**I.B.E.W. LOCAL NO. 32 – N.E.C.A. PENSION PLAN**
**2024 ANNUAL FUNDING NOTICE**
**April 2025**

## Introduction

This Notice provides key details about the I.B.E.W. Local No. 32 – N.E.C.A. Pension Plan the "Plan") for the Plan Year beginning January 1, 2024 and ending December 31, 2024 ("Plan Year").

This is an informational Notice. You do not need to respond or take any action.

This Notice includes:

► Information about your Plan's funding status.
► Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

***What if I have questions about this Notice, my Plan, or my benefits?***

Contact your Plan Administrator at:

| | |
|---|---|
| ***Plan Administrator:*** | Board of Trustees of the<br>I.B.E.W. Local No. 32 – N.E.C.A. Pension Plan |
| ***Phone:*** | 517-321-7502 |
| ***Address:*** | 6525 Centurion Drive<br>Lansing, MI 48917 |

To better assist you, provide your Plan Administrator with the following information when you contact them:

| | |
|---|---|
| ***Plan Number:*** | 001 |
| ***Plan Sponsor Name:*** | Board of Trustees of the<br>I.B.E.W. Local No. 32 – N.E.C.A. Pension Plan |
| ***Employer Identification Number:*** | 31-6152294 |

***What if I have questions about PBGC and the pension insurance program guarantees?***

Visit www.pbgc.gov/prac/multiemployer for more information. For specific information about your Pension Plan or pension benefits, you should contact your employer or Plan Administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this Notice every year regardless of funding status. This Notice does not mean your Plan is terminating.

**How Well Funded Is Your Plan?**

The law requires the Plan's administrator to explain how well the Plan is funded, using a measure called the "funded percentage". The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the Plan. The chart below shows the Plan's funded percentage for the 2024 Plan Year and the two preceding Plan Years. It also lists the value of the Plan's assets and liabilities for those years.

| | 2024 Plan Year | 2023 Plan Year | 2022 Plan Year |
|---|---|---|---|
| **Valuation Date** | January 1, 2024 | January 1, 2023 | January 1, 2022 |
| **Funded Percentage** | 93.3% | 93.4% | 91.9% |
| **Value of Assets** | $37,889,457 | $36,023,021 | $34,263,085 |
| **Value of Liabilities** | $40,631,373 | $38,563,516 | $37,279,720 |

**Year-End Fair Market Value of Assets**

To provide further insight into the Plan's financial position, the chart below shows the fair market value of the Plan's assets on the last day of the 2024 Plan Year and each of the two preceding Plan Years as compared to the actuarial value of the Plan's assets on January 1.

Actuarial values (shown in the chart above) account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.

Market values (shown in the chart below) fluctuate based on investment performance, providing a more immediate snapshot of the Plan's funding status.

| | December 31, 2024 | December 31, 2023 | December 31, 2022 |
|---|---|---|---|
| **Fair Market Value of Assets** | $40,773,773* | $35,800,794 | $32,733,098 |

*Unaudited.

**Endangered, Critical, or Critical and Declining Status**

Under federal pension law, a plan's funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

***Endangered:*** The plan's funded percentage drops below 80 percent. The plan's trustees must adopt a funding improvement plan.

***Critical:*** The plan's funded percentage falls below 65 percent or meets other financial distress criteria. The plan's trustees must implement a rehabilitation plan.

***Critical and Declining:*** A plan in critical status is also designated as critical and declining if projected to become insolvent—meaning it will no longer have enough assets to pay out benefits—within 15 years (or within 20 years under a special rule). The plan's trustees must continue to implement the rehabilitation plan. The plan's sponsor also may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the 2024 Plan Year.

If the Plan is in endangered, critical, or critical and declining status for the Plan Year ending December 31, 2025, a separate notification of that status has or will be provided.

**Participant and Beneficiary Information**

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the 2024 Plan Year and the two preceding Plan Years. The numbers as of December 31, 2024 reflect the plan administrator's reasonable, good faith estimate.

| **Last Day of Plan Year** | **December 31, 2024** | **December 31, 2023** | **December 31, 2022** |
|---|---|---|---|
| **Participants Currently Employed** | 239 | 211 | 205 |
| **Participants and Beneficiaries Receiving Benefits** | 153 | 156 | 156 |
| **Participants and Beneficiaries Entitled to Future Benefits (but not Receiving Benefits)** | 110 | 114 | 103 |
| **Total Number of Covered Participants and Beneficiaries** | **502** | **481** | **464** |

**Funding & Investment Policies**

***Funding Policy:*** Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is based on contributions to the Plan by participating employers in accordance with a collective bargaining agreement. The collective bargaining agreement requires that each participating employer contribute to the Plan a certain amount for each hour worked by a collectively bargained employee in covered employment. The Plan's funding policy also includes an assumption that the money contributed to the Plan by participating employers, once invested, will have an average annual investment return of 7.0%.

*Investment Policy:* Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan utilizes an Investment Policy Statement (IPS) in the management of the Plan's assets. The IPS is the blueprint to which the Trustees look when making decisions regarding the Plan's investments. The investment policy of the Plan is a multi-page document that can be summarized by its Statement of Purpose:

The purpose of this Investment Policy Statement (IPS) is to assist the Trustees of the I.B.E.W. Local No. 32 – N.E.C.A. Pension Plan in effectively supervising and monitoring the management of the Plan. The IPS incorporates the Trustees' policies, objectives, procedures, implementation and strategies for fulfilling their fiduciary obligation to manage the assets of the Plan. The aims of this IPS are to:

- Clearly define the separate responsibilities of the Trustees, investment manager(s), and other professionals retained by the Trustees to assist in the management of the Plan's assets;

- State in a written document the Trustees' attitudes, expectations and objectives concerning the investment of the Plan's assets;

- Encourage effective communication between all parties;

- Provide policies and procedures for monitoring and reviewing the performance of the investment(s) and comparing it with the performance of its peer group of managers and applicable benchmarks and indices; and

- Evaluate the performance results of the investment manager(s) and determining whether the investment(s) continues to satisfactorily comply with this policy statement and the Plan's stated objectives.

The Investment Policy Statement represents the current consensus of the Trustees concerning the investment of the Plan's assets. The Trustees recognize matters concerning the investment of the Plan's assets are of sufficient importance to merit serious attention and frequent consideration. This statement will need to be reviewed periodically to insure it continues to represent the Trustees' attitudes, expectations and objectives.

The table below summarizes the Plan's asset allocation policy targets and ranges.

| Asset Class | Policy Target as a Percent of Total Assets | Preferred Target |
|---|---|---|
| **Domestic Equity** | 45% | 34% - 55% |
| **International Equity** | 15% | 10% - 20% |

| | | |
|---|---|---|
| **Fixed Income** | 25% | 15% - 35% |
| **Real Estate** | 10% | 0% - 15% |
| **Infrastructure** | 5% | 0% - 10% |

The investment objective of the Plan is to approximate the return of a weighted benchmark of appropriate market indices based on the Plan's asset allocation policy. Investment performance for each manager/product is analyzed within each asset class relative to an appropriate market index benchmark and a broad universe of managers.

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets:

| **Asset Allocations** | |
|---|---|
| **Public Equity** | 59.4% |
| **Private Equity** | 0.0% |
| **Investment-Grade Debt Instruments** | 29.1% |
| **High-Yield Debt Instruments** | 0.00% |
| **Cash and Cash Equivalents** | 0.00% |
| **Real Estate** | 11.5% |
| **Other** | 0.00% |
| **TOTAL** | **100.0%** |

The average return on assets for the Plan Year was 12.4%.

**Events Having a Material Effect on Assets or Liabilities**

By law, this Notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations.

As of the date of this Notice, no Plan amendments, scheduled benefit increases or reductions, or other events are expected to have a material impact on assets or liabilities for the Plan Year beginning on January 1, 2025 and ending on December 31, 2025.

**Right to Request a Copy of the Annual Report**

Pension plans must file an annual report, called the Form 5500, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

*Online:* Visit www.efast.dol.gov to search for your Plan's Form 5500.
*By Mail:* Submit a written request to your Plan Administrator.
*By Phone:* Call 202-693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your Plan Administrator.

## Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the Annual Funding Notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by PBGC, below), the plan must apply to PBGC for financial assistance. PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

## Benefit Payments Guaranteed by PBGC

Only vested benefits—those that you've earned and cannot forfeit—are guaranteed.

### What PBGC Guarantees

PBGC guarantees "basic benefits" including:

- ► Pension benefits at normal retirement age.
- ► Most early retirement benefits.
- ► Annuity benefits for survivors of plan participants.
- ► Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor's bankruptcy date.

### What PBGC Does Not Guarantee

PBGC does not guarantee certain types of benefits, including:

- ► A participant's pension benefit or benefit increase until it has been part of the plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- ► Any benefits above the normal retirement benefit.
- ► Disability benefits in non-pay status.
- ► Non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

**Determining Guarantee Amounts**

The maximum benefit PBGC guarantees is set by law. Your Plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is $35.75 per month, multiplied by a participant's years of credited service.

PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service. The guarantee is calculated as follows:

- ► Take 100 percent of the first $11 of the plan's monthly benefit accrual rate.
- ► Take 75 percent of the next $33 of the accrual rate.
- ► Add both amounts together.
- ► Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

***Example 1:*** Participant with a Monthly $600 Benefit and 10 Years of Service.

- ► Find the accrual rate: $600/10 = $60 accrual rate.
- ► Apply PBGC formula:
- ► Take 100 percent of the first $11= $11
- ► Take 75 percent of the next $33 = $24.75
- ► Add the two amounts together: $11 + $24.75 = $35.75
- ► Multiply by years of credited service: $35.75 x 10 years = $357.50

In this example, the participant's guaranteed monthly benefit is $357.50.

***Example 2:*** Participant with a $200 Monthly Benefit and 10 Years of Service.

- ► Find the accrual rate: $200/10 = $20 accrual rate.
- ► Apply PBGC formula:
- ► Take 100 percent of the first $11= $11
- ► Take 75 percent of the next $9 = $6.75
- ► Add the two amounts together: $11 + $6.75 = $17.75
- ► Multiply by years of credited service: $17.75 x 10 years = $177.50

In this example, the participant's guaranteed monthly benefit is $177.50