

**Industry And Local 338
Pension Fund**
911 Ridgebrook Road
Sparks, MD 21152-9451
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www.associated-admin.com

October 2020

To: All Participants, Beneficiaries, Participating Unions, and Contributing Employers

From: Board of Trustees of the Industry and Local 338 Pension Fund

Subject: Annual Funding Notice for the Fiscal Year ending June 30, 2020

Attached to this letter is the “Annual Funding Notice” for the Industry and Local 338 Pension Fund (the “Plan”) for the prior fiscal year, which began July 1, 2019 and ended June 30, 2020. This notice provides basic information on the Plan’s funded status for the prior fiscal year. Federal law requires the Plan to send you this notice, which includes mostly historical information.

Background

The Plan remains in the “Green Zone” as of July 1, 2020.

As you will recall, the Plan was certified in “Critical Status” (the “Red Zone”) for two fiscal years before emerging to the Green Zone as of July 1, 2019. Because the Plan was first certified in Endangered Status for the fiscal year beginning July 1, 2016, the Trustees were required to adopt a “Funding Improvement Plan” to enable the Plan to meet certain funding benchmarks over a ten-year period. The Trustees were required to adopt a Rehabilitation Plan for the fiscal year beginning July 1, 2017 when the Plan was first certified in Critical Status. This Rehabilitation Plan replaced the Funding Improvement Plan. While the Plan remained in Critical Status, the Rehabilitation Plan also remained in effect.

Now that the Plan is in the “Green Zone,” the Rehabilitation Plan no longer applies. The Trustees have adopted a Funding Policy to help protect and improve the Plan’s funding.

Plan Remains Underfunded

The primary reason for the Plan emerging from Critical Status is the adherence to the Rehabilitation Plan adopted by the Trustees. As a result, the Plan was able to emerge from Critical Status into the Green Zone as of July 1, 2019.

Nevertheless, the Plan remains underfunded. The Plan's estimated funded percentage as of July 1, 2020 is 88%, on the basis of the actuarial value of assets. As described in the attached Annual Funding Notice, the "actuarial value" of assets smooths out fluctuations in market returns. The "market value" of assets, however, does not smooth out these fluctuations. While federal law requires the use of the actuarial value of assets to determine whether the Plan is in Endangered Status or Critical Status, the market value of assets tends to show a clearer picture of the Plan's funded status at a given point in time.

On the basis of the market value of assets, the Plan is about 84% funded as of July 1, 2020. In other words, the fair market value of the Plan's assets covers only 84% of the value of its promised benefits. The funded percentage is very sensitive to the current dynamic economic environment.

Where to Get More Information

For more information or to request a copy of the Funding Policy, you may contact the Board of the Trustees of the Industry and Local 338 Pension Fund, c/o Associated Administrators, LLC 911 Ridgebrook Rd., Sparks, MD, 21152, Telephone: 855-412-3797. For identification purposes, the official plan name is "Industry and Local 338 Pension Fund," the official plan number ("PN") is 001, and the plan sponsor's employer identification number ("EIN") is 51-6126649.

Sincerely,

Board of Trustees

**Industry And Local 338
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ANNUAL FUNDING NOTICE
For
Industry and Local 338 Pension Fund

Introduction

This notice includes important information about the funding status of your multiemployer 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 July 1, 2019 and ending June 30, 2020 (“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 each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

Funded Percentage			
	2019 Plan Year July 1, 2019–June 30, 2020	2018 Plan Year July 1, 2018–June 30, 2019	2017 Plan Year July 1, 2017–June 30, 2018
Valuation Date	July 1, 2019	July 1, 2018	July 1, 2017
Funded Percentage	87.6%	90.5%	82.0%
Value of Assets	\$92,690,276	\$92,666,162	\$93,057,325
Value of Liabilities	\$105,801,761	\$102,392,918	\$113,387,634

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.

	June 30, 2020	June 30, 2019	June 30, 2018
Fair Market Value of Assets	\$90,132,041*	\$91,152,183	\$91,628,548

*Note, the asset value as of June 30, 2020 is a preliminary number since the Plan does not have audited asset values as of that date.

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in “endangered” status if its funded percentage is less than 80 percent. 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.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 1,150. Of this number, 226 were current employees, 659 were retired and receiving benefits, and 265 were retired or no longer working for the 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 that the Plan is funded by contributions made by employers pursuant to collective bargaining agreements with Teamster Union Locals 445, 687 and 317, the local unions that represent the Plan’s participants.

Pension plans also have investment policies. These are generally written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to maximize the total rate of return over the long term, subject to preservation of capital, by diversifying the allocation of capital among professional investment managers with complementary or diverse investment styles in domestic equity securities, domestic fixed income instruments and other asset classes as deemed prudent.

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:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	1%
2. U.S. Government securities	
3. Corporate debt instruments (other than employer securities):	
Preferred	
All other	
4. Corporate stocks (other than employer securities):	
Preferred	
Common	
5. Partnership/joint venture interests	
6. Real estate (other than employer real property)	
7. Loans (other than to participants)	
8. Participant loans	
9. Value of interest in common/collective trusts	17%
10. Value of interest in pooled separate accounts	
11. Value of interest in 103-12 investment entities	
12. Value of interest in registered investment companies (e.g., mutual funds)	81%
13. Value of funds held in insurance co. general account (unallocated contracts)	
14. Employer-related investments:	
Employer Securities	
Employer real property	
15. Buildings and other property used in plan operation	
16. Other	1%

For Information about the Plan's investment in common/collective trusts, contact the Fund Office, c/o Associated Administrators, LLC, 911 Ridgebrook Rd., Sparks, MD, 21152, Telephone: 855-412-3797.

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 and using the search tool. Annual reports also are 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. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified 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 the 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 ($\35.75×10).

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 ($\17.75×10).

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 the 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 the PBGC's website at www.pbgc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. The PBGC does not have that information. See "Where to Get More Information" about your plan, below.

Where to Get More Information

For more information about this notice, you may contact the Fund Office, c/o Associated Administrators, LLC 911 Ridgebrook Rd., Sparks, MD, 21152, Telephone: 855-412-3797. For identification purposes, the official Plan number is 001 and the Plan sponsor's employer identification number or "EIN" is 51-6126649. For more information about the PBGC and benefit guarantees, go to the PBGC's website, www.pbgc.gov.