

# IBEW LOCAL NO. 461 FRINGE BENEFIT FUNDS

IBEW Local No. 461 Defined Contribution Pension Plan  
IBEW Local No. 461 Variable Pension Plan

Managed for the Trustees by:  
TIC INTERNATIONAL CORPORATION

## ANNUAL FUNDING NOTICE FOR IBEW LOCAL NO. 461 VARIABLE PENSION PLAN

### Introduction

This notice includes important information about the funding status of the IBEW Local No. 461 Variable Pension Plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes, and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2023 and ending December 31, 2023 ("Plan Year").

### How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the Plan Year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and the preceding plan year is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period. Because the Plan was created on June 1, 2022, the Plan had \$0 in assets and liabilities as of May 31, 2022 and the funded percentage as of June 1, 2022 is not applicable, as can be seen in the chart below.

|                      | 2023            | 2022         |
|----------------------|-----------------|--------------|
| Valuation Date       | January 1, 2023 | June 1, 2022 |
| Funded Percentage    | 125.0%          | N/A          |
| Value of Assets      | \$1,122,623     | \$0          |
| Value of Liabilities | \$897,938       | \$0          |

### Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years. Because the Plan's inception date is June 1, 2022, the Plan had \$0 in fair market value of assets as of May 31, 2022, as can be seen in the chart below.

|                             | December 31, 2023 | December 31, 2022 | May 31, 2022 |
|-----------------------------|-------------------|-------------------|--------------|
| Fair Market Value of Assets | \$3,330,317*      | \$1,107,317       | \$0          |

\* Subject to confirmation by audit.

**Administrative Office:**  
TIC International Corporation  
6525 Centurion Drive  
(866) 461-IBEW (4239)  
(517) 321-7502/(517) 321-7508 fax

[www.IBEW461benefits.org](http://www.IBEW461benefits.org)

**IBEW 461 Union Benefits Office**  
591 Sullivan Road, Suite 100  
Aurora, IL 60506  
(630) 897-2911  
(630) 897-7605 fax

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

Under federal pension law, a plan in effect on July 16, 2006 must comply with the annual certification of status as specified by the Pension Protection Act of 2006 (“PPA”). This Plan was created after that date, and the status certification rules do not apply to the Plan. However, other pension plans in which you may participate might be required to inform you of their status. For plans subject to the PPA, the requirements for determining that plan’s status are as follows:

- Generally, a plan is in “endangered” status if its funded percentage is less than 80 percent (other factors also apply).
- A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply).
- A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies).

If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was not in endangered, critical, or critical and declining status in the plan year. This status is usually referred to as “safe” status or the “green zone.” If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2024, separate notification of that status has or will be provided.

### **Participant Information**

The total number of participants and beneficiaries covered by the Plan on the January 1, 2023 Valuation Date was 390. Of this number, 390 were current employees, 0 were retired and receiving benefits, and 0 were retired or no longer working for their employer and have a right to future benefits.

### **Funding & Investment Policies**

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to fund the Plan’s benefit obligations through a combination of contributions received from participating employers and investment income generated by the Plan’s investments. The funding policy is designed to comply with the funding requirements of ERISA and the Internal Revenue Code. The Plan’s Board of Trustees monitors the Plan’s funding requirements with the assistance of the Plan’s enrolled actuary and the Plan’s investment consultant.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. Once money is contributed to the Plan, the money is invested by Plan officials called fiduciaries, who make specific investments in accordance with the Plan’s investment policy. The investment policy of the Plan has been adopted by the Board of Trustees with the advice of the Plan’s investment consultant. The investment policy of the Plan is to maintain sufficient liquid assets to fund benefit payments and preserve the principal value of the Plan.

The investment policy provides, generally, that the assets of the Plan will be invested in several different asset classes, within permitted allocation ranges. It is intended to: (1) set forth the manner in which the Plan's investment managers will invest the Plan's assets (i.e., consistent with the fiduciary standards of ERISA); and (2) assist the Trustees with selecting appropriate investment managers and monitoring and evaluating their investment performance. Because the Plan's benefit obligations are payable over several years, the Plan seeks to generate a long-term rate of return that is consistent with the Plan's funding policy and that is expected over the long-term to equal or exceed the assumed actuarial rate of return within an acceptable level of risk. The investment policy of the Plan seeks to maintain sufficient liquid assets to fund benefit payments and preserve the principal value of the Plan and generate returns to meet the Plan's future benefit obligations.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

| <b>Asset Allocation</b>              | <b>Percentage</b> |
|--------------------------------------|-------------------|
| 1. Stocks                            | 0.0%              |
| 2. Investment grade debt instruments | 100.0%            |
| 3. High-yield debt instruments       | 0.0%              |
| 4. Real estate                       | 0.0%              |
| 5. Other                             | 0.0%              |
| <b>Total</b>                         | <b>100.0%</b>     |

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

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports are also available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator at the address provided below. Annual reports do not contain personal information, such as the amount of your accrued benefit. If you are seeking information regarding your benefits under the Plan, contact the plan administrator at the address provided below under "Where To Get More Information."

### **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 the PBGC, below), the plan must apply to the PBGC for financial assistance. The 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 the PBGC**

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single- employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

*Example 1:* If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ( $\$600/10$ ), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 ( $.75 \times \$33$ ), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ( $\$35.75 \times 10$ ).

*Example 2:* If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or  $\$200/10$ ). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 ( $.75 \times \$9$ ), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ( $\$17.75 \times 10$ ).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at [www.pbqc.gov/prac/multiemployer](http://www.pbqc.gov/prac/multiemployer). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information," below.

### **Where to Get More Information**

For more information about this notice, you may contact the Board of Trustees of the IBEW Local No. 461 Variable Pension Plan at 6525 Centurion Drive, Lansing, MI 48917-9275 or (866) 461-4239. For identification purposes, the official plan number is 001 and the Plan sponsor's employer identification number or "EIN" is 88-2709599.