	6.09%	7.50%	7.62%
10 years	6.37%	6.66%	7.17%	7.36%
15 years	6.66%	6.62%	7.12%	7.14%

PART IV: ENROLLED ACTUARY'S REPORT

NORMAL COST/ACTUARIAL LIABILITY

<i>Normal Cost as of January 1,</i>	<i>2017</i>	<i>2016</i>
Active participants - service prior to valuation date	\$ 429,726	\$ 363,440
Active participants - service after valuation date	1,080,225	834,705
Anticipated administrative expenses (beg. of year)	110,977	125,452
Total normal cost	\$ 1,620,928	\$ 1,323,597

<i>Unfunded Actuarial Liability as of January 1,</i>	<i>2017</i>	<i>2016</i>
Actuarial liability		
<i>Participants currently receiving benefits</i>	\$ 13,123,735	\$ 12,170,790
<i>Inactive vested participants</i>	9,330,083	9,244,913
<i>Active participants - service prior to val. date</i>	11,922,581	10,553,443
<i>Active participants - service after val. date</i>	10,426,167	8,906,139
	44,802,566	40,875,285
<i>less: Fund assets (actuarial value)</i>	44,064,913	40,011,482
Unfunded actuarial liability (not less than 0)	\$ 737,653	\$ 863,803

ACTUARIAL LIABILITY RECONCILIATION/PROJECTION

Reconciliation of Unfunded Actuarial Liability

Expected unfunded actuarial liability as of December 31, 2016		
<i>Unfunded actuarial liability as of January 1, 2016</i>	\$	863,803
<i>Normal cost (including expenses)</i>		1,323,597
<i>Actual contributions</i>		(3,017,226)
<i>Interest to end of plan year</i>		49,214
		(780,612)
Increase (decrease) due to:		
<i>Experience (gain) or loss</i>		810,018
<i>Plan amendment</i>		-
<i>Change in actuarial assumptions</i>		708,247
<i>Change in actuarial method</i>		-
		1,518,265
Net increase (decrease)		1,518,265
Unfunded actuarial liability as of January 1, 2017	\$	737,653

Projection of Actuarial Liability to Year End

Actuarial liability as of January 1, 2017		
	\$	44,802,566
Expected increase (decrease) due to:		
<i>Normal cost (excluding expenses)</i>		1,509,951
<i>Benefits paid</i>		(1,655,300)
<i>Interest on above</i>		49,467
<i>Interest on actuarial liability</i>		3,248,186
		3,152,304
Net expected increase (decrease)		3,152,304
Expected actuarial liability as of December 31, 2017	\$	47,954,870

FUNDED RATIOS

<i>Present Value of Accumulated Benefits/ Funded Ratios Actuarial Study as of January 1,</i>	<i>2017</i>	<i>2016</i>
Present value of vested accumulated benefits		
<i>Participants currently receiving benefits</i>	\$ 13,123,735	\$ 12,170,790
<i>Inactive vested participants</i>	9,162,495	9,099,118
<i>Active participants</i>	11,950,303	10,648,362
Total	34,236,533	31,918,270
Nonvested accumulated benefits	2,260,147	1,887,574
Present value of all accumulated benefits	\$ 36,496,680	\$ 33,805,844
Market value of assets	\$ 42,039,581	\$ 38,488,816
Funded ratios (Market value)		
<i>Vested benefits</i>	122.8%	120.6%
<i>All accumulated benefits</i>	115.2%	113.9%
Actuarial value of assets	\$ 44,064,913	\$ 40,011,482
Funded ratios (Actuarial value used for PPA)		
<i>Vested benefits</i>	128.7%	125.4%
<i>All accumulated benefits</i>	120.7%	118.4%
Interest rate used to value benefits	7.25%	7.25%

FUNDING PERIOD

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

Funding Period Calculation

<i>Actuarial Study as of January 1,</i>	<i>2017</i>	<i>2016</i>
Unfunded actuarial liability		
<i>Actuarial liability</i>	\$ 44,802,566	\$ 40,875,285
less: <i>Fund assets (actuarial value)</i>	44,064,913	40,011,482
	737,653	863,803
Funds available to amortize unfunded		
<i>Anticipated contributions (beg. of yr.)</i>	3,280,035	2,661,606
less: <i>Normal cost (including expenses)</i>	1,620,928	1,323,597
	\$ 1,659,107	\$ 1,338,009
Funding period (years)	1	1

CURRENT LIABILITY

Current Liability as of January 1, 2017

Vested current liability		
<i>Participants currently receiving benefits</i>	\$	18,753,598
<i>Inactive vested participants</i>		18,263,612
<i>Active participants</i>		24,495,316
		61,512,526
Nonvested current liability		
<i>Inactive vested participants</i>		167,542
<i>Active participants</i>		4,478,069
		4,645,611
Total current liability	\$	66,158,137

Projection of Current Liability to Year End

Current liability as of January 1, 2017	\$	66,158,137
Expected increase (decrease) due to:		
<i>Benefits accruing</i>		4,777,947
<i>Benefits paid</i>		(1,655,300)
<i>Interest on above</i>		120,484
<i>Interest on current liability</i>		2,017,823
Net expected increase (decrease)		5,260,954
Expected current liability as of December 31, 2017	\$	71,419,091

FUNDING STANDARD ACCOUNT

Funding Standard Account Plan Year Ending December 31,	2017 (Projected)	2016 (Final)
Charges		
<i>Prior year funding deficiency</i>	\$ -	\$ -
<i>Normal cost (including expenses)</i>	1,620,928	1,323,597
<i>Amortization charges (see Appendix C)</i>	1,723,885	1,748,959
<i>Interest on above</i>	242,500	222,762
Total charges	3,587,313	3,295,318
Credits		
<i>Prior year credit balance</i>	5,891,015	4,377,400
<i>Employer contributions</i>	3,398,936	3,017,226
<i>Amortization credits (see Appendix C)</i>	1,272,701	1,272,701
<i>Interest on above</i>	642,580	519,006
<i>ERISA full funding credit</i>	-	-
Total credits	11,205,232	9,186,333
Credit balance (credits less charges)	\$ 7,617,919	\$ 5,891,015

*Enrolled Actuary's Report
Indiana Teamsters Pension Fund
January 1, 2017 Actuarial Valuation*

FULL FUNDING LIMIT

<i>Projection of Assets for Full Funding Limit</i>	<i>Market Value</i>	<i>Actuarial Value</i>
Asset value as of January 1, 2017	\$ 42,039,581	\$ 44,064,913
Expected increase (decrease) due to:		
<i>Investment income</i>	2,983,696	3,130,533
<i>Benefits paid</i>	(1,655,300)	(1,655,300)
<i>Expenses</i>	(115,000)	(115,000)
Net expected increase (decrease)	1,213,396	1,360,233
Expected value as of December 31, 2017*	\$ 43,252,977	\$ 45,425,146

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

<i>Full Funding Limit as of December 31, 2017</i>	<i>For Minimum Required</i>	<i>For Maximum Deductible</i>
ERISA full funding limit (not less than 0)		
<i>Actuarial liability</i>	\$ 47,954,870	\$ 47,954,870
less: <i>Assets (lesser of market or actuarial)</i>	43,252,977	43,252,977
plus: <i>Credit balance (w/interest to year end)</i>	6,318,114	n/a
	11,020,007	4,701,893
Full funding limit override (not less than 0)		
<i>90% of current liability</i>	64,277,182	64,277,182
less: <i>Assets (actuarial value)</i>	45,425,146	45,425,146
	18,852,036	18,852,036
Full funding limit (greater of ERISA limit and full funding override)	\$ 18,852,036	\$ 18,852,036

MINIMUM REQUIRED CONTRIBUTION AND FULL FUNDING CREDIT

***Minimum Required Contribution
Plan Year Beginning January 1, 2017***

Minimum funding cost			
<i>Normal cost (including expenses)</i>	\$	1,620,928	
<i>Net amortization of unfunded liabilities</i>		451,184	
<i>Interest to end of plan year</i>		150,230	
		2,222,342	
 Full funding limit		 18,852,036	
 Net charge to funding std. acct. (lesser of above)		 2,222,342	
less: <i>Credit balance with interest to year end</i>		6,318,114	
		-	
 Minimum Required Contribution (not less than 0)	\$	-	

***Full Funding Credit to Funding Standard
Account Plan Year Ending December 31, 2017***

Full funding credit (not less than 0)			
<i>Minimum funding cost (n.c., amort., int.)</i>	\$	2,222,342	
<i>less: full funding limit</i>		18,852,036	
		-	
	\$	-	

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, 2017***

Preliminary deductible limit		
<i>Normal cost (including expenses)</i>	\$	1,620,928
<i>10-year limit adjustment (using "fresh start" alternative)</i>		99,060
<i>Interest to end of plan year</i>		124,699
		1,844,687
 Full funding limit		 18,852,036
 Maximum deductible contribution override		
<i>140% of vested current liability projected to December 31, 2017</i>		92,965,680
<i>less: Actuarial value of assets projected to December 31, 2017</i>		45,425,146
		47,540,534
 Maximum deductible contribution*	 \$	 47,540,534
 Anticipated employer contributions	 \$	 3,398,936

* 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

Presumptive 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>
1998	6.50%	387,571	794,221	(406,650)
1999	7.00%	414,614	898,698	(484,084)
2000	7.00%	519,044	1,083,761	(564,717)
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)

* Actuarial value.

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

TERMINATION BY MASS WITHDRAWAL

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

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

As required by regulation, interest rates of 1.98% for the first 20 years and 2.67% for each year thereafter and the GAM 94 Basic Table projected to 2026 mortality table were used.

***Illustrative Section 4281 Valuation
as of December 31, 2016***

Value of nonforfeitable benefits			
<i>Participants currently receiving benefits</i>	\$		21,246,447
<i>Inactive vested participants</i>			21,725,493
<i>Active participants</i>			28,419,148
<i>Expenses (per Section 4281 of ERISA)</i>			494,736
			71,885,824
<i>less: Fund assets (market value)</i>			42,039,581
Value of nonforfeitable benefits in excess of (less than) fund assets	\$		29,846,243

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.

***Present Value of Accumulated Benefits
Actuarial Study as of January 1,***

	2017	2016
Present value of vested accumulated benefits		
<i>Participants currently receiving benefits</i>	\$ 13,123,735	\$ 12,170,790
<i>Other participants</i>	21,112,798	19,747,480
	34,236,533	31,918,270
Nonvested accumulated benefits	2,260,147	1,887,574
Present value of all accumulated benefits	\$ 36,496,680	\$ 33,805,844
Market value of plan assets	\$ 42,039,581	\$ 38,488,816
Interest rate used to value benefits	7.25%	7.25%

Changes in Present Value of Accumulated Benefits

Present value of accumulated benefits as of January 1, 2016	\$ 33,805,844
Increase (decrease) due to:	
<i>Plan amendment</i>	-
<i>Change in actuarial assumptions</i>	31,980
<i>Benefits accumulated and experience gain or loss</i>	1,643,830
<i>Interest due to decrease in discount period</i>	2,450,924
<i>Benefits paid</i>	(1,435,898)
Net increase (decrease)	2,690,836
Present value of accumulated benefits as of January 1, 2017	\$ 36,496,680

APPENDICES

PLAN HISTORY

Origins/Purpose

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

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

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

Merger of Local 364 Sales Drivers and Industry Pension Fund

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

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

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

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

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

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

EMPLOYER CONTRIBUTIONS

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

<i>ER#</i>	<i>Employer</i>	<i>Contribution Rate as of 1/1/2017</i>	<i>Next Rate Change</i>	
			<i>Rate</i>	<i>Eff. Date</i>
Primary Hourly Rate		\$4.79		
44	All-Sets Inc.			
86	American Enterprises Trkg.			
39	Austgen Equipment Inc.			
72	Bearcat Enterprises, LLC			
141	Beaty Construction			
150	BSD Farms			
143	Bunn Trucking			
95	C Lee Construction Serv.			
241	Columbus Transport			
155	DWD Company			
77	Earth Transport LLC			
65	Fanio Services			
149	Fletcher's Trucking			
38	GRD Trucking			
135	J & J Williams Trucking LLC			
69	J & S Express			
127	Jackson Demolition Services			
52	K & A Trucking Inc.			
126	K.T.M. Services			
9	Keith Pruett Trucking			
87	Kennedy Express Line			
148	Langley Trucking			
107	M.A.C. Trucking, Inc			
96	Montgomery Trucking Inc.			
22	Pavey Excavating Co., Inc.			
74	Ramon Excavating			
125	Rippy Farms & Trucking			
284	Romco of Columbus			
142	Shosone Trucking			
147	South Bend Transfer			
112	Town And Country Construction, Inc.			
58	Trail Services, Inc			
110	Triple R Services			
146	Wright Excavating			
18	Young Trucking of S. Ind.			

*Appendix A - Plan Provisions
Indiana Teamsters Pension Fund
January 1, 2017 Actuarial Valuation*

EMPLOYER CONTRIBUTIONS (CONT.)

ER#	Employer	Contribution Rate as of 1/1/2017	Next Rate Change	
			Rate	Eff. Date
Primary Weekly Rates				
45	Godsey Trucking*	\$130.00	\$135.00	5/23/2017
14	Kim Singhurse Trucking	\$130.00		
17	Northside Materials	\$130.00		
27	Souder Trucking LLC	\$130.00		
133	C Tech Corporation, Inc.	\$157.60		
151	JLD Trucking	\$157.60		
154	Kepner & Sons	\$157.60		
130	Kolb Grading LLC	\$157.60		
145	Macadam Trucking LLC	\$157.60		
Other Hourly Rates				
114	Custer Dump Trucking & Excavating, Inc.	\$4.21		
48	Dump Trucks Inc.	\$3.55	\$3.80	4/1/2017
152	IMI Kentucky Ave	\$3.40		
153	IMI Noblesville	\$3.40		
46	S & H Trucking	\$2.50		
54	William Hanna Trk Inc.	\$3.25		
92	Z Force Transportation**	\$2.80	\$2.90	4/1/2017
Other Weekly Rates				
193	Canteen Vending Services	\$13.00		
138	Chemtrade Solutions LLC	\$30.00		
98	DHL Express Inc.	\$118.00		
99	Holsum of Fort Wayne***	\$121.00	\$124.00	7/29/2017
144	Joint Council No. 69	\$175.76		
16	K&K Enterprises****	\$115.00	\$120.00	5/23/2017
105	Kreamo Bakers Inc. (Sales)*****	\$115.00	\$118.00	11/1/2017
101	Kreamo Bakers Inc. (Trans)	\$108.00		
40	Republic Services (Previously JAMAX)	\$49.00	\$54.00	4/1/2017
120	Southern Wine and Spirits of Indiana, Inc.	\$58.40		
78	Teamster Local Union 916	\$130.76		
35	Teamsters Local 135	\$338.00		
21	VCNA Prairie Material	\$54.20		

* Weekly rate increases to \$140.00 in 2018 and \$145.00 in 2019.

** Hourly rate increase to \$3.00 in 2018.

*** Weekly rate increase to \$127.00 in 2018.

**** Weekly rate increases to \$125.00 in 2018 and \$130.00 in 2019.

***** Weekly rate increases to \$121.00 in 2018 and \$124.00 in 2019.

SUMMARY OF PLAN PROVISIONS

Participation	Any employee for a qualifying employer for whom contributions have been made to the plan
Year of service	Plan Year with at least 1,000 hours
Break in service	Plan Year less than 501 hours.
Normal retirement benefit <i>Eligibility</i>	Age 65 and 5 years of plan participation Benefits for Local 364 participants earned prior to November 1, 2009 are subject to eligibility rules as described in the plan history.
<i>Monthly amount</i>	Local 135 participants: Past service benefit, if any, plus 3.0% of contributions credited September 1, 1989 through December 31, 2009, plus 2.0% of contributions credited 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 credited November 1, 2009 through December 31, 2013, plus 2% of contributions credited on or after January 1, 2014. Payable for life with 5 years certain.
Early retirement benefit <i>Eligibility</i>	Age 57 and 10 years of service, unless service prior to January 1, 2001, then age 55 and 10 years of service Local 364 benefits earned prior to November 1, 2009 are subject to early retirement eligibility rules as described in the plan history.
<i>Monthly amount</i>	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.)

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

HISTORICAL PLAN MODIFICATIONS

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

HISTORICAL PLAN MODIFICATIONS (CONT.)

Future service benefit	
<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.
Future service benefit	
<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.

Valuation date	January 1, 2017																																				
Interest rates																																					
<i>ERISA rate of return used to value liabilities</i>	7.25% per year after investment expenses																																				
<i>Current liability</i>	3.05% (in accordance with Section 431(c)(6) of the Internal Revenue Code).																																				
Operational expenses	\$115,000 per year																																				
Mortality																																					
<i>Assumed plan mortality</i>	110% of the RP-2014 Blue Collar Mortality Table for employees and healthy annuitants adjusted backward to 2006 with the MP-2014 projection scale and projected forward using the MP-2016 projections 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.																																				
Withdrawal	T-10 Turnover Table from The Actuary's Pension Handbook (less GAM 51 mortality) with 3 year select rates - specimen rates shown below:																																				
	<table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;">Withdrawal Rate</th> </tr> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Years 1-3</u></th> <th style="text-align: center;"><u>4+ Years</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">20</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1794</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1722</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1621</td></tr> <tr><td style="text-align: center;">35</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1486</td></tr> <tr><td style="text-align: center;">40</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1310</td></tr> <tr><td style="text-align: center;">45</td><td style="text-align: center;">.30</td><td style="text-align: center;">.1084</td></tr> <tr><td style="text-align: center;">50</td><td style="text-align: center;">.30</td><td style="text-align: center;">.0792</td></tr> <tr><td style="text-align: center;">55</td><td style="text-align: center;">.30</td><td style="text-align: center;">.0440</td></tr> <tr><td style="text-align: center;">60</td><td style="text-align: center;">.30</td><td style="text-align: center;">.0120</td></tr> <tr><td style="text-align: center;">63</td><td style="text-align: center;">.30</td><td style="text-align: center;">.0013</td></tr> </tbody> </table>	Withdrawal Rate			<u>Age</u>	<u>Years 1-3</u>	<u>4+ Years</u>	20	.30	.1794	25	.30	.1722	30	.30	.1621	35	.30	.1486	40	.30	.1310	45	.30	.1084	50	.30	.0792	55	.30	.0440	60	.30	.0120	63	.30	.0013
Withdrawal Rate																																					
<u>Age</u>	<u>Years 1-3</u>	<u>4+ Years</u>																																			
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ACTUARIAL ASSUMPTIONS (CONT.)

Future retirement rates <i>Active lives</i>	According to the following schedule:																
	<table border="0"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Retirement Rate</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">55-60</td> <td style="text-align: center;">.02</td> </tr> <tr> <td style="text-align: center;">61</td> <td style="text-align: center;">.15</td> </tr> <tr> <td style="text-align: center;">62-64</td> <td style="text-align: center;">.25</td> </tr> <tr> <td style="text-align: center;">65</td> <td style="text-align: center;">.30</td> </tr> <tr> <td style="text-align: center;">66</td> <td style="text-align: center;">.40</td> </tr> <tr> <td style="text-align: center;">67-69</td> <td style="text-align: center;">.25</td> </tr> <tr> <td style="text-align: center;">70+</td> <td style="text-align: center;">1.00</td> </tr> </tbody> </table>	<u>Age</u>	<u>Retirement Rate</u>	55-60	.02	61	.15	62-64	.25	65	.30	66	.40	67-69	.25	70+	1.00
<u>Age</u>	<u>Retirement Rate</u>																
55-60	.02																
61	.15																
62-64	.25																
65	.30																
66	.40																
67-69	.25																
70+	1.00																
	Resulting in an average expected retirement age of 64.5.																
<i>Inactive vested lives</i>	Local 135: Age 65 or current age if older Local 364: Earliest age pre-merger benefit unreduced																
Future hours worked																	
<i>vested</i>	Local 135 Participants: 1,700 hours, 0 after assumed retirement age																
<i>non-vested</i>	1,150 hours, 0 after assumed retirement age																
<i>vested</i>	Local 364 Participants: 50 weeks, 0 after assumed retirement age*																
<i>non-vested</i>	40 weeks, 0 after assumed retirement age*																
	* Converted to hours based on 45 hours per week																
Future vesting credits	All active participants are assumed to earn one year of vesting credit each year.																
Future hourly contribution rate	Average negotiated rate by employer for the current plan year. If an employer has more than one rate, the rate best matching the experience for the year is assumed.																
Future reciprocal pensions	7.0% of liabilities for active Local 364 participants assumed to withdraw in the future and for current Local 364 inactive vested participants.																
Late retirement	Proper notices assumed to be sent to active participants at normal retirement age so no late retirement factors are applied for active participants assumed to retire after normal retirement age.																

ACTUARIAL ASSUMPTIONS (CONT.)

Age of participants with unrecorded birth dates	Based on average entry age of participants with recorded birthdates and same vesting status
Marriage assumptions	100% assumed married with the male spouse 3 years older than his wife
Inactive vested lives over age 70	Continuing inactive vested participants over age 70 are assumed deceased and are not valued.
QDRO benefits	Benefits to alternate payee included with participant's benefit until payment commences
Section 415 limit assumptions	
<i>Dollar limit</i>	\$215,000 per year
<i>Assumed form of payment for those limited by Section 415</i>	Qualified joint and 75% survivor annuity
Benefits not valued	None

RATIONALE FOR SELECTION OF ACTUARIAL ASSUMPTIONS

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

ERISA rate of return used to value liabilities	<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 2017 survey of investment consultants.</p> <p>Based on this analysis, we selected a final assumed rate of 7.25%, which we feel is reasonable. This rate may not be appropriate for other purposes such as settlement of liabilities.</p>
Mortality	<p>The RP-2014 Blue Collar Mortality Tables for employees and healthy annuitants adjusted backward to 2006 with the MP-2014 projection scale and projected forward using the MP-2016 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> <p>Finally, a 110% multiplier was applied in order to more closely match projected deaths to actual post-retirement death experience. The period of actual data studied to develop this multiplier was from January 1, 2012 to December 31, 2016 for this plan, blended with a study of deaths for larger plans in similar industries.</p>
Retirement	<p>Actual rates of retirement by age were studied for this plan for the period January 1, 2012 to December 31, 2016. The assumed future rates of retirement were selected based on the results of this study.</p>
Withdrawal	<p>Actual rates of withdrawal by age were last studied for this plan for the period January 1, 2012 to December 31, 2016. No further adjustments were deemed necessary at this time.</p>
Disability	<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>
Future hours worked	<p>Based on review of recent plan experience.</p>

ACTUARIAL ASSUMPTIONS USED FOR PROJECTIONS

The assumptions used for the credit balance and funding ratio projections are the same as used throughout the report with the following exceptions.

Assumed return on fund assets	
<i>Current year projections</i>	6.25% for the first 10 years (1/1/2017-1/1/2027) 7.25% thereafter
<i>Prior year projections</i>	7.25% for all future years
Future total hours worked	
<i>Current year projections</i>	1,058,300 for all future years
<i>Prior year projections</i>	929,950 for all future years
Contribution rate increases	
	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>	1¢ credited effective January 1, 2018 1¢ credited effective January 1, 2019
<i>Prior year projections</i>	5¢ credited effective January 1, 2017 1¢ credited effective January 1, 2018 1¢ credited effective January 1, 2019
Plan changes since prior year	None

ACTUARIAL METHODS

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

Appendix C - Minimum Funding Amortization Bases

Indiana Teamsters Pension Fund

January 1, 2017 Actuarial Valuation

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2017 Outstanding Balance	1/1/2017 Amortization Payment
				Years	Months		
Charges							
11/1/1996	Amendment -SD364		30	9	10	275,249	37,409
11/1/1996	Assumptions -SD364		30	9	10	23,442	3,186
11/1/1997	Amendment -SD364		30	10	10	57,300	7,289
11/1/1997	Assumptions -SD364		30	10	10	385,574	49,053
11/1/1998	Assumptions -SD364		30	11	10	636,013	76,361
11/1/1999	Amendment -SD364		30	12	10	475,983	54,299
11/1/2000	Amendment -SD364		30	13	10	229,596	25,029
1/1/2002	Amendment	24,604	30	15	0	18,315	1,904
1/1/2002	Assumptions	141,756	30	15	0	105,476	10,969
11/1/2002	Experience -SD364		15	0	10	83,879	83,879
1/1/2004	Experience Loss	75,859	15	2	0	15,354	7,943
1/1/2005	Assumptions	170,669	30	18	0	139,811	13,194
1/1/2005	Experience Loss	158,039	15	3	0	46,319	16,534
1/1/2006	Assumptions	20,982	30	19	0	17,631	1,621
11/1/2006	Experience -SD364		15	4	10	108,276	25,525
1/1/2007	Experience Loss	79,952	15	5	0	36,469	8,349
1/1/2008	Experience Loss	416,594	15	6	0	220,497	43,465
11/1/2008	Experience -SD364		15	6	10	895,461	159,322
1/1/2009	Experience Loss	1,335,028	15	7	0	797,441	139,171
1/1/2010	Assumptions	599,390	15	8	0	395,986	62,432
1/1/2010	Experience Loss	378,348	15	8	0	249,951	39,409
1/1/2010	Experience-SD Merg	1,175,114	15	8	0	776,333	122,399
1/1/2011	Assumptions	324,234	15	9	0	233,306	33,745
1/1/2011	Experience Loss	102,361	15	9	0	73,660	10,653
1/1/2012	Assumptions	2,331,356	15	10	0	1,805,400	242,449
1/1/2013	Assumptions	558,731	15	11	0	461,537	58,105
1/1/2014	Assumptions	316,842	15	12	0	276,983	32,950
1/1/2015	Amendment	1,093,297	15	13	0	1,004,851	113,697
1/1/2015	Assumption Change	383,931	15	13	0	352,870	39,927
1/1/2016	Experience Loss	439,682	15	14	0	422,519	45,725
1/1/2017	Assumptions	708,247	15	15	0	708,247	73,654
1/1/2017	Experience Loss	810,018	15	15	0	810,018	84,238

Appendix C - Minimum Funding Amortization Bases
Indiana Teamsters Pension Fund
January 1, 2017 Actuarial Valuation

Date Established	Source of Change in Unfunded Liability	Original Amount	Original Period	Remaining Period		1/1/2017 Outstanding Balance	1/1/2017 Amortization Payment
				Years	Months		
Total Charges:						12,139,747	1,723,885
 Credits							
11/1/2008	Comb. Crdts-SD364		10	1	10	1,192,573	671,115
1/1/2009	Combined Credits	701,349	16	8	0	447,408	70,539
11/1/2009	Experience -SD364		15	7	10	515,362	82,582
1/1/2010	Amendment	1,533,245	15	8	0	1,012,934	159,702
1/1/2012	Experience Gain	724,489	15	10	0	561,047	75,343
1/1/2013	Experience Gain	468,603	15	11	0	387,090	48,732
1/1/2014	Experience Gain	1,462,819	15	12	0	1,278,798	152,126
1/1/2015	Experience Gain	4,900	15	13	0	4,502	510
1/1/2016	Assumptions	115,889	15	14	0	111,365	12,052
Total Credits:						5,511,079	1,272,701
Net Charges:						6,628,668	451,184
Less Credit Balance:						5,891,015	
Less Reconciliation Balance:						0	
Unfunded Actuarial Liability:						737,653	

RULES FOR ENDANGERED AND CRITICAL STATUS

Background

The Pension Protection Act of 2006 (“PPA”), enacted in August 2006, established special rules for plans in “Endangered” or “Critical” status. These rules become effective with the plan year beginning in 2008 and were originally scheduled to “sunset” in 2015.

The Multiemployer Pension Reform Act of 2014 (“MPRA”), enacted in December 2014, made the provisions contained in the PPA permanent. MPRA also made numerous changes to the PPA rules, including adding a new status for deeply troubled plans: Critical and Declining.

Informally, Critical Status is often referred to as “red zone” and Endangered Status as “yellow zone.” A plan that is neither Critical nor Endangered is said to be “green zone.”

Criteria for Endangered and Critical

The table below summarizes the criteria for these categorizations. 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.

<i>Critical Status (“Red Zone”)</i>	<i>Endangered Status (“Yellow Zone”)</i>
<i>GETTING IN:</i>	
<p>Plan is Critical if it is described in one or more of the following:</p> <ul style="list-style-type: none"> • Funded percentage is less than 65%, <u>and</u>, inability to pay nonforfeitable benefits and expenses for next 7 years, or • 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 • (1) Contributions are less than current year costs (i.e. “normal cost”) plus interest on any unfunded past liabilities, <u>and</u>, (2) value of vested benefits for non-actives is greater than for actives, <u>and</u>, (3) projected funding deficiency (<u>not</u> recognizing extensions) in the current year or next 4 years, or • Inability to pay all benefits and expenses for next 5 years. 	<p>Plan is Endangered if it is <u>not</u> Critical <u>and</u> it is described in one of the following:</p> <ul style="list-style-type: none"> • Funded percentage is less than 80%, or • Projected funding deficiency in the current year or next 6 years. <p>A non-critical plan that meets both of the preceding criteria is considered “<u>Seriously Endangered</u>”</p> <p>A plan that meets one of the two Endangered Status criteria above, but was not in Critical or Endangered for the preceding year, will remain not Critical or Endangered (i.e. it will be in “green zone”) provided it is not projected to meet either of the two Endangered Status criteria as of the end of the 10th plan year following the certification year</p>

RULES FOR ENDANGERED AND CRITICAL STATUS (CONT.)

<i>Critical Status (“Red Zone”)</i>	<i>Endangered Status (“Yellow Zone”)</i>
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<i>GETTING IN (cont.):</i>	
<p>A plan with a 5-year amortization extension under IRC Section 431(d) that previously emerged from Critical Status in PYB 2015 or later will re-enter Critical Status <u>only</u> if it is described in one of the following:</p> <ul style="list-style-type: none"> • Projected funding deficiency in the current year or next 9 years (<u>including</u> amortization extensions), or, • Projected insolvency within the next 30 years 	

<i>GETTING OUT:</i>	
<p>Plan emerges from Critical Status when it meets all of the following:</p> <ul style="list-style-type: none"> • No longer meets any of the Critical Status tests, <u>and</u>, • No projected funding deficiencies in the current year or next 9 years (<u>including</u> amortization extensions), <u>and</u>, • No projected insolvencies in the next 30 years <p>A plan with a 5-year amortization extension under IRC Section 431(d) emerges from Critical Status when it meets all the following:</p> <ul style="list-style-type: none"> • No projected funding deficiencies in the current year or next 9 years (<u>including</u> amortization extensions), <u>and</u>, • No projected insolvencies in the next 30 years 	<p>Plan emerges from Endangered Status when it no longer meets the requirements to be classified as Endangered or when it enters Critical Status</p>

RULES FOR ENDANGERED AND CRITICAL STATUS (CONT.)

Restrictions for Endangered and Critical Plans

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

Additionally, Critical 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.

Critical and Declining Plans

Beginning in 2015, plans that are in Critical Status and are projecting insolvency within the next 15 years (20 years in some circumstances) are certified by the actuary as being in “Critical and Declining.” These plans may have access to new tools that will allow them to reduce many previously-untouchable benefits, including benefits for participants in pay status. However, these expanded benefit reductions require government approval, must not be rejected by a majority of all participants through a vote, and are subject to a number of other requirements and limitations.

Selected Other MPRA Changes (effective with 2015 plan years)

- Plans projected to be Critical within the next 5 years can elect to be in Critical Status immediately
- New contribution rate increases required by a funding improvement or rehabilitation plan are not considered in calculating an employer’s withdrawal liability or payment schedule
- If, upon the expiration of a collective bargaining agreement under a funding improvement or rehabilitation plan, bargaining parties do not adopt a new agreement consistent with an updated schedule, the Trustees must implement the update to the schedule previously adopted.
- PBGC premium doubled and indexed
- PBGC ability to facilitate mergers and partitions expanded

GLOSSARY OF COMMON PENSION TERMS

Benefits

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

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

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

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

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

Assets

Market Value of Assets: The market value of all assets in the fund including on an accrued, not cash basis (matching the plan audit).

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

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

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

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

GLOSSARY OF COMMON PENSION TERMS (CONT.)

Liabilities

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

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

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

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

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

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

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

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

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

GLOSSARY OF COMMON PENSION TERMS (CONT.)

Funding

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

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

Withdrawal Liability

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

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

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