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Warehouse Employees Union Local No. 730 Pension Trust

Actuarial Valuation Report as of January 1, 2023

Produced by Cheiron

February 2024

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February 13, 2024

Warehouse Employees Union
Local No. 730 Pension Trust
911 Ridgebrook Road
Sparks, Maryland 22102

Dear Trustees:

At your request, we have performed the January 1, 2023 Actuarial Valuation of the Warehouse Employees Union Local No. 730 Pension Trust (the "Fund"). This report contains information on the Fund's assets and liabilities and discloses contribution levels, including the minimum required amount as mandated by Federal law. This report is for the use of the Board of Trustees and its auditors in preparing financial reports in accordance with applicable law and accounting requirements.

Your attention is called to the introductory section in which we refer to the general approach employed in the preparation of this report. We also comment on the sources and reliability of both the data and the actuarial assumptions on which our findings are based. Those comments are the basis for our certification that this report is complete to the best of our knowledge and belief. The results of this report are only applicable to the 2023 Plan Year. Future results may differ significantly from the current plan year presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law. This report does not reflect the potential relief offered under the American Rescue Plan Act.

This report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared exclusively for the Fund for the purposes described herein. Other users of this valuation report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other users.

Sincerely,
Cheiron

Peter R. Hardcastle, CFA, FSA, EA, MAAA
Principal Consulting Actuary

Matthew Deveney, FSA, MAAA, EA
Principal Consulting Actuary

FOREWORD

Cheiron has performed the Actuarial Valuation of the Warehouse Employees Union Local No. 730 Pension Trust as of January 1, 2023. The purpose of this report is to:

1) **Measure and disclose**, as of the valuation date, the financial condition of the Fund;
2) **Provide specific information** and documentation required by the Federal Government and the auditors of the Fund; and
3) **Review past and expected trends** in the financial conditions of the Fund.

An actuarial valuation establishes and analyzes fund assets, liabilities and contributions on a consistent basis, and traces the progress of both from one year to the next. It includes measurement of the fund's investment performance as well as an analysis of Actuarial Liability gains and losses.

Section I presents a summary of the key valuation results, general comments about the results, a review of historical trends including assets versus liabilities, minimum funding, participation and cash flows, and projection scenarios.

Section II discloses specific risks that may significantly affect the Plan's future financial condition.

Section III contains exhibits relating to the valuation of assets.

Section IV shows the various measures of liabilities.

Section V shows the development of the minimum and maximum contributions.

Section VI provides the calculation of Unfunded Vested Benefits for Withdrawal Liability purposes as of January 1, 2023 that would be allocated to employers that withdrew during the 2023 calendar year.

Section VII provides the FASB Accounting Standard Codification (ASC) 960 Disclosure required by the Fund's auditor.

The appendices to this report contain a summary of the Fund's membership at the valuation date, a summary of the major provisions of the Fund, and the actuarial methods and assumptions used in the valuation.

In preparing our report, we relied on information (some oral and some written) supplied by Associated Administrators, LLC and Novak Francella, LLC. This information includes, but is not limited to, the fund provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

The actuarial assumptions reflect our understanding of the likely future experience of the Fund and the assumptions, taken individually, represent our best estimate for the future experience of the Fund. Future experience may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law.

Please note the valuation was prepared using census data and financial information as of the valuation date, January 1, 2023.

SECTION I – SUMMARY

The table below sets out the principal results of this year's valuation and compares them to last year's results. Both years reflect that the Board adopted funding relief under Internal Revenue Code Sections 431(d) and 431(b)(8).

Table I-1
Summary of Principal Results

	January 1, 2022	January 1, 2023	Change
Participant Counts			
Actives	285	289	1.4%
Terminated Vesteds	638	600	(6.0%)
In Pay Status	1,069	1,085	1.5%
Total	1,992	1,974	(0.9%)
Financial Information			
Market Value of Assets	$ 181,967,256	$ 147,710,912	(18.8%)
Actuarial Value of Assets	156,837,048	153,404,690	(2.2%)
AVA as a % of MVA	86.2%	103.9%	
Entry Age Actuarial Liability	$ 294,816,993	$ 294,739,854	(0.0%)
Surplus (Unfunded Actuarial Liability)	(137,979,945)	(141,335,164)	N/A
Present Value of Accrued Benefits/Accrued Liability	$ 289,710,129	$ 288,324,593	(0.5%)
Accrued Benefit Surplus (Unfunded)	(132,873,081)	(134,919,903)	N/A
Accrued Benefit Funding Ratio (AVA Basis)	54.1%	53.2%	N/A
Present Value of Vested Benefits	$ 286,980,444	$ 285,460,815	(0.5%)
Vested Benefit Surplus (Unfunded)	(105,013,188)	(137,749,903)	N/A
Vested Benefit Funding Ratio (MVA Basis)	63.4%	51.7%	N/A
Contributions and Cash Flows			
ERISA Credit Balance (Beginning of Year)	$ (58,426,428)	$ (67,090,178)	14.8%
Employer Contributions (actual/*estimated*)	6,108,948	*6,376,035*	4.4%
ERISA Minimum Funding before Credit Balance	10,893,045	10,499,786	(3.6%)
Prior Year Benefit Payouts	$ 20,869,867	$ 21,314,557	2.1%
Prior Year Administrative Expenses	640,320	416,829	-34.9%

SECTION I – SUMMARY

The Plan is eligible to receive special financial assistance under the American Rescue Plan Act 2021 given its "Critical and Declining" PPA status. The special financial assistance will significantly change the Plan's projected insolvency date. However, PBGC has established an application priority timetable for plans qualifying for special financial assistance and this Plan does not meet any of the criteria for a priority category. Currently the PBGC must take all applications by December 31, 2025, although the Plan may be able to submit sooner according to its position on the waitlist (67th).

General Comments

Investment and liability experience and their effect on future costs traditionally have been the focus of year-to-year analyses.

- The Market Value of Assets (MVA) returned -10.70% during the year ending December 31, 2022. The total actuarial investment loss (the difference between actual and expected returns) was $30.8 million.
- For long-term planning and especially for minimum funding requirements, the Fund develops an Actuarial Value of Assets (AVA) to smooth investment gains and losses over time. Due to the continued phase-in of historical investment gains and losses of the past five years, the rate of return on the AVA was 8.29%, resulting in an actuarial gain of $1.9 million.
- For IRS minimum funding requirements, the Fund's actuarial liability is determined using the Entry Age Normal cost method. The liability decreased by $0.1 million which was less than expected resulting in a liability experience loss of $0.5 million.
- The end of year Minimum Required Contribution, before taking into account the Credit Balance, decreased from $10.9 million to $10.5 million. The decrease was attributable to amortization charge bases being fully recognized in addition to the net actuarial gain for the year.
- During the 2022 Plan Year, the Fund's funding deficiency increased from $58.4 million to $67.1 million. Due to the Pension Protection Act of 2006 (PPA), no excise tax is due provided the Fund has a valid Rehabilitation Plan and all employers are complying with it.

PPA added a significant layer of new considerations related to the Fund's PPA funded status.

- For 2023, the Fund was certified as "Critical and Declining" under PPA as amended. This was caused by the current funding deficiencies and the projected insolvency within the next 12 years. The PPA status is re-determined annually.

  The Fund's funded ratio for PPA purposes is based on the accrued liability determined using the Unit Credit cost method. It decreased from 54.1% to 53.2% primarily due to contributions being made at less than the statutory Minimum Required Contribution and the drawdown of assets to meet benefit payments.
- The Board of Trustees of the Fund first adopted a Rehabilitation Plan (RP) on November 26, 2009. The Rehabilitation Plan is applicable for collective bargaining agreements and participation agreements renewed or extended after December 25, 2009. The Fund's Rehabilitation Period began on January 1, 2012.

SECTION I – SUMMARY

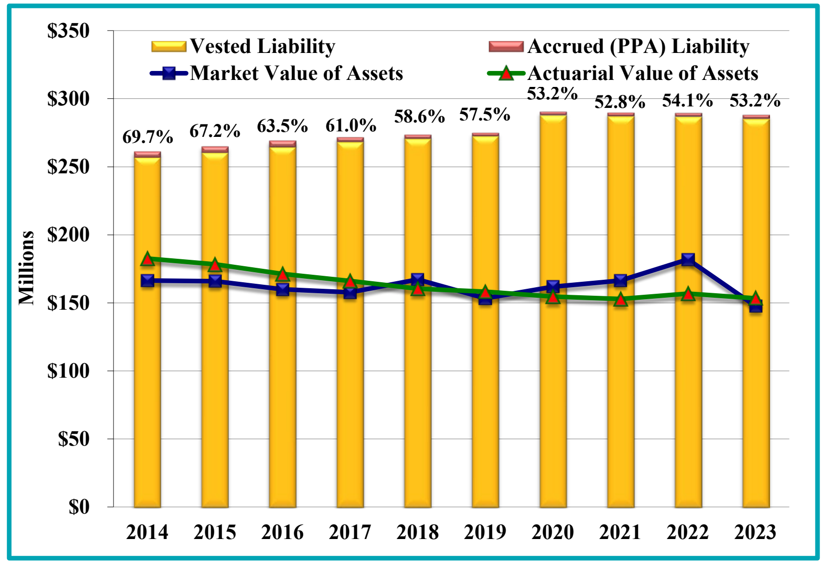
After the initial adoption of the Rehabilitation Plan, subsequent employer withdrawals resulted in a deterioration of the funding of the Plan. Consequently, in 2014 the Trustees updated the Rehabilitation and adopted a "reasonable measures to forestall insolvency" approach for PPA compliance.

- In February 2010, the Trustees took a five-year extension of the Fund's amortization bases as of January 1, 2009 under Section 431(d) of the Code. The net impact on the Funding Standard Account is a $14.2 million smaller funding deficiency, as of January 1, 2023, than it would have been without the Section 431(d) extension. Unless indicated otherwise, throughout this report, the terms Credit Balance and funding deficiency refer to the amounts reflecting the 431(d) extension.
- The Unfunded Vested Benefits (UVB) on a market value basis increased from $105.0 million to $137.7 million. Under the provisions of the Multiemployer Pension Plan Amendment Act of 1980 (MPPAA) if the vested benefit liabilities exceed fund assets, an assessment of Withdrawal Liability may be made to any employer withdrawing from the Fund.

Historical Summary

It is important to take a step back from the results and view them in the context of the Plan's recent history. On the following page there are two charts which display key results in the valuations of the last ten years.

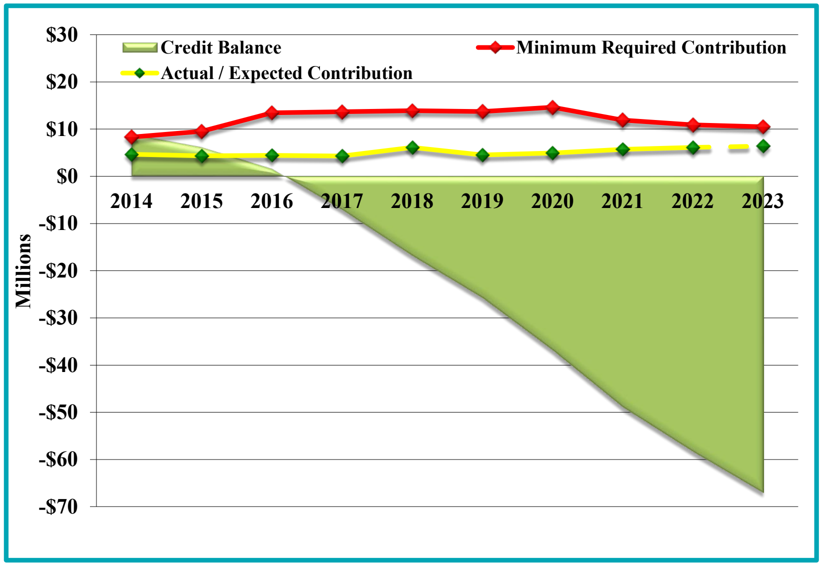
Assets & Liabilities: The first graph compares historical assets and liabilities. The gold bars represent the Present Value of Vested Benefits while the red bars add the additional non-vested benefits making up the Accrued Liability. The blue line is the Market Value of Assets and the green line is the Actuarial Value of Assets. The percentages shown on top of the bars represent the Fund's PPA funding ratio (AVA as a percentage of Accrued Liabilities).



The funded ratio has decreased each year in the period shown. This is primarily due to actual contributions being less than required by the minimum funding standard and the drawdown of assets to meet benefit payments. From 2022 to 2023, the PPA funded ratio decreased from 54.1% to 53.2%.

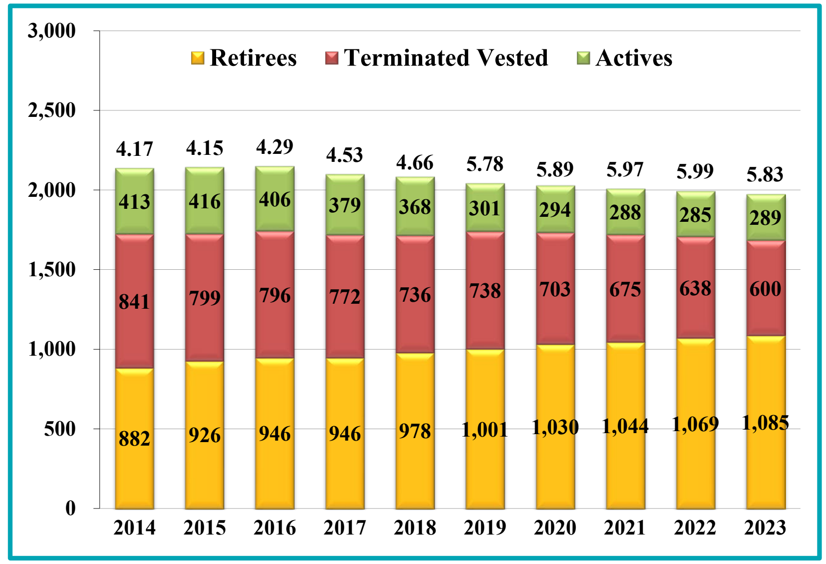
SECTION I – SUMMARY

Minimum Funding: The next graph shows the Credit Balance (green area) which is the accumulated contributions in excess of the Minimum Required Contribution without regard to the Credit Balance or Funding Deficiency (red line), and the Actual Contributions (yellow line).



The contributions for the last ten years have been significantly lower than the Minimum Required Contribution. This has caused a steep decline in the Credit Balance over the entire projection period, leading to a funding deficiency beginning in 2017. Contributions, including expected Withdrawal Liability payments, are expected to again fall short of the Minimum Required Contribution next year.

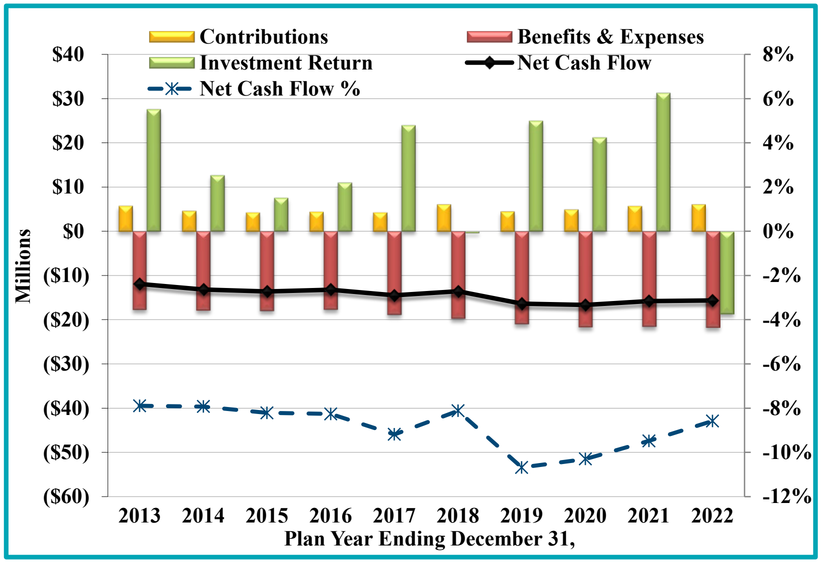
Participation: The following graph shows the participation of the Fund at successive valuation dates. The numbers above each bar represent the number of inactive members to active members (i.e., support ratio) at each valuation date. The support ratio increased as of January 1, 2019 as a result of the 2018 withdrawal of Adams Burch.



SECTION I – SUMMARY

Cash Flow: The following graph shows the Fund's cash flow, contributions less benefit payments and expenses, at successive valuation dates. This is a critical measure, as it reflects the ability to have funds available to meet benefit payments without having to make difficult investment decisions, especially during volatile markets.

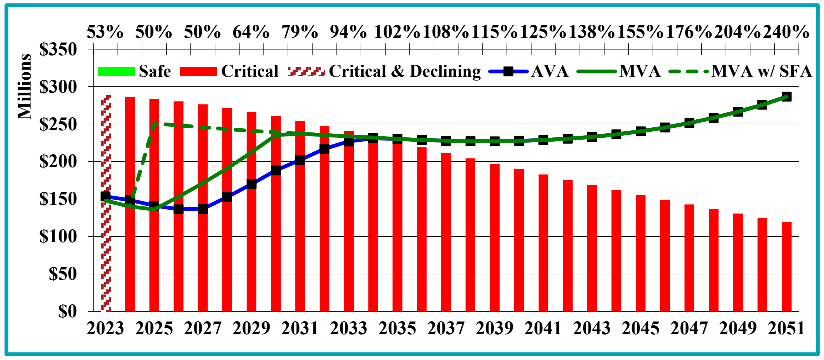
The main consequence for a fund with negative cash flow is that the impact of market fluctuations will be more severe. This is because assets will have to be used to pay benefits in down markets and there will be less principal left to benefit from later favorable investment experience.



Future Outlook

Turning away from viewing a single year's results or historical trends here we focus on the future of the Fund. The Fund is eligible for special financial assistance and is estimated to receive approximately $118 million of assistance in 2024 .

The following projection assumes the special financial assistance amount stated above is received in 2024, participation remains constant, annual contribution increases of 4.9% through 2027, 2% through 2032, and 0% thereafter are bargained, the expected Withdrawal Liability payments from McKesson Drug continue, and all of the assumptions set out in Appendix C are realized including the return of 7% per year. special financial assistance assets are assumed to return 5% per year.



Under this scenario, the Fund will become fully-funded in 2035 but will remain in critical status through 2052 under the terms of ARPA.

SECTION II – RISK ANALYSIS

Actuarial valuations are based on a set of assumptions about future economic and demographic experience. The assumptions we are using are our best estimate of the Fund's long-term future experience, but it is important to realize that future experience could deviate, sometimes significantly, from that predicted by our assumptions. This deviation of actual experience compared to expected experience can affect the future viability of the Fund and must be monitored closely.

This section of the report is intended to identify the primary risks to this Fund, provide some background information about those risks and the factors that influence them, and provide an assessment of them.

Identification of Risks

The primary risk that every plan faces is future insolvency and without special financial assistance this would be the future for the Plan. With assistance the Plan has a reasonable chance of becoming finically healthy, although there is still a risk of declining funded ratios and insolvency if experience is bad. The key items that will impact the financial health of the Plan:

- Investment returns,
- Contributions and Withdrawal Liability payments.

Other risk factors that are not explicitly identified may also turn out to be important.

Investment Risk is the potential for investment returns to be different than expected. The current assumption for investment returns is 7.00% per year net of investment expenses. This is a long-term expectation. In any given year, investment returns can be greater than or less than this assumption. However, over time the geometric mean of the actual investment returns over time should be close to the assumption.

The potential magnitude and volatility of future investment returns is influenced by economic conditions and the Fund's asset allocation.

Contribution and Withdrawal Liability Payment risk is the potential for actual future money coming into the Fund to deviate from what is expected in the baseline projection. In particular, additional future withdrawals can reduce the regular contribution income because increases under the Rehabilitation Plan will cease and the contribution rate used to calculate the Withdrawal Liability payment is the 2014 rate. Additionally, bankruptcies can impact the willingness or ability of previously withdrawn employers to make their required Withdrawal Liability payments to the Fund.

SECTION II – RISK ANALYSIS

Deterministic Scenarios/Stress Testing

To understand the impact of the identified risks, we compare the baseline projection, including special financial assistance of $118 million received in 2024 with other scenarios to investigate how the risks can affect the future financial condition of the Plan.

The scenarios are listed below, and the results are summarized in Table II-1.

For Investment Risk analysis we have analyzed:

- Returns on non-assistance assets being 6.0% for all future years); and
- Returns on non-assistance assets being 8.0% for all future years.

Note: The assumed return on SFA assets used in these projections is 5% per year. This return is not of great importance to the outcomes shown because the SFA assets, if used before the non-assistance assets, cover less than 6 years of benefit payments and expenses and so have an average investment period of less than three years.

For Contribution Risk analysis we have analyzed:

- A 33% reduction in base units and contributions and contributions occurring in 2025, after receipt of special financial assistance.
- A 50% reduction in base units and contributions and contributions occurring in 2025, after receipt of special financial assistance.

Table II-1

Scenario	Funded Ratio in 2051
Baseline (7.0% in all years)	240%
Investment Return on non-SFA Assets	
6% for 2023 and thereafter	127%
8% for 2023 and thereafter	389%
Contribution Risk	
33% decline in contributions	126%
50% decline in contributions	39%

SECTION III – ASSETS

Assets at Market Value

Market values represent "snap-shot" or "cash-out" values, which provide the principal basis for measuring financial performance from one year to the next.

Table III-1
Statement of Assets at Market Value, December 31

	2021	2022
Invested Assets		
Common Stocks	$ 55,167,675	$ 44,660,027
U.S. Government Agencies Notes and Bonds	858,046	1,028,592
Corporate Notes and Bonds	1,170,190	827,984
Limited Partnerships & DFEs	73,687,392	68,155,778
Common Collective Trusts	43,249,150	29,211,698
Temporary Investments	5,653,765	1,492,975
Other	99,310	113,189
Total Investments:	$179,885,528	$145,490,243
Other Assets		
Employer Contributions Receivable	419,700	504,003
Accrued Interest and Dividends	58,697	57,885
Other Receivables	5,616	3,507
Prepaid Expenses	44,529	34,614
Cash	1,718,148	1,773,044
Accounts Payable	(164,962)	(152,384)
Accounts Receivable	0	0
Due from Broker	0	0
Total Non-Invested Assets:	$ 2,081,728	$ 2,220,669
Net Assets Available for Benefits	$181,967,256	$147,710,912

The table above shows the Market Value of Assets for funding purposes. These values exclude receivable Withdrawal Liability payments because regulations only permit contributions actually received within the 8½ months after the close of the plan year and before the Form 5500 is filed to be included in plan assets. At December 31, 2022, the amount including this receivable shown in the audited financial statement was $152,516,597.

Changes in Market Value

The components of asset change are:

- Contributions
- Benefit payments
- Expenses
- Investment income (realized and unrealized)

The specific changes during 2022 are presented below.

Table III-2 *
Changes in Market Values

Value of Assets - January 1, 2022	$ 181,967,256
Employer Contributions	5,445,274
Withdrawal Liability Payments	663,674
Investment Return (Gross)	(17,417,203)
Benefit Payments	(21,314,557)
Administrative Expenses	(416,829)
Investment Expenses	(1,216,703)
Value of Assets - January 1, 2023	$ 147,710,912

* On this table $500 of other income is classed as investment income.

SECTION III – ASSETS

Investment Performance

The following table calculates the investment gain/loss and the return for the plan year on a market value basis. The return is an appropriate measure for comparing the actual asset performance to the prior year's long-term 7% assumption.

Table III-3
Change in Market Value of Assets

Item	Market Value
January 1, 2022 value	$ 181,967,256
2022 Employer Contributions	5,445,274
2022 Withdrawal Liability Payments	663,674
2022 Benefit Payments	(21,314,557)
Actual Administrative Expenses	(416,829)
Expected Investment Earnings (7%)	12,200,170
Expected Value December 31, 2022	$ 178,544,988
Investment Gain / (Loss)	(30,834,076)
January 1, 2023 value	$ 147,710,912
Investment Return	-10.70%

Assets at Actuarial Value

For long-term planning, actuaries commonly use smoothing techniques to develop an Actuarial Value of Assets that mitigates the effects of short-term volatility exhibited by the capital markets. The asset valuation method phases in actuarial investment gains and losses over five years. The Actuarial Value of Assets is then constrained, if necessary, so that it is not more than 120% of the market value and is not less than 80% of the market value. The asset valuation method is described more fully in Appendix C.

The table below shows the development of the Actuarial Value of Assets.

Table III-4
Development of Actuarial Value of Assets

Market Value of Assets as of January 1, 2023 $147,710,912

Plan Year	Investment Gains / (Losses)	Percent Recognized	Percent Deferred	Amount Deferred
2018	(13,240,083)	100%	0%	0
2019	13,373,011	80%	20%	2,674,602
2020	10,457,671	60%	40%	4,183,068
2021	20,193,022	40%	60%	12,115,813
2022	(30,834,076)	20%	80%	(24,667,261)
Total				$ (5,693,778)

Preliminary Actuarial Value of Assets January 1, 2023	$153,404,690
120% of MV, upper limit for actuarial value	177,253,094
80% of MV, lower limit for actuarial value	118,168,730
Actuarial Value of Assets January 1, 2023	$153,404,690
- as a percent of Market Value of Assets	103.9%

SECTION III – ASSETS

Asset Gain/(Loss)

The following table calculates the investment gain/loss and the return for the plan year on an actuarial value basis. This gain/loss is one component of the Fund's overall actuarial experience gain/loss, which is recognized for minimum funding requirements.

Over 2022, the Fund's assets at actuarial value produced an actuarial gain of $1,938,788.

Table III-5
Change in Actuarial Value of Assets

Item	Actuarial Value
January 1, 2022 value	$ 156,837,048
2022 Employer Contributions	5,445,274
2022 Withdrawal Liability Payments	663,674
2022 Benefit Payments	(21,314,557)
Expected Administrative Expenses	(580,313)
Expected Investment Earnings (7%)	10,414,776
Expected Value December 31, 2022	$ 151,465,902
Investment Gain / (Loss)	1,938,788
January 1, 2023 value	$ 153,404,690
Investment Return	8.29%

SECTION IV – LIABILITIES

In this section, we present detailed information on the Fund's liabilities including:

- **Disclosure** of the Fund's liabilities at January 1, 2022 and January 1, 2023; and
- Statement of **changes** in these liabilities during the year.

Disclosure

Several types of liabilities are calculated and presented in this report. Each type is distinguished by the purpose for which they are used.

- **Actuarial Liabilities:** Used in determining minimum funding requirements, maximum tax-deductible contributions, and long-term funding targets, this amount is calculated using the **Entry Age Normal** cost method**.**
- **Accrued Liabilities:** Used for communicating the current levels of liabilities, these liabilities represent the total amount of money needed to fully pay off all future obligations of the Fund using funding assumptions and assuming no further accrual of benefits. They are determined using the **Unit Credit** cost method.

  These liabilities are used for determining funded status under PPA. The law requires them to be compared to the Actuarial Value of Assets to measure funded status. They can also be used to establish comparative benchmarks with other plans.

  The Accrued Liabilities must also be included in the Fund's financial statement for accounting disclosure purposes (FASB ASC Topic No. 960). However, the accounting disclosure must also include the present value of future administrative expenses. This sum is called the Present Value of Accumulated Benefits.

- **Vested Liabilities:** Used for administrative purposes in determining employer Withdrawal Liability, this liability represents that portion of the Accrued Liabilities, which are vested.
- **Current Liabilities:** Used for Federal Government compliance purposes, the calculation of this liability is defined by federal regulations and is used to determine maximum allowable tax-deductible contributions.

The table on the following page discloses each of these liabilities for the current valuation and the prior one. With respect to each disclosure, a subtraction of the appropriate value of fund assets yields, for each respective type, a **surplus or Unfunded Liability**.

SECTION IV – LIABILITIES

Table IV-1
Liabilities/Net Surplus (Unfunded)

	January 1, 2022	January 1, 2023
ACTUARIAL LIABILITY		
Active Participant Benefits	$ 39,605,724	$ 40,400,290
Retiree and Inactive Benefits	255,211,269	254,339,564
Actuarial Liability	**$ 294,816,993**	**$ 294,739,854**
Actuarial Value of Assets	156,837,048	153,404,690
Net Surplus (Unfunded)	**$ (137,979,945)**	**$ (141,335,164)**
ACCRUED LIABILITY		
Active Participant Benefits	$ 34,498,861	$ 33,985,029
Retiree and Inactive Benefits	255,211,268	254,339,564
Accrued Liability	**$ 289,710,129**	**$ 288,324,593**
Actuarial Value of Assets	156,837,048	153,404,690
Net Surplus (Unfunded)	**$ (132,873,081)**	**$ (134,919,903)**
VESTED LIABILITY		
Accrued Liability	$ 289,710,129	$ 288,324,593
Less Present Value of Non-Vested Benefits	2,729,685	2,863,778
Vested Liability	**$ 286,980,444**	**$ 285,460,815**
Market Value of Assets	181,967,256	147,710,912
Net Surplus (Unfunded)	**$ (105,013,188)**	**$ (137,749,903)**
CURRENT LIABILITY (RPA 1994)		
Current Liability	**$ 507,873,393**	**$ 479,425,931**
Market Value of Assets	181,967,256	147,710,912
Net Surplus (Unfunded)	**$ (325,906,137)**	**$ (331,715,019)**

Allocation of Liabilities by Type

The Fund's participants may qualify for a benefit upon death, termination, and disability as well as upon retirement. The value of the liabilities arising from each of these sources is shown in the following table.

Table IV-2
Allocation of Liabilities by Type

Benefit Type	Retirement	Termination	Death	Expenses	Total
Entry Age Normal Cost	$ 683,108	$ 133,638	$ 6,498	$ 602,230	$ 1,425,474
Entry Age Actuarial Liability					
Actives	$ 39,928,433	$ 307,714	$ 164,143	$ 0	$ 40,400,290
Terminated Vesteds	0	73,368,918	0	0	73,368,918
Retirees and Beneficiaries	173,799,558	0	7,171,088	0	180,970,646
Total	$ 213,727,991	$ 73,676,632	$ 7,335,231	$ 0	$ 294,739,854
Current Liability Normal Cost	$ 2,890,651	$ 333,025	$ 18,856	$ 0	$ 3,242,532
Current Liability					
Actives	$ 65,675,906	$ 3,357,323	$ 301,340	$ 0	$ 69,334,569
Terminated Vesteds	0	140,806,609	0	0	140,806,609
Retirees and Beneficiaries	258,599,749	0	10,685,004	0	269,284,753
Total	$ 324,275,655	$ 144,163,932	$ 10,986,344	$ 0	$ 479,425,931
Vested Current Liability					
Actives	$ 61,022,964	$ 3,003,759	$ 289,915	$ 0	$ 64,316,638
Terminated Vesteds	0	140,806,609	0	0	140,806,609
Retirees and Beneficiaries	258,599,749	0	10,685,004	0	269,284,753
Total	$ 319,622,713	$ 143,810,368	$ 10,974,919	$ 0	$ 474,408,000

Currently Liability is based on the RPA 94 assumptions, including an interest rate of 2.55%.

SECTION IV – LIABILITIES

Changes in Liabilities

Each of the liabilities shown in the table below is subject to change at successive valuations as the experience of the Fund varies from that assumed in the valuation. The liabilities may change for any of several reasons, including:

- New hires since the last valuation
- Benefits accrued since the last valuation
- Plan amendments
- Interest on liabilities
- Benefits paid to retirees
- Participants leaving employment at rates different from expected
- Changes in actuarial assumptions
- Changes in actuarial methods

Table IV-3
Reconciliation of Liabilities

	Actuarial Liability	Accrued Liability
Liabilities as of January 1, 2022	$ 294,816,993	$ 289,710,129
Liabilities as of January 1, 2023	$ 294,739,854	$ 288,324,593
Liability Increase (Decrease)	$ (77,139)	$ (1,385,536)
Change Due due to:		
Plan Amendment	$ 0	$ 0
Assumption Change	0	0
Accrual of Benefits	748,699	1,110,232
Passage of Time (Interest less benefits paid)	(1,358,351)	(1,690,524)
Other Sources	0	0
Actuarial Liability (Gain) / Loss	532,513	(805,244)
Total Change	$ (77,139)	$ (1,385,536)

SECTION V – CONTRIBUTIONS

In this section, we present detailed information on the Fund's contributions from two perspectives:

- **Actuarially determined** contributions or actuarial cost and
- **Government Limits,** which could affect the above.

Actuarial Determined Contributions

For this Fund, the cost method used to calculate the actuarially determined contribution is the **Entry Age Normal** cost method. The actuarially determined contribution or cost is determined in two parts.

The first part is the **Entry Age Normal** cost. This is the level cost of providing the benefits promised by the Fund to each individual participant in service at the valuation date assuming that contributions are made over the period of the participant's working life. The normal cost includes a provision for the Fund's expenses.

The second part is an amortization payment to pay off the Unfunded Actuarial Liability. The Unfunded Actuarial Liability is the difference between the actuarial assets of the Fund at the valuation date and the assets the Fund should hold as determined by the actuarial cost method. The amortization payment is determined using the amortization schedule established by the IRS minimum funding rules. In addition to this amount, a Funding Deficiency needs to be addressed. Under the IRS rules prior to PPA this would have been a simple one-time addition to the required contribution.

Government Limits

ERISA and the IRS tax code place various limits on the contributions made to qualified pension plans. The limits impact the minimum that must be paid, the maximum that can be deducted and the timing of contributions. Pension plans are required to retain an Enrolled Actuary to report on the progress of funding through completion of Schedule MB to Form 5500 on an annual basis. The actuarially determined contribution and cost for 2023 are shown in the following table compared to the various Government Limits and the estimated employer contributions (including Withdrawal Liability payments).

The table below summarizes the results of the tables on the following pages. It also shows the per capita actuarially determined contribution/actuarial cost and per capita expected contribution. The cost is almost two times the expected contribution.

Table V-1
Contributions for 2023

Required Contribution Before Funding Deficiency		
Entry Age Normal Cost	$	823,244
Administrative Expense		602,230
Amortization Payment		8,387,410
Interest to End of Year		686,902
Total	$	10,499,786
Government Limits		
Maximum Deductible Contribution	$	520,648,849
Minimum Required Contribution (before Funding Deficiency)	$	10,499,786
Funding Deficiency (with interest to End of Year)	$	71,786,490
Minimum Contribution (after Funding Deficiency)	$	82,286,276
Employer Contributions with Interest*	$	6,595,422
Count of Active Participants		289
Per Capita Actuarial Cost	$	36,331
Per Capita Contribution	$	22,822

* Estimated contributions of $6,376,035 (including interest to end of year)

SECTION V – CONTRIBUTIONS

Table V-2
Funding Standard Account for 2022 and 2023 Plan Years

	2022	2023
1. Charges For Plan Year		
a. Funding Deficiency	$ 58,426,428	$ 67,090,178
b. Normal Cost with Expenses	1,329,012	1,425,474
c. Amortization Charges	18,778,512	17,839,334
d. Interest on a., b. and c. to Year End	5,497,377	6,044,849
e. Additional Funding Charge	N/A	N/A
f. Interest Charge due to Late Quarterly Contributions	N/A	N/A
g. Total Charges	$ 84,031,329	$ 92,399,835
2. Credits For Plan Year		
a. Prior Year Credit Balance	$ 0	$ 0
b. Employer Contributions (actual/*expected*)	6,108,948	*6,376,035*
c. Amortization Credits	9,927,108	9,451,924
d. Interest on a., b., and c. to Year End	905,095	881,022
e. Full Funding Limit Credit	0	0
f. Total Credits	$ 16,941,151	$ 16,708,981
3. Credit Balance at End of Year [2. - 1., not less than $0]	$ 0	$ 0
4. Funding Deficiency at End of Year [1. – 2., not less than $0]	$ 67,090,178	$ 75,690,854

SECTION V – CONTRIBUTIONS

Table V-3
Calculation of the Maximum Deductible Contribution for the Plan Year Starting January 1, 2023

1. "Fresh Start" Method		
a. Normal Cost with Expenses	$	1,425,474
b. Net Charge to Amortize Unfunded Actuarial Liability Over 10 years		18,806,493
c. Interest on a. and b.		1,416,238
d. Total		21,648,205
e. Minimum Required Contribution at Year End		82,286,276
f. Larger of d. and e.		82,286,276
g. Full Funding Limitation as of Year End		284,810,327
h. Regular Maximum Deductible Contribution, lesser of f. and g.	$	82,286,276
2. 140% of Current Liability Calculation*		
a. RPA 1994 Current Liability at Start of Year	$	479,425,931
b. Present Value of Benefits Estimated to Accrue during Year		3,242,532
c. Expected Benefit Payments		23,007,960
d. Net Interest on a., b. and c. at Current Liability Interest Rate		12,016,541
e. Expected Current Liability at End of Year, [a. + b. – c. + d.]		471,677,044
f. 140% of e.		660,347,862
g. Actuarial Value of Assets		153,404,690
h. Expected Expenses at Start of Year		602,230
i. Net Interest on c., g. and h. at Valuation Interest Rate		9,904,513
j. Estimated Value of Assets, [g. – c. – h. + i.]		139,699,013
k. Unfunded Current Liability at Year End, [f. – j.]	$	520,648,849
3. Maximum Deductible Contribution at Year End, greater of 1. and 2.	$	520,648,849

* Based on combined mortality specified in Reg. §1.412(l)(7)-1 and an interest rate of 2.55%.

SECTION V – CONTRIBUTIONS

Table V-4
Development of Actuarial Gain/(Loss)
for the Year Ended December 31, 2022

1.	Unfunded Actuarial Liability at Start of Year	$ 137,979,945
2.	Normal Cost (with expenses) at Start of Year	$ 1,329,012
3.	Interest on 1. and 2. to End of Year	$ 9,751,627
4.	Employer Contributions for Year	$ 6,108,948
5.	Interest on 4. to End of Year	$ 210,197
6.	Change in Unfunded Actuarial Liability Due to Changes in Plan Design	$ 0
7.	Change in Unfunded Actuarial Liability Due to Changes in Assumptions	$ 0
8.	Expected Unfunded Actuarial Liability at End of Year [1. + 2. + 3. – 4. - 5. + 6.+ 7.]	$ 142,741,439
9.	Actual Unfunded Actuarial Liability at End of Year, not less than zero	$ 141,335,164
10.	Actuarial Gain / (Loss) [8. – 9.]	$ 1,406,275
	(a) Liability Gain / (Loss)	$ (532,513)
	(b) Asset Gain / (Loss)	$ 1,938,788

SECTION V – CONTRIBUTIONS

Table V-5
Schedule of Amortizations Required for Minimum Required Contribution
as of January 1, 2023

Type of Base	Date Established	1/1/2023 Outstanding Balance	Remaining Amortization Years [1]	Beginning of Year Amortization Amount
CHARGES				
1. Increase in Employer Contributions	01/01/1989	$ 124,063	1	$ 124,063
2. Increase in Employer Contributions	01/01/1990	205,120	2	106,029
3. Increase in Employer Contributions	01/01/1991	476,418	3	169,663
4. Plan Amendments	01/01/1992	16,316	4	4,503
5. Increase in Employer Contributions	01/01/1992	240,066	4	66,235
6. Change in Actuarial Assumptions	01/01/1992	698,176	4	192,637
7. Increase in Employer Contributions	01/01/1993	454,488	5	103,594
8. Increase in Employer Contributions	01/01/1994	641,185	6	125,718
9. Increase in Employer Contributions	01/01/1995	584,541	7	101,367
10. Plan Amendments	01/01/1996	357,198	8	55,906
11. Increase in Employer Contributions	01/01/1996	684,572	8	107,144
12. Plan Amendments	01/01/1997	24,800	9	3,558
13. Increase in Employer Contributions	01/01/1997	773,186	9	110,910
14. Increase in Employer Contributions	01/01/1998	352,849	10	46,951
15. Plan Amendments	01/01/1998	6,406,140	10	852,421
16. Increase in Employer Contributions	01/01/1999	1,151,723	11	143,543
17. Plan Amendments	01/01/1999	2,599,642	11	324,000
18. Increase in Employer Contributions	01/01/2000	301,329	12	35,456
19. Plan Amendments	01/01/2001	263,619	13	29,479
20. Change in Actuarial Assumptions	01/01/2001	488,030	13	54,573

[1] The remaining amortization period for the charge bases established prior to 1/1/2009 reflect a 5-year automatic extension granted under 431(d).

SECTION V – CONTRIBUTIONS

Table V-5
Schedule of Amortizations Required for Minimum Required Contribution
as of January 1, 2023

Type of Base	Date Established	1/1/2023 Outstanding Balance	Remaining Amortization Years [1]	Beginning of Year Amortization Amount
CHARGES				
21. Increase in Employer Contributions	01/01/2001	$ 1,642,616	13	$ 183,683
22. Plan Amendments	01/01/2002	431,709	14	46,135
23. Increase in Employer Contributions	01/01/2002	1,521,259	14	162,568
24. Increase in Employer Contributions	01/01/2003	1,729,620	15	177,480
25. Increase in Employer Contributions	01/01/2004	1,577,790	16	156,095
26. Experience Loss	01/01/2004	589,952	1	589,952
27. Increase in Employer Contributions	01/01/2005	1,803,235	17	172,614
28. Experience Loss	01/01/2005	962,362	2	497,452
29. Recognized Portion of the 2008 ENIL	01/01/2009	34,092,700	15	3,498,313
30. Bifurcation Base	01/01/2009	4,599,355	6	901,800
31. Bifurcation Base	01/01/2010	1,559,497	2	806,118
32. Recognized Portion of the 2008 ENIL	01/01/2011	4,930,717	15	505,950
33. Recognized Portion of the 2008 ENIL	01/01/2012	15,786,929	15	1,619,925
34. Assumption Change	01/01/2012	5,707,958	4	1,574,907
35. Recognized Portion of the 2008 ENIL	01/01/2013	5,277,090	15	541,492
36. Recognized Portion of the 2008 ENIL	01/01/2014	3,329,239	15	341,619
37. Experience Loss	01/01/2015	2,842,613	7	492,949
38. Experience Loss	01/01/2016	4,677,480	8	732,082
39. Experience Loss	01/01/2017	1,814,215	9	260,242
40. Experience Loss	01/01/2018	1,552,736	10	206,612
41. Assumption Change	01/01/2020	13,713,434	12	1,613,596
TOTAL CHARGES		$126,985,967		$ 17,839,334

[1] The remaining amortization period for the charge bases established prior to 1/1/2009 reflect a 5-year automatic extension granted under 431(d).

SECTION V – CONTRIBUTIONS

Table V-5
Schedule of Amortizations Required for Minimum Required Contribution as of January 1, 2023

Type of Base	Date Established	1/1/2023 Outstanding Balance	Remaining Amortization Years	Beginning of Year Amortization Amount
CREDITS				
1. Change in Actuarial Assumptions	01/01/1994	$ 42,253	1	$ 42,253
2. Change in Actuarial Assumptions	01/01/1996	872,903	3	310,861
3. Change in Actuarial Assumptions	01/01/1999	100,934	6	19,791
4. Change in Actuarial Assumptions	01/01/2002	627,609	9	90,027
6. Method Change	01/01/2009	10,691,155	16	1,057,701
7. Recognized Portion of the 2008 ENIL	01/01/2010	6,077,467	15	623,620
8. Plan Amendment	01/01/2010	4,319,716	2	2,232,897
9. Bifurcation Base	01/01/2011	2,255,541	3	803,249
10. Bifurcation Base	01/01/2012	1,182,069	4	326,149
11. Bifurcation Base	01/01/2013	7,240,172	5	1,650,291
12. Bifurcation Base	01/01/2014	2,067,025	6	405,283
13. Experience Gain	01/01/2019	646,831	11	80,616
14. Experience Gain	01/01/2020	1,659,243	12	195,236
15. Experience Gain	01/01/2021	4,324,899	13	483,624
16. Assumption Change	01/01/2022	137,135	14	14,655
17. Experience Gain	01/01/2022	9,089,754	14	971,371
18. Experience Gain	01/01/2023	1,406,275	15	144,300
TOTAL CREDITS		52,740,981		$ 9,451,924
NET CHARGE		**$ 74,244,986**		**$ 8,387,410**

SECTION V – CONTRIBUTIONS

Table V-6
Accumulated Reconciliation Account and Balance Test
as of January 1, 2023

1. Amount due to Additional Interest Charges in prior years	$	0
2. Amount due to Additional Funding Charges in prior years		NA
3. Reconciliation Account at Start of Year [1. + 2.]	$	0
4. Net Outstanding Amortization Bases	$	74,244,986
5. Funding Deficiency at Start of Year	$	67,090,178
6. Unfunded Actuarial Liability at Start of Year from Funding Equation [4. – 3. + 5.]	$	141,335,164
7. Actuarial Liability at Start of Year	$	294,739,854
8. Actuarial Value of Assets at Start of Year	$	153,404,690
9. Unfunded Actuarial Liability at Start of Year from Liability Calculation [7. – 8., Limited to Zero]	$	141,335,164

The Fund passes the Balance Test because line 6. equals line 9.

SECTION V – CONTRIBUTIONS

Table V-7
Development of Full Funding Limitation
for Plan Year Starting January 1, 2023

	Minimum	Maximum
1. Entry Age Actuarial Liability Calculation		
a. Actuarial Liability	$ 294,739,854	$ 294,739,854
b. Normal Cost with Expenses	1,425,474	1,425,474
c. Lesser of Market Value and Actuarial Value of Assets	147,710,912	147,710,912
d. Credit Balance at Start of Year	0	0
e. Actuarial Liability Full Funding Limit [a. + b. – c. + d.] x 1.07, limited to zero	$ 158,846,225	$ 158,846,225
2. Full Funding Limit Overide (RPA 1994)		
Interest Rate used to Calculate Current Liability	2.55%	2.55%
a. RPA 1994 Current Liabilty at Start of Year	$ 479,425,931	$ 479,425,931
b. Present Value of Benefits Estimated to Accrue during Year	3,242,532	3,242,532
c. Expected Benefit Payments	23,007,960	23,007,960
d. Net Interest on a., b. and c. at Current Liability Interest Rate	12,016,541	12,016,541
e. Expected Current Liability at End of Year, [a. + b. – c. + d.]	471,677,044	471,677,044
f. 90% of e.	424,509,340	424,509,340
g. Actuarial Value of Assets at Start of Year	153,404,690	153,404,690
h. Expected Expenses	602,230	602,230
i. Net Interest on c., g. and h. at Valuation Interest Rate	9,904,513	9,904,513
j. Estimated Value of Assets, [g. – c. – h. + i.]	139,699,013	139,699,013
k. RPA 1994 Full Funding Limit Override	$ 284,810,327	$ 284,810,327
3. Full Funding Limitation at End of Year, greater of 1e. and 2k.	$ 284,810,327	$ 284,810,327

SECTION VI – WITHDRAWAL LIABILITY

The Multi-Employer Pension Plan Amendments Act of 1980 (MPPAA) provides that a contributing employer who withdraws from a multi-employer pension plan, either partially or totally, will be liable to the Fund for a share of the Fund's Unfunded Vested Benefits (UVB) that exist as of the end of the plan year prior to the year in which the withdrawal occurs. The UVB is apportioned using the Presumptive Method as described in ERISA §4211(b)(1).

Vested Benefits are the benefits that the Fund cannot take away from participants. Vested Benefits belong to two groups of participants: those former employees who have retired and are currently receiving retirement benefits; and those employees and former employees who have not yet retired, but who have accumulated enough service to earn the right to receive a benefit when they do retire even if their employment is terminated prior to retirement.

The total liability for all Vested Benefits as of December 31, 2022 is $285,460,815. This liability has been determined using the actuarial assumptions shown in Appendix C for funding purposes. As of December 31, 2022, the Market Value of Assets applicable to the use of the Presumptive Method of allocating UVB was $147,710,912. Because the Present Value of Vested Benefits exceeds the assets of the Fund, there are Unfunded Vested Benefits as of December 31, 2022. Consequently, a participating employer who withdraws from the Fund during the plan year beginning January 1, 2023 may have a Withdrawal Liability, which will be based on its share of the Unfunded Vested Benefits.

In addition, a withdrawing employer will be assessed a portion of the Affected Benefit liability in accordance with the provisions of the Pension Protection Act. The Affected Benefit liability arose when the Fund removed certain Adjustable Benefits effective January 1, 2010. The unamortized balance of the Affected Benefit liability at December 31, 2022 is $77,158.

Table VI-1
Withdrawal Liability
Unfunded Vested Benefits as of December 31, 2022

1. Present Value of Vested Benefits	
a. Retirees and Beneficiaries	$ 180,970,646
b. Terminated Vested Participants	73,368,918
c. Active Participants	31,121,251
d. Total	$ 285,460,815
2. Market Value of Assets	$ 147,710,912
3. Unfunded Vested Benefits [1d. – 2.]	$ 137,749,903
4. Funded Ratio [2. ÷ 1d.]	51.74%
5. Unamortized Balance of Affected Benefits	$ 77,158
6. Total Allocable Withdrawal Liability [3. + 5.]	$ 137,827,061

SECTION VII – FASB ASC 960 DISCLOSURES

Table VII-1
Present Value of Accumulated Benefits as of January 1, 2023
in Accordance with FASB ASC 960

		Amounts	Counts
1. Actuarial Present Value of Vested Benefits			
For Retirees and Beneficiaries	$	180,970,646	1,085
Terminated Vesteds		73,368,918	600
Active Participants		31,121,251	206
Total Vested Benefits	$	285,460,815	1,891
2. Non-vested Benefits	$	2,863,778	83
3. Present Value of Expected Administrative Expenses[1]	$	8,121,407	
4. Accumulated Benefits	$	296,446,000	1,974
5. Market Value of Assets	$	147,710,912	
6. Funded Ratios			
Vested Benefits		52%	
Accumulated Benefits		50%	

Reconciliation of Present Value of Accumulated Benefits

1. Actuarial Present Value at Start of Prior Year	$	289,710,129
2. Increase (Decrease) over Prior Year due to:		
Benefit Accruals	$	1,110,232
Benefit Payments		(21,314,557)
Increase for Interest		19,624,033
Liability Experience (Gains)/Losses		(805,244)
Changes in Assumptions		0
Plan Amendments		0
Total	$	(1,385,536)
3. Actuarial Present Value at End of Prior Year (w/o Administrative Expenses)	$	288,324,593
4. Present Value of Expected Administrative Expenses[1]	$	8,121,407
5. Actuarial Present Value at End of Prior Year (w/ Administrative Expenses)	$	296,446,000

[1] The present value of expected administrative expenses is equal to 2.82% of the Accrued Liability.

APPENDIX A – MEMBERSHIP INFORMATION

The data for this valuation was provided by Associated Administrators LLC (AA). Cheiron did not audit any of the data; however, the data was reviewed to ensure that it complies with generally accepted actuarial standards. The data is as of January 1, 2023.

The following is a list of data charts contained in this section:

- Age/Service Distribution for Active Participants
- Counts and Average Benefit Amount by Age for Retirees, Beneficiaries, and Disabled Participants
- Counts and Average Benefit Amount by Age for Terminated Vested Participants

Table A-1
Age/Service Distribution of Active Participants as of January 1, 2023

	COMPLETED YEARS OF CREDITED SERVICE							
AGE	0-4	5-9	10-14	15-19	20-24	25-29	30 & Up	Total
Under 25	11	0	0	0	0	0	0	11
25-29	13	3	0	0	0	0	0	16
30-34	8	6	1	0	0	0	0	15
35-39	14	12	11	7	0	0	0	44
40-44	17	7	8	6	8	0	0	46
45-49	10	4	6	9	8	1	0	38
50-54	3	3	5	11	8	11	1	42
55-59	5	3	3	8	8	6	7	40
60-64	1	3	7	5	7	3	5	31
65 & Up	0	2	1	0	2	1	0	6
Total	82	43	42	46	41	22	13	**289**

Average Age = **46.3** Average Service = **13.1**

APPENDIX A – MEMBERSHIP INFORMATION

Table A-2
Age/Benefit Distribution of Inactive Participants as of January 1, 2023

PENSIONERS AND BENEFICIARIES RECEIVING BENEFITS

	Normal, Early Deferred Vested Retirements		Surviving Spouses and Beneficiaries Receiving Benefits		Total	
Age	**Number**	**Monthly Benefit**	**Number**	**Monthly Benefit**	**Number**	**Monthly Benefit**
Under 55	3	$ 11,095	1	$ 227	4	$ 11,322
55-59	36	138,344	4	2,862	40	141,206
60-64	239	596,193	16	8,205	255	604,398
65-69	254	461,618	22	10,893	276	472,511
70-74	160	230,309	30	15,209	190	245,518
75-79	117	134,555	30	18,487	147	153,042
80 & Over	139	125,602	34	17,711	173	143,313
Total	948	$ 1,697,716	137	$ 73,594	**1,085**	**$ 1,771,310**

DEFERRED VESTED PARTICIPANTS AND SURVIVING SPOUSES ENTITLED TO FUTURE BENEFITS

Age	**Number**	**Monthly Benefit Payable at Normal Retirement Date**
Under 45	90	$ 93,973
45-49	77	92,121
50-54	135	229,739
55-59	213	449,415
60-64	54	71,318
65 & Over	31	18,390
Total	600	$ 954,956

APPENDIX A – MEMBERSHIP INFORMATION

Table A-3
Participant Reconciliation from January 1, 2022 to January 1, 2023

	Actives	Terminated Vested	Deferred Spouses	Retired	QDROs	Spouses	Total
1. **January 1, 2022 Valuation**	**285**	**620**	**18**	**908**	**31**	**130**	**1,992**
2. Additions							
a. New entrants	29						29
b. New spouse							0
c. New QDRO					3		3
d. Pickups		1					1
Total Additions	**29**	**1**	**0**	**0**	**3**	**0**	**33**
3. Reductions							
a. Terminated - not vested	(12)						(12)
b. Non-Participating							0
c. Lump sum							0
d. Deaths without beneficiary	(1)	(1)		(29)	(2)	(5)	(38)
e. Data corrections, missing	(1)			(1)			(2)
Total Reductions	**(14)**	**(1)**	**0**	**(30)**	**(2)**	**(5)**	**(52)**
4. Changes in status							
a. Terminated - vested	(14)	14					0
b. Returned to work	10	(10)					0
c. Retired	(7)	(40)	(1)	47		1	0
d. Died with beneficiary		(7)	6	(9)		10	0
e. Data corrections						1	1
Total Changes	**(11)**	**(43)**	**5**	**38**	**0**	**12**	**1**
5. **January 1, 2023 Valuation**	**289**	**577**	**23**	**916**	**32**	**137**	**1,974**

APPENDIX B – SUMMARY OF MAJOR PLAN PROVISIONS

This summary of plan provisions provides an overview of the major provisions of the pension fund used in the actuarial valuation. It is not intended to replace the more precise language of the plan document and is not to be relied upon for calculating participant benefits.

1. Eligibility

Any employee on whose behalf contributions are made to the pension plan is eligible to participate in the Fund.

2. Normal Retirement

Eligibility: Age 60 with five years of service.

For service after the adoption or imposition of a Rehabilitation Benefit Schedule, the normal retirement age has been increased to age 62 with five years of service.

Amount: Percentage of Contributions

For service prior to the adoption or imposition of a Rehabilitation Benefit Schedule:

A monthly life annuity reducing to 55% of the original amount after 60 months, equal to (a) 4.17% of all contributions required to be made on a participant's behalf on and after January 1, 1978 plus (b) X% of all contributions required to be made on a participant's behalf prior to January 1, 1978, where "X" is determined from the following table:

Participant's Age on January 1, 1978	X%	Participant's Age on January 1, 1978	X%
60 or over	12.0	49	7.6
59	11.6	48	7.2
58	11.2	47	6.8
57	10.8	46	6.4
56	10.4	45	6.0
55	10.0	44	5.6
54	9.6	43	5.2
53	9.2	42	4.8
52	8.8	41	4.4
51	8.4	40 and under	4.17
50	8.0		

For those employers who elected through a collective bargaining agreement to make a supplemental contribution beginning January 1, 1998, the monthly life annuity above reduces to 55% of the original amount after 96 months instead of 60.

Effective for participants who earned an hour of service on or after January 1, 1999, 24 months is added to the number of months described above (i.e., 60 months and 96 months for a total of 84 and 120 months, respectively).

For service after the adoption or imposition of a Rehabilitation Benefit Schedule:

Preferred Schedule: 2.0% of all contributions required to be made on a participant's behalf on and after the date of adoption of the Preferred Schedule, reducing to 1.0% after the pension has been in effect for 60, 84, 96, or 120 months.

APPENDIX B – SUMMARY OF MAJOR PLAN PROVISIONS

Default Schedule: 1.0% of all contributions required to be made on a participant's behalf on and after the date of adoption or imposition of the Default Schedule.

3. Early Retirement Benefit

Eligibility: On completion of 30 years of service with the Fund.

Amount: Accrued normal retirement benefit payable immediately.

4. Postponed Retirement Benefit

A participant who elects to postpone his retirement of contributions benefit beyond his normal retirement date is entitled to a postponed retirement benefit, in lieu of his normal retirement benefit, in the amount of the normal retirement benefit calculated as if he had reached his normal retirement date on the day he actually retires.

5. Termination Benefit

Eligibility: Five credited years of service for vesting.

Amount: A deferred annuity in the amount of the participant's accrued normal benefit at termination commencing at the participant's normal retirement age.

6. Death Benefits

<u>Pre-Retirement Lump-Sum Death Benefit</u>

Eligibility: Five continuous years of participation in the pension plan, and has had at least 40 weeks' payments into the trust fund by an employer.

Amount: $2.00 per paid week up to a maximum of $2,000 reduced by any disability benefits paid.

Eliminated after the adoption or imposition of a Rehabilitation Benefit Schedule.

<u>Pre-Retirement Spouse's Pension</u>

Eligibility: Available only to married participants who are eligible for a termination benefit, including vested terminated participants.

Amount: A life annuity to the participant's lawful spouse in the amount of the surviving spouse's benefit that would have been provided under the qualified joint and survivor annuity payable at what would have been the participant's earliest retirement date.

The pre-retirement spouse's benefit will be paid in addition to the lump-sum death benefit.

APPENDIX B – SUMMARY OF MAJOR PLAN PROVISIONS

7. Normal Form of Pension

For participants who are married as of the normal retirement date, the normal retirement benefit is automatically payable as a joint and survivor annuity actuarially equivalent to the above benefit. The normal form of pension payable to a married employee who does not elect otherwise will be an actuarially reduced pension on the Joint and 50% Survivor basis.

8. Effective Date of Plan

August 15, 1965

9. Last Amended

The last restatement was as of January 1, 2015.
The Rehabilitation Plan was last amended in 2014 to adopt reasonable measures to forestall insolvency.

10. Contributions

Employee: None permitted or required.

Employer: On an hourly or weekly basis, on behalf of participating employees, as specified in the applicable collective bargaining agreement.

11. Changes since Last Valuation

None

APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

1. Rates of Investment Return

Funding purposes: 7.00%

Current Liability under RPA 1994: 2.55%

This interest rate is the top of the corridor established by law.

All investment returns are net of investment expenses.

2. Rates of Mortality

Funding:
Pri-2012 amount-weighted Blue-Collar table with projection scale MP-2021 as published by the Retirement Plans Experience Committee (RPEC) of the Society of Actuaries

Current Liability under RPA 1994:
The 2023 Static Mortality Table as prescribed under IRS Regulations.

3. Rates of Disability

None assumed.

4. Rates of Turnover

Double the combination of Sarason's Advanced Pension Tables. Sample rates:

Age	Rate
20	24.77%
22	22.62
24	20.47
25	19.40
26	18.02
28	15.25
30	12.49
35	8.21
40	5.24
45	2.57
50	0.00

5. Rates of Retirement

For individuals commencing from Active status:

Age	Less than 30 Years of Service NRA = 60	Less than 30 Years of Service NRA = 62	30 Years of Service	Over 30 Years of Service
<60	0%	0%	35%	15%
60	25%	0%	100%	100%
61	15%	0%	100%	100%
62	15%	25%	100%	100%
63 – 64	15%	15%	100%	100%
65+	100%	100%	100%	100%

APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

6. Rates of Retirement (continued)

For individuals commencing from Inactive status:

Age	NRA of 60	NRA of 62
<60	0%	0%
60	50%	0%
61	25%	0%
62	25%	50%
63-64	25%	25%
65+	100%	100%

7. Marriage Rates

Percentage Married: Males – 61%
Females – 61%

Age Differences: Males are assumed to be three years older than spouse.

8. Payment Form Elections

Level Income Option – 65%
Single Life or Certain Annuity – 15%
Joint & Survivor Annuity – 20%

9. Administrative Expenses

$602,230 payable at the beginning of the year. Projected expenses incorporate an expense inflation assumption of 2% per year.

For financial disclosure under FASB ASC 960, the present value of future administrative expense is 2.82% of accrued liability. This amount is based on future projected cash flows of $305.08 per participant, mid- year, that increase 2% per year for inflation.

10. Active Participants

All non-retired participants who have hours worked during the plan year ending December 31, 2022.

11. Future Hours Worked By Active Participants

Each active participant will work average annual hours worked in the past three years, excluding the year of entry. No participant is assumed to work less than 870 hours per year.

12. Contribution Rate Used for Determination of Minimum Flat Benefit

The contribution rate in effect on January 1, 2023.

13. Contribution Rate Used for Determination of Percentage of Contributions Benefit

The contribution rate in effect on January 1, 2023.

APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

14. Participant Data

This report is based upon employee data furnished by the Fund Administrator. All non-retired participants who have hours worked during the plan year ending December 31, 2022 are assumed to be active participants as of January 1, 2023 unless identified as having been terminated.

15. Assets

Provided by the independent auditors' report as of December 31, 2022.

The Actuarial Value of Assets is based on the market value with an adjustment to smooth appreciation or depreciation in the market value over the past five years.

80% of the net appreciation or depreciation for the most recently completed plan year is removed from the value of the assets, 60% of the appreciation or depreciation for the year prior to that is removed, etc., until the fifth year prior to this plan year for which none of the appreciation or depreciation is removed. The Actuarial Value of Assets is adjusted, if necessary, to be within 80% to 120% of the market value of the assets.

16. Rehabilitation Plan Benefit Schedule

In preparing our report and valuation results, all participating employers were valued under the Preferred Schedule as of January 1, 2023.

17. Choice of Assumptions

Economic: The expected investment return was chosen by modeling the Fund's current asset allocation with the 2023 Horizon Investment Survey and using input from the Fund's investment adviser.

Demographic: The demographic assumptions were reviewed concurrently with the 2020 valuation and updated to better reflect actual experience. The mortality assumption is based on the Safe-Harbor mortality assumption defined in the American Rescue Plan Act.

18. Changes in Assumptions since Last Valuation

For funding calculations, the administrative expense assumption was changed from $580,313 to $602,230.

For financial disclosure under FASB Topic ASC 960, the present value of future administrative expense is based on future mid-year cash flows of $305.08 per participant that increase 2% per year for inflation. Last year we used $291.32 per participant.

The RPA '94 Current Liability interest rate was changed from 2.22% to 2.55% and the RPA '94 Current Liability mortality table was changed from the IRS 2022 Static Mortality Table to the IRS 2023 Static Mortality Table to comply with appropriate guidance.

B. Actuarial Methods

1. Asset Valuation Method

The Actuarial Value of Assets is determined in accordance with Section 3.16 of Revenue Procedure 2000-40 using a five-year smoothing period. Specifically, the Actuarial Value of Assets as of January 1, 2006 is set equal to the Market Value of Assets. For each subsequent plan year, the actuarial value shall be the market value minus a decreasing fraction (4/5, 3/5, 2/5, 1/5) of each gain or loss for each of the preceding four plan years except for 2008 market losses which are recognized at 10% a year due to funding relief. Gains or losses prior to January 1, 2006 are ignored.

The resulting Actuarial Value of Assets is then limited to be no greater than 120% and no less than 80% of the Market Value of Assets on the valuation date.

2. Funding Method: Entry Age Normal Cost Method

Under the Entry Age Normal cost method, the individual Entry Age Normal cost is determined for each participant by calculating the level annual contribution required to fund that individual's expected benefits based on the current plan provisions over the participant's expected active working lifetime with the Fund at entry.

At the valuation date, the present value of future normal cost is calculated for each individual participant by multiplying the Entry Age Normal cost by the present value of the participant's expected future active working lifetime with the Fund. The cost for each participant is then summed to yield the present value of future normal costs.

The excess of the present value of future benefits for all individuals at the valuation date over the present value of future normal costs is called the Actuarial Liability, or past service liability.

The excess, if any, of the Actuarial Liability over the Actuarial Value of Assets is known as the Unfunded Accrued Liability. If the Actuarial Value of Assets exceeds the Actuarial Liability, the Fund may have a surplus.

3. PRA 2010 Funding Relief

The Fund's Board of Trustees elected funding relief under §431(b)(8) of the Code and §304(b)(8) of ERISA, specifically:

- The "special amortization rule," which allows the Fund's investment losses for the plan year ended December 31, 2008 be separately amortized over 29 years.

APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

4. Reliance on Models

Cheiron utilizes ProVal, an actuarial valuation software leased from Winklevoss Technologies (WinTech) to calculate the liabilities, normal costs and projected benefit payments. We have relied on WinTech as the developer of ProVal. We have reviewed ProVal and have a basic understanding of it and have used ProVal in accordance with its original intended purpose. We have not identified any material inconsistencies in assumptions or output of ProVal that would affect this actuarial valuation.

Projections in this report were developed using *P-Scan*, our proprietary tool for developing deterministic projections to illustrate the impact of changes in assumptions, methods, plan provisions, or actual experience (particularly investment experience) on the future financial status of the Plan.

5. Changes in Actuarial Methods Since Last Valuation

None

Classic Values, Innovative Advice