Freight Drivers Local Union No. 557 Pension Fund
9411 PHILADELPHIA ROAD, SUITE S ● BALTIMORE, MARYLAND 21237
TELEPHONE: (443) 573 3636 (888) 832 8508 FAX: (410) 687-7600

March 3, 2022

Pension Benefit Guaranty Corporation
1200 K Street, NW
Washington, DC 2005

VIA E-FILING PORTAL

Re: Freight Drivers and Helpers Local Union No. 557 Pension Fund Application for Special Financial Assistance

Dear Sir or Madam:

Pursuant to section 4262 of the Employee Retirement Income Security Act and the Interim Final Rule published in the Federal Register at 29 C.F.R. Part 4262 on July 12, 2021, the Board of Trustees of the Freight Drivers and Helpers Local Union No. 557 Pension Fund (the "Fund") hereby submits to the Pension Benefits Guaranty Corporation this application and the accompanying exhibits for special financial assistance ("SFA").

The Fund is a multiemployer defined benefit pension plan that has been certified to be in critical and declining status. The amount of SFA requested in the application is **$185,352,598** as of the December 31, 2021 measurement date. Without SFA, the Fund will be insolvent within one year of this application, on January 1, 2023, the first day of the next plan year.

If you have any questions or need additional information, please contact Fund co-counsel, Corey Bott at Abato, Rubenstein and Abato, P.A., by telephone at (410) 847-7036, or by email at csbott@abatolaw.com, James Kimble at Morgan, Lewis & Bockius, LLP, by telephone at (202) 739-5363 or by email at james.kimble@morganlewis.com or Fund actuary at Segal, Maria Kirilenko by telephone at (202) 833-6413 or by email at mkirilenko@segalco.com.

On behalf of the Trustees and the Fund's participants, we appreciate your consideration and look forward to your response.

Sincerely,

James T. Kimble

James T. Kimble

cc: Adam Condrick
Amanda Borden
Claire Kratz
Mary Fish

Trustee Signature Page

The Board of Trustees of the Freight Drivers and Helpers Local Union No. 557 Pension Fund submits to the Pension Benefit Guaranty Corporation this application and the accompanying exhibits for special financial assistance pursuant to section 4262 of the Employee Retirement Income Security Act ("ERISA") and the Interim Final Rule at 29 C.F.R. Part 4262.

William Alexander
Name
William Alexander
Signature
2/25/2022
Date

Mark Garey
Name

Signature
2/25/2022
Date

Michael Underkoffler
Name

Signature
2/25/2022
Date

Michael Roberts
Name
Michael Roberts
Signature
2/25/2022
Date

(1) Cover Letter and Signatures

The preceding pages provide the cover letter for the application for special financial assistance (SFA) and the required signatures from authorized members of the Board of Trustees.

(2) Plan Sponsor and Authorized Representatives

The following identifies the plan sponsor and authorized representatives, as well as their contact information. The Plan Administrator, legal counsel, and actuaries named below are authorized representatives for the Plan.

Plan Sponsor

Board of Trustees
Freight Drivers and Helpers Local Union No. 557 Pension Fund
9411 Philadelphia Road, Suite S
Baltimore, MD 21237
Email: mfish@bacorporation.com
Phone: 443.573.3629

Administrator

Mary Fish
Freight Drivers and Helpers Local Union No. 557 Pension Fund
c/o Benefits Administration, LLC
9411 Philadelphia Road, Suite S
Baltimore, MD 21237
Email: mfish@bacorporation.com
Phone: 443.573.3629

Legal Counsel

James Kimble, Esq.
Morgan, Lewis & Bockius LLP
1111 Pennsylvania Avenue, NW
Washington, D.C. 20004
Email: james.kimble@morganlewis.com
Phone: 202.739.5363

Corey Smith Bott, Esq.
Abato, Rubenstein and Abato, P.A.
809 Gleneagles Court, Suite 320
Baltimore, MD 21286
Email: csbott@abatolaw.com
Phone: 410.847.7036

Actuaries

Maria Kirilenko, ASA, FCA, MAAA, EA
Segal
1800 M Street, NW, Suite 900 S
Washington, D.C. 20036
Email: mkirilenko@segalco.com
Phone: 202.833.6413

Adam Condrick, MAAA, EA
Segal
1800 M Street, NW, Suite 900 S
Washington, D.C. 20036
Email: acondrick@segalco.com
Phone: 202.833.6466

Amanda Borden, ASA, MAAA
Segal
1800 M Street, NW, Suite 900 S
Washington, D.C. 20036
Email: aborden@segalco.com
Phone: 202.833.6424

(3) Eligibility for SFA

The Plan is eligible for SFA because it was certified by its actuary to be in critical and declining status for the plan year beginning January 1, 2020. The Plan was also certified to be in critical and declining status for the plan year beginning January 1, 2021.

(4) Priority Status

The Plan is in priority group 2. Without SFA, it is projected to become insolvent within one year of the date of this application, specifically, in the plan year beginning January 1, 2023.

(5) Narrative

Contributions are projected to be made for 448,200 CBUs per year. This is the same as the CBU assumption used in the January 1, 2020 certification of plan status, extended to 2051 per acceptable extension methodology. Each of the three remaining employers contributes to the Plan under the Default Schedule of the Rehabilitation Plan. Since the Rehabilitation Plan does not require future contribution rate increases, there are no assumed future increases in the negotiated contribution rates. The contribution rate in each projection year is the average of contribution rates among the active population in that year, where the active population is projected from the January 1, 2021 census data on an open group basis using the new entrant profile described further in this document. The contributions are the product of the contribution rate and 448,200 CBUs.

Assumed withdrawal liability payments follow the payment schedule for the one withdrawn employer making withdrawal liability payments. All other withdrawn employers have either completed their required payments or are in bankruptcy and are not expected to pay any further withdrawal liability. Additionally, no future withdrawals resulting in withdrawal liability payments were assumed to occur because only three employers remain in the plan and based upon the CBU assumption, it would be inconsistent to assume any withdrawals.

(6) a. Changes to Assumptions for SFA Eligibility

The Plan is eligible for SFA under section 4262.3(a)(1), as it was certified to be in critical and declining status within the meaning of section 305(b)(6) of ERISA for the plan year beginning January 1, 2020.

In other words, the Plan is eligible for SFA based on the most recent status certification completed before January 1, 2021. Therefore, there are no changes to assumptions that affect the Plan’s eligibility for SFA.

(6) b. Changes to Assumptions for SFA Amount

The following are descriptions of the actuarial assumptions used to determine the amount of SFA that are different from those used in the most recent actuarial certification of plan status completed before January 1, 2021; in other words, for the plan year beginning January 1, 2020 (the "2020 status certification").

As described below, the assumptions to project contribution base units (CBUs) and administrative expenses were both extended according to the "acceptable" standard in PBGC's non-binding guidance on assumption changes.[1]

Contribution Base Units (CBUs)

Prior Assumption	CBUs are covered hours. In the 2020 status certification, covered hours were projected as the product of (i) the number of active participants and (ii) average covered hours per active participant in each plan year of the projection period. The number of active participants was assumed to be 249 in each year. Contribution hours were assumed to be 1,800 per active participant per year, on average. Therefore, the CBU assumption was 448,200 hours in each year of the projection period. The projection period was January 1, 2020 through December 31, 2026 for Funding Standard Account purposes and January 1, 2020 through December 31, 2023 for solvency projection purposes. The exhibit below details this assumption.
SFA Assumption	For determining the SFA amount, the number of active participants, average hours per active participant, and total covered hours are assumed to be the same as in the 2020 status certification in each year through December 31, 2051. The number of active participants in the January 1, 2021 census data is 212. This number was assumed to rise to the 249 level used in the 2020 status certification effective January 1, 2022, with the increase assumed to be due to new entrants whose characteristics are in accordance with the new entrant profile described later in this document.
Rationale for Change	The new assumption is an extension of the CBU assumption as described in paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on SFA assumptions. The prior CBU assumption from the 2020 status certification did not extend beyond the status certification projection period and had to be extended through the end of the SFA projection period. The updated assumption extends through December 31, 2051. It is consistent with the "acceptable" standard in PBGC's guidance on assumption changes and is reasonable for determining the SFA amount.

---

[1] Paragraph A, "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.

Detail from 2020 Status Certification

The following exhibit provides a reconciliation of total hours (i.e., CBUs) to the employer contributions reported on the solvency projection in the 2020 status certification. The projection of solvency in the 2020 status certification combined employer contributions and withdrawal liability payments into a single line item for contribution income.

Projected Contributions from January 1, 2020 Status Certification

Plan Year Beginning January 1	2020-2023
1. Number of active participants	249
2. Assumed hours per active participant	1,800
3. **Total hours (CBUs)** (1. x 2.)	**448,200**
4. Average contribution rate	$6.11
5. **Employer contributions** (3. x 4.)	**$2,738,502**
6. Withdrawal liability payments	$75,500
7. **Total contribution income** (5. + 6.)	**$2,814,002**

Assumption for Determination of SFA Amount

The following exhibit provides the detail for the projected CBUs used in the determination of the amount of SFA. As described above, CBUs are assumed to remain level in each plan year beginning on or after January 1, 2022.

CBU Projection for Determination of SFA Amount

Plan Year Beginning January 1	2022-2051
Average active participants in plan year	249
Assumed hours per active participant	1,800
Total hours (CBUs)	**448,200**

New Entrant Profile

Prior Assumption	None. The solvency projection for the 2020 status certification was based on a “closed group” projection.
SFA Assumption	The amount of SFA is based on an “open group” projection, meaning that new active participants are assumed to replace active participants who are assumed to become inactive or retire in the current or future plan years. Assumed demographics for new entrants are based on the distributions of age, service, gender, and contribution rates for the new entrants in the five plan years from January 1, 2016 through December 31, 2020. The profile was developed using all new entrants, including those who terminated prior to January 1, 2021. The new entrant profile was developed considering

only active participants employed by the three employers remaining in the plan as of the SFA measurement date.

The new entrant profile is detailed in the exhibit below.

Rationale for Change

Due to its short-term nature, the 2020 status certification was based on a closed group projection and did not include an assumption of new actives. While disregarding new entrants was reasonable for the 2020 status certification, it is not reasonable for the long-term solvency projection required for the determination of the SFA amount.

The updated assumption is consistent with paragraph A “Adoption of assumptions not previously factored into pre-2021 certification of plan status” of Section III, Acceptable Assumption Changes of PBGC’s guidance on SFA assumptions and is reasonable for determining the amount of SFA.

The following exhibit summarizes the new entrant profile. The number of new entrants added each year varies to achieve the assumed number of active participants (249 in each year of the projection period, consistent with the CBU assumption).

New Entrant Profile for Determining SFA Amount

	Male Participants			Female Participants		
Age Range	% of Total Count*	Average Contribution Rate for Benefit Accruals	Average Total Contribution Rate	% of Total Count*	Average Contribution Rate for Benefit Accruals	Average Total Contribution Rate
20 - 24	9.2%	$3.79	$6.83	1.1%	$4.98	$11.06
25 - 29	11.5%	3.40	5.22	1.1%	1.81	1.81
30 - 34	13.8%	3.95	7.41	1.1%	4.98	11.06
35 - 39	12.6%	2.97	4.62	1.1%	4.98	11.06
40 - 44	10.3%	3.22	5.92	1.1%	4.98	11.06
45 - 49	16.1%	3.62	7.09	0.0%	--	--
50 - 54	6.9%	4.45	9.51	2.3%	3.39	6.43
55 - 59	11.5%	2.76	4.59	0.0%	--	--
Total						

** Percentages do not add to 100% due to rounding*

Average Contribution Rate

Prior Assumption

The 2020 status certification projected contributions based on the average rate for active participants in the underlying census data. There were no assumed changes in the average contribution rate.

The 2020 status certification was based on census data as of January 1, 2019, adjusted for known employer withdrawals that occurred after the

	valuation date. The average contribution rate determined for the group of remaining active participants was $6.11 per hour.
SFA Assumption	Consistent with the 2020 status certification, the determination of the SFA amount is based on the average contribution rate for the active population. The determination of the SFA amount is based on census data as of January 1, 2021. The average contribution rate as of that date is $5.75 per hour. For all future years through 2051, the average contribution rate is determined based on active participants as of the beginning of each plan year after accounting for new actives based on the new entrant profile. During the projection period, the average contribution rates range from $6.00 to $6.57 when factoring in the changing active population. There have been no increases in contribution rates from January 1, 2021 through the SFA application date and there are no assumed future changes in the underlying negotiated contribution rates.
Rationale for Change	Effectively, there is no change to the assumption from the 2020 status certification; it has been updated only to reflect average contribution rates in the actual active participant population for consistency with the open group projection methodology and new entrant profile. The Rehabilitation Plan does not require future contribution rate increases. The Plan Administrator confirmed that there have been no voluntary contribution increases. For that reason, there are no assumed future increases in the negotiated contribution rates.

Withdrawal Liability Payments

Prior Assumption	The 2020 status certification assumed that the one employer that was already making withdrawal liability payments would continue making payments according to its schedule. The last payment in the schedule is to occur in 2027; for purposes of the zone certification, only payments through 2026 were taken into account because the Funding Standard Account projection period ended December 31, 2026. The 2020 status certification assumed no future employer withdrawals and therefore no additional withdrawal liability payments aside from the single withdrawn employer making payments.
SFA Assumption	The determination of the SFA amount uses the same assumption for current withdrawal liability payments as the 2020 status certification, i.e., that the withdrawn employer making payments will continue on its current payment schedule. Due to the change in the projection period from 2026 to 2051 for SFA purposes, the 2027 payments in the payment schedule are assumed to be made. It is also assumed that there will be no future employer withdrawals and therefore no additional future withdrawal liability payments. This is consistent with the fact that there are only three employers remaining in the

	plan and with the assumption that CBUs will remain level through the projection period.
Rationale for Change	This assumption is an extension of the withdrawal liability assumption from the 2020 status certification. The prior withdrawal liability payment assumption did not extend beyond the status certification period and had to be extended through the end of the SFA projection period, December 31, 2051. The assumption is consistent with paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on SFA assumptions and is reasonable for purposes of determining the SFA amount.

Mortality

Prior Assumption	Non-annuitant: 115% of the RP-2006 Blue Collar Employee Mortality Table, projected generationally from 2017 using Scale MP-2016. Healthy annuitant: 115% of the RP-2006 Blue Collar Annuitant Mortality Table, projected generationally from 2017 using Scale MP-2016. Disabled annuitant: RP-2000 Disabled Retiree Mortality Table projected generationally using Scale SSA-2014.
SFA Assumption	Non-annuitant: Pri-2012 Blue Collar Employee Amount-weighted Mortality Table, projected generationally from 2012 using Scale MP-2021. Healthy annuitant: Pri-2012 Blue Collar Annuitant Amount-weighted Mortality Table, projected generationally from 2012 using Scale MP-2021. Disabled annuitant: Pri-2012 Disabled Retiree Amount-weighted Mortality Table, projected generationally from 2012 using Scale MP-2021. Contingent annuitant: Pri-2012 Blue Collar Contingent Survivor Amount-weighted Mortality Table, projected generationally from 2012 using Scale MP-2021. There were no adjustments to any of the tables for plan-specific experience.
Rationale for Change	The prior assumption was outdated and not reasonable for projecting benefits through 2051. The mortality assumption was updated to reflect the current mortality and projection scales for blue collar multiemployer participants. The updated assumption is consistent with the "acceptable" standard in PBGC's guidance on assumption changes and is reasonable for determining the amount of SFA.

Administrative Expenses

Prior Assumption	The 2020 status certification projected a level $1,000,000 of administrative expenses in all future years through the end of that projection period.
SFA Assumption	$750,000 plus PBGC premiums ($821,680 total) for 2022, both increasing by 2.5% per year and reflecting the increase in PBGC premium rate in 2031. Total expenses in each year are capped at 12% of projected benefit payments. PBGC premiums for each year are based on the total participant count projected on an open group basis.
Rationale for Change	The prior assumption was a simplified assumption of starting expenses higher than recent experience and no inflation and was appropriate for the short-term projection period for the 2020 status certification. It is not reasonable for the long-term projection through the SFA period because it did not include any assumed increase in expenses through the projection period nor is the starting point consistent with recent experience. The new assumption for 2022 was developed based on the most recent five-year history of non-PBGC premium expenses (as discussed below) and future expectations. The inflation assumption was set to 2.5% based on projected inflation. Given the current outlook on inflation, 2.5% is a reasonable, if modest, assumption on annual expense increases, and is approximately what would have been assumed in the 2020 zone certification had any inflation been assumed at all.

Assumption for Determination of SFA Amount

As noted above, administrative expenses other than PBGC premiums are assumed to be $750,000 for the plan year beginning January 1, 2022, with assumed increases based on a 2.5% per year inflation rate for plan years beginning on or after January 1, 2023. The assumed amount of $750,000 was based on the average of the most recent five plan years of administrative expenses, as detailed below.

Historical Administrative Expenses, Excluding PBGC Premiums

Plan Year Ending December 31,	
2017	$804,196
2018	940,019
2019	717,447
2020	632,314
2021	679,965
5-year average	**$754,788**

We note that administrative expenses decreased throughout this period, with the lowest expenses in 2020. This was due to two factors: 1) a winding down of expenditures due to the plan’s impending insolvency and 2) to a lesser extent, savings due to no in-person activity during the COVID-19 pandemic. Because the fund expects to receive SFA assets and in-person activities are returning, we assume that expenses will increase from their 2020-2021 levels (although not quite to the levels seen in 2017-2018). Therefore, using a 5-year average of expenses to set the starting assumption is reasonable.

(7) Reinstatement of Suspended Benefits

As of the date of the SFA application, the Plan has not suspended benefits under section 305(e)(9) or section 4245(a) of ERISA and does not intend to do so. Therefore, the Plan does not anticipate having to reinstate suspended benefits.

(8) Reconciliation of Fair Market Value of Assets

The SFA measurement date, December 31, 2021, coincides with the end of the 2021 Plan Year (January 1, 2021 through December 31, 2021). The fair market value of assets as of December 31, 2021 was determined to be $27,071,191 based on unaudited financial statements provided by the Plan Administrator and reviewed by the auditor for reasonableness. This statement was submitted, as requested, under Section B, Item 7. No additional reconciliation or adjustment to this asset value was required.

Application for Special Financial Assistance

Certifications

The following are various certifications required for the application for special financial assistance (“SFA”) by the Freight drivers and Helpers Local Union No. 557 Pension Fund (“Plan”). The various certifications are numbered according to Section E of the instructions for the filing requirements for plans applying for SFA published by the Pension Benefit Guaranty Corporation (“PBGC”).

(1) SFA Application Checklist

The application checklist will be submitted through the PBGC e-Filing Portal.

(2) Eligibility under Section 4262(b)(1)(C) of ERISA

The Plan is not claiming SFA eligibility under section 4262(b)(1)(C) of ERISA. Therefore, this certification is not applicable.

(3) Certification by Plan Actuary: Priority Status

Certification on the Plan's Priority Status

This is a certification that the Freight Drivers and Helpers Local Union No. 557 Pension Fund ("Plan") is eligible for priority consideration by the Pension Benefit Guaranty Corporation ("PBGC") of its application for special financial assistance ("SFA").

The Plan is in **priority group 2** as described under section 4262.10(d)(2)(ii) of PBGC's SFA regulation, because it is an eligible plan that is expected to be insolvent under section 4245 of ERISA within one year of the date of the Plan's application. More specifically, the Plan is eligible for SFA because it was certified to be in critical and declining status for the plan year beginning January 1, 2020. The Plan is in priority group 2 because it is projected to fully exhaust its resources that are easily accessible for benefits during the plan year beginning January 1, 2023.

The year of projected insolvency is based on the methods and definitions as described in section 4245(b) of ERISA. The projection is based on the same asset value, census data, assumptions, and methods as those described in the 2021 certification of actuarial plan status for the plan year beginning January 1, 2021, dated March 23, 2021.

The projection is based on information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report, and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflects Segal's understanding as an actuarial firm.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied herein is complete and accurate.

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA
Senior Actuary
Enrolled Actuary No. 20-8331

March 4, 2022

(4) Certification by Plan Actuary: SFA Amount

Certification on the Amount of Special Financial Assistance

This is a certification that the requested amount of special financial assistance ("SFA") specified in this application is the amount to which the Freight Drivers and Helpers Local Union No. 557 Pension Fund ("Plan") is entitled under section 4262(j)(1) of ERISA and section 4262.4 of the Pension Benefit Guaranty Corporation's ("PBGC") interim final rule.

Segal has performed the calculation of SFA at the request of the Board of Trustees of the Plan as part of the Plan's application for SFA. The calculation of the amount of SFA shown in the Plan's application for SFA is not applicable for other purposes.

The "base data" used in the determination of the SFA amount include: (i) an SFA measurement date of December 31, 2021; (ii) participant census data as of December 31, 2020; and (iii) an interest rate of 4.00%, as required under section 4262.4(e)(1).

In general, the actuarial assumptions and methods used in the determination of the amount of SFA are the same as those used in the certification of the Plan's status for the plan year beginning January 1, 2020, dated March 27, 2020. The changes or modifications to these assumptions that are reflected in the determination of the amount of SFA, as well as justification for the changes, are described in Section D, item 6.b. of the Plan's application for SFA.

Segal has performed the calculation of the SFA amount in accordance with generally accepted actuarial principles and practices, as well as the provisions under section 4262.4 of PBGC's SFA regulation. The calculation is based on the fair market value of assets as of the SFA measurement date, as certified by the Board of Trustees, and other relevant information provided by the Plan Administrator. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based the calculation of the SFA amount and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which these calculations are based reflects Segal's understanding as an actuarial firm.

Continues on the following page.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied herein is complete and accurate. Each prescribed assumption for the determination of the SFA amount was applied in accordance with applicable law and regulations. In my opinion, all other assumptions are reasonable taking into account the experience of the plan and reasonable expectations.

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA
Senior Actuary
Enrolled Actuary No. 20-8331

March 4, 2022

(5) Plan Sponsor Certification of the Fair Market Value of Plan Assets

The Board of Trustees of the Freight Drivers and Helpers Local Union No. 557 Pension Fund hereby certifies that the fair market value of plan assets as of December 31, 2021 (the SFA measurement date) is $27,071,191. The fair market value of plan assets is supported by financial and account documents submitted in Section B of the application. Section D, Item 8 of the SFA application provides details on the determination of the fair market value of assets based on the unaudited financial statements provided by the Plan Administrator as of the SFA measurement date.

William Alexander
Name

Signature
2/25/2022
Date

Michael Underkoffler
Name

Signature
2/25/2022
Date

Mark Garey
Name

Signature
2/25/2022
Date

Michael Roberts
Name

Signature
2/25/2022
Date

(6) Certification that Plan Amendment to Reinstate Suspended Benefits under §4262.7(e)(2) will be Timely Adopted

The Plan did not suspend benefits under section 305(e)(9) or section 4245(a) of ERISA, nor does it intend to do so. Therefore, the requirement for a plan amendment under section 4262.9(c)(2) of PBGC's SFA regulation does not apply.

(7) Statement on Penalties of Perjury

Attached is the statement on penalties of perjury required under section 4262.6(b) of PBGC's SFA regulation.

Penalties of Perjury Statement

Under penalties of perjury under the laws of the United States of America, I declare that I have examined this application, including accompanying documents, and, to the best of my knowledge and belief, the application contains all the relevant facts relating to the application, and such facts are true, correct, and complete.

William Alexander
Name
William Alexander
Signature
2/25/2022
Date

Michael Underkoffler
Name
Signature
2/25/2022
Date

Mark Garey
Name
Signature
2/25/2022
Date

Michael Roberts
Name
Michael Roberts
Signature
2/25/2022
Date

SECOND AMENDMENT TO THE
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION PLAN

(As Amended and Restated Effective January 1, 2015)

WHEREAS, the Freight Drivers and Helpers Local Union No. 557 Pension Plan (the "Plan") was amended and restated effective January 1, 2015; and

WHEREAS, Article 13 of the Plan provides that the Fund's Board of Trustees may amend the Plan at any time; and

WHEREAS, the Board of Trustees now wishes to amend the Plan as required under section 4262 of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and 29 C.F.R. part 4262 for the Pension Benefit Guaranty Corporation's consideration of the Plan's application for the receipt of special financial assistance;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees that the Plan be, and is hereby, amended as follows, effective January 1, 2022, as set forth below:

FIRST AND ONLY CHANGE

Article XIII is amended to add a new Section 13.14 to read as follows:

Section 13.14. Plan Administration. Notwithstanding any provision to the contrary, beginning with the SFA measurement date selected by the Plan in the Plan's application for special financial assistance, the Plan shall be administered in accordance with the restrictions and conditions specified in section 4262 of ERISA and 29 C.F.R. part 4262. This amendment is contingent upon approval by PBGC of the Plan's application for special financial assistance.

IN WITNESS WHEREOF, the Board of Trustees has hereunto set their hands in execution of this Second Amendment this 25 day of February 2022. This Second Amendment may be executed in several counterparts, each of which shall be deemed an original and said counterparts shall constitute but one and the same instrument.

TRUSTEES:

William Alexander
William Alexander

Mark Garey

Michael Roberts
Michael Roberts

Michael Underkoffler

Application Checklist

v20210708p

Instructions for Section E, Item 1 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance (SFA):

The Application for Approval of Special Financial Assistance Checklist ("Application Checklist" or "Checklist") identifies all information required to be filed with the application.

The information in this Application Checklist, and the Application Checklist itself, are uploaded in PBGC's e-Filing Portal by logging into the e-Filing Portal, going to the Multiemployer Events section and clicking on "Create New ME Filing," and then under "Select a Filing Type," selecting "Application for Financial Assistance – Special." Note, if you go to the e-Filing Portal and do not see the option "Application for Financial Assistance – Special," this means that the portal is currently closed and PBGC is not accepting applications at this time, unless the plan is eligible to make an emergency filing under § 4262.10(f). PBGC's website at *www.pbgc.gov* will be updated when the e-Filing Portal reopens for applications. PBGC maintains information on its website at *www.pbgc.gov* to inform prospective applicants about the current status of the e-Filing portal, as well as to provide advance notice of when PBGC expects to open or temporarily close the e-Filing Portal.

General instructions for completing the Application Checklist:

Complete all items that are shaded: 🟨

If required information was already filed: (1) through PBGC's e-Filing Portal; or (2) through any means for an insolvent plan, a plan that has received a partition, or a plan that submitted an emergency filing, the filer may either upload the information with the application or include a statement in the Plan Comments section of the Application Checklist indicating the date on which and the submission with which the information was previously filed. For any such items previously provided, enter N/A as the **Plan Response**.

If a revised application is filed after a denial was received but the application was not withdrawn, the revised application must differ from the denied application only to the extent necessary to address the reasons provided by PBGC for the denial. For the revised application, the filer may, but is not required to, submit an entire application. A revised application for SFA must use the same SFA measurement date, participant census data, and interest rate assumption as were used in the plan's initial application. For all Application Checklist Items that were previously filed that are not being changed, the filer may include a statement in the Plan Comments section of the Application Checklist to indicate that the other information was previously provided as part of the initial application. For each, enter N/A as the **Plan Response**.

If a revised application is filed after an application was withdrawn, the revised application must use the same SFA measurement date, participant census data, and interest rate assumption from the initial application. Upload only the information that changed from the initial application. For all Application Checklist Items that were previously filed that are not being changed, include a statement in the Plan Comments section of the Application Checklist to indicate that the information was previously provided as part of the initial application. For each, enter N/A as the **Plan Response**.

Instructions for specific columns:

Plan Response: Provide a response to each item on the Application Checklist, using only the **Response Options** shown for each Checklist Item.

Application Checklist

Instructions for Section E, Item 1 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance (SFA):

Name(s) of Files Uploaded: Identify the full name of the file or files uploaded that are responsive to the Checklist Item. The column **Upload as Document Type** provides guidance on the "document type" to select when submitting documents on PBGC's e-Filing Portal.

Page Number Reference(s): For any Checklist Item where only a portion of the submitted document is responsive, identify the page numbers in the identified document that are responsive.

Plan Comments: Use this column to provide explanations for any **Plan Response** that is N/A, to respond as may be specifically identified for Checklist Items, and to provide any optional explanatory comments.

Supplemental guidance is provided in the following columns:

Upload as Document Type: When uploading documents in PBGC's e-Filing Portal, select the appropriate Document Type for each document that is uploaded. This column provides guidance on the Document Type to select for each Checklist Item. You may upload more than one document using the same Document Type, and there may be Document Types on the e-Filing Portal for which you have no documents to upload.

Requested File Naming (if applicable): For certain Checklist Items, a specified format for naming the file is requested.

SFA Regulation Reference: Identifies the applicable section of PBGC's regulation.

SFA Instructions Reference: Identifies the applicable section and item number in PBGC's Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance.

You must select N/A if a Checklist Item # is not applicable to your application. Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47 on the Application Checklist. If there has been a plan merger as described in § 4262.4(f)(1)(ii), you also must provide responses for Checklist Items #48 through #60 on the Application Checklist. If you are required to provide responses for Checklist Items #48 through 60, your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #48 through #60 on the Application Checklist. All other plans should not provide responses for Items #48 through #60 of the Application Checklist.

If a Checklist Item # asks multiple questions or requests multiple items, the Plan Response should only be Yes if the plan is providing all information requested for that Checklist Item.

Note, a Yes or No response is required for the three initial questions concerning whether or not this application is a submission of a revised application, or whether the plan has been terminated.

Application Checklist

v20210708p

Instructions for Section E, Item 1 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance (SFA):

Note, in the case of a plan applying for priority consideration, the plan's application must also be submitted to the Treasury Department. If that requirement applies to an application, PBGC will transmit the application to the Treasury Department on behalf of the plan. See IRS Notice [NOTICE] for further information.

All information and documentation, unless covered by the Privacy Act, that is included in an SFA application may be posted on PBGC's website at *www.pbgc.gov* or otherwise publicly disclosed, without additional notification. Except to the extent required by the Privacy Act, PBGC provides no assurance of confidentiality in any information included in an SFA application.

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20210708p

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
Plan Information, Checklist, and Certifications										
	Is this application a revised application submitted after the denial of a previously filed application for SFA?	Yes No	No							
	Is this application a revised application submitted after a plan has withdrawn its application for SFA?	Yes No	No							
	Has this plan been terminated?	Yes No	No							
1.	Does the application include a fully completed Application Checklist, including the required information at the top of the Application Checklist (plan name, employer identification number (EIN), 3-digit plan number (PN), and SFA amount requested)?	Yes No	Yes	Checklist FD557PF.xlsx			Special Financial Assistance Checklist	*Checklist Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.6(a)	Section E, Item 1
2.	Does the application include an SFA request cover letter (optional)? Enter N/A if no letter is provided.	Yes N/A	Yes	FD557PF - SFA Application - D Statements.pdf	Page 1	Uploaded as part of D Statements as Financial Assistance Application document type	Financial Assistance Request Letter			Section D, Item 1
3.	Was the application signed and dated by an authorized trustee who is a current member of the board of trustees or another authorized representative of the plan sponsor?	Yes No	Yes	FD557PF - SFA Application - D Statements.pdf	Page 2		Financial Assistance Application		§ 4262.6(b)(1)	Section D
4.	Does the application include the required penalties of perjury statement signed by an authorized trustee who is a current member of the board of trustees?	Yes No	Yes	FD557PF - SFA Application - E Statements.pdf	Page 8		Financial Assistance Application		§ 4262.6(b)(2)	Section E, Item 6
5.	Does the application include the name, address, email, and telephone number of the plan sponsor? Does it also include the same contact information for the plan sponsor's duly authorized representatives, including legal counsel and enrolled actuary?	Yes No	Yes	FD557PF - SFA Application - D Statements.pdf	Page 3		Financial Assistance Application		§ 4262.7(a)	Section D, Item 2
6.	Does the application identify the eligibility criteria in § 4262.3 that qualifies the plan as eligible to receive SFA, and include the requested information for each item that is applicable, as described in Section D, Item 3 of the instructions?	Yes No	Yes	FD557PF - SFA Application - D Statements.pdf	Page 4	Plan certified as critical and declining as of January 1, 2020.	Financial Assistance Application		§ 4262.3 § 4262.7(b)	Section D, Item 3
7a.	If the plan claims SFA eligibility under section 4262(b)(1)(C) of ERISA, does the application include a certification from the plan's enrolled actuary that the plan is eligible for SFA which specifically notes the specified year for each component of eligibility (certification of plan status, modified funding percentage, and participant ratio), the detailed derivation of the modified funding percentage, and the derivation of the participant ratio?	Yes No N/A	N/A	FD557PF - SFA Application - E Statements.pdf	Page 1	Plan not claiming eligibility under section 4262(b)(1)(C).	Financial Assistance Application		§ 4262.6(c) § 4262.7(b)	Section E, Item 2
7b.	Does the certification in Checklist Item #7a also identify all assumptions and methods (including supporting rationale and, where applicable, reliance on the plan sponsor) used to develop the current value of withdrawal liability that is utilized in the calculation of the modified funded percentage?	Yes No N/A	N/A			Plan not claiming eligibility under section 4262(b)(1)(C).	Financial Assistance Application		§ 4262.6(c) § 4262.7(b)	Section E, Item 2

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20210708p

Plan name: Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN: 52-6118055
PN: 001
SFA Amount Requested: $185,352,598.00

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
8a.	If the plan's application is submitted on or before March 11, 2023, does the application identify the plan's priority group (see § 4262.10(d)(2))?	Yes No N/A	Yes	FD557PF - SFA Application - D Statements.pdf	Page 4	Priority group 2	Financial Assistance Application		§ 4262.7(c) § 4262.10(d)(2)	Section D, Item 4
8b.	If the plan is submitting an emergency application under § 4262.10(f), is the application identified as an emergency application with the applicable emergency criteria identified?	Yes No N/A	Yes	FD557PF - SFA Application - D Statements.pdf	Page 4	Plan is projected to become insolvent within one year of filing date.	Financial Assistance Application		§ 4262.10(f)	Section D, Item 4
9.	If the plan's application is submitted on or prior to March 11, 2023, does the application include a certification from the plan's enrolled actuary that the plan is eligible for priority status, with specific identification of the applicable priority group? This item is not required if the plan is insolvent, has implemented a MPRA suspension as of 3/11/2021, is in critical and declining status and had 350,000+ participants, or is listed on PBGC's website at *www.pbgc.gov* as being in priority group 6. See § 4262.10(d).	Yes No N/A	Yes	FD557PF - SFA Application - E Statements.pdf	Page 2		Financial Assistance Application		§ 4262.6(c) § 4262.7(c) § 4262.10(d)(2)	Section E, Item 3
10.	Does the application include the information used to determine the amount of requested SFA for the plan based on a deterministic projection and using the actuarial assumptions as described in § 4262.4? Does the application include the following? a. Interest rate used, including supporting details (such as, if applicable, the month selected by plan sponsor to determine the third segment rate used to calculate the interest rate limit) on how it was determined? b. Fair market value of assets on the SFA measurement date? c. For each plan year in the SFA coverage period: i. Separately identify the projected amount of contributions, projected withdrawal liability payments, and other payments expected to be made to the plan (excluding the amount of financial assistance under section 4261 of ERISA and the SFA to be received by the plan)? ii. Separately identify benefit payments described in § 4262.4(b)(1) (excluding the payments in (iii) below), for current retirees and beneficiaries, terminated vested participants not currently receiving benefits, currently active participants, and new entrants?	Yes No	Yes	Template 4 FD557PF.xlsx			Projections for special financial assistance (estimated income, benefit payments and expenses)	*Template 4 Pension Plan Name* where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.4 § 4262.8(a)(4)	Section C, Item 4
	iii. Separately identify benefit payments described in § 4262.4(b)(1) attributable to the reinstatement of benefits under § 4262.15 that were previously suspended through the SFA measurement date? iv. Separately identify administrative expenses expected to be paid using plan assets, excluding the amount owed PBGC under section 4261 of ERISA? d. For each plan year in the SFA coverage period, the projected investment income based on the interest rate in (a) above, and the projected fair market value of assets at the end of each plan year? e. The present value (using the interest rate identified in (a) above) as of the SFA measurement date of each of the separate items provided in (c)(i)-(iv) above? f. SFA amount determined as a lump sum as of the SFA measurement date?		Yes	Template 4 FD557PF.xlsx						
11.	Does the application include the plan's enrolled actuary's certification that the requested amount of SFA is the amount to which the plan is entitled under section 4262(j)(1) of ERISA and § 4262.4 of PBGC's SFA regulation, including identification of all assumptions and methods used, sources of participant data and census data, and other relevant information? This certification should be calculated reflecting any events and any mergers identified in § 4262.4(f).	Yes No	Yes	FD557PF - SFA Application - E Statements.pdf	Page 3-4		Financial Assistance Application		§ 4262.4 § 4262.6(c) § 4262.8(a)(4)	Section E, Item 4

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20210708p

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

----------------------------Filers provide responses here for each Checklist Item:--

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
12.	Does the application include a detailed narrative description of the development of the assumed future contributions and assumed future withdrawal liability payments used to calculate the requested SFA amount?	Yes No	Yes	FD557PF - SFA Application - D Statements.pdf	Page 4		Financial Assistance Application		§ 4262.8(a)(6)	Section D, Item 5
13.	For plans eligible for SFA under § 4262.3(a)(1) or § 4262.3(a)(3), does the application identify which assumptions (if any) used in showing the plan's eligibility for SFA differ from those used in the most recent certification of plan status completed before 1/1/2021? If there are any assumption changes, does the application include detailed explanations and supporting rationale and information as to why using the identified assumptions is no longer reasonable and why the changed assumptions are reasonable? Enter N/A if the plan is not eligible under § 4262.3(a)(1) or § 4262.3(a)(3). Enter N/A if there are no such assumption changes.	Yes No N/A	N/A	FD557PF - SFA Application - D Statements.pdf	Page 4	No assumption changes made for eligibility determination.	Financial Assistance Application		§ 4262.5 § 4262.8(b)(1)	Section D, Item 6.a.
14a.	Does the application identify which assumptions (if any) used to determine the requested SFA amount differ from those used in the most recent certification of plan status completed before 1/1/2021 (except for the interest rate, which is determined as required by § 4262.4(3)(1))? If there are any assumption changes, does the application include detailed explanations and supporting rationale and information as to why using the identified original assumptions is no longer reasonable and why the changed assumptions are reasonable? Does the application state if the changed assumption is an extension of the CBU assumption or the administrative expenses assumption as described in Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions?	Yes No	Yes	FD557PF - SFA Application - D Statements.pdf	Page 5-11		Financial Assistance Application		§ 4262.5 § 4262.8(b)(1)	Section D, Item 6.b.
14b.	If a plan-specific mortality table is used for Checklist Item #14a, is supporting information provided that documents the methodology used and the rationale for selection of the methodology used to develop the plan-specific rates, as well as detailed information showing the determination of plan credibility and plan experience?	Yes No N/A	N/A			Plan-specific mortality table is not used.	Financial Assistance Application		§ 4262.5 § 4262.8(b)(1)	Section D, Item 6.b.
15a.	Does the application include a certification from the plan sponsor with respect to the accuracy of the amount of the fair market value of assets as of the SFA measurement date? Does the certification reference and include information that substantiates the asset value and any projection of the assets to the SFA measurement date?	Yes No	Yes	FD557PF - SFA Application - E Statements.pdf	Page 5		Financial Assistance Application		§ 4262.8(a)(4)(ii)	Section E, Item 5
15b.	Does the certification in Checklist Item #15a reference and include information that substantiates the asset value and any projection of the assets to the SFA measurement date?	Yes No	Yes	FD557PF - SFA Application - E Statements.pdf	Page 5	See also Section D, Item 8 and FD557PF Financials 12-31-2021.pdf	Financial Assistance Application		§ 4262.8(a)(4)(ii)	Section E, Item 5
16a.	Does the application include, for an eligible plan that implemented a suspension of benefits under section 305(e)(9) or section 4245(a) of ERISA, a narrative description of how the plan will reinstate the benefits that were previously suspended and a proposed schedule of payments (equal to the amount of benefits previously suspended) to participants and beneficiaries? Enter N/A for a plan that has not implemented a suspension of benefits.	Yes No N/A	N/A			No suspension of benefits was implemented.	Financial Assistance Application		§ 4262.7(d) § 4262.15	Section D, Item 7 Section C, Item 4(c)(iii)
16b.	If Yes was entered for Checklist Item #16a, does the proposed schedule show the yearly aggregate amount and timing of such payments, and is it prepared assuming the effective date for reinstatement is the day after the SFA measurement date? Enter N/A for a plan that entered N/A for Checklist Item #16a.	Yes No N/A	N/A			No suspension of benefits was implemented.	Financial Assistance Application		§ 4262.7(d) § 4262.15	Section D, Item 7 Section C, Item 4(c)(iii)

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20210708p

Plan name: Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN: 52-6118055
PN: 001
SFA Amount Requested: $185,352,598.00

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
16c.	If the plan restored benefits under 26 CFR 1.432(e)(9)-1(e)(3) before the SFA measurement date, does the proposed schedule reflect the amount and timing of payments of restored benefits and the effect of the restoration on the benefits remaining to be reinstated? Enter N/A for a plan that did not restore benefits under 26 CFR 1.432(e)(9)-1(e)(3) before the SFA measurement date. Also enter N/A for a plan that entered N/A for Checklist Items #16a and #16b.	Yes No N/A	N/A			No suspension of benefits was implemented.	Financial Assistance Application		§ 4262.7(d) § 4262.15	Section D, Item 7 Section C, Item 4(c)(iii)
17.	If the SFA measurement date is later than the end of the plan year for the most recent plan financial statements, does the application include a reconciliation of the fair market value of assets from the date of the most recent plan financial statements to the SFA measurement date, showing beginning and ending fair market value of assets, contributions, withdrawal liability payments, benefits paid, administrative expenses, and investment income? Enter N/A if the SFA measurement date is not later than the end of the plan year for the most recent plan financial statements.	Yes No N/A	N/A	FD557PF - SFA Application - D Statements.pdf	Page 11	End of Plan Year 2021 financial statements were provided by the Plan Administrator. These coincide with the 12/31/2021 measurement date.	Financial Assistance Application		§ 4262.8(a)(4)(ii)	Section D, Item 8
18.	Does the application include the most recent plan document or restatement of the plan document and all amendments adopted since the last restatement (if any)?	Yes No	Yes	FD557PF 2015 Plan Document With Amendments.pdf			Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(1)	Section B, Item 1(a)
19.	Does the application include a copy of the executed plan amendment required by section 4262.6(e)(1) of PBGC's special financial assistance regulation?	Yes No	Yes	FD557PF PBGC SFA Compliance Amendment.pdf			Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(1) § 4262.6(e)(1)	Section B, Item 1(c)
20.	Does the application include the most recent trust agreement or restatement of the trust agreement, and all amendments adopted since the last restatement (if any)?	Yes No	Yes	FD557PF 1987 Trust Agreement.pdf			Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(3)	Section B, Item 1(b)
21.	In the case of a plan that suspended benefits under section 305(e)(9) or section 4245 of ERISA, does the application include a copy of the proposed plan amendment required by § 4262.6(e)(2) and a certification from the plan sponsor that it will be timely executed? Enter N/A if there was no suspension of benefits.	Yes No N/A	N/A			No suspension of benefits was implemented.	Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(2) § 4262.6(e)(2)	Section B, Item 1(d)
22.	In the case of a plan that was partitioned under section 4233 of ERISA, does the application include a statement that the plan was partitioned under section 4233 of ERISA and a copy of the amendment required by § 4262.9(c)(2)? Enter N/A if the plan was not partitioned.	Yes No N/A	N/A			No partition of benefits was implemented.	Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(1) § 4262.9(b)(2)	Section B, Item 1(e)
23.	Does the application include the most recent IRS determination letter? Enter N/A if the plan does not have a determination letter.	Yes No N/A	Yes	FD557PF IRS Determination Letter 2015.06.30.pdf			Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(3)	Section B, Item 1(f)
24.	Does the application include the actuarial valuation report for the 2018 plan year and each subsequent actuarial valuation report completed before the application filing date?	Yes No	Yes	2017AVR FD557PF.pdf 2018AVR FD557PF.pdf 2019AVR FD557PF.pdf 2020AVR FD557PF.pdf 2021AVR FD557PF.pdf		5 reports uploaded. 2017 report is uploaded because 2018 zone status certification references 2017 valuation assumptions. 2017-2020 reports are uploaded as 18. Other document type.	Most recent actuarial valuation for the plan	*YYYYAVR Pension Plan Name* , where "YYYY" is plan year and "Pension Plan Name" is abbreviated version of the plan name	§ 4262.7(e)(5)	Section B, Item 2
25a.	Does the application include the most recent rehabilitation plan (or funding improvement plan, if applicable), including all subsequent amendments and updates, and the percentage of total contributions received under each schedule of the rehabilitation plan or funding improvement plan for the most recent plan year available?	Yes No N/A	Yes	FD557PF 2014 Updated Rehabilitation Plan.pdf FD557PF SFA 2021 Employer Contribution Percentages.pdf		Plan Sponsor annually reviews the Rehabilitation Plan and has determined that no changes have been warranted since those made in 2014. Employer Contribution Percentages file is uploaded as 18. Other document type.	Rehabilitation plan (or funding improvement plan, if applicable)		§ 4262.7(e)(6)	Section B, Item 3

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
25b.	If the most recent rehabilitation plan does not include historical documentation of rehabilitation plan changes (if any) that occurred in calendar year 2020 and later, does the application include a supplemental document with these details?	Yes No N/A	Yes	FD557PF 2020 Schedule R Attachment.pdf		Plan Sponsor annually reviews the Rehabilitation Plan and has determined that no changes have been warranted since those made in 2014. This file is uploaded as 18. Other document type.	Rehabilitation plan (or funding improvement plan, if applicable)		§ 4262.7(e)(6)	Section B, Item 3
26.	Does the application include the plan's most recent Form 5500 (Annual Return/Report of Employee Benefit Plan) and all schedules and attachments (including the audited financial statement)?	Yes No	Yes	2020Form5500 FD557PF.pdf			Latest annual return/report of employee benefit plan (Form 5500)	*YYYYForm5500 Pension Plan Name* , where "YYYY" is the plan year and "Pension Plan Name" is abbreviated version of the plan name.	§ 4262.7(e)(7)	Section B, Item 4
27a.	Does the application include the plan actuary's certification of plan status ("zone certification") for the 2018 plan year and each subsequent annual certification completed before the application filing date? Enter N/A if the plan does not have to provide certifications for any requested plan year.	Yes No N/A	Yes	2018Zone20180330 FD557PF.pdf 2019Zone20190329 FD557PF.pdf 2020Zone20200327 FD557PF.pdf 2021Zone20210323 FD557PF.pdf		4 reports uploaded. 2018-2020 reports are uploaded as 18. Other document type.	Zone certification	*YYYYZoneYYYYMMDD Pension Plan Name*, where the first "YYYY" is the applicable plan year, and "YYYYMMDD" is the date the certification was prepared. "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.7(e)(8)	Section B, Item 5
27b.	Does the application include documentation for all certifications that clearly identifies all assumptions used including the interest rate used for funding standard account purposes? Enter N/A if the plan entered N/A for Checklist Item #27a.	Yes No N/A	Yes			See reports uploaded in Item #27a. Each of the applicable valuation reports referenced in the zone certification reports have been uploaded as part of Item #24.	Zone certification		§ 4262.7(e)(8)	Section B, Item 5
27c.	For a certification of critical and declining status, does the application include the required plan-year-by-plan-year projection (showing the items identified in Section B, Item 5(a) through 5(f) of the SFA Instructions) demonstrating the plan year that the plan is projected to become insolvent? Enter N/A if the plan entered N/A for Checklist Item #27a or if the application does not include a certification of critical and declining status.	Yes No N/A	Yes			See reports updated in Item #27a.	Zone certification		§ 4262.7(e)(8)	Section B, Item 5
28.	Does the application include the most recent account statements for all of the plan's cash and investment accounts? Insolvent plans may enter N/A, and identify in the Plan Comments that this information was previously submitted to PBGC and the date submitted.	Yes No N/A	Yes	FD557PF PNC Bank Commercial Checking - 2022-01-31.pdf FD557PF Parametric 2022-01-31.pdf FD557PF NT Baird 2022-01-31.pdf FD557PF NT Delaware 2022-01-31.pdf FD557PF NT Dreyfus 2022-01-31.pdf		5 statements uploaded	Bank/Asset statements for all cash and investment accounts		§ 4262.7(e)(9)	Section B, Item 6
29.	Does the application include the most recent plan financial statement (audited, or unaudited if audited is not available)? Insolvent plans may enter N/A, and identify in the Plan Comments that this information was previously submitted to PBGC and the date submitted.	Yes No N/A	Yes	FD557PF Financials 12-31-2021.pdf			Plan's most recent financial statement (audited, or unaudited if audited not available)		§ 4262.7(e)(10)	Section B, Item 7
30.	Does the application include all of the plan's written policies and procedures governing the plan's determination, assessment, collection, settlement, and payment of withdrawal liability?	Yes No N/A	Yes	FD557PF SFA Withdrawal Liability Policy.pdf			Pension plan documents, all versions available, and all amendments signed and dated		§ 4262.7(e)(12)	Section B, Item 8
31.	Does the application include information required to enable the plan to receive electronic transfer of funds, if the SFA application is approved? See SFA Instructions, Section B, Item 9.	Yes No N/A	Yes	FD557PF Notarized ACH info and PBGC form.pdf			Other		§ 4262.7(e)(11)	Section B, Item 9

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
32.	Does the application include the plan's projection of expected benefit payments as reported in response to line 8b(1) on the Form 5500 Schedule MB for plan years 2018 through the last year the Form 5500 was filed before the application submission date? Enter N/A if the plan is not required to respond Yes to line 8b(1) on the Form 5500 Schedule MB. See Template 1.	Yes No N/A	Yes	Template 1 FD557PF.xlsx			Financial assistance spreadsheet (template)	*Template 1 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(1)	Section C, Item 1
33.	If the plan was required to enter 10,000 or more participants on line 6f of the most recently filed Form 5500, does the application include a current listing of the 15 largest contributing employers (the employers with the largest contribution amounts) and the amount of contributions paid by each employer during the most recently completed plan year (without regard to whether a contribution was made on account of a year other than the most recently completed plan year)? If this information is required, it is required for the 15 largest contributing employers even if the employer's contribution is less than 5% of total contributions. Enter N/A if the plan is not required to provide this information. See Template 2.	Yes No N/A	N/A			Plan has fewer than 10,000 participants	Contributing employers	*Template 2 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(2)	Section C, Item 2
34.	Does the application include for each of the most recent 10 plan years immediately preceding the application filing date, the history of total contributions, total contribution base units (including identification of the unit used), average contribution rates, and number of active participants at the beginning of each plan year? Does the history separately show for each of the most recent 10 plan years immediately preceding the application filing date all other sources of non-investment income such as withdrawal liability payments collected, reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if applicable), and other identifiable sources of contributions? See Template 3.	Yes No	Yes	Template 3 FD557PF.xlsx			Historical Plan Financial Information (CBUs, contribution rates, contribution amounts, withdrawal liability payments)	*Template 3 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(3)	Section C, Item 3
35.	Does the application include a separate deterministic projection ("Baseline") in the same format as Checklist Item #10 that shows the amount of SFA that would be determined if the assumptions used are the same as those used in the most recent actuarial certification of plan status completed before January 1, 2021 ("pre-2021 certification of plan status"), excluding the plan's interest rate which should be the same as used for determining the SFA amount and excluding the CBU assumption and administrative expenses assumption which should reflect the changed assumptions consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions)? Enter N/A if this item is not required because all assumptions used (except the interest rate, CBU assumption and administrative expenses assumption) to determine the requested SFA amount are identical to those used in the pre-2021 certification of plan status and if the changed assumptions for CBUs and administrative expenses are consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of *Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.* https://www.pbgc.gov/sites/default/files/sfa/SFA-Assumptions-Guidance.pdf See Template 5.	Yes No N/A	Yes	Template 5 FD557PF.xlsx			Financial assistance spreadsheet (template)	*Template 5 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(b)(2)	Section C, Item 5

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
36.	Does the application include a reconciliation of the change in the total amount of requested SFA due to each change in assumption from the Baseline to the requested SFA amount? Does the application include a deterministic projection and other information for each assumption change, in the same format as for Checklist Item #10? Enter N/A if this item is not required because all assumptions used (except the interest rate, CBU assumption and administrative expenses assumption) to determine the requested SFA amount are identical to those used in the pre-2021 certification of plan status and if the changed assumptions for CBUs and administrative expenses are consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions, or if the requested SFA amount in Checklist Item #10 is the same as the amount shown in the Baseline details of Checklist Item #32. See Template 6.	Yes No N/A	Yes	Template 6 FD557PF.xlsx			Financial assistance spreadsheet (template)	*Template 6 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(b)(3)	Section C, Item 6
37a.	For plans eligible for SFA under § 4262.3(a)(1) or § 4262.3(a)(3), does the application include a table identifying which assumptions used in determining the plan's eligibility for SFA differ from those used in the pre-2021 certification of plan status? Enter N/A if the plan is eligible for SFA under § 4262.3(a)(2) or § 4262.3(a)(4) or if the plan is eligible based on a certification of plan status completed before 1/1/2021. Also enter N/A if the plan is eligible based on a certification of plan status completed after 12/31/2020 but that reflects the same assumptions as those in the pre-2021 certification of plan status. See Template 7.	Yes No N/A	N/A			Plan is eligible based on a certification of plan status completed before 1/1/2021.	Financial assistance spreadsheet (template)	Template 7 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(b)(1)	Section C, Item 7(a)
37b.	Does Checklist Item #37a include brief explanations as to why using those assumptions is no longer reasonable and why the changed assumptions are reasonable? This should be an abbreviated version of information provided in Checklist Item #13. Enter N/A if the plan entered N/A for Checklist Item #37a. See Template 7.	Yes No N/A	N/A			See item #37a.	Financial assistance spreadsheet (template)	Template 7 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(b)(1)	Section C, Item 7(a)
38.	Does the application include a table identifying which assumptions differ from those used in the pre-2021 certification of plan status (except the interest rate used to determine SFA)? Does this item include brief explanations as to why using those original assumptions is no longer reasonable and why the changed assumptions are reasonable? Does the application state if the changed assumption is an extension of the CBU assumption or the administrative expenses assumption as described in Paragraph A “Adoption of assumptions not previously factored into pre-2021 certification of plan status” of Section III, Acceptable Assumption Changes of PBGC’s guidance on Special Financial Assistance Assumptions? This should be an abbreviated version of information provided in Checklist Items #14a-b. See Template 7.	Yes No N/A	Yes	Template 7 FD557PF.xlsx			Financial assistance spreadsheet (template)	Template 7 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(b)(1)	Section C, Item 7(b)
39a.	Does the application include details of the projected contributions and withdrawal liability payments used to calculate the requested SFA amount, including total contributions, contribution base units (including identification of base unit used), average contribution rate(s), reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if applicable), and any other identifiable contribution streams? See Template 8.	Yes No	Yes	Template 8 FD557PF.xlsx			Financial assistance spreadsheet (template)	Template 8 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(5)	Section C, Item 8
39b.	Does the application separately show the amounts of projected withdrawal liability payments for employers that are currently withdrawn at the application filing date, and assumed future withdrawals? Does the application also provide the projected number of active participants at the beginning of each plan year? See Template 8.	Yes No	Yes	Template 8 FD557PF.xlsx			Financial assistance spreadsheet (template)	Template 8 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(5)	Section C, Item 8

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name:	Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN:	52-6118055
PN:	001
SFA Amount Requested:	$185,352,598.00
	Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:--

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
39c.	Does the application also provide the projected number of active participants at the beginning of each plan year? See Template 8.	Yes No	Yes	Template 8 FD557PF.xlsx			Financial assistance spreadsheet (template)	Template 8 Pension Plan Name, where "Pension Plan Name" is an abbreviated version of the plan name.	§ 4262.8(a)(5)	Section C, Item 8
Supplemental Information for Certain Events under § 4262.4(f) - Applicable to Any Events in § 4262.4(f)(2) through (f)(4) and Any Mergers in § 4262.4(f)(1)(ii)										
40a.	Does the application include a narrative description of any event and any merger, including relevant supporting documents which may include plan amendments, collective bargaining agreements, actuarial certifications related to a transfer or merger, or other relevant materials? Enter N/A if the plan has not experienced an event or merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
40b.	For a transfer or merger event, does the application include identifying information for all plans involved including plan name, EIN and plan number, and the date of the transfer or merger? Enter N/A if the plan has not experienced a transfer or merger event.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
41a.	Does the narrative description in the application identify the amount of SFA reflecting any event, the amount of SFA determined as if the event had not occurred, and confirmation that the requested SFA provided in Checklist Item #1 is no greater than the amount that would have been determined if the event had not occurred, unless the event is a contribution rate reduction and such event lessens the risk of loss to plan participants and beneficiaries? Enter N/A if the plan has not experienced any event.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
41b.	For a merger, is the determination of SFA as if the event had not occurred equal to the sum of the amount that would be determined for this plan and each plan merged into this plan (each as if they were still separate plans)? Enter N/A if the plan entered N/A for Checklist Item #41a. Enter N/A if the event described in Checklist Item #41a was not a merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
42a.	Does the application include a supplemental version of Checklist Item #6 that shows the determination of SFA eligibility as if any events had not occurred? Enter N/A if the plan has not experienced any event.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
42b.	For any merger, does this item include demonstrations of SFA eligibility for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans)? Enter N/A if the plan entered N/A for Checklist Item #42a. Enter N/A if the event described in Checklist Item #42a was not a merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
43a.	Does the application include a supplemental certification from the plan's enrolled actuary with respect to the plan's SFA eligibility (see Checklist Item #7), but with eligibility determined as if any events had not occurred? Enter N/A if the plan has not experienced any event.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
43b.	For any merger, does the application include supplemental certifications of the SFA eligibility for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans)? Enter N/A if the plan entered N/A for Checklist Item #43a. Also enter N/A if the event described in Checklist Item #43a was not a merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name: Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN: 52-6118055
PN: 001
SFA Amount Requested: $185,352,598.00

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
44a.	Does the application include a supplemental version of Checklist Item #10 that shows the determination of the SFA amount as if any events had not occurred? See Template 4. Enter N/A if the plan has not experienced any events.	Yes No N/A	N/A			No applicable events	Projections for special financial assistance (estimated income, benefit payments and expenses)	For supplemental submission due to any event: *Template 4 Pension Plan Name Supp* where "Pension Plan Name" is an abbreviated version of the plan name. For a supplemental submission due to a merger, *Template 4 Pension Plan Name Merged*, where "Pension Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section C
44b.	For any merger, does the application show the SFA determination for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans)? See Template 4. Enter N/A if the plan entered N/A for Checklist Item #44a. Also enter N/A if the event described in Checklist Item #44a was not a merger.	Yes No N/A	N/A			No applicable events	Projections for special financial assistance (estimated income, benefit payments and expenses)	For a supplemental submission due to a merger, *Template 4 Pension Plan Name Merged*, where "Pension Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section C
45a.	Does the application include a supplemental certification from the plan's enrolled actuary with respect to the plan's SFA amount (see Checklist Item #11), but with the SFA amount determined as if any events had not occurred? Enter N/A if the plan has not experienced any events.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
45b.	Does this certification clearly identify all assumptions and methods used, sources of participant data and census data, and other relevant information? Enter N/A if the plan entered N/A for Checklist Item #45a.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
45c.	For any merger, does the application include supplemental certifications of the SFA amount determined for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans)? Enter N/A if the plan entered N/A for Checklist Item #45a. Also enter N/A if the event described in Checklist Item #45a was not a merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
45d.	For any merger, do the certifications clearly identify all assumptions and methods used, sources of participant data and census data, and other relevant information? Enter N/A if the plan entered N/A for Checklist Item #45a. Enter N/A if the event described in Checklist Item #45a was not a merger.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
46a.	If the event is a contribution rate reduction and the amount of requested SFA is not limited to the amount of SFA determined as if the event had not occurred, does the application include a detailed demonstration that shows that the event lessens the risk of loss to plan participants and beneficiaries? Enter N/A if the event is not a contribution rate reduction, or if the event is a contribution rate reduction but the requested SFA is limited to the amount of SFA determined as if the event had not occurred.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

Plan name: Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN: 52-6118055
PN: 001
SFA Amount Requested: $185,352,598.00

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
46b.	Does this demonstration also identify all assumptions used, supporting rationale for the assumptions and other relevant information? Enter N/A if the plan entered N/A for Checklist Item #46a.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section D
47a.	If the event is a contribution rate reduction and the amount of requested SFA is not limited to the amount of SFA determined as if the event had not occurred, does the application include a certification from the plan's enrolled actuary (or, if appropriate, from the plan sponsor) with respect to the demonstration to support a finding that the event lessens the risk of loss to plan participants and beneficiaries? Enter N/A if the event is not a contribution rate reduction, or if the event is a contribution rate reduction but the requested SFA is limited to the amount of SFA determined as if the event had not occurred.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
47b.	Does this demonstration also identify all assumptions used, supporting rationale for the assumptions and other relevant information? Enter N/A if the event is not a contribution rate reduction, or if the event is a contribution rate reduction but the requested SFA is limited to the amount of SFA determined as if the event had not occurred.	Yes No N/A	N/A			No applicable events	Financial Assistance Application		§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section E
Supplemental Information for Certain Events under § 4262.4(f) - Applicable Only to Any Mergers in § 4262.4(f)(1)(ii)										
	Plans that have experienced mergers identified in § 4262.4(f)(1)(ii) must complete Checklist Items #48 through #60. If you are required to complete Checklist Items #48 through #60, your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #48 through #60. All other plans should not provide any responses for Checklist Items #48 through #60.									
48.	In addition to the information provided with Checklist Item #18, does the application also include similar plan documents and amendments for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Pension plan documents, all versions available, and all amendments signed and dated	Use same naming convention as for Checklist Item #18 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
49.	In addition to the information provided with Checklist Item #20, does the application also include similar trust agreements and amendments for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Pension plan documents, all versions available, and all amendments signed and dated	Use same naming convention as for Checklist Item #20 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
50.	In addition to the information provided with Checklist Item #23, does the application also include the most recent IRS determination for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)? Enter N/A if the plan does not have a determination letter.	Yes No N/A	N/A			No applicable events	Pension plan documents, all versions available, and all amendments signed and dated	Use same naming convention as for Checklist Item #23 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
51.	In addition to the information provided with Checklist Item #24, for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii), does the application include the actuarial valuation report for the 2018 plan year and each subsequent actuarial valuation report completed before the application filing date?	Yes No N/A	N/A			No applicable events	Most recent actuarial valuation for the plan	*YYYYAVR Pension Plan Name Merged*, where "YYYY" is plan year and "Pension Plan Name Merged" is abbreviated version of the plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
52.	In addition to the information provided with Checklist Item #25, does the application include similar rehabilitation plan information for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Rehabilitation plan (or funding improvement plan, if applicable)	Use same naming convention as for Checklist Item #25 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B

Application to PBGC for Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20210708p

Plan name: Freight Drivers and Helpers Local Union No. 557 Pension Fund
EIN: 52-6118055
PN: 001
SFA Amount Requested: $185,352,598.00

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #47.

---------------------------Filers provide responses here for each Checklist Item:--

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	Upload as Document Type	Requested File Naming (if applicable)	SFA Regulation Reference	SFA Filing Instructions Reference
53.	In addition to the information provided with Checklist Item #26, does the application include similar Form 5500 information for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Latest annual return/report of employee benefit plan (Form 5500)	*YYYYForm5500 Pension Plan Name Merged* , where "YYYY" is the plan year and "Pension Plan Name Merged" is abbreviated version of the plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
54.	In addition to the information provided with Checklist Item #27, does the application include similar certifications of plan status for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Zone certification	*YYYYZoneYYYYMMDD Pension Plan Name Merged,* where the first "YYYY" is the applicable plan year, and "YYYYMMDD" is the date the certification was prepared. "Pension Plan Name Merged" is an abbreviated version of the plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
55.	In addition to the information provided with Checklist Item #28, does the application include the most recent cash and investment account statements for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Bank/Asset statements for all cash and investment accounts	Use same naming convention as for Checklist Item #28 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
56.	In addition to the information provided with Checklist Item #29, does the application include the most recent plan financial statement (audited, or unaudited if audited is not available) for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Plan's most recent financial statement (audited, or unaudited if audited not available)	Use same naming convention as for Checklist Item #29 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
57.	In addition to the information provided with Checklist Item #30, does the application include all of the written policies and procedures governing the plan's determination, assessment, collection, settlement, and payment of withdrawal liability for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)?	Yes No N/A	N/A			No applicable events	Pension plan documents, all versions available, and all amendments signed and dated	Use same naming convention as for Checklist Item #30 but with abbreviated plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section B
58.	In addition to the information provided with Checklist Item #32, does the application include the same information in the format of Template 1 for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)? Enter N/A if each plan that fully merged into this plan is not required to respond Yes to line 8b(1) on the most recently filed Form 5500 Schedule MB.	Yes No N/A	N/A			No applicable events	Financial assistance spreadsheet (template)	*Template 1 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section C
59.	In addition to the information provided with Checklist Item #33, does the application include the same information in the format of Template 2 (if required based on the participant threshold) for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)(ii)? Enter N/A if each plan that merged into this plan has less than 10,000 participants on line 6f of the most recently filed Form 5500.	Yes No N/A	N/A			No applicable events	Contributing employers	*Template 2 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name fore the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section C
60.	In addition to the information provided with Checklist Item #34, does the application include similar information in the format of Template 3 for each plan that merged into this plan due to a merger described in § 4262.4(f)(1)?	Yes No	N/A			No applicable events	Historical Plan Financial Information (CBUs, contribution rates, contribution amounts, withdrawal liability payments)	*Template 3 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name for the plan merged into this plan.	§ 4262.4(f) § 4262.8(c)	Addendum A for Certain Events, Section C

Segal Consulting

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Valuation and Review as of January 1, 2017

This report has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Segal Consulting

1800 M Street NW, Suite 900 S Washington, DC 20036-5802
T 202.833.6400 www.segalco.com

September 27, 2017

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
c/o Benefits Administration Corporation, Inc.
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

We are pleased to submit the Actuarial Valuation and Review as of January 1, 2017. It establishes the funding requirements for the current year and analyzes the preceding year's experience. It also summarizes the actuarial data and includes the actuarial information that is required to be filed with Form 5500 to federal government agencies.

The census information upon which our calculations were based was prepared by Benefit Administration Corporation, Inc. That assistance is gratefully acknowledged. The actuarial calculations were completed under my supervision as Enrolled Actuary.

We look forward to reviewing this report with you at your next meeting and to answering any questions you may have.

Sincerely,

Segal Consulting, a Member of The Segal Group

By: ______________________________

Adam E. Condrick
Vice President and Actuary

cc:

Corey S. Bott, Esq.
Thomas K. Wotring, Esq.
Claire M. Kratz
Joseph R. Swann
David Danczziger, CPA

Benefits, Compensation and HR Consulting. Member of The Segal Group. Offices throughout the United States and Canada

Table of Contents

Freight Drivers & Helpers Local Union No. 557 Pension Plan Actuarial Valuation and Review as of January 1, 2017

Section 1: Actuarial Valuation Summary

Section 2: Actuarial Valuation Results

Section 3: Supplementary Information

Section 4: Certificate of Actuarial Valuation

Introduction

There are several ways of evaluating funding adequacy for a pension plan. In monitoring the Plan's financial position, the Trustees should keep in mind all of these concepts.

Funding Standard Account	The ERISA Funding Standard Account (FSA) measures the cumulative difference between actual contributions and the minimum required contributions. If actual contributions exceed the minimum required contributions, the excess is called the credit balance. If actual contributions fall short of the minimum required contributions, a funding deficiency occurs.
Zone Information	The Pension Protection Act of 2006 (PPA'06) called on plan sponsors to actively monitor the projected FSA credit balance, the funded percentage (the ratio of the actuarial value of assets to the present value of benefits earned to date) and cash flow sufficiency. Based on these measures, plans are then categorized as critical (*Red Zone*), endangered (*Yellow Zone*), or neither (*Green Zone*). The Multiemployer Pension Reform Act of 2014 (MPRA), among other things, made the zone provisions permanent.
Solvency Projections	Pension plan funding anticipates that, over the long term, both contributions and investment earnings will be needed to cover benefit payments and expenses. To the extent that contributions are less than benefit payments, investment earnings and fund assets will be needed to cover the shortfall. In some situations, a plan may be faced with insufficient assets to cover its current obligations and may need assistance from the Pension Benefit Guaranty Corporation (PBGC). MPRA provides options for some plans facing insolvency.
Scheduled Cost	The Scheduled Cost is an annual amount based on benefit levels and assets that allows a comparison to current contribution levels, given the expectation of a continuing Plan.
Withdrawal Liability	ERISA provides for assessment of withdrawal liability to employers who withdraw from a multiemployer plan based on unfunded vested benefit liabilities. A separate report is available.

Important Information about Actuarial Valuations

An actuarial valuation is a budgeting tool with respect to the financing of future uncertain obligations of a pension plan. As such, it will never forecast the precise future contribution requirements or the precise future stream of benefit payments. In any event, it is an estimated forecast — the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal Consulting ("Segal") relies on a number of input items. These include:

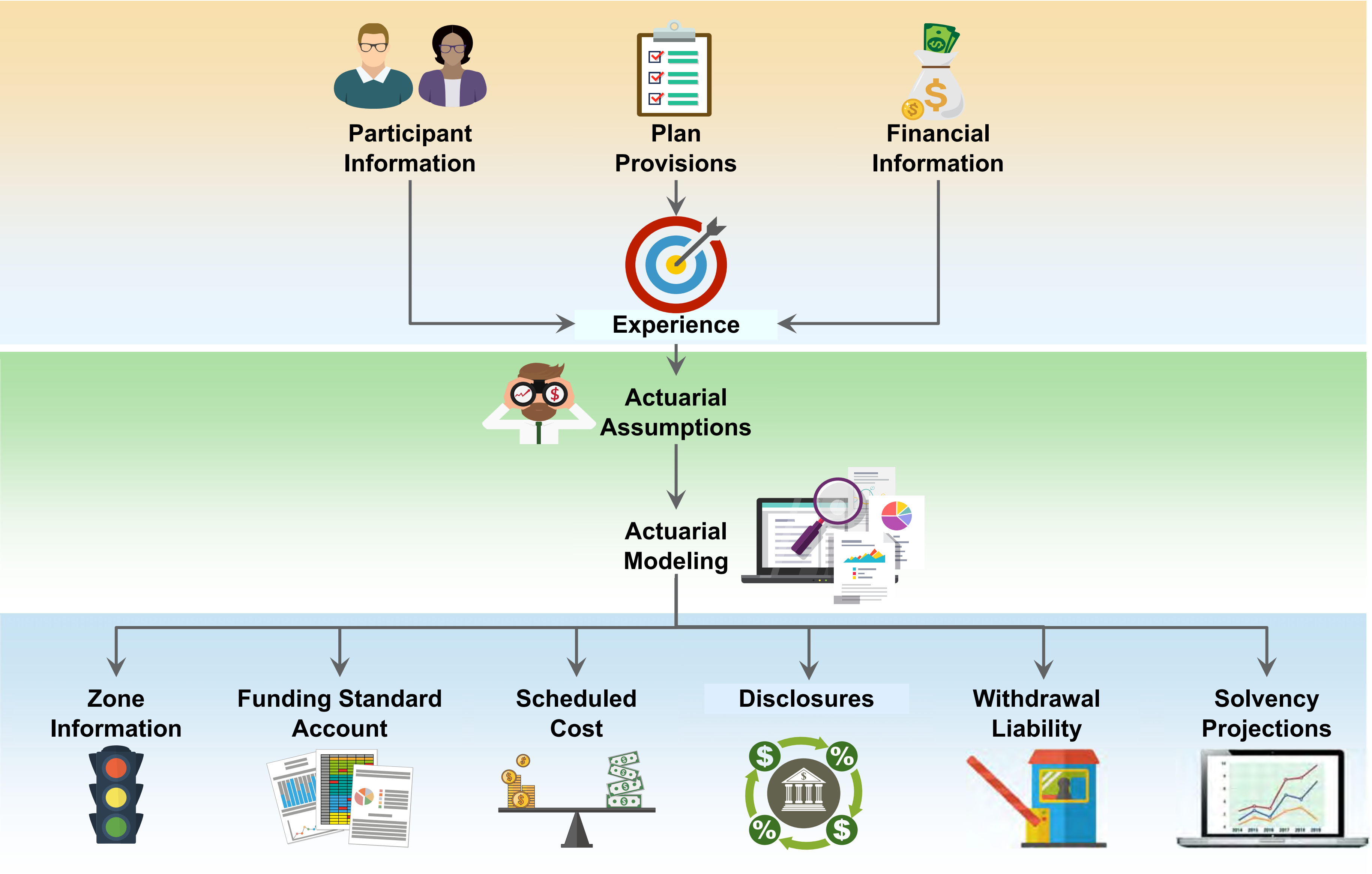
Plan Provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. For example, a plan may require the award of a Social Security disability pension as a condition for receiving a disability pension from the plan. If so, changes in the Social Security law or administration may change the plan's costs without any change in the terms of the plan itself. It is important for the Trustees to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant Information	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. For most plans, it is not possible nor desirable to take a snapshot of the actual workforce on the valuation date. It is not necessary to have perfect data for an actuarial valuation: the valuation is an estimated forecast, not a prediction. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial Information	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the auditor. Some plans include assets, such as private equity holdings, real estate, or hedge funds, that are not subject to valuation by reference to transactions in the marketplace. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial Assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results and will have no impact on the actual cost of the plan (the total of benefits and expenses paid out over time). In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal's actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

- The actuarial valuation is prepared for use by the Trustees. It includes information for compliance with federal filing requirements and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- Actuarial results in this report are not rounded, but that does not imply precision.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in employment levels and investment losses, not just the current valuation results.
- ERISA requires a plan's enrolled actuary to provide a statement for inclusion in the plan's annual report disclosing any event or trend that the actuary has not taken into account, if, to the best of the actuary's knowledge, such an event or trend may require a material increase in plan costs or required contribution rates. If the Trustees are currently aware of any event that was not considered in this valuation and that may materially increase the cost of the Plan, they must advise Segal, so that we can evaluate it and take it into account.
- A certification of "zone" status under PPA'06 is a separate document from the actuarial valuation.
- Segal does not provide investment, legal, accounting, or tax advice. This valuation is based on Segal's understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Trustees should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal Consulting has no discretionary authority with respect to the management or assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

ACTUARIAL VALUATION OVERVIEW



Participant Information

Plan Provisions

Financial Information

Experience

Actuarial Assumptions

Actuarial Modeling

Zone Information

Funding Standard Account

Scheduled Cost

Disclosures

Withdrawal Liability

Solvency Projections

Section 1: Actuarial Valuation Summary

Summary of Key Valuation Results

		2016	2017
Certified Zone Status		***Critical and Declining***	***Critical and Declining***
Demographic Data:	• Number of active participants • Number of inactive participants with vested rights • Number of retired participants and beneficiaries	390 347 1,907	361 341 1,862
Assets[1]:	• Market value of assets (MVA) • Actuarial value of assets (AVA) • AVA as a percent of MVA	$95,854,877 98,320,508 102.6%	$77,108,806 79,677,555 103.3%
Cash Flow:	• Projected employer contributions • Actual contributions • Projected benefit payments and expenses • Projected insolvency date	$5,117,580 4,945,155 18,307,341 July 2025	$4,652,568 -- 18,124,863 January 2024
Statutory Funding Information:	• Minimum required contribution • Maximum deductible contribution • Annual Funding Notice percentage • FSA credit balance (deficiency), prior December 31	$28,837,554 333,051,515 45.7% (11,239,237)	$56,554,222 361,483,194 36.1% (35,750,606)
Cost Elements on an FSA Cost Basis:	• Normal cost, including administrative expenses • Actuarial accrued liability • Unfunded (Excess of assets over) actuarial accrued liability (based on AVA)	$2,691,992 215,186,412 $116,865,904	$2,631,812 220,634,358 $140,956,803
Withdrawal Liability:[2]	• Present value of vested benefits • Unfunded present value of vested benefits (based on MVA[3])	$263,493,079 175,751,886	$257,555,205 178,932,764

[1] Based on audited financial statements but excluding net withdrawal liability receivables/(payables) of ($9,492,353) in 2016 and $1,048,178 in 2017.

[2] Using the assumptions described in *Section 2: Withdrawal Liability Assumptions.*

[3] Including net outstanding withdrawal liability reasonably expected to be collectible/(payable) of ($8,113,684) in 2016 and $1,513,635 in 2017.

Comparison of Funded Percentages

	Funded Percentages as of January 1		2017	
	2016	2017	Liabilities	Assets
1. PPA'06 Liability and Annual Funding Notice	45.7%	36.1%	220,634,358	79,677,555
2. Accumulated Benefits Liability	44.5%	34.9%	220,634,358	77,108,806
3. Withdrawal Liability	36.4%	30.5%	257,555,205	78,622,441
4. Current Liability	28.4%	25.2%	310,059,510	78,156,984

Notes:

1. The present value of benefits earned through the valuation date (accrued benefits) defined by PPA'06, based on the long-term funding investment return assumption of 5.50% and compared to the actuarial value of assets, excluding net audited withdrawal liability receivables/(payables).
2. The present value of accrued benefits for disclosure in the audited financial statements, based on the long-term funding investment return assumption of 5.50%, and compared to the market value of assets, excluding net audited withdrawal liability receivables/(payables).
3. The present value of vested benefits for withdrawal liability purposes, based on the blended interest rate and other assumptions described in *Section 2*: *Withdrawal Liability Assumptions*, the present value of vested benefits, and compared to the market value of assets, including net withdrawal liability receivables expected to be collectible/(payable) from payment schedules.
4. The present value of accrued benefits based on a government-prescribed mortality table and investment return assumption of 3.28% for 2016 and 3.05% for 2017, and compared to the market value of assets. Used to develop the maximum tax-deductible contribution and shown on the Schedule MB if less than 70%.

Disclosure: These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations or the need for or the amount of future contributions.

This January 1, 2017 actuarial valuation report is based on financial and demographic information as of that date. Changes subsequent to that date are not reflected unless specifically identified, and will affect future results. Segal is prepared to work with the Trustees to analyze the effects of any subsequent developments. The current year's actuarial valuation results follow.

A. Developments Since Last Valuation

1. The rate of return on the market value of plan assets was 7.20% for the 2016 plan year. The rate of return on the actuarial value of assets was 7.11%. Given the low fixed income interest rate environment, target asset allocation and expectations of future investment returns for various asset classes and a shortened Plan duration due to projected insolvency, we have reduced the assumed rate of return from 6.50% to 5.50% effective January 1, 2017. We will continue to monitor the Plan's actual and anticipated investment returns.
2. The number of active participants decreased by 7.4% from 390 as of January 1, 2016 to 361 as of January 1, 2017.
3. The return of withdrawal liability payments to Penske on November 11, 2016 was reflected in this valuation. The $12.3 million reduction in assets hastened the projected insolvency date by one year to 2024.
4. In addition to the assumed rate of return, the following actuarial assumptions were changed in this valuation:
    - The mortality assumption for healthy participants was updated from the RP-2000 Combined Healthy Blue Collar Mortality Table set forward 1 year with generational projection using Scale SSA-2014 to 115% of the unprojected experience rates (as of 2006) for the separate Employee and Annuitant RP-2014 Blue Collar Mortality Tables with generational projection from 2017 using Scale MP-2016.
    - The retirement rates for both active and terminated vested participants were updated to account for recent experience and future expectations.
    - Administrative expenses were decreased from $1,250,000 as of January 1, 2016 to $1,100,000 as of January 1, 2017.

    The effect of the changes was an increase in liability but lower near-term benefit payments.
5. The 2017 certification, issued on March 31, 2017, based on the liabilities calculated in the 2016 actuarial valuation, projected to December 31, 2016, and estimated asset information as of December 31, 2016, classified the Plan as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and the projected insolvency date was within 15 years. This projection was based on the Trustees' industry activity assumption that the active population will decrease by 2% per year for five years and 1% thereafter from the January 1, 2016 count of 390 active participants and, on average, contributions will be made for 1,800 hours per year for each active participant.
6. The Trustees initially adopted a Rehabilitation Plan January 9, 2009. This Plan has subsequently been updated each year thereafter. As a result of collective bargaining, all active participants are currently operating under the Rehabilitation Plan Default Schedule as of the valuation date.

B. Solvency Projections

1. The Plan is projected to be unable to pay benefits by approximately January of 2024, assuming experience is consistent with the January 1, 2017 assumptions, as well as the assumptions described in *Section 2: Basis for Solvency Projection*. This is more than one year earlier than projected in last year's valuation due primarily to the return of Penske's withdrawal liability payments. This cash-flow crisis requires continued attention by the Trustees.
2. The Trustees have adopted a Rehabilitation Plan intended to forestall insolvency. In addition, they have been and continue to explore all options available to them under the Multiemployer Pension Reform Act of 2014 (MPRA).

C. Funded Percentage and Funding Standard Account

1. Based on this January 1, 2017 actuarial valuation, the funded percentage that will be reported on the 2017 Annual Funding Notice is 36.1%.
2. The funding deficiency in the FSA as of December 31, 2016 was $35,750,606, an increase of $24,511,369 from the prior year. The deficiency is expected to increase. Without the protections afforded by PPA'06 for a plan that is in Critical and Declining status and has a Rehabilitation Plan that is being satisfied, there would have been excise tax consequences, along with immediate funding requirements, as a result of the funding deficiency.

D. Withdrawal Liability

1. The unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $178,932,764 (using the assumptions outlined in *Section 2: Withdrawal Liability Assumptions*). Compared to $175,751,886 as of the prior year, the increase of $3,180,878 is primarily due to the reflection of the January 1, 2016 assumption changes and the decrease in the PBGC interest rates.
2. The Trustees have adopted the method outlined in PBGC Technical Update 10-3 to account for benefit reductions implemented by the Rehabilitation Plan. The unamortized value of those benefit reductions (about $19 million) is included in the unfunded vested benefit amount shown above.
3. The January 1, 2017 assumption changes will be reflected in next year's measurement of the unfunded present value of vested benefits as of December 31, 2017. They are projected to increase the unfunded vested benefit amount.
4. A complete description of how withdrawal liability is determined will be provided in the Withdrawal Liability Report as of December 31, 2016.

E. Funding Concerns and Risk

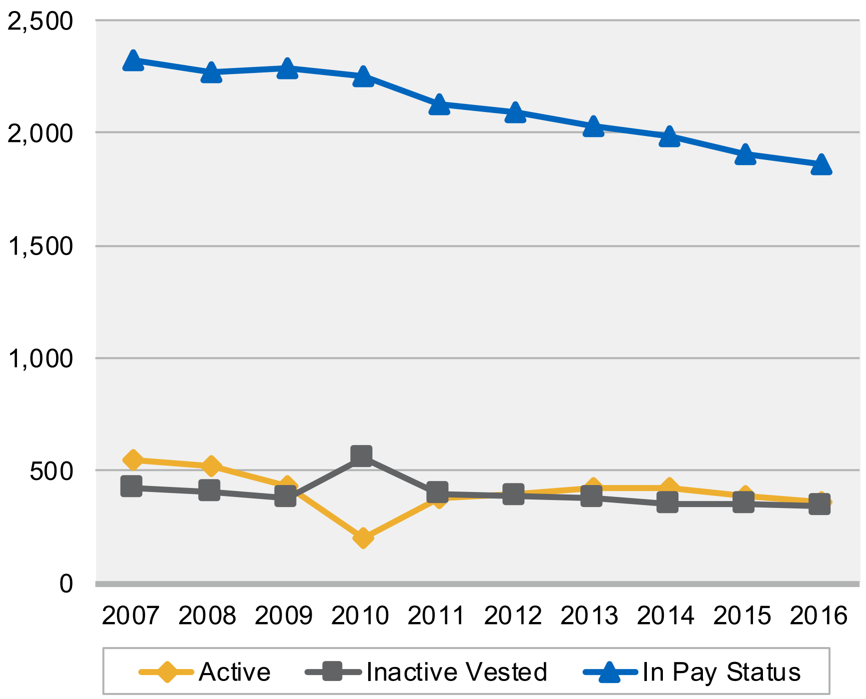
1. We will continue to work with the Trustees to explore alternatives to address the Plan's projected insolvency.
2. Since the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. We have included a discussion of various risks that may affect the Plan in *Section 2*.

Section 2: Actuarial Valuation Results

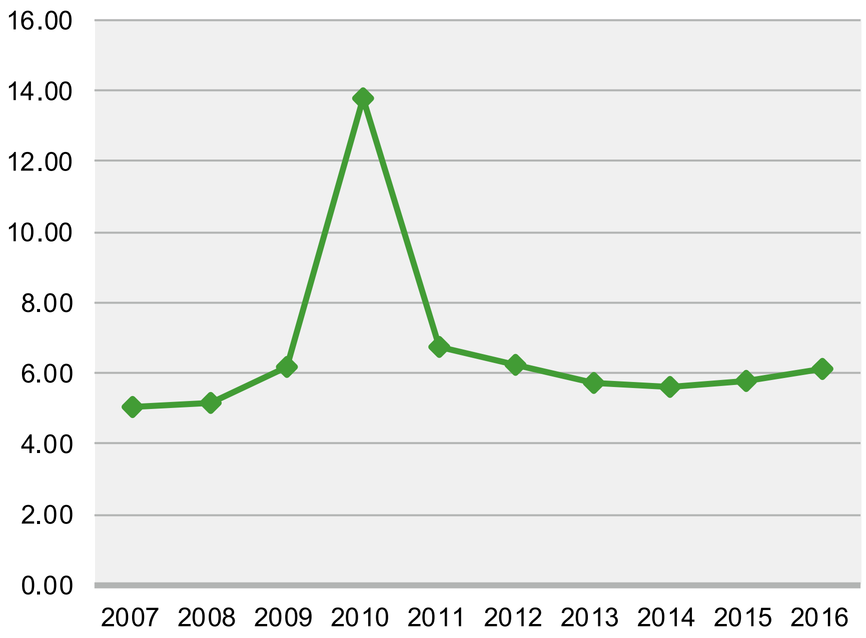
Participant Information

- The Actuarial Valuation is based on demographic data as of December 31, 2016.
- The number of active participants has declined by 34% from 546 actives as of December 31, 2007 to 361 active participants as of December 31, 2016. Those in pay status have declined by 20% (from 2,322 to 1,862) over the same period. The ratio of non-actives to actives has increased to 6.1 from 5.8 in the prior year.
- More details on the historical information are included in *Section 3, Exhibit A*.

POPULATION AS OF DECEMBER 31



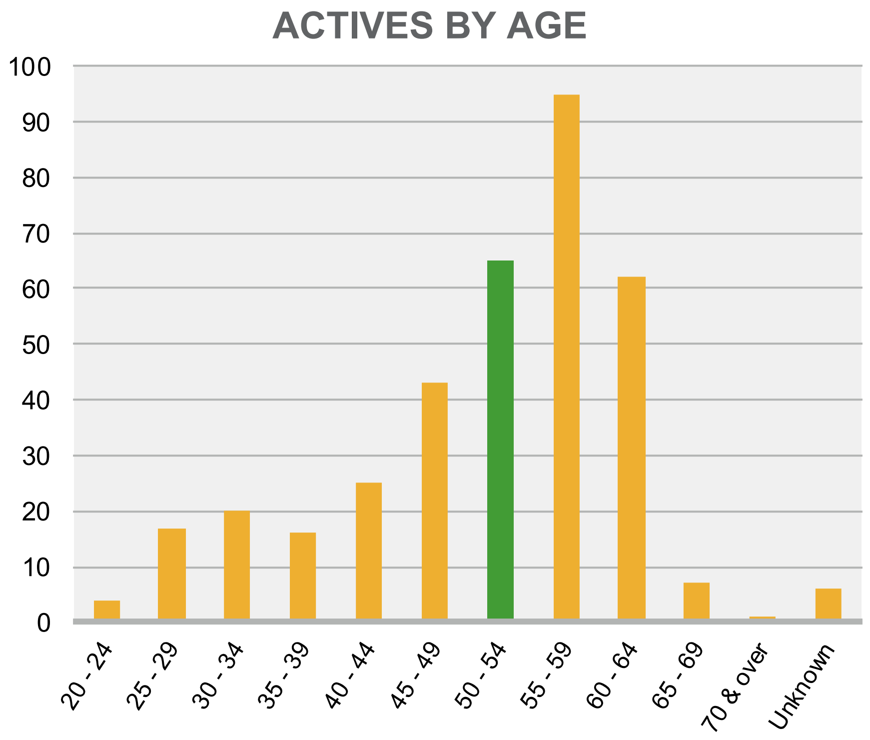
RATIO OF NON-ACTIVES TO ACTIVES AS OF DECEMBER 31

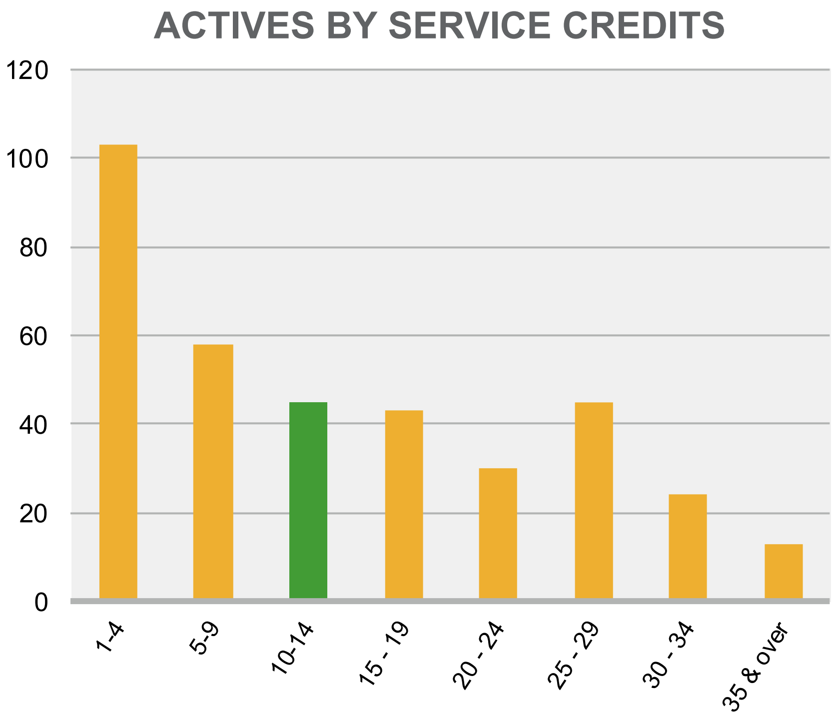


Active Participants

- There were 361 active participants this year, a decrease of 7.4% compared to 390 in the prior year.
- The age and service distribution is included in *Section 4, Exhibit 6*.

Distribution of Active Participants as of December 31, 2016



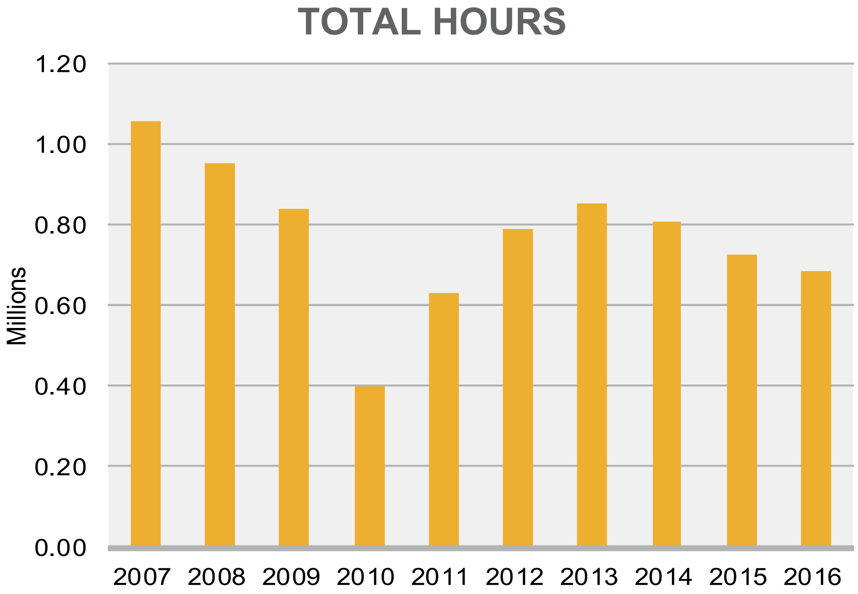


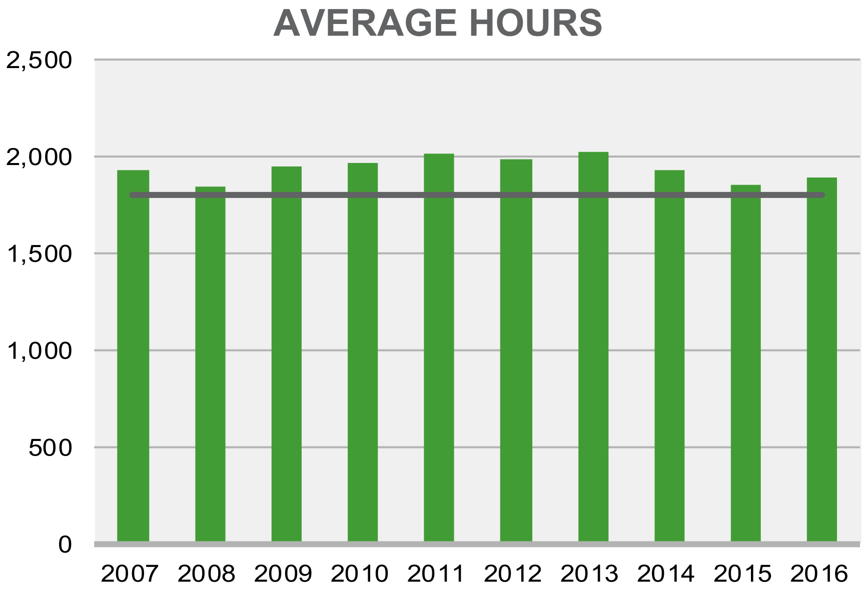
Average age	51.2
Prior year average age	50.2
Difference	**1.0**

Average service credits	14.4
Prior year average service credits	14.2
Difference	**0.2**

Historical Employment

- The charts below show a history of hours worked over the last ten years. Additional detail is in *Section 3, Exhibit B.*
- The 2017 zone certification was based on an industry activity assumption of the number of active participants decreasing by 2% per year for five years and 1% per year thereafter from the 390 active as of January 1, 2016 and, on the average, contributions will be made each for each active participant for 1,800 hours each year.
- The valuation is based on 361 actives and a long-term employment projection of 1,800 hours.
- Recent average hours have shown a trend of higher per capita hours. For this valuation, the assumption has remained 1,800 hours for each active participant. We look to the Trustees for guidance as to whether this continue to be reasonable for the long term.





Historical Average Total Hours	
Last year	683,977
Last five years	771,694
Last 10 years	773,740
Long-term assumption	649,800

Historical Average Hours	
Last year	1,895
Last five years	1,937
Last 10 years	1,940
Long-term assumption	1,800

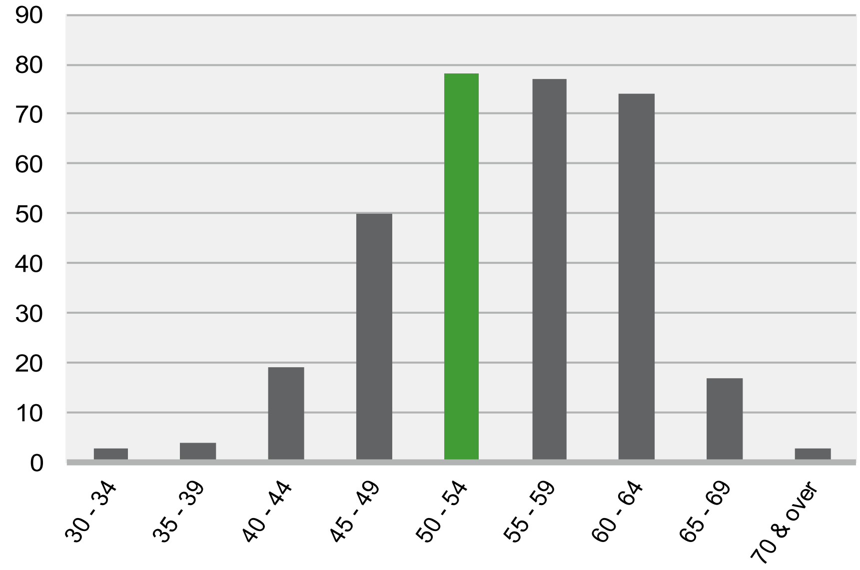
Note: The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

Inactive Vested Participants

- A participant who is not currently active and has satisfied the requirements for, but has not yet commenced, a pension is considered an "inactive vested" participant.
- There were 325 inactive vested participants this year, a decrease of 1.8% compared to 331 last year.
- In addition, there were 16 beneficiaries entitled to future benefits this year and the same as last year.
- There were 10 inactive vested participants and five deferred beneficiaries over age 72 that were excluded from this valuation. It is assumed that they will not return to collect a benefit.

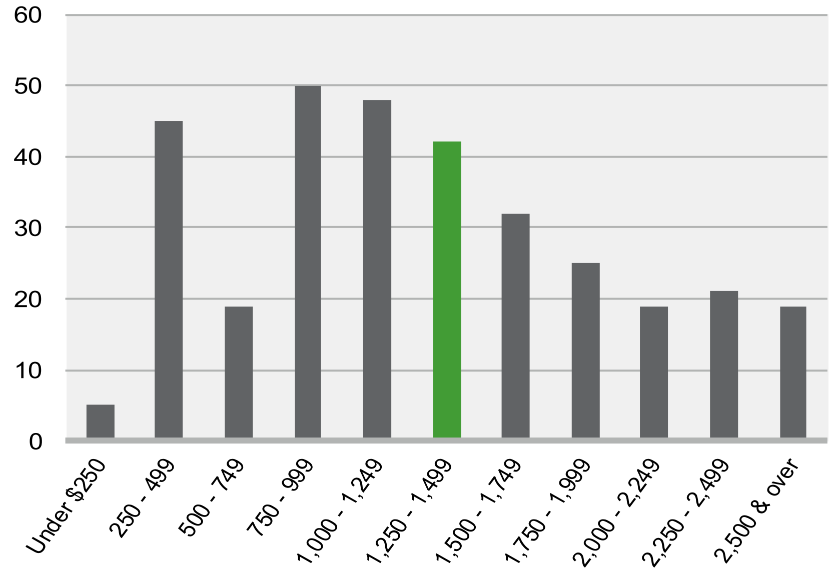
Distribution of Inactive Vested Participants as of December 31, 2016

INACTIVE VESTEDS BY AGE



Average age	**54.6**
Prior year average age	54.5
Difference	**0.1**

INACTIVE VESTEDS BY MONTHLY AMOUNT



Average amount	**$1,315**
Prior year average amount	$1,281
Difference	**$34**

New Pensions Awarded

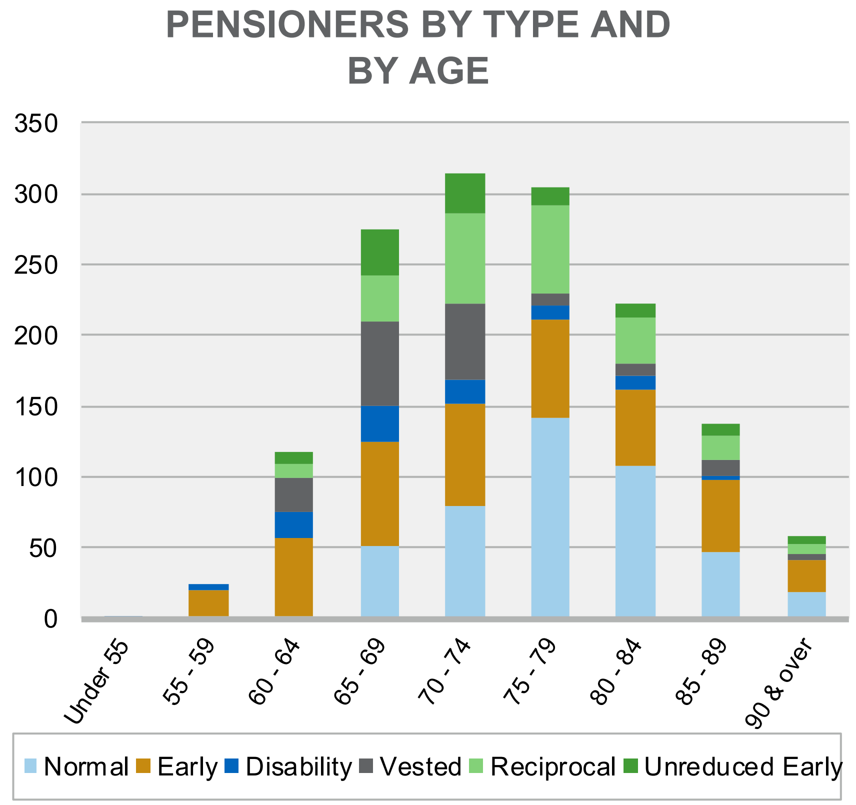
- Unreduced Early and Disability retirements were eliminated as part of the Rehabilitation Plan.
- In general, Vested Retirements have been provided as either Normal or Early Retirement types for the last five years. In the past year, there were 22 retirements from Inactive Vested status that were divided between Early and Normal Retirement types.

	Total		Normal		Unreduced Early		Early		Disability		Vested		Reciprocal	
Year Ended Dec 31	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount
2007	80	$1,433	40	$1,483	7	$2,612	19	$1,105	6	$2,342	–	–	8	$254
2008	66	1,384	9	2,141	5	3,597	5	1,919	3	1,815	31	$1,157	13	243
2009	94	1,446	24	1,929	12	3,097	14	1,241	6	1,303	28	912	10	171
2010	69	1,551	18	2,473	6	2,671	20	1,835	1	1,740	17	400	7	177
2011	27	1,107	2	1,625	–	–	5	1,800	–	–	15	986	5	569
2012	21	1,028	9	1,478	–	–	9	589	1	2,314	1	612	1	61
2013	25	605	6	523	–	–	14	546	–	–	–	–	5	871
2014	34	840	11	1,194	–	–	17	873	–	–	–	–	6	99
2015	31	1,310	14	1,507	–	–	14	1,344	–	–	1	124	2	291
2016	40	992	10	1,023	–	–	26	1,069	–	–	–	–	4	414

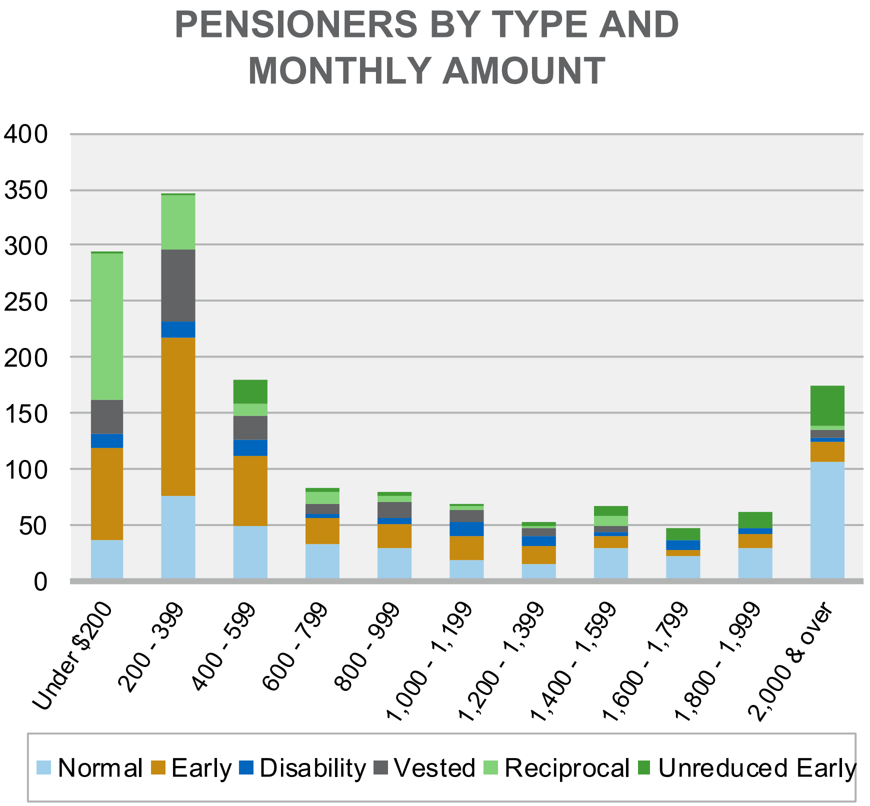
Pay Status Information

December 31, 2015	vs.	December 31, 2016
1,497 pensioners, **23** alternate payees, and **386** beneficiaries	→	**1,455** pensioners **22** alternate payees, and **384** beneficiaries
$1,351,876 total monthly benefits received	→	**$1,349,011** total monthly benefits received
One suspended pensioner	→	**One** suspended pensioner

Distribution of Pensioners as of December 31, 2016



PENSIONERS BY TYPE AND BY AGE

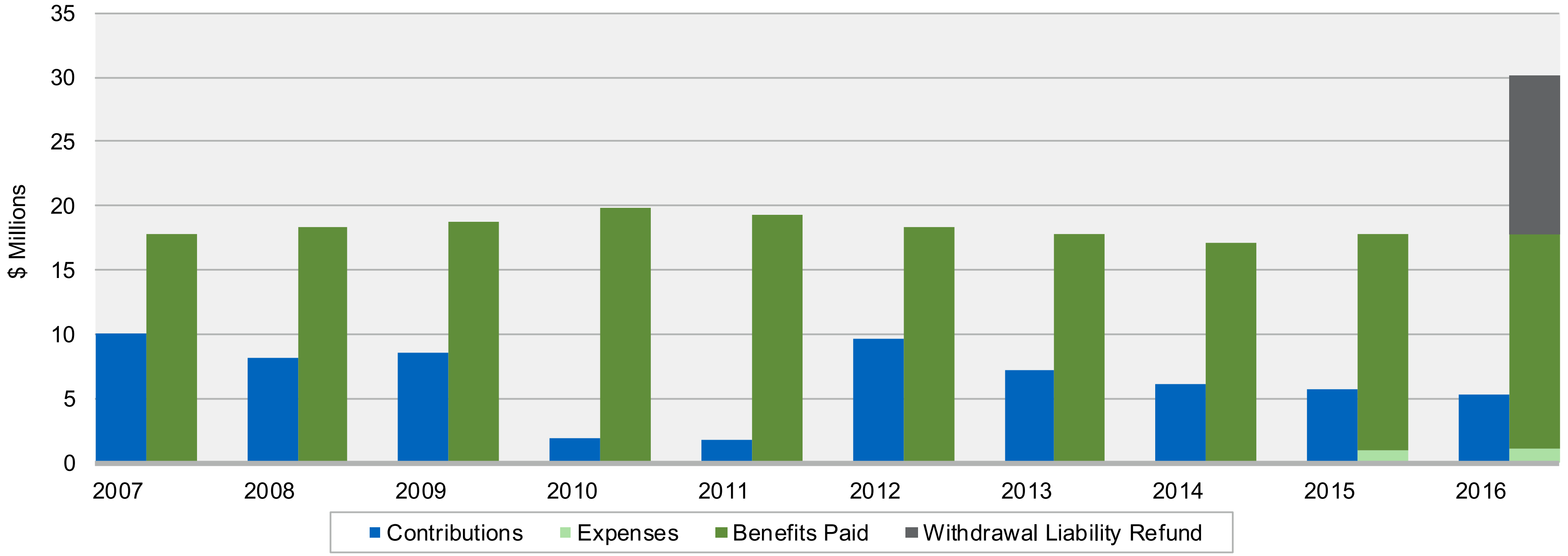


PENSIONERS BY TYPE AND MONTHLY AMOUNT

Financial Information

- Benefits and expenses are funded solely from contributions (including withdrawal liability payments) and investment earnings.
- Additional detail is in *Section 3, Exhibit C*.
- For the most recent year, benefit payments and expenses were 3.6 times employer contributions of almost $5 million.
- The refund of Penske withdrawal liability payments and interest of about $12 million was recognized this year.
- Note for years prior to 2015, contributions shown in the chart below are net of expenses.

COMPARISON OF EMPLOYER CONTRIBUTIONS WITH BENEFITS AND EXPENSES PAID



Determination of Actuarial Value of Assets

- The asset valuation method gradually recognizes annual market value fluctuations.

		Original Amount[2]	Unrecognized Return[3]	
1	Market value of assets, December 31, 2016[1]			$77,108,806
2	Calculation of unrecognized return			
	(a) Year ended December 31, 2016	$579,296	$463,437	
	(b) Year ended December 31, 2015	-7,886,010	-4,731,606	
	(c) Year ended December 31, 2014	6,342	2,537	
	(d) Year ended December 31, 2013	8,484,419	1,696,883	
	(e) Year ended December 31, 2012	2,228,022	0	
	(f) Total unrecognized return			-$2,568,749
3	Preliminary actuarial value: (1) - (2f)			79,677,555
4	Adjustment to be within 20% corridor			0
5	Final actuarial value of assets as of December 31, 2016: (3) + (4)			79,677,555
6	Actuarial value as a percentage of market value: (5) ÷ (1)			103.3%
7	Amount deferred for future recognition: (1) - (5)			-$2,568,749

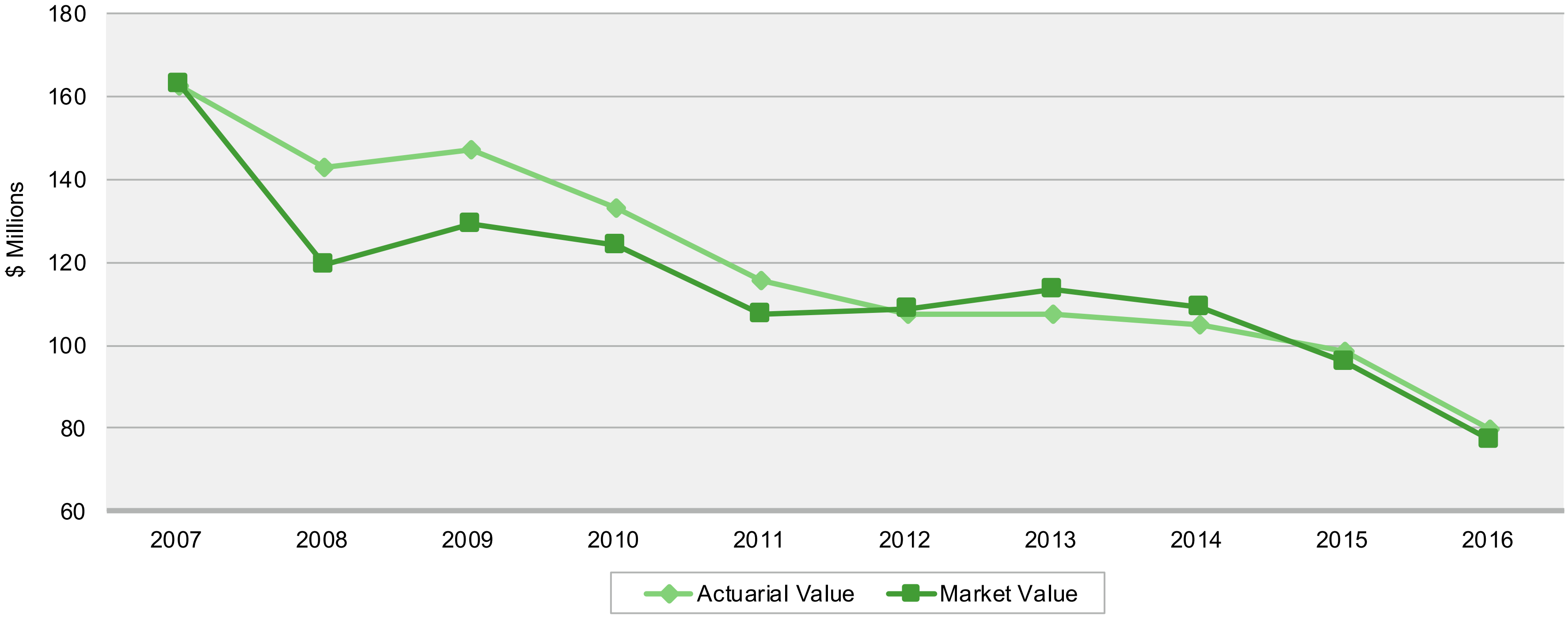
[1] Based on audited financial statements but excluding withdrawal liability receivables/(payables) of $1,048,178

[2] Total return minus expected return on a market value basis

[3] Recognition at 20% per year over 5 years

Asset History for Years Ended December 31

ACTUARIAL VALUE OF ASSETS VS. MARKET VALUE OF ASSETS



Actuarial Experience

- Assumptions should reflect experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the contribution requirement as an experience gain or loss.
- Assumptions are not changed if experience is believed to be a short-term development and that, over the long run, experience will return to assumed levels.
- The net experience variation for the year, other than investment experience, was 0.15% of the projected actuarial accrued liability from the prior valuation, and was not significant when compared to that liability.

EXPERIENCE FOR THE YEAR ENDED DECEMBER 31, 2016

1	Net gain from investments	$522,148
2	Net gain from administrative expenses	237,158
3	Net loss from other experience	-301,265
4	**Net experience gain:** 1 + 2 + 3	**$458,041**

Actuarial Value Investment Experience

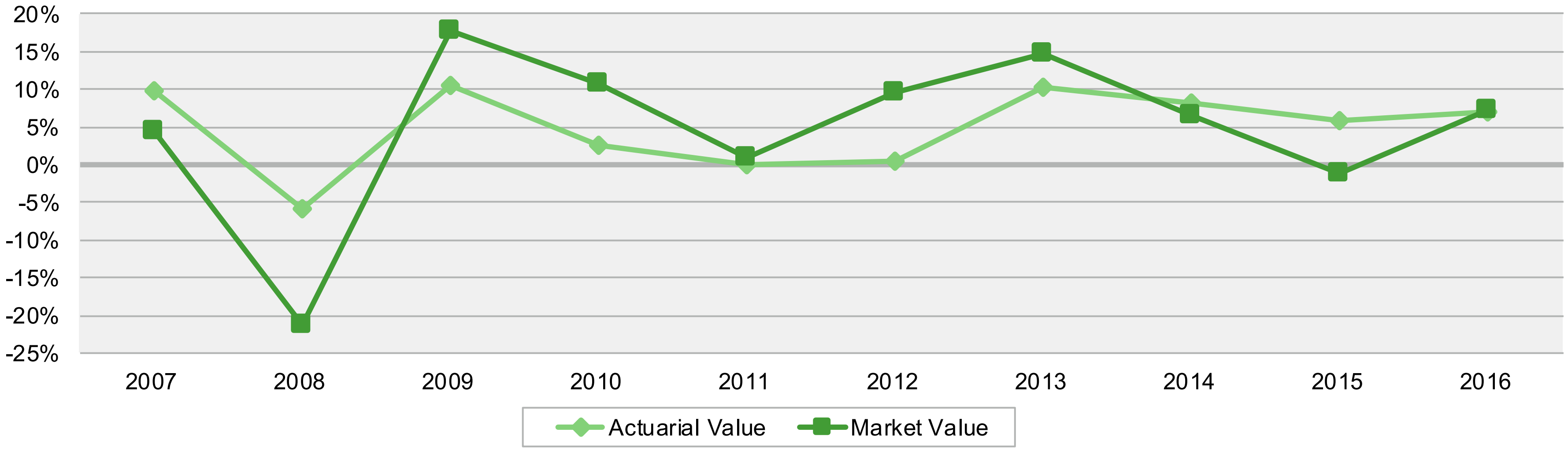
- Net investment income consists of expected investment income at the actuarially assumed rate of return, and an adjustment for market value changes. Investment expenses are subtracted.
- The actuarial value of assets does not yet fully recognize past investment gains and losses, which will affect future actuarial investment returns.

INVESTMENT EXPERIENCE FOR THE YEAR ENDED DECEMBER 31, 2016

1	Net investment income	$6,085,664
2	Average actuarial value of assets	85,592,556
3	Rate of return: 1 ÷ 2	7.11%
4	Assumed rate of return	6.50%
5	Expected net investment income: 2 x 4	$5,563,516
6	**Actuarial gain:** 1 - 5	**$522,148**

Historical Investment Returns

- Effective January 1, 2017, the assumed rate of return was lowered from 6.50% to 5.50%. The assumed rate of return of 5.50% considers past experience, the Trustees’ asset allocation policy and expectations of future investment returns for various asset classes, and the shortened Plan duration.



MARKET VALUE AND ACTUARIAL RATES OF RETURN FOR YEARS ENDED DECEMBER 31

Average Rates of Return	Actuarial Value	Market Value
Most recent year return:	7.11%	7.20%
Most recent five-year average return:	6.27%	7.39%
Most recent ten-year average return:	4.57%	3.81%

Non-Investment Experience

Administrative Expenses

- Administrative expenses for the year ended December 31, 2016 totaled $1,062,790, as compared to the assumption of $1,250,000.
- Based on recent experience and future expectations, we have lowered the assumption to $1,100,000 for the current year.

Mortality Experience

- Mortality experience (more or fewer than expected deaths) yields actuarial gains or losses.
- The average number of deaths for nondisabled pensioners over the past two years was 117 per year compared to 86 projected deaths per year. We have updated this assumption as shown on the following page.
- The average number of deaths for disabled pensioners over the past five years was four per year compared to six projected deaths per year. The disabled mortality assumption was updated with last year's valuation. We continue to monitor this assumption and the margin for future longevity improvement.

Retirement Experience

- Since 2010, there have been half the number of active retirements as projected. In the last two years, it has been closer to 75%. Based on this experience and our expectation for the future, we adjusted current retirement rates from active status.
- Since 2010, there have been half the number of retirements from terminated vested status as projected. Based on this experience, we extended the rates to later ages to project later retirements.

Other Experience

- Other differences between projected and actual experience include the extent of turnover among the participants.

Actuarial Assumptions

- The following assumptions were changed effective January 1, 2017:
  - Administrative expenses were decreased from $1,250,000 for the year beginning January 1, 2016 to $1,100,000 for the year beginning January 1, 2017.
  - The mortality assumption for healthy participants was updated from the RP-2000 Combined Healthy Blue Collar Mortality Table set forward one year with generational projection using Scale SSA-2014 to 115% of the unprojected experience rates (as of 2006) for the separate Employee and Annuitant RP-2014 Blue Collar Mortality Tables with generational projection from 2017 using Scale MP-2016.
  - The retirement rates for both active and terminated vested participants were updated to account for recent experience and future expectations.
  - The assumed net investment return was reduced from 6.5% to 5.5%.
- These changes increased the actuarial accrued liability by 3.4% and the normal cost by 11.8% but decreased projected benefit payments in the near-term.
- Details on actuarial assumptions and methods are in *Section 4, Exhibit 8*.

Plan Provisions

- There were no changes in plan provisions since the prior valuation.
- A summary of plan provisions is in *Section 4, Exhibit 9*.

Contribution Rate Changes

- The average contribution rates for benefit accrual and projected income purposes were updated to reflect changes in the active population through January 1, 2017. The contribution rates included in this valuation are as follows:
  - For the active population in this valuation, the average contribution rate for benefit accrual purposes was $3.86 per hour ($3.90 per hour last year).
  - For the active population in this valuation, the average contribution rate for projected income purposes in effect during 2017 and all future years is $7.16 per hour ($7.29 per hour last year). This assumes no future rate increases or changes in the distribution of active participants among the contributing employers.

Pension Protection Act of 2006

2017 Actuarial Status Certification

- PPA'06 requires trustees to actively monitor their plans' financial prospects to identify emerging funding challenges so they can be addressed effectively. Details are shown in *Section 3, Exhibit I*.
- The 2017 certification, completed on March 31, 2017, was based on the liabilities calculated in the January 1, 2016 actuarial valuation, adjusted for subsequent events and projected to December 31, 2016, and estimated asset information as of December 31, 2016. The Trustees provided an industry activity assumption of the number of active participants decreasing by 2% per year for five years and 1% per year thereafter from the 390 actives as of January 1, 2016 and, on the average, contributions will be made for each active participant for 1,800 hours each year.
- This Plan was classified as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and insolvency was projected within 15 years.

Year	Zone Status
2008	Yellow
2009	Red
2010	Red
2011	Red
2012	Red
2013	Red
2014	Red
2015	Red
2016	Red
2017	Red

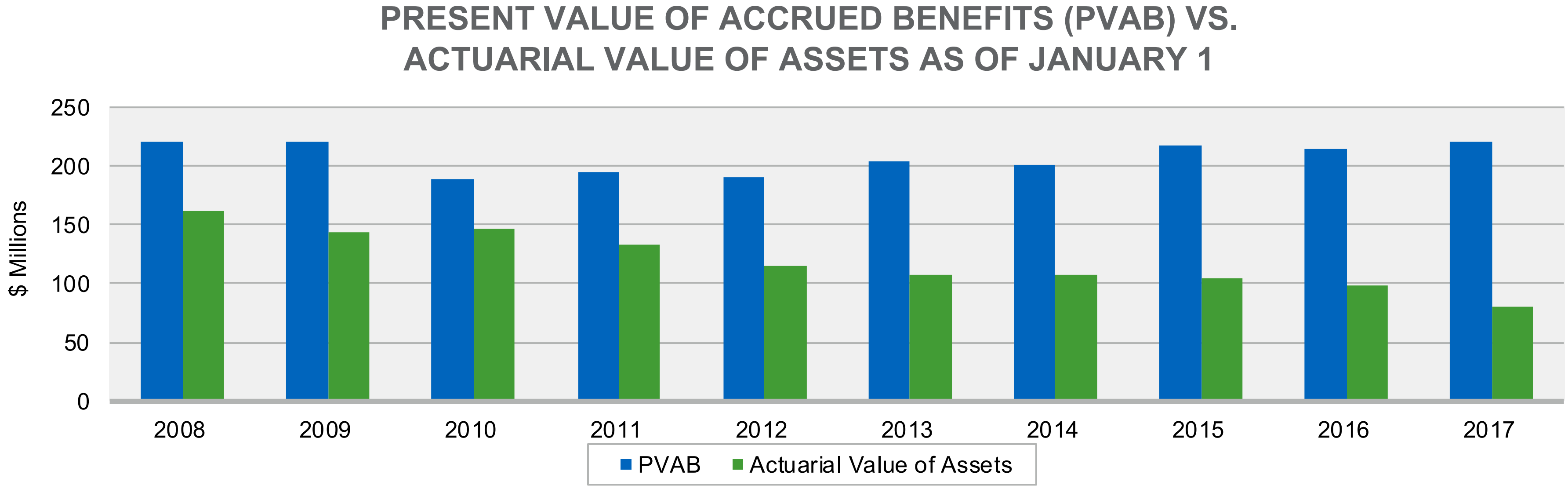
Rehabilitation Plan Update

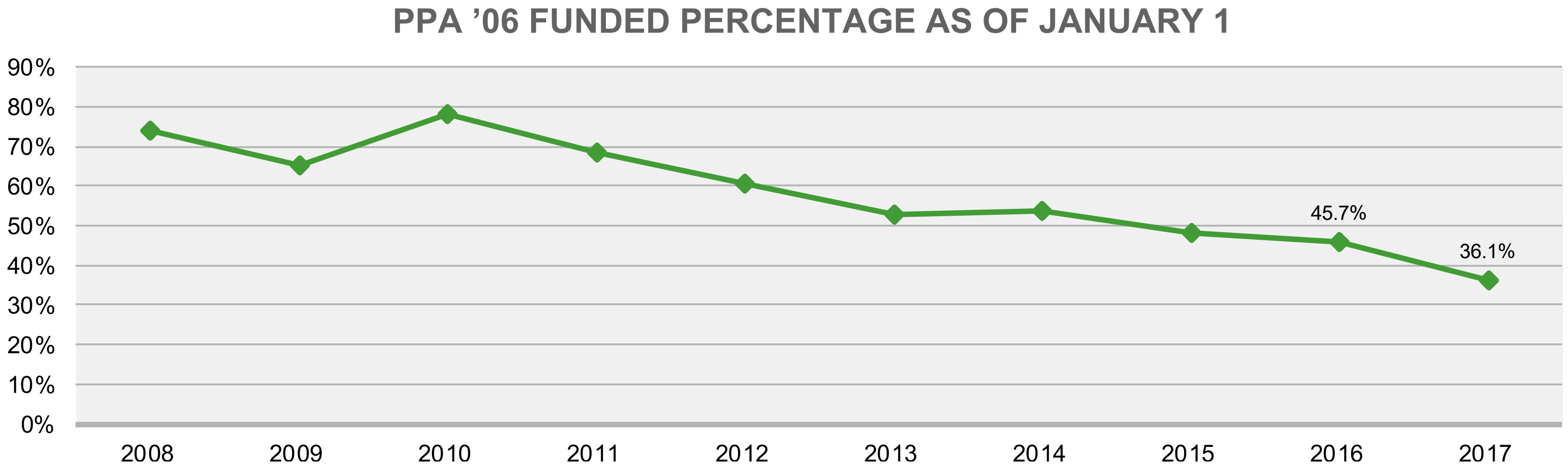
- The Plan is operating under a Rehabilitation Plan originally adopted January 9, 2009 that is intended to forestall insolvency. The Rehabilitation Plan has been reviewed and updated annually.
- As of the 2017 certification, the annual standards detailed in the Rehabilitation Plan had been met.
- Segal will continue to assist the Trustees to evaluate and update the Rehabilitation Plan and to prepare the required assessment of Scheduled Progress.

Funding Standard Account (FSA)

- On December 31, 2016, the FSA had a funding deficiency of $35,750,606, as shown on the 2016 Schedule MB. Contributions meet the legal requirement on a cumulative basis if that account shows no deficiency.
- Employers contributing to plans in critical status will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees.
- The minimum funding requirement for the year beginning January 1, 2017 is $56,554,222.
- Based on the assumption that 361 participants will work an average of 1,800 hours at a $7.16 average contribution rate, the contributions projected for the year beginning January 1, 2017 are $4,652,568. Taking into account these contributions, as well as expected withdrawal liability payments of $491,175 for 2017, the funding deficiency is projected to increase by $15.5 million to about $51.3 million as of December 31, 2017. The deficiency is projected to continue to grow into the future.
- A summary of the ERISA minimum funding requirements and the FSA for the year ended December 31, 2016 is included in *Section 3, Exhibit G.*

PPA'06 Funded Percentage Historical Information

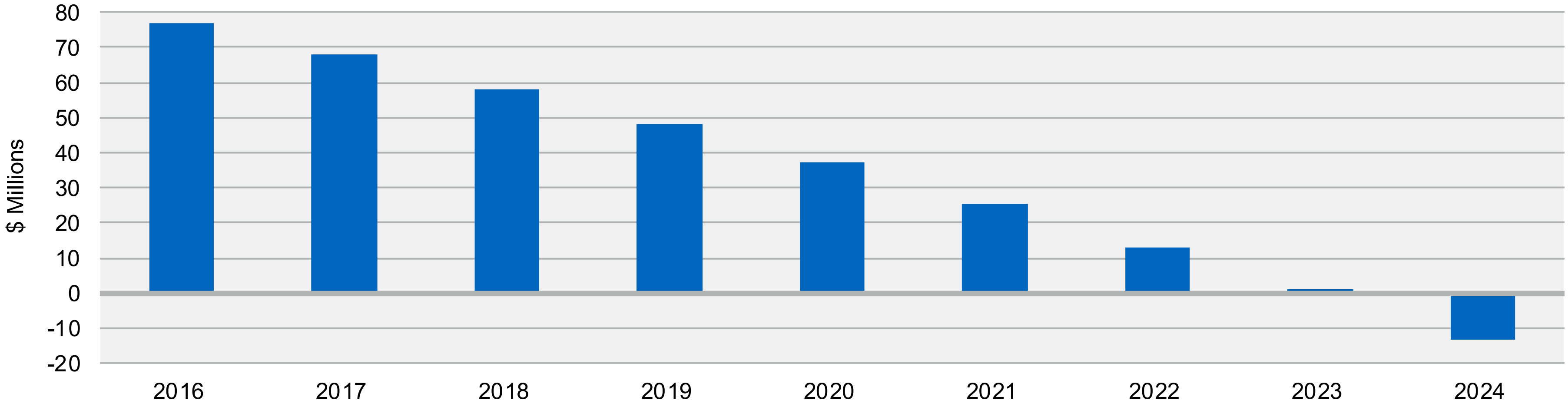




Solvency Projection

- PPA'06 requires Trustees to monitor plan solvency - the ability to pay benefits and expenses when due. MPRA classifies red zone plans that are projected to become insolvent within 15 or 20 years as "critical and declining." See *Section 3, Exhibit I* for more information.
- This Plan was certified as critical and declining based on a projected insolvency within the 15-year test period.
- Based on this valuation, assets are projected to be exhausted by approximately January of 2024, as shown below. This is comparable to the projected insolvency in about December 2023 in this year's PPA certification.
- This projection is based on the assumptions on the next page.
- The Plan is operating under a Rehabilitation Plan that is intended to forestall insolvency.

PROJECTED ASSETS AS OF DECEMBER 31



Additional scenarios would demonstrate sensitivity to investment return, employment and other alternative assumptions.

Basis for Solvency Projection

- The solvency projection on the prior page is based on the same participant data, assumptions, asset information, and plan of benefits as used for this January 1, 2017 valuation unless otherwise noted below.
- Contributions were projected based on a weighted average of the contribution rates for active employers as of December 31, 2016. The active population is projected to remain level at 361 and, on average, contributions are assumed to be made for each active participant for 1,800 hours each year. Future withdrawal liability payments for currently withdrawn employers are included in projected contributions per guidance from Fund Counsel.
- The starting point for the projection is the January 1, 2017 market value of assets. Administrative expenses are assumed to increase by 2% per year and are reset to $1,000,000 on January 1, 2019. The assumed annual net investment return is 5.50%.
- The projection assumes that all assets will be liquid and saleable (at the January 1, 2017 market value plus projected increases at the assumed compounded annual rates of return) when necessary to pay Plan benefits and administrative expenses.
- The benefit payments are projected based on an open group forecast with a projected level active population of 361 active participants. New entrants are assumed to have a similar demographic mix to participants hired within the prior three years.

Funding Concerns

- The Plan is expected to become insolvent by approximately January 2024 (based on the projection on the prior two pages). The Trustees have been exploring alternatives to forestall insolvency, including approaches available under MPRA. We are available to develop any additional scenarios as needed.
- Since the actuarial valuation results and solvency projections are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions.

Withdrawal Liability

- As of December 31, 2016, the preliminary actuarial present value of vested plan benefits for withdrawal liability purposes is $238,811,935.
- This figure does not reflect the assumption changes effective January 1, 2017. For purposes of determining the present value of vested benefits, we excluded benefits that are not protected by IRC Section 411(d)(6), including post-retirement lump sum death benefits.
- Reductions in accrued benefits or contribution surcharges for a plan in critical status (*Red Zone*) are disregarded in determining an employer's allocation of the UVB. The Trustees have adopted a method for calculating the UVB effective for withdrawals that occur on and after January 1, 2011. The method is based on the PBGC's Technical Update 10-3, which describes how to account for the effect of benefit reductions that are implemented as part of a Rehabilitation Plan ("Affected Benefits") when a pension plan is in critical status.
- As of December 31, 2009, an Affected Benefits pool of $28,246,630 was created. The remainder of the pool as of December 31, 2016 is $18,743,270, as shown in line 2 of the chart on the next page.
- The unamortized value of all Affected Benefits pools ($18,743,270) is added to the total present value of vested benefits ($238,811,935) creating a total present value of vested benefits of $257,555,205 as of December 31, 2016.
- Since the market value of assets as of the same date is $78,622,441 (including net withdrawal liability receivables expected to be collectible), the unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $178,932,764.
- Since the Trustees have adopted the "one-pool" allocation method, an employer withdrawing in the Plan Year ending December 31, 2017 will be assessed withdrawal liability.

Unfunded Present Value of Vested Benefits for Withdrawal Liability Purposes

- The increase in the unfunded present value of vested benefits from the prior year is primarily due to the reflection of the January 1, 2016 assumption changes and the decrease in the PBGC interest rates. The January 1, 2016 assumption changes include adjustments to the exclusion age for inactive vested participants, disabled mortality, as well as assumptions for the percent of participants married and future benefit elections at retirement.

		December 31	
		2015	2016
1	Present value of vested benefits (PVVB) measured as of valuation date	$243,080,751	$238,811,935
2	Unamortized value of Affected Benefits pools	20,412,328	18,743,270
3	Total present value of vested benefits: 1 + 2	$263,493,079	$257,555,205
4	Market value of assets	95,854,877	77,108,806
5	Outstanding withdrawal liability reasonably expected to be collectible/(payable)	-8,113,684	1,513,635
6	Unfunded present value of vested benefits (UVB): 3 - 4 - 5 , not less than $0	$175,751,886	$178,932,764

Withdrawal Liability Assumptions

- The actuarial assumptions and methods are reasonable (taking into account the experience of the Plan and reasonable expectations) and, in combination, represent the actuary's best estimate of anticipated experience under the Plan to determine the unfunded vested benefits for withdrawal liability purposes.
- The interest rate is based on a blend, which includes rates selected based on estimated annuity purchase rates for benefits being settled, because withdrawal liability is a final settlement of an employer's obligations to the Plan. For benefits that could be settled immediately, because assets on hand are sufficient, the annuity purchase rates are those promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses rates equal to the interest rate used for plan funding calculations.

Interest	For liabilities up to market value of assets, 1.98% for 20 years and 2.67% beyond (2.46% for 20 years and 2.98% beyond, in the prior year valuation). For liabilities in excess of market value of assets, same as used for plan funding as of December 31, 2016 (the corresponding funding rate as of a year earlier was used for the prior year's value).
Administrative Expenses	Calculated as prescribed by PBGC formula (29 CFR Part 4044, Appendix C); not applicable to those liabilities determined using funding interest rates.
Mortality	Same as used for plan funding as of December 31, 2016 (the corresponding mortality rates as of a year earlier were used for the prior year's value, as noted on page 63).
Retirement Rates	Same as used for plan funding as of December 31, 2016 (the corresponding retirement rates as of a year earlier were used for the prior year's value, as noted on page 63).

- The assumption changes made for funding purposes as of the beginning of the current year will be reflected in the end of the current year's unfunded present value of vested benefits for purposes of withdrawal liability.
- A detailed report on withdrawal liability will be available.

Disclosure Requirements

Annual Funding Notice

- The actuarial information to be provided in the annual funding notice is shown in *Section 3, Exhibit F*.
- The value of plan benefits earned to date as of January 1, 2017 is $220,634,358 using the long-term funding interest rate of 5.50%. As the actuarial value of assets is $79,677,555, the Plan's funded percentage is 36.1%, compared to 45.7% in the prior year.

Current Liability

- The Plan's current liability as of January 1, 2017 is $310,059,510 using an interest rate of 3.05%. As the market value of assets, including net withdrawal liability receivables based on the audited financial statements of $1,048,178, is $78,156,984, the funded current liability percentage is 25.2%. This is required to be disclosed on the 2017 Schedule MB of IRS Form 5500 since it is less than 70%. Details are shown in *Section 4, Exhibit 3*.

Accounting Information

- The Financial Accounting Standards Board (FASB) requires determination of the present value of accumulated plan benefits - the single-sum value of the benefits, vested or not, earned by participants as of the valuation date. Additional details on the present value of the accumulated plan benefits can be found in *Section 4, Exhibit 2*.

EXHIBIT A - TABLE OF PLAN COVERAGE

Category	Year Ended December 31		Change from Prior Year
	2015	2016	
Participants in Fund Office tabulation	422	391	-7.3%
Less: Participants with less than one service credit	32	30	N/A
Active participants in valuation:			
• Number	390	361	-7.4%
• Average age	50.2	51.2	1.0
• Average service credits	14.2	14.4	0.2
• Average contribution rate for upcoming year	$7.29	$7.16	-1.8%
• Number with unknown age and/or service information	2	6	N/A
• Total active vested participants	278	260	-6.5%
Inactive participants with rights to a pension:			
• Number	331	325	-1.8%
• Average age	54.5	54.6	0.1
• Average monthly benefit	$1,281	$1,315	2.7%
• Beneficiaries with rights to deferred payments	16	16	0.0%
Pensioners:			
• Number in pay status	1,497	1,455	-2.8%
• Average age	74.6	74.8	0.2
• Average monthly benefit	$815	$834	2.3%
• Number in suspended status	1	1	0.0%
Beneficiaries (including Alternate Payees):			
• Number in pay status	409	406	-0.7%
• Average age	74.6	75.1	0.5
• Average monthly benefit	$323	$333	3.1%

EXHIBIT B - EMPLOYMENT HISTORY

Year Ended December 31	Total Hours of Contributions[1]		Active Participants		Average Hours of Contributions	
	Number	Percent Change	Number	Percent Change	Number	Percent Change
2007	1,055,408	-2.6%	546	-3.7%	1,933	1.2%
2008	953,282	-9.7%	516	-5.5%	1,847	-4.4%
2009	841,114	-11.8%	431	-16.5%	1,952	5.7%
2010	400,595	-52.4%	204	-52.7%	1,964	0.6%
2011	628,534	56.9%	376	84.3%	2,015	2.6%
2012	788,377	25.4%	398	5.9%	1,981	-1.7%
2013	852,980	8.2%	422	6.0%	2,021	2.0%
2014	808,640	-5.2%	419	-0.7%	1,930	-4.5%
2015	724,495	-10.4%	390	-6.9%	1,858	-3.7%
2016	683,977	-5.6%	361	-7.4%	1,895	2.0%
		Five-year average hours:			**1,937**	
		Ten-year average hours:			**1,940**	

---

[1] The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

EXHIBIT C - SUMMARY STATEMENT OF INCOME AND EXPENSES ON AN ACTUARIAL BASIS

	Year Ended December 31, 2015		Year Ended December 31, 2016	
Contribution income:				
• Employer contributions	$5,303,300		$4,945,155	
• Cash withdrawal liability payment	388,328		-11,910,049	
Net contribution income		*$5,691,628*		*-$6,964,894*
Investment income:				
• Expected investment income	$6,356,468		$5,563,516	
• Adjustment toward market value	-317,679		1,006,703	
• Less investment fees	-338,547		-484,555	
Net investment income		*5,700,242*		*6,085,664*
Other Income		*8,898*		*54,206*
Total income available for benefits		**$11,400,768**		**-$825,024**
Less benefit payments and expenses:				
• Pension benefits	-$16,864,674		-$16,755,139	
• Administrative expenses	-977,211		-1,062,790	
Total benefit payments and expenses		*-$17,841,885*		*-$17,817,929*
Change in reserve for future benefits		**-$6,441,117**		**-$18,642,953**

EXHIBIT D - FINANCIAL INFORMATION TABLE

	Year Ended December 31, 2015		Year Ended December 31, 2016	
Cash equivalents		$22,053,740		$10,757,233
Accounts receivable:				
• Employer contributions	$589,888		$575,693	
• Accrued interest and dividends	33,706		42,975	
Total accounts receivable		*623,594*		*618,668*
Investments:				
• Equities	$61,313,837		$42,925,575	
• Limited Partnerships	12,455,509		12,098,313	
• Debt	15,968,382		11,482,236	
Total investments at market value		*89,737,728*		*66,506,124*
Total assets		**$112,415,062**		**$77,882,025**
Less accounts payable:				
• Due to broker for securities purchased	-$16,465,577		-$656,984	
• Accounts payable and accrued expenses	-94,608		-116,235	
Total accounts payable		*-$16,560,185*		*-$773,219*
Net assets at market value *		**$95,854,877**		**$77,108,806**
Net assets at actuarial value *		**$98,320,508**		**$79,677,555**

*Excludes net withdrawal liability receivables/(payables) of ($9,492,353) for 2015 and $1,048,178 for 2016, based on audited financial statements.

EXHIBIT E - INVESTMENT RETURN – ACTUARIAL VALUE VS. MARKET VALUE

	Projected Investment Income		Recognition of Market Value Gains (Losses)		Actuarial Value Investment Return		Market Value Investment Return	
Year Ended December 31	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
2007	$11,305,362	7.50%	$3,575,105	2.37%	$14,880,467	9.87%	$7,014,423	4.41%
2008	11,747,428	7.50%	-21,037,817	-13.43%	-9,290,389	-5.93%	-33,473,846	-21.32%
2009	10,343,216	7.50%	4,192,343	3.04%	14,535,559	10.54%	20,252,115	17.75%
2010	10,307,411	7.50%	-6,669,408	-4.85%	3,638,003	2.65%	12,697,539	10.64%
2011	9,243,342	7.50%	-9,134,805	-7.41%	108,537	0.09%	995,885	0.87%
2012	8,270,739	7.50%	-7,641,302	-6.93%	629,437	0.57%	9,885,611	9.68%
2013	6,585,228	6.50%	3,788,411	3.74%	10,373,639	10.24%	15,139,901	14.79%
2014	6,564,090	6.50%	1,760,126	1.74%	8,324,216	8.24%	6,950,494	6.51%
2015	6,356,468	6.50%	-656,226	-0.67%	5,700,242	5.83%	-1,238,772	-1.21%
2016	5,563,516	6.50%	522,148	0.61%	6,085,664	7.11%	5,982,546	7.20%
Total	$86,286,800		-$31,301,425		$54,985,375		$44,205,896	
		Most recent five-year average return:				**6.27%**		**7.39%**
		Ten-year average return:				**4.57%**		**3.81%**

Note: Each year’s yield is weighted by the average asset value in that year.

EXHIBIT F - ANNUAL FUNDING NOTICE FOR PLAN YEAR BEGINNING JANUARY 1, 2017 AND ENDING DECEMBER 31, 2017

	2017 Plan Year	2016 Plan Year	2015 Plan Year
Actuarial valuation date	January 1, 2017	January 1, 2016	January 1, 2015
Funded percentage	36.1%	45.7%	48.2%
Value of assets	$79,677,555	$98,320,508	$104,761,625
Value of liabilities	220,634,358	215,186,412	217,300,457
Fair market value of assets as of plan year end	Not available	77,108,806	95,854,877

Critical or Endangered Status

The Plan was in critical and declining status in the plan year because there was a funding deficiency in the FSA and the Plan was projected to become insolvent within 15 years. In an effort to improve the Plan's funding situation, the Trustees adopted a Rehabilitation Plan in 2009 and review it annually.

EXHIBIT G - FUNDING STANDARD ACCOUNT

- ERISA imposes a minimum funding standard that requires the Plan to maintain an FSA. The accumulation of contributions in excess of the minimum required contributions is called the FSA credit balance. If actual contributions fall short on a cumulative basis, a funding deficiency has occurred. For a plan that is in critical status under PPA’06, employers will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations in accordance with the Rehabilitation Plan developed by the Trustees and the negotiated bargaining agreements reflect that Rehabilitation Plan.
- The FSA is charged with the normal cost and the amortization of increases or decreases in the unfunded actuarial accrued liability due to plan amendments, experience gains or losses, and changes in actuarial assumptions and funding methods. The FSA is credited with employer contributions and withdrawal liability payments. All items, including the prior credit balance or deficiency, are adjusted with interest at the actuarially assumed rate.
- Increases or decreases in the unfunded actuarial accrued liability are amortized over 15 years except that short-term benefits, such as 13th checks, are amortized over the scheduled payout period.

FSA FOR THE YEAR ENDED DECEMBER 31, 2016

Charges			Credits		
1	Prior year funding deficiency	$11,239,237	6	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,691,992	7	Employer contributions	-6,964,894
3	Total amortization charges	21,263,667	8	Total amortization credits	8,117,380
4	Interest to end of the year	2,287,668	9	Interest to end of the year	579,472
5	*Total charges*	*$37,482,564*	10	Full-funding limitation credit	0
			11	*Total credits*	*$1,731,958*
				Credit balance (Funding deficiency): 11 - 5	**-$35,750,606**

EXHIBIT H - MAXIMUM DEDUCTIBLE CONTRIBUTION

- Employers that contribute to defined benefit pension plans are allowed a current deduction for payments to such plans. There are various measures of a plan's funded level that are considered in the development of the maximum deductible contribution amount.
- One of the limits is the excess of 140% of "current liability" over assets. "Current liability" is one measure of the actuarial present value of all benefits earned by the participants as of the valuation date. This limit is significantly higher than the current contribution level.
- Contributions in excess of the maximum deductible amount are not prohibited; only the deductibility of these contributions is subject to challenge and may have to be deferred to a later year. In addition, if contributions are not fully deductible, an excise tax in an amount equal to 10% of the non-deductible contributions may be imposed. However, the plan sponsor may elect to exempt the non-deductible amount up to the ERISA full-funding limitation from the excise tax.
- The Trustees should review the interpretation and applicability of all laws and regulations concerning any issues as to the deductibility of contribution amounts with Fund Counsel.

1	Normal cost, including administrative expenses	$2,631,812
2	Amortization of unfunded actuarial accrued liability	17,725,521
3	Preliminary maximum deductible contribution: 1 + 2, with interest to the end of the plan year	$21,476,986
4	Full-funding limitation (FFL)	209,003,364
5	Preliminary maximum deductible contribution, adjusted for FFL: lesser of 3 and 4	21,476,986
6	Current liability for maximum deductible contribution, projected to the end of the plan year	304,959,660
7	Actuarial value of assets, projected to the end of the plan year	65,460,330
8	Excess of 140% of current liability over projected assets at end of plan year: **[140% of (6)] - (7)**, not less than zero	361,483,194
9	End of year minimum required contribution	56,554,222
Maximum deductible contribution: greatest of 5, 8, and 9		**$361,483,194**

EXHIBIT I - PENSION PROTECTION ACT OF 2006

PPA'06 Zone Status

- Based on projections of the credit balance in the FSA, the funded percentage, and cash flow sufficiency tests, plans are categorized in one of three "zones": critical status, endangered status, or neither.
- The funded percentage is determined using the actuarial value of assets and the present value of benefits earned to date, based on the actuary's best estimate assumptions.

Critical Status **(*Red Zone*)**	A plan is classified as being in critical status (the *Red Zone*) if: • The funded percentage is less than 65%, and either there is a projected FSA deficiency within five years or the plan is projected to be unable to pay benefits within seven years, or • There is a projected FSA deficiency within four years, or • There is a projected inability to pay benefits within five years, or • The present value of vested benefits for inactive participants exceeds that for actives, contributions are less than the value of the current year's benefit accruals plus interest on existing unfunded accrued benefit liabilities, and there is a projected FSA deficiency within five years, or • As permitted by the Multiemployer Pension Reform Act of 2014, the plan is projected to be in the *Red Zone* within five years and the plan sponsor elects to be in critical status. A critical status plan is further classified as being in critical and declining status if: • The ratio of inactives to actives is at least 2 to 1, and there is an inability to pay benefits projected within 20 years, or • The funded percentage is less than 80%, and there is an inability to pay benefits projected within 20 years, or • There is an inability to pay benefits projected within 15 years. Any amortization extensions are ignored for testing initial entry into the *Red Zone*. The Trustees are required to adopt a formal Rehabilitation Plan, designed to allow the plan to emerge from critical status by the end of the rehabilitation period. If they determine that such emergence is not reasonable, the Rehabilitation Plan must be designed to emerge as of a later time or to forestall possible insolvency. Trustees of *Red Zone* plans have tools, such as the ability to reduce or eliminate early retirement subsidies, to remedy the situation. Accelerated forms of benefit payment (such as lump sums) are prohibited. However, unless the plan is critical and declining,

	Trustees may not reduce benefits of participants who retired before being notified of the plan's critical status (other than rolling back recent benefit increases) or alter core retirement benefits payable at normal retirement age.

Endangered Status (*Yellow Zone*)	A plan not in critical status (*Red Zone*) is classified as being in endangered status (the *Yellow Zone*) if: • The funded percentage is less than 80%, or • There is a projected FSA deficiency within seven years. A plan that has both of the endangered conditions present is classified as seriously endangered. Trustees of a plan that was in the *Green Zone* in the prior year can elect not to enter the *Yellow Zone* in the current year (although otherwise required to do so) if the plan's current provisions would be sufficient (with no further action) to allow the plan to emerge from the *Yellow Zone* within 10 years. The Trustees are required to adopt a formal Funding Improvement Plan, designed to improve the current funded percentage, and avoid a funding deficiency as of the emergence date.
Green Zone	A plan not in critical status (the *Red Zone*) nor in endangered status (the *Yellow Zone*) is classified as being in the *Green Zone.*

Early Election of Critical Status	Trustees of a *Green* or *Yellow Zone* plan that is projected to enter the *Red Zone* within the next five years must elect whether or not to enter the *Red Zone* for the current year.

Section 4: Certificate of Actuarial Valuation

SEPTEMBER 27, 2017

CERTIFICATE OF ACTUARIAL VALUATION

This is to certify that Segal Consulting, a Member of The Segal Group, Inc. (“Segal”) has prepared an actuarial valuation of the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2017 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The valuation is based on the assumption that the Plan is qualified as a multiemployer plan for the year and on information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal Consulting does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. Adjustments for incomplete or apparently inconsistent data were made as described in the attached *Exhibit 8*.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate, except as noted in *Exhibit 1*. Each prescribed assumption for the determination of Current Liability was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

Adam Condrick

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

EXHIBIT 1 - SUMMARY OF ACTUARIAL VALUATION RESULTS

The valuation was made with respect to the following data supplied to us by the Plan Administrator:

Pensioners as of the valuation date (including 384 beneficiaries and 22 alternate payees in pay status and 1 pensioner in suspended status)		1,862
Participants inactive during year ended December 31, 2016 with vested rights (including 16 beneficiaries with rights to deferred pensions)		341
Participants active during the year ended December 31, 2016 (including 6 participants with unknown age)		361
• Fully vested	260	
• Not vested	101	
Total participants		**2,564**

The actuarial factors as of the valuation date are as follows:

Normal cost, including administrative expenses		$2,631,812
Actuarial present value of projected benefits		231,226,372
Present value of future normal costs		10,592,014
Actuarial accrued liability		220,634,358
• Pensioners and beneficiaries	$148,263,731	
• Inactive participants with vested rights	31,668,364	
• Active participants	40,702,263	
Actuarial value of assets ($77,108,806* at market value as reported by Handwerger, Cardegna, Funkhouser & Lurman)		$79,677,555
Unfunded actuarial accrued liability		140,956,803

* Based on audited financial statements, but excluding net withdrawal liability receivables of $1,048,178.

EXHIBIT 2 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The actuarial present value of accumulated plan benefits calculated in accordance with FASB ASC 960 is shown below as of January 1, 2016 and as of January 1, 2017. In addition, the factors that affected the change between the two dates follow.

	Benefit Information Date	
	January 1, 2016	January 1, 2017
Actuarial present value of vested accumulated plan benefits:		
• Participants currently receiving payments	$149,370,426	$148,263,731
• Other vested benefits	65,100,919	71,506,884
• Total vested benefits	$214,471,345	$219,770,615
Actuarial present value of non-vested accumulated plan benefits	715,067	863,743
Total actuarial present value of accumulated plan benefits	**$215,186,412**	**$220,634,358**

Factors	Change in Actuarial Present Value of Accumulated Plan Benefits
Benefits accumulated, net experience gain or loss, changes in data	$1,587,877
Benefits paid	-16,755,139
Changes in actuarial assumptions	7,172,633
Interest	13,442,575
Total	**$5,447,946**

EXHIBIT 3 - CURRENT LIABILITY[1]

The table below presents the current liability for the Plan Year beginning January 1, 2017.

Item	Amount	
Retired participants and beneficiaries receiving payments		$194,815,124
Inactive vested participants		51,561,330
Active participants		
• Non-vested benefits	$1,482,502	
• Vested benefits	62,200,554	
• *Total active*		*$63,683,056*
Total		**$310,059,510**

Expected increase in current liability due to benefits accruing during the plan year	$2,595,260
Expected release from current liability for the plan year	16,972,254
Expected plan disbursements for the plan year, including administrative expenses of $1,100,000, adjusted for timing	18,104,488

Current value of assets	$78,156,984
Percentage funded for Schedule MB	25.2%

---

[1] The actuarial assumptions used to calculate these values are shown in Exhibit 8.

EXHIBIT 4 - INFORMATION ON PLAN STATUS AS OF JANUARY 1, 2017

Plan status (as certified on March 31, 2017, for the 2017 zone certification)	***Critical and Declining***
Scheduled progress (as certified on March 31, 2017, for the 2017 zone certification)	Yes
Actuarial value of assets for FSA	$79,677,555
Accrued liability under unit credit cost method	220,634,358
Funded percentage for monitoring plan's status	36.1%
Year in which insolvency is expected	2024

EXHIBIT 5 - SCHEDULE OF PROJECTION OF EXPECTED BENEFIT PAYMENTS

(SCHEDULE MB, LINE 8b(1))

Plan Year	Expected Annual Benefit Payments[1]
2017	$17,024,812
2018	17,002,547
2019	16,933,822
2020	16,866,736
2021	16,868,357
2022	16,820,923
2023	16,653,289
2024	16,424,794
2025	16,177,870
2026	15,881,282

[1] Assuming as of the valuation date:

- no additional accruals,
- experience is in line with valuation assumptions, and
- no new entrants are covered by the plan.

EXHIBIT 6 - SCHEDULE OF ACTIVE PARTICIPANT DATA

(SCHEDULE MB, LINE 8b(2))

The participant data is for the year ended December 31, 2016.

	Service Credits									
Age	**Total**	**1-4**	**5-9**	**10-14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35 - 39**	**40 & over**
Under 25	4	4	–	–	–	–	–	–	–	–
25 - 29	17	17	–	–	–	–	–	–	–	–
30 - 34	20	13	4	3	–	–	–	–	–	–
35 - 39	16	9	4	3	–	–	–	–	–	–
40 - 44	25	10	6	5	2	2	–	–	–	–
45 - 49	43	17	7	7	6	6	–	–	–	–
50 - 54	65	14	14	9	9	7	9	3	–	–
55 - 59	95	6	17	9	17	12	24	10	–	–
60 - 64	62	7	5	8	7	3	11	10	9	2
65 - 69	7	–	1	–	2	–	1	1	1	1
70 & over	1	–	–	1	–	–	–	–	–	–
Unknown	6	6	–	–	–	–	–	–	–	–
Total	**361**	**103**	**58**	**45**	**43**	**30**	**45**	**24**	**10**	**3**

Note: Excludes 30 participants with less than one service credit.

EXHIBIT 7 - FUNDING STANDARD ACCOUNT

The table below presents the FSA for the Plan Year ending December 31, 2017.

Charges			Credits		
1	Prior year funding deficiency	$35,750,606	6	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,631,812	7	Amortization credits	5,166,580
3	Amortization charges	20,390,060	8	Interest on 6 and 7	284,162
4	Interest on 1, 2 and 3	3,232,486	9	Full-funding limitation credit	0
5	Total charges	$62,004,964	10	Total credits	$5,450,742
Minimum contribution with interest required to avoid a funding deficiency: 5 - 10, not less than zero					$56,554,222

Full Funding Limitation (FFL) and Credits	
ERISA FFL (accrued liability FFL)	$154,196,019
RPA'94 override (90% current liability FFL)	209,003,364
FFL credit	0

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Benefit level change	01/01/1988	$27,906	1	$27,906
Assumption change	01/01/1988	50,179	1	50,179
Benefit level change	01/01/1989	17,508	2	34,103
Benefit level change	01/01/1990	15,126	3	43,053
Plan amendment	01/01/1990	670,141	3	1,907,436
Benefit level change	01/01/1991	41,710	4	154,241
Assumption change	01/01/1991	55,854	4	206,544
Benefit level change	01/01/1992	101,820	5	458,714
Benefit level change	01/01/1995	46,207	8	308,803
Benefit level change	01/01/1996	51,193	9	375,482
Plan amendment	01/01/1996	241,425	9	1,770,746
Benefit level change	01/01/1997	101,419	10	806,503
Plan amendments	01/01/1997	845,227	10	6,721,412
Plan amendments	01/01/1998	1,915,116	11	16,350,542
Contribution increase	01/01/1999	85,803	12	780,166
Benefit level change	01/01/1999	550,803	12	5,008,194
Plan amendment	01/01/2000	10,282	13	98,893
Contribution increase	01/01/2000	129,306	13	1,243,734
Plan amendments	01/01/2001	624,179	14	6,314,870
Contribution increase	01/01/2002	22,999	15	243,554
Experience loss	01/01/2003	1,593,623	1	1,593,623
Experience loss	01/01/2004	539,984	2	1,051,818

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (CONTINUED)

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Experience loss	01/01/2005	1,166,488	3	3,320,199
Plan Amendment	01/01/2005	343,280	18	4,072,880
Experience loss	01/01/2006	649,957	4	2,403,499
Experience loss	01/01/2007	475,024	5	2,140,053
Assumption change	01/01/2007	339,940	20	4,285,850
Experience loss	01/01/2009	1,986,850	7	11,912,222
Assumption change	01/01/2011	500,488	9	3,670,863
Experience loss	01/01/2011	1,229,836	9	9,020,311
Experience loss	01/01/2012	1,361,525	10	10,827,115
Experience loss	01/01/2013	364,943	11	3,115,746
Assumption change	01/01/2013	1,596,654	11	13,631,632
Assumption change	01/01/2015	1,813,716	13	17,445,264
Assumption change	01/01/2016	146,224	14	1,479,356
Assumption change	01/01/2017	677,325	15	7,172,633
Total		**$20,390,060**		**$140,048,139**

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Assumption change	01/01/1990	$413,764	3	$1,177,704
Assumption change	01/01/1994	291,247	7	1,746,179
Assumption change	01/01/1997	417,284	10	3,318,325
Experience gain	01/01/2008	76,763	6	404,564
Experience gain	01/01/2010	390,689	8	2,610,961
Plan amendment	01/01/2010	1,447,705	8	9,674,967
Assumption change	01/01/2010	1,551,918	8	10,371,416
Experience gain	01/01/2014	273,968	12	2,491,066
Experience gain	01/01/2015	83,440	13	802,567
Experience gain	01/01/2016	176,548	14	1,786,152
Experience gain	01/01/2017	43,254	15	458,041
Total		**$5,166,580**		**$34,841,942**

EXHIBIT 8 - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

(SCHEDULE MB, LINE 6)

Mortality Rates

Healthy: 115% of the unprojected experience rates (as of 2006) for the separate Employee and Annuitant RP-2014 Blue Collar Mortality Tables and projected generationally from 2017 using Scale MP-2016

Disabled: RP-2000 Disabled Retiree Mortality Table projected generationally using 2014 Social Security Administration Scale

The above healthy employee and annuitant mortality tables, and the disabled mortality table, reasonably anticipate the projected mortality experience of the Plan as of the measurement date. The additional generational projection is the provision made for future mortality improvement.

The mortality rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of deaths and liability change due to deaths and the projected number and liability change based on the prior years' assumption over the most recent six years.

Termination Rates before Retirement

Rate (%)			
	Mortality*		Withdrawal**
Age	Male	Female	
20	0.08	0.03	17.94
25	0.08	0.02	17.22
30	0.07	0.03	15.83
35	0.08	0.04	13.70
40	0.11	0.06	11.25
45	0.18	0.10	8.43
50	0.29	0.15	5.06
55	0.44	0.22	0.00
60	0.74	0.36	0.00

* *115% of the base healthy employee life mortality rates.*

** *Withdrawal rates cut out at 55.*

The termination rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations by age and the projected number based on the prior years' assumption over the most recent 15 years.

Retirement Rates for Active Participants

Age*	Retirement Rates	Age*	Retirement Rates
55 - 58	5.0%	64	25.0%
59 - 60	8.0	65	60.0
61	15.0	66 - 69	40.0
62	25.0	70 & over	100.0
63	15.0		

** If eligible*

The retirement rates for active participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number retirements by age and the projected number based on the prior years' assumption over the most recent seven years.

Description of Weighted Average Retirement Age

Age 63, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in the January 1, 2017 actuarial valuation.

Retirement Rates for Inactive Vested Participants

Age	Retirement Rates	Age	Retirement Rates
55	15.0%	64	15.0%
56 - 61	7.5	65 - 66	45.0
62	25.0	67 - 69	35.0
63	20.0	70 & over	100.0

The retirement rates for inactive vested participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent six years.

Future Benefit Accruals

One Service Credit per year.

The future benefit accruals were based on historical and current demographic data, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual benefit accruals over the most recent 17 years.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Definition of Active Participants

Active participants are defined as those with at least 300 hours in Covered Employment during the most recent Plan Year and who have accumulated at least one Service Credit, excluding those who have retired as of the valuation date.

Exclusion of Inactive Vested Participants	Inactive participants and beneficiaries with rights to a deferred pension over age 72 are excluded from the valuation. The exclusion of these participants over age 72 was based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, the ages of new retirees from inactive vested status were reviewed.
Percent Married	75%
Age of Spouse	Females 3 years younger than males.
Benefit Election	50% of participants are assumed to elect the Qualified Joint and 50% Survivor Annuity form of payment and 50% of participants are assumed to elect the Straight Life Annuity. The benefit elections were based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual option election patterns over the most recent six years.
Delayed Retirement Factors	Included for inactive vested participants commencing benefit payments after attaining Normal Retirement Age.
Net Investment Return	5.50% The net investment return assumption is an estimate derived from historical data, current and recent market expectations, projected insolvency, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as provided by SegalMarco, as well as the Plan's target asset allocation.
Annual Administrative Expenses	$1,100,000 for the year beginning January 1, 2017. The annual administrative expenses were based on historical and current data, adjusted to reflect estimated future experience and professional judgment.
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the projected market return, and is recognized over a five-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Unit Credit Actuarial Cost Method. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in *Exhibit 9*.
Current Liability Assumptions	*Interest: 3.05%*, within the permissible range prescribed under IRC Section 431(c)(6)(E). *Mortality:* Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1: RP-2000 tables projected forward to the valuation year plus seven years for annuitants and 15 years for non-annuitants.
Estimated Rate of Investment Return	*On actuarial value of assets (Schedule MB, line 6g):* 7.08%, for the Plan Year ending December 31, 2016 *On current (market) value of assets (Schedule MB, line 6h):* 7.17%, for the Plan Year ending December 31, 2016

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a July 15 contribution date.
Asset Values	(Schedule MB, Line 1(b)(1)): Current value of assets, excluding net withdrawal liability receivables/(payables) of $1,048,178. (Schedule MB, Line 1(b)(2)): Actuarial value of assets, excluding net withdrawal liability receivables/(payables) of $1,048,178. (Schedule MB, Line 2(a)): Current value of assets, including net withdrawal liability receivables/(payables) of $1,048,178.

Justification for Change in Actuarial Assumptions

(Schedule MB, line 11)

For purposes of determining current liability, the current liability interest rate was changed from 3.28% to 3.05% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 431(c)(6)(E) and the mortality tables were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1.

Based on past experience and future expectations, the following actuarial assumptions were changed as of January 1, 2017:

- Net investment return, previously 6.50%
- Mortality for healthy lives, previously RP-2000 Combined Healthy Blue Collar Mortality table set forward 1 year with generational projection Scale SSA-2014.
- Administrative expenses, previously $1,250,000
- Active retirement rates, previously

Age*	Retirement Rates	Age*	Retirement Rates
55 - 60	5.0%	65	70.0%
61	10.0	66 - 67	30.0
62	30.0	68	50.0
63	25.0	69	65.0
64	40.0	70 & over	100.0

- Inactive vested retirement rates, previously

Age*	Retirement Rates	Age*	Retirement Rates
55	36.0%	61	9.0%
56	10.0	62	10.0
57	10.0	63	22.0
58	6.5	64	25.0
59	9.0	65 & over	100.0
60	8.0		

The January 1, 2017 assumption changes will be reflected in the December 31, 2017 unfunded vested liability for withdrawal liability purposes.

EXHIBIT 9 - SUMMARY OF PLAN PROVISIONS

(SCHEDULE MB, LINE 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Normal Pension	• *Age Requirement:* 65 • *Service Requirement:* 5th anniversary of participation • *Amount:* (1) For Service Credits accrued prior to 1987, the monthly benefit is the greater of: (a) $15.00 multiplied by the highest Contributing Employer's contribution rate during the period prior to 1987 multiplied by the Service Credits accrued during the period prior to 1987 (with the result rounded to the next lower $0.25); or (b) $22.00 for employees of National Master Freight Agreement, Carhaul, Local Union No. 557 and other freight Contributing Employers multiplied by the Service Credits accrued during the period prior to 1987; or $18.00 for employees of moving and storage companies multiplied by the Service Credits accrued during the period prior to 1987; or $4.00 for employees of multi-modal companies multiplied by the Service Credits accrued during the period prior to 1987. (2) For Service Credits accrued for 1987 through 1994, the monthly benefit is: $19.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (3) For Service Credits accrued for 1995 and 1996, the monthly benefit is: $23.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (4) For Service Credits accrued for 1997 through July 31, 2004, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25).

	5) For Service Credits accrued from August 1, 2004 through December 31, 2006, the monthly benefit is: $42.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (6) For Service Credits accrued on and after January 1, 2007 the monthly benefit is: $21.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). • *Delayed Retirement Amount:* Normal pension accrued at Normal Retirement Age (NRA), increased by 1.0% for each of the first 60 months following NRA, and 1.5% for each month thereafter unless benefits were suspended.
Early Retirement	• *Age Requirement:* 55 • *Service Requirement:* 10 Service Credits • *Amount:* Normal pension accrued, reduced actuarially for each year of age less than Normal Retirement Age
Vesting	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* Normal or early pension accrued based on plan in effect when last active. • *Normal Retirement Age:* Later of age 65 or the fifth anniversary of the employee’s plan participation.
Reciprocal Pension	• A participant who is entitled to Service Credit under another pension plan with which this Plan has a reciprocity agreement will have his or her pension calculated as: the benefit based on Combined Service Credits multiplied by the ratio of Service Credits under this Plan to Combined Service Credits, if this provided a greater benefit than service under this Plan alone.
Spouse’s Pre-Retirement Death Benefit	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service. • *Amount:* 50% of the benefit the employee would have received had he or she retired the day before death and elected the joint and 50% survivor option. If the employee died prior to eligibility for an early retirement pension, the spouse’s benefit is deferred to the date that the employee would have been first eligible to retire.
Post-Retirement Death Benefits	• *Lump-sum Benefit:* $7,500 for those who applied for retirement on or before September 4, 2009. • *Husband and Wife:* If the participant is married, pension benefits are paid in the form of a Qualified Joint and Survivor Annuity unless this form is rejected by the participant and spouse. If the form is not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If the form is rejected, or if the participant is

not married, benefits are payable for the life of the employee, or in any other available optional form elected by the employee in an actuarially equivalent amount.

Optional Forms of Payment

Single Life Annuity
120 Certain Payment and Life Annuity if retirement application submitted before September 5, 2009
50% Joint and Survivor Annuity; pop-up is applicable if retirement application submitted before September 5, 2009
75% Joint and Survivor Annuity
Split-Level Annuity if retirement application submitted before June 1, 2009
Split-Level Annuity with 50% Joint and Survivor Annuity (with pop-up) if retirement application submitted before June 1, 2009

Participation

The earliest January 1 or July 1 following completion of a 12-consecutive-month period during which the employee performs at least 1,000 hours.

Service Credit

One-twelfth of a Service Credit is granted for each 100 hours of Covered Employment with a maximum of one full Service Credit in a calendar year. If less than 500 hours are worked in a calendar year, no service is credited for such a year.

Vesting Service

One year of Vesting Service is credited for each calendar year during the contribution period in which the employee works 1,000 hours under Covered Employment. No Vesting Service is credited for less than 1,000 hours.

Contribution Rates

The average negotiated contribution rate as of January 1, 2017 is $3.86 per hour for benefit accrual purposes. This average rate is based on the contribution rates in effect July 31, 2004, as modified by the agreement for YRCW employees.

The average contribution rate for projecting income for the upcoming year is $7.16 per hour as of January 1, 2017.

The total contribution rate, and that used for benefit accruals, are shown in the following chart.

Hourly Contribution Rates

Employer	Total	For Benefit Accruals	Effective Date of Contribution Rate
ABF Freight System	$11.055	$4.975	August 1, 2013
Annapolis Junction	10.380	5.275	August 1, 2012
Cassens Transport Co.*	10.380	5.275	August 1, 2012
Jack Cooper Transport Co.	10.380	5.275	August 1, 2012
YRCW	1.814	1.814	June 1, 2011

** Lower rate of $5.00 may apply for some hires after January 1, 2016.*

Changes in Plan Provisions

There were no changes in plan provisions reflected in this actuarial valuation.

Segal Consulting

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Valuation and Review as of January 1, 2018

This report has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Segal Consulting

1800 M Street NW, Suite 900 S Washington, DC 20036-5880
T 202.833.6400 www.segalco.com

October 22, 2018

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
c/o Benefits Administration Corporation, Inc.
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

We are pleased to submit the Actuarial Valuation and Review as of January 1, 2018. It establishes the funding requirements for the current year and analyzes the preceding year's experience. It also summarizes the actuarial data and includes the actuarial information that is required to be filed with Form 5500 to federal government agencies.

The census information upon which our calculations were based was prepared by Benefits Adminstration Corportation, Inc. That assistance is gratefully acknowledged. The actuarial calculations were completed under my supervision as the Enrolled Actuary.

We look forward to reviewing this report with you at your next meeting and to answering any questions you may have.

Sincerely,

Segal Consulting, a Member of The Segal Group

By: ______________________________
Adam E. Condrick
Vice President and Actuary

cc:	Corey S. Bott, Esq.	Joseph R. Swann
	Thomas K. Wotring, Esq.	David Danczinger, CPA
	Clair M. Kratz	

Table of Contents

Freight Drivers & Helpers Local Union No. 557 Pension Plan Actuarial Valuation and Review as of January 1, 2018

Section 1: Actuarial Valuation Summary

Section 2: Actuarial Valuation Results

Section 3: Supplementary Information

Section 4: Certificate of Actuarial Valuation

Introduction

There are several ways of evaluating funding adequacy for a pension plan. In monitoring the Plan's financial position, the Trustees should keep in mind all of these concepts.

Funding Standard Account	The ERISA Funding Standard Account (FSA) measures the cumulative difference between actual contributions and the minimum required contributions. If actual contributions exceed the minimum required contributions, the excess is called the credit balance. If actual contributions fall short of the minimum required contributions, a funding deficiency occurs.
Zone Information	The Pension Protection Act of 2006 (PPA'06) called on plan sponsors to actively monitor the projected FSA credit balance, the funded percentage (the ratio of the actuarial value of assets to the present value of benefits earned to date) and cash flow sufficiency. Based on these measures, plans are then categorized as critical (*Red Zone*), endangered (*Yellow Zone*), or neither (*Green Zone*). The Multiemployer Pension Reform Act of 2014 (MPRA), among other things, made the zone provisions permanent.
Solvency Projections	Pension plan funding anticipates that, over the long term, both contributions and investment earnings will be needed to cover benefit payments and expenses. To the extent that contributions are less than benefit payments, investment earnings and fund assets will be needed to cover the shortfall. In some situations, a plan may be faced with insufficient assets to cover its current obligations and may need assistance from the Pension Benefit Guaranty Corporation (PBGC). MPRA provides options for some plans facing insolvency.
Scheduled Cost	The Scheduled Cost is an annual amount based on benefit levels and assets that allows a comparison to current contribution levels, given the expectation of a continuing Plan.
Withdrawal Liability	ERISA provides for assessment of withdrawal liability to employers who withdraw from a multiemployer plan based on unfunded vested benefit liabilities. A separate report is available.

Important Information about Actuarial Valuations

An actuarial valuation is a budgeting tool with respect to the financing of future uncertain obligations of a pension plan. As such, it will never forecast the precise future contribution requirements or the precise future stream of benefit payments. In any event, it is an estimated forecast — the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal Consulting ("Segal") relies on a number of input items. These include:

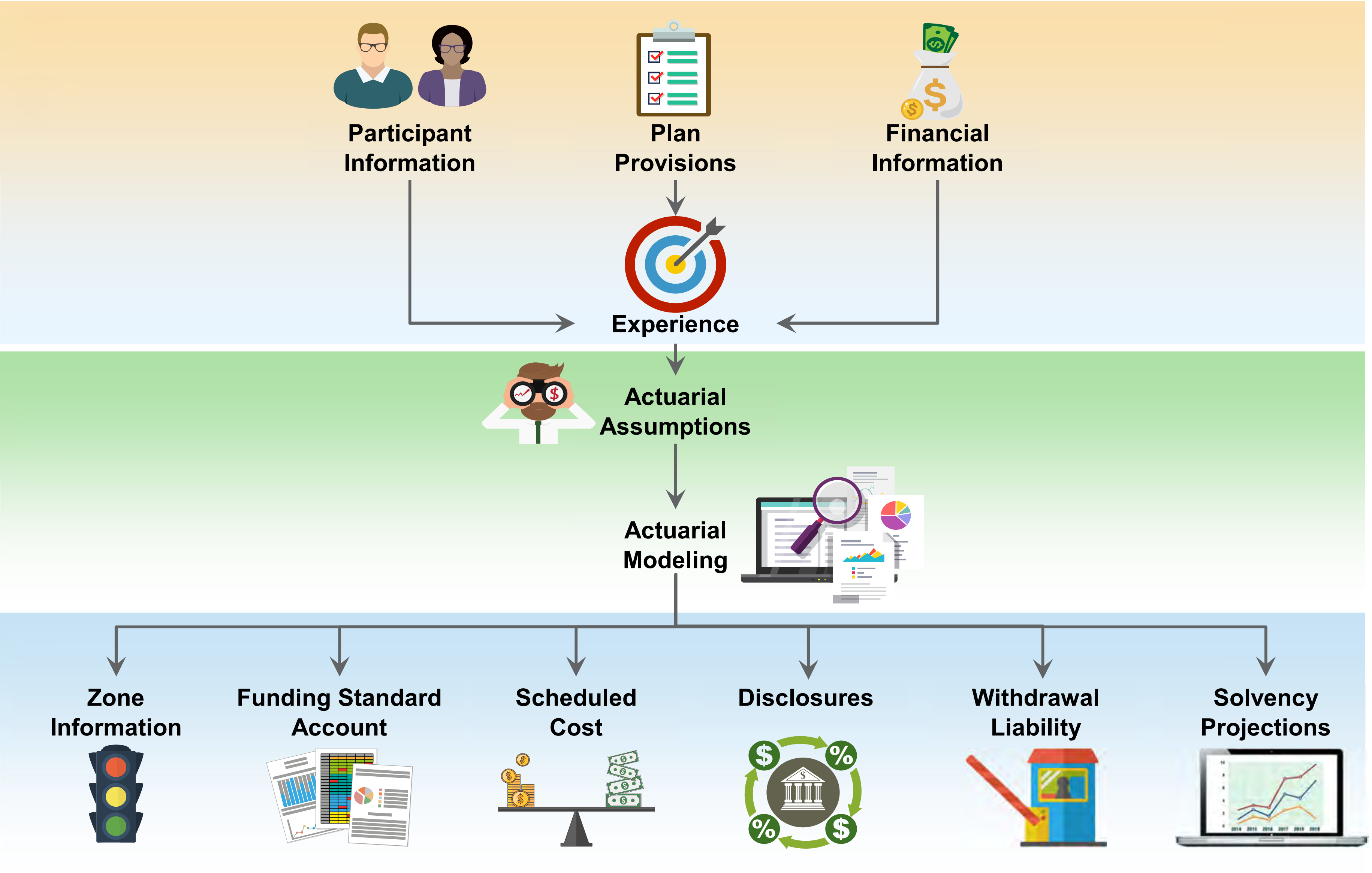
Plan Provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. For example, a plan may require the award of a Social Security disability pension as a condition for receiving a disability pension from the plan. If so, changes in the Social Security law or administration may change the plan's costs without any change in the terms of the plan itself. It is important for the Trustees to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant Information	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. For most plans, it is not possible nor desirable to take a snapshot of the actual workforce on the valuation date. It is not necessary to have perfect data for an actuarial valuation: the valuation is an estimated forecast, not a prediction. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial Information	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the auditor. Some plans include assets, such as private equity holdings, real estate, or hedge funds that are not subject to valuation by reference to transactions in the marketplace. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial Assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results and will have no impact on the actual cost of the plan (the total of benefits and expenses paid out over time). In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal's actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

- The actuarial valuation is prepared for use by the Trustees. It includes information for compliance with federal filing requirements and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- Actuarial results in this report are not rounded, but that does not imply precision.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in employment levels and investment losses, not just the current valuation results.
- ERISA requires a plan's enrolled actuary to provide a statement for inclusion in the plan's annual report disclosing any event or trend that the actuary has not taken into account, if, to the best of the actuary's knowledge, such an event or trend may require a material increase in plan costs or required contribution rates. If the Trustees are currently aware of any event that was not considered in this valuation and that may materially increase the cost of the Plan, they must advise Segal, so that we can evaluate it and take it into account.
- A certification of "zone" status under PPA'06 is a separate document from the actuarial valuation.
- Segal does not provide investment, legal, accounting, or tax advice. This valuation is based on Segal's understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Trustees should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal Consulting has no discretionary authority with respect to the management or assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

ACTUARIAL VALUATION OVERVIEW



Participant Information

Plan Provisions

Financial Information

Experience

Actuarial Assumptions

Actuarial Modeling

Zone Information

Funding Standard Account

Scheduled Cost

Disclosures

Withdrawal Liability

Solvency Projections

Section 1: Actuarial Valuation Summary

Summary of Key Valuation Results

		2017	2018
Certified Zone Status		***Critical and Declining***	***Critical and Declining***
Demographic Data:	Number of active participants	361	346
	Number of inactive participants with vested rights	341	334
	Number of retired participants and beneficiaries	1,862	1,803
Assets[1]:	Market value of assets (MVA)	$77,108,806	$75,415,515
	Actuarial value of assets (AVA)	79,677,555	72,848,963
	AVA as a percent of MVA	103.3%	96.6%
Cash Flow:	Projected employer contributions	$4,652,568	$4,471,704
	Actual contributions	4,618,274	--
	Projected benefit payments and expenses	18,124,863	17,865,958
	Projected insolvency date	January 2024	August 2024
Statutory Funding Information:	Minimum required contribution	$56,554,222	$70,746,897
	Maximum deductible contribution	361,483,194	388,307,563
	Annual Funding Notice percentage	36.1%	33.6%
	FSA credit balance (deficiency), prior December 31	(35,750,606)	(51,384,464)
Cost Elements on an FSA Cost Basis:	Normal cost, including administrative expenses	$2,631,812	$2,329,996
	Actuarial accrued liability	220,634,358	216,967,146
	Unfunded (Excess of assets over) actuarial accrued liability (based on AVA)	$140,956,803	$144,118,183
Withdrawal Liability[2]:	Present value of vested benefits	257,555,205	251,036,024
	Unfunded present value of vested benefits (based on MVA[3])	178,932,764	174,542,010

---

[1] Based on audited financial statements, but excluding net withdrawal liability receivables of $1,048,178 in 2017 and $700,880 in 2018.

[2] Using the assumptions described in *Section 2: Withdrawal Liability Assumptions*.

[3] Including net outstanding withdrawal liability reasonably expected to be collectible of $1,513,635 in 2017 and $1,078,499 in 2018.

Comparison of Funded Percentages

	Funded Percentages as of January 1		2018	
	2017	2018	Liabilities	Assets
1. PPA'06 Liability and Annual Funding Notice	36.1%	33.6%	$216,967,146	$72,848,963
2. Accumulated Benefits Liability	34.9%	34.8%	216,967,146	75,415,515
3. Withdrawal Liability	30.5%	30.5%	251,036,024	76,494,014
4. Current Liability	25.2%	23.5%	323,986,548	76,116,395

Notes:

1. The present value of benefits earned through the valuation date (accrued benefits) defined by PPA'06, based on the long-term funding investment return assumption of 5.50% and compared to the actuarial value of assets, excluding net audited withdrawal liability receivables.
2. The present value of accrued benefits for disclosure in the audited financial statements, based on the long-term funding investment return assumption of 5.50%, and compared to the market value of assets, excluding net audited withdrawal liability receivables.
3. The present value of vested benefits for withdrawal liability purposes based on the blended interest rate and other assumptions described in *Section 2*: *Withdrawal Liability Assumptions* and compared to the market value of assets, including net withdrawal liability receivables expected to be collectible from payment schedules.
4. The present value of accrued benefits based on a government-prescribed mortality table and investment return assumption of 3.05% for 2017 and 2.98% for 2018, and compared to the market value of assets. Used to develop the maximum tax-deductible contribution and shown on the Schedule MB if less than 70%.

Disclosure: These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations or the need for or the amount of future contributions.

This January 1, 2018 actuarial valuation report is based on financial and demographic information as of that date. Changes subsequent to that date are not reflected unless specifically identified, and will affect future results. Segal is prepared to work with the Trustees to analyze the effects of any subsequent developments. The current year's actuarial valuation results follow.

A. Developments Since Last Valuation

1. The rate of return on the market value of plan assets was 15.08% for the 2017 plan year. The rate of return on the actuarial value of assets was 7.48%. Given the low fixed income interest rate environment, target asset allocation, expectations of future investment returns for various asset classes and a shortened Plan duration due to projected insolvency, we have maintained the assumed rate of return on investments of 5.50%.
2. The number of active participants decreased by 4.2% from 361 as of January 1, 2017 to 346 as of January 1, 2018.
3. The administrative expense assumption was decreased from $1,100,000 as of January 1, 2017 to $900,000 as of January 1, 2018. No other assumptions were changed this year.
4. The 2018 certification, issued on March 30, 2018, based on the liabilities calculated in the 2017 actuarial valuation, projected to December 31,2017, and estimated asset information as of December 31, 2017, classified the Plan as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and the projected insolvency date was within 15 years. This projection was based on the Trustees' industry activity assumption that the active population will decrease by 2% per year for four years and 1% thereafter from the January 1, 2017 count of 361 active participants and, on average, contributions will be made for 1,800 hours per year for each active participant.

B. Solvency Projections

1. The Plan is projected to be unable to pay benefits by approximately August of 2024, assuming experience is consistent with the January 1, 2018 assumptions, as well as the assumptions described in *Section 2: Basis for Solvency Projection*. This cash-flow situation requires continued attention by the Trustees.
2. The Trustees adopted a Rehabilitation Plan on January 9, 2009 intended to forestall insolvency. In addition, they have been exploring and continue to explore all options available to them under the Multiemployer Pension Reform Act of 2014 (MPRA).

C. Funded Percentage and Funding Standard Account

1. Based on this January 1, 2018 actuarial valuation, the funded percentage that will be reported on the 2018 Annual Funding Notice is 33.6%.
2. The funding deficiency in the FSA as of December 31, 2017 was $51,384,464, an increase of $15,633,858 from the prior year. The deficiency is expected to increase. Without the protections afforded by PPA ‘06 for a Plan that is in Critical and Declining status and has a Rehabilitation Plan that is being satisfied, there would have been excise tax consequences along with immediate funding requirements, as a result of the funding deficiency.

D. Withdrawal Liability

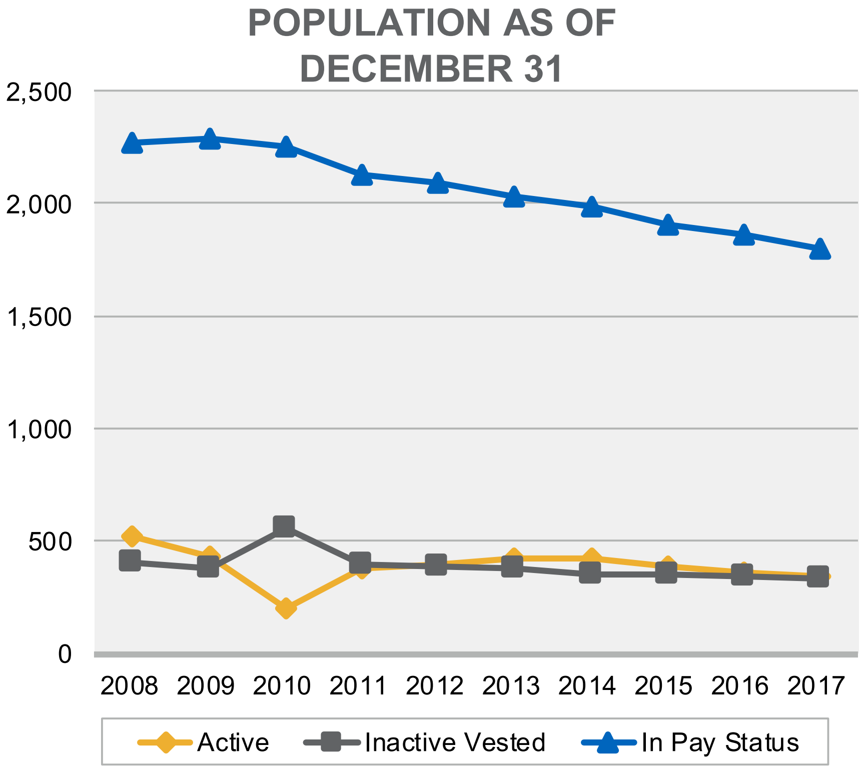
1. The unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $174,542,010 (using the assumptions outlined in *Section 2: Withdrawal Liability Assumptions*). Compared to $178,932,764 as of the prior year, the decrease of $4,390,754 is primarily due to an increase in the PBGC interest rates and the investment gain on a market value basis, partially offset by the reflection of the January 1, 2017 assumption changes.
2. The Trustees have adopted the method outlined in PBGC Technical Update 10-3 to account for benefit reductions implemented by the Rehabilitation Plan. The unamortized value of those benefit reductions (about $17 million) is included in the unfunded vested benefit amount shown above.
3. A complete description of how withdrawal liability is determined will be provided in the Withdrawal Liability Report as of December 31, 2017.

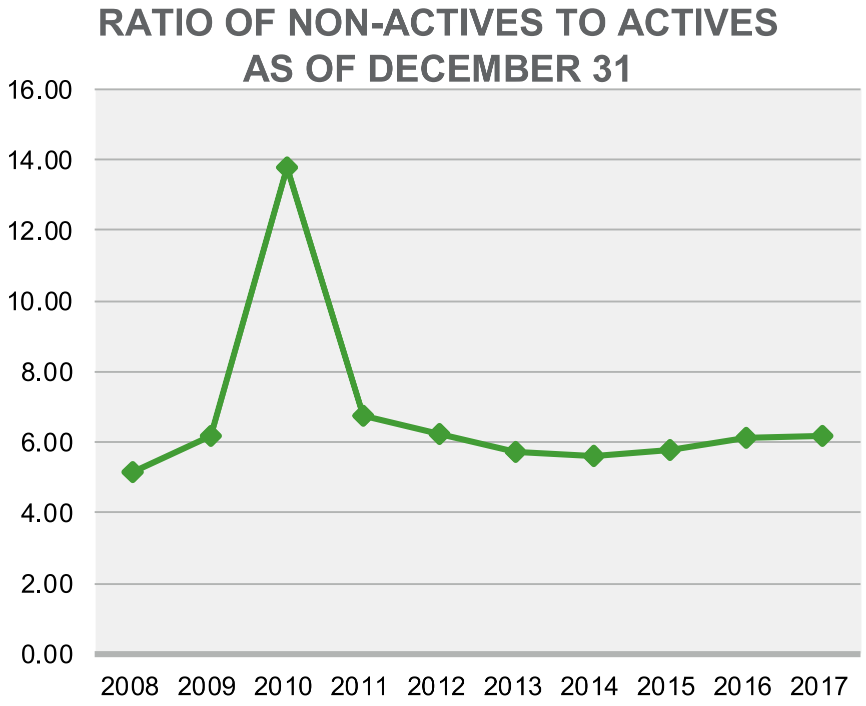
E. Funding Concerns and Risk

1. We will continue to work with the Trustees to explore alternatives to address the Plan’s projected insolvency.
2. Since the actuarial valuation results are dependent on a single set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions. We have included a discussion of various risks that may affect the Plan in *Section 2*.

Participant Information

- The Actuarial Valuation is based on demographic data as of December 31, 2017.
- Over the past 10 years, the number of active participants has declined by 33% from 516 actives as of December 31, 2008 to 346 active participants as of December 31, 2017. Those in pay and inactive vested statuses have declined by 20% from 2,674 to 2,137 over the same period.
- The ratio of non-actives to actives remains around 6.0.
- More details on the historical information are included in *Section 3, Exhibit A*.

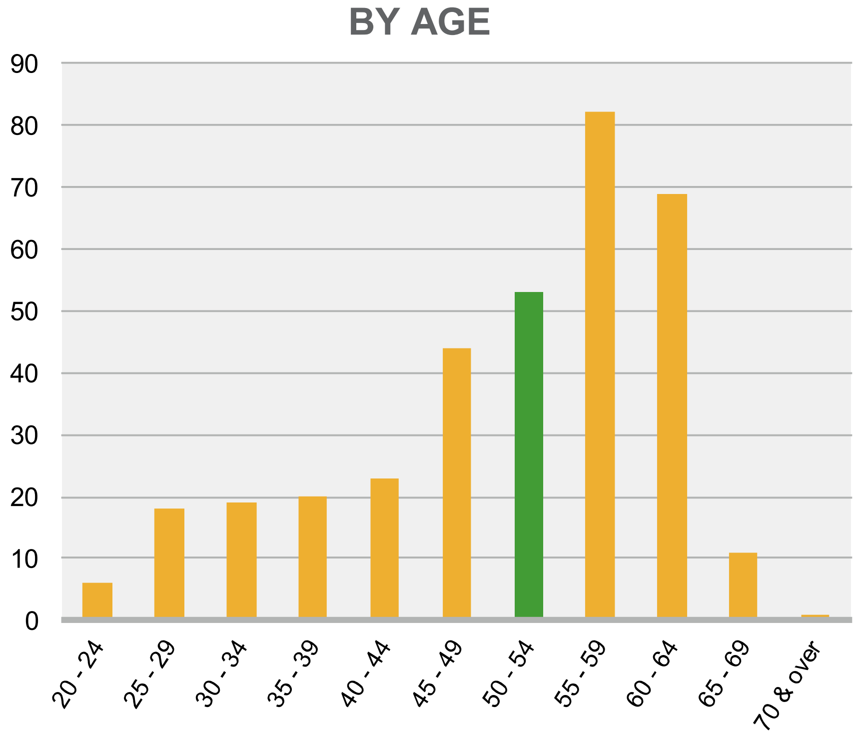


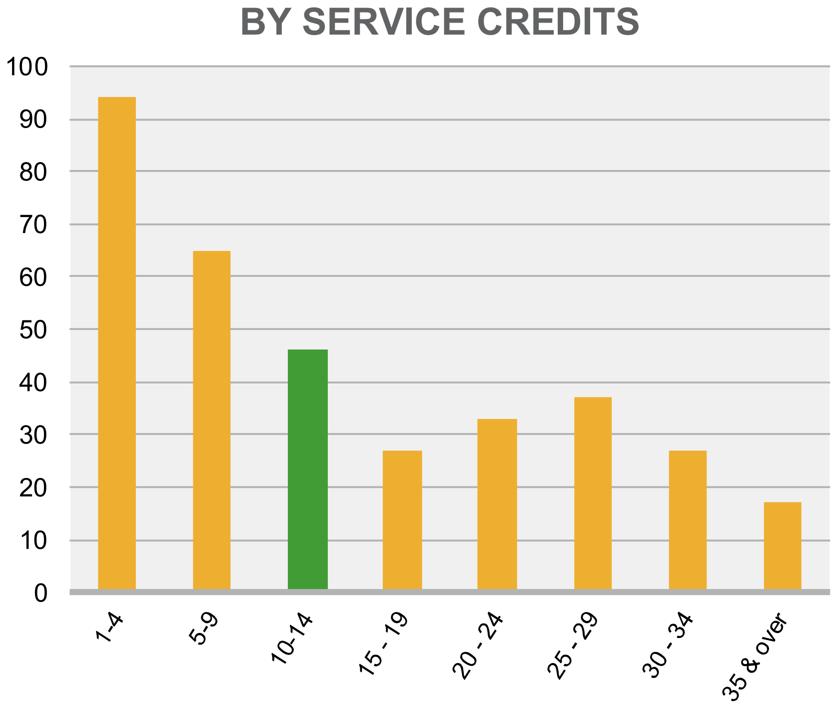


Active Participants

- There were 346 active participants this year, a decrease of 4.2% compared to 361 in the prior year.
- The age and service distribution is included in *Section 4, Exhibit 6*.

Distribution of Active Participants as of December 31, 2017



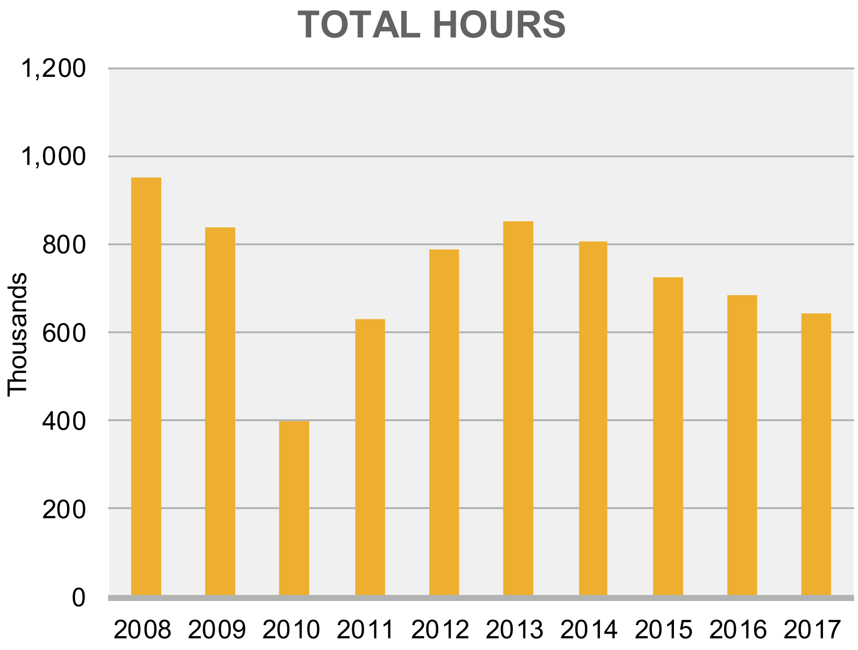


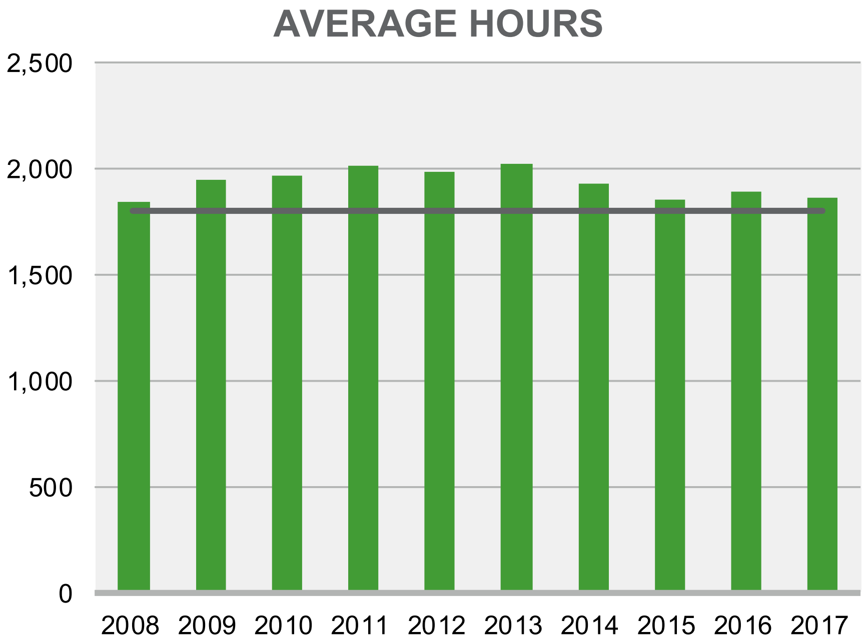
Average age	**51.2**
Prior year average age	51.2
Difference	**0.0**

Average service credits	**14.5**
Prior year average service credits	14.4
Difference	**0.1**

Historical Employment

- The charts below show a history of hours worked over the last ten years. Additional detail is in *Section 3, Exhibit B*.
- The 2018 zone certification was based on an industry activity assumption of the number of active participants decreasing by 2% per year for four years and 1% per year thereafter from the 361 actives as of January 1, 2017 and, on average, contributions will be made for each active participant for 1,800 hours per year.
- The valuation is based on 346 actives and a long-term employment projection of 1,800 hours.
- Recent average hours have shown a trend of higher per capita hours. For this valuation, the assumption has remained 1,800 hours for each active participant. We look to the Trustees for guidance as to whether this continues to be reasonable as a long-term assumption.





Historical Average Total Hours	
Last year	644,111
Last five years	742,841
Last 10 years	732,610
Long-term assumption	622,800

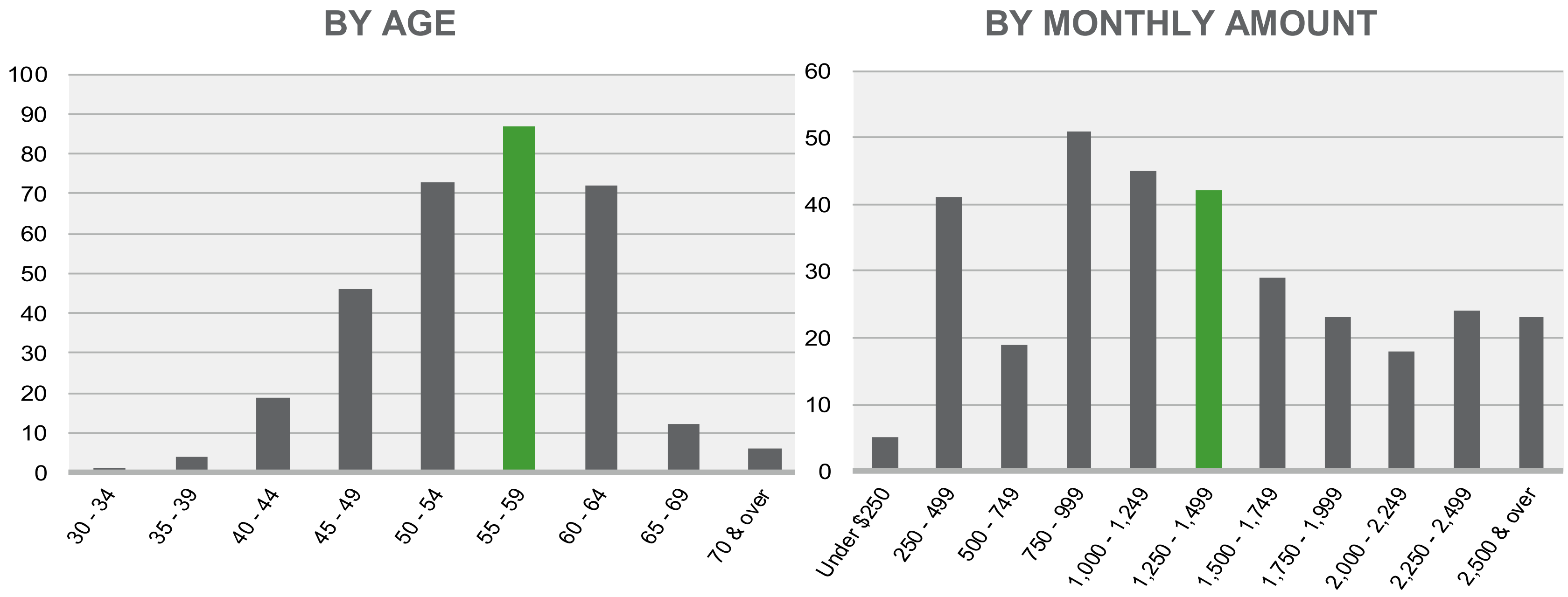
Historical Average Hours	
Last year	1,862
Last five years	1,913
Last 10 years	1,933
Long-term assumption	1,800

Note: The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

Inactive Vested Participants

- A participant who is not currently active and has satisfied the requirements for, but has not yet commenced, a pension is considered an “inactive vested” participant.
- There were 320 inactive vested participants this year, a decrease of 1.5% compared to 325 last year.
- In addition, there were 14 beneficiaries entitled to future benefits this year compared to 16 last year.
- There were 8 inactive vested participants and six deferred beneficiaries over age 72 that were excluded from this valuation. It is assumed that they will not return to collect a benefit.

Distribution of Inactive Vested Participants as of December 31, 2017


BY AGE

BY MONTHLY AMOUNT

Average age	55.0
Prior year average age	54.6
Difference	0.4

Average amount	$1,352
Prior year average amount	$1,315
Difference	$37

New Pensions Awarded

- Unreduced Early and Disability retirements were eliminated as part of the Rehabilitation Plan.
- In general, Vested Retirements have been provided as either Normal or Early Retirement types for the last six years. We will continue to track them as provided.

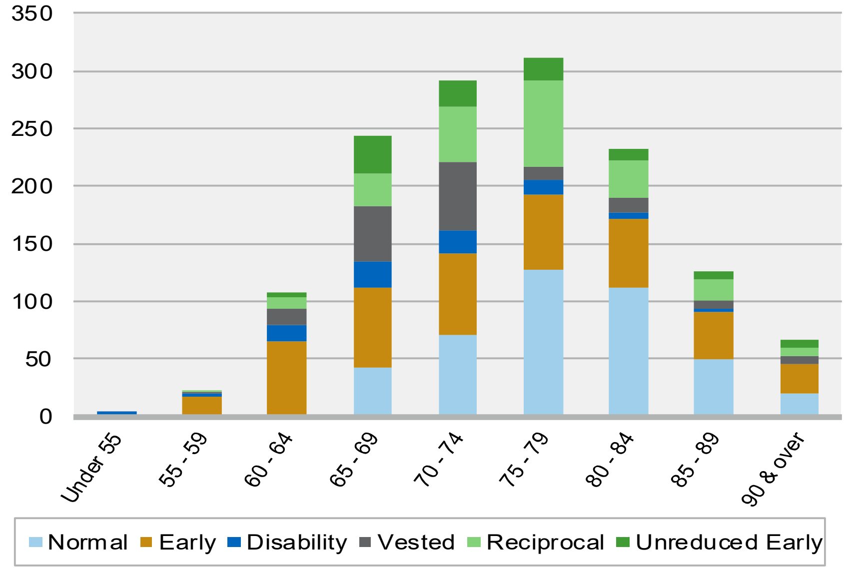
	Total		Normal		Unreduced Early		Early		Disability		Vested		Reciprocal	
Year Ended Dec 31	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount	Number	Average Amount
2008	66	$1,384	9	$2,141	5	$3,597	5	$1,919	3	$1,815	31	$1,157	13	$243
2009	94	1,446	24	1,929	12	3,097	14	1,241	6	1,303	28	912	10	171
2010	69	1,551	18	2,473	6	2,671	20	1,835	1	1,740	17	400	7	177
2011	27	1,107	2	1,625	–	–	5	1,800	–	–	15	986	5	569
2012	21	1,028	9	1,478	–	–	9	589	1	2,314	1	612	1	61
2013	25	605	6	523	–	–	14	546	–	–	–	–	5	871
2014	34	840	11	1,194	–	–	17	873	–	–	–	–	6	99
2015	31	1,310	14	1,507	–	–	14	1,344	–	–	1	124	2	291
2016	40	992	10	1,023	–	–	26	1,069	–	–	–	–	4	414
2017	37	961	9	807	–	–	20	1,178	–	–	1	1,335	7	485

Pay Status Information

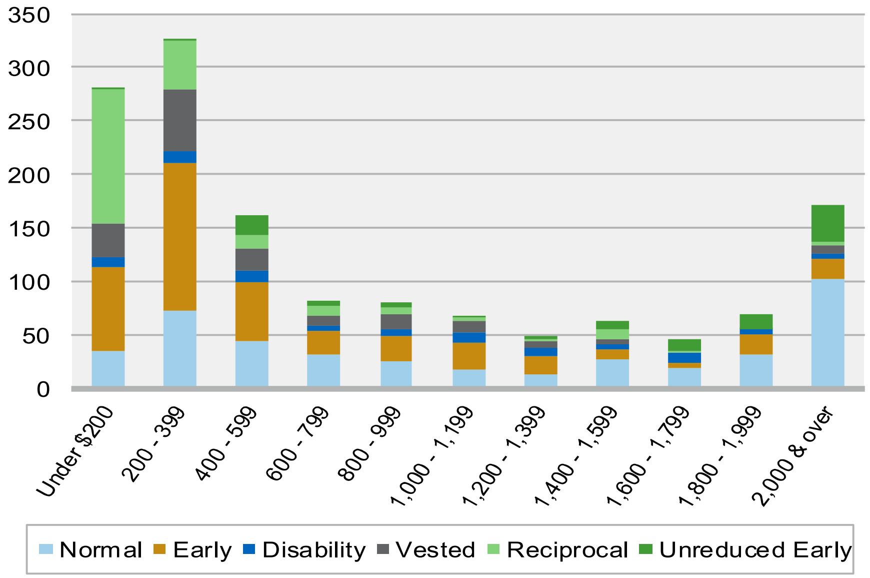
- There were 1,402 pensioners, 24 alternate payees, and 375 beneficiaries this year, compared to 1,455 pensioners, 22 alternate payees, and 384 beneficiaries in the prior year.
- Monthly benefits for the Plan Year ending December 31, 2017 total $1,331,154, as compared to $1,349,011 in the prior year.
- There was one suspended pensioner and one suspended beneficiary this year, compared to one pensioner in the prior year.

Distribution of Pensioners as of December 31, 2017

BY TYPE AND AGE



BY TYPE AND MONTHLY AMOUNT



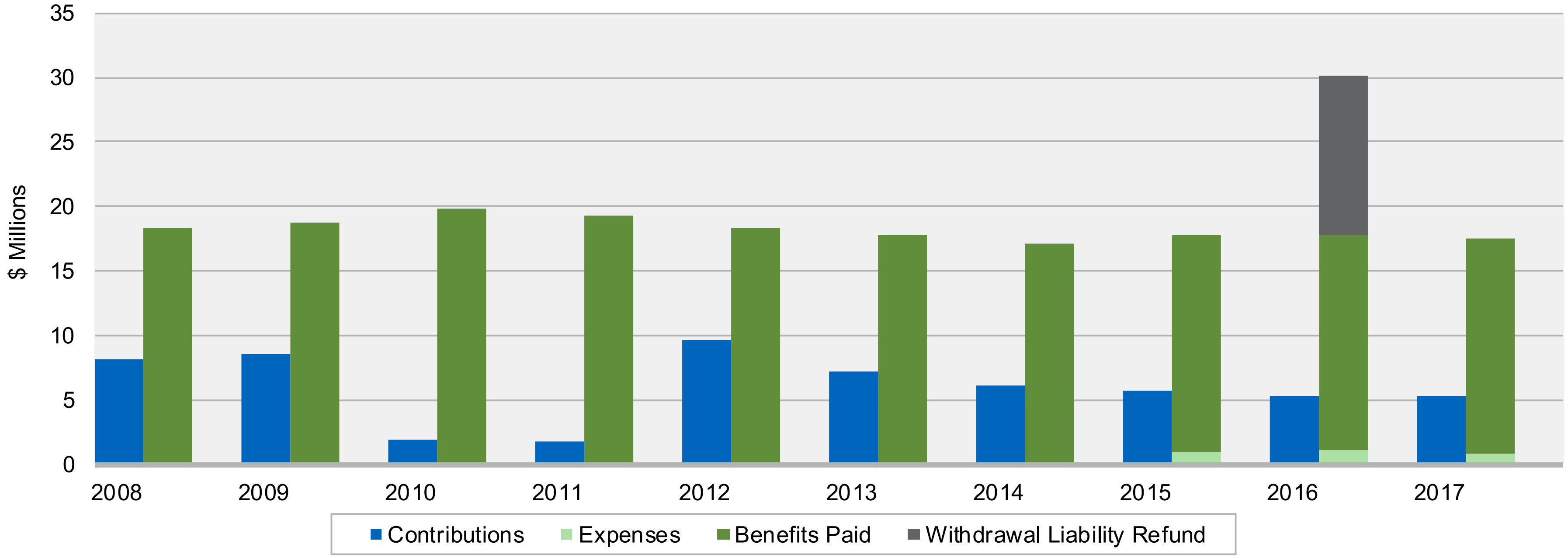
Average age	**75.2**
Prior year average age	74.8
Difference	**0.4**

Average amount	**$852**
Prior year average amount	$834
Difference	**$18**

Financial Information

- Benefits and expenses are funded solely from contributions (including withdrawal liability payments) and investment earnings.
- Additional detail is in *Section 3, Exhibit C*.
- For the most recent year, benefit payments and expenses were 3.3 times contributions.
- Note for years prior to 2015, employer contributions are net of expenses.

COMPARISON OF EMPLOYER CONTRIBUTIONS WITH BENEFITS AND EXPENSES PAID



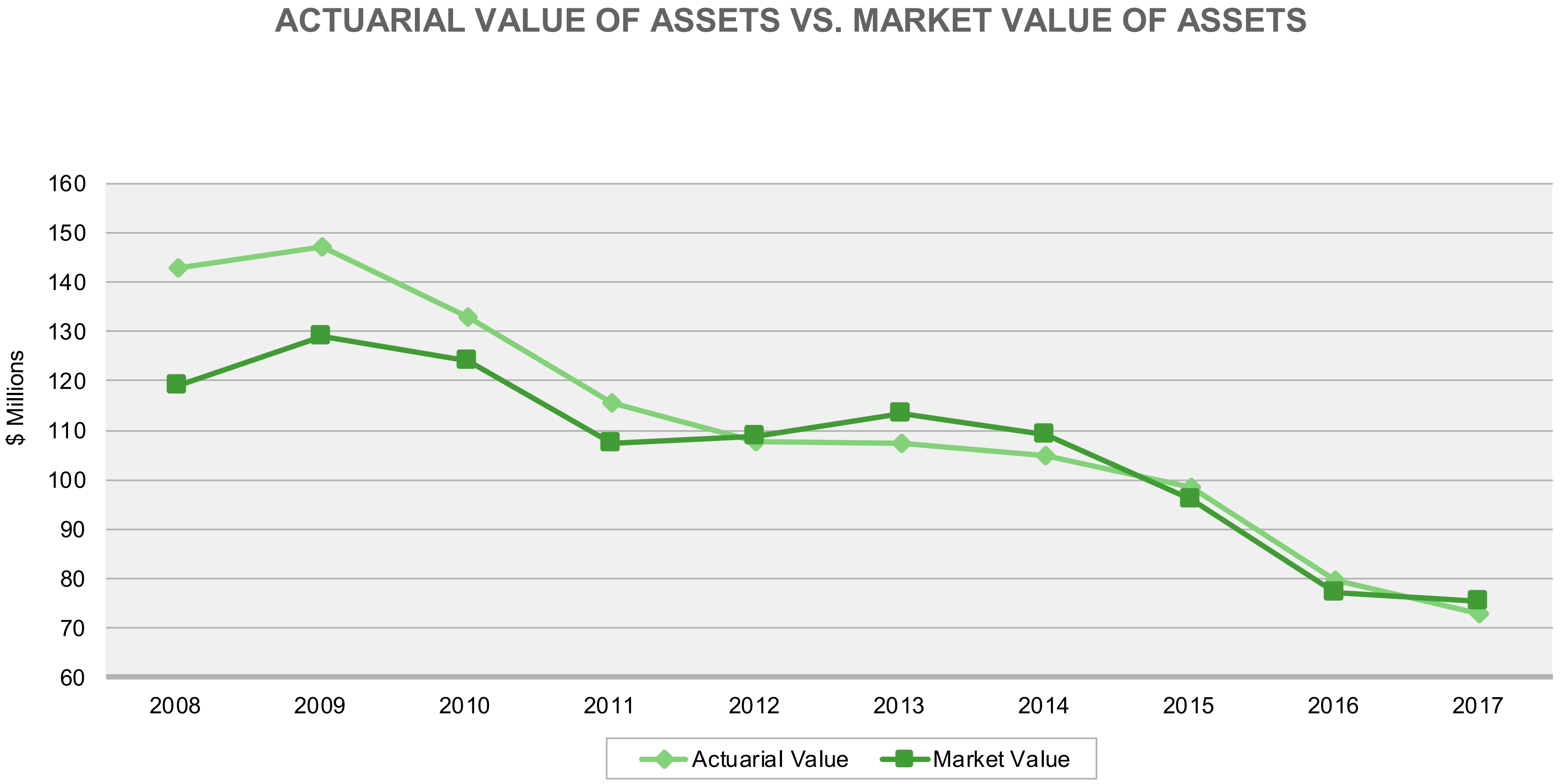
Determination of Actuarial Value of Assets

- The asset valuation method gradually recognizes annual market value fluctuations to help mitigate volatility in the actuarial cost calculations.

			Original Amount[2]	Unrecognized Return[3]	
1	Market value of assets, December 31, 2017[1]				$75,415,515
2	Calculation of unrecognized return				
	(a)	Year ended December 31, 2017	$6,715,137	$5,372,110	
	(b)	Year ended December 31, 2016	579,296	347,578	
	(c)	Year ended December 31, 2015	-7,886,010	-3,154,404	
	(d)	Year ended December 31, 2014	6,342	1,268	
	(e)	Year ended December 31, 2013	8,484,419	0	
	(f)	Total unrecognized return			$2,566,552
3	Preliminary actuarial value: **(1) - (2f)**				72,848,963
4	Adjustment to be within 20% corridor				0
5	Final actuarial value of assets as of December 31, 2017: **(3) + (4)**				72,848,963
6	Actuarial value as a percentage of market value: **(5) ÷ (1)**				96.6%
7	Amount deferred for future recognition: **(1) - (5)**				$2,566,552

[1] Based on audited financial statements but excluding withdrawal liability receivables of $700,880.
[2] Total return minus expected return on a market value basis.
[3] Recognition at 20% per year over 5 years.

Asset History for Years Ended December 31



Actuarial Experience

- Assumptions should reflect experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the contribution requirement as an experience gain or loss.
- Assumptions are not changed if experience is believed to be a short-term development and that, over the long run, experience will return to assumed levels.
- The net experience variation for the year, other than investment experience, was 0.23% of the projected actuarial accrued liability from the prior valuation, and was not significant when compared to that liability.

EXPERIENCE FOR THE YEAR ENDED DECEMBER 31, 2017

1	Gain from investments	$1,438,555
2	Gain from administrative expenses	260,376
3	Net gain from other experience	499,117
4	**Net experience gain: 1 + 2 + 3**	**$2,198,048**

Actuarial Value Investment Experience

- Net investment income consists of expected investment income at the actuarially assumed rate of return, and an adjustment for market value changes. Investment expenses are subtracted.
- The actuarial value of assets does not yet fully recognize past investment gains and losses, which will affect future actuarial investment returns.

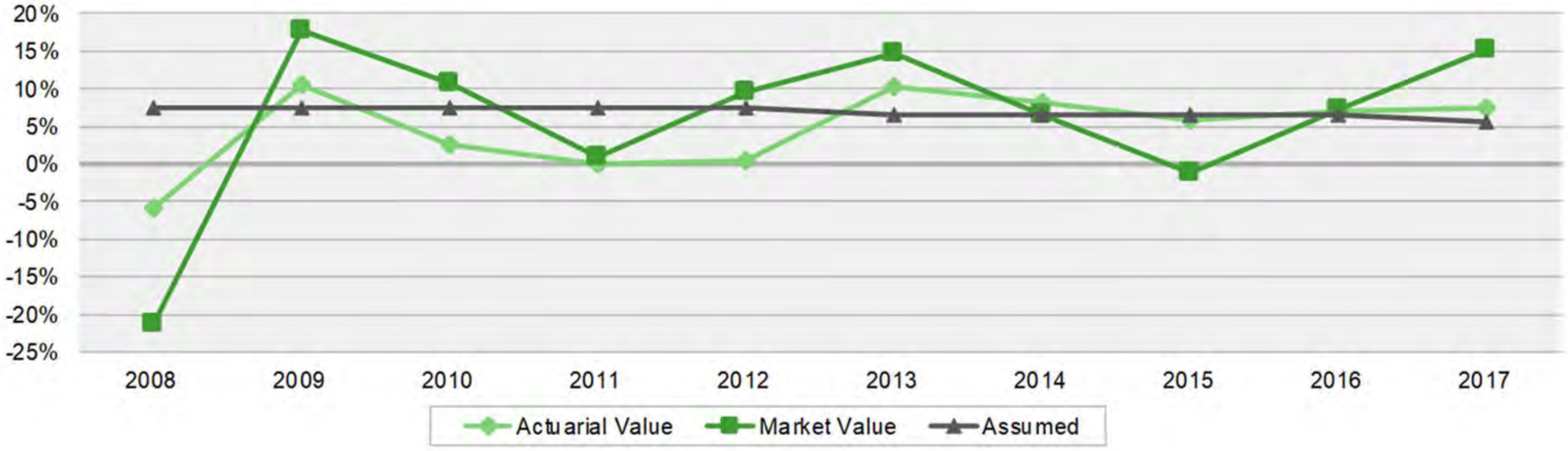
INVESTMENT EXPERIENCE FOR THE YEAR ENDED DECEMBER 31, 2017

1	Net investment income	$5,435,914
2	Average actuarial value of assets	72,679,259
3	Rate of return: 1 ÷ 2	7.48%
4	Assumed rate of return	5.50%
5	Expected net investment income: 2 x 4	$3,997,359
6	**Actuarial gain from investments: 1 - 5**	**$1,438,555**

Historical Investment Returns

- The assumed rate of return of 5.50% considers past experience, the Trustees' asset allocation policy and expectations of future nvestment returns for various asset classes, and the shortened Plan duration.

MARKET VALUE AND ACTUARIAL RATES OF RETURN FOR YEARS ENDED DECEMBER 31



Average Rates of Return	Actuarial Value	Market Value
Most recent year return:	7.48%	15.08%
Most recent five-year average return:	7.84%	8.05%
Most recent ten-year average return:	4.05%	4.46%

Non-Investment Experience

Administrative Expenses

- Administrative expenses for the year ended December 31, 2017 totaled $878,200, as compared to the assumption of $1,100,000.
- Based on recent experience and future expectations, we have lowered the assumption to $900,000 for the 2018 Plan year.

Mortality Experience

- Mortality experience (more or fewer than expected deaths) yields actuarial gains or losses.
- The number of deaths for nondisabled pensioners last year was 82 compared to 84.8 projected deaths. The average number of deaths for disabled pensioners over the past two years was 5 per year compared to 4.4 projected deaths per year. The nondisabled and disabled mortality assumptions were updated with the 2017 and 2016 valuations, respectively. We continue to monitor these assumptions and the margin for future longevity improvement.

Other Experience

- Other differences between projected and actual experience include the extent of turnover among the participants and retirement experience (earlier or later than projected). Recent experience has shown higher turnover (particularly at older ages) and fewer retirements than projected (particularly at younger ages). We continue to monitor these assumptions and may make adjustments in a future valuation if these trends continue.

Actuarial Assumptions

- The following assumption was changed with this valuation:
  - Administrative expenses were decreased from $1,100,000 for the year beginning January 1, 2017 to $900,000 for the year beginning January 1, 2018.
- Details on actuarial assumptions and methods are in *Section 4, Exhibit 8*.

Plan Provisions

- There were no changes in plan provisions since the prior valuation.
- A summary of plan provisions is in *Section 4, Exhibit 9*.

Contribution Rate Changes

- The average contribution rates for benefit accrual and projected income purposes were updated to reflect changes in the active population through January 1, 2018. The contribution rates including in this valuation are as follows:
  - For the active population in this valuation, the average contribution rate for benefit accrual purposes was $3.83 per hour ($3.86 per hour last year).
  - For the active population in this valuation, the average contribution rate for projected income purposes in effect during 2018 and all future years is $7.18 per hour ($7.16 per hour last year). This assumes no future rate increases or changes in the distribution of active participants among the contributing employers.

Pension Protection Act of 2006

2018 Actuarial Status Certification

Year	Zone Status
2008	YELLOW
2009	RED
2010	RED
2011	RED
2012	RED
2013	RED
2014	RED
2015	RED
2016	RED
2017	RED
2018	RED

- PPA'06 requires trustees to actively monitor their plans' financial prospects to identify emerging funding challenges so they can be addressed effectively. Details are shown in *Section 3, Exhibit H*.
- The 2018 certification, completed on March 30, 2018, was based on the liabilities calculated in the January 1, 2017 actuarial valuation and projected to December 31, 2017, and estimated asset information as of December 31, 2017. The Trustees provided an industry activity assumption of the number of active participants decreasing by 2% per year for four years and 1% per year thereafter from the 361 actives as of January 1,2017 and, on average, contributions will be made for each active participant for 1,800 hours each year.
- This Plan was classified as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and insolvency was projected within 15 years.

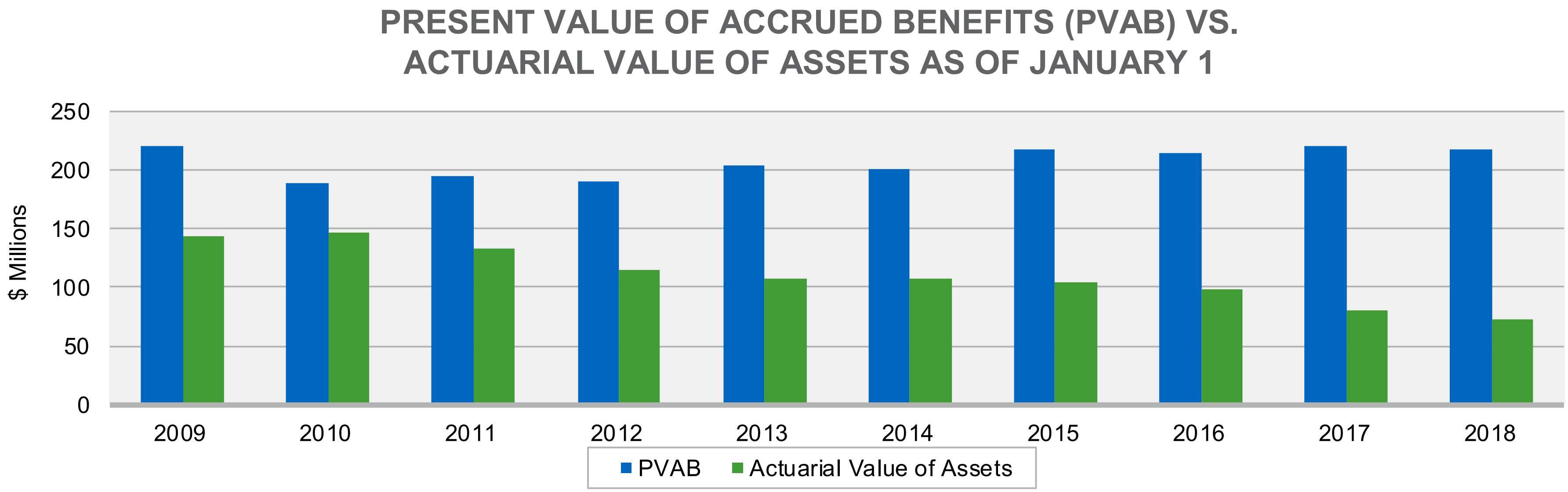
Rehabilitation Plan Update

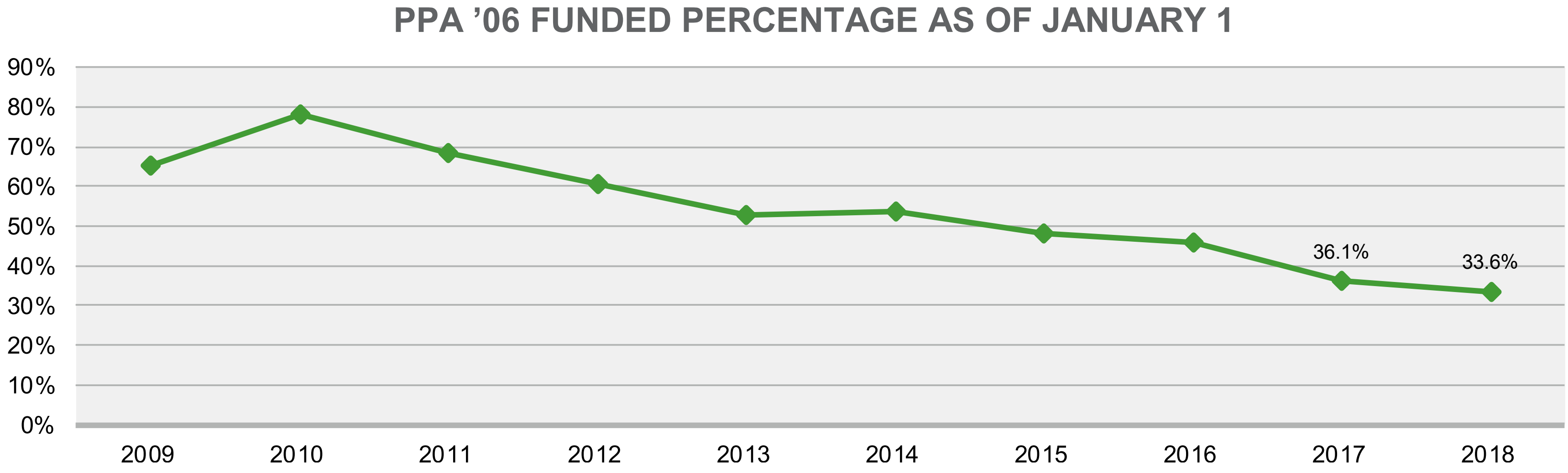
- The Plan is operating under a Rehabilitation Plan originally adopted January 9, 2009 that is intended to forestall insolvency. The Rehabilitation Plan has been reviewed and updated annually.
- As of the 2018 certification, the annual standards detailed in the Rehabilitation Plan had been met.
- Segal will continue to assist the Trustees to evaluate and update the Rehabilitation Plan and to prepare the required assessment of Scheduled Progress.

Funding Standard Account (FSA)

- On December 31, 2017, the FSA had a funding deficiency of $51,384,464, as shown on the 2017 Schedule MB. Contributions meet the legal requirement on a cumulative basis if that account shows no deficiency.
- Employers contributing to plans in critical status will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees.
- The minimum funding requirement for the year beginning January 1, 2018 is $70,746,897.
- Based on the assumption that 346 participants will work an average of 1,800 hours at a $7.1800 average contribution rate, the contributions projected for the year beginning January 1, 2018 are $4,471,704. Taking into account these contributions, as well as expected withdrawal liability payments of $431,495 for 2018, the funding deficiency is expected to increase by $14.3 million to about $65.7 million as of December 31, 2018. The deficiency is projected to continue to grow into the future.
- A summary of the ERISA minimum funding requirements and the FSA for the year ended December 31, 2017 is included in *Section 3, Exhibit G.*

PPA'06 Funded Percentage Historical Information

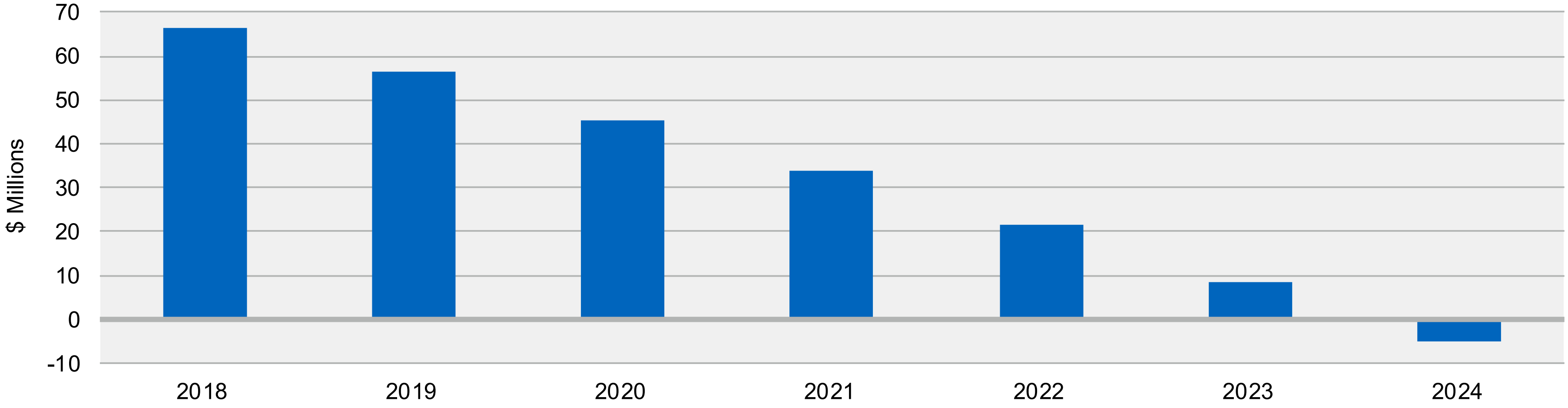




Solvency Projection

- PPA’06 requires Trustees to monitor plan solvency - the ability to pay benefits and expenses when due. MPRA classifies red zone plans that are projected to become insolvent within 15 or 20 years as “critical and declining.” See *Section 3, Exhibit H* for more information.
- This Plan was certified as critical and declining based on a projected insolvency within the 15-year test period.
- Based on this valuation, assets are projected to be exhausted by approximately August of 2024, as shown below. This is about seven months later than the projected January 2024 insolvency date in last year’s valuation due to the 2017 investment gains.
- This projection is based on the valuation and the Trustees’ industry activity assumptions, as shown on the next page.
- The Plan is operating under a Rehabilitation Plan that is intended to forestall insolvency.

PROJECTED ASSETS AS OF DECEMBER 31



Basis for Solvency Projection

- The solvency projection on the prior page is based on the same participant data, assumptions, asset information, and plan of benefits as used for this January 1, 2018 valuation unless otherwise noted below.

- Contributions were projected based on a weighted average of the contribution rates for active employers as of December 31, 2017. The active population is projected to decrease by 2% per year for three years and 1% thereafter from the January 1, 2018 count of 346 active participants and, on average, contributions are assumed to be made for each active participant for 1,800 hours each year. Future withdrawal liability payments for currently withdrawn employers are included in projected contributions per guidance from Fund Counsel.

- The starting point for the projection is the January 1, 2018 market value of assets. Administrative expenses are assumed to increase by 2% per year. The assumed annual net investment return is 5.50%.

- The projection assumes that all assets will be liquid and saleable (at the January 1, 2018 market value plus projected increases at the assumed compounded annual rates of return) when necessary to pay Plan benefits and administrative expenses.

- The benefit payments are projected based on an open group forecast with a projected active population as previously described. New entrants are assumed to have a similar demographic mix to participants hired within the prior three years.

Funding Concerns and Risk

- Since the actuarial valuation results are dependent on a single set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions. Below is a brief discussion of some risks that may affect the Plan.
- Investment Risk (the risk that returns will be different than expected)

  Since the Plan's assets are larger than contributions, investment performance will create volatility in the projected insolvency date. For 2018, projected benefits and administrative expenses less contributions are $13.0 million, or 17% of the market value of assets as of December 31, 2017. In order for the market value of assets not to decline during 2018, a return of over 17% is needed.

  As can be seen in Section 3, the market value rate of return over the last 10 years has ranged from a low of -21.32% to a high of 17.75%.
- Employment Risk (the risk that actual contributions will be different from projected contributions)

  The active population has decreased by about 33% since December 31, 2008. Further reductions in the contribution base will accelerate the Plan's projected insolvency date.
- Longevity Risk (the risk that mortality experience will be different than expected)
- Other Demographic Risk (the risk that participant experience will be different than assumed)

  Examples of this risk include:
  - Actual retirements occurring earlier or later than assumed.
  - More or less active participant turnover than assumed.
  - Return to covered employment of previously inactive participants.
- Actual Experience over the Last 10 years and Implications for the Future

  Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past ten years:
  - The investment gain or loss on the market value of assets for a year has ranged from a loss of $45.2 million to a gain of $11.7 million.
  - The non-investment gain or loss for a year has ranged from a loss of $6.0 million to a gain of $3.8 million.
  - The 2017 net gain of $2.2 million, consisting of $1.4 million investment gain from the 15% return and $0.8 million non-investment gain moved the insolvency date out 7 months from last year. However, this is still just 2 months of the net $13.0 million in projected benefit shortfall for 2018.

- Maturity Measures

The risk associated with a pension plan increases as it becomes more mature, meaning that the actives represent a smaller portion of the liabilities of the plan. When this happens, there is a greater risk that fluctuations in the experience of the non-active participants or of the assets of the plan can result in large swings in the contribution requirements.

- Over the past ten years, the ratio of non-active participants to active participants has ranged from a low of 5.18 to a high of 13.77.
- As of December 31, 2017, the retired life actuarial accrued liability represents 67% of the total actuarial accrued liability. In addition, the actuarial accrued liability for inactive vested participants represents 15% of the total. The higher the non-active actuarial accrued liability is as a percent of the total liability, the greater the danger of volatility in results.

Withdrawal Liability

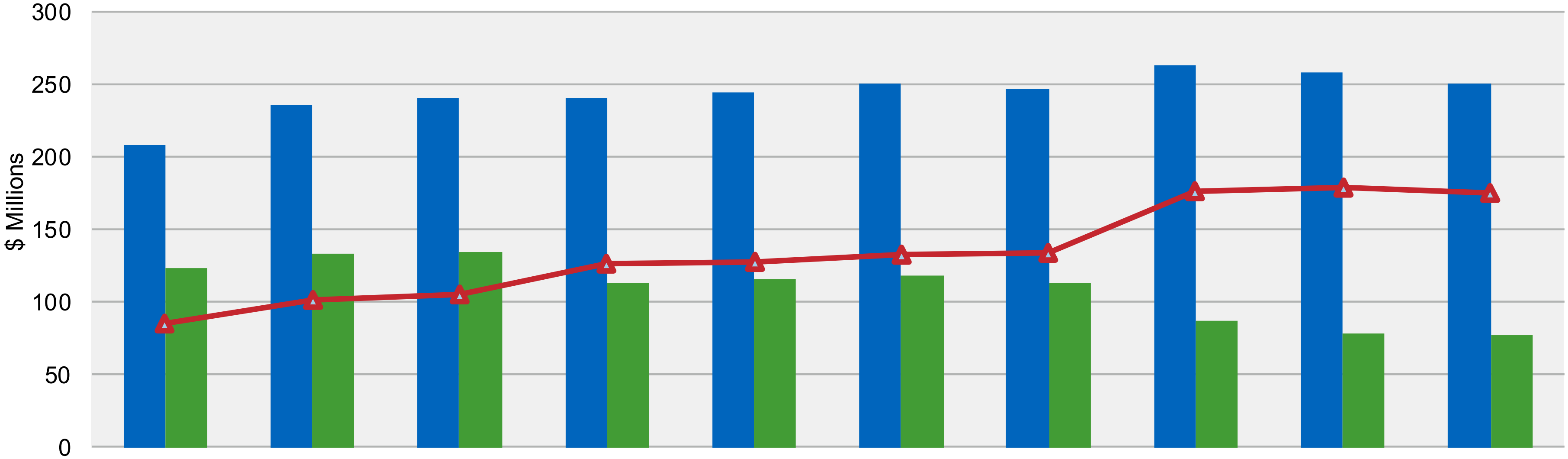
- As of December 31, 2017, the preliminary actuarial present value of vested plan benefits for withdrawal liability purposes is $234,086,992.
- This figure reflects all the assumption changes effective through January 1, 2018. For purposes of determining the present value of vested benefits, we excluded benefits that are not protected by IRC Section 411(d)(6), including post-retirement lump sum death benefits.
- Reductions in accrued benefits and contribution surcharges for a plan in critical status (*Red Zone*) are disregarded in determining an employer's allocation of the UVB. The Trustees have adopted a method for calculating the UVB effective for withdrawals that occur on and after January 1, 2011. The method is based on the PBGC's Technical Update 10-3, which describes how to account for the effect of benefit reductions that are implemented as part of a Rehabilitation Plan ("Affected Benefits") when a pension plan is in critical status.
- As of December 31, 2009, an Affected Benefits pool of $28,246,630 was created. The remainder of the pool as of December 31, 2017 is $16,949,032, as shown in line 2 of the chart on the next page.
- The unamortized value of all Affected Benefits pools ($16,949,032) is added to total present value of vested benefits ($234,086,992), creating a total present value of vested benefits of $251,036,024 as of December 31, 2017.
- Since the market value of assets as of the same date is $76,494,014 (including net withdrawal liability receivables expected to be collectible), the unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $174,542,010.
- Since the Trustees have adopted the "one-pool" allocation method, an employer withdrawing in the Plan Year ending December 31, 2018 will be assessed withdrawal liability.

Unfunded Present Value of Vested Benefits for Withdrawal Liability Purposes

- The $4,390,754 decrease in the unfunded present value of vested benefits from the prior year is primarily due to an increase in PBGC interest rates and the investment gain on market value of assets, partially offset by the reflection of the January 1, 2017 assumption changes. The assumption changes include adjustments to the net investment return, healthy mortality, and retirement rates for active and inactive vested participants.

		December 31	
		2016	2017
1	Present value of vested benefits (PVVB) measured as of valuation date	$238,811,935	$234,086,992
2	Unamortized value of Affected Benefits pools	18,743,270	16,949,032
3	Total present value of vested benefits: **1 + 2**	$257,555,205	$251,036,024
4	Market value of assets	77,108,806	75,415,515
5	Outstanding withdrawal liability reasonably expected to be collectible	1,513,635	1,078,499
6	Unfunded present value of vested benefits (UVB): **3 - 5**, not less than $0	$178,932,764	$174,542,010

Withdrawal Liability vs. Market Value of Assets — Historical Information



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
🟦 PVVB	207.8	235.2	240.2	240.2	243.9	250.6	246.4	263.5	257.6	251.0
🟩 MVA	123.2	133.8	134.6	113.3	116.2	118.4	113.0	87.7	78.7	76.5
🟥 UVB	84.6	101.4	105.6	126.9	127.7	132.2	133.4	175.8	178.9	174.5
PBGC Interest Rates	7.92% for 20 yrs., and 6.99% thereafter	5.30% for 25yrs., and 5.01% thereafter	4.48% for 25 yrs., and 4.51% thereafter	4.09% for 20 yrs., and 4.30% thereafter	3.07% for 20 yrs., and 3.00% thereafter	3.00% for 20 yrs., and 3.31% thereafter	3.10% for 20 yrs., and 3.29% thereafter	2.46% for 20 yrs., and 2.98% thereafter	1.98% for 20 yrs., and 2.67% thereafter	2.34% for 20 yrs., and 2.64% thereafter

Numbers in millions

Withdrawal Liability Assumptions

- The actuarial assumptions and methods are reasonable (taking into account the experience of the Plan and reasonable expectations) and, in combination, represent the actuary's best estimate of anticipated experience under the Plan to determine the unfunded vested benefits for withdrawal liability purposes.
- The interest rate is based on a blend, which includes rates selected based on estimated annuity purchase rates for benefits being settled, because withdrawal liability is a final settlement of an employer's obligations to the Plan. For benefits that could be settled immediately, because assets on hand are sufficient, the annuity purchase rates are those promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses rates equal to the interest rate used for plan funding calculations.

Interest	For liabilities up to market value of assets, 2.34% for 20 years and 2.64% beyond (1.98% for 20 years and 2.67% beyond, in the prior year valuation). For liabilities in excess of market value of assets, same as used for plan funding as of January 1, 2018 (the corresponding funding rate as of December 31, 2016 was used for the prior year's value).
Administrative Expenses	Calculated as prescribed by PBGC formula (29 CFR Part 4044, Appendix C); not applicable to those liabilities determined using funding interest rates.
Mortality	Same as used for plan funding as of January 1, 2018 (the corresponding mortality rates as of December 31, 2016 were used for the prior year's value).
Retirement Rates	Same as used for plan funding as of January 1, 2018 (the corresponding retirement rates as of December 31, 2016 were used for the prior year's value).

- A detailed report on withdrawal liability is available.

Disclosure Requirements

Annual Funding Notice

- The actuarial information to be provided in the annual funding notice is shown in *Section 3, Exhibit F.*
- The value of plan benefits earned to date as of January 1, 2018 is $216,967,146 using the long-term funding interest rate of 5.50%. As the actuarial value of assets is $72,848,963, the Plan's funded percentage is 33.6%, compared to 36.1% in the prior year.

Current Liability

- The Plan's current liability as of January 1, 2018 is $323,986,548 using an interest rate of 2.98%. As the market value of assets, including net withdrawal liability receivables based on the audited financed statements of $700,880, is $76,116,395, the funded current liability percentage is 23.5%. This is required to be disclosed on the 2018 Schedule MB of IRS Form 5500 since it is less than 70%. Details are shown in *Section 4, Exhibit 3*.

Accounting Information

- The Financial Accounting Standards Board (FASB) requires determination of the present value of accumulated plan benefits - the single-sum value of the benefits, vested or not, earned by participants as of the valuation date. Additional details on the present value of the accumulated plan benefits can be found in *Section 4, Exhibit 2.*

EXHIBIT A - TABLE OF PLAN COVERAGE

Category	Year Ended December 31		Change from Prior Year
	2016	2017	
Participants in Fund Office tabulation	391	368	-5.9%
Less: Participants with less than one service credit	30	22	-26.7%
Active participants in valuation:			
• Number	361	346	-4.2%
• Average age	51.2	51.2	0.0
• Average service credits	14.4	14.5	0.1
• Average contribution rate for upcoming year	$7.16	$7.18	0.3%
• Number with unknown age and/or service information	6	0	-100.0%
• Total active vested participants	260	252	-3.1%
Inactive participants with rights to a pension:			
• Number	325	320	-1.5%
• Average age	54.6	55.0	0.4
• Average monthly benefit	$1,315	$1,352	2.8%
• Beneficiaries with rights to deferred payments	16	14	-12.5%
Pensioners:			
• Number in pay status	1,455	1,402	-3.6%
• Average age	74.8	75.2	0.4
• Average monthly benefit	$834	$852	2.2%
• Number in suspended status	1	1	0.0%
Beneficiaries (including Alternate Payees):			
• Number in pay status	406	399	-1.7%
• Average age	75.1	75.7	0.6
• Average monthly benefit	$333	$344	3.3%
• Number in suspended status	0	1	100%
Total Participants	**2,564**	**2,483**	**-3.2%**

EXHIBIT B - EMPLOYMENT HISTORY

	Total Hours of Contributions[1]		Active Participants		Average Hours of Contributions	
Year Ended December 31	Number	Percent Change	Number	Percent Change	Number	Percent Change
2008	953,282	-9.7%	516	-5.5%	1,847	-4.4%
2009	841,114	-11.8%	431	-16.5%	1,952	5.7%
2010	400,595	-52.4%	204	-52.7%	1,964	0.6%
2011	628,534	56.9%	376	84.3%	2,015	2.6%
2012	788,377	25.4%	398	5.9%	1,981	-1.7%
2013	852,980	8.2%	422	6.0%	2,021	2.0%
2014	808,640	-5.2%	419	-0.7%	1,930	-4.5%
2015	724,495	-10.4%	390	-6.9%	1,858	-3.7%
2016	683,977	-5.6%	361	-7.4%	1,895	2.0%
2017	644,111	-5.8%	346	-4.2%	1,862	-1.7%
			Five-year average hours:		**1,913**	
			Ten-year average hours:		**1,933**	

---

[1] The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

EXHIBIT C - SUMMARY STATEMENT OF INCOME AND EXPENSES ON AN ACTUARIAL BASIS

	Year Ended December 31, 2016		Year Ended December 31, 2017	
Contribution income:				
- Employer contributions	$4,945,155		$4,618,274	
- Cash withdrawal liability payments	-11,910,049		422,798	
Net contribution income		*-$6,964,894*		*$5,041,072*
Investment income:				
- Expected investment income	$5,563,516		$3,997,359	
- Adjustment toward market value	1,006,703		1,870,675	
- Less investment fees	-484,555		-432,120	
Net investment income		*6,085,664*		*5,435,914*
Other Income		*54,206*		*194,792*
Total income available for benefits		**-$825,024**		**$10,671,778**
Less benefit payments and expenses:				
- Pension benefits	-$16,755,139		-$16,622,170	
- Administrative expenses	-1,062,790		-878,200	
Total benefit payments and expenses		*-$17,817,929*		*-$17,500,370*
Change in reserve for future benefits		**-$18,642,953**		**-$6,828,592**

EXHIBIT D - FINANCIAL INFORMATION TABLE

	Year Ended December 31, 2016		Year Ended December 31, 2017	
Cash equivalents		$10,757,233		$5,116,149
Accounts receivable:				
• Employer contributions	$575,693		$542,089	
• Accrued interest and dividends	42,975		51,374	
Total accounts receivable		*618,668*		*593,463*
Investments:				
• Equities	$42,925,575		$53,695,798	
• Limited Partnerships	12,098,313		10,226,564	
• Debt	11,482,236		6,345,512	
Total investments at market value		*66,506,124*		*70,267,874*
Total assets		**$77,882,025**		**$75,977,486**
Less accounts payable:				
• Due to broker for securities purchased	-$656,984		-$494,162	
• Accounts payable and accrued expenses	-116,235		-67,809	
Total accounts payable		*-$773,219*		*-$561,971*
Net assets at market value *		**$77,108,806**		**$75,415,515**
Net assets at actuarial value *		**$79,677,555**		**$72,848,963**

---

*Excludes net withdrawal liability recievables of $1,048,178 for 2016 and $700,880 in 2017, based on audited financials.

EXHIBIT E - INVESTMENT RETURN – ACTUARIAL VALUE VS. MARKET VALUE

	Projected Investment Income		Recognition of Market Value Gains (Losses)		Actuarial Value Investment Return		Market Value Investment Return	
Year Ended December 31	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
2008	11,747,428	7.50%	-21,037,817	-13.43%	-9,290,389	-5.93%	-33,473,846	-21.32%
2009	10,343,216	7.50%	4,192,343	3.04%	14,535,559	10.54%	20,252,115	17.75%
2010	10,307,411	7.50%	-6,669,408	-4.85%	3,638,003	2.65%	12,697,539	10.64%
2011	9,243,342	7.50%	-9,134,805	-7.41%	108,537	0.09%	995,885	0.87%
2012	8,270,739	7.50%	-7,641,302	-6.93%	629,437	0.57%	9,885,611	9.68%
2013	6,585,228	6.50%	3,788,411	3.74%	10,373,639	10.24%	15,139,901	14.79%
2014	6,564,090	6.50%	1,760,126	1.74%	8,324,216	8.24%	6,950,494	6.51%
2015	6,356,468	6.50%	-656,226	-0.67%	5,700,242	5.83%	-1,238,772	-1.21%
2016	5,563,516	6.50%	522,148	0.61%	6,085,664	7.11%	5,982,546	7.20%
2017	3,997,359	5.50%	1,438,555	1.98%	5,435,914	7.48%	10,571,215	15.08%
Total	$78,978,797		-$33,437,975		$45,540,822		$47,762,688	
		Most recent five-year average return:					**7.84%**	**8.05%**
		Ten-year average return:					**4.05%**	**4.46%**

Note: Each year's yield is weighted by the average asset value in that year.

EXHIBIT F - ANNUAL FUNDING NOTICE FOR PLAN YEAR BEGINNING JANUARY 1, 2018 AND ENDING DECEMBER 31, 2018

	2018 Plan Year	2017 Plan Year	2016 Plan Year
Actuarial valuation date	January 1, 2018	January 1, 2017	January 1, 2016
Funded percentage	33.6%	36.1%	45.7%
Value of assets	$72,848,963	$79,677,555	$98,320,508
Value of liabilities	216,967,146	220,634,358	215,186,412
Fair market value of assets as of plan year end	Not available	75,415,515	77,108,806

Critical or Endangered Status

The Plan was in critical and declining status in the plan year because there was a funding deficiency in the FSA and the Plan was projected to become insolvent within 15 years. In an effort to improve the Plan’s funding situation, the Trustees adopted a Rehabilitation Plan in 2009 and review it annually.

EXHIBIT G - FUNDING STANDARD ACCOUNT

- ERISA imposes a minimum funding standard that requires the Plan to maintain an FSA. The accumulation of contributions in excess of the minimum required contributions is called the FSA credit balance. If actual contributions fall short on a cumulative basis, a funding deficiency has occurred. For a plan that is in critical status under PPA'06, employers will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations in accordance with the Rehabilitation Plan developed by the Trustees and the negotiated bargaining agreements reflect that Rehabilitation Plan.
- The FSA is charged with the normal cost and the amortization of increases or decreases in the unfunded actuarial accrued liability due to plan amendments, experience gains or losses, and changes in actuarial assumptions and funding methods. The FSA is credited with employer contributions and withdrawal liability payments. All items, including the prior credit balance or deficiency, are adjusted with interest at the actuarially assumed rate.
- Increases or decreases in the unfunded actuarial accrued liability are amortized over 15 years except that short-term benefits, such as 13th checks, are amortized over the scheduled payout period.

FSA FOR THE YEAR ENDED DECEMBER 31, 2017

Charges			Credits		
1	Prior year funding deficiency	$35,750,606	**6**	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,631,812	**7**	Employer contributions	5,041,072
3	Total amortization charges	20,390,060	**8**	Total amortization credits	5,166,580
4	Interest to end of the year	3,232,486	**9**	Interest to end of the year	412,848
5	*Total charges*	*$62,004,964*	**10**	Full-funding limitation credit	0
			11	*Total credits*	*$10,620,500*
				Credit balance (Funding deficiency): 11 - 5	**-$51,384,464**

EXHIBIT H - PENSION PROTECTION ACT OF 2006

PPA'06 Zone Status

- Based on projections of the credit balance in the FSA, the funded percentage, and cash flow sufficiency tests, plans are categorized in one of three "zones": critical status, endangered status, or neither.
- The funded percentage is determined using the actuarial value of assets and the present value of benefits earned to date, based on the actuary's best estimate assumptions.

Critical Status **(*Red Zone*)**	A plan is classified as being in critical status (the *Red Zone*) if: • The funded percentage is less than 65%, and either there is a projected FSA deficiency within five years or the plan is projected to be unable to pay benefits within seven years, or • There is a projected FSA deficiency within four years, or • There is a projected inability to pay benefits within five years, or • The present value of vested benefits for inactive participants exceeds that for actives, contributions are less than the value of the current year's benefit accruals plus interest on existing unfunded accrued benefit liabilities, and there is a projected FSA deficiency within five years, or • As permitted by the Multiemployer Pension Reform Act of 2014, the plan is projected to be in the *Red Zone* within the next five years and the plan sponsor elects to be in critical status. A critical status plan is further classified as being in critical and declining status if: • The ratio of inactives to actives is at least 2 to 1, and there is an inability to pay benefits projected within 20 years, or • The funded percentage is less than 80%, and there is an inability to pay benefits projected within 20 years, or • There is an inability to pay benefits projected within 15 years. Any amortization extensions are ignored for testing initial entry into the *Red Zone*. The Trustees are required to adopt a formal Rehabilitation Plan, designed to allow the plan to emerge from critical status by the end of the rehabilitation period. If they determine that such emergence is not reasonable, the Rehabilitation Plan must be designed to emerge as of a later time or to forestall possible insolvency. Trustees of *Red Zone* plans have tools, such as the ability to reduce or eliminate early retirement subsidies, to remedy the situation. Accelerated forms of benefit payment (such as lump sums) are prohibited. However, unless the plan is critical and declining, Trustees may not reduce benefits of participants who retired before being notified of the plan's critical status (other than rolling back recent benefit increases) or alter core retirement benefits payable at normal retirement age.

Endangered Status (*Yellow Zone*)	A plan not in critical status (*Red Zone*) is classified as being in endangered status (the *Yellow Zone*) if: • The funded percentage is less than 80%, or • There is a projected FSA deficiency within seven years. A plan that has both of the endangered conditions present is classified as seriously endangered. Trustees of a plan that was in the *Green Zone* in the prior year can elect not to enter the *Yellow Zone* in the current year (although otherwise required to do so) if the plan's current provisions would be sufficient (with no further action) to allow the plan to emerge from the *Yellow Zone* within 10 years. The Trustees are required to adopt a formal Funding Improvement Plan, designed to improve the current funded percentage, and avoid a funding deficiency as of the emergence date.
Green Zone	A plan not in critical status (the *Red Zone*) nor in endangered status (the *Yellow Zone*) is classified as being in the *Green Zone.*

Early Election of Critical Status	Trustees of a *Green* or *Yellow Zone* plan that is projected to enter the *Red Zone* within the next five years must elect whether or not to enter the *Red Zone* for the current year.

Section 4: Certificate of Actuarial Valuation

OCTOBER 22, 2018

CERTIFICATE OF ACTUARIAL VALUATION

This is to certify that Segal Consulting, a Member of The Segal Group, Inc. (“Segal”) has prepared an actuarial valuation of the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2018 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The valuation is based on the assumption that the Plan is qualified as a multiemployer plan for the year and on information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal Consulting does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. Adjustments for incomplete or apparently inconsistent data were made as described in the attached *Exhibit 8*.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate, except as noted in *Exhibit 1*. Each prescribed assumption for the determination of Current Liability was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

EXHIBIT 1 - SUMMARY OF ACTUARIAL VALUATION RESULTS

The valuation was made with respect to the following data supplied to us by the Plan Administrator:

Pensioners as of the valuation date (including 399 beneficiaries in pay status and 1 pensioner and 1 beneficiary in suspended status)		1,803
Participants inactive during year ended December 31, 2017 with vested rights (including 14 beneficiaries with rights to deferred pensions)		334
Participants active during the year ended December 31, 2017		346
• Fully vested	252	
• Not vested	94	
Total participants		**2,483**

The actuarial factors as of the valuation date are as follows:

Normal cost, including administrative expenses		$2,329,996
Actuarial present value of projected benefits		226,378,996
Present value of future normal costs		9,411,850
Actuarial accrued liability		216,967,146
• Pensioners and beneficiaries	$144,365,254	
• Inactive participants with vested rights	32,459,006	
• Active participants	40,142,886	
Actuarial value of assets ($75,415,515* at market value as reported by Handwerger, Cardegna, Funkhouser & Lurman)		$72,848,963
Unfunded actuarial accrued liability		144,118,183

* Based on audited financial statements, but excluding net withdrawal liability receievables of $700,880.

EXHIBIT 2 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The actuarial present value of accumulated plan benefits calculated in accordance with FASB ASC 960 is shown below as of January 1, 2017 and as of January 1, 2018. In addition, the factors that affected the change between the two dates follow.

	Benefit Information Date	
	January 1, 2017	January 1, 2018
Actuarial present value of vested accumulated plan benefits:		
• Participants currently receiving payments	$148,263,731	$144,365,254
• Other vested benefits	71,506,884	71,889,629
• Total vested benefits	$219,770,615	$216,254,883
Actuarial present value of non-vested accumulated plan benefits	863,743	712,263
Total actuarial present value of accumulated plan benefits	**$220,634,358**	**$216,967,146**

Factors	Change in Actuarial Present Value of Accumulated Plan Benefits
Benefits accumulated, net experience gain or loss, changes in data	$1,277,178
Benefits paid	-16,622,170
Changes in actuarial assumptions	0
Interest	11,677,780
Total	**-$3,667,212**

EXHIBIT 3 - CURRENT LIABILITY

The table below presents the current liability for the Plan Year beginning January 1, 2018.

Item[1]		Amount
Retired participants and beneficiaries receiving payments		$201,547,566
Inactive vested participants		56,708,860
Active participants		
- Non-vested benefits	$1,317,111	
- Vested benefits	64,413,011	
- *Total active*		*$65,730,122*
Total		**$323,986,548**

Expected increase in current liability due to benefits accruing during the plan year	$2,611,098
Expected release from current liability for the plan year	16,902,174
Expected plan disbursements for the plan year, including administrative expenses of $900,000, adjusted for timing	17,828,547

Current value of assets	$76,116,395
Percentage funded for Schedule MB	23.5%

[1] The actuarial assumptions used to calculate these values are shown in Exhibit 8.

EXHIBIT 4 - INFORMATION ON PLAN STATUS AS OF JANUARY 1, 2018

Plan status (as certified on March 30,2018, for the 2018 zone certification)	***Critical and Declining***
Scheduled progress (as certified on March 30,2018, for the 2018 zone certification)	Yes
Actuarial value of assets for FSA	$72,848,963
Accrued liability under unit credit cost method	216,967,146
Funded percentage for monitoring plan's status	33.6%
Year in which insolvency is expected	2024

EXHIBIT 5 - SCHEDULE OF PROJECTION OF EXPECTED BENEFIT PAYMENTS

(SCHEDULE MB, LINE 8b(1))

Plan Year	Expected Annual Benefit Payments[1]
2018	$16,965,901
2019	16,962,062
2020	16,938,487
2021	16,944,658
2022	16,908,534
2023	16,734,787
2024	16,515,398
2025	16,279,907
2026	15,993,838
2027	15,620,316

[1] Assuming as of the valuation date:

- no additional accruals,
- experience is in line with valuation assumptions, and
- no new entrants are covered by the plan.

EXHIBIT 6 - SCHEDULE OF ACTIVE PARTICIPANT DATA

(SCHEDULE MB, LINE 8b(2))

The participant data is for the year ended December 31, 2017.

		Service Credits								
Age	**Total**	**1-4**	**5-9**	**10-14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35 - 39**	**40 & over**
Under 25	6	6	–	–	–	–	–	–	–	–
25 - 29	18	14	4	–	–	–	–	–	–	–
30 - 34	19	13	4	2	–	–	–	–	–	–
35 - 39	20	10	5	4	1	–	–	–	–	–
40 - 44	23	12	4	6	–	1	–	–	–	–
45 - 49	44	17	12	7	4	4	–	–	–	–
50 - 54	53	11	12	9	5	8	6	2	–	–
55 - 59	82	6	14	10	9	13	20	9	1	–
60 - 64	69	5	7	7	6	7	10	14	10	3
65 - 69	11	–	3	–	2	–	1	2	–	3
70 & over	1	–	–	1	–	–	–	–	–	–
Unknown	–	–	–	–	–	–	–	–	–	–
Total	**346**	**94**	**65**	**46**	**27**	**33**	**37**	**27**	**11**	**6**

Note: Excludes 22 participants with less than one service credit.

EXHIBIT 7 - FUNDING STANDARD ACCOUNT

The table below presents the FSA for the Plan Year ending December 31, 2018.

Charges			Credits		
1	Prior year funding deficiency	$51,384,464	**6**	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,329,996	**7**	Amortization credits	5,374,146
3	Amortization charges	18,718,356	**8**	Interest on **6 and 7**	295,578
4	Interest on **1, 2 and 3**	3,983,805	**9**	Full-funding limitation credit	0
5	Total charges	$76,416,621	**10**	Total credits	$5,669,724
Minimum contribution with interest required to avoid a funding deficiency: **5 - 10**, not less than zero					$70,746,897

Full Funding Limitation (FFL) and Credits	
ERISA FFL (accrued liability FFL)	$154,502,829
RPA’94 override (90% current liability FFL)	228,719,443
FFL credit	0

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Benefit level change	01/01/1989	$17,508	1	$17,508
Benefit level change	01/01/1990	15,126	2	29,463
Plan amendment	01/01/1990	670,141	2	1,305,346
Benefit level change	01/01/1991	41,710	3	118,720
Assumption change	01/01/1991	55,854	3	158,978
Benefit level change	01/01/1992	101,820	4	376,523
Benefit level change	01/01/1995	46,208	7	277,039
Benefit level change	01/01/1996	51,194	8	342,125
Plan amendment	01/01/1996	241,425	8	1,613,434
Benefit level change	01/01/1997	101,419	9	743,864
Plan amendments	01/01/1997	845,227	9	6,199,375
Plan amendments	01/01/1998	1,915,115	10	15,229,371
Contribution increase	01/01/1999	85,803	11	732,553
Benefit level change	01/01/1999	550,803	11	4,702,548
Plan amendment	01/01/2000	10,282	12	93,485
Contribution increase	01/01/2000	129,306	12	1,175,722
Plan amendments	01/01/2001	624,179	13	6,003,679
Contribution increase	01/01/2002	22,999	14	232,686
Experience loss	01/01/2004	539,985	1	539,985
Experience loss	01/01/2005	1,166,489	2	2,272,165
Plan Amendment	01/01/2005	343,280	17	3,934,728
Experience loss	01/01/2006	649,958	3	1,849,987

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Experience loss	01/01/2007	475,024	4	1,756,606
Assumption change	01/01/2007	339,940	19	4,162,935
Experience loss	01/01/2009	1,986,850	6	10,471,267
Assumption change	01/01/2011	500,488	8	3,344,746
Experience loss	01/01/2011	1,229,836	8	8,218,951
Experience loss	01/01/2012	1,361,525	9	9,986,197
Experience loss	01/01/2013	364,943	10	2,902,097
Assumption change	01/01/2013	1,596,654	10	12,696,902
Assumption change	01/01/2015	1,813,716	12	16,491,283
Assumption change	01/01/2016	146,224	13	1,406,454
Assumption change	01/01/2017	677,325	14	6,852,550
Total		**$18,718,356**		**$126,239,272**

EXHIBIT 7 - FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Assumption change	01/01/1990	$413,764	2	$805,957
Assumption change	01/01/1994	291,247	6	1,534,953
Assumption change	01/01/1997	417,284	9	3,060,598
Experience gain	01/01/2008	76,763	5	345,830
Experience gain	01/01/2010	390,689	7	2,342,387
Plan amendment	01/01/2010	1,447,705	7	8,679,761
Assumption change	01/01/2010	1,551,918	7	9,304,570
Experience gain	01/01/2014	273,968	11	2,339,038
Experience gain	01/01/2015	83,440	12	758,679
Experience gain	01/01/2016	176,548	13	1,698,132
Experience gain	01/01/2017	43,254	14	437,600
Experience gain	01/01/2018	207,566	15	2,198,048
Total		**$5,374,146**		**$33,505,553**

EXHIBIT 8 - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

(SCHEDULE MB, LINE 6)

Mortality Rates

Healthy: 115% of the unprojected experience rates (as of 2006) for the separate Employee and Annuitant RP-2014 Blue Collar Mortality Tables and projected generationally from 2017 using Scale MP-2016

Disabled: RP-2000 Disabled Retiree Mortality Table projected generationally using 2014 Social Security Administration Scale

The above healthy employee and annuitant mortality tables, and the disabled mortality table, reasonably anticipate the projected mortality experience of the Plan as of the measurement date. The additional generational projection is the provision made for future mortality improvement.

The mortality rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of deaths and liability change due to deaths and the projected number and liability change based on the prior years' assumption over the most recent seven years.

Termination Rates before Retirement

Age	Withdrawal Rates*
20	17.94
25	17.22
30	15.83
35	13.70
40	11.25
45	8.43
50	5.06
55	0.00
60	0.00

* *Withdrawal rates cut out at 55.*

The termination rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations by age and the projected number based on the prior years' assumption over the most recent 10 years.

Retirement Rates for Active Participants

Age*	Retirement Rates	Age*	Retirement Rates
55 - 58	5.0%	64	25.0%
59 - 60	8.0	65	60.0
61	15.0	66 - 69	40.0
62	25.0	70 & over	100.0
63	15.0		

* *If eligible*

The retirement rates for active participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number retirements by age and the projected number based on the prior years' assumption over the most recent eight years.

Description of Weighted Average Retirement Age

Age 63, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in the January 1, 2018 actuarial valuation.

Retirement Rates for Inactive Vested Participants

Age	Retirement Rates	Age	Retirement Rates
55	15.0%	64	15.0%
56 - 61	7.5	65 - 66	45.0
62	25.0	67 - 69	35.0
63	20.0	70 & over	100.0

The retirement rates for inactive vested participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent seven years.

Future Benefit Accruals

One Service Credit per year.

The future benefit accruals were based on historical and current demographic data, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual benefit accruals over the most recent 10 years.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Definition of Active Participants

Active participants are defined as those with at least 300 hours in Covered Employment during the most recent Plan Year and who have accumulated at least one Service Credit, excluding those who have retired as of the valuation date.

Exclusion of Inactive Vested Participants	Inactive participants and beneficiaries with rights to deferred pensions over age 72 are excluded from the valuation. The exclusion of these participants over age 72 was based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, the ages of new retirees from inactive vested status were reviewed.
Percent Married	75%
Age of Spouse	Females 3 years younger than males.
Benefit Election	50% of participants are assumed to elect the Qualified Joint and 50% Survivor Annuity form of payment and 50% of participants are assumed to elect the Straight Life Annuity. The benefit elections were based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual option election patterns over the most recent seven years.
Delayed Retirement Factors	Included for current and future participants assumed to commence benefit payments after attaining Normal Retirement Age.
Net Investment Return	5.50% The net investment return assumption is an estimate derived from historical data, current and recent market expectations, projected insolvency, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as provided by Segal Marco Advisors, as well as the Plan's target asset allocation.
Annual Administrative Expenses	$900,000 for the year beginning January 1, 2018. The annual administrative expenses were based on historical and current data, adjusted to reflect estimated future experience and professional judgment.
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the projected market return, and is recognized over a five-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Unit Credit Actuarial Cost Method. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in *Exhibit 9*.
Current Liability Assumptions	*Interest: 2.98%*, within the permissible range prescribed under IRC Section 431(c)(6)(E). *Mortality:* Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1: RP-2014 employee and annuitant mortality tables, adjusted backward to the base year (2006) using scale MP-2014, projected forward generationally using Scale MP-2016.
Estimated Rate of Investment Return	*On actuarial value of assets (Schedule MB, line 6g):* 7.39%, for the Plan Year ending December 31, 2017 *On current (market) value of assets (Schedule MB, line 6h):* 14.89%, for the Plan Year ending December 31, 2017

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a July 15 contribution date.
Asset Values	(Schedule MB, Line 1(b)(1)): Current value of assets, excluding net withdrawal liability receivables of $700,880 based on audited financials. (Schedule MB, Line 1(b)(2)): Actuarial value of assets, excluding net withdrawal liability receivables of $700,880 based on audited financials. (Schedule MB, Line 2(a)): Current value of assets, including net withdrawal liability receivables of $700,880 based on audited financials.
Justification for Change in Actuarial Assumptions **(Schedule MB, line 11)**	For purposes of determining current liability, the current liability interest rate was changed from 3.05% to 2.98% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 431(c)(6)(E) and the mortality tables were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1. Based on past experience and future expectations, the following actuarial assumption was changed as of January 1, 2018: • Administrative expenses, previously $1,100,000

EXHIBIT 9 - SUMMARY OF PLAN PROVISIONS

(SCHEDULE MB, LINE 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Normal Pension	• *Age Requirement:* 65 • *Service Requirement:* 5th anniversary of participation • *Amount:* (1) For Service Credits accrued prior to 1987, the monthly benefit is the greater of: (a) $15.00 multiplied by the highest Contributing Employer's contribution rate during the period prior to 1987 multiplied by the Service Credits accrued during the period prior to 1987 (with the result rounded to the next lower $0.25); or (b) $22.00 for employees of National Master Freight Agreement, Carhaul, Local Union No. 557 and other freight Contributing Employers multiplied by the Service Credits accrued during the period prior to 1987; or $18.00 for employees of moving and storage companies multiplied by the Service Credits accrued during the period prior to 1987; or $4.00 for employees of multi-modal companies multiplied by the Service Credits accrued during the period prior to 1987. (2) For Service Credits accrued for 1987 through 1994, the monthly benefit is: $19.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (3) For Service Credits accrued for 1995 and 1996, the monthly benefit is: $23.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (4) For Service Credits accrued for 1997 through July 31, 2004, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25).

	(5) For Service Credits accrued from August 1, 2004 through December 31, 2006, the monthly benefit is: $42.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (6) For Service Credits accrued on and after January 1, 2007 the monthly benefit is: $21.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). • *Delayed Retirement Amount:* Normal pension accrued at Normal Retirement Age (NRA), increased by 1.0% for each of the first 60 months following NRA, and 1.5% for each month thereafter unless benefits were suspended.
Early Retirement	• *Age Requirement:* 55 • *Service Requirement:* 10 Service Credits • *Amount:* Normal pension accrued, reduced actuarially for each year of age less than Normal Retirement Age
Vesting	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* Normal or early pension accrued based on plan in effect when last active. • *Normal Retirement Age:* Later of age 65 or the fifth anniversary of the employee’s plan participation.
Reciprocal Pension	• A participant who is entitled to Service Credit under another pension plan with which this Plan has a reciprocity agreement will have his or her pension calculated as: the benefit based on Combined Service Credits multiplied by the ratio of Service Credits under this Plan to Combined Service Credits, if this provided a greater benefit than service under this Plan alone.
Spouse’s Pre-Retirement Death Benefit	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service. • *Amount:* 50% of the benefit the employee would have received had he or she retired the day before death and elected the joint and 50% survivor option. If the employee died prior to eligibility for an early retirement pension, the spouse’s benefit is deferred to the date that the employee would have been first eligible to retire.

Post-Retirement Death Benefits

- *Lump-sum Benefit:* $7,500 for those who applied for retirement on or before September 4, 2009 and meet applicable service and employment requirements.
- *Husband and Wife:* If the participant is married, pension benefits are paid in the form of a Qualified Joint and Survivor Annuity unless this form is rejected by the participant and spouse. If the form is not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If the form is rejected, or if the participant is not married, benefits are payable for the life of the employee, or in any other available optional form elected by the employee in an actuarially equivalent amount.

Optional Forms of Payment

- Single Life Annuity
- 120 Certain Payment and Life Annuity if retirement application submitted before September 5, 2009
- 50% Joint and Survivor Annuity; pop-up is applicable if retirement application submitted before September 5, 2009
- 75% Joint and Survivor Annuity
- Split-Level Annuity if retirement application submitted before June 1, 2009
- Split-Level Annuity with 50% Joint and Survivor Annuity (with pop-up) if retirement application submitted before June 1, 2009

Participation

The earliest January 1 or July 1 following completion of a 12-consecutive-month period during which the employee performs at least 1,000 hours.

Service Credit

One-twelfth of a Service Credit is granted for each 100 hours of Covered Employment with a maximum of one full Service Credit in a calendar year. If less than 500 hours are worked in a calendar year, no service is credited for such a year.

Vesting Service

One year of Vesting Service is credited for each calendar year during the contribution period in which the employee works 1,000 hours under Covered Employment. No Vesting Service is credited for less than 1,000 hours.

Contribution Rates

The average negotiated contribution rate as of January 1, 2018 is $3.83 per hour for benefit accrual purposes. This average rate is based on the contribution rates in effect July 31, 2004, as modified by the agreement for YRCW employees.

The average contribution rate for projecting income for the upcoming year is $7.18 per hour as of January 1, 2018.

The total contribution rate, and that used for benefit accruals, are shown in the following chart.

Hourly Contribution Rates			
Employer	Total	For Benefit Accruals	Effective Date of Contribution Rate
ABF Freight System	$11.055	$4.975	August 1, 2013
Annapolis Junction	10.380	5.275	August 1, 2012
Cassens Transport Co.*	10.380	5.275	August 1, 2012
Jack Cooper Transport Co.	10.380	5.275	August 1, 2012
YRCW	1.814	1.814	June 1, 2011

** Lower rate of $5.00 may apply for some hires after January 1, 2016.*

Changes in Plan Provisions	There were no changes in plan provisions reflected in this actuarial valuation.

8790736v1/01317.008

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Certification of Plan Status as of January 1, 2018 under IRC Section 432

Segal Consulting
1800 M STREET NW, SUITE 900 S WASHINGTON, DC 20036
T 202.833.6400 www.segalco.com

March 30, 2018

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
℅ Benefits Administration Corporation, Inc.
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

As required by ERISA Section 305 and Internal Revenue Code (IRC) Section 432, we have completed the Plan's actuarial status certification as of January 1, 2018 in accordance with the Multiemployer Pension Reform Act of 2014 (MPRA). The attached exhibits outline the projections performed and the results of the various tests required by the statute. These projections have been prepared based on the Actuarial Valuation as of January 1, 2017 and in accordance with generally accepted actuarial principles and practices and a current understanding of the law. The actuarial calculations were completed under my supervision as Enrolled Actuary.

As of January 1, 2018, the Plan is in critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the plan sponsor and based on the annual standards in the rehabilitation plan. This certification is being filed with the Internal Revenue Service, pursuant to ERISA Section 305(b)(3) and IRC Section 432(b)(3).

Segal Consulting ("Segal") does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which the certification is based reflects Segal's understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

We look forward to reviewing this certification with you at your next meeting and to answering any questions you may have. We are available to assist the Trustees in communicating this information to plan stakeholders as well as to assist Fund Counsel in updating the Rehabilitation Plan.

Sincerely,

Segal Consulting, a Member of the Segal Group

By: ______________________________
Adam E. Condrick
Vice President and Actuary

cc: *Joseph R. Swann*
Claire M. Kratz
Corey S. Bott, Esq.
Thomas K. Wotring, Esq.
David Danczinger, CPA

Segal Consulting

March 30, 2018 ***SENT CERTIFIED MAIL/ RETURN RECEIPT***

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2018 for the following plan:

Name of Plan: Freight Drivers & Helpers Local Union No. 557 Pension Plan
Plan number: EIN 52-6118055 / PN 001
Plan sponsor: Board of Trustees, Freight Drivers & Helpers Local Union No. 557 Pension Plan
Address: c/o Benefits Administration Corporation, Inc., 9411 Philadelphia Road, Suite S, Baltimore, Maryland 21237
Phone number: 410.444.3750

As of January 1, 2018, the Plan is in critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan

If you have any questions on the attached certification, you may contact me at the following:

Segal Consulting
1800 M Street NW, Suite 900 S
Washington, DC 20036
Phone number: 202.833.6400

Sincerely,

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

EIN 52-6118055 / PN 001

March 30, 2018

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

ACTUARIAL STATUS CERTIFICATION AS OF JANUARY 1, 2018 UNDER IRC SECTION 432

This is to certify that Segal Consulting, a Member of The Segal Group, Inc. ("Segal") has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2018 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and to meet filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2017 actuarial valuation, dated September 27, 2017. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA). Additional assumptions required for the projections (including those under MPRA), and sources of financial information used are summarized in Exhibit VI.

Segal Consulting does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretations on which this certification is based reflect Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the Plan.

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

Certificate Contents

EXHIBIT I

Status Determination as of January 1, 2018

Status	Condition	Component Result	Final Result
Critical Status:			
I. Initial critical status tests:			
C1.	A funding deficiency is projected in four years?	Yes	Yes
C2.	(a) A funding deficiency is projected in five years,	Yes	
	(b) AND the present value of vested benefits for non-actives is more than present value of vested benefits for actives,	Yes	
	(c) AND the normal cost plus interest on unfunded actuarial accrued liability (unit credit basis) is greater than contributions for current year?	Yes	Yes
C3.	(a) A funding deficiency is projected in five years,	Yes	
	(b) AND the funded percentage is less than 65%?	Yes	Yes
C4.	(a) The funded percentage is less than 65%,	Yes	
	(b) AND the present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over seven years?	Yes	Yes
C5.	The present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over five years?	No	No
II. Emergence test:			
C6.	(a) Was in critical status for the immediately preceding plan year,	Yes	
	(b) AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
	(c) OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
	Plan did NOT emerge?		**Yes**
III. Special emergence test:			
C7.	(a) The trustees have elected an automatic amortization extension under 431(d),	No	
	(b) AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	Yes	
	(c) OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
	Plan did NOT emerge?		**Yes**

EXHIBIT I (continued)

Status Determination as of January 1, 2018

Status	Condition	Component Result	Final Result
IV. In Critical Status? (If C1-C6 is Yes, then Yes, unless C7 is No)			**Yes**
V. Determination of critical and declining status:			
C8. (a)	Any of (C1) through (C5) are Yes?	Yes	Yes
(b)	AND EITHER Insolvency is projected within 15 years?	Yes	Yes
(c)	OR		
	(i) The ratio of inactives to actives is at least 2 to 1,	Yes	
	(ii) AND insolvency is projected within 20 years?	Yes	Yes
(d)	OR		
	(i) The funded percentage is less than 80%,	Yes	
	(ii) AND insolvency is projected within 20 years?	Yes	Yes
In Critical and Declining Status?			**Yes**

EXHIBIT I (continued)
Status Determination as of January 1, 2018

Status	Condition	Component Result	Final Result
Endangered Status:			
E1. (a)	Is not in critical status,	No	
(b)	AND the funded percentage is less than 80%?	N/A	No
E2. (a)	Is not in critical status,	No	
(b)	AND a funding deficiency is projected in seven years?	N/A	No
E3.	Override condition:		
(a)	Is not in critical status,	No	
(b)	AND was not in critical or endangered status for the immediately preceding plan year,	N/A	
(c)	AND is projected as of the end of the tenth plan year ending after the plan year to		
(i)	have a funded percentage greater than or equal to 80%,	N/A	
(ii)	AND NOT have a funding deficiency projected in seven years?	N/A	No
In Endangered Status? (Yes when either (E1) or (E2) is Yes, unless (E3) is also Yes)			**No**
Would Be In Endangered Status but for IRC Section 432(b)(5)? (Yes if either (E1) or E2 is Yes AND (E3) is also Yes)			**No**
In Seriously Endangered Status? (Yes when BOTH (E1) and (E2) are Yes, unless (E3) is also Yes)			**No**
Neither Critical Status Nor Endangered Status:			
Neither Critical nor Endangered Status?			**No**

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan. The annual standards as in the rehabilitation plan show that the Fund should forestall insolvency until at least the end of the Plan year ending in 2022. Exhibit V, shows that the Plan is projected to become insolvent during the Plan Year ending in 2024.

EXHIBIT II
Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2018 (based on projections from the January 1, 2017 valuation certificate):

I. Financial Information			
1. Market value of assets			$75,518,696
2. Actuarial value of assets			72,814,664
3. Reasonably anticipated contributions, including reasonably anticipated withdrawal liability payments			
a. Upcoming year			4,993,847
b. Present value for the next five years			20,228,410
c. Present value for the next seven years			26,395,497
4. Projected benefit payments			17,006,260
5. Projected administrative expenses (beginning of year)			900,000
II. Liabilities			
1. Present value of vested benefits for active participants			38,546,115
2. Present value of vested benefits for non-active participants			177,369,064
3. Total unit credit accrued liability			216,720,361
4. Present value of payments	**Benefit Payments**	**Administrative Expenses**	**Total**
a. Next five years	$74,552,141	$4,211,164	$78,763,305
b. Next seven years	98,943,544	5,706,527	104,650,071
5. Unit credit normal cost plus expenses			2,420,057
6. Ratio of inactive participants to active participants			6.0706
III. Funded Percentage (I.2)/(II.3)			33.5%
IV. Funding Standard Account			
1. Funding Deficiency as of the end of prior year			($51,151,918)
2. Years to projected funding deficiency			0
V. Projected Year of Emergence			N/A
VI. Years to Projected Insolvency			7

EXHIBIT III

Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,							
	2017	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
1. Credit balance (BOY)	($35,750,606)	($51,151,918)	($65,478,840)	($80,128,985)	($94,457,825)	($108,678,720)	($122,956,726)	($138,138,213)
2. Interest on (1)	(1,966,283)	(2,813,355)	(3,601,336)	(4,407,094)	(5,195,180)	(5,977,330)	(6,762,620)	(7,597,602)
3. Normal cost	1,531,812	1,520,057	1,505,087	1,486,387	1,446,258	1,429,774	1,407,452	1,394,539
4. Administrative expenses	1,100,000	900,000	918,000	936,360	955,087	974,189	993,673	1,013,546
5. Net amortization charges	15,223,480	13,346,105	12,770,149	11,313,300	10,397,716	9,670,284	9,735,056	8,028,935
6. Interest on (3), (4) and (5)	982,041	867,139	835,628	755,483	703,948	664,084	667,490	574,036
7. Expected contributions	5,269,469	4,993,847	4,857,603	4,457,420	4,367,204	4,328,540	4,276,988	4,238,324
8. Interest on (7)	132,835	125,887	122,452	112,364	110,090	109,115	107,816	106,841
9. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8)	($51,151,918)	($65,478,840)	($80,128,985)	($94,457,825)	($108,678,720)	($122,956,726)	($138,138,213)	($152,401,706)

EXHIBIT IV

Funding Standard Account – Projected Bases Assumed Established After January 1, 2017

Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience Gain	1/1/2018	($2,177,988)	15	($205,671)
Experience Gain	1/1/2019	(195,516)	15	(18,463)
Experience Gain	1/1/2020	(199,646)	15	(18,853)
Experience Gain	1/1/2021	(1,779,763)	15	(168,066)
Experience Gain	1/1/2022	(1,594,663)	15	(150,587)

EXHIBIT V
Solvency Projection

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2017 through 2024.

	Year Beginning January 1,							
	2017	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
1. Market Value at beginning of year	$77,108,806	$75,518,696	$66,329,553	$56,531,738	$45,809,080	$34,346,523	$22,197,148	$9,409,740
2. Contributions, including withdrawal liability payments	5,269,469	4,993,847	4,857,603	4,457,420	4,367,204	4,328,540	4,276,988	4,238,324
3. Benefit payments	16,622,170	17,006,260	16,952,463	16,910,049	16,946,858	16,943,543	16,842,950	16,685,876
4. Administrative expenses	950,723	900,000	918,000	936,360	955,087	974,189	993,673	1,013,546
5. Interest earnings	10,713,314	3,723,270	3,215,045	2,666,331	2,072,184	1,439,817	772,227	71,532
6. Market Value at end of year: (1)+(2)-(3)-(4)+(5)	$75,518,696	$66,329,553	$56,531,738	$45,809,080	$34,346,523	$22,197,148	$9,409,740	Assets Depleted
7. Available resources: (1)+(2)-(4)+(5)	$92,140,866	$83,335,813	$73,484,201	$62,719,129	$51,293,381	$39,140,691	$26,252,690	$12,706,050

EXHIBIT VI

Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2017 actuarial valuation certificate, dated September 27, 2017, except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Contributions:

Contributions were projected based on the current rates in effect as of January 1, 2017 as provided by the Plan Sponsor. This resulted in an average contribution rate for projecting income of $7.16 per hour.

The projected annual contribution rate for the most recent plan year is assumed to continue indefinitely. Total projected contributions reflect the projected industry activity described below. It has been determined that there have been no significant demographic changes nor projected bargaining changes that would make such assumption unreasonable.

In addition to contributions linked to the level of ongoing employment, these determinations also include projections that payments of $431,495 in 2018, $385,467 in 2019, $75,000 for years 2020 to 2026, and $68,868 in 2027 will be received due to withdrawal liability assessments, based on information from Fund Co-Counsel.

Asset Information:

The financial information as of December 31, 2017 was based on an unaudited financial statements provided by the Fund Administrator.

For projections after that date, the assumed administrative expenses for 2018 were reduced to $900,000 and then were increased by 2% per year for future years. Benefit payments were projected based on the January 1, 2017 actuarial valuation and on an open-group forecast (described in the Future Normal Costs section below). The projected net investment return was assumed to be 5.5% of the average market value of assets in each year, for all future Plan Years. Any resulting investment gains or losses, due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.

Projected Industry Activity:	As required by Internal Revenue Code Section 432, assumptions with respect to projected industry activity are based on information provided by the Plan Sponsor. Based on this information, the number of active participants is assumed to decrease by 2% per year for four years and 1% per year thereafter from the 361 active participants as of January 1, 2017 and, on the average, contributions will be made for each active for 1,800 hours each year.
Future Normal Costs:	Based on the assumed industry activity and the unit credit cost method, we have determined the Normal Cost based on an open group forecast with the number of active participants as projected by the industry activity assumption and the new entrants to have the same demographic characteristics as those new entrants hired in the last three years.

Technical Issues

Segal Consulting ("Segal") does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which the certification is based reflects Segal's understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

8689719v1/01317.013

Segal Consulting

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Valuation and Review as of January 1, 2019

This report has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Segal Consulting

1800 M Street NW, Suite 900 S Washington, DC 20036
T 202.833.6400 www.segalco.com

August 19, 2019

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
c/o Benefits Administration Corporation, Inc.
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

We are pleased to submit the Actuarial Valuation and Review as of January 1, 2019. It establishes the funding requirements for the current year and analyzes the preceding year's experience. It also summarizes the actuarial data and includes the actuarial information that is required to be filed with Form 5500 to federal government agencies.

The census information upon which our calculations were based was prepared by Benefit Administration Corporation, Inc. That assistance is gratefully acknowledged. The actuarial calculations were completed by Amanda Borden under my supervision as the Enrolled Actuary.

We look forward to reviewing this report with you at your next meeting and to answering any questions you may have.

Sincerely,

Segal Consulting, a Member of The Segal Group

By:

Adam E. Condrick
Vice President and Actuary

cc: Corey S Bott, Esq.
James Kimble, Esq.
Claire M. Kratz
Joseph R. Swann
David Danczinger, CPA

Table of Contents

Freight Drivers & Helpers Local Union No. 557 Pension Plan Actuarial Valuation and Review as of January 1, 2019

Section 1: Actuarial Valuation Summary

Section 2: Actuarial Valuation Results

Section 3: Supplementary Information

Section 4: Certificate of Actuarial Valuation

Introduction

There are several ways of evaluating funding adequacy for a pension plan. In monitoring the Plan’s financial position, the Trustees should keep in mind all of these concepts.

Funding Standard Account	The ERISA Funding Standard Account (FSA) measures the cumulative difference between actual contributions and the minimum required contributions. If actual contributions exceed the minimum required contributions, the excess is called the credit balance. If actual contributions fall short of the minimum required contributions, a funding deficiency occurs.
Zone Information	The Pension Protection Act of 2006 (PPA’06) called on plan sponsors to actively monitor the projected FSA credit balance, the funded percentage (the ratio of the actuarial value of assets to the present value of benefits earned to date) and cash flow sufficiency. Based on these measures, plans are then categorized as critical (*Red Zone*), endangered (*Yellow Zone*), or neither (*Green Zone*). The Multiemployer Pension Reform Act of 2014 (MPRA), among other things, made the zone provisions permanent.
Solvency Projections	Pension plan funding anticipates that, over the long term, both contributions and investment earnings will be needed to cover benefit payments and expenses. To the extent that contributions are less than benefit payments, investment earnings and fund assets will be needed to cover the shortfall. In some situations, a plan may be faced with insufficient assets to cover its current obligations and may need assistance from the Pension Benefit Guaranty Corporation (PBGC). MPRA provides options for some plans facing insolvency.
Scheduled Cost	The Scheduled Cost is an annual amount based on benefit levels and assets that allows a comparison to current contribution levels, given the expectation of a continuing Plan.
Withdrawal Liability	ERISA provides for assessment of withdrawal liability to employers who withdraw from a multiemployer plan based on unfunded vested benefit liabilities. A separate report will be available.

Important Information about Actuarial Valuations

An actuarial valuation is a budgeting tool with respect to the financing of future uncertain obligations of a pension plan. As such, it will never forecast the precise future contribution requirements or the precise future stream of benefit payments. In any event, the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal Consulting ("Segal") relies on a number of input items. These include:

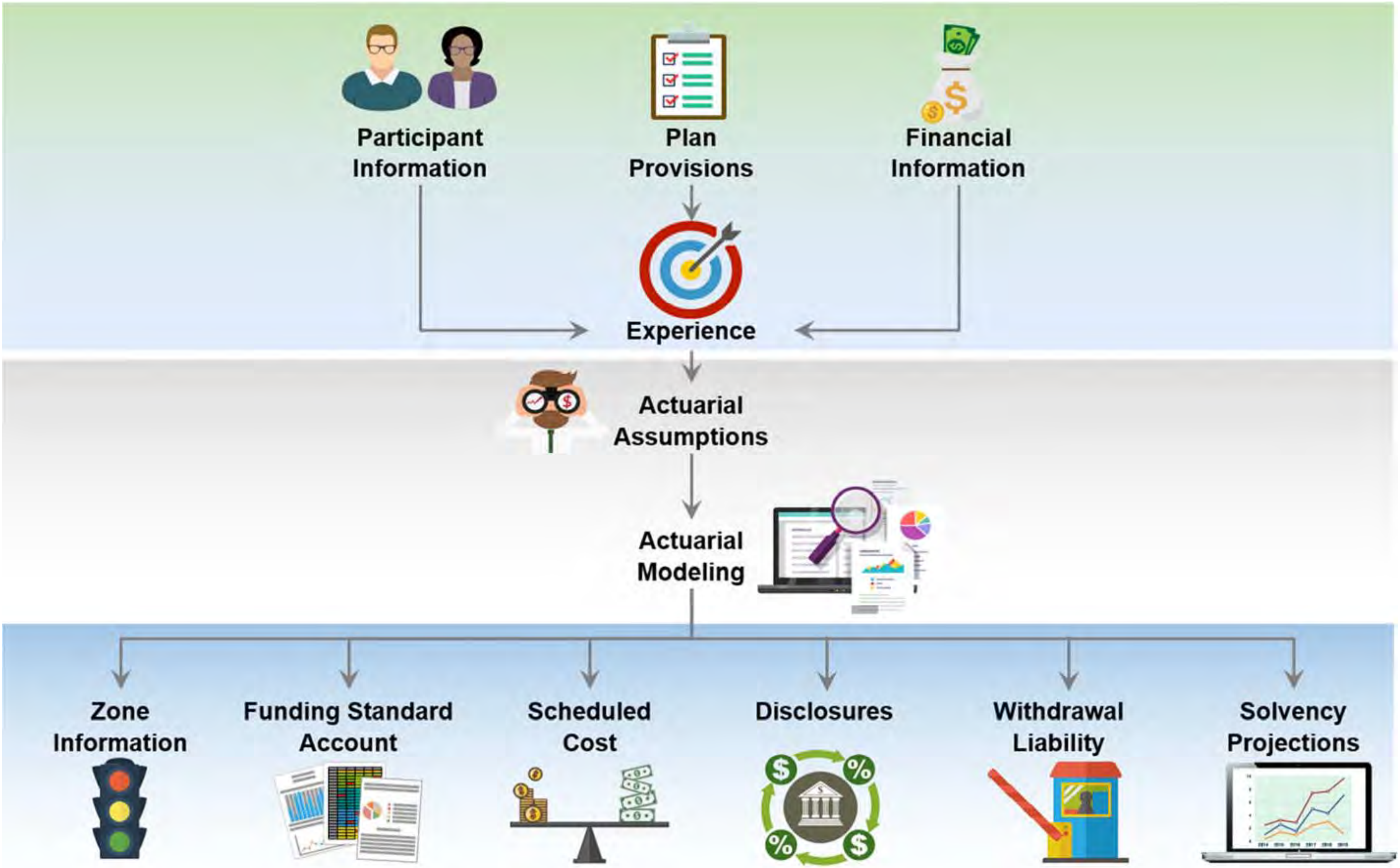
Plan Provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important for the Trustees to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant Information	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. For most plans, it is not possible nor desirable to take a snapshot of the actual workforce on the valuation date. It is not necessary to have perfect data for an actuarial valuation. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial Information	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the auditor. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial Assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal's actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

- The actuarial valuation is prepared for use by the Trustees. It includes information for compliance with federal filing requirements and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in employment levels and investment losses, not just the current valuation results.
- ERISA requires a plan's enrolled actuary to provide a statement in the plan's annual report disclosing any event or trend that the actuary has not taken into account, if, to the best of the actuary's knowledge, such an event or trend may require a material increase in plan costs or required contribution rates. If the Trustees are aware of any event that was not considered in this valuation and that may materially increase the cost of the Plan, they must advise Segal, so that an appropriate statement can be included.
- Segal does not provide investment, legal, accounting, or tax advice. This valuation is based on Segal's understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Trustees should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal Consulting has no discretionary authority with respect to the management of assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

ACTUARIAL VALUATION OVERVIEW



Participant Information

Plan Provisions

Financial Information

Experience

Actuarial Assumptions

Actuarial Modeling

Zone Information

Funding Standard Account

Scheduled Cost

Disclosures

Withdrawal Liability

Solvency Projections

Section 1: Actuarial Valuation Summary

Summary of Key Valuation Results

		2018	2019
Certified Zone Status		***Critical and Declining***	***Critical and Declining***
Demographic Data:	• Number of active participants	346	312
	• Number of inactive participants with vested rights	334	323
	• Number of retired participants and beneficiaries	1,803	1,799
Assets:[1]	• Market value of assets (MVA)	$75,415,515	$58,888,875
	• Actuarial value of assets (AVA)	72,848,963	61,889,468
	• AVA as a percent of MVA	96.6%	105.1%
Cash Flow:	• Projected employer contributions	$4,471,704	$3,914,352
	• Actual contributions	4,139,748	--
	• Projected benefit payments and expenses	17,865,958	18,162,058
	• Projected insolvency date	August 2024	June 2023
Statutory Funding Information:	• Minimum required contribution	$70,746,897	$87,442,416
	• Maximum deductible contribution	388,307,563	382,364,387
	• Annual Funding Notice percentage	33.6%	25.0%
	• FSA credit balance (deficiency) prior December 31,	(51,384,464)	(66,067,712)
Cost Elements on an FSA Cost Basis:	• Normal cost, including administrative expenses	$2,329,996	$2,714,097
	• Actuarial accrued liability	216,967,146	247,532,371
	• Unfunded (Excess of assets over) actuarial accrued liability (based on AVA)	$144,118,183	$185,642,903
Withdrawal Liability:[2]	• Present value of vested benefits	251,036,024	264,730,775
	• Unfunded present value of vested benefits (based on MVA[3])	174,542,010	205,142,874

[1] Based on audited financial statements but excluding net withdrawal liability receivables of $700,880 in 2018 and $353,582 in 2019.

[2] Using the assumptions described in *Section 2: Withdrawal Liability Assumptions.*

[3] Including net outstanding withdrawal liability reasonably expected to be collected of $1,078,499 in 2018 and $699,026 in 2019.

Comparison of Funded Percentages

	Funded Percentages as of January 1		2019	
	2018	2019	Liabilities	Assets
1. PPA'06 Liability and Annual Funding Notice	33.6%	25.0%	$247,532,371	$61,889,468
2. Accumulated Benefits Liability	34.8%	23.8%	247,532,371	58,888,875
3. Withdrawal Liability	30.5%	22.5%	264,730,775	59,587,901
4. Current Liability	23.5%	19.0%	311,330,728	59,242,457

Notes:

1. The present value of benefits earned through the valuation date (accrued benefits) defined by PPA'06, based on the long-term funding investment return assumption of 4.00% and compared to the actuarial value of assets, excluding net audited withdrawal liability receivables.
2. The present value of accrued benefits for disclosure in the audited financial statements, based on the long-term funding investment return assumption of 4.00%, and compared to the market value of assets, excluding net audited withdrawal liability receivables.
3. The present value of vested benefits for withdrawal liability purposes based on the blended interest rate and other assumptions described in *Section 2*: *Withdrawal Liability Assumptions* and compared to the market value of assets, including net withdrawal liability receivables expected to be collected from payment schedules.
4. The present value of accrued benefits based on a government-prescribed mortality table and investment return assumption of 2.98% for 2018 and 3.06% for 2019, and compared to the market value of assets. Used to develop the maximum tax-deductible contribution and shown on the Schedule MB if less than 70%.

Disclosure: These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations or the need for or the amount of future contributions.

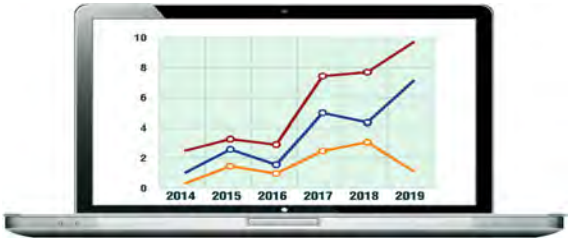
This January 1, 2019 actuarial valuation report is based on financial and demographic information as of that date. Changes subsequent to that date are not reflected unless specifically identified, and will affect future results. Segal is prepared to work with the Trustees to analyze the effects of any subsequent developments. The current year's actuarial valuation results follow.

A. Developments Since Last Valuation

1. The rate of return on the market value of plan assets was -4.95% for the 2018 plan year. The rate of return on the actuarial value of assets was 3.36%. Given the current interest rate environment, target asset allocation, expectations of future investment returns for various asset classes, and a shortened Plan duration due to projected insolvency, we have changed the assumed rate of return on investments to 4.00%.
2. In addition to the assumed rate of return, the following actuarial assumptions were changed in this valuation:
    - Administrative expenses were increased from $900,000 as of January 1, 2018 to $1,000,000 as of January 1, 2019.
    - The retirement rate for terminated vested participants at age 65 was increased from 45% to 60%.

   The changes effective January 1, 2019, including the assumed rate of return, increased the actuarial accrued liability by 15.8%.
3. The number of active participants decreased by 9.8% from 346 as of January 1, 2018 to 312 as of January 1, 2019.
4. The 2019 certification, issued on March 29, 2019, based on the liabilities calculated in the 2018 actuarial valuation, projected to December 31, 2018, and estimated asset information as of December 31, 2018, classified the Plan as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and the insolvency date was within 15 years. This projection was based on the Trustees' industry activity assumption that the active population will decrease by 2% per year for three years and 1% thereafter from the January 1, 2018 count of 346 active participants, on average, contributions will be made for 1,800 hours per year for each active participant.

B. Solvency Projections



1. The Plan is projected to be unable to pay benefits by approximately June of 2023, assuming experience is consistent with the January 1, 2019 assumptions, as well as the assumptions described in *Section 2: Basis for Solvency Projection*. This cash-flow situation requires continued attention by the Trustees.
2. The projected date of insolvency is about 14 months earlier than the August 2024 projected insolvency date in last year's valuation. This decrease is primarily due to the 2018 investment loss and the change in assumed return effective January 1, 2019.
3. The Trustees adopted a Rehabilitation Plan on January 9, 2009 intended to forestall insolvency through 2022. In addition, they have been exploring and continue to explore all options available to them.

C. Funded Percentage and Funding Standard Account

1. Based on this January 1, 2019 actuarial valuation, the funded percentage that will be reported on the 2019 Annual Funding Notice is 25.0%.

2. The funding deficiency in the FSA as of December 31, 2018 was $66,067,712, an increase of $14,683,248 from the prior year. The deficiency is expected to increase. Without the protections afforded by PPA'06 for a plan that is in critical and declining status and has a Rehabilitation Plan that is being satisfied, there would have been excise tax consequences along with immediate funding requirements as a result of the funding deficiency.

D. Withdrawal Liability

1. The unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $205,142,874 (using the assumptions outlined in *Section 2: Withdrawal Liability Assumptions*). Compared to $174,542,010 as of the prior year, the increase of $30,600,864 is primarily due to the market investment loss and the change in the net investment return assumption that were partially offset by an increase in PGBC interest rates.
2. The Trustees have adopted the method outlined in PBGC Technical Update 10-3 to account for benefit reductions implemented by the Rehabilitation Plan. The unamortized value of those benefit reductions (about $15.0 million) is included in the unfunded vested benefit amount shown above.
3. A complete description of how withdrawal liability is determined will be provided in a separate withdrawal liability report.

E. Funding Concerns and Risk

1. We will continue to work with the Trustees as the Plan approaches the projected insolvency date and will explore any alternatives that may become available.

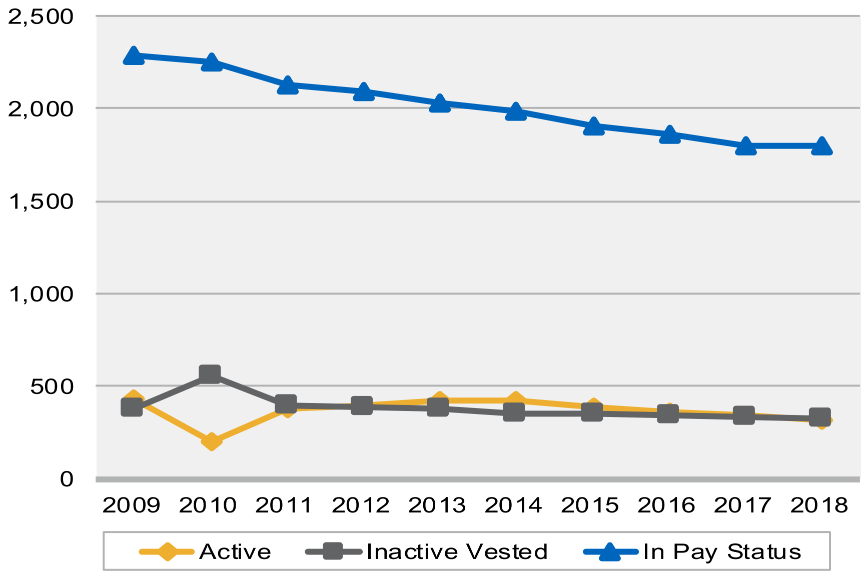
2. Since the actuarial valuation results are dependent on a single set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions. We have included a discussion of various risks that may affect the Plan in *Section 2*.

Section 2: Actuarial Valuation Results

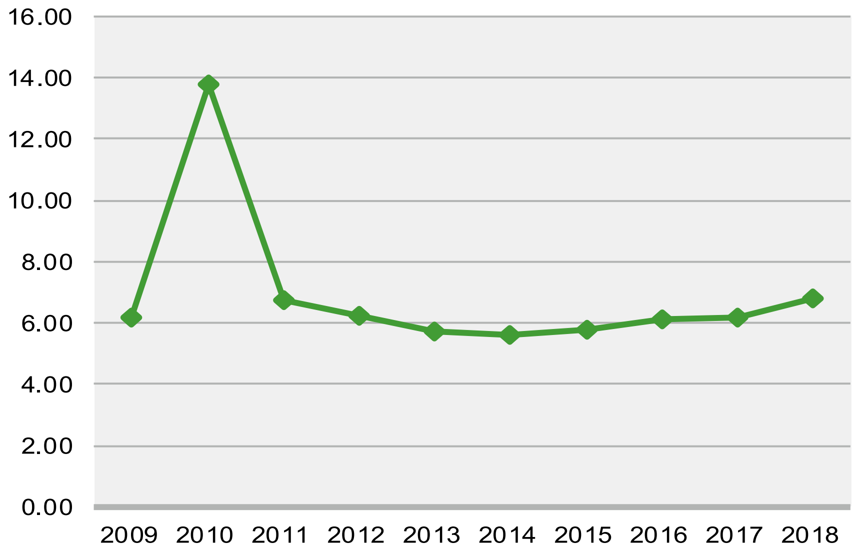
Participant Information

- The Actuarial Valuation is based on demographic data as of December 31, 2018.
- The ratio of non-actives to actives has increased slightly to 6.8 from 6.2 in the prior year.
- More details on the historical information are included in *Section 3, Exhibit A.*

POPULATION AS OF DECEMBER 31



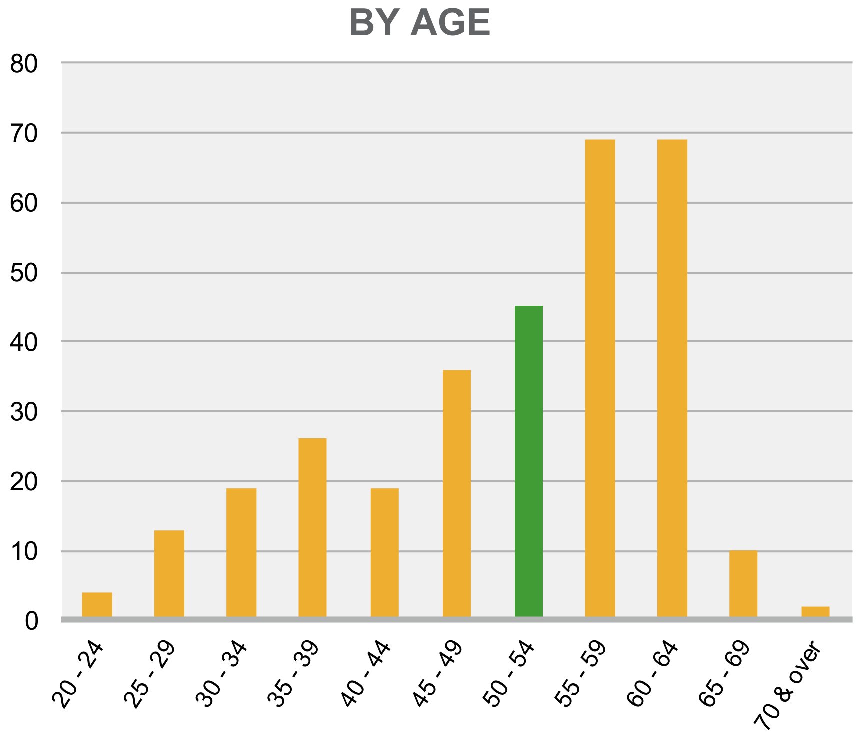
RATIO OF NON-ACTIVES TO ACTIVES AS OF DECEMBER 31

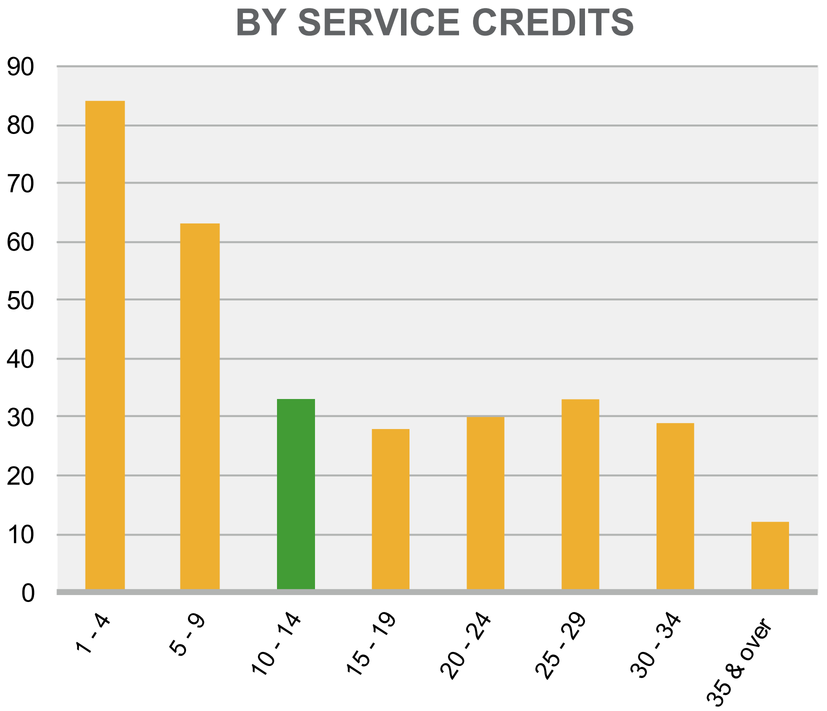


Active Participants

- There are 312 active participants this year, a decrease of 9.8% compared to 346 in the prior year.
- The age and service distribution is included in *Section 4, Exhibit 6*.

Distribution of Active Participants as of December 31, 2018



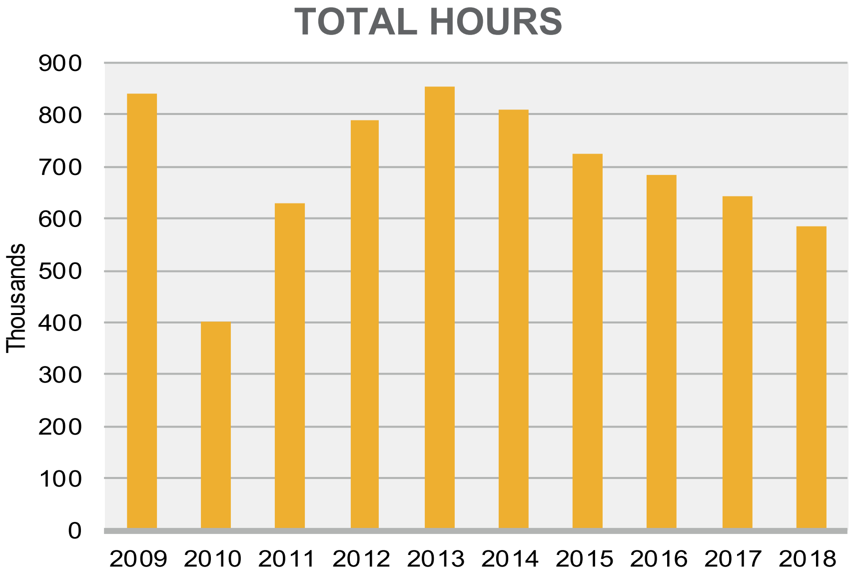


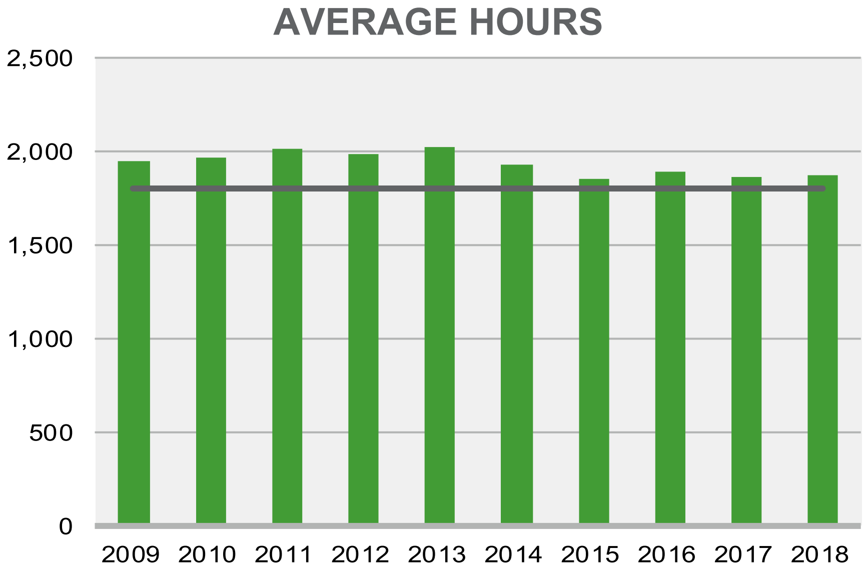
Average age	**51.4**
Prior year average age	51.2
Difference	**0.2**

Average service credits	**14.6**
Prior year average service credits	14.5
Difference	**0.1**

Historical Employment

- The 2019 zone certification was based on an industry activity assumption of the number of active participants decreasing by 2% per year for three years and 1% per year thereafter from 346 actives as of January 1, 2018 and, on average, contributions will be made for each active participant for 1,800 hours per year.
- The valuation is based on 312 actives and a long-term employment projection of 1,800 hours.
- Recent average hours have shown a trend of higher per capita hours. For this valuation, the assumption remained 1,800 hours for each active participant. We look to the Trustees for guidance as to whether this continues to be a reasonable assumption.
- Additional detail is in *Section 3, Exhibit C.*





Historical Average Total Hours	
Last year	584,710
Last five years	689,187
Last 10 years	695,753
Long-term assumption	561,600

Historical Average Hours	
Last year	1,874
Last five years	1,884
Last 10 years	1,935
Long-term assumption	1,800

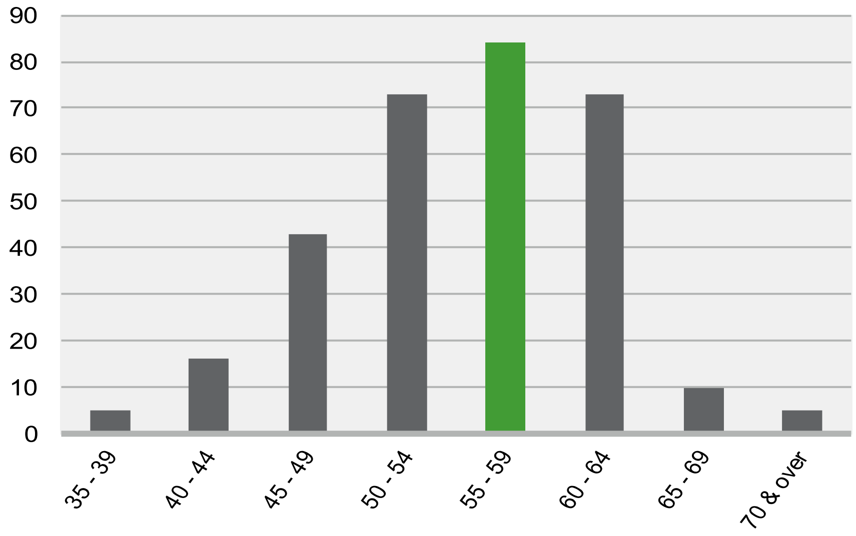
Note: The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

Inactive Vested Participants

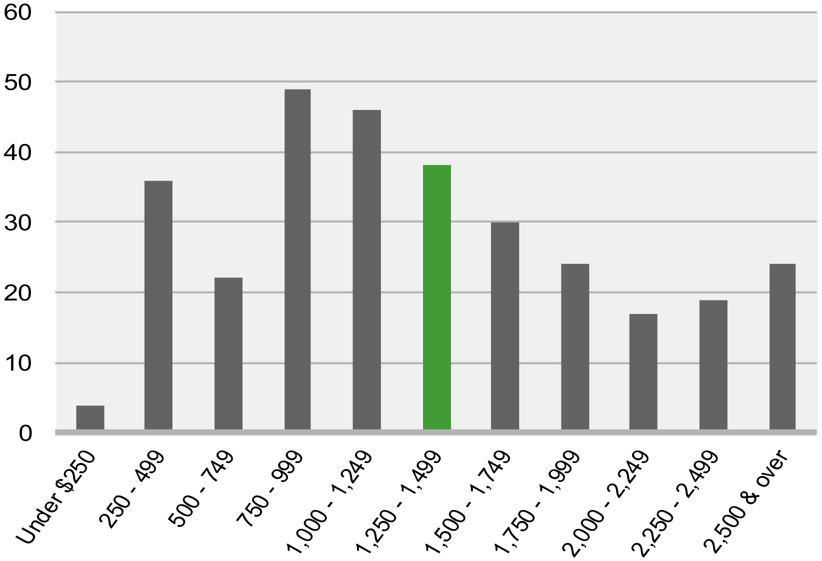
- A participant who is not currently active and has satisfied the requirements for, but has not yet commenced, a pension is considered an “inactive vested” participant.
- There are 309 inactive vested participants this year, a decrease of 3.4% compared to 320 last year.
- In addition, there were 14 beneficiaries entitled to future benefits both this year and last year.
- This excludes 4 inactive vested participants and 6 deferred beneficiaries over age 72 that were excluded from this valuation. It is assumed that they will not return to collect a benefit.

Distribution of Inactive Vested Participants as of December 31, 2018

BY AGE



BY MONTHLY AMOUNT



Average age	**55.3**
Prior year average age	55.0
Difference	**0.3**

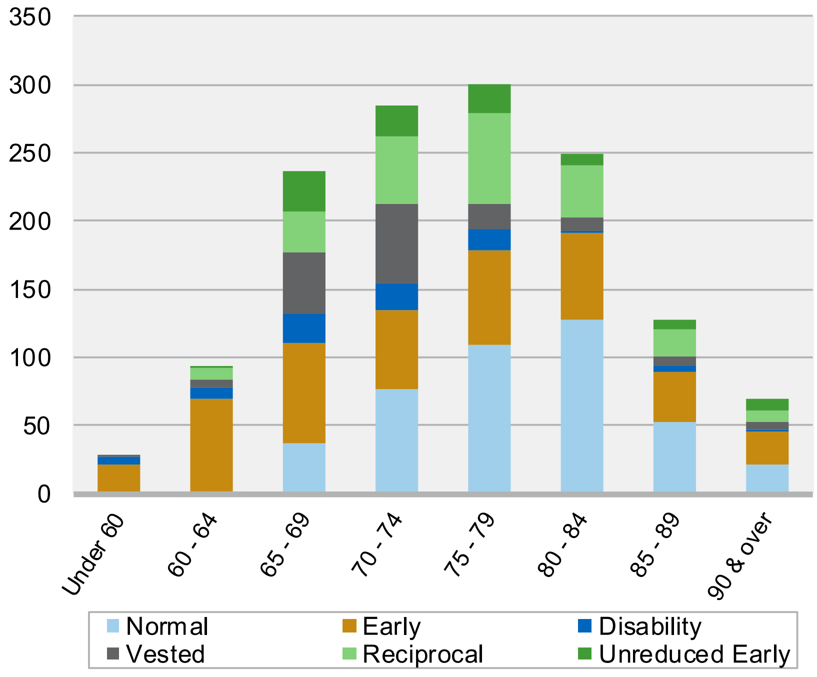
Average amount	**$1,347**
Prior year average amount	$1,352
Difference	**-$5**

Pay Status Information

- There are 1,389 pensioners, 23 alternate payees and 383 beneficiaries this year, compared to 1,402 pensioners, 24 alternate payees, and 375 beneficiaries in the prior year.
- Monthly benefits for the Plan Year ending December 31, 2018 total $1,348,387, as compared to $1,331,154 in the prior year.
- There were three suspended pensioners and one suspended beneficiary this year, compared to one pensioner and one beneficiary in the prior year.

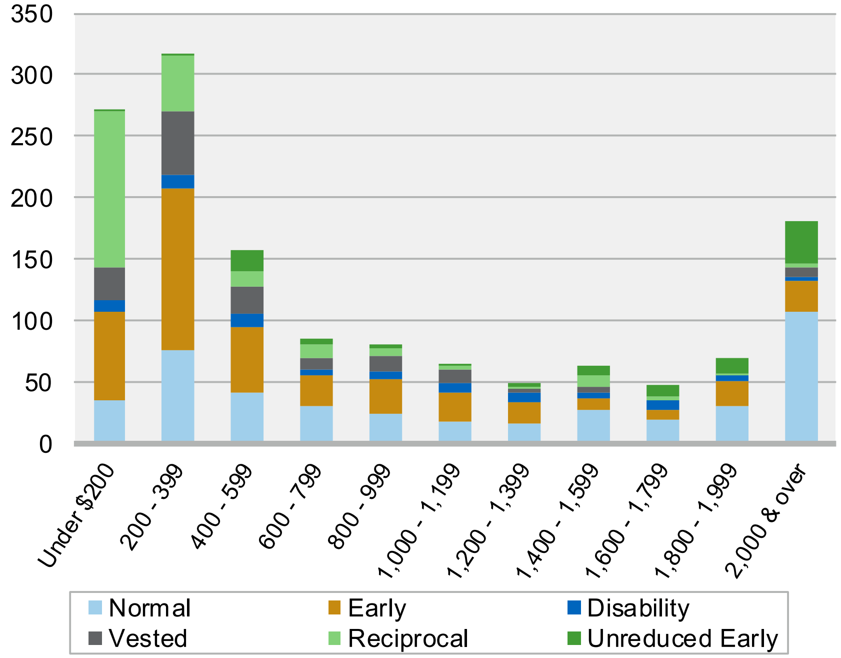
Distribution of Pensioners as of December 31, 2018

BY TYPE AND AGE



Average age	**75.5**
Prior year average age	75.2
Difference	**0.3**

BY TYPE AND MONTHLY AMOUNT

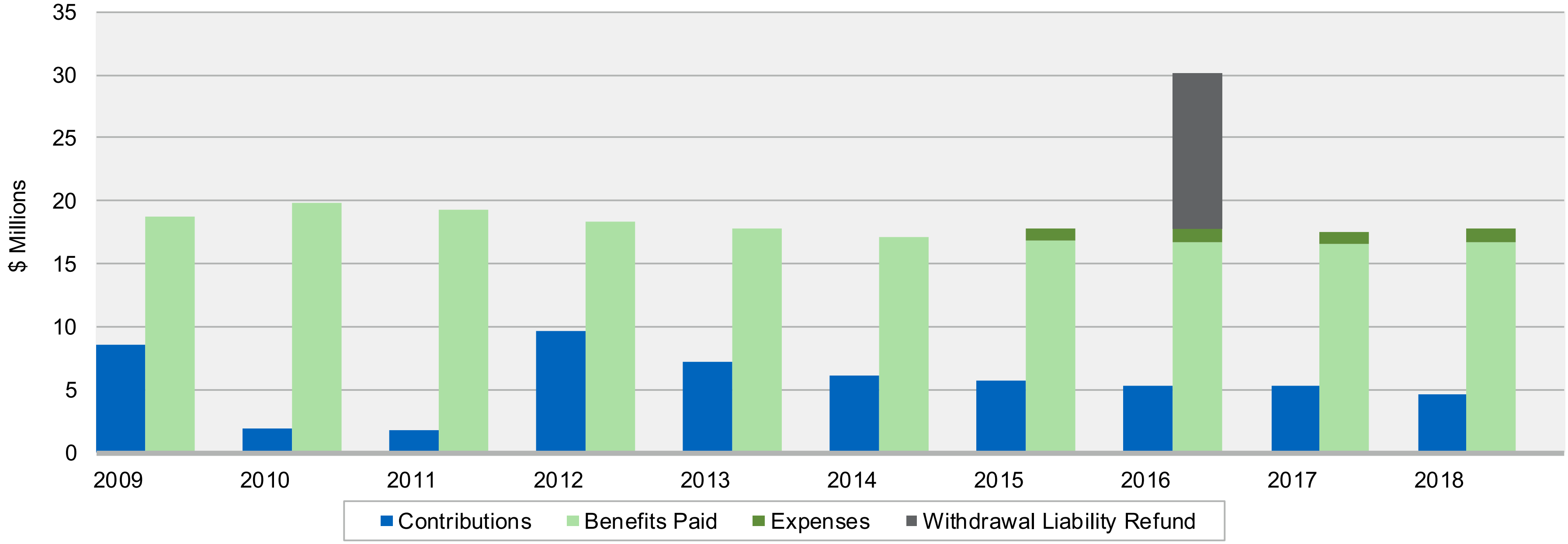


Average amount	**$873**
Prior year average amount	$852
Difference	**$21**

Financial Information

- Benefits and expenses are funded solely from contribution (including withdrawal liability payments) and investment earnings.
- For the most recent year, benefit payments and expenses were 3.9 times contributions.
- Additional detail is in *Section 3, Exhibit C*.
- Note for years prior to 2015, employer contributions are net of expenses.

COMPARISON OF EMPLOYER CONTRIBUTIONS WITH BENEFITS AND EXPENSES PAID



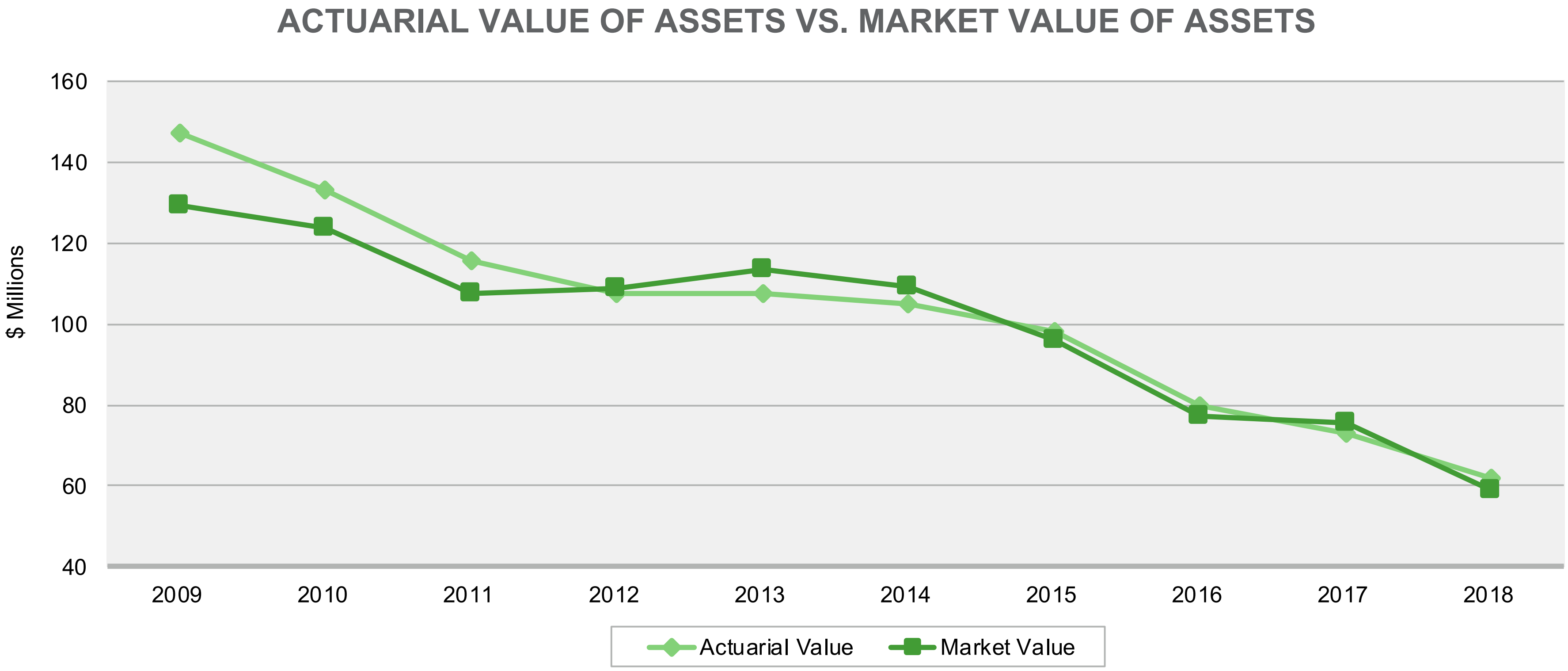
Determination of Actuarial Value of Assets

- The asset valuation method gradually recognizes annual market value fluctuations to help mitigate volatility in the actuarial cost calculations.
- The return on the market value of assets for the year ending December 31, 2018 was -4.95%, which produced a loss of $-7,105,240 when compared to the 2018 assumed return of 5.5%.

			Original Amount[2]	Unrecognized Return[3]	
1	Market value of assets, December 31, 2018[1]				$58,888,875
2	Calculation of unrecognized return				
	(a)	Year ended December 31, 2018	-$7,105,240	-$5,684,192	
	(b)	Year ended December 31, 2017	6,715,137	4,029,083	
	(c)	Year ended December 31, 2016	579,296	231,718	
	(d)	Year ended December 31, 2015	-7,886,010	-1,577,202	
	(e)	Year ended December 31, 2014	6,342	0	
	(f)	Total unrecognized return			-$3,000,593
3	Preliminary actuarial value: (1) - (2f)				61,889,468
4	Adjustment to be within 20% corridor				0
5	Final actuarial value of assets as of December 31, 2018: (3) + (4)				61,889,468
6	Actuarial value as a percentage of market value: (5) ÷ (1)				105.1%
7	Amount deferred for future recognition: (1) - (5)				-$3,000,593

[1] Based on the audited financial statements but excluding withdrawal liability receivables of $353,582
[2] Total return minus expected return on a market value basis
[3] Recognition at 20% per year over 5 years

Asset History for Years Ended December 31



Actuarial Experience

- Assumptions should reflect experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the contribution requirement as an experience gain or loss.
- Assumptions are not changed if experience is believed to be a short-term development that will not continue over the long term.
- The net experience variation for the year, other than investment experience, was 0.34% of the projected actuarial accrued liability from the prior valuation, and was not significant when compared to that liability.

EXPERIENCE FOR THE YEAR ENDED DECEMBER 31, 2018

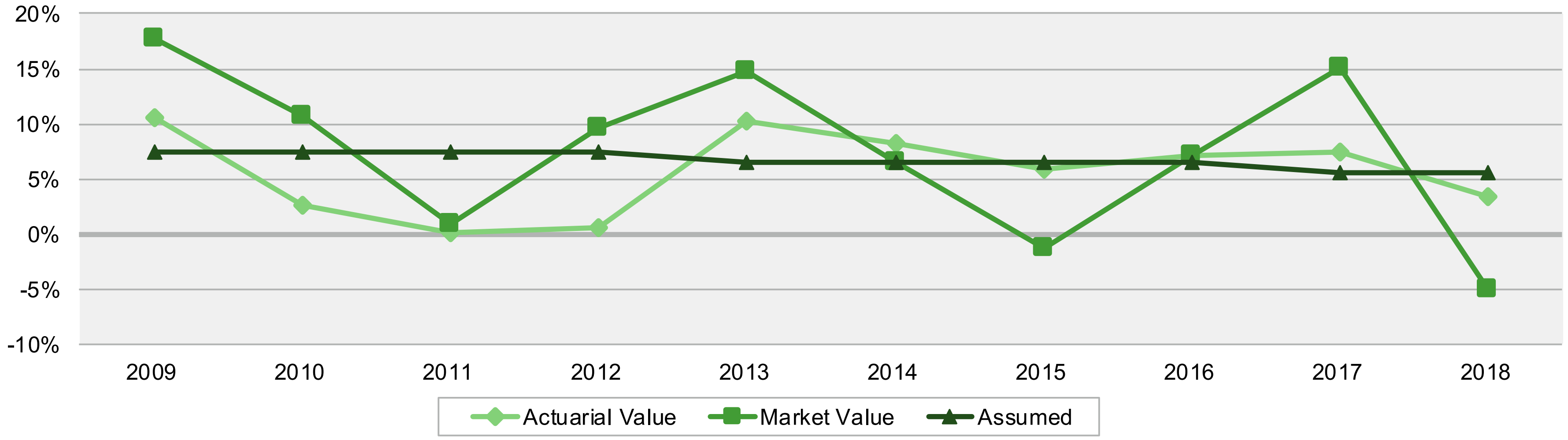
1	Loss from investments	
	a. Net investment income	$2,201,364
	b. Average actuarial value of assets	65,423,611
	c. Rate of return: a ÷ b	3.36%
	d. Assumed rate of return	5.50%
	e. Expected net investment income: b x d	$3,598,299
	f. Actuarial loss from investments: a - e	-1,396,935
2	Loss from administrative expenses	-85,590
3	Net loss from other experience	-644,263
4	**Net experience loss:** 1f + 2 + 3	**-$2,126,788**

- Net investment income consists of expected investment income at the actuarially assumed rate of return, net of investment expenses, and an adjustment for market value changes.
- The actuarial value of assets does not yet fully recognize past investment gains and losses, which will affect future actuarial investment returns.

Historical Investment Returns

- Effective January 1, 2019, the assumed rate of return was lowered from 5.50% to 4.00%. Due to impending insolvency, we have used a settlement type of rate representing a return on a high-grade bond fund that would match the projected benefit payments of the Fund. This also corresponds with the investment policy.

MARKET VALUE AND ACTUARIAL RATES OF RETURN FOR YEARS ENDED DECEMBER 31



Average Rates of Return	Actuarial Value	Market Value
Most recent year return:	3.36%	-4.95%
Most recent five-year average return:	6.57%	4.39%
Most recent ten-year average return:	5.52%	7.93%

Non-Investment Experience

Administrative Expenses

- Administrative expenses for the year ended December 31, 2018 totaled $1,009,879, as compared to the assumption of $900,000.
- Based on recent experience and future expectations, we have increased the assumption to $1,000,000 for the 2019 Plan Year.

Mortality Experience

- Mortality experience (more or fewer than expected deaths) yields actuarial gains or losses.
- The average number of deaths for nondisabled pensioners over the two past years was 71 per year compared to 84.5 projected deaths per year. There were only 60 retiree deaths in 2018, which was the lowest number in the last six years.
- The average number of deaths for disabled pensioners over the past three years was 5 per year compared to 4.2 projected deaths per year.
- These assumptions were updated within the last 3 years and we believe they are reasonable. We continue to monitor to ensure there is sufficient margin for future longevity improvement.

Inactive Vested Retirement Experience

- Based on recent experience of retirements from terminated vested status which showed greater retirement rates at age 65 than projected, we increased the assumed rate of retirement to 60% to better reflect anticipated experience.
- We continue to monitor the retirement rates at all ages from both active and terminated vested status.

Other Experience

- Other differences between projected and actual experience include the extent of turnover among the participants. Historical experience has shown a higher turnover than projected. We will continue to monitor this assumption and may make adjustments in a future valuation if this trend continues.

Actuarial Assumptions

- The following assumptions were changed with this valuation:
  - The assumed net investment return was reduced from 5.5% to 4.0%.
  - Administrative expenses were increased from $900,000 to $1,000,000 for the year beginning January 1, 2019.
  - The retirement rate for terminated vested participants at age 65 was increased from 45% to 60%.
- These changes increased the actuarial accrued liability by 15.8% and increased the normal cost by 31.1%.
- Details on actuarial assumptions and methods are in *Section 4, Exhibit 8*.

Plan Provisions

- There were no changes in plan provisions since the prior valuation.
- A summary of plan provisions is in *Section 4, Exhibit 9*.

Contribution Rate Changes

- The average contribution rates for benefit accrual and projected income purposes were updated to reflect changes in the active population through January 1, 2019. The contribution rates included in this valuation are as follows:
  - The average contribution rate for benefit accrual purposes was $3.74 per hour ($3.83 per hour last year).
  - The average contribution rate for projected income purposes in effect during 2019 and all future years is $6.97 ($7.18 per hour last year). This assumes no future rate increases or changes in the distribution of active participants among the contributing employers.

Pension Protection Act of 2006

2019 Actuarial Status Certification

- PPA'06 requires trustees to actively monitor their plans' financial prospects to identify emerging funding challenges so they can be addressed effectively. Details are shown in *Section 3, Exhibit H.*
- The 2019 certification, completed on March 29, 2019, was based on the liabilities calculated in the January 1, 2018 actuarial valuation and projected to December 31, 2018, and estimated asset information as of December 31, 2018. The Trustees provided an industry activity assumption of the number of active participants decreasing by 2% per year for three years and 1% per year thereafter from the 346 actives as of January 1, 2018 and on average, contributions will be made for each active participant for 1,800 hours each year.
- This Plan was classified critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and insolvency was projected within 15 years.

Year	Zone Status
2008	YELLOW
2009	RED
2010	RED
2011	RED
2012	RED
2013	RED
2014	RED
2015	RED
2016	RED
2017	RED
2018	RED
2019	RED

Rehabilitation Plan

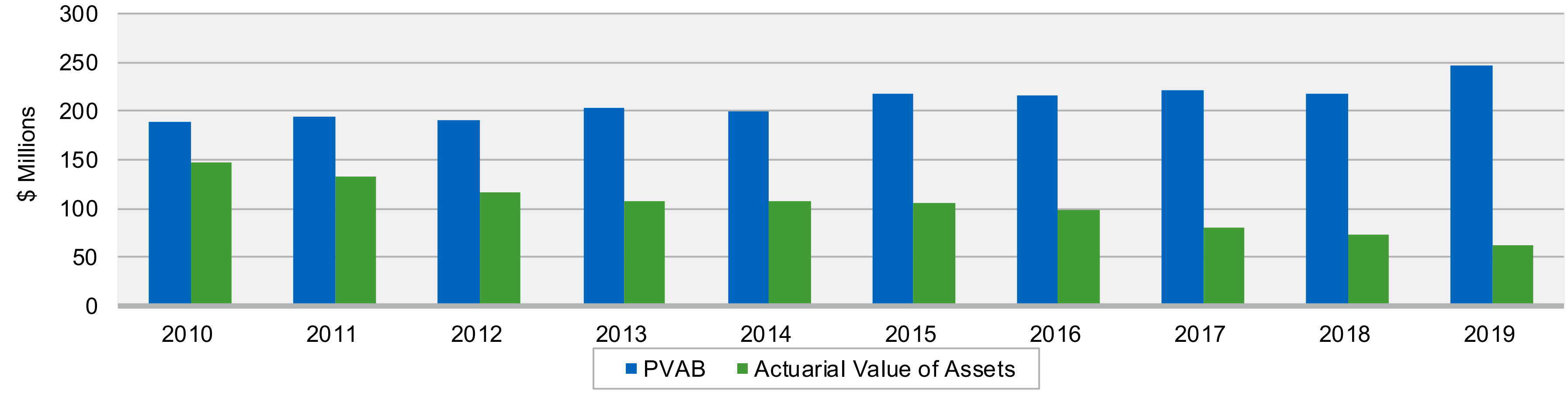
- The Plan is operating under a Rehabilitation Plan originally adopted January 9, 2009 that is intended to forestall insolvency until 2022. The Rehabilitation Plan has been reviewed and updated annually.
- As of the 2019 certification, the annual standards detailed in the Rehabilitation Plan have been met.
- Segal will continue to assist the Trustees to evaluate and update the Rehabilitation Plan and to prepare the required assessment of Scheduled Progress.

Funding Standard Account (FSA)

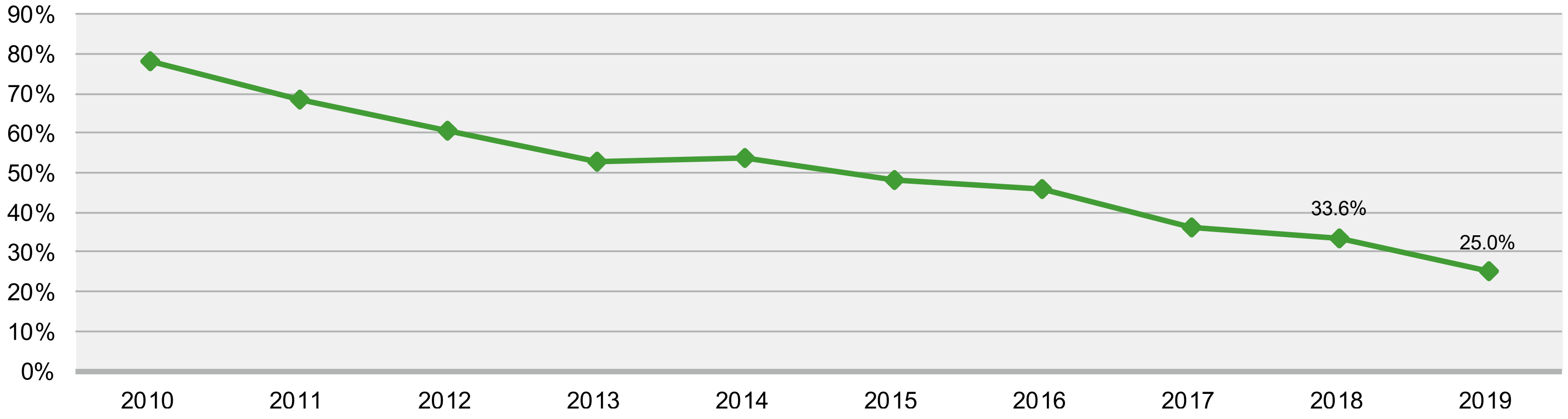
- On December 31, 2018, the FSA had a deficiency of $66,067,712, as will be shown on the 2018 Schedule MB. Contributions meet the legal requirement on a cumulative basis if that account shows no deficiency.
- Employers contributing to plans in critical status will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with schedules provided by the Trustees.
- The minimum funding requirement for the year beginning January 1, 2019 is $87,442,416.
- Based on the assumption that 312 participants will work an average of 1,800 hours at a $6.97 average contribution rate, the contributions projected for the year beginning January 1, 2019 are $3,914,352. Taking into account these contributions as well as expected withdrawal liability payments of $394,164 for 2019, the funding deficiency is expected to increase by $17.0 million to about $83.1 million as of December 31, 2019. The deficiency is projected to continue to grow in the future.

PPA'06 Funded Percentage Historical Information

PRESENT VALUE OF ACCRUED BENEFITS (PVAB) VS. ACTUARIAL VALUE OF ASSETS AS OF JANUARY 1



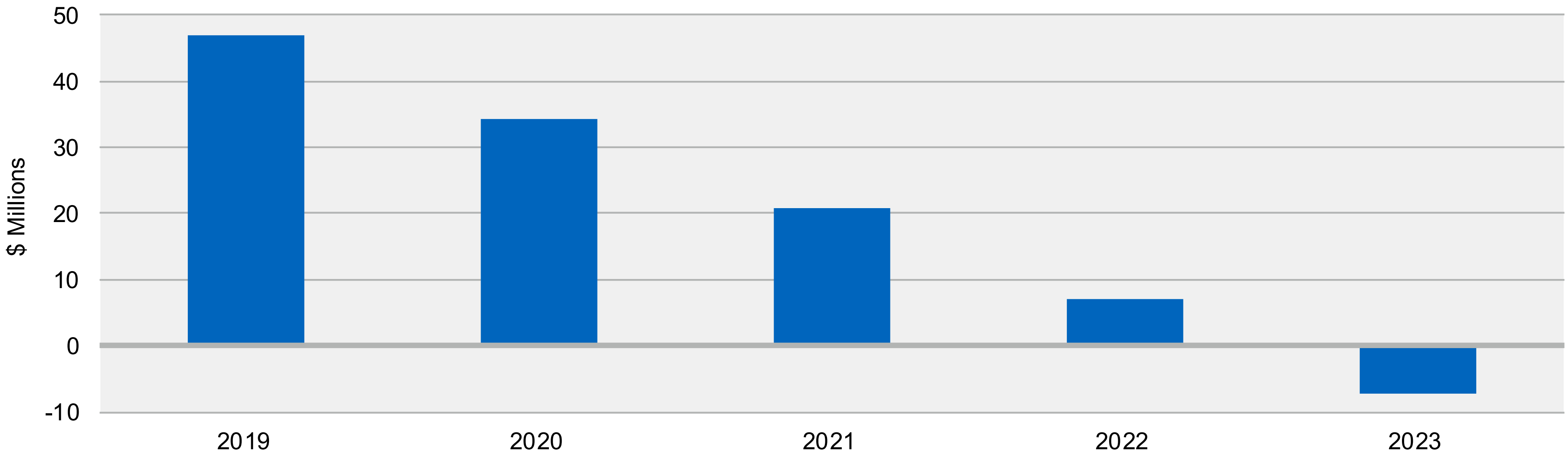
PPA '06 FUNDED PERCENTAGE AS OF JANUARY 1



Solvency Projection

- PPA’06 requires Trustees to monitor plan solvency - the ability to pay benefits and expenses when due. MPRA classifies red zone plans that are projected to become insolvent within 15 or 20 years as “critical and declining.” See *Section 3, Exhibit H* for more information.
- This Plan was certified as critical and declining based on a projected insolvency in within the 15-year test period.
- Based on this valuation (as described on the next page), assets are projected to be exhausted by approximately June 2023, as shown below. This is about 14 months earlier than the August 2024 projected insolvency date in last year’s valuation. This decrease is primarily due to the 2018 investment loss and the change in assumed return effective January 1, 2019.
- The Plan is operating under a Rehabilitation Plan that is intended to forestall insolvency to 2022.

PROJECTED ASSETS AS OF DECEMBER 31



Basis for Solvency Projection

- The solvency projection on the prior page is based on the same participant data, assumptions, asset information, and plan of benefits as used for this January 1, 2019 valuation unless otherwise noted below.

- Contributions were projected based on a weighted average of the contribution rates for active employers as of December 31, 2018. The active population is projected to decrease by 2% per year for two years and 1% thereafter from the January 1, 2019 count of 312 active participants. On average, contributions are assumed to be made for each active participant for 1,800 hours each year. Future withdrawal liability payments for currently withdrawn employers are included in projected contributions per guidance from Fund Counsel.

- The starting point for the projection is the January 1, 2019 market value of assets. Administrative expenses are assumed to remain level at $1,000,000 and the assumed annual net investment return is 4.0%.

- The projection assumes that all assets will be liquid and saleable (at the January 1, 2019 market value plus projected increases at the assumed compounded annual rates of return) when necessary to pay Plan benefits and administrative expenses.

- The benefit payments are projected based on an open group forecast with new entrants assumed to have a similar demographic mix to participants hired within the prior three years.

Funding Concerns and Risk

- Since the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. Below is a brief discussion of some risks that may affect the Plan.
- Investment Risk (the risk that returns will be different than expected)

  Since the Plan's assets are much larger than contributions, investment performance will create volatility in the projected insolvency date. However, the investment policy will mitigate some of this risk.

  As can be seen in Section 3, the market value rate of return over the last 10 years has ranged from a low of -4.95% to a high of 17.75%.
- Employment Risk (the risk that actual contributions will be different from projected contributions)

  The active population has decreased about 28% since December 31, 2009. Further reductions in the contribution base will accelerate the Plan's projected insolvency date.
- Longevity Risk (the risk that mortality experience will be different than expected)
- Other Demographic Risk (the risk that participant experience will be different than assumed)

  Examples of this risk include:

  - Actual retirements occurring earlier or later than assumed.
  - More or less active participant turnover than assumed.
  - Return to covered employment of previously inactive participants.
- Actual Experience over the Last 10 years

  Past experience can help demonstrate the sensitivity of key results to the Plan's risk profile. Over the past ten years:

  - The investment gain(loss) on market value for a year has ranged from a loss of $7.9 million to a gain of $11.7 million.
  - The non-investment gain(loss) for a year has ranged from a loss of $6.0 million to a gain of $3.8 million.

- Maturity Measures

  The risk associated with a pension plan increases as it becomes more mature, meaning that the actives represent a smaller portion of the liabilities of the plan. When this happens, there is a greater risk that fluctuations in the experience of the non-active participants or of the assets of the plan can result in large swings in the contribution requirements.

  - The current ratio of non-active participants to active participants is 6.8.

- There are external factors including legislative, regulatory or financial reporting changes that could impact the Plan’s funding and disclosure requirements. While we do not assume any changes in such external factors, it is important to understand that they could have significant impacts on the Plan. For example, the work the Joint Select Committee on Solvency of Multiemployer Pension Plans in 2018 showed that Congress is considering possible changes to funding requirements for multiemployer plans (such as limits on the actuarial interest rate assumption) and increases in PBGC premiums.

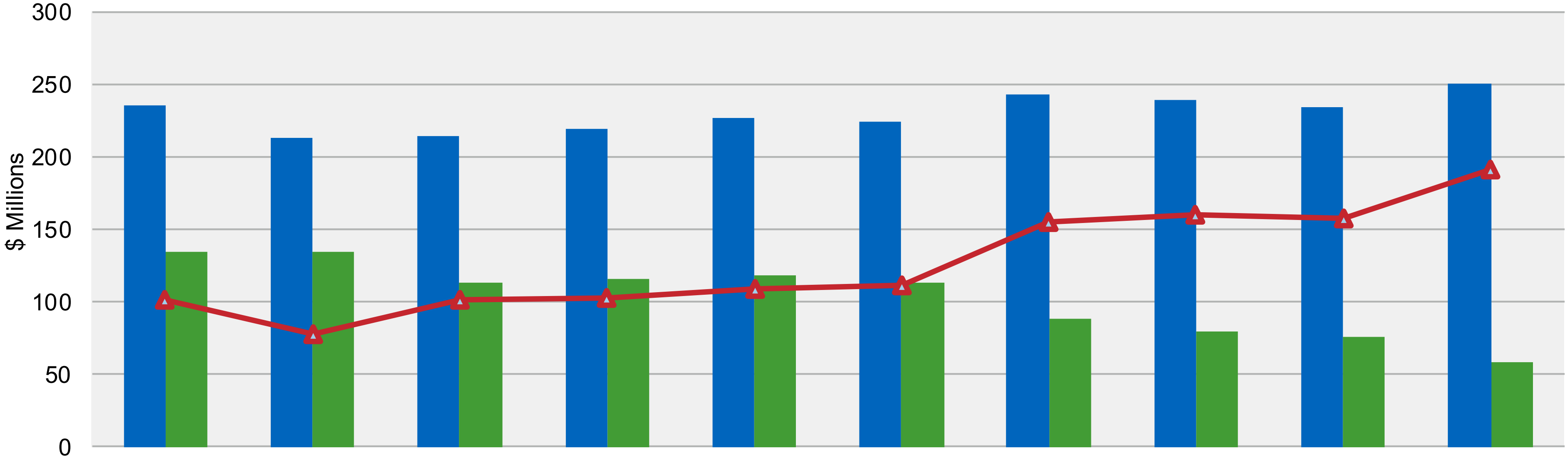
Withdrawal Liability

- As of December 31, 2018, the preliminary actuarial present value of vested plan benefits for withdrawal liability purposes is $249,710,548.
- This figure reflects all the assumption changes effective through January 1, 2019. For purposes of determining the present value of vested benefits, we excluded benefits that are not protected by IRC Section 411(d)(6), including post retirement lump sum death benefits.
- Reductions in accrued benefits or contribution surcharges for a plan in critical status (*Red Zone*) are disregarded in determining an employer's allocation of the UVB. The Trustees have adopted a method for calculating the UVB effective for withdrawals that occur on and after January 1, 2019. The method is based on the PBGC's Technical Update 10-3, which describes how to account for the effect of benefit reductions that are implemented as part of a Rehabilitation Plan ("Affected Benefits") when a pension plan is in critical status.
- As of December 31, 2009, an Affected Benefits pool of $28,246,630 was created. The remainder of the pool as of December 31, 2018 is $15,020,227 as shown in line 4 of the chart on the next page.
- The unamortized value of all Affected Benefits pools ($15,020,227) is added to the total present value of vested benefits of $249,710,540, creating a total present value of vested benefits of $264,730,775 as of December 31, 2018.
- Since the market value of assets as of the same date is $58,888,875, plus an additional $699,026 of net withdrawal liability receivables expected to be collectible, the unfunded present value of vested benefits for withdrawal liability purposes (UVB) is $205,142,874.
- Since the Trustees have adopted the "one-pool" allocation method, an employer withdrawing in the Plan Year ending December 31, 2019 will be assessed withdrawal liability.
- The $30,600,864 increase in the unfunded present value of vested benefits from the prior year is primarily due to the investment loss on market value of assets and the January 1, 2019 change in the net investment return assumption, partially offset by an increase in PGBC interest rates.

UNFUNDED PRESENT VALUE OF VESTED BENEFITS FOR WITHDRAWAL LIABILITY PURPOSES

		December 31	
		2017	2018
1	Present value of vested benefits (PVVB) on funding basis	$212,239,949	$242,294,321
2	Present value of vested benefits on PBGC basis	296,874,904	275,255,318
3	PVVB measured for withdrawal purposes	234,086,992	249,710,548
4	Unamortized value of Affected Benefits Pools	16,949,032	15,020,227
5	Total present value of vested benefits: 3 + 4	251,036,024	264,730,775
6	Market value of assets	75,415,515	58,888,875
7	Outstanding withdrawal liability reasonably expected to be collected	1,078,499	699,026
8	Unfunded present value of vested benefits (UVB): 5 - 6 - 7, not less than $0	$174,542,010	$205,142,874

Withdrawal Liability vs. Market Value of Assets — Historical Information



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
🟦 PVVB	235.2	240.2	240.2	243.9	250.6	246.4	263.5	257.6	251.0	264.7
🟩 MVA	133.8	134.6	113.3	116.2	118.4	113.0	87.7	78.7	76.5	59.6
🟥 UVB	101.4	105.6	126.9	127.7	132.2	133.4	175.8	178.9	174.5	205.1
PBGC Interest Rates	5.30% for 25 yrs., and 5.01% thereafter	4.48% for 25 yrs., and 4.51% thereafter	4.09% for 20 yrs., and 4.30% thereafter	3.07% for 20 yrs., and 3.00% thereafter	3.00% for 20 yrs., and 3.31% thereafter	3.10% for 20 yrs., and 3.29% thereafter	2.46% for 20 yrs., and 2.98% thereafter	1.98% for 20 yrs., and 2.67% thereafter	2.34% for 20 yrs., and 2.64% thereafter	2.84% for 20 yrs., and 2.76% thereafter
Funding Interest Rates	7.50%	7.50%	7.50%	6.50%	6.50%	6.50%	6.50%	5.50%	5.50%	4.00%

Numbers in millions

Withdrawal Liability Assumptions

- The actuarial assumptions and methods are reasonable (taking into account the experience of the Plan and reasonable expectations) and, in combination, represent the actuary's best estimate of anticipated experience under the Plan to determine the unfunded vested benefits for withdrawal liability purposes.
- The interest rate is based on a blend, which includes rates selected based on estimated annuity purchase rates for benefits being settled, because withdrawal liability is a final settlement of an employer's obligations to the Plan. For benefits that could be settled immediately, because assets on hand are sufficient, the annuity purchase rates are those promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses rates equal to the interest rate used for plan funding calculations.

Interest	For liabilities up to market value of assets, 2.84% for 20 years and 2.76% beyond (2.34% for 20 years and 2.64% beyond, in the prior year valuation). For liabilities in excess of market value of assets, same as used for plan funding as of January 1, 2019 (the corresponding funding rate as of January 1, 2018 was used for the prior year's value).
Administrative Expenses	Calculated as prescribed by PBGC formula (29 CFR Part 4044, Appendix C); not applicable to those liabilities determined using funding interest rates.
Mortality	Same as used for plan funding as of January 1, 2019 (the corresponding mortality rates as of January 1, 2018 were used for the prior year's value).
Retirement Rates	Same as used for plan funding as of January 1, 2019 (the corresponding retirement rates as of January 1, 2018 were used for the prior year's value).

- A detailed report on withdrawal liability will be available.

EXHIBIT A – TABLE OF PLAN COVERAGE

Category	Year Ended December 31		Change from Prior Year
	2017	2018	
Participants in Fund Office tabulation	368	342	-7.1%
Less: Participants with less than one service credit	22	30	36.4%
Active participants in valuation:			
• Number	346	312	-9.8%
• Average age	51.2	51.4	0.2
• Average service credits	14.5	14.6	0.1
• Average contribution rate for upcoming year	$7.18	$6.97	-2.9%
• Number with unknown age and/or service information	0	0	N/A
• Total active vested participants	252	229	-9.1%
Inactive participants with rights to a pension:			
• Number	320	309	-3.4%
• Average age	55.0	55.3	0.3
• Average monthly benefit	$1,352	$1,347	-0.4%
• Beneficiaries with rights to deferred payments	14	14	0.0%
Pensioners:			
• Number in pay status	1,402	1,389	-0.9%
• Number in suspended status	1	3	200.0%
• Average age	75.2	75.5	0.3
• Average monthly benefit	$852	$873	2.5%
Beneficiaries (including alternate payees):			
• Number in pay status	399	406	1.8%
• Number in suspended status	1	1	0.0%
• Average age	75.7	76.1	0.4
• Average monthly benefit	$344	$334	-2.9%
Total Participants	**2,483**	**2,434**	**-2.0%**

EXHIBIT B – EMPLOYMENT HISTORY

Year Ended December 31	Total Hours of Contributions[1]		Active Participants		Average Hours of Contributions	
	Number	Percent Change	Number	Percent Change	Number	Percent Change
2009	841,114	-11.8%	431	-16.5%	1,952	5.7%
2010	400,595	-52.4%	204	-52.7%	1,964	0.6%
2011	628,534	56.9%	376	84.3%	2,015	2.6%
2012	788,377	25.4%	398	5.9%	1,981	-1.7%
2013	852,980	8.2%	422	6.0%	2,021	2.0%
2014	808,640	-5.2%	419	-0.7%	1,930	-4.5%
2015	724,495	-10.4%	390	-6.9%	1,858	-3.7%
2016	683,977	-5.6%	361	-7.4%	1,895	2.0%
2017	644,111	-5.8%	346	-4.2%	1,862	-1.7%
2018	584,710	-9.2%	312	-9.8%	1,874	0.6%
			Five-year average hours:		**1,884**	
			Ten-year average hours:		**1,935**	

---

[1] The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office.

EXHIBIT C – SUMMARY STATEMENT OF INCOME AND EXPENSES ON AN ACTUARIAL BASIS

	Year Ended December 31, 2017		Year Ended December 31, 2018	
Contribution income:				
- Employer contributions	$4,618,274		$4,139,748	
- Cash withdrawal liability payments	422,798		422,798	
Net contribution income		*$5,041,072*		*$4,562,546*
Investment income:				
- Expected investment income	$3,997,359		$3,598,299	
- Adjustment toward market value	1,870,675		-996,377	
- Less investment fees	-432,120		-400,558	
Net investment income		*5,435,914*		*2,201,364*
Other Income		*194,792*		*11,939*
Total income available for benefits		**$10,671,778**		**$6,775,849**
Less benefit payments and expenses:				
- Pension benefits	-$16,622,170		-$16,725,465	
- Administrative expenses	-878,200		-1,009,879	
Total benefit payments and expenses		*-$17,500,370*		*-$17,735,344*
Change in actuarial value of assets		**-$6,828,592**		**-$10,959,495**
Actuarial value of assets		**$72,848,963**		**$61,889,468**
Market value of assets		**$75,415,515**		**$58,888,875**

EXHIBIT D – NEW PENSION AWARDS

- Unreduced Early and Disability retirements were eliminated as part of the Rehabilitation Plan.
- In general, Vested retirements have been provided as either Normal or Early retirement types for the last seven years. We will continue to track them as provided.

Year Ended Dec 31	Total		Normal		Unreduced Early		Early		Disability		Vested		Reciprocal	
	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount
2009	94	$1,446	24	$1,929	12	$3,097	14	$1,241	6	$1,303	28	$912	10	$171
2010	69	1,551	18	2,473	6	2,671	20	1,835	1	1,740	17	400	7	177
2011	27	1,107	2	1,625	–	–	5	1,800	–	–	15	986	5	569
2012	21	1,028	9	1,478	–	–	9	589	1	2,314	1	612	1	61
2013	25	605	6	523	–	–	14	546	–	–	–	–	5	871
2014	34	840	11	1,194	–	–	17	873	–	–	–	–	6	99
2015	31	1,310	14	1,507	–	–	14	1,344	–	–	1	124	2	291
2016	40	992	10	1,023	–	–	26	1,069	–	–	–	–	4	414
2017	37	961	9	807	–	–	20	1,178	–	–	1	1,335	7	485
2018	53	1,067	19	1,033	–	–	27	1,229	–	–	–	–	7	538

EXHIBIT E– INVESTMENT RETURN – ACTUARIAL VALUE VS. MARKET VALUE

	Projected Investment Income		Recognition of Market Value Gains (Losses)		Actuarial Value Investment Return		Market Value Investment Return	
Year Ended December 31	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
2009	$10,343,216	7.50%	$4,192,343	3.04%	$14,535,559	10.54%	$20,252,115	17.75%
2010	10,307,411	7.50%	-6,669,408	-4.85%	3,638,003	2.65%	12,697,539	10.64%
2011	9,243,342	7.50%	-9,134,805	-7.41%	108,537	0.09%	995,885	0.87%
2012	8,270,739	7.50%	-7,641,302	-6.93%	629,437	0.57%	9,885,611	9.68%
2013	6,585,228	6.50%	3,788,411	3.74%	10,373,639	10.24%	15,139,901	14.79%
2014	6,564,090	6.50%	1,760,126	1.74%	8,324,216	8.24%	6,950,494	6.51%
2015	6,356,468	6.50%	-656,226	-0.67%	5,700,242	5.83%	-1,238,772	-1.21%
2016	5,563,516	6.50%	522,148	0.61%	6,085,664	7.11%	5,982,546	7.20%
2017	3,997,359	5.50%	1,438,555	1.98%	5,435,914	7.48%	10,571,215	15.08%
2018	3,598,299	5.50%	-1,396,935	-2.14%	2,201,364	3.36%	-3,365,781	-4.95%
Total	$70,829,668		-$13,797,093		$57,032,575		$77,870,753	

Most recent five-year average return:	**6.57%**	**4.39%**
Ten-year average return:	**5.52%**	**7.93%**

Note: Each year’s yield is weighted by the average asset value in that year.

EXHIBIT F – ANNUAL FUNDING NOTICE FOR PLAN YEAR BEGINNING JANUARY 1, 2019 AND ENDING DECEMBER 31, 2019

	2019 Plan Year	2018 Plan Year	2017 Plan Year
Actuarial valuation date	January 1, 2019	January 1, 2018	January 1, 2017
Funded percentage	25.0%	33.6%	36.1%
Value of assets	$61,889,468	$72,848,963	$79,677,555
Value of liabilities	247,532,371	216,967,146	220,634,358
Fair market value of assets as of plan year end	Not available	58,888,875	75,415,515

Critical or Endangered Status

The Plan was in critical and declining status in the plan year because there was a funding deficiency in the FSA and the Plan was projected to become insolvent within 15 years. In an effort to improve the Plan’s funding situation, the Trustees adopted a Rehabilitation Plan in 2009 and review it annually.

EXHIBIT G – FUNDING STANDARD ACCOUNT

- ERISA imposes a minimum funding standard that requires the Plan to maintain an FSA. The accumulation of contributions in excess of the minimum required contributions is called the FSA credit balance. If actual contributions fall short on a cumulative basis, a funding deficiency has occurred.
- The FSA is charged with the normal cost and the amortization of increases or decreases in the unfunded actuarial accrued liability due to plan amendments, experience gains or losses, and changes in actuarial assumptions and funding methods. The FSA is credited with employer contributions and withdrawal liability payments. All items, including the prior credit balance or deficiency, are adjusted with interest at the actuarially assumed rate.
- Increases or decreases in the unfunded actuarial accrued liability are amortized over 15 years except that short-term benefits, such as 13th checks, are amortized over the scheduled payout period.
- On December 31, 2018, the FSA had a funding deficiency of $66,067,712, as will be shown on the 2018 Schedule MB. Contributions meet the legal requirement on a cumulative basis if that account shows no deficiency.
- Employers contributing to plans in critical status will generally not be penalized if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees.

FSA FOR THE YEAR ENDED DECEMBER 31, 2018

Charges			Credits		
1	Prior year funding deficiency	$51,384,464	6	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,329,996	7	Employer contributions	4,562,546
3	Total amortization charges	18,718,356	8	Total amortization credits	5,374,146
4	Interest to end of the year	3,983,805	9	Interest to end of the year	412,217
5	*Total charges*	*$76,416,621*	10	Full-funding limitation credit	0
			11	*Total credits*	*$10,348,909*
				Credit balance (Funding deficiency): 11 - 5	**-$66,067,712**

EXHIBIT H – PENSION PROTECTION ACT OF 2006

PPA'06 Zone Status

- Based on projections of the credit balance in the FSA, the funded percentage, and cash flow sufficiency tests, plans are categorized in one of the "zones" described below.
- The funded percentage is determined using the actuarial value of assets and the present value of benefits earned to date, based on the actuary's best estimate assumptions.

Critical Status **(*Red Zone*)**	A plan is classified as being in critical status (the *Red Zone*) if: • The funded percentage is less than 65%, and either there is a projected FSA deficiency within five years or the plan is projected to be unable to pay benefits within seven years, or • There is a projected FSA deficiency within four years, or • There is a projected inability to pay benefits within five years, or • The present value of vested benefits for inactive participants exceeds that for actives, contributions are less than the value of the current year's benefit accruals plus interest on existing unfunded accrued benefit liabilities, and there is a projected FSA deficiency within five years, or • As permitted by the Multiemployer Pension Reform Act of 2014, the plan is projected to be in the *Red Zone* within the next five years and the plan sponsor elects to be in critical status. A critical status plan is further classified as being in *critical and declining status* if: • The ratio of inactives to actives is at least 2 to 1, and there is an inability to pay benefits projected within 20 years, or • The funded percentage is less than 80%, and there is an inability to pay benefits projected within 20 years, or • There is an inability to pay benefits projected within 15 years. Any amortization extensions are ignored for testing initial entry into the *Red Zone*. The Trustees are required to adopt a formal Rehabilitation Plan, designed to allow the plan to emerge from critical status by the end of the rehabilitation period. If they determine that such emergence is not reasonable, the Rehabilitation Plan must be designed to emerge as of a later time or to forestall possible insolvency. Trustees of *Red Zone* plans have tools, such as the ability to reduce or eliminate early retirement subsidies, to remedy the situation. Accelerated forms of benefit payment (such as lump sums) are prohibited. However, unless the plan is critical and declining, Trustees may not reduce benefits of participants who retired before being notified of the plan's critical status (other than rolling back recent benefit increases) or alter core retirement benefits payable at normal retirement age.

Endangered Status (*Yellow Zone*)	A plan not in critical status (*Red Zone*) is classified as being in endangered status (the *Yellow Zone*) if: • The funded percentage is less than 80%, or • There is a projected FSA deficiency within seven years. A plan that has both of the endangered conditions present is classified as seriously endangered. Trustees of a plan that was in the *Green Zone* in the prior year can elect not to enter the *Yellow Zone* in the current year (although otherwise required to do so) if the plan's current provisions would be sufficient (with no further action) to allow the plan to emerge from the *Yellow Zone* within 10 years. The Trustees are required to adopt a formal Funding Improvement Plan, designed to improve the current funded percentage, and avoid a funding deficiency as of the emergence date.
Green Zone	A plan not in critical status (the *Red Zone*) nor in endangered status (the *Yellow Zone*) is classified as being in the *Green Zone.*

Early Election of Critical Status	Trustees of a *Green* or *Yellow Zone* plan that is projected to enter the *Red Zone* within the next five years must elect whether or not to enter the *Red Zone* for the current year.

Section 4: Certificate of Actuarial Valuation

AUGUST 16, 2019

CERTIFICATE OF ACTUARIAL VALUATION

This is to certify that Segal Consulting, a Member of The Segal Group, Inc. (“Segal”) has prepared an actuarial valuation of the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2019 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The valuation is based on the assumption that the Plan is qualified as a multiemployer plan for the year and on information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal Consulting does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. Adjustments for incomplete or apparently inconsistent data were made as described in the attached *Exhibit 8*.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate, except as noted in *Exhibit 1*. Each prescribed assumption for the determination of Current Liability was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

EXHIBIT 1 – SUMMARY OF ACTUARIAL VALUATION RESULTS

The valuation was made with respect to the following data supplied to us by the Plan Administrator:

Pensioners as of the valuation date (including 406 beneficiaries in pay status and 3 pensioners and 1 beneficiary in suspended status)		1,799
Participants inactive during year ended December 31, 2018 with vested rights (including 14 beneficiaries with rights to deferred pensions)		323
Participants active during the year ended December 31, 2018		312
• Fully vested	229	
• Not vested	83	
Total participants		**2,434**

The actuarial factors as of the valuation date are as follows:

Normal cost, including administrative expenses		$2,714,097
Actuarial present value of projected benefits		258,905,141
Present value of future normal costs		11,372,770
Actuarial accrued liability		247,532,371
• Pensioners and beneficiaries	$161,242,829	
• Inactive participants with vested rights	40,891,288	
• Active participants	45,398,254	
Actuarial value of assets ($58,888,875[*] at market value as reported by Handwerger, Cardegna, Funkhouser & Lurman)		$61,889,468
Unfunded actuarial accrued liability		185,642,903

---

[*] Based on audited financial statements, but excluding new withdrawal liability receivables of $353,582.

EXHIBIT 2 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The actuarial present value of accumulated plan benefits calculated in accordance with FASB ASC 960 is shown below as of January 1, 2018 and as of January 1, 2019. In addition, the factors that affected the change between the two dates follow.

	Benefit Information Date	
	January 1, 2018	January 1, 2019
Actuarial present value of vested accumulated plan benefits:		
• Participants currently receiving payments	$144,365,254	$161,242,829
• Other vested benefits	71,889,629	85,335,898
• Total vested benefits	$216,254,883	$246,578,727
Actuarial present value of non-vested accumulated plan benefits	712,263	953,644
Total actuarial present value of accumulated plan benefits	**$216,967,146**	**$247,532,371**

Factors	Change in Actuarial Present Value of Accumulated Plan Benefits
Benefits accumulated, net experience gain or loss, changes in data	$2,124,976
Benefits paid	-16,725,465
Changes in actuarial assumptions	33,692,471
Interest	11,473,243
Total	**$30,565,225**

EXHIBIT 3 – CURRENT LIABILITY

The table below presents the current liability for the Plan Year beginning January 1, 2019.

Item[1]	Amount	
Retired participants and beneficiaries receiving payments		$198,665,367
Inactive vested participants		53,899,209
Active participants		
- Non-vested benefits	$1,234,303	
- Vested benefits	57,531,849	
- *Total active*		*$58,766,152*
Total		**$311,330,728**

Expected increase in current liability due to benefits accruing during the plan year	$2,325,695
Expected release from current liability for the plan year	17,105,771
Expected plan disbursements for the plan year, including administrative expenses of $1,000,000, adjusted for timing	18,127,178

Current value of assets	$59,242,457
Percentage funded for Schedule MB	19.0%

---

[1] The actuarial assumptions used to calculate these values are shown in Exhibit 8.

EXHIBIT 4 – INFORMATION ON PLAN STATUS AS OF JANUARY 1, 2019

Plan status (as certified on March 29, 2019 for the 2019 zone certification)	***Critical and Declining***
Scheduled progress (as certified on March 29, 2019 for the 2019 zone certification)	**Yes**
Actuarial value of assets for FSA	$61,889,468
Accrued liability under unit credit cost method	247,532,371
Funded percentage for monitoring plan's status	25.0%
Year in which insolvency is expected	2023

EXHIBIT 5 – SCHEDULE OF PROJECTION OF EXPECTED BENEFIT PAYMENTS

(SCHEDULE MB, LINE 8b(1))

Plan Year	Expected Annual Benefit Payments*
2019	$17,162,003
2020	17,190,480
2021	17,215,766
2022	17,173,516
2023	17,007,559
2024	16,773,393
2025	16,517,755
2026	16,200,839
2027	15,813,990
2028	15,408,752

* Assuming as of the valuation date:

- no additional accruals,
- experience is in line with valuation assumptions, and
- no new entrants are covered by the plan.

EXHIBIT 6 – SCHEDULE OF ACTIVE PARTICIPANT DATA

(SCHEDULE MB, LINE 8b(2))

The participant data is for the year ended December 31, 2018.

		Service Credits								
Age	**Total**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35 - 39**	**40 & over**
Under 25	4	4	–	–	–	–	–	–	–	–
25 - 29	13	9	4	–	–	–	–	–	–	–
30 - 34	19	12	6	1	–	–	–	–	–	–
35 - 39	26	12	8	4	2	–	–	–	–	–
40 - 44	19	8	4	4	1	2	–	–	–	–
45 - 49	36	15	8	5	4	3	1	–	–	–
50 - 54	45	12	14	2	4	7	4	2	–	–
55 - 59	69	5	11	11	6	14	15	7	–	–
60 - 64	69	7	7	3	9	4	13	18	8	–
65 - 69	10	–	1	2	1	–	–	2	–	4
70 & over	2	–	–	1	1	–	–	–	–	–
Total	**312**	**84**	**63**	**33**	**28**	**30**	**33**	**29**	**8**	**4**

Note: Excludes 30 participants with less than one service credit.

EXHIBIT 7 – FUNDING STANDARD ACCOUNT

The table below presents the FSA for the Plan Year ending December 31, 2019.

Charges			Credits		
1	Prior year funding deficiency	$66,067,712	6	Prior year credit balance	$0
2	Normal cost, including administrative expenses	2,714,097	7	Amortization credits	5,180,194
3	Amortization charges	20,477,631	8	Interest on 6 and 7	207,208
4	Interest on 1, 2 and 3	3,570,378	9	Full-funding limitation credit	0
5	Total charges	$92,829,818	10	Total credits	$5,387,402
Minimum contribution with interest required to avoid a funding deficiency: 5 - 10, not less than zero					$87,442,416

Full Funding Limitation (FFL) and Credits	
ERISA FFL (accrued liability FFL)	$199,011,897
RPA'94 override (90% current liability FFL)	229,420,977
FFL credit	0

EXHIBIT 7 – FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Benefit level change	01/01/1990	$15,126	1	$15,126
Plan amendment	01/01/1990	670,141	1	670,141
Benefit level change	01/01/1991	41,420	2	81,246
Assumption change	01/01/1991	55,465	2	108,796
Benefit level change	01/01/1992	100,417	3	289,812
Benefit level change	01/01/1995	44,669	6	243,527
Benefit level change	01/01/1996	49,171	7	306,932
Plan amendment	01/01/1996	231,887	7	1,447,469
Benefit level change	01/01/1997	96,797	8	677,779
Plan amendments	01/01/1997	806,710	8	5,648,626
Plan amendments	01/01/1998	1,816,501	9	14,046,540
Contribution increase	01/01/1999	80,888	10	682,321
Benefit level change	01/01/1999	519,255	10	4,380,091
Plan amendment	01/01/2000	9,635	11	87,779
Contribution increase	01/01/2000	121,170	11	1,103,969
Plan amendments	01/01/2001	581,465	12	5,675,373
Contribution increase	01/01/2002	21,302	13	221,220
Experience loss	01/01/2005	1,166,488	1	1,166,488
Plan amendment	01/01/2005	312,664	16	3,788,978
Experience loss	01/01/2006	645,428	2	1,266,031
Experience loss	01/01/2007	468,477	3	1,352,069

EXHIBIT 7 – FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Assumption change	01/01/2007	306,347	18	4,033,260
Experience loss	01/01/2009	1,933,318	5	8,951,060
Assumption change	01/01/2011	480,716	7	3,000,692
Experience loss	01/01/2011	1,181,249	7	7,373,516
Experience loss	01/01/2012	1,299,480	8	9,099,029
Experience loss	01/01/2013	346,151	9	2,676,697
Assumption change	01/01/2013	1,514,438	9	11,710,762
Assumption change	01/01/2015	1,699,595	11	15,484,833
Assumption change	01/01/2016	136,217	12	1,329,543
Assumption change	01/01/2017	627,329	13	6,514,862
Experience loss	01/01/2019	183,929	15	2,126,788
Assumption change	01/01/2019	2,913,786	15	33,692,471
Total		**$20,477,631**		**$149,253,826**

EXHIBIT 7 – FUNDING STANDARD ACCOUNT (*CONTINUED)*

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Amortization Amount	Years Remaining	Outstanding Balance
Assumption change	01/01/1990	$413,764	1	$413,764
Assumption change	01/01/1994	283,400	5	1,312,110
Assumption change	01/01/1997	398,268	8	2,788,696
Experience gain	01/01/2008	75,194	4	283,866
Experience gain	01/01/2010	377,679	6	2,059,041
Plan amendment	01/01/2010	1,399,499	6	7,629,819
Assumption change	01/01/2010	1,500,241	6	8,179,048
Experience gain	01/01/2014	258,277	10	2,178,649
Experience gain	01/01/2015	78,190	11	712,377
Experience gain	01/01/2016	164,466	12	1,605,271
Experience gain	01/01/2017	40,061	13	416,035
Experience gain	01/01/2018	191,155	14	2,099,959
Total		**$5,180,194**		**$29,678,635**

EXHIBIT 8 – STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

SCHEDULE MB, LINE 6)

Mortality Rates

Healthy: 115% of the unprojected experience rates (as of 2006) for the separate Employee and Annuitant RP-2014 Blue Collar Mortality Tables and projected generationally from 2017 using Scale MP-2016

Disabled: RP-2000 Disabled Retiree Mortality Table projected generationally using 2014 Social Security Administration Scale

The above healthy employee and annuitant mortality tables, and the disabled mortality table, reasonably anticipate the projected mortality experience of the Plan as of the measurement date. The additional generational projection is the provision made for future mortality improvement.

The mortality rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of deaths and liability change due to deaths and the projected number and liability change based on the prior years' assumption over the most recent eight years.

Termination Rates before Retirement

Age	Withdrawal Rates*
20	17.94
25	17.22
30	15.83
35	13.70
40	11.25
45	8.43
50	5.06

* *Withdrawal rates cut out at 55.*

The termination rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations by age and the projected number based on the prior years' assumption over the most recent 10 years.

Retirement Rates for Active Participants

Age*	Retirement Rates	Age*	Retirement Rates
55 - 58	5.0%	64	25.0%
59 - 60	8.0	65	60.0
61	15.0	66 - 69	40.0
62	25.0	70 & over	100.0
63	15.0		

** If eligible*

The retirement rates for active participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent nine years.

Description of Weighted Average Retirement Age

Age 63, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in the January 1, 2019 actuarial valuation.

Retirement Rates for Inactive Vested Participants

Age	Retirement Rates	Age	Retirement Rates
55	15.0%	65	60.0%
56 - 61	7.5	66	45.0
62	25.0	67 - 69	35.0
63	20.0	70 & over	100.0
64	15.0		

The retirement rates for inactive vested participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent eight years.

Future Benefit Accruals

One Service Credit per year.

The future benefit accruals were based on historical and current demographic data, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual benefit accruals over the most recent 10 years.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Definition of Active Participants	Active participants are defined as those with at least 300 hours in Covered Employment during the most recent Plan Year and who have accumulated at least one Service Credit, excluding those who have retired as of the valuation date.
Exclusion of Inactive Vested Participants	Inactive participants and beneficiaries with rights to deferred pensions over age 72 are excluded from the valuation. The exclusion of these participants over age 72 was based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, the ages of new retirees from inactive vested status were reviewed.
Percent Married	75%
Age of Spouse	Females 3 years younger than males.
Benefit Election	50% of participants are assumed to elect the Qualified Joint and 50% Survivor Annuity form of payment and 50% of participants are assumed to elect the Straight Life Annuity. The benefit elections were based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual option election patterns over the most recent eight years.
Delayed Retirement Factors	Included for current and future participants assumed to commence benefit payments after attaining Normal Retirement Age.
Net Investment Return	4.0% The net investment return assumption is an estimate derived from the impending asset allocation, insolvency, and the rates of return on high-quality fixed income investments currently available as of the valuation measurement date whose cash flows match the timing and amount of expected benefit payments. This appears to be a reasonable approach to value liabilities past insolvency.
Annual Administrative Expenses	$1,000,000 for the year beginning January 1, 2019. The annual administrative expenses were based on historical and current data, adjusted to reflect estimated future experience and professional judgment.
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the projected market return, and is recognized over a five-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Unit Credit Actuarial Cost Method. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in *Exhibit 9*.

Current Liability Assumptions	*Interest: 3.06%*, within the permissible range prescribed under IRC Section 431(c)(6)(E). *Mortality:* Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2): RP-2014 employee and annuitant mortality tables, adjusted backward to the base year (2006) using scale MP-2014, projected forward generationally using Scale MP-2017.
Estimated Rate of Investment Return	*On actuarial value of assets (Schedule MB, line 6g):* 3.32%, for the Plan Year ending December 31, 2018 *On current (market) value of assets (Schedule MB, line 6h):* -4.89%, for the Plan Year ending December 31, 2018
FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a July 15 contribution date.
Asset Values	(Schedule MB, Line 1(b)(1)): Current value of assets, excluding net withdrawal liability receivables of $353,582 based on audited financials. (Schedule MB, Line 1(b)(2)): Actuarial value of assets, excluding net withdrawal liability receivables of $353,582 based on audited financials. (Schedule MB, Line 2(a)): Current value of assets, including net withdrawal liability receivables of $353,582 based on audited financials.
Justification for Change in Actuarial Assumptions **(Schedule MB, line 11)**	For purposes of determining current liability, the current liability interest rate was changed from 2.98% to 3.06% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 431(c)(6)(E) and the mortality tables were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2). Based on past experience and future expectations, the following actuarial assumption was changed as of January 1, 2019: ● Administrative expenses, previously $900,000 ● Net investment return, previously 5.50% ● Inactive vested retirement rate at age 65, previously 45.0%

EXHIBIT 9 - SUMMARY OF PLAN PROVISIONS

(SCHEDULE MB, LINE 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Normal Pension	• *Age Requirement:* 65 • *Service Requirement:* 5th anniversary of participation • *Amount:* (1) For Service Credits accrued prior to 1987, the monthly benefit is the greater of: (a) $15.00 multiplied by the highest Contributing Employer's contribution rate during the period prior to 1987 multiplied by the Service Credits accrued during the period prior to 1987 (with the result rounded to the next lower $0.25); or (b) $22.00 for employees of National Master Freight Agreement, Carhaul, Local Union No. 557 and other freight Contributing Employers multiplied by the Service Credits accrued during the period prior to 1987; or $18.00 for employees of moving and storage companies multiplied by the Service Credits accrued during the period prior to 1987; or $4.00 for employees of multi-modal companies multiplied by the Service Credits accrued during the period prior to 1987. (2) For Service Credits accrued for 1987 through 1994, the monthly benefit is: $19.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (3) For Service Credits accrued for 1995 and 1996, the monthly benefit is: $23.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (4) For Service Credits accrued for 1997 through July 31, 2004, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25).

	(5) For Service Credits accrued from August 1, 2004 through December 31, 2006, the monthly benefit is: $42.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (6) For Service Credits accrued on and after January 1, 2007 the monthly benefit is: $21.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). • *Delayed Retirement Amount:* Normal pension accrued at Normal Retirement Age (NRA), increased by 1.0% for each of the first 60 months following NRA, and 1.5% for each month thereafter unless benefits were suspended.
Early Retirement	• *Age Requirement:* 55 • *Service Requirement:* 10 Service Credits • *Amount:* Normal pension accrued, reduced actuarially for each year of age less than Normal Retirement Age
Vesting	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* Normal or early pension accrued based on plan in effect when last active. • *Normal Retirement Age:* Later of age 65 or the fifth anniversary of the employee’s plan participation.
Reciprocal Pension	• A participant who is entitled to Service Credit under another pension plan with which this Plan has a reciprocity agreement will have his or her pension calculated as: the benefit based on Combined Service Credits multiplied by the ratio of Service Credits under this Plan to Combined Service Credits, if this provided a greater benefit than service under this Plan alone.
Spouse’s Pre-Retirement Death Benefit	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service. • *Amount:* 50% of the benefit the employee would have received had he or she retired the day before death and elected the joint and 50% survivor option. If the employee died prior to eligibility for an early retirement pension, the spouse’s benefit is deferred to the date that the employee would have been first eligible to retire.

Post-Retirement Death Benefits	• *Lump-sum Benefit:* $7,500 for those who applied for retirement on or before September 4, 2009 and meet applicable service and employment requirements. • *Husband and Wife:* If the participant is married, pension benefits are paid in the form of a Qualified Joint and Survivor Annuity unless this form is rejected by the participant and spouse. If the form is not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If the form is rejected, or if the participant is not married, benefits are payable for the life of the employee, or in any other available optional form elected by the employee in an actuarially equivalent amount.
Optional Forms of Payment	• Single Life Annuity • 120 Certain Payment and Life Annuity if retirement application submitted before September 5, 2009 • 50% Joint and Survivor Annuity; pop-up is applicable if retirement application submitted before September 5, 2009 • 75% Joint and Survivor Annuity • Split-Level Annuity if retirement application submitted before June 1, 2009 • Split-Level Annuity with 50% Joint and Survivor Annuity (with pop-up) if retirement application submitted before June 1, 2009
Participation	The earliest January 1 or July 1 following completion of a 12-consecutive-month period during which the employee performs at least 1,000 hours.
Service Credit	One-twelfth of a Service Credit is granted for each 100 hours of Covered Employment with a maximum of one full Service Credit in a calendar year. If less than 500 hours are worked in a calendar year, no service is credited for such a year.
Vesting Service	One year of Vesting Service is credited for each calendar year during the contribution period in which the employee works 1,000 hours under Covered Employment. No Vesting Service is credited for less than 1,000 hours.

Contribution Rates

The average negotiated contribution rate as of January 1, 2019 is $3.74 per hour for benefit accrual purposes. This average rate is based on the contribution rates in effect July 31, 2004, as modified by the agreement for YRCW employees.

The average contribution rate for projecting income for the upcoming year is $6.97 per hour as of January 1, 2019.

The total contribution rate, and that used for benefit accruals, are shown in the following chart.

Hourly Contribution Rates			
Employer	Total	For Benefit Accruals	Effective Date of Contribution Rate
ABF Freight System	$11.055	$4.975	August 1, 2013
Annapolis Junction	10.380	5.275	August 1, 2012
Cassens Transport Co.*	10.380	5.275	August 1, 2012
Jack Cooper Transport Co.	10.380	5.275	August 1, 2012
YRCW	1.814	1.814	June 1, 2011

** Lower rate of $5.00 may apply for some hires after January 1, 2016.*

Changes in Plan Provisions

There were no changes in plan provisions reflected in this actuarial valuation.

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Certification of Plan Status as of January 1, 2019 under IRC Section 432

Segal Consulting

March 29, 2019

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2019 for the following plan:

Name of Plan: Freight Drivers & Helpers Local Union No. 557 Pension Plan
Plan number: EIN 52-6118055 / PN 001
Plan sponsor: Board of Trustees, Freight Drivers & Helpers Local Union No. 557 Pension Plan
Address: c/o Benefits Administration Corporation, Inc., 9411 Philadelphia Road, Suite S, Baltimore, Maryland 21237
Phone number: 410.444.3750

As of January 1, 2019, the Plan is in critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan.

If you have any questions on the attached certification, you may contact me at the following:

Segal Consulting
1800 M Street NW, Suite 900 S
Washington, DC 20036
Phone number: 202.833.6400

Sincerely,

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

EIN 52-6118055 / PN 001

March 29, 2019

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

ACTUARIAL STATUS CERTIFICATION AS OF JANUARY 1, 2019 UNDER IRC SECTION 432

This is to certify that Segal Consulting, a Member of The Segal Group, Inc. ("Segal") has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2019 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2018 actuarial valuation, dated October 22, 2018. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA). Additional assumptions required for the projections (including those under MPRA), and sources of financial information used are summarized in Exhibit VI.

Segal Consulting does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflect Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the Plan.

Adam Condrick

Adam E. Condrick, MAAA, EA
Vice President and Actuary
Enrolled Actuary No. 17-06512

Certificate Contents

EXHIBIT I

Status Determination as of January 1, 2019

Status	Condition	Component Result	Final Result
I. Emergence test:			
C1. (a)	Was in critical status for the immediately preceding plan year,	Yes	
(b)	AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
(c)	OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
Plan did NOT emerge?			**Yes**
II. Special emergence test:			
C2. (a)	The trustees have elected an automatic amortization extension under 431(d),	No	
(b)	AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	Yes	
(c)	OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
Plan did NOT emerge?			**Yes**
III. In Critical Status? (If C1 is Yes, then Yes, unless C2 is No)			**Yes**

EXHIBIT I (continued)

Status Determination as of January 1, 2019

Status	Condition	Component Result	Final Result
VI. Determination of critical and declining status:			
C3. (a)	Plan in Critical Status?	Yes	Yes
(b)	AND EITHER Insolvency is projected within 15 years?	Yes	Yes
(c)	OR		
	(i) The ratio of inactives to actives is at least 2 to 1,	Yes	
	(ii) AND insolvency is projected within 20 years?	Yes	Yes
(d)	OR		
	(i) The funded percentage is less than 80%,	Yes	
	(ii) AND insolvency is projected within 20 years?	Yes	Yes
In Critical and Declining Status?			**Yes**

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan. The rehabilitation plan standards state that the Fund should forestall insolvency until at least the end of the Plan Year ending in 2022. Exhibit V shows that the Plan is projected to become insolvent during the Plan Year ending in 2023.

EXHIBIT II
Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2019 (based on projections from the January 1, 2018 valuation certificate):

I. Financial Information			
1. Market value of assets			$59,545,616
2. Actuarial value of assets			62,006,644
3. Reasonably anticipated contributions, including reasonably anticipated withdrawal liability payments			
a. Upcoming year			4,775,400
b. Present value for the next five years			19,206,351
c. Present value for the next seven years			25,203,181
4. Projected benefit payments			16,967,984
5. Projected administrative expenses (beginning of year)			1,000,000
II. Liabilities			
1. Present value of vested benefits for active participants			36,578,968
2. Present value of vested benefits for non-active participants			175,947,158
3. Total unit credit accrued liability			213,185,240
4. Present value of payments	**Benefit Payments**	**Administrative Expenses**	**Total**
a. Next five years	$74,567,169	$4,505,150	$79,072,319
b. Next seven years	98,730,971	5,995,530	104,726,501
5. Unit credit normal cost plus expenses			2,400,447
6. Ratio of inactive participants to active participants			6.1534
III. Funded Percentage (I.2)/(II.3)			29.0%
IV. Funding Standard Account			
1. Funding Deficiency as of the end of prior year			($66,020,126)
2. Years to projected funding deficiency			0
V. Projected Year of Emergence			N/A
VI. Years to Projected Insolvency			5

EXHIBIT III

Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,							
	2018	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**
1. Credit balance (BOY)	($51,384,464)	($66,020,126)	($80,917,638)	($95,665,778)	($110,458,121)	($125,484,128)	($141,573,898)	($156,794,378)
2. Interest on (1)	(2,826,146)	(3,631,107)	(4,450,470)	(5,261,618)	(6,075,197)	(6,901,627)	(7,786,564)	(8,623,691)
3. Normal cost	1,429,996	1,400,447	1,377,221	1,333,249	1,309,157	1,291,542	1,286,695	1,278,907
4. Administrative expenses	900,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
5. Net amortization charges	13,344,210	12,919,160	11,626,574	10,868,231	10,292,403	10,497,302	8,801,697	12,145,802
6. Interest on (3), (4) and (5)	862,081	842,578	770,209	726,081	693,086	703,386	609,862	793,359
7. Expected contributions	4,610,547	4,775,400	4,366,268	4,288,724	4,237,028	4,198,256	4,159,484	4,120,712
8. Interest on (7)	116,224	120,380	110,066	108,112	106,808	105,831	104,854	103,876
9. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8)	($66,020,126)	($80,917,638)	($95,665,778)	($110,458,121)	($125,484,128)	($141,573,898)	($156,794,378)	($176,411,549)

EXHIBIT IV

Funding Standard Account – Projected Bases Assumed Established After January 1, 2018

Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience Loss	1/1/2019	$1,402,538	15	$132,444
Experience Loss	1/1/2020	1,539,829	15	145,409
Experience Gain	1/1/2021	(114,619)	15	(10,824)
Experience Loss	1/1/2022	10,739	15	1,014
Experience Loss	1/1/2023	1,356,896	15	128,134

EXHIBIT V
Solvency Projection

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2018 through 2023.

	Year Beginning January 1,					
	2018	2019	2020	2021	2022	2023
1. Market Value at beginning of year	$75,415,515	$59,545,616	$49,187,916	$37,849,279	$25,772,036	$12,984,271
2. Contributions, including withdrawal liability payments	4,610,547	4,775,400	4,366,268	4,288,724	4,237,028	4,198,256
3. Benefit payments	16,725,465	16,967,984	16,960,039	16,994,495	16,987,964	16,863,780
4. Administrative expenses	1,033,172	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
5. Interest earnings	(2,721,809)	2,834,884	2,255,134	1,628,528	963,171	262,566
6. Market Value at end of year: (1)+(2)-(3)-(4)+(5)	$59,545,616	$49,187,916	$37,849,279	$25,772,036	$12,984,271	Assets Depleted
7. Available resources: (1)+(2)-(4)+(5)	$76,271,081	$66,155,900	$54,809,318	$42,766,531	$29,972,235	$16,445,093

EXHIBIT VI

Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2018 actuarial valuation certificate, dated October 22, 2018, except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Contribution Rates: Contributions were projected based on the current rates in effect as of January 1, 2018 as provided by the Plan Sponsor. This resulted in an average contribution rate for projecting income of $7.18 per hour. Total projected contributions reflect the projected industry activity described below.

In addition to contributions linked to the level of ongoing employment, these determinations also include projections that payments of $394,164 in 2019, $75,500 for years 2020 to 2026, and $68,868 in 2027 will be received due to withdrawal liability assessments, based on information from Fund Co-Counsel.

Asset Information: The financial information as of December 31, 2018 was based on an unaudited financial statement provided by the Fund Administrator.

For projections after that date, the assumed administrative expenses for 2019 were increased to $1,000,000 and assumed to remain level for future years. Benefit payments were projected based on the January 1, 2018 actuarial valuation and an open group forecast (described in the Future Normal Costs section below). The projected net investment return was assumed to be 5.5% of the average market value of assets in each year, for all future Plan Years. Any resulting investment gains or losses due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.

Projected Industry Activity: As required by Internal Revenue Code Section 432, assumptions with respect to projected industry activity are based on information provided by the Plan Sponsor. Based on this information, the number of active participants is assumed to decline by 2% per year for three years and 1% per year thereafter from the 346 active participants as of January 1, 2018 and, on the average, contributions will be made for each active for 1,800 hours each year.

Future Normal Costs:	Based on the assumed industry activity and the unit credit cost method, we have determined the Normal Cost based on an open group forecast with the number of active participants as projected by the industry activity assumption and the new entrants to have the same demographic characteristics as those new entrants hired in the last three years.

Technical Issues

Segal Consulting ("Segal") does not practice law and, therefore, cannot and does not provide legal advice.

Any statutory interpretation on which the certification is based reflects Segal's understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

8872687v1/01317.008

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Valuation and Review as of January 1, 2020

This report has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Segal

Segal

1800 M Street NW, Suite 900 S
Washington, DC 20036-5880
segalco.com
T 202.833.6400

September 25, 2020

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
c/o Benefits Administration Corporation, Inc.
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

We are pleased to submit the Actuarial Valuation and Review as of January 1, 2020. It establishes the funding requirements for the current year and analyzes the preceding year's experience. It also summarizes the actuarial data and includes the actuarial information that is required to be filed with Form 5500 to federal government agencies.

The census information upon which our calculations were based was prepared by Benefits Administration Corporation, Inc. That assistance is gratefully acknowledged. The actuarial calculations were completed under the supervision of Maria Kirilenko, ASA, FCA, MAAA, Enrolled Actuary.

We look forward to reviewing this report with you at your next meeting and to answering any questions you may have.

Sincerely,
Segal

By: Adam Condrick

Adam E. Condrick
Vice President and Actuary

Amanda L Borden

Amanda L. Borden
Associate Actuarial Consultant

cc: Corey S. Bott, Esq.
Joseph R. Swann
David Danczinger, CPA
James Kimble, Esq
Claire M. Kratz

Table of Contents

Introduction

There are several ways of evaluating funding adequacy for a pension plan. In monitoring the Plan's financial position, the Trustees should keep in mind all of these concepts.

Funding Standard Account	The ERISA Funding Standard Account (FSA) measures the cumulative difference between actual contributions and the minimum required contributions. If actual contributions exceed the minimum required contributions, the excess is called the credit balance. If actual contributions fall short of the minimum required contributions, a funding deficiency occurs.
Zone Information	The Pension Protection Act of 2006 (PPA'06) called on plan sponsors to actively monitor the projected FSA credit balance, the funded percentage (the ratio of the actuarial value of assets to the present value of benefits earned to date) and cash flow sufficiency. Based on these measures, plans are then categorized as critical (*Red Zone*), endangered (*Yellow Zone*), or neither (*Green Zone*). The Multiemployer Pension Reform Act of 2014 (MPRA), among other things, made the zone provisions permanent.
Solvency Projections	Pension plan funding anticipates that, over the long term, both contributions and investment earnings will be needed to cover benefit payments and expenses. To the extent that contributions are less than benefit payments, investment earnings and fund assets will be needed to cover the shortfall. In some situations, a plan may be faced with insufficient assets to cover its current obligations and may need assistance from the Pension Benefit Guaranty Corporation (PBGC). MPRA provides options for some plans facing insolvency.
Scheduled Cost	The Scheduled Cost is an annual amount based on benefit levels and assets that allows a comparison to current contribution levels, given the expectation of a continuing Plan.
Withdrawal Liability	ERISA provides for assessment of withdrawal liability to employers who withdraw from a multiemployer plan based on unfunded vested benefit liabilities. A separate report will be available.

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future uncertain obligations of a pension plan. As such, it will never forecast the precise future contribution requirements or the precise future stream of benefit payments. In any event, the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Plan Provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important for the Trustees to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant Information	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. For most plans, it is not possible nor desirable to take a snapshot of the actual workforce on the valuation date. It is not necessary to have perfect data for an actuarial valuation. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial Information	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the auditor. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial Assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal's actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

The actuarial valuation is prepared for use by the Trustees. It includes information for compliance with federal filing requirements and for the plan's auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.

An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.

Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in employment levels and investment losses, not just the current valuation results.

ERISA requires a plan's enrolled actuary to provide a statement in the plan's annual report disclosing any event or trend that the actuary has not taken into account, if, to the best of the actuary's knowledge, such an event or trend may require a material increase in plan costs or required contribution rates. If the Trustees are aware of any event that was not considered in this valuation and that may materially increase the cost of the Plan, they must advise Segal, so that an appropriate statement can be included.

Segal does not provide investment, legal, accounting, or tax advice. This valuation is based on Segal's understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Trustees should look to their other advisors for expertise in these areas.

While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.

Segal's report shall be deemed to be final and accepted by the Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal has no discretionary authority with respect to the management of assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

Section 1: Trustee Summary

Summary of key valuation results

Plan Year Beginning		January 1, 2019	January 1, 2020
Certified Zone Status		*Critical and Declining*	*Critical and Declining*
Demographic Data:	• Number of active participants	312	284
	• Number of inactive participants with vested rights	323	321
	• Number of retired participants and beneficiaries	1,799	1,733
	• Total number of participants	2,434	2,338
	• Participant ratio: non-active to actives	6.80	7.23
Assets[1]:	• Market value of assets (MVA)	$58,888,875	$53,367,806
	• Actuarial value of assets (AVA)	61,889,468	50,186,962
	• Market value net investment return, prior year	-4.95%	15.30%
	• Actuarial value net investment return, prior year	3.36%	3.08%
Actuarial Liabilities[2]:	• Valuation interest rate	4.00%	3.00%
	• Normal cost, including administrative expenses	$2,714,097	$2,734,656
	• Actuarial accrued liability	247,532,371	267,814,337
	• Unfunded actuarial accrued liability	185,642,903	217,627,375
Funded Percentages:	• Actuarial accrued liabilities under unit credit method	$247,532,371	$267,814,337
	• MVA funded percentage	23.8%	19.9%
	• AVA funded percentage (PPA basis)	25.0%	18.7%
Statutory Funding Information:	• Credit balance (funding deficiency) at the end of prior plan year	-$66,067,712	-$83,182,757
	• Minimum required contribution	87,442,416	104,419,371
	• Maximum deductible contribution	382,364,387	386,692,478

---

[1] Based on audited financial statements but excluding net withdrawal liability contributions receivable of $353,582 in 2019 and $93,109 in 2020.

[2] Based on Unit Credit actuarial cost method used for Funding Standard Account.

Summary of key valuation results

Plan Year Beginning		January 1, 2019	January 1, 2020
Cash Flow:		Actual 2019	Projected 2020[1]
	Interest rate	4.00%	3.00%
	Contributions	$3,844,840	$2,529,576
	Withdrawal liability payments	335,973	75,500
	Other income	-121,690	0
	Benefit payments	-16,648,616	-16,999,495
	Administrative expenses	-788,758	-1,000,000
	Net cash flow	-13,378,251	-15,394,419
	Cash flow as a percentage of assets	-25.1%	-28.8%
Plan Year Ending		December 31, 2018	December 31, 2019
Withdrawal Liability:[2]	Funding interest rate	4.00%	3.00%
	PBGC interest rates		
	Initial period	2.84%	2.53%
	Thereafter	2.76%	2.53%
	Present value of vested benefits	$264,730,775	$278,800,195
	MVA[3]	59,587,901	53,845,111
	Unfunded present value of vested benefits	205,142,874	224,955,084

[1] Reflecting a decrease of 45 in the number of active participants as of January 1, 2020 due to the withdrawal of Annapolis Junction Rail Solution in early 2020.

[2] Using the assumptions described in Section 2: Withdrawal Liability Assumptions.

[3] Including net outstanding withdrawal liability payments reasonably expected to be collected of $699,026 in 2019 and $477,305 in 2020.

This January 1, 2020 actuarial valuation report is based on financial and demographic information as of that date. Changes subsequent to that date are not reflected unless specifically identified, and will affect future results. It is important to note that this actuarial valuation is based on plan assets as of December 31, 2019. Due to the COVID-19 pandemic, market conditions have changed significantly since the valuation date. The Plan's actuarial status does not reflect short-term fluctuations of the market, but rather is based on the market values on the last day of the Plan Year. While it is impossible to determine how the market will perform over the next several months, and how that will affect the results of next year's valuation, Segal is available to prepare projections of potential outcomes upon request. The current year's actuarial valuation results follow.

A. Developments since last valuation

The following are developments since the last valuation, from January 1, 2019 to January 1, 2020.

1. *Participant demographics:* The number of active participants decreased by 9.0% from 312 to 284. The ratio of non-active to active participants, which is one measure of plan maturity, increased from 6.80 to 7.23. The decrease in active participants includes the impact of the withdrawal of employer Jack Cooper effective December 15, 2019.
2. *Plan assets:* The net investment return on the market value of assets was 15.30%. For comparison, the assumed rate of return on plan assets was 4.00% for the plan year ended December 31, 2019. The net investment return on the actuarial value of assets, which reflects smoothing of prior year gains and losses, was 3.08%. The change in the market value of assets over the last two plan years can be found in Section 3, as can the calculation of the actuarial value of assets for the current plan year.
3. *Cash flows:* Cash inflow includes contributions and withdrawal liability payments, and cash outflow includes benefits paid to participants and administrative expenses. In the prior plan year, the plan had a net cash outlfow of $13.4 million, or -25.1% of assets on a market value basis.
4. *Assumption changes:* Since the last valuation, we changed several actuarial assumptions based on a review of recent plan experience. These assumptions represent our best estimate of anticipated experience under the Plan. The changes in assumptions were:
    - The funding interest rate was reduced from 4.00% to 3.00%.
    - The mortality assumption for disabled participants was updated from the RP-2000 Disabled Retiree Mortality Table projected generationally using scale SSA-2014 to the RP-2006 Disabled Retiree Mortality Table projected generationally from 2019 using scale MP-2019.
    - The retirement rates for active participants were changed from 15% to 10% at age 61, 25% to 20% at ages 62 and 64, and 15% to 20% at age 63.
    - The retirement rates for inactive participants were increased from 60% to 70% at age 65, 45% to 60% at age 66, and 35% to 40% at ages 67 through 69.

- The exclusion age for inactive participants and beneficiaries with rights to a deferred pension was increased from 72 to 75.
- The termination rates before retirement were increased by seven percentage points for all participants who have less than 5 years of service. In addition, rates were extended beyond age 55 through early retirement eligibility.

In total, these changes increased the actuarial accrued liability by 11.1% and the normal cost by 19.6%, primarily due to the decrease in the funding interest rate. The decrease in the future investment return for projection purposes, in conjunction with the change in the funding interest rate assumption, shifted the projected insolvency date forward by one month. These changes are effective for purposes of withdrawal liability calculated as of December 31, 2019.

5. *Contribution rates:* The average contribution rate for the Plan decreased from $6.97 per hour to $6.59 per hour effective January 1, 2020.
6. *Rehabilitation plan*: The Trustees adopted a Rehabilitation Plan on January 9, 2009 intended to forestall insolvency through 2022. The Plan is currently projected to remain solvent through the end of 2022.

B. Actuarial valuation results

The following commentary applies to various funding measures for the current plan year.

1. *Zone status:* The Plan was certified to be in critical and declining status (in the *red zone*) under the Pension Protection Act of 2006 (PPA) for the current plan year. This certification result is due to the fact that there was a deficiency in the FSA and the insolvency date was within 15 years. Please refer to the actuarial certification dated March 27, 2020 for more information.
2. *Funded percentages:* During the last plan year, the funded percentage that will be reported on the Plan's annual funding notice decreased from 25.0% to 18.7%. The primary reasons for the change in funded percentage were the increase in plan liabilities due to changes in actuarial assumptions and the decrease in the asset level. Please note that there are different measurements of funded percentage for different purposes. More information can be found in Section 2.
3. *Funding Standard Account:* During the last plan year, the funding deficiency increased from $66,067,712 to $83,182,757. The increase in the funding deficiency was due to the fact that contributions fell short of the net charges in the FSA for the plan year. The funding deficiency is projected to continue increasing over the next several years.
4. *Withdrawal liability:* The unfunded vested benefits as of December 31, 2019, used for determining employer withdrawal liability for the plan year beginning January 1, 2020, is $225 million. The unfunded vested benefits increased from $205.1 million in the prior year, due mainly to the changes in actuarial assumptions and the decrease in the PBGC interest rates, partially offset by the investment gain on the market value of assets.
5. *Funding concerns:* The Plan continues to have an insolvency projected in 2023. To address funding concerns, the Trustees previously adopted a Rehabilitation Plan intended to forestall insolvency through 2022 and are regularly monitoring the projected insolvency date.

C. Projections and risk

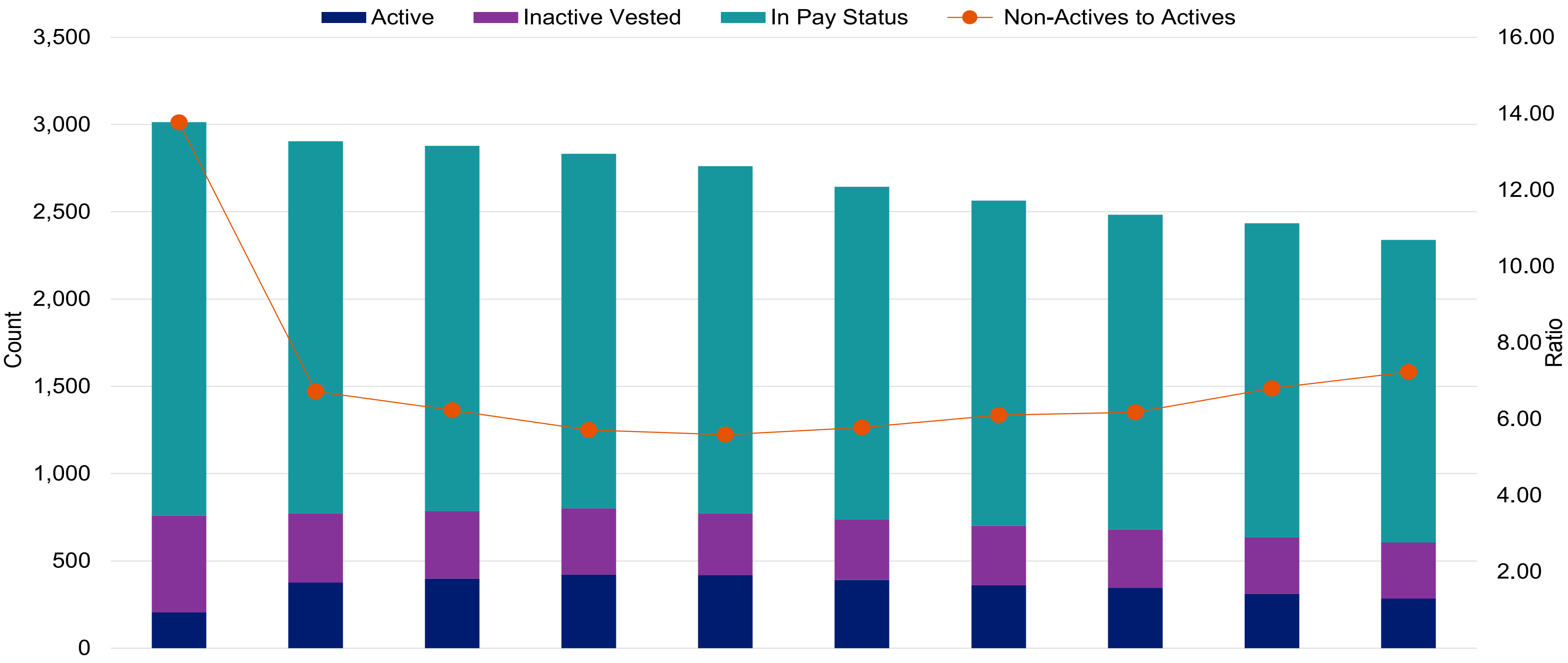
1. *Importance of projections:* Most of the results included in this valuation report are snapshot measurements, showing the Plan’s status as of the valuation date. In addition to understanding the Plan’s current status, it is also important to understand where the plan is headed through actuarial projections. Projections may evaluate various metrics, such as cash flows and solvency.
2. *Solvency projections:* The cash flow projection is based on the actuarial assumptions included in this report, including an investment return assumption of 3.00% per year and level future covered employment described in Section 2. The insolvency is projected to occur approximately in August 2023. We will continue to work with Trustees as the Plan approaches the projected insolvency date and will explore any alternatives that may become available.
3. *Understanding risk:* Since the actuarial valuation results are dependent on a single set of assumptions, there is a risk that emerging results may differ as actual experience proves to be different from the current assumptions. We have included a discussion of various risks that may affect the Plan in Section 2.

Section 2: Actuarial Valuation Results

Participant information

- The Actuarial Valuation is based on demographics data as of December 31, 2019.

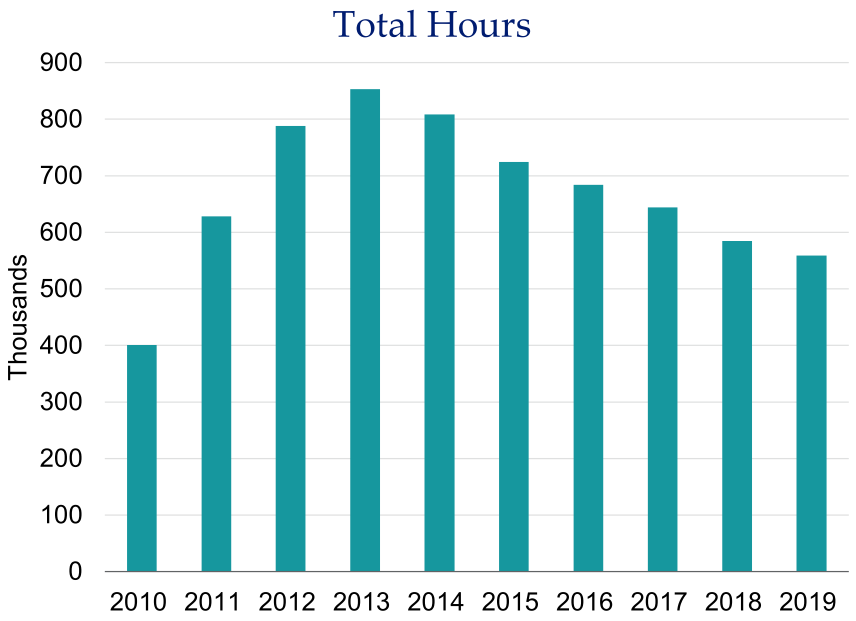
Population as of December 31

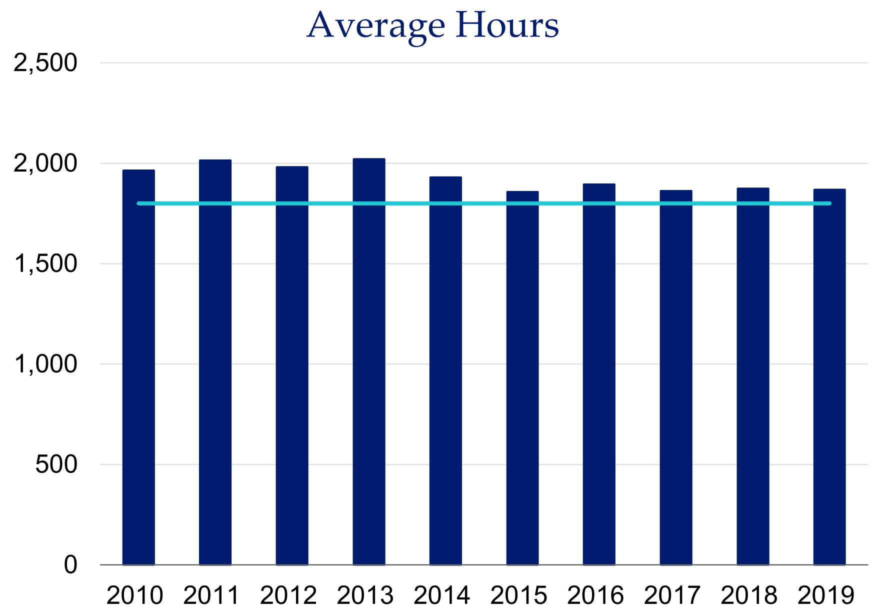


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
🟦 In Pay Status	2,254	2,131	2,093	2,032	1,988	1,907	1,862	1,803	1,799	1,733
🟪 Inactive Vested	555	397	387	379	354	347	341	334	323	321
🟦 Active	204	376	398	422	419	390	361	346	312	284
🟧 Ratio	13.77	6.72	6.23	5.71	5.59	5.78	6.10	6.18	6.80	7.23

Historical employment

- The 2020 zone certification was based on an industry activity assumption that the active population will decline from 312 to 249 active participants due to known employer withdrawals and remain level thereafter, and that, on average, contributions will be made for 1,800 hours per year for each active participant.
- The valuation is based on 284 actives and a long-term employment projection of 1,800 hours.
- Recent average hours have shown a trend of higher per capita hours. For this valuation, the assumption remained 1,800 hours for each active participant. We look to the Trustees for guidance as to whether this continues to be a reasonable assumption.





	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	5-year average	10-year average
■ Total Hours[1]	400.60	628.53	788.38	852.98	808.64	724.50	683.98	644.11	584.71	558.84	639.23	667.53
■ Average Hours	1,964	2,015	1,981	2,021	1,930	1,858	1,895	1,862	1,874	1,869	1,871	1,927

Note: The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office

[1] In thousands

New pension awards

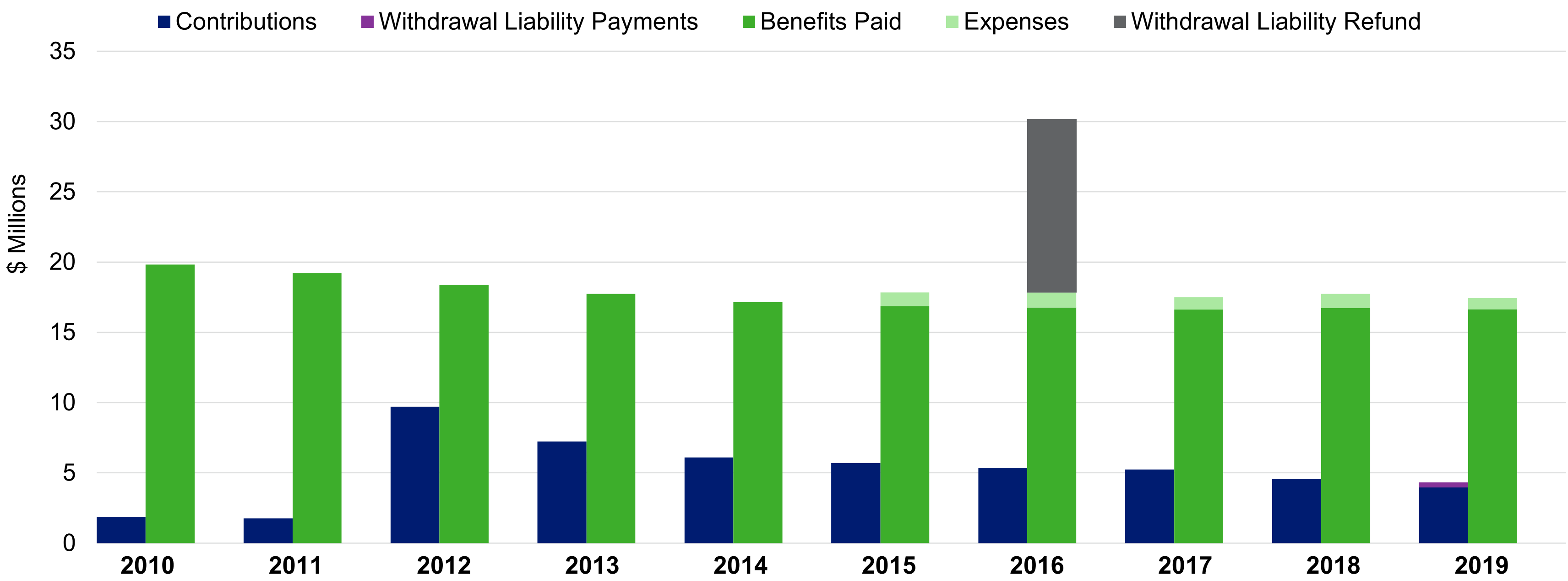
- Unreduced Early and Disability pensions were eliminated as part of the Rehabilitation Plan.
- In general, Vested retirements have been provided as either Normal or Early retirement types for the last eight years. This table shows retirements by type as they appear in the data.

	Total		Normal		Unreduced Early		Early		Disability		Vested		Reciprocal	
Year Ended Dec 31	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount
2010	69	$1,551	18	$2,473	6	$2,671	20	$1,835	1	$1,740	17	$400	7	$177
2011	27	1,107	2	1,625	–	–	5	1,800	–	–	15	986	5	569
2012	21	1,028	9	1,478	–	–	9	589	1	2,314	1	612	1	61
2013	25	605	6	523	–	–	14	546	–	–	–	–	5	871
2014	34	840	11	1,194	–	–	17	873	–	–	–	–	6	99
2015	31	1,310	14	1,507	–	–	14	1,344	–	–	1	124	2	291
2016	40	992	10	1,023	–	–	26	1,069	–	–	–	–	4	414
2017	37	961	9	807	–	–	20	1,178	–	–	1	1,335	7	485
2018	53	1,067	19	1,033	–	–	27	1,229	–	–	–	–	7	538
2019	38	1,423	20	1,666	–	–	15	1,363	–	–	–	–	3	98

Financial information

- Benefits and expenses are funded solely from contributions (including withdrawal liability payments) and investment earnings.
- In the chart below, withdrawal liability payments are included with contributions for years prior to 2019.
- For years prior to 2015, employer contributions are shown net of expenses.

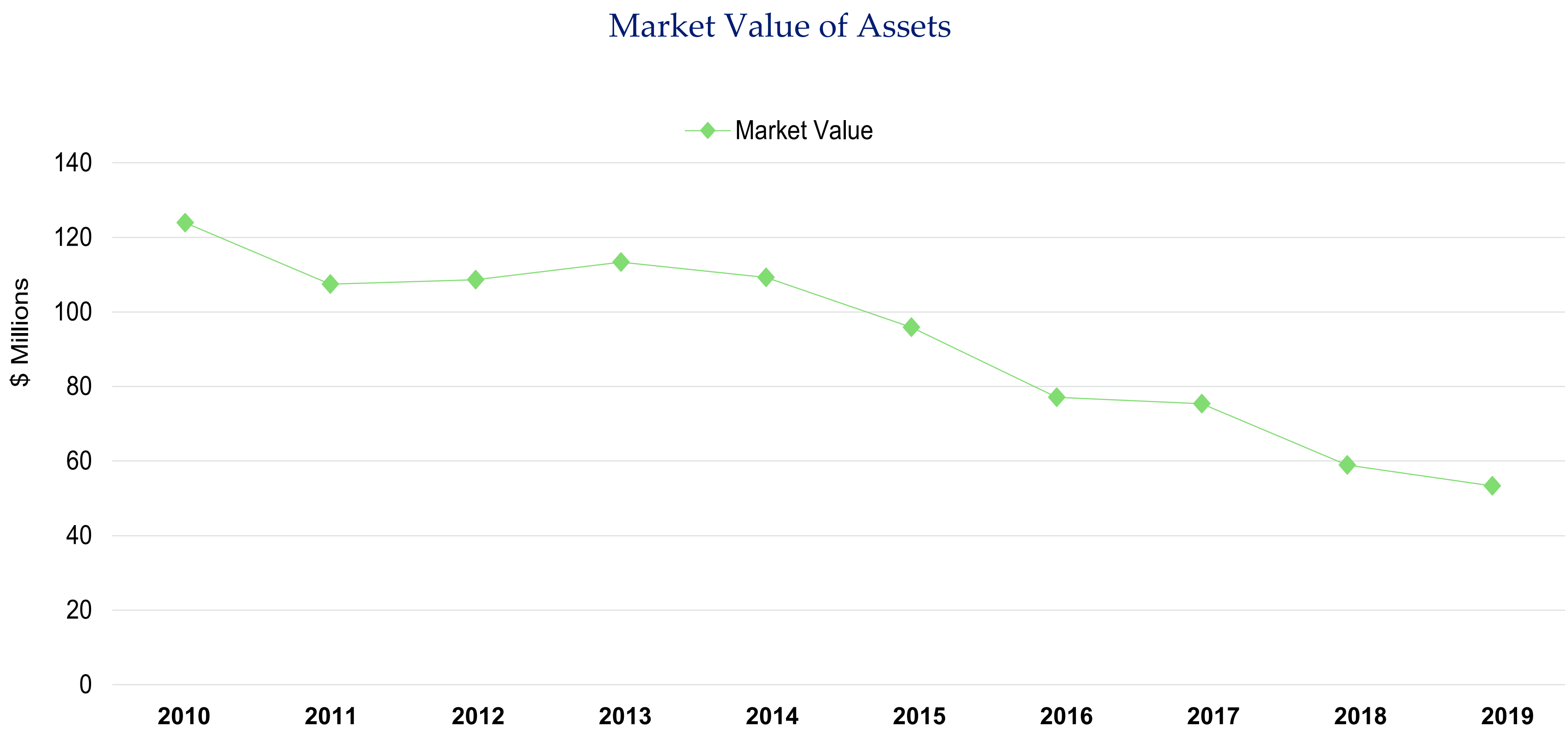
Cash Flow



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
🟦 Contributions	$1.85	$1.76	$9.71	$7.24	$6.10	$5.70	$5.36	$5.24	$4.57	$3.84
🟪 W/L Payments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.34
🟩 Benefits Paid	19.82	19.21	18.38	17.75	17.13	16.86	16.76	16.62	16.73	16.65
🟩 Expenses	0.00	0.00	0.00	0.00	0.00	0.98	1.06	0.88	1.01	0.79

Note: Numbers in the chart are presented in millions of dollars

Asset history for years ended December 31



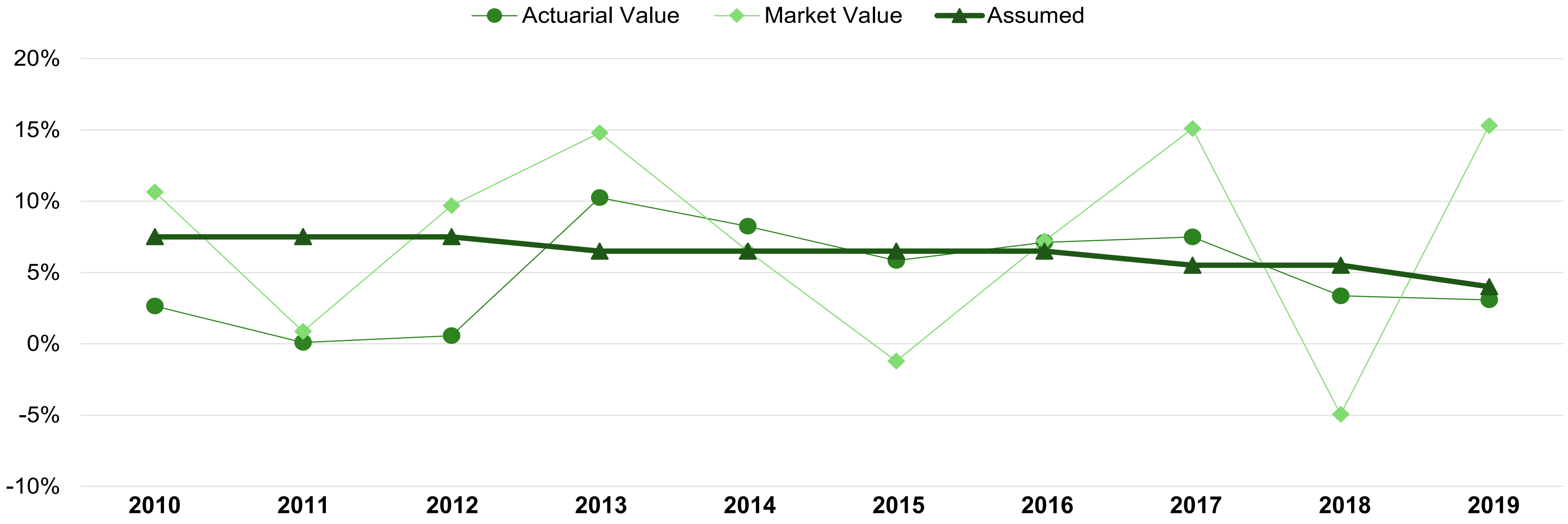
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
🟩 Market Value[1]	123.92	107.47	108.68	113.32	109.24	95.85	77.11	75.42	58.89	53.37

[1] In millions

Historical investment returns

- Effective January 1, 2020, the assumed rate of return was lowered from 4.00% to 3.00%. Due to impending insolvency, the assumed rate of return is based on the rates of return on high-quality fixed income investments available as of the valuation measurement date whose cash flows match the timing and amount of expected Plan benefit payments. This aligns with the Fund’s investment policy.

Market Value and Actuarial Rates of Return for Years Ended December 31



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
■ AVA	2.6%	0.1%	0.6%	10.2%	8.2%	5.8%	7.1%	7.5%	3.4%	3.1%
■ MVA	10.6%	0.9%	9.7%	14.8%	6.5%	-1.2%	7.2%	15.1%	-5.0%	15.3%
■ Assumed	7.5%	7.5%	7.5%	6.5%	6.5%	6.5%	5.5%	5.5%	5.5%	4.0%

Average Rates of Return	Actuarial Value	Market Value
Most recent five-year average return:	5.61%	5.28%
Ten-year average return:	4.65%	7.12%

Actuarial experience

- Assumptions should reflect experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the contribution requirement as an experience gain or loss. Assumptions are not changed if experience is believed to be a short-term development that will not continue over the long term.

Experience for the Year Ended December 31, 2019

1	Loss from investments	-$498,868
2	Gain from administrative expenses	236,884
3	Net gain from other experience (0.4% of projected accrued liability)	905,011
4	**Net experience gain: 1 + 2 + 3**	**$643,027**

Investment experience

Loss from Investments

1	Average actuarial value of assets	$54,365,315
2	Assumed rate of return	4.00%
3	Expected net investment income: **1 x 2**	$2,174,613
4	Net investment income (3.08% actual rate of return)	1,675,745
5	**Actuarial loss from investments: 4 – 3**	**-$498,868**

Administrative expenses

- Administrative expenses for the year ended December 31, 2019 totaled $788,758, compared to the assumption of $1,000,000.

Other experience

- The net gain from other experience is not considered significant. Some differences between projected and actual experience include:
  - Mortality experience
  - Retirement experience (earlier or later than projected)
  - Extent of turnover among the participants
  - Employer withdrawals
  - Elected form of benefit payment among retirees

Actuarial assumptions

- The following assumptions were changed with this valuation:
  - The funding interest rate was reduced from 4.00% to 3.00%.
  - The mortality assumption for disabled participants was updated from the RP-2000 Disabled Retiree Mortality Table projected generationally using scale SSA-2014 to the RP-2006 Disabled Retiree Mortality Table projected generationally from 2019 using scale MP-2019.
  - The retirement rates for active participants were changed from 15% to 10% at age 61, 25% to 20% at ages 62 and 64, and 15% to 20% at age 63.
  - The retirement rates for inactive participants were increased from 60% to 70% at age 65, 45% to 60% at age 66, and 35% to 40% at ages 67 through 69.
  - The exclusion age for inactive participants and beneficiaries with rights to a deferred pension was increased from 72 to 75.
  - The termination rates before retirement were increased by seven percentage points for all participants who have less than 5 years of service. In addition, rates were extended beyond age 55 through early retirement eligibility.
- These changes increased the actuarial accrued liability by 11.1% and increased the normal cost by 19.6%. The decrease in the future investment return for projection purposes, in conjunction with the change in the funding interest rate assumption, shifted the projected insolvency date forward by one month.
- Based on our review of recent experience, actual mortality experience for healthy participants, on average, has been slightly higher than expected. We will continue to monitor experience and may change the assumption in a future valuation.
- Due to impending insolvency, the funding interest rate was set based on the rates of return on high-quality fixed income investments available as of the valuation measurement date whose cash flows match the timing and amount of expected Plan benefit payments. We will continue to monitor fixed income investment rates of return and will adjust the funding interest rate assumption as needed.
- Details on actuarial assumptions and methods are in Section 3.

Plan provisions

- There were no changes in plan provisions since the prior valuation.
- A summary of plan provisions is in Section 3.

Contribution rate changes

- The average contribution rates for benefit accrual and projected income purposes were updated to reflect changes in the active population through January 1, 2020. The contribution rates included in this valuation are as follows:
  - The average contribution rate for benefit accrual purposes as of January 1, 2020 is $3.61 per hour ($3.74 per hour last year).
  - The average contribution rate for projected income purposes as of January 1, 2020 is $6.59 ($6.97 per hour last year). This assumes no future contribution rate increases or changes in the distribution of active participants among the contributing employers. However, we are aware of at least one withdrawal that has occurred after January 1, 2020. After the withdrawal of this employer, the average contribution rate for projected income purposes decreased from $6.59 to $5.88.

Plan funding

Comparison of Funded Percentages

Plan Year Beginning	**January 1, 2019**		**January 1, 2020**	
Market Value of Assets	**$58,888,875**		**$53,367,806**	
	Amount	**Funded %**	**Amount**	**Funded %**
• Funding interest rate	4.00%		3.00%	
• Present value (PV) of future benefits	$258,905,141	22.7%	$279,878,904	19.1%
• Actuarial accrued liability[1]	247,532,371	23.8%	267,814,337	19.9%
• PBGC interest rates	2.84% for 20 years, 2.76% thereafter		2.53% for all years	
• PV of vested benefits for withdrawal liability[2]	$264,730,775	22.5%	$278,800,195	19.3%
• Current liability interest rate	3.06%		2.95%	
• Current liability[3]	$311,330,728	19.0%	$306,252,857	17.5%
Actuarial Value of Assets	**$61,889,468**		**$50,186,962**	
	Amount	**Funded %**	**Amount**	**Funded %**
• Funding interest rate	4.00%		3.00%	
• PV of future benefits	$258,905,141	23.9%	$279,878,904	17.9%
• Actuarial accrued liability[1]	247,532,371	25.0%	267,814,337	18.7%
• PPA'06 liability and annual funding notice	247,532,371	25.0%	267,814,337	18.7%

These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations or the need for or the amount of future contributions. The funded percentages based on the actuarial value of assets would be different if they were based on the market value of assets.

[1] Based on Unit Credit actuarial cost method and equal to the present value of accumulated plan benefits.

[2] The present value of vested benefits for withdrawal liability purposes is based on the blended interest rate and other assumptions described later in this section. This is compared to the market value of assets, including net withdrawal liability payments reasonably expected to be collected.

[3] Assets for funded percentage include withdrawal liability contributions receivable reported on audited financial statements

Pension Protection Act of 2006

2020 Actuarial status certification

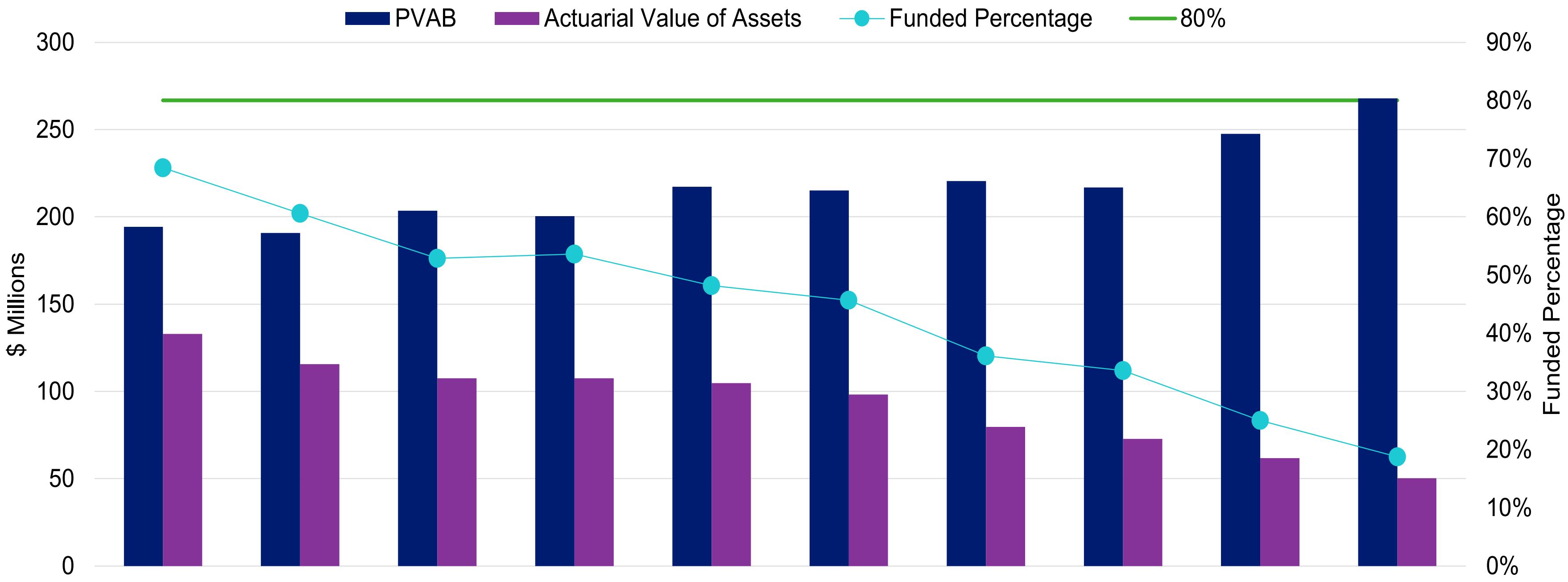
- PPA’06 requires trustees to actively monitor their plans’ financial prospects to identify emerging funding challenges so they can be addressed effectively.
- The 2020 certification, issued on March 27, 2020, was based on the liabilities calculated in the 2019 actuarial valuation, projected to December 31, 2019, and estimated asset information as of December 31, 2019. The Plan was classified as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and the insolvency date was within 15 years. This projection was based on the Trustees’ industry activity assumption that the active population will decline from 312 to 249 active participants due to known employer withdrawals, and remain level thereafter, and that, on average, contributions will be made for 1,800 hours per year for each active participant.
- In addition, the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan.

Rehabilitation Plan

- The Plan is operating under a Rehabilitation Plan, originally adopted January 9, 2009, that is intended to forestall insolvency until the end of 2022. The Trustees have been reviewing and updating the Rehabilitation Plan and Schedules on an annual basis, as required by Section 432(e)(3)(B).
- The annual standard detailed in the Rehabilitation Plan is projected to be met as of January 1, 2021.
- Segal will continue to assist the Trustees to evaluate and update the Rehabilitation Plan and to prepare the required assessment of Scheduled Progress.

Pension Protection Act of 2006 historical information

Funded Percentage and Zone



Plan year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Zone Status	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red
■ PVAB[1]	$194.29	$190.76	$203.59	$200.47	$217.30	$215.19	$220.63	$216.97	$247.53	$267.81
■ AVA[1]	132.99	115.64	107.60	107.47	104.76	98.32	79.68	72.85	61.89	50.19
■ Funded %	68.4%	60.6%	52.9%	53.6%	48.2%	45.7%	36.1%	33.6%	25.0%	18.7%

[1] In millions

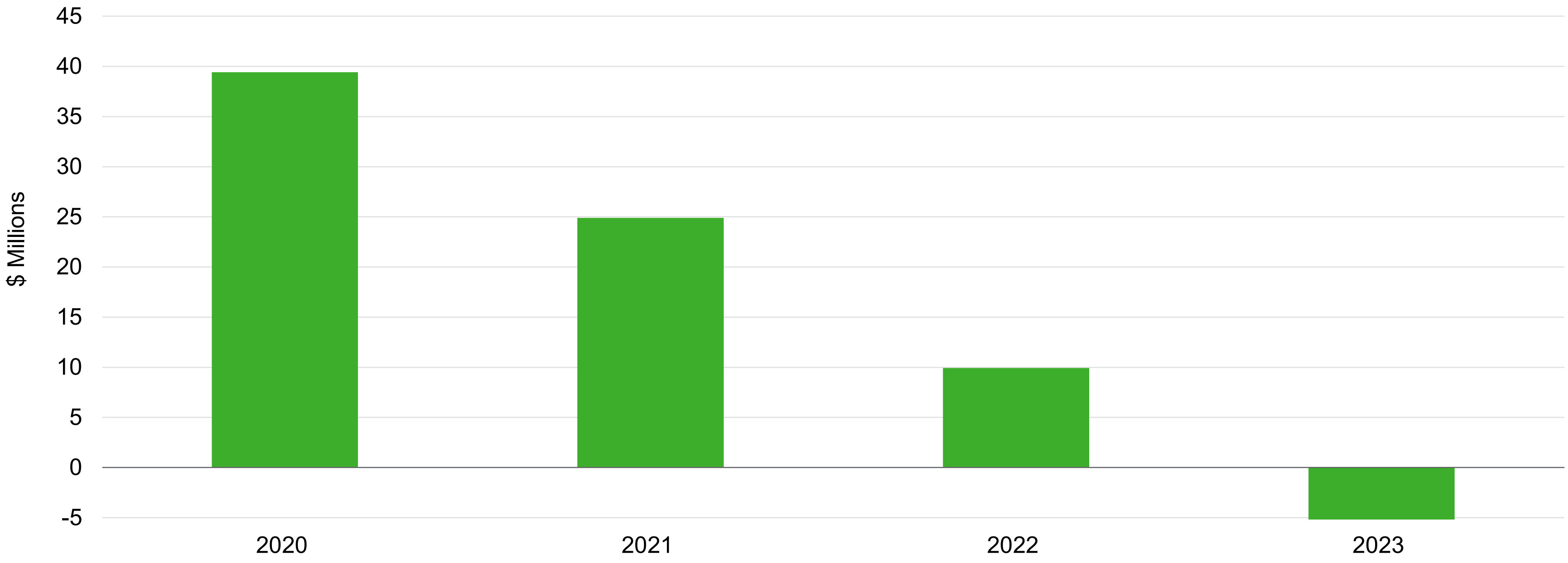
Solvency projection

- PPA’06 requires Trustees to monitor plan solvency - the ability to pay benefits and expenses when due. MPRA classifies red zone plans that are projected to become insolvent within 15 or 20 years as “critical and declining.”
- This Plan was certified as critical and declining based on a projected insolvency within the 15-year test period.
- The projection of the market value of assets shown on the following page assumes the following:
  - The starting point for the projection is the January 1, 2020 market value of assets.
  - The Plan will earn a market rate of return equal to 3.00% each year.
  - All assets will be liquid and saleable (at the January 1, 2020 market value plus projected increases at the assumed compounded annual rates of return) when necessary to pay Plan benefits and administrative expenses.
  - The active population is assumed to decrease by 45 participants as of January 1, 2020 due to the withdrawal of employer Annapolis Junction Rail Solution (AJRS) in early 2020 and remain level at 239 active participants for all future years. On average, contributions are assumed to be made for each active participant for 1,800 hours each year.
  - Contributions were projected based on an average contribution rate of $5.88 per hour, which is a weighted average of the contribution rates of remaining active employers as of January 1, 2020 and excluding AJRS employees. Future withdrawal liability payments for withdrawn employers making scheduled payments are included in projected contributions per guidance from Fund Counsel.
  - Administrative expenses are assumed to remain level at $1,000,000.
  - The benefit payments are projected based on the January 1, 2020 actuarial valuation and adjusted for the assumed withdrawal of AJRS.
  - There are no plan amendments or changes in law/regulation.
  - All other experience emerges as assumed, and no assumption changes are made.
- The projections in this valuation illustrate the potential future impact of one given set of assumptions. Additional scenarios would demonstrate sensitivity to risk from investment return, employment, and other factors.

Section 2: Actuarial Valuation Results

- Based on this valuation, assets are projected to be exhausted approximately in August 2023. This is 2 months later than projected in the prior year valuation, primarily due to the 2019 investment gain, partially offset by the change in assumed rate of return effective January 1, 2020.
- The Plan is operating under a Rehabilitation Plan that is intended to forestall insolvency until the end of 2022. Updates on the projected insolvency date are provided to the Trustees several times a year.

Projected Assets as of December 31



Risk

- The actuarial valuation results are dependent on a single set of assumptions; however, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions.
- Economic Shock Risk. Potential implications for the Plan due to the effects of the COVID-19 pandemic (that were not reflected as of the valuation date), include:
  - Volatile financial markets and investment returns lower than assumed
  - Employment levels different than past experience
  - Changes in future demographic experience, such as retirement, turnover, and mortality patterns
- Investment Risk (the risk that returns will be different than expected)

Since the Plan’s projected benefit payments are much larger than contributions and investment income on assets, the primary investment risk is due to potential outlier events. For example, a 2020 market value rate of return of -17.5% would move the projected insolvency date from 2023 to 2022. This risk is mitigated by the Plan’s investment policy that aims to significantly reduce the Fund’s equity exposure by the end of 2020.

- Employment Risk (the risk that actual contributions will be different from projected contributions)

The active population is almost 33% smaller as of December 31, 2019 than its highest level in the past 10 years. The withdrawal of AJRS is projected to decrease the number of active participants by another 15%. Further reductions in the contribution base will accelerate the Plan’s projected insolvency date.

- Longevity Risk (the risk that mortality experience will be different than expected)
- Other Demographic Risk (the risk that participant experience will be different than assumed)

The primary demographic risk factors for a plan approaching insolvency are those associated with increases in short-term benefit payments, which would move forward the projected insolvency date:

  - Fewer deaths than expected, resulting in higher benefit payments than expected in the short term.
  - Actual retirements occurring earlier or later than assumed. While it is difficult to quantify the impact of potential experience, earlier retirements would increase benefit payments in the short term.

Section 2: Actuarial Valuation Results

- Actual Experience over the Last Ten Years

Past experience can help demonstrate the sensitivity of key results to the Plan's risk profile. Over the past ten years ended December 31, 2019:

  - The funding ratio over the past ten years has declined from 68.4% to 18.7%.
  - The ratio of benefit payments to contributions over the past ten years has ranged from 2.9 to 7.9 and has been greater than 3 over the past four years.

- Maturity Measures

The risk associated with a pension plan increases as it becomes more mature, meaning that the actives represent a smaller portion of the liabilities of the plan. When this happens, there is a greater risk that fluctuations in the experience of the non-active participants or of the assets of the plan can result in large swings in the contribution requirements, which may not be met by sufficient contributions from a smaller active population base.

  - The current ratio of non-active participants to active participants is 7.2.
  - As of December 31, 2019, the retired life actuarial accrued liability represents 63% of the total actuarial accrued liability. In addition, the actuarial accrued liability for inactive vested participants represents 19% of the total.
  - Both metrics show that the Plan's non-active population is funded by a much smaller active population base.

- There are external factors including legislative, regulatory or financial reporting changes that could impact the Plan's funding and disclosure requirements. While we do not assume any changes in such external factors, it is important to understand that they could have significant consequences for the Plan. For example, legislative proposals in 2018 showed that Congress continues to consider possible changes to funding requirements for multiemployer plans (such as changes to the zone rules), increases in PBGC premiums, and changes to PBGC guarantees and programs.

Withdrawal liability

- The present value of vested benefits for withdrawal liability purposes figure reflects all the assumption changes effective January 1, 2020. For purposes of determining the present value of vested benefits, we excluded benefits that are not protected by IRC Section 411(d)(6), including postretirement lump sum death benefits.
- As of December 31, 2009, an Affected Benefits pool of $28,246,630 was created. The unamortized value of the pool as of December 31, 2019 is $12,946,761.
- The market value of assets is increased by the net outstanding withdrawal liability payments expected to be collectible, estimated to be $477,035 effective December 31, 2019.
- Because the Trustees have adopted the “one-pool” allocation method, and there is an unfunded vested liability as of December 31, 2019, an employer withdrawing in the Plan Year ending December 31, 2020 will be assessed withdrawal liability.
- The $19,812,210 increase in the unfunded present value of vested benefits from the prior year is primarily due to the January 1, 2020 decrease in the funding interest rate and the decrease in the PBGC interest rates, partially offset by the investment gain on the market value of assets.

		December 31	
		2018	**2019**
Present value of vested benefits (PVVB) on funding basis		$242,294,321	$262,756,583
Present value of vested benefits on PBGC basis		275,255,318	278,943,228
1	PVVB measured for withdrawal purposes	$249,710,548	$265,853,434
2	Unamortized value of Affected Benefits Pools	15,020,227	12,946,761
3	Total present value of vested benefits: **1 + 2**	264,730,775	278,800,195
4	Market value of assets	58,888,875	53,367,806
5	Outstanding withdrawal liability payments reasonably expected to be collected	699,026	477,305
6	Unfunded present value of vested benefits (UVB): **3 - 4 - 5**, not less than $0	$205,142,874	$224,955,084

Withdrawal liability assumptions

- The actuarial assumptions and methods are reasonable (taking into account the experience of the Plan and reasonable expectations) and, in combination, represent the actuary's best estimate of anticipated experience under the Plan to determine the unfunded vested benefits for withdrawal liability purposes.
- The interest rate is based on a blend, which includes rates selected based on estimated annuity purchase rates for benefits being settled, because withdrawal liability is a final settlement of an employer's obligations to the Plan. For benefits that could be settled immediately, because assets on hand are sufficient, the annuity purchase rates are those promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses rates equal to the interest rate used for plan funding calculations.
- Reductions in accrued benefits or contribution surcharges for a plan in critical status (*Red Zone*) are disregarded in determining an employer's allocation of the UVB. The Trustees have adopted a method for calculating the UVB effective for withdrawals that occur on and after January 1, 2020. The method is based on the PBGC's Technical Update 10-3, which describes how to account for the effect of benefit reductions that are implemented as part of a Rehabilitation Plan ("Affected Benefits") when a pension plan is in critical status.

Interest	For liabilities up to market value of assets, 2.53% for all years (2.84% for 20 years and 2.76% beyond, in the prior year valuation). For liabilities in excess of market value of assets, same as used for plan funding as of January 1, 2020 (the corresponding funding rate as of a year earlier was used for the prior year's value).
Administrative Expenses	Calculated as prescribed by PBGC formula (29 CFR Part 4044, Appendix C); not applicable to those liabilities determined using funding interest rates.
Mortality	Same as used for plan funding as of January 1, 2020 (the corresponding mortality rates as of a year earlier were used for the prior year's value).
Retirement Rates	Same as used for plan funding as of January 1, 2020 (the corresponding retirement rates as of a year earlier were used for the prior year's value).

- A detailed report on withdrawal liability will be available.

Summary of PPA'06 zone status rules

- Based on projections of the credit balance in the FSA, the funded percentage, and cash flow sufficiency tests, plans are categorized in one of the "zones" described below.
- The funded percentage is determined using the actuarial value of assets and the present value of benefits earned to date, based on the actuary's best estimate assumptions.

Critical Status (*Red Zone*)	A plan is classified as being in critical status (the Red Zone) if: • The funded percentage is less than 65%, and either there is a projected FSA deficiency within five years or the plan is projected to be unable to pay benefits within seven years, or • There is a projected FSA deficiency within four years, or • There is a projected inability to pay benefits within five years, or • The present value of vested benefits for inactive participants exceeds that for actives, contributions are less than the value of the current year's benefit accruals plus interest on existing unfunded accrued benefit liabilities, and there is a projected FSA deficiency within five years, or • As permitted by the Multiemployer Pension Reform Act of 2014, the plan is projected to be in the *Red Zone* within the next five years and the plan sponsor elects to be in critical status. • A critical status plan is further classified as being in *critical and declining status* if: • The ratio of inactive participants to active participants is at least 2 to 1, and there is an inability to pay benefits projected within 20 years, or • The funded percentage is less than 80%, and there is an inability to pay benefits projected within 20 years, or • There is an inability to pay benefits projected within 15 years. Any amortization extensions are ignored for testing initial entry into the *Red Zone*. The Trustees are required to adopt a formal Rehabilitation Plan, designed to allow the plan to emerge from critical status by the end of the rehabilitation period. If they determine that such emergence is not reasonable, the Rehabilitation Plan must be designed to emerge as of a later time or to forestall possible insolvency. Trustees of *Red Zone* plans have tools, such as the ability to reduce or eliminate early retirement subsidies, to remedy the situation. Accelerated forms of benefit payment (such as lump sums) are prohibited. However, unless the plan is critical and declining, Trustees may not reduce benefits of participants who retired before being notified of the plan's critical status (other than rolling back recent benefit increases) or alter core retirement benefits payable at normal retirement age.

Endangered Status (*Yellow Zone*)	A plan not in critical status (*Red Zone*) is classified as being in endangered status (the *Yellow Zone*) if: • The funded percentage is less than 80%, or • There is a projected FSA deficiency within seven years. A plan that has both of the endangered conditions present is classified as seriously endangered. Trustees of a plan that was in the *Green Zone* in the prior year can elect not to enter the *Yellow Zone* in the current year (although otherwise required to do so) if the plan's current provisions would be sufficient (with no further action) to allow the plan to emerge from the *Yellow Zone* within ten years. The Trustees are required to adopt a formal Funding Improvement Plan, designed to improve the current funded percentage, and avoid a funding deficiency as of the emergence date.
Green Zone	A plan not in critical status (the *Red Zone*) nor in endangered status (the *Yellow Zone*) is classified as being in the *Green Zone.*
Early Election of Critical Status	Trustees of a *Green* or *Yellow Zone* plan that is projected to enter the *Red Zone* within the next five years may elect whether or not to enter the *Red Zone* for the current year.

Section 3: Certificate of Actuarial Valuation

September 25, 2020

Certificate of Actuarial Valuation

This is to certify that Segal has prepared an actuarial valuation of the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2020 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The valuation is based on the assumption that the Plan is qualified as a multiemployer plan for the year and on draft information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. Adjustments for incomplete or apparently inconsistent data were made as described in the attached Exhibit K.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate, except as noted in Exhibit A. Each prescribed assumption for the determination of Current Liability was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA
Actuary
Enrolled Actuary No. 20-8331

Exhibit A: Table of Plan Coverage

The valuation was made with respect to the following data supplied to us by the Plan Administrator.

Category	Year Ended December 31 2018	Year Ended December 31 2019	Change from Prior Year
Participants in Fund Office tabulation	342	339	-0.9%
Less: Participants with less than one service credit	30	40	N/A
Less: Participants for withdrawn employers	0	15	N/A
Active participants in valuation:			
• Number	312	284	-9.0%
• Average age	51.4	50.8	-0.6
• Average service credits	14.6	14.3	-0.3
• Average vesting credit	14.2	14.0	-0.2
• Average contribution rate for upcoming year	$6.97	$6.59	-5.5%
• Number with unknown age and/or service information	0	0	N/A
• Total active vested participants	229	206	-10.0%
Inactive participants with rights to a pension:			
• Number	309	307	-0.6%
• Average age	55.3	55.8	0.5
• Average monthly benefit	$1,347	$1,385	2.8%
• Beneficiaries with rights to deferred payments	14	14	0.0%
Pensioners:			
• Number in pay status	1,389	1,335	-3.9%
• Average age	75.5	75.6	0.1
• Average monthly benefit	$873	$899	3%
• Number in suspended status	3	0	-100.0%
Beneficiaries[1]:			
• Number in pay status	406	395	-2.7%
• Average age	76.1	76.3	0.2
• Average monthly benefit	$334	$342	2.4%
• Number in suspended status	1	3	200.0%
Total participants	**2,434**	**2,338**	**-3.9%**

[1] Includes 23 alternate payees as of December 31, 2018 and 28 alternate payees as of December 31, 2019.

Exhibit B: Actuarial Factors for Minimum Funding

		2018		**2019**
Interest rate assumption		4.00%		3.00%
Normal cost, including administrative expenses		$2,714,097		$2,734,656
Actuarial present value of projected benefits		$258,905,141		$279,878,904
Present value of future normal costs		11,372,770		12,064,567
Actuarial accrued liability		**$247,532,371**		**$267,814,337**
• Pensioners and beneficiaries	$161,242,829		$169,844,619	
• Inactive participants with vested rights	40,891,288		51,326,280	
• Active participants	45,398,254		46,643,438	
Actuarial value of assets		$61,889,468		$50,186,962
Market value as reported by Handwerger, Cardegna, Funkhouser & Lurman[1]		58,888,875		53,367,806
Unfunded actuarial accrued liability		185,642,903		217,627,375

[1] Based on audited financial statements, but excluding withdrawal liability contributions receivable of $353,582 in 2018 and $93,109 in 2019.

Exhibit C: Summary Statement of Income and Expenses on a Market Value Basis

	Year Ended December 31, 2018		Year Ended December 31, 2019	
Contribution income:				
• Employer contributions	$4,139,748		$3,844,840	
• Withdrawal Liability Payments	422,798		335,973	
Contribution income		*$4,562,546*		*$4,180,813*
Investment income:				
• Interest and dividends	$970,036		$682,264	
• Capital appreciation/depreciation	-3,935,259		7,506,996	
• Less investment fees	-400,558		-332,078	
Net investment income		*-3,365,781*		*7,857,182*
Other income		*11,939*		*-121,690*
Total income available for benefits		**$1,208,704**		**$11,916,305**
Less benefit payments and expenses:				
• Pension benefits	-$16,725,465		-16,648,616	
• Administrative expenses	-1,009,879		-788,758	
Total benefit payments and expenses		*-$17,735,344*		*-$17,437,374*
Market value of assets		**$58,888,875**		**$53,367,806**

Exhibit D: Determination of Actuarial Value of Assets

			Original Amount[2]	Unrecognized Return[3]	
1	Market value of assets, December 31, 2019[1]				$53,367,806
2	Calculation of unrecognized return				
	(a)	Year ended December 31, 2019	$5,802,593	$4,642,074	
	(b)	Year ended December 31, 2018	-7,105,240	-4,263,144	
	(c)	Year ended December 31, 2017	6,715,137	2,686,055	
	(d)	Year ended December 31, 2016	579,296	115,859	
	(e)	Year ended December 31, 2015	-7,886,010	0	
	(f)	Total unrecognized return			$3,180,844
3	Preliminary actuarial value: **1 - 2f**				50,186,962
4	Adjustment to be within 20% corridor				0
5	Final actuarial value of assets as of December 31, 2019: **3 + 4**				50,186,962
6	Actuarial value as a percentage of market value: **5 ÷ 1**				94.0%
7	Amount deferred for future recognition: **1 - 5**				$3,180,844

[1] Based on the audited financial statements, but excluding withdrawal liability contributions receivable of $93,109
[2] Total return minus expected return on a market value basis
[3] Recognition at 20% per year over five years

Exhibit E: Information on Plan Status as of January 1, 2020

Plan status (as certified on March 27, 2020, for the 2020 zone certification)	***Critical and Declining***
Scheduled progress (as certified on March 27, 2020, for the 2020 zone certification)	**Yes**
Actuarial value of assets for FSA	$50,186,962
Accrued liability under unit credit cost method	267,814,337
Funded percentage for monitoring plan's status	18.7%
Year which insolvency is expected	2023

Annual Funding Notice for Plan Year
Beginning January 1, 2020 and Ending December 31, 2020

	2020 Plan Year	**2019 Plan Year**	**2018 Plan Year**
Actuarial valuation date	January 1, 2020	January 1, 2019	January 1, 2018
Funded percentage	18.7%	25.0%	33.6%
Value of assets	$50,186,962	$61,889,468	$72,848,963
Value of liabilities	267,814,337	247,532,371	216,967,146
Market value of assets as of plan year end	Not available	53,367,806	58,888,875

Critical or Endangered Status

The Plan was in critical and declining status in the plan year because there was a funding deficiency in the FSA and the Plan was projected to become insolvent within 15 years. In an effort to improve the Plan’s funding situation, the Trustees adopted a Rehabilitation Plan in 2009 and review it annually.

Exhibit F: Schedule of Projection of Expected Benefit Payments

(Schedule MB, Line 8b(1))

Plan Year	Expected Annual Benefit Payments
2020	$16,993,669
2021	17,105,719
2022	17,120,120
2023	17,020,674
2024	16,821,679
2025	16,608,009
2026	16,308,039
2027	15,935,533
2028	15,547,203
2029	15,090,338

This assumes the following:

- No additional benefits will be accrued.
- Experience is in line with valuation assumptions.
- No new entrants are covered by the plan.

Exhibit G: Schedule of Active Participant Data

(Schedule MB, Line 8b(2))

The participant data is for the year ended December 31, 2019.

		Service Credits								
Age	**Total**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35 - 39**	**40 & over**
Under 25	3	3	–	–	–	–	–	–	–	–
25 - 29	19	16	3	–	–	–	–	–	–	–
30 - 34	15	7	8	–	–	–	–	–	–	–
35 - 39	26	13	6	4	3	–	–	–	–	–
40 - 44	17	7	5	3	1	1	–	–	–	–
45 - 49	30	9	9	4	5	1	2	–	–	–
50 - 54	38	11	15	3	1	4	4	–	–	–
55 - 59	59	5	6	10	6	9	14	8	1	–
60 - 64	67	6	5	5	10	7	9	19	6	–
65 - 69	8	–	2	1	1	–	1	1	2	–
70 & over	2	–	–	–	1	–	–	–	–	1
Total	**284**	**77**	**59**	**30**	**28**	**22**	**30**	**28**	**9**	**1**

Note: Excludes 40 participants with less than one service credit.

Exhibit H: Funding Standard Account

- ERISA imposes a minimum funding standard that requires the Plan to maintain an FSA. The accumulation of contributions in excess of the minimum required contributions is called the FSA credit balance. If actual contributions fall short on a cumulative basis, a funding deficiency has occurred.
- The FSA is charged with the normal cost and the amortization of increases or decreases in the unfunded actuarial accrued liability due to plan amendments, experience gains or losses, and changes in actuarial assumptions and funding methods. The FSA is credited with employer contributions and withdrawal payments. All items, including the prior credit balance or deficiency, are adjusted with interest at the actuarially assumed rate.
- Increases or decreases in the unfunded actuarial accrued liability are amortized over 15 years except that short-term benefits, such as 13th checks, are amortized over the scheduled payout period.
- Employers contributing to plans in critical status will generally not be subject to the excise tax if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees.

		December 31, 2019	**December 31, 2020**
1	Prior year funding deficiency	$66,067,712	$83,182,757
2	Normal cost, including administrative expenses	2,714,097	2,734,656
3	Amortization charges	20,477,631	20,171,771
4	Interest on **1, 2 and 3**	3,570,378	3,182,676
5	Total charges	$92,829,818	$109,271,860
6	Prior year credit balance	$0	$0
7	Employer contributions	4,180,813	TBD
8	Amortization credits	5,180,194	4,711,154
9	Interest on **7 and 8**	286,054	141,335
10	Full funding limitation credits	0	0
11	Total credits	$9,647,061	$4,852,489
12	Credit balance/(Funding deficiency): **5 - 11**	-$83,182,757	TBD
	Minimum contribution with interest required to avoid a funding deficiency: **5 -11** not less than zero	N/A	$104,419,371

Full Funding Limitation (FFL) and Credits for Plan Year January 1, 2020

ERISA FFL (accrued liability FFL)	$226,972,892
RPA’94 override (90% current liability FFL)	236,638,004
FFL credit	0

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Benefit level change	01/01/1991	$41,419	1	$41,419
Assumption change	01/01/1991	55,464	1	55,464
Benefit level change	01/01/1992	196,971	2	99,941
Benefit level change	01/01/1995	206,812	5	43,843
Benefit level change	01/01/1996	268,071	6	48,044
Plan amendment	01/01/1996	1,264,205	6	226,572
Benefit level change	01/01/1997	604,221	7	94,157
Plan amendments	01/01/1997	5,035,593	7	784,704
Plan amendments	01/01/1998	12,719,239	8	1,759,162
Contribution increase	01/01/1999	625,490	9	77,994
Benefit level change	01/01/1999	4,015,269	9	500,676
Plan amendment	01/01/2000	81,270	10	9,250
Contribution increase	01/01/2000	1,022,111	10	116,333
Plan amendments	01/01/2001	5,297,664	11	555,882
Contribution increase	01/01/2002	207,915	12	20,279
Plan amendment	01/01/2005	3,615,367	15	294,026
Experience loss	01/01/2006	645,427	1	645,427
Experience loss	01/01/2007	918,936	2	466,258
Assumption change	01/01/2007	3,875,990	17	285,817
Experience loss	01/01/2009	7,298,452	4	1,906,292
Assumption change	01/01/2011	2,620,775	6	469,698
Experience loss	01/01/2011	6,439,958	6	1,154,175
Experience loss	01/01/2012	8,111,531	7	1,264,031
Experience loss	01/01/2013	2,423,768	8	335,225

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Assumption change	01/01/2013	10,604,177	8	1,466,634
Assumption change	01/01/2015	14,336,648	10	1,631,740
Assumption change	01/01/2016	1,241,059	11	130,224
Assumption change	01/01/2017	6,123,034	12	597,216
Experience loss	01/01/2019	2,020,573	14	173,664
Assumption change	01/01/2019	32,009,832	14	2,751,178
Assumption change	01/01/2020	26,638,781	15	2,166,446
Total		**$160,566,022**		**$20,171,771**

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Assumption change	01/01/1994	$1,069,858	4	$279,438
Assumption change	01/01/1997	2,486,045	7	387,404
Experience gain	01/01/2008	217,019	3	74,488
Experience gain	01/01/2010	1,748,616	5	370,697
Plan amendment	01/01/2010	6,479,533	5	1,373,627
Assumption change	01/01/2010	6,945,959	5	1,472,507
Experience gain	01/01/2014	1,997,187	9	249,035
Experience gain	01/01/2015	659,554	10	75,068
Experience gain	01/01/2016	1,498,437	11	157,230
Experience gain	01/01/2017	391,013	12	38,138
Experience gain	01/01/2018	1,985,156	13	181,227
Experience gain	01/01/2020	643,027	15	52,295
Total		**$26,121,404**		**$4,711,154**

Exhibit I: Current Liability

The table below presents the current liability for the Plan Year beginning January 1, 2020.

Item[1]	Number of Participants	Current Liability
Interest rate assumption		2.95%
Retired participants and beneficiaries receiving payments	1,733	$196,060,249
Inactive vested participants	321	57,541,907
Active participants		
• Non-vested benefits		928,658
• Vested benefits		51,722,043
• Total active	284	$52,650,701
Total	**2,338**	**$306,252,857**

Expected increase in current liability due to benefits accruing during the plan year	$1,962,036
Expected release from current liability for the plan year	16,948,297
Expected plan disbursements for the plan year, including administrative expenses of $1,000,000, adjusted for timing	17,964,400

Current value of assets[2]	$53,460,915
Percentage funded for Schedule MB	17.45%

[1] The actuarial assumptions used to calculate these values are shown in Exhibit K.

[2] Includes withdrawal liability contributions receivable of $93,109.

Exhibit J: Actuarial Present Value of Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits calculated in accordance with FASB ASC 960 is shown below as of January 1, 2019 and as of January 1, 2020. In addition, a reconciliation between the two dates follows.

	Benefit Information Date	
	January 1, 2019	**January 1, 2020**
Actuarial present value of vested accumulated plan benefits:		
• Participants currently receiving payments	$161,242,829	$169,844,619
• Other vested benefits	85,335,898	97,080,149
• Total vested benefits	$246,578,727	$266,924,768
Actuarial present value of non-vested accumulated plan benefits	953,644	889,569
Total actuarial present value of accumulated plan benefits	**$247,532,371**	**$267,814,337**

Factors	**Change in Actuarial Present Value of Accumulated Plan Benefits**
Benefits accumulated, net experience gain or loss, changes in data	723,478
Benefits paid	-16,648,616
Changes in actuarial assumptions	26,638,781
Interest	9,568,323
Total	**$20,281,966**

Exhibit K: Statement of Actuarial Assumptions/Methods

(Schedule MB, Line 6)

Mortality Rates

Healthy: 115% of the separate Employee and Annuitant RP-2006 Blue Collar Mortality Tables, projected generationally from 2017 using Scale MP-2016

Disabled: RP-2006 Disabled Retiree Mortality Table projected generationally from 2019 using Scale MP-2019

The above mortality tables reasonably anticipate the projected mortality experience of the Plan as of the measurement date. The additional generational projection is the provision made for future mortality improvement.

The mortality rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of deaths and liability change due to deaths and the projected number and liability change based on the prior years' assumption over the most recent nine years.

Termination Rates before Retirement

Age	Withdrawal Rates[1]
20	17.94
25	17.22
30	15.83
35	13.70
40	11.25
45	8.43
50	5.06
55	1.73
60	0.16

[1] *An additional 7% is added to the withdrawal rates for employees with less than 5 years of service. Withdrawal rates cut out at early retirement eligibility age.*

The termination rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations by age and the projected number based on the prior years' assumption over the most recent 10 years.

Retirement Rates for Active Participants

Age*	Retirement Rates	Age*	Retirement Rates
55 - 58	5.0%	65	60.0
59 - 60	8.0	66 - 69	40.0
61	10.0	70 & over	100.0
62 - 64	20.0		

** If eligible*

The retirement rates for active participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent 10 years.

Description of Weighted Average Retirement Age

Age 63, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in the January 1, 2020 actuarial valuation.

Retirement Rates for Inactive Vested Participants

Age	Retirement Rates	Age	Retirement Rates
55	15.0%	65	70.0%
56 - 61	7.5	66	60.0
62	25.0	67 - 69	40.0
63	20.0	70 & over	100.0
64	15.0		

The retirement rates for inactive vested participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent nine years.

Future Benefit Accruals

One Service Credit per year.

The future benefit accruals were based on historical and current demographic data, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual benefit accruals over the most recent 10 years.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Definition of Active Participants

Active participants are defined as those with at least 300 hours in Covered Employment during the most recent Plan Year and who have accumulated at least one Service Credit, excluding those who have retired as of the valuation date.

Section 3: Certificate of Actuarial Valuation

Exclusion of Inactive Vested Participants	Inactive participants and beneficiaries with rights to deferred pensions over age 75 are excluded from the valuation. The exclusion of these participants over age 75 was based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, the ages of new retirees from inactive vested status were reviewed.
Percent Married	75%
Age and Sex of Spouse	Where spouse information is not available, participants are assumed to have opposite-sex spouses with the female spouse three years younger than the male.
Benefit Election	50% of participants are assumed to elect the Qualified Joint and 50% Survivor Annuity form of payment and 50% of participants are assumed to elect the Straight Life Annuity. The benefit elections were based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual option election patterns over the most recent nine years.
Delayed Retirement Factors	Included for current and future participants assumed to commence benefit payments after attaining Normal Retirement Age.
Net Investment Return	3.0% The net investment return assumption is based on the investment policy, the approaching insolvency date, and the rates of return on high-quality fixed income investments available as of the valuation measurement date whose cash flows match the timing and amount of expected benefit payments.
Annual Administrative Expenses	$1,000,000 for the year beginning January 1, 2020. The annual administrative expenses were based on historical and current data, adjusted to reflect estimated future experience and professional judgment.
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the projected market return, and is recognized over a five-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Unit Credit Actuarial Cost Method. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in Exhibit L.
Current Liability Assumptions	*Interest: 2.95%*, within the permissible range prescribed under IRC Section 431(c)(6)(E). *Mortality:* Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2): RP-2006 employee and annuitant mortality tables, projected forward generationally using MP-2018 (previously, the MP-2017 scale was used).
Estimated Rate of Investment Return	*On actuarial value of assets (Schedule MB, line 6g):* 3.04%, for the Plan Year ending December 31, 2019 *On current (market) value of assets (Schedule MB, line 6h):* 15.05%, for the Plan Year ending December 31, 2019

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a July 15 contribution date.
Asset Values	(Schedule MB, Line 1(b)(1)): Current value of assets, excluding net withdrawal liability contributions receivable of $93,109 based on audited financials. (Schedule MB, Line 1(b)(2)): Actuarial value of assets, excluding net withdrawal liability contributions receivable of $93,109 based on audited financials. (Schedule MB, Line 2(a)): Current value of assets, including net withdrawal liability contributions receivable of $93,109 based on audited financials.

Justification for Change in Actuarial Assumptions

(Schedule MB, line 11)

For purposes of determining current liability, the current liability interest rate was changed from 3.06% to 2.95% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 431(c)(6)(E) and the mortality tables were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2).

Based on past experience and future expectations, the following actuarial assumptions were changed as of January 1, 2020:

- Net investment return, previously 4.0%
- The disabled mortality rates, previously RP-2000 Disabled Retiree Mortality Table projected generationally using 2014 Social Security Administration Scale.
- The retirement rates for inactive vested participants for ages 65 - 69, previously

Age	Retirement Rates
65	60%
66	45%
67 - 69	35%

- The exclusion age for inactive participants and beneficiaries with rights to a deferred pension, previously 72.
- The retirement rates for active participants for ages 61 - 64, previously

Age	Retirement Rates
61	15%
62	25%
63	15%
64	25%

- Withdrawal rates before retirement previously stopped at age 55 for all participants. Also, the previous rates did not include an additional 7% for participants with less than 5 years of service.

Exhibit L: Summary of Plan Provisions

(Schedule MB, Line 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Normal Pension	• *Age Requirement:* 65 • *Service Requirement:* 5th anniversary of participation • *Amount:* (1) For Service Credits accrued prior to 1987, the monthly benefit is the greater of: (a) $15.00 multiplied by the highest Contributing Employer’s contribution rate during the period prior to 1987 multiplied by the Service Credits accrued during the period prior to 1987 (with the result rounded to the next lower $0.25); or (b) $22.00 for employees of National Master Freight Agreement, Carhaul, Local Union No. 557 and other freight Contributing Employers multiplied by the Service Credits accrued during the period prior to 1987; or $18.00 for employees of moving and storage companies multiplied by the Service Credits accrued during the period prior to 1987; or $4.00 for employees of multi-modal companies multiplied by the Service Credits accrued during the period prior to 1987. (2) For Service Credits accrued for 1987 through 1994, the monthly benefit is: $19.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (3) For Service Credits accrued for 1995 and 1996, the monthly benefit is: $23.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (4) For Service Credits accrued for 1997 through July 31, 2004, the monthly benefit is: $42.00 multiplied by the Contributing Employer’s contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25).

	(5) For Service Credits accrued from August 1, 2004 through December 31, 2006, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (6) For Service Credits accrued on and after January 1, 2007 the monthly benefit is: $21.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). • *Delayed Retirement Amount:* Normal pension accrued at Normal Retirement Age (NRA), increased by 1.0% for each of the first 60 months following NRA, and 1.5% for each month thereafter unless benefits were suspended.
Early Retirement	• *Age Requirement:* 55 • *Service Requirement:* 10 Service Credits • *Amount:* Normal pension accrued, reduced actuarially for each year of age less than Normal Retirement Age
Vesting	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* Normal or early pension accrued based on plan in effect when last active. • *Normal Retirement Age:* Later of age 65 or the fifth anniversary of the employee's plan participation.
Reciprocal Pension	• A participant who is entitled to Service Credit under another pension plan with which this Plan has a reciprocity agreement will have his or her pension calculated as: the benefit based on Combined Service Credits multiplied by the ratio of Service Credits under this Plan to Combined Service Credits, if this provided a greater benefit than service under this Plan alone.
Spouse's Pre-Retirement Death Benefit	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service. • *Amount:* 50% of the benefit the employee would have received had he or she retired the day before death and elected the joint and 50% survivor option. If the employee died prior to eligibility for an early retirement pension, the spouse's benefit is deferred to the date that the employee would have been first eligible to retire.
Post-Retirement Death Benefits	• *Lump-sum Benefit:* $7,500 for those who applied for retirement on or before September 4, 2009 and meet applicable service and employment requirements. • *Husband and Wife:* If the participant is married, pension benefits are paid in the form of a Qualified Joint and Survivor Annuity unless this form is rejected by the participant and spouse. If the form is not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If the form is rejected, or if the participant is not married, benefits are payable for the life of the employee, or in any other available optional form elected by the employee in an actuarially equivalent amount.

Optional Forms of Payment	• Single Life Annuity • 120 Certain Payment and Life Annuity if retirement application submitted before September 5, 2009 • 50% Joint and Survivor Annuity; pop-up is applicable if retirement application submitted before September 5, 2009 • 75% Joint and Survivor Annuity • Split-Level Annuity if retirement application submitted before June 1, 2009 • Split-Level Annuity with 50% Joint and Survivor Annuity (with pop-up) if retirement application submitted before June 1, 2009
Participation	The earliest January 1 or July 1 following completion of a 12-consecutive-month period during which the employee performs at least 1,000 hours.
Service Credit	One-twelfth of a Service Credit is granted for each 100 hours of Covered Employment with a maximum of one full Service Credit in a calendar year. If less than 500 hours are worked in a calendar year, no service is credited for such a year.
Vesting Service	One year of Vesting Service is credited for each calendar year during the contribution period in which the employee works 1,000 hours under Covered Employment. No Vesting Service is credited for less than 1,000 hours.
Contribution Rates	The average negotiated contribution rate as of January 1, 2020 is $3.61 per hour for benefit accrual purposes. This average rate is based on the contribution rates in effect July 31, 2004, as modified by the agreement for YRCW employees. The average contribution rate for projecting income for the upcoming year is $6.59 per hour as of January 1, 2020. The total contribution rate, and that used for benefit accruals, are shown in the following chart.

Hourly Contribution Rates

Employer	Total	For Benefit Accruals	Effective Date of Contribution Rate
ABF Freight System	$11.055	$4.975	August 1, 2013
Annapolis Junction	10.380	5.275	August 1, 2012
Cassens Transport Co.*	10.380	5.275	August 1, 2012
YRCW	1.814	1.814	June 1, 2011

** Lower rate of $5.00 may apply for some hires after January 1, 2016.*

Changes in Plan Provisions	There were no changes in plan provisions reflected in this actuarial valuation.

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Certification of Plan Status under IRC Section 432

As of January 1, 2020

Segal

Segal

March 27, 2020

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2020 for the following plan:

Name of Plan: Freight Drivers & Helpers Local Union No. 557 Pension Plan
Plan number: EIN 52-6118055 / PN 001
Plan sponsor: Board of Trustees, Freight Drivers & Helpers Local Union No. 557 Pension Plan
Address: c/o Benefits Administration Corporation, Inc. 9411 Philadelphia Road, Suite S, Baltimore, Maryland 21237
Phone number: 410.444.3750

As of January 1, 2020, the Plan is in critical and declining status. This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan.

If you have any questions on the attached certification, you may contact me at the following:

Segal
1800 M Street NW, Suite 900 S
Washington, DC 20036
Phone number: 202.833.6400

Sincerely,

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA
Actuary
Enrolled Actuary No. 17-8331

Actuarial status certification as of January 1, 2020 under IRC Section 432

March 27, 2020

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

This is to certify that Segal has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2020 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2019 actuarial valuation, dated August 19, 2019. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA). Additional assumptions required for the projections (including those under MPRA), and sources of financial information used are summarized in Exhibit VI.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflects Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the Plan.

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA	
EA#	17-8331
Title	Actuary

Certificate Contents

Actuarial Status Certification under IRC Section 432

Exhibit I

Status Determination as of January 1, 2020

Status	Condition	Component Result	Final Result
Critical Status:			
	I. Emergence test:		
	C1. (a) Was in critical status for the immediately preceding plan year,	Yes	
	(b) AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
	(c) OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
	Plan did NOT emerge?		**Yes**
	II. Special emergence test:		
	C2. (a) The trustees have elected an automatic amortization extension under 431(d),	No	
	(b) AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	Yes	
	(c) OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
	Plan did NOT emerge?		**Yes**
	III. In Critical Status? (If C1 is Yes, then Yes, unless C2 is No)		**Yes**

Actuarial Status Certification under IRC Section 432

Status	Condition	Component Result	Final Result
IV. Determination of critical and declining status:			
C3. (a) Plan in Critical Status?		Yes	Yes
(b) AND EITHER Insolvency is projected within 15 years?		Yes	Yes
(c) OR			
(i) The ratio of inactives to actives is at least 2 to 1,		Yes	
(ii) AND insolvency is projected within 20 years?		Yes	Yes
(d) OR			
(i) The funded percentage is less than 80%,		Yes	
(ii) AND insolvency is projected within 20 years?		Yes	Yes
In Critical and Declining Status?			**Yes**

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan. The rehabilitation plan standards state that the Fund should forestall insolvency until at least the end of the Plan Year ending in 2022. Exhibit V shows that the Plan is projected to become insolvent during the Plan Year ending in 2023.

Actuarial Status Certification under IRC Section 432

Exhibit II

Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2020 (based on projections from the January 1, 2019 valuation certificate):

I.	**Financial Information**				
	1.	Market value of assets			$53,658,169
	2.	Actuarial value of assets			50,287,302
	3.	Reasonably anticipated contributions, including reasonably anticipated withdrawal liability payments			
		a. Upcoming year			2,814,002
		b. Present value for the next five years			12,757,107
		c. Present value for the next seven years			17,199,440
	4.	Projected benefit payments			17,202,449
	5.	Projected administrative expenses (beginning of year)			1,000,000
II.	**Liabilities**				
	1.	Present value of vested benefits for active participants			40,121,534
	2.	Present value of vested benefits for non-active participants			201,224,832
	3.	Total unit credit accrued liability			242,206,991
	4.	Present value of payments	**Benefit Payments**	**Administrative Expenses**	**Total**
		a. Next five years	$78,063,511	$4,629,895	$82,693,406
		b. Next seven years	104,383,963	6,242,137	110,626,100
	5.	Unit credit normal cost plus expenses			2,368,021
	6.	Ratio of inactive participants to active participants			8.7349
III.	**Funded Percentage** (I.2)/(II.3)				20.76%
IV.	**Funding Standard Account**				
	1.	Funding Deficiency as of the end of prior year			($83,089,354)
	2.	Years to projected funding deficiency			0
V.	**Projected Year of Emergence**				N/A
VI.	**Years to Projected Insolvency**				4

Exhibit III

Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,							
	2019	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
1. Credit balance (BOY)	($66,067,712)	($83,089,354)	($100,458,205)	($117,625,630)	($134,778,821)	($152,711,923)	($169,533,433)	($190,389,866)
2. Interest on (1)	(2,642,708)	(3,323,574)	(4,018,328)	(4,705,025)	(5,391,153)	(6,108,477)	(6,781,337)	(7,615,595)
3. Normal cost	1,714,097	1,368,021	1,368,021	1,368,021	1,368,021	1,368,021	1,368,021	1,368,021
4. Administrative expenses	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
5. Net amortization charges	15,297,437	13,892,430	13,030,718	12,356,746	12,446,922	10,688,349	13,921,102	11,978,082
6. Interest on (3), (4) and (5)	720,461	650,418	615,950	588,991	592,598	522,255	651,565	573,844
7. Expected contributions	4,274,692	2,814,002	2,814,002	2,814,002	2,814,002	2,814,002	2,814,002	2,814,002
8. Interest on (7)	78,369	51,590	51,590	51,590	51,590	51,590	51,590	51,590
9. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8)	($83,089,354)	($100,458,205)	($117,625,630)	($134,778,821)	($152,711,923)	($169,533,433)	($190,389,866)	($210,059,816)

Exhibit IV

Funding Standard Account – Projected Bases Assumed Established after January 1, 2019

Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience Loss	1/1/2020	$381,470	15	$32,990
Experience Gain	1/1/2021	(1,380,697)	15	(119,405)
Experience Gain	1/1/2022	(1,215,004)	15	(105,076)
Experience Loss	1/1/2023	173,223	15	14,981
Experience Gain	1/1/2024	(1,256,345)	15	(108,651)

Exhibit V

Solvency Projections

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2019 through 2023.

		Year Beginning January 1,				
		2019	2020	2021	2022	2023
1.	Market Value at beginning of year	$58,888,875	$53,658,169	$40,054,919	$25,853,319	$11,088,362
2.	Contributions, including withdrawal liability payments	4,274,692	2,814,002	2,814,002	2,814,002	2,814,002
3.	Benefit payments	16,648,616	17,202,449	17,255,519	17,250,912	17,132,933
4.	Administrative expenses	932,797	1,000,000	1,000,000	1,000,000	1,000,000
5.	Interest earnings	8,076,015	1,785,197	1,239,917	671,953	83,911
6.	Market Value at end of year: (1)+(2)-(3)-(4)+(5)	$53,658,169	$40,054,919	$25,853,319	$11,088,362	Assets Depleted
7.	Available resources: (1)+(2)-(4)+(5)	$70,306,785	$57,257,368	$43,108,838	$28,339,274	$12,986,275

Exhibit VI

Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2019 actuarial valuation certificate, dated August 19, 2019 except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Contribution Rates:	Contributions were projected based on the current rates in effect as of January 1, 2019 for known actively contributing employers as of January 1, 2020, as provided by the Plan Sponsor. This resulted in an average contribution rate for projecting income of $6.11 per hour. Total projected contributions reflect the projected industry activity described below. In addition to contributions linked to the level of ongoing employment, these determinations also include projections that payments of $75,500 for years 2020 to 2026 and $68,868 in 2027 will be received due to withdrawal liability assessments, based on information from Fund Co-Counsel.
Asset Information:	The financial information as of December 31, 2019 was based on an unaudited financial statement provided by the Fund Administrator. For projections after that date, the administrative expenses for 2020 and thereafter were assumed to be $1,000,000 per year. Benefit payments were projected based on the January 1, 2019 actuarial valuation. The projected net investment return was assumed to be 4.0% of the average market value of assets for all future Plan Years. Any resulting investment gains or losses due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.
Projected Industry Activity:	As required by Internal Revenue Code Section 432, assumptions with respect to projected industry activity are based on information provided by the plan sponsor. Based on this information, the number of active participants is assumed to decline from 312 to 249 active participants due to employer withdrawals during the 2019 Plan Year, and remain level thereafter. On average, contributions are assumed to be made for each active for 1,800 hours in each year.
Future Normal Costs:	Based on the assumed industry activity and the Unit Credit Cost method, we have assumed that the normal cost in future years will be the same as in the 2019 Plan Year, adjusted to reflect the expected decrease in the number of active participants due to employer withdrawals during the 2019 Plan Year.
Demographic and Asset Adjustments:	For purposes of this certification, the following adjustments were made to the demographics and assets of the Plan: • The January 1, 2020 active participant count was reduced from the January 1, 2019 level of 312 by 18 participants due to the withdrawal of Jack Cooper Transport Company and by an additional 45 participants due to the withdrawal of Annapolis Junction Rail Solution, LLC during the 2019 Plan Year. It was assumed no future withdrawal liability payments will be received from these employers due to their pending bankruptcies.

Technical issues

Segal does not practice law and, therefore, cannot and does not provide legal advice.

Any statutory interpretation on which the certification is based reflects Segal's understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

Assumptions associated with changes in the active population count are based on direction from the plan sponsor and Fund Counsel. Expected future withdrawal liability payments were assumed based on the current payment status and other available information about known withdrawn employers. The other assumptions are estimates derived from historical and recent experience as well as market observations, combined with professional judgment about future expectations. Segal's January 1, 2019 actuarial valuation report dated August 19, 2019 states the basis of each significant assumption.

9080764v3/01317.008

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Valuation and Review as of January 1, 2021

Segal

Segal

1800 M Street NW, Suite 900 S
Washington, DC 20036-5880
segalco.com
T 202.833.6400

September 7, 2021

Board of Trustees
Freight Drivers & Helpers Local Union No. 557 Pension Plan
c/o Benefits Administration, LLC
9411 Philadelphia Road, Suite S
Baltimore, Maryland 21237

Dear Trustees:

We are pleased to submit the Actuarial Valuation and Review as of January 1, 2021. It establishes the funding requirements for the current year and analyzes the preceding year's experience. It also summarizes the actuarial data and includes the actuarial information that is required to be filed with Form 5500 to federal government agencies.

The census information upon which our calculations were based was prepared by Benefits Administration, LLC. That assistance is gratefully acknowledged. The actuarial calculations were completed under the supervision of Maria Kirilenko, ASA, FCA, MAAA, Enrolled Actuary.

We look forward to reviewing this report with you at your next meeting and to answering any questions you may have.

Sincerely,
Segal

By: Amanda L Borden

Adam E. Condrick
Vice President and Actuary

Amanda L. Borden
Consulting Actuary

cc: Corey S. Bott, Esq
James Kimble, Esq.
David Danczinger, CPA
Claire M. Kratz
Mary Fish

Table of Contents

Introduction

There are several ways of evaluating funding adequacy for a pension plan. In monitoring the Plan’s financial position, the Trustees should keep in mind all of these concepts.

Funding Standard Account	The ERISA Funding Standard Account (FSA) measures the cumulative difference between actual contributions and the minimum required contributions. If actual contributions exceed the minimum required contributions, the excess is called the credit balance. If actual contributions fall short of the minimum required contributions, a funding deficiency occurs.
Zone Information	The Pension Protection Act of 2006 (PPA’06) called on plan sponsors to actively monitor the projected FSA credit balance, the funded percentage (the ratio of the actuarial value of assets to the present value of benefits earned to date) and cash flow sufficiency. Based on these measures, plans are then categorized as critical (*Red Zone*), endangered (*Yellow Zone*), or neither (*Green Zone*). The Multiemployer Pension Reform Act of 2014 (MPRA), among other things, made the zone provisions permanent.
Solvency Projections	Pension plan funding anticipates that, over the long term, both contributions and investment earnings will be needed to cover benefit payments and expenses. To the extent that contributions are less than benefit payments, investment earnings and fund assets will be needed to cover the shortfall. In some situations, a plan may be faced with insufficient assets to cover its current obligations and may need assistance from the Pension Benefit Guaranty Corporation (PBGC). MPRA provides options for some plans facing insolvency.
Withdrawal Liability	ERISA provides for assessment of withdrawal liability to employers who withdraw from a multiemployer plan based on unfunded vested benefit liabilities. A separate report will be available.

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future uncertain obligations of a pension plan. As such, it will never forecast the precise future contribution requirements or the precise future stream of benefit payments. In any event, the actual cost of the plan will be determined by the benefits and expenses paid, not by the actuarial valuation.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Plan Provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important for the Trustees to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant Information	An actuarial valuation for a plan is based on data provided to the actuary by the plan. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. For most plans, it is not possible nor desirable to take a snapshot of the actual workforce on the valuation date. It is not necessary to have perfect data for an actuarial valuation. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial Information	Part of the cost of a plan will be paid from existing assets – the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the auditor. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial Assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of participants in each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Given the above, the user of Segal’s actuarial valuation (or other actuarial calculations) needs to keep the following in mind:

The actuarial valuation is prepared for use by the Trustees. It includes information for compliance with federal filing requirements and for the plan’s auditor. Segal is not responsible for the use or misuse of its report, particularly by any other party.
An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan’s future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in employment levels and investment losses, not just the current valuation results.
ERISA requires a plan’s enrolled actuary to provide a statement in the plan’s annual report disclosing any event or trend that the actuary has not taken into account, if, to the best of the actuary’s knowledge, such an event or trend may require a material increase in plan costs or required contribution rates. If the Trustees are aware of any event that was not considered in this valuation and that may materially increase the cost of the Plan, they must advise Segal, so that an appropriate statement can be included.
Segal does not provide investment, legal, accounting, or tax advice. This valuation is based on Segal’s understanding of applicable guidance in these areas and of the plan’s provisions, but they may be subject to alternative interpretations. The Trustees should look to their other advisors for expertise in these areas.
While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal’s valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
Segal’s report shall be deemed to be final and accepted by the Trustees upon delivery and review. Trustees should notify Segal immediately of any questions or concerns about the final content.

As Segal has no discretionary authority with respect to the management of assets of the Plan, it is not a fiduciary in its capacity as actuaries and consultants with respect to the Plan.

Section 1: Trustee Summary

Summary of key valuation results

Plan Year Beginning		**January 1, 2020**	**January 1, 2021**
Certified Zone Status		***Critical and Declining***	***Critical and Declining***
Demographic Data:	• Number of active participants	284	212
	• Number of inactive participants with vested rights	321	331
	• Number of retired participants and beneficiaries	1,733	1,698
	• Total number of participants	2,338	2,241
	• Participant ratio: non-active to actives	7.23	9.57
Assets[1]:	• Market value of assets (MVA)	$53,367,806	$40,629,502
	• Actuarial value of assets (AVA)	50,186,962	37,974,459
	• Market value net investment return, prior year	15.30%	4.86%
	• Actuarial value net investment return, prior year	3.08%	6.48%
Cash Flow:		**Actual 2020**	**Projected 2021**
	• Interest rate	3.00%	3.00%
	• Contributions	$2,285,898	$2,194,200
	• Withdrawal liability payments	75,500	75,500
	• Other income	24,674	0
	• Benefit payments	-16,615,581	-17,266,085
	• Administrative expenses	-703,654	-1,000,000
	• Net cash flow	-$14,933,163	-$15,996,385
	• Cash flow as a percentage of MVA	-36.8%	-39.4%

---

[1] Based on audited financial statements but excluding net withdrawal liability contributions receivable of $93,109 in 2020 and $2,156 in 2021.

Summary of key valuation results

Plan Year Beginning		**January 1, 2020**	**January 1, 2021**
Actuarial Liabilities[1]:	• Valuation interest rate	3.00%	3.00%
	• Normal cost, including administrative expenses	$2,734,656	$2,250,725
	• Actuarial accrued liability	267,814,337	261,133,132
	• Unfunded actuarial accrued liability	217,627,375	223,158,673
Funded Percentages:	• Actuarial accrued liabilities under unit credit method	$267,814,337	$261,133,132
	• MVA funded percentage	19.9%	15.6%
	• AVA funded percentage (PPA basis)	18.7%	14.5%
Statutory Funding Information:	• Funding deficiency at the end of prior plan year	-$83,182,757	-$102,025,472
	• Minimum required contribution	104,419,371	122,445,361
	• Maximum deductible contribution	386,692,478	410,521,847
Plan Year Ending		**December 31, 2019**	**December 31, 2020**
Withdrawal Liability:[2]	• Funding interest rate	3.00%	3.00%
	• PBGC interest rates		
	Initial period	2.53%	1.62%
	Thereafter	2.53%	1.40%
	• Present value of vested benefits	$278,800,195	$273,783,069
	• MVA[3]	53,845,111	41,057,925
	• Unfunded present value of vested benefits	224,955,084	232,725,144

[1] Based on Unit Credit actuarial cost method used for Funding Standard Account.

[2] Using the assumptions described in Section 2: Withdrawal Liability Assumptions.

[3] Including net outstanding withdrawal liability payments reasonably expected to be collected of $477,305 in 2020 and $428,423 in 2021.

This January 1, 2021 actuarial valuation report is based on financial and demographic information as of that date. The Plan's actuarial status does not reflect short-term fluctuations of the financial markets or employment levels, but rather is based on the market values on the last day of the Plan Year. While it is impossible to determine how economic conditions will change in the future, Segal is available to prepare projections of potential outcomes upon request. This report does not reflect the enactment of the American Rescue Plan Act of 2021 (ARPA) on March 11, 2021. The Pension Benefit Guaranty Corporation issued regulations with respect to ARPA on July 9, 2021, including potential financial assistance that may be available to certain critical status and insolvent multiemployer pension plans. Options available to Trustees have been addressed in a separate report. The current year's actuarial valuation results follow.

A. Developments since last valuation

The following are developments since the last valuation, from January 1, 2020 to January 1, 2021.

1. *Participant demographics:* The number of active participants decreased by 25.4% from 284 to 212. The ratio of non-active to active participants, which is one measure of plan maturity, increased from 7.23 to 9.57. The decrease in active participants includes the impact of the withdrawal of employer Annapolis Junction Rail Solution effective February 1, 2020.
2. *Plan assets:* The net investment return on the market value of assets was 4.86%. For comparison, the assumed rate of return on plan assets over the long term is 3.00% for the plan year ended December 31, 2020. The net investment return on the actuarial value of assets, which reflects smoothing of prior year gains and losses, was 6.48%. The calculation of the actuarial value of assets for the current plan year can be found in Section 2 and the change in the market value of assets over the last two plan years can be found in Section 3.
3. *Cash flows:* Cash inflow includes contributions and withdrawal liability payments, and cash outflow includes benefits paid to participants and administrative expenses. In the plan year ending December 31, 2020, the plan had a net cash outflow of $14.9 million, or about -36.8% of assets on a market value basis and is expected to be -39.4% for the current year.
4. *Contribution rates:* The average contribution rate for the Plan decreased from $6.59 per hour to $5.75 per hour effective January 1, 2021. This includes the impact of the withdrawal of Annapolis Junction Rail Solution.
5. *Rehabilitation plan:* The Trustees adopted a Rehabilitation Plan on January 9, 2009 intended to forestall insolvency through 2022. The Plan is currently projected to remain solvent into 2023.

B. Actuarial valuation results

The following commentary applies to various funding measures for the current plan year.

1. *Zone status:* The Plan was certified to be in critical and declining status under the Pension Protection Act of 2006 (PPA) for the current plan year. This certification result is due to the fact that there was a deficiency in the FSA and the insolvency date was within 15 years. Please refer to the actuarial certification dated March 23, 2021 for more information.
2. *Funded percentages:* During the last plan year, the funded percentage that will be reported on the Plan's annual funding notice decreased from 18.7% to 14.5%. Please note that there are different measurements of funded percentage for different purposes. More information can be found in Section 2.
3. *Funding Standard Account:* During the last plan year, the funding deficiency increased from $83,182,757 to $102,025,472. The increase in the funding deficiency was due to the fact that contributions fell short of the net charges in the FSA for the plan year. The funding deficiency is projected to continue increasing over the next several years. Employers contributing to plans in critical status will generally not be subject to the excise tax for a funding deficiency, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees, which has been happening.
4. *Withdrawal liability:* The unfunded vested benefits is $232.7 million as of December 31, 2020, which is used for determining employer withdrawal liability for the plan year beginning January 1, 2021. The unfunded vested benefits increased from $225.0 million for the prior year, due mainly to a decrease in the PBGC interest rates and decrease in assets due to the net cash outflow, partially offset by the investment gain on the market value of assets.
5. *Funding concerns:* The Plan continues to have an insolvency projected in 2023. To address funding concerns, the Trustees previously adopted a Rehabilitation Plan intended to forestall insolvency through 2022 and are regularly monitoring the projected insolvency date.

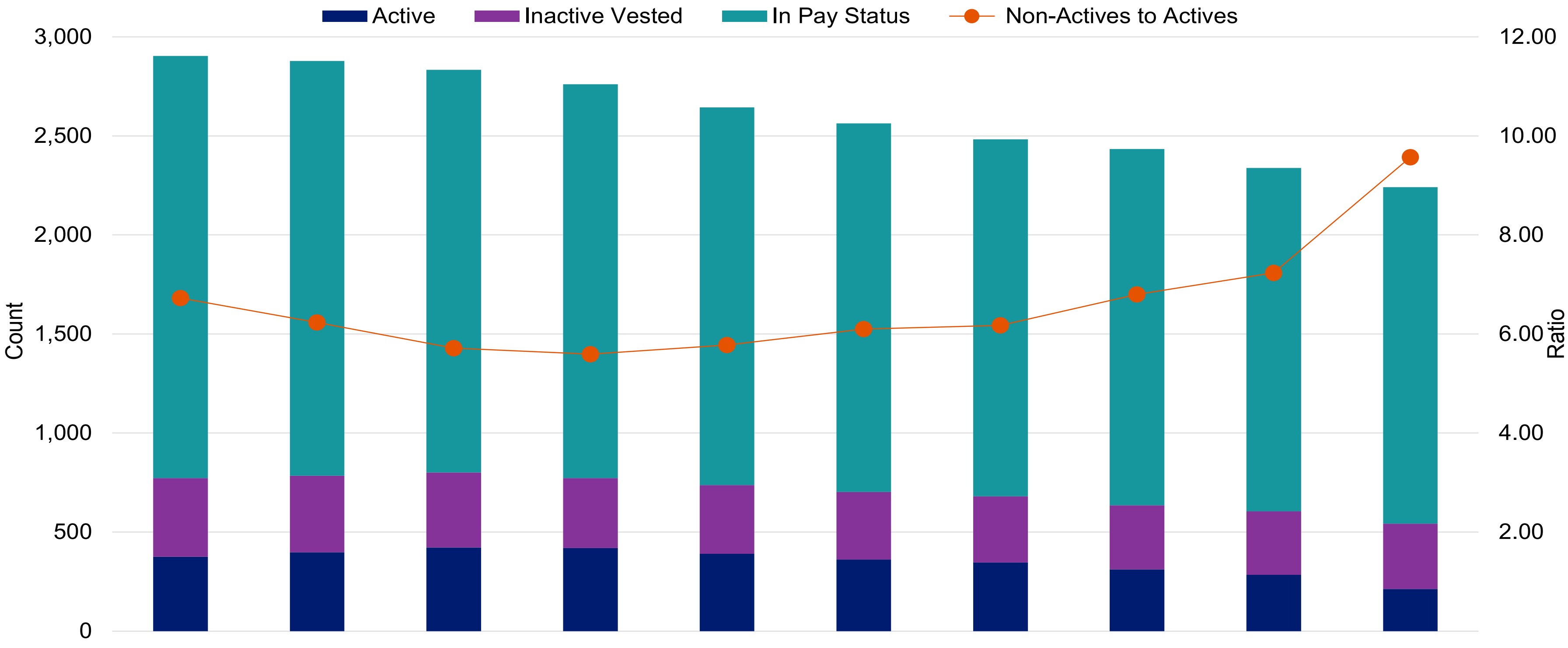
C. Projections and risk

1. *Importance of projections:* Most of the results included in this valuation report are snapshot measurements, showing the Plan's status as of the valuation date. In addition to understanding the Plan's current status, it is also important to understand where the plan is headed through actuarial projections. Projections may evaluate various metrics, such as funded percentage, Funding Standard Account, zone status, cash flows and solvency.
2. *Solvency projections:* The cash flow projection is based on the actuarial assumptions included in this report, including an investment return assumption of 3.00% per year and level future covered employment described in Section 2. The insolvency is projected to occur approximately in August 2023. We will continue to work with Trustees as the Plan approaches the projected insolvency date and will explore any alternatives that may become available.
3. *Understanding risk:* Since the actuarial valuation results are dependent on a single set of assumptions, there is a risk that emerging results may differ as actual experience proves to be different from the current assumptions. We have included a discussion of various risks that may affect the Plan in Section 2.

Section 2: Actuarial Valuation Results

Participant information

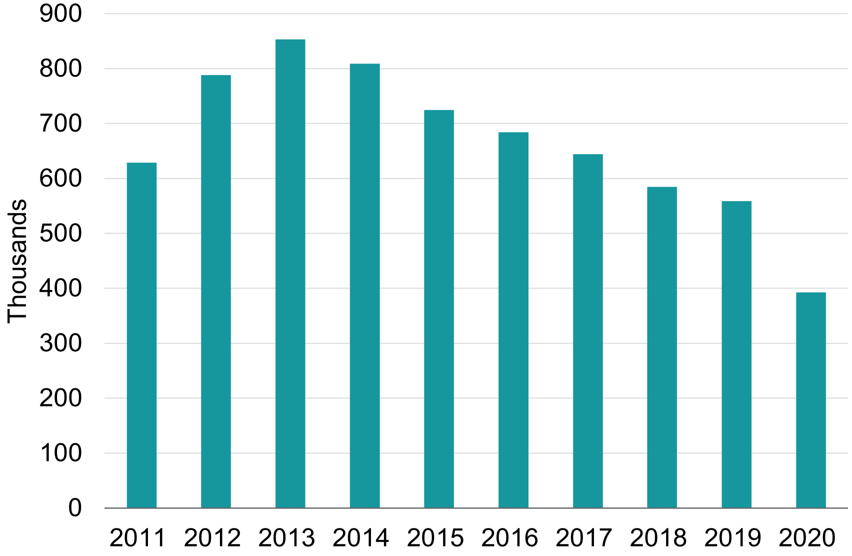
Population as of December 31

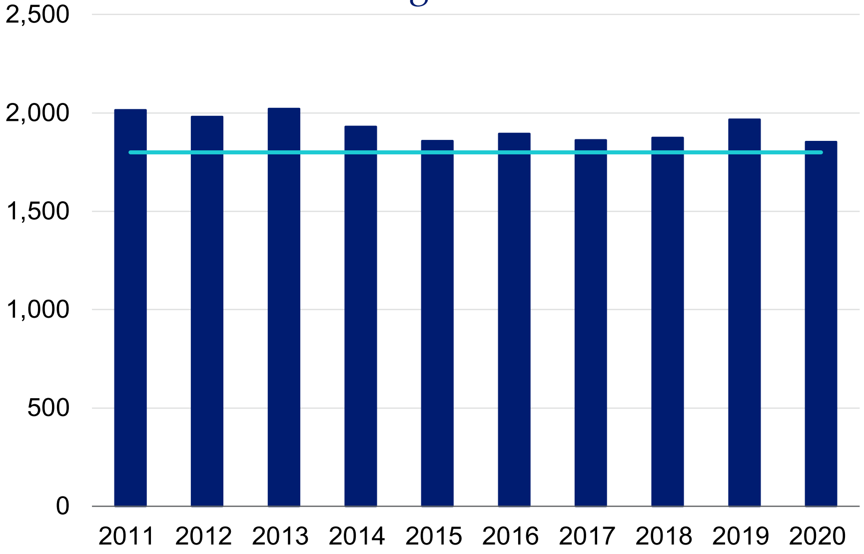


	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
In Pay Status	2,131	2,093	2,032	1,988	1,907	1,862	1,803	1,799	1,733	1,698
Inactive Vested	397	387	379	354	347	341	334	323	321	331
Active	376	398	422	419	390	361	346	312	284	212
Ratio	6.72	6.23	5.71	5.59	5.78	6.10	6.18	6.80	7.23	9.57

Historical employment

- The 2021 zone certification was based on an industry activity assumption that the active population will decline from 284 to 239 active participants due to known employer withdrawals and remain level thereafter, and that, on average, contributions will be made for 1,800 hours per year for each active participant.
- The valuation is based on 212 actives and a long-term employment projection of 1,800 hours.
- Recent average hours have shown a trend of higher per capita hours. For this valuation, the assumption remained 1,800 hours for each active participant. We look to the Trustees for guidance as to whether this continues to be a reasonable assumption.


Total Hours


Average Hours

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	5-year average	10-year average
■ Total Hours[1]	628.53	788.38	852.98	808.64	724.50	683.98	644.11	584.71	558.84	392.77	572.88	666.74
■ Average Hours	2,015	1,981	2,021	1,930	1,858	1,895	1,862	1,874	1,869	1,853	1,871	1,916

Note: The total hours of contributions are based on total contributions divided by the average contribution rate for the year, which may differ from the hours reported to the Fund Office

[1] In thousands

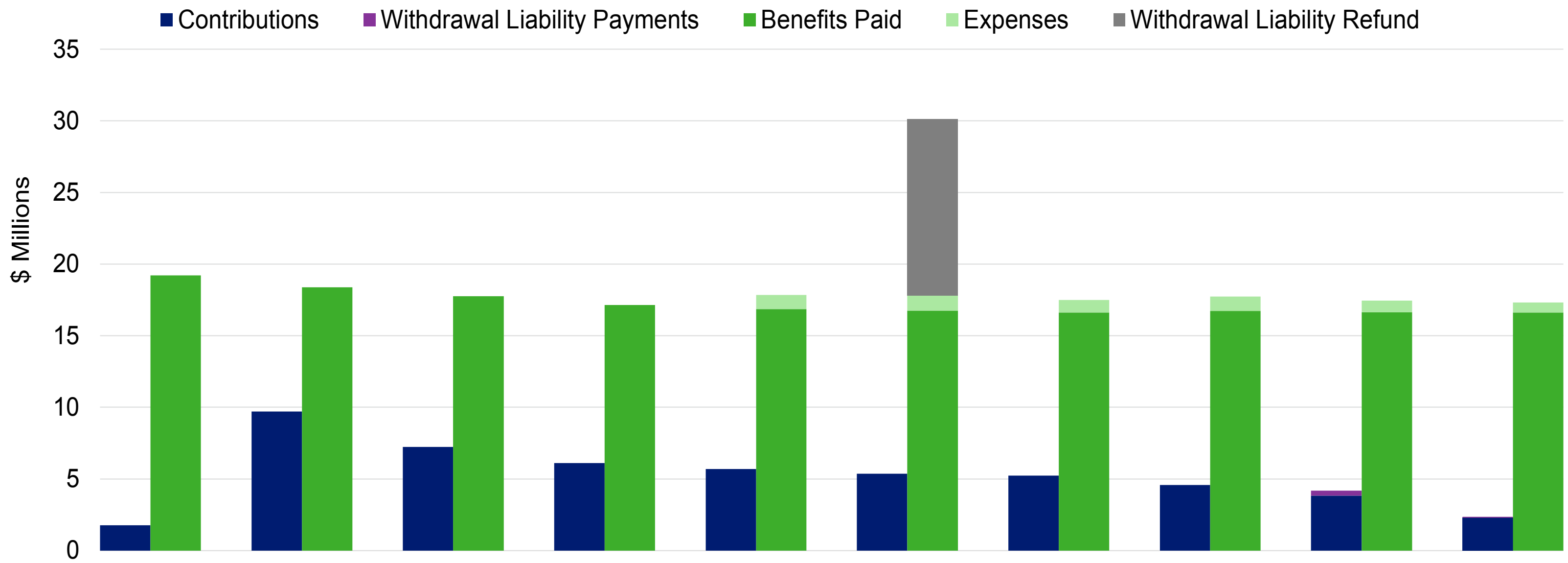
New pension awards

- Unreduced Early and Disability pensions were eliminated as part of the Rehabilitation Plan.
- In general, Vested retirements have been provided as either Normal or Early retirement types for the last nine years. This table shows retirements by type as they appear in the data.

	Total		Normal		Early		Disability		Vested		Reciprocal	
Year Ended Dec 31	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount	Number	Average Monthly Amount
2011	27	$1,107	2	$1,625	5	$1,800	–	–	15	$986	5	$569
2012	21	1,028	9	1,478	9	589	1	$2,314	1	612	1	61
2013	25	605	6	523	14	546	–	–	–	–	5	871
2014	34	840	11	1,194	17	873	–	–	–	–	6	99
2015	31	1,310	14	1,507	14	1,344	–	–	1	124	2	291
2016	40	992	10	1,023	26	1,069	–	–	–	–	4	414
2017	37	961	9	807	20	1,178	–	–	1	1,335	7	485
2018	53	1,067	19	1,033	27	1,229	–	–	–	–	7	538
2019	38	1,423	20	1,666	15	1,363	–	–	–	–	3	98
2020	48	1,353	14	1,252	30	1,551	–	–	–	–	4	226

Financial information

- Benefits and expenses are funded solely from contributions (including withdrawal liability payments) and investment earnings.
- In the chart below, withdrawal liability payments are included with contributions for years prior to 2019.
- For years prior to 2015, employer contributions are shown net of expenses.



Cash Flow

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
■ Contributions	$1.76	$9.71	$7.24	$6.10	$5.70	$5.36	$5.24	$4.57	$3.84	$2.29
■ W/L Payments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.34	0.08
■ Benefits Paid	19.21	18.38	17.75	17.13	16.86	16.76	16.62	16.73	16.65	16.62
■ Expenses	0.00	0.00	0.00	0.00	0.98	1.06	0.88	1.01	0.79	0.70

Note: Numbers in the chart are presented in millions of dollars

Determination of Actuarial Value of Assets

1	Market value of assets, December 31, 2020[1]				$40,629,502
2	Calculation of unrecognized return		**Original Amount[2]**	**Unrecognized Return[3]**	
	(a)	Year ended December 31, 2020	$840,695	$672,556	
	(b)	Year ended December 31, 2019	5,802,593	3,481,556	
	(c)	Year ended December 31, 2018	-7,105,240	-2,842,096	
	(d)	Year ended December 31, 2017	6,715,137	1,343,027	
	(e)	Year ended December 31, 2016	579,296	0	
	(f)	Total unrecognized return			2,655,043
3	Preliminary actuarial value: **1 - 2f**				$37,974,459
4	Adjustment to be within 20% corridor				0
5	Final actuarial value of assets as of December 31, 2020: **3 + 4**				$37,974,459
6	Actuarial value as a percentage of market value: **5 ÷ 1**				93.5%
7	Amount deferred for future recognition: **1 - 5**				$2,655,043

[1] Based on the audited financial statements, but excluding withdrawal liability contributions receivable of $2,156

[2] Total return minus expected return on a market value basis

[3] Recognition at 20% per year over five years

Asset history for years ended December 31

Market Value of Assets

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
🟩 Market Value[1]	$107.47	$108.68	$113.32	$109.24	$95.85	$77.11	$75.42	$58.89	$53.37	$40.63

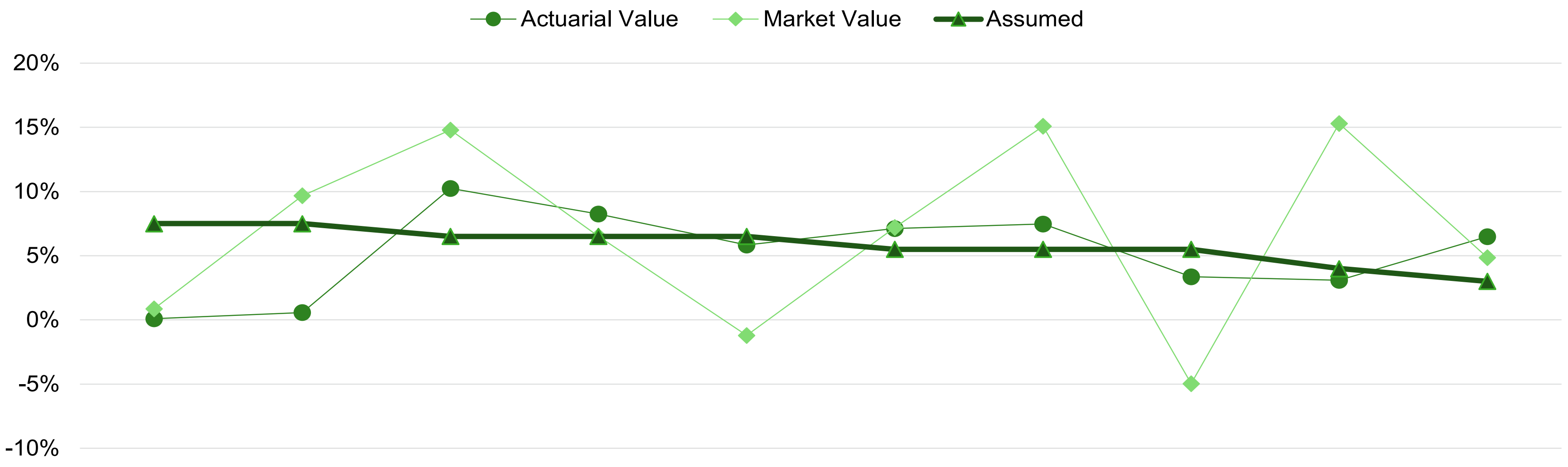
---

[1] In millions

Historical investment returns

- Effective January 1, 2021, the assumed rate of return is 3.00%. Due to impending insolvency, the assumed rate of return is consistent with the rates of return on high-quality fixed income investments available as of the valuation measurement date whose cash flows match the timing and amount of expected Plan benefit payments and with 24-month corporate bond segment rates. This aligns with the Fund’s investment policy.

Market Value and Actuarial Rates of Return for Years Ended December 31



	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
🟩 AVA	0.1%	0.6%	10.2%	8.2%	5.8%	7.1%	7.5%	3.4%	3.1%	6.5%
🟩 MVA	0.9%	9.7%	14.8%	6.5%	-1.2%	7.2%	15.1%	-5.0%	15.3%	4.9%
🟩 Assumed	7.5%	7.5%	6.5%	6.5%	6.5%	5.5%	5.5%	5.5%	4.0%	3.0%

Average Rates of Return	Actuarial Value	Market Value
Most recent five-year average return:	5.66%	7.31%
Ten-year average return:	5.07%	6.50%

Actuarial experience

- Assumptions should consider experience and should be based on reasonable expectations for the future.
- Each year actual experience is compared to that projected by the assumptions. Differences are reflected in the actuarial valuation.
- Assumptions are not changed if experience is believed to be a short-term development that will not continue over the long term. On the other hand, if experience is expected to continue, assumptions are changed.

Experience for the Year Ended December 31, 2020

1	Gain from investments	$1,461,921
2	Gain from administrative expenses	316,722
3	Net loss from other experience (0.1% of projected accrued liability)	-358,323
4	**Net experience gain: 1 + 2 + 3**	**$1,420,320**

Investment experience

- Actuarial planning is long term. The obligations of a pension plan are expected to continue for the lifetime of all its participants.
- The assumed long-term rate of return of 3.00% considers past experience, the Trustees' asset allocation policy and future expectations.

Gain from Investments

1	Average actuarial value of assets	$41,957,964
2	Assumed rate of return	3.00%
3	Expected net investment income: **1 x 2**	$1,258,739
4	Net investment income (6.48% actual rate of return)	2,720,660
5	**Actuarial gain from investments: 4 – 3**	**$1,461,921**

Administrative expenses

- Administrative expenses for the year ended December 31, 2020 totaled $703,654, as compared to the assumption of $1,000,000.

Other experience

- The net loss from other experience is not considered significant. Some differences between projected and actual experience include:
  - Mortality experience
  - Extent of turnover among the participants
  - Employer withdrawals
  - Retirement experience (earlier or later than projected)
  - Elected form of benefit payment among retirees

Actuarial assumptions

- There were no changes in assumptions since the prior valuation.
- Details on actuarial assumptions and methods are in Section 3.

Plan provisions

- There were no changes in plan provisions since the prior valuation.
- A summary of plan provisions is in Section 3.

Contribution rates

- The average contribution rates for benefit accrual and projected income purposes were updated to reflect changes in the active population through January 1, 2021. The contribution rates included in this valuation are as follows:
  - The average contribution rate for benefit accrual purposes as of January 1, 2021 is $3.24 per hour ($3.61 per hour last year).
  - The average contribution rate for projected income purposes as of January 1, 2021 is $5.75 ($6.59 per hour last year). This assumes no future contribution rate increases or changes in the distribution of active participants among the contributing employers.

Plan funding

Comparison of Funded Percentages

Plan Year Beginning	**January 1, 2020**		**January 1, 2021**	
Market Value of Assets	**$53,367,806**		**$40,629,502**	
	Amount	**Funded %**	**Amount**	**Funded %**
• Funding interest rate	3.00%		3.00%	
• Present value (PV) of future benefits	$279,878,904	19.1%	$268,989,166	15.1%
• Actuarial accrued liability[1]	267,814,337	19.9%	261,133,132	15.6%
• PBGC interest rates	2.53% for all years		1.62% for 20 years, 1.40% thereafter	
• PV of vested benefits for withdrawal liability[2]	$278,800,195	19.3%	$273,783,069	15.0%
• Current liability interest rate	2.95%		2.43%	
• Current liability[3]	$306,252,857	17.5%	$316,095,153	12.9%
Actuarial Value of Assets	**$50,186,962**		**$37,974,459**	
	Amount	**Funded %**	**Amount**	**Funded %**
• Funding interest rate	3.00%		3.00%	
• PV of future benefits	$279,878,904	17.9%	$268,989,166	14.1%
• Actuarial accrued liability[1]	267,814,337	18.7%	261,133,132	14.5%
• PPA'06 liability and annual funding notice	267,814,337	18.7%	261,133,132	14.5%

These measurements are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations or the need for or the amount of future contributions. The funded percentages based on the actuarial value of assets would be different if they were based on the market value of assets.

---

[1] Based on Unit Credit actuarial cost method and equal to the present value of accumulated plan benefits.

[2] The present value of vested benefits for withdrawal liability purposes based on the blended interest rate and other assumptions described later in this section. This is compared to the market value of assets, including net withdrawal liability payments reasonably expected to be collected.

[3] Assets for funded percentage include withdrawal liability contributions receivable reported on audited financial statements

Pension Protection Act of 2006

2021 Actuarial status certification

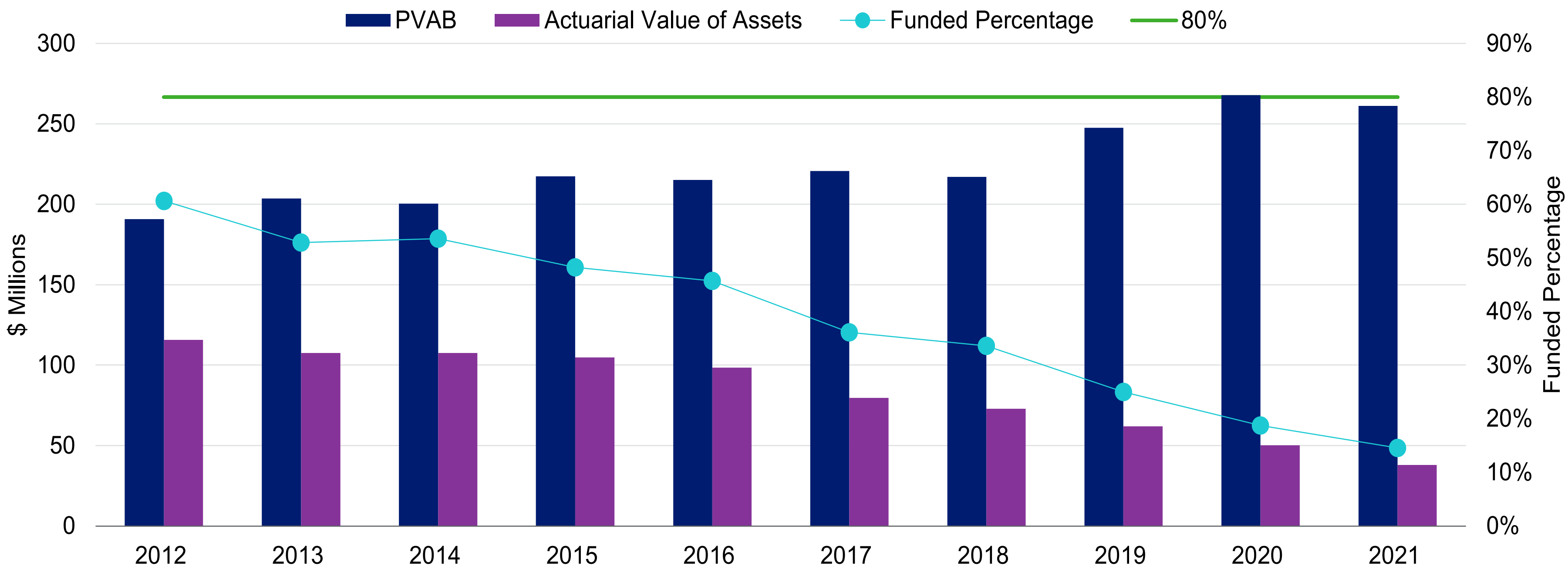
- PPA’06 requires trustees to actively monitor their plans’ financial prospects to identify emerging funding challenges so they can be addressed effectively.
- The 2021 certification, issued on March 23, 2021, was based on the liabilities calculated in the 2020 actuarial valuation, projected to December 31, 2020, and estimated asset information as of December 31, 2020. The Plan was classified as critical and declining (in the *Red Zone*) because there was a deficiency in the FSA and the insolvency date was within 15 years. This projection was based on the Trustees’ industry activity assumption that the active population will decline from 284 to 239 active participants due to known employer withdrawals, and remain level thereafter, and that, on average, contributions will be made for 1,800 hours per year for each active participant.
- In addition, the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan.

Rehabilitation Plan

- The Plan is operating under a Rehabilitation Plan, originally adopted January 9, 2009, that is intended to forestall insolvency until the end of 2022. The Trustees have been reviewing and updating the Rehabilitation Plan and Schedules on an annual basis, as required by Section 432(e)(3)(B).
- The annual standard detailed in the Rehabilitation Plan is projected to be met as of January 1, 2022.
- Segal will continue to assist the Trustees to evaluate and update the Rehabilitation Plan and to prepare the required assessment of Scheduled Progress.

Pension Protection Act of 2006 historical information

Funded Percentage and Zone



Zone Status	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red
■ PVAB[1]	$190.76	$203.59	$200.47	$217.30	$215.19	$220.63	$216.97	$247.53	$267.81	$261.13
■ AVA[1]	115.64	107.60	107.47	104.76	98.32	79.68	72.85	61.89	50.19	37.97
■ Funded %	60.6%	52.9%	53.6%	48.2%	45.7%	36.1%	33.6%	25.0%	18.7%	14.5%

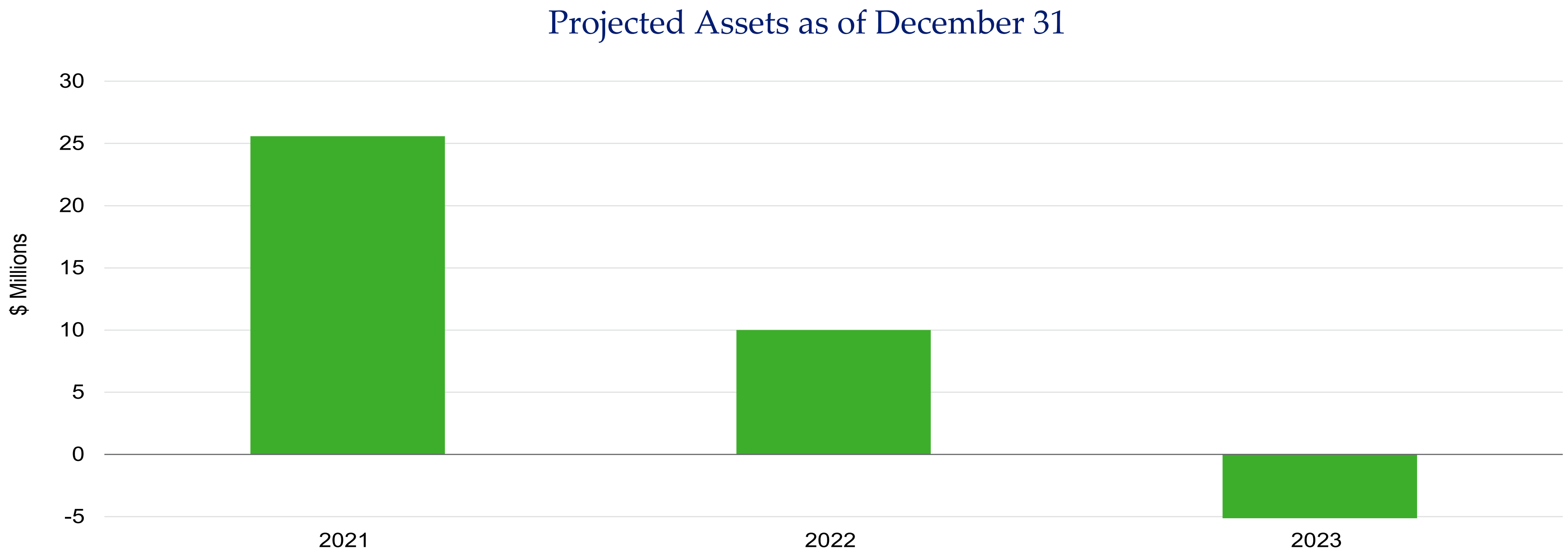
[1] In millions

Solvency Projection

- PPA'06 requires Trustees to monitor plan solvency – the ability to pay benefits and expenses when due. MPRA classifies red zone plans that are projected to become insolvent within 15 or 20 years as "critical and declining."
- This Plan was certified as critical and declining based on a projected insolvency within the 15-year test period.
- The projection of the market value of assets shown on the following page assumes the following:
  - The starting point for the projection is the January 1, 2021 market value of assets.
  - The Plan will earn a market rate of return equal to 3.00% each year.
  - All assets will be liquid and saleable (at the January 1, 2021 market value plus projected increases at the assumed compounded annual rates of return) when necessary to pay Plan benefits and administrative expenses.
  - The active population is assumed to remain level at 212 active participants for all future years. On average, contributions are assumed to be made for each active participant for 1,800 hours each year.
  - Contributions were projected based on an average contribution rate of $5.75 per hour, which is a weighted average of the contribution rates of remaining active employers as of January 1, 2021. Future withdrawal liability payments for withdrawn employers making scheduled payments are included in projected contributions per guidance from Fund Counsel.
  - Administrative expenses are assumed to remain level at $1,000,000.
  - The benefit payments are projected based on the January 1, 2021 actuarial valuation.
  - There are no plan amendments or changes in law/regulation.
  - All other experience emerges as assumed, and no assumption changes are made.
- This solvency projection does not reflect the enactment of the American Rescue Plan Act of 2021 (ARPA) on March 11, 2021. Any projections involving potential financial assistance that may be available will be provided separately.
- The projections in this valuation illustrate the potential future impact of one given set of assumptions. Additional scenarios would demonstrate sensitivity to risk from investment return, employment and other factors.

Solvency projection

- Based on this valuation, assets are projected to be exhausted approximately in August 2023.
- The Plan is operating under a Rehabilitation Plan that is intended to forestall insolvency until the end of 2022. Updates on the projected insolvency date are provided to the Trustees several times a year.



Risk

- The actuarial valuation results are dependent on a single set of assumptions; however, there is a risk that emerging results may differ significantly as actual experience proves to be different from the current assumptions.
- Economic Shock Risk. Potential implications for the Plan due to the effects of the COVID-19 pandemic (that were not reflected as of the valuation date) include:
  - Volatile financial markets and investment returns lower than assumed
  - Employment levels different than expected
  - Changes in future demographic experience, such as retirement, disability, turnover, and mortality patterns
- Investment Risk (the risk that returns will be different than expected)

  Since the Plan’s projected benefit payments are much larger than contributions and investment income on assets, the primary investment risk is due to potential outlier events. Given the current projected insolvency date in the 3rd quarter of 2023, a 2021 market value rate of return of approximately -4% would shift the insolvency date to the 2nd quarter of 2023 while a return of +9% would shift the insolvency date to 4th quarter of 2023. This risk is mitigated by the Plan’s investment policy that continues to be regularly updated to balance both equity and interest rate risk.
- Employment Risk (the risk that actual contributions will be different from projected contributions)

  The active population is almost 50% smaller as of December 31, 2020 than its highest level in the past 10 years. Further reductions in the contribution base, as well as shifts in the active population towards employers with lower contribution rates, will accelerate the Plan’s projected insolvency date.
- Longevity Risk (the risk that mortality experience will be different than expected)
- Other Demographic Risk (the risk that participant experience will be different than assumed)

  The primary demographic risk factors for a plan approaching insolvency are those associated with increases in short-term benefit payments, which would move forward the projected insolvency date:
  - Actual retirements occurring earlier or later than assumed. While it is difficult to quantify the impact of potential experience, earlier retirements would increase benefit payments in the short term.
  - Fewer deaths than expected, resulting in higher benefit payments than expected in the short term.

- Actual Experience over the Last Ten Years

  Past experience can help demonstrate the sensitivity of key results to the Plan's risk profile. Over the past ten years ended December 31, 2020:

  - The funding ratio over the past ten years has declined from 60.6% to 14.5%.
  - The ratio of benefit payments and administrative expenses to contributions and withdrawal liability payments over the past ten years has ranged from 1.9 to 10.9 and has been greater than 3.0 over the past six years. This ratio has been rising over the last nine years following a one-time decline due to a contribution rate increase.

- Maturity Measures

  The risk associated with a pension plan increases as it becomes more mature, meaning that the actives represent a smaller portion of the liabilities of the plan. When this happens, there is a greater risk that fluctuations in the experience of the non-active participants or of the assets of the plan can result in large swings in the contribution requirements, which may not be met by sufficient contributions from a smaller active population base.

  - The current ratio of non-active participants to active participants is 9.57.
  - As of December 31, 2020, the retired life actuarial accrued liability represents 66% of the total actuarial accrued liability. In addition, the actuarial accrued liability for inactive vested participants represents 20% of the total. The higher the non-active actuarial accrued liability is as a percent of the total liability, the greater the danger of volatility in results.
  - Benefits and administrative expenses less contributions totaled $14.9 million, 37% of the market value of assets as of December 31, 2020. The Plan cannot generate sufficient investment returns in order to pay benefits.
  - These metrics show that the Plan's non-active population is funded by a much smaller active population base.

- There are external factors including legislative, regulatory or financial reporting changes that could impact the Plan's funding and disclosure requirements. While we do not assume any changes in such external factors, it is important to understand that they could have significant consequences for the Plan.

Withdrawal liability

- The present value of vested benefits for withdrawal liability purposes figure reflects all of the current assumptions and plan provisions effective January 1, 2021. For purposes of determining the present value of vested benefits, we excluded benefits that are not protected by IRC Section 411(d)(6), including postretirement lump sum death benefits.
- As of December 31, 2009, an Affected Benefits pool of $28,246,630 was created. The unamortized value of the pool as of December 31, 2020 is $10,717,786.
- The market value of assets is increased by the net outstanding withdrawal liability payments expected to be collectible, estimated to be $428,423 effective December 31, 2020.
- Because the Trustees have adopted the “one-pool” allocation method, and there is an unfunded vested liability as of December 31, 2020, an employer withdrawing in the Plan Year ending December 31, 2021 will be assessed withdrawal liability.
- The $7,770,060 increase in the unfunded present value of vested benefits from the prior year is primarily due to the decrease in the PBGC interest rates and decrease in assets due to the net cash outflow, partially offset by the investment gain on the market value of assets.

		December 31	
		2019	**2020**
Present value of vested benefits (PVVB) on funding basis		$262,756,583	$256,783,320
Present value of vested benefits on PBGC basis		278,943,228	303,747,477
1	PVVB measured for withdrawal purposes	$265,853,434	$263,065,283
2	Unamortized value of Affected Benefits Pools	12,946,761	10,717,786
3	Total present value of vested benefits: **1 + 2**	$278,800,195	$273,783,069
4	Market value of assets	53,367,806	40,629,502
5	Outstanding withdrawal liability payments reasonably expected to be collected	477,305	428,423
6	Unfunded present value of vested benefits (UVB): **3 – 4 – 5**, not less than $0	$224,955,084	$232,725,144

Withdrawal liability assumptions

- The actuarial assumptions and methods are reasonable (taking into account the experience of the Plan and reasonable expectations) and, in combination, represent the actuary's best estimate of anticipated experience under the Plan to determine the unfunded vested benefits for withdrawal liability purposes.
- The interest rate is based on a blend, which includes rates selected based on estimated annuity purchase rates for benefits being settled, because withdrawal liability is a final settlement of an employer's obligations to the Plan. For benefits that could be settled immediately, because assets on hand are sufficient, the annuity purchase rates are those promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses rates equal to the interest rate used for plan funding calculations.
- Reductions in accrued benefits or contribution surcharges for a plan in critical status (Red Zone) are disregarded in determining an employer's allocation of the UVB. The Trustees have adopted a method for calculating the UVB effective for withdrawals that occur on and after January 1, 2021. The method is based on the PBGC's Technical Update 10-3, which describes how to account for the effect of benefit reductions that are implemented as part of a Rehabilitation Plan ("Affected Benefits") when a pension plan is in critical status.

Interest	For liabilities up to market value of assets, 1.62% for 20 years and 1.40% beyond (2.53% for all years, in the prior year valuation). For liabilities in excess of market value of assets, same as used for plan funding as of January 1, 2021 (the corresponding funding rate as of a year earlier was used for the prior year's value).
Administrative Expenses	Calculated as prescribed by PBGC formula (29 CFR Part 4044, Appendix C); not applicable to those liabilities determined using funding interest rates.
Mortality	Same as used for plan funding as of January 1, 2021 (the corresponding mortality rates as of a year earlier were used for the prior year's value).
Retirement Rates	Same as used for plan funding as of January 1, 2021 (the corresponding retirement rates as of a year earlier were used for the prior year's value).

- A detailed report on withdrawal liability will be available.

Summary of PPA’06 zone status rules

- Based on projections of the credit balance in the FSA, the funded percentage, and cash flow sufficiency tests, plans are categorized in one of the “zones” described below.
- The funded percentage is determined using the actuarial value of assets and the present value of benefits earned to date, based on the actuary’s best estimate assumptions.

Critical Status (*Red Zone*)

A plan is classified as being in critical status (the Red Zone) if:

- The funded percentage is less than 65%, and either there is a projected FSA deficiency within five years or the plan is projected to be unable to pay benefits within seven years, or
- There is a projected FSA deficiency within four years, or
- There is a projected inability to pay benefits within five years, or
- The present value of vested benefits for inactive participants exceeds that for actives, contributions are less than the value of the current year’s benefit accruals plus interest on existing unfunded accrued benefit liabilities, and there is a projected FSA deficiency within five years, or
- As permitted by the Multiemployer Pension Reform Act of 2014, the plan is projected to be in the *Red Zone* within the next five years and the plan sponsor elects to be in critical status.

A critical status plan is further classified as being in critical and declining status if:

- The ratio of inactive participants to active participants is at least 2 to 1, and there is an inability to pay benefits projected within 20 years, or
- The funded percentage is less than 80%, and there is an inability to pay benefits projected within 20 years, or
- There is an inability to pay benefits projected within 15 years.

Any amortization extensions are ignored for testing initial entry into the *Red Zone*.

The Trustees are required to adopt a formal Rehabilitation Plan, designed to allow the plan to emerge from critical status by the end of the rehabilitation period. If they determine that such emergence is not reasonable, the Rehabilitation Plan must be designed to emerge as of a later time or to forestall possible insolvency.

Trustees of *Red Zone* plans have tools, such as the ability to reduce or eliminate early retirement subsidies, to remedy the situation. Accelerated forms of benefit payment (such as lump sums) are prohibited. However, unless the plan is critical and declining, Trustees may not reduce benefits of participants who retired before being notified of the plan’s critical status (other than rolling back recent benefit increases) or alter core retirement benefits payable at normal retirement age.

Endangered Status (*Yellow Zone*)	A plan not in critical status (*Red Zone*) is classified as being in endangered status (the *Yellow Zone*) if: • The funded percentage is less than 80%, or • There is a projected FSA deficiency within seven years. A plan that has both of the endangered conditions present is classified as seriously endangered. Trustees of a plan that was in the *Green Zone* in the prior year can elect not to enter the *Yellow Zone* in the current year (although otherwise required to do so) if the plan's current provisions would be sufficient (with no further action) to allow the plan to emerge from the *Yellow Zone* within ten years. The Trustees are required to adopt a formal Funding Improvement Plan, designed to improve the current funded percentage, and avoid a funding deficiency as of the emergence date.

Green Zone	A plan not in critical status (the *Red Zone*) nor in endangered status (the *Yellow Zone*) is classified as being in the *Green Zone.*

Early Election of Critical Status	Trustees of a *Green* or *Yellow Zone* plan that is projected to enter the *Red Zone* within the next five years may elect whether or not to enter the *Red Zone* for the current year.

Section 3: Certificate of Actuarial Valuation

September 7, 2021

Certificate of Actuarial Valuation

This is to certify that Segal has prepared an actuarial valuation of the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2021 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing requirements of federal government agencies. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

The valuation is based on the assumption that the Plan is qualified as a multiemployer plan for the year and on information supplied by the auditor with respect to contributions and assets and reliance on the Plan Administrator with respect to the participant data. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results. Adjustments for incomplete or apparently inconsistent data were made as described in the attached Exhibit J.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial valuation is complete and accurate, except as noted in Exhibit A. Each prescribed assumption for the determination of Current Liability was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

Maria Kirilenko

Maria Kirilenko, ASA, FCA, MAAA, EA
Senior Actuary
Enrolled Actuary No. 20-8331

Exhibit A: Table of Plan Coverage

The valuation was made with respect to the following data supplied to us by the Plan Administrator.

Category	Year Ended December 31 2019	Year Ended December 31 2020	Change from Prior Year
Participants in Fund Office tabulation	339	229	-32.4%
Less: Participants with less than one service credit	40	17	N/A
Less: Participants for withdrawn employers[1]	15	0	N/A
Active participants in valuation:			
• Number	284	212	-25.4%
• Average age	50.8	53.2	2.4
• Average service credits	14.3	15.6	1.3
• Average vesting credit	14.0	15.2	1.2
• Average contribution rate for upcoming year	$6.59	$5.75	-12.7%
• Total active vested participants	206	164	-20.4%
Inactive participants with rights to a pension:			
• Number	307	316	2.9%
• Average age	55.8	54.9	-0.9
• Average monthly benefit	$1,385	$1,369	-1.2%
• Beneficiaries with rights to deferred payments	14	15	7.1%
Pensioners:			
• Number in pay status	1,335	1,283	-3.9%
• Average age	75.6	75.5	-0.1
• Average monthly benefit	$899	$935	4.0%
• Number in suspended status	0	3	N/A
Beneficiaries[2]:			
• Number in pay status	395	410	3.8%
• Average age	76.3	76.4	0.1
• Average monthly benefit	$342	$362	5.8%
• Number in suspended status	3	2	-33.3%
Total participants	**2,338**	**2,241**	**-4.1%**

[1] Count includes only those participants with one or more service credits not already excluded from Fund Office tabulation.

[2] Includes 28 alternate payees as of December 31, 2019 and 32 alternate payees as of December 31, 2020.

Exhibit B: Actuarial Factors for Minimum Funding

	2019	2020
Interest rate assumption	3.00%	3.00%
Normal cost, including administrative expenses	$2,734,656	$2,250,725
Actuarial present value of projected benefits	$279,878,904	$268,989,166
Present value of future normal costs	12,064,567	7,856,034
Actuarial accrued liability	**$267,814,337**	**$261,133,132**
• Pensioners and beneficiaries	$169,844,619	$171,070,144
• Inactive participants with vested rights	51,326,280	51,848,968
• Active participants	46,643,438	38,214,020
Actuarial value of assets (AVA) [1]	$50,186,962	$37,974,459
Market value as reported by Handwerger, Cardegna, Funkhouser & Lurman (MVA)[1]	53,367,806	40,629,502
Unfunded actuarial accrued liability based on AVA	$217,627,375	$223,158,673

[1] Based on audited financial statements, but excluding withdrawal liability contributions receivable of $93,109 in 2019 and $2,156 in 2020.

Exhibit C: Summary Statement of Income and Expenses on a Market Value Basis

	Year Ended December 31, 2019		Year Ended December 31, 2020	
Contribution income:				
- Employer contributions	$3,844,840		$2,285,898	
- Withdrawal liability payments	335,973		75,500	
Contribution income		*$4,180,813*		*$2,361,398*
Investment income:				
- Interest and dividends	$682,264		$628,524	
- Capital appreciation/(depreciation)	7,506,996		1,839,177	
- Less investment fees	-332,078		-272,842	
Net investment income		*7,857,182*		*2,194,859*
Other income		*-121,690*		*24,674*
Total income available for benefits		**$11,916,305**		**$4,580,931**
Less benefit payments and expenses:				
- Pension benefits	-$16,648,616		-16,615,581	
- Administrative expenses	-788,758		-703,654	
Total benefit payments and expenses		*-$17,437,374*		*-$17,319,235*
Market value of assets		**$53,367,806**		**$40,629,502**

Exhibit D: Information on Plan Status as of January 1, 2021

Plan status (as certified on March 23, 2021, for the 2021 zone certification)	***Critical and Declining***
Scheduled progress (as certified on March 23, 2021, for the 2021 zone certification)	**Yes**
Actuarial value of assets for FSA	$37,974,459
Accrued liability under unit credit cost method	261,133,132
Funded percentage for monitoring plan's status	14.5%
Year in which insolvency is expected	2023

Annual Funding Notice for Plan Year Beginning January 1, 2021 and Ending December 31, 2021

	2021 Plan Year	**2020 Plan Year**	**2019 Plan Year**
Actuarial valuation date	January 1, 2021	January 1, 2020	January 1, 2019
Funded percentage	14.5%	18.7%	25.0%
Value of assets	$37,974,459	$50,186,962	$61,889,468
Value of liabilities	261,133,132	267,814,337	247,532,371
Market value of assets as of plan year end	Not available	40,629,502	53,367,806

Critical or Endangered Status

The Plan was in critical and declining status in the plan year because there was a funding deficiency in the FSA and the Plan was projected to become insolvent within 15 years. In an effort to improve the Plan’s funding situation, the Trustees adopted a Rehabilitation Plan in 2009 and review it annually.

Exhibit E: Schedule of Projection of Expected Benefit Payments

(Schedule MB, Line 8b(1))

Plan Year	Expected Annual Benefit Payments
2021	$17,266,045
2022	17,310,133
2023	17,218,054
2024	17,008,993
2025	16,774,430
2026	16,467,973
2027	16,079,282
2028	15,667,914
2029	15,213,381
2030	14,733,463

This assumes the following:

- No additional benefits will be accrued.
- Experience is in line with valuation assumptions.
- No new entrants are covered by the plan.

Exhibit F: Schedule of Active Participant Data

(Schedule MB, Line 8b(2))

The participant data is for the year ended December 31, 2020.

		Service Credits								
Age	**Total**	**1 - 4**	**5 - 9**	**10 - 14**	**15 - 19**	**20 - 24**	**25 - 29**	**30 - 34**	**35 - 39**	**40 & over**
Under 25	2	2	–	–	–	–	–	–	–	–
25 - 29	7	7	–	–	–	–	–	–	–	–
30 - 34	9	6	3	–	–	–	–	–	–	–
35 - 39	15	6	4	2	3	–	–	–	–	–
40 - 44	14	7	4	3	–	–	–	–	–	–
45 - 49	17	6	4	3	2	2	–	–	–	–
50 - 54	30	7	11	4	3	1	4	–	–	–
55 - 59	42	2	7	9	3	8	6	7	–	–
60 - 64	64	8	4	5	7	9	7	19	3	2
65 - 69	10	–	1	1	2	1	1	2	1	1
70 & over	2	–	–	–	–	1	–	–	–	1
Total	**212**	**51**	**38**	**27**	**20**	**22**	**18**	**28**	**4**	**4**

Note: Excludes 17 participants with less than one service credit.

Exhibit G: Funding Standard Account

- ERISA imposes a minimum funding standard that requires the Plan to maintain an FSA. The accumulation of contributions in excess of the minimum required contributions is called the FSA credit balance. If actual contributions fall short on a cumulative basis, a funding deficiency has occurred.
- The FSA is charged with the normal cost and the amortization of increases or decreases in the unfunded actuarial accrued liability due to plan amendments, experience gains or losses, and changes in actuarial assumptions and funding methods. The FSA is credited with employer contributions and withdrawal liability payments. All items, including the prior credit balance or deficiency, are adjusted with interest at the actuarially assumed rate.
- Increases or decreases in the unfunded actuarial accrued liability are amortized over 15 years except that short-term benefits, such as 13th checks, are amortized over the scheduled payout period.
- Employers contributing to plans in critical status will generally not be subject to the excise tax if a funding deficiency develops, provided the parties fulfill their obligations under the Rehabilitation Plan, including negotiation of bargaining agreements consistent with Schedules provided by the Trustees.

		December 31, 2020	December 31, 2021
1	Prior year funding deficiency	$83,182,757	$102,025,472
2	Normal cost, including administrative expenses	2,734,656	2,250,725
3	Amortization charges	20,171,771	19,429,458
4	Interest on **1, 2 and 3**	3,182,676	3,711,170
5	Total charges	$109,271,860	$127,416,825
6	Prior year credit balance	$0	$0
7	Employer contributions	2,361,398	TBD
8	Amortization credits	4,711,154	4,826,664
9	Interest on **7 and 8**	173,836	144,800
10	Full funding limitation credits	0	0
11	Total credits	$7,246,388	$4,971,464
12	Credit balance/(Funding deficiency): **11 - 5**	-$102,025,472	TBD
13	Minimum contribution with interest required to avoid a funding deficiency: **5 -11** not less than zero	N/A	$122,445,361

Section 3: Certificate of Actuarial Valuation

Full Funding Limitation (FFL) and Credits for Plan Year January 1, 2021

ERISA FFL (accrued liability FFL)	$232,171,680
RPA’94 override (90% current liability FFL)	256,553,012
FFL credit	0

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Benefit level change	01/01/1992	$99,941	1	$99,941
Benefit level change	01/01/1995	167,858	4	43,843
Benefit level change	01/01/1996	226,628	5	48,044
Plan amendment	01/01/1996	1,068,762	5	226,572
Benefit level change	01/01/1997	525,366	6	94,157
Plan amendments	01/01/1997	4,378,416	6	784,704
Plan amendments	01/01/1998	11,288,882	7	1,759,162
Contribution increase	01/01/1999	563,921	8	77,994
Benefit level change	01/01/1999	3,620,031	8	500,676
Plan amendment	01/01/2000	74,181	9	9,250
Contribution increase	01/01/2000	932,951	9	116,333
Plan amendments	01/01/2001	4,884,035	10	555,881
Contribution increase	01/01/2002	193,265	11	20,279
Plan Amendment	01/01/2005	3,420,981	14	294,026
Experience loss	01/01/2007	466,258	1	466,258
Assumption change	01/01/2007	3,697,878	16	285,817
Experience loss	01/01/2009	5,553,925	3	1,906,292
Assumption change	01/01/2011	2,215,609	5	469,697
Experience loss	01/01/2011	5,444,356	5	1,154,175
Experience loss	01/01/2012	7,052,925	6	1,264,031
Experience loss	01/01/2013	2,151,199	7	335,224
Assumption change	01/01/2013	9,411,669	7	1,466,634
Assumption change	01/01/2015	13,086,055	9	1,631,740
Assumption change	01/01/2016	1,144,160	10	130,224

Section 3: Certificate of Actuarial Valuation

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Assumption change	01/01/2017	5,691,593	11	597,216
Experience loss	01/01/2019	1,902,316	13	173,664
Assumption change	01/01/2019	30,136,414	13	2,751,178
Assumption change	01/01/2020	25,206,505	14	2,166,446
Total		**$144,606,080**		**$19,429,458**

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Assumption change	01/01/1994	$814,133	3	$279,438
Assumption change	01/01/1997	2,161,600	6	387,404
Experience gain	01/01/2008	146,807	2	74,488
Experience gain	01/01/2010	1,419,257	4	370,698
Plan amendment	01/01/2010	5,259,083	4	1,373,627
Assumption change	01/01/2010	5,637,656	4	1,472,507
Experience gain	01/01/2014	1,800,597	8	249,035
Experience gain	01/01/2015	602,021	9	75,068
Experience gain	01/01/2016	1,381,443	10	157,230
Experience gain	01/01/2017	363,461	11	38,138
Experience gain	01/01/2018	1,858,047	12	181,226
Experience gain	01/01/2020	608,454	14	52,295
Experience gain	01/01/2021	1,420,320	15	115,510
Total		**$23,472,879**		**$4,826,664**

Exhibit H: Current Liability

The table below presents the current liability for the Plan Year beginning January 1, 2021.

Item[1]	Number of Participants	Current Liability
Interest rate assumption		2.43%
Retired participants and beneficiaries receiving payments	1,698	$205,518,888
Inactive vested participants	331	63,889,482
Active participants		
• Non-vested benefits		669,475
• Vested benefits		46,017,308
• Total active	212	$46,686,783
Total	**2,241**	**$316,095,153**

Expected increase in current liability due to benefits accruing during the plan year	$1,567,010
Expected release from current liability for the plan year	17,234,287
Expected plan disbursements for the plan year, including administrative expenses of $1,000,000, adjusted for timing	18,250,390

Current value of assets[2]	$40,631,658
Percentage funded for Schedule MB	12.85%

---

[1] The actuarial assumptions used to calculate these values are shown in Exhibit J.

[2] Includes withdrawal liability contributions receivable of $2,156.

Exhibit I: Actuarial Present Value of Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits calculated in accordance with FASB ASC 960 is shown below as of January 1, 2020 and as of January 1, 2021. In addition, a reconciliation between the two dates follows.

	Benefit Information Date	
	January 1, 2020	**January 1, 2021**
Actuarial present value of vested accumulated plan benefits:		
• Participants currently receiving payments	$169,844,619	$171,070,144
• Other vested benefits	97,080,149	89,488,396
• Total vested benefits	$266,924,768	$260,558,540
Actuarial present value of non-vested accumulated plan benefits	889,569	574,592
Total actuarial present value of accumulated plan benefits	**$267,814,337**	**$261,133,132**

Factors	**Change in Actuarial Present Value of Accumulated Plan Benefits**
Benefits accumulated, net experience gain or loss, changes in data	$2,149,180
Benefits paid	-16,615,581
Interest	7,785,196
Total	**-$6,681,205**

Exhibit J: Statement of Actuarial Assumptions, Methods and Models

(Schedule MB, Line 6)

Mortality Rates

Healthy: 115% of the separate Employee and Annuitant RP-2006 Blue Collar Mortality Tables, projected generationally from 2017 using Scale MP-2016

Disabled: RP-2006 Disabled Retiree Mortality Table projected generationally from 2019 using Scale MP-2019

The above mortality tables reasonably anticipate the projected mortality experience of the Plan as of the measurement date. The additional generational projection is the provision made for future mortality improvement.

The mortality rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of deaths and liability change due to deaths and the projected number and liability change based on the prior years' assumption over the most recent 10 years.

Termination Rates

Age	Withdrawal Rates[1]
20	17.94
25	17.22
30	15.83
35	13.70
40	11.25
45	8.43
50	5.06
55	1.73
60	0.16

[1] *An additional 7% is added to the withdrawal rates for employees with less than 5 years of service. Withdrawal rates cut out at early retirement eligibility age.*

The termination rates were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of terminations by age and the projected number based on the prior years' assumption over the most recent 10 years.

Retirement Rates for Active Participants

Age*	Retirement Rates	Age*	Retirement Rates
55 - 58	5.0%	65	60.0
59 - 60	8.0	66 - 69	40.0
61	10.0	70 & over	100.0
62 - 64	20.0		

** If eligible*

The retirement rates for active participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent 10 years.

Description of Weighted Average Retirement Age

Age 64, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in the January 1, 2021 actuarial valuation.

Retirement Rates for Inactive Vested Participants

Age	Retirement Rates	Age	Retirement Rates
55	15.0%	65	70.0%
56 - 61	7.5	66	60.0
62	25.0	67 - 69	40.0
63	20.0	70 & over	100.0
64	15.0		

The retirement rates for inactive vested participants were based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, a comparison was made between the actual number of retirements by age and the projected number based on the prior years' assumption over the most recent 10 years.

Future Benefit Accruals

One Service Credit per year.

The future benefit accruals were based on historical and current demographic data, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual benefit accruals over the most recent 10 years.

Unknown Data for Participants

Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male.

Definition of Active Participants

Active participants are defined as those with at least 300 hours in Covered Employment during the most recent Plan Year and who have accumulated at least one Service Credit, excluding those who have retired as of the valuation date.

Exclusion of Inactive Vested Participants	Inactive participants and beneficiaries with rights to deferred pensions over age 75 are excluded from the valuation. The exclusion of these participants over age 75 was based on historical and current demographic data, adjusted to reflect estimated future experience and professional judgment. As part of the analysis, the ages of new retirees from inactive vested status were reviewed.
Percent Married	75%
Age of Sex of Spouse	Where spouse information is not available, participants are assumed to have opposite-sex spouses with the female spouse three years younger than the male.
Benefit Election	50% of participants are assumed to elect the Qualified Joint and 50% Survivor Annuity form of payment and 50% of participants are assumed to elect the Straight Life Annuity. The benefit elections were based on historical and current demographic data, adjusted to reflect the plan design, estimated future experience and professional judgment. As part of the analysis, a comparison was made between the assumed and the actual option election patterns over the most recent 10 years.
Delayed Retirement Factors	Included for current and future participants assumed to commence benefit payments after attaining Normal Retirement Age.
Net Investment Return	3.0% The net investment return assumption is based on the investment policy, the approaching insolvency date, and the rates of return on high-quality fixed income investments available as of the valuation measurement date whose cash flows match the timing and amount of expected benefit payments.
Annual Administrative Expenses	$1,000,000 for the year beginning January 1, 2021. The annual administrative expenses were based on historical and current data, adjusted to reflect estimated future experience and professional judgment.
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the projected market return, and is recognized over a five-year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Unit Credit Actuarial Cost Method. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in Exhibit K.
Current Liability Assumptions	*Interest:* 2.43%, within the permissible range prescribed under IRC Section 431(c)(6)(E) *Mortality:* Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2): RP-2006 employee and annuitant mortality tables, projected forward generationally using MP-2019 (previously, the MP-2018 scale was used).
Estimated Rate of Investment Return	*On actuarial value of assets (Schedule MB, line 6g):* 6.37%, for the Plan Year ending December 31, 2020 *On current (market) value of assets (Schedule MB, line 6h):* 4.78%, for the Plan Year ending December 31, 2020

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a July 15 contribution date.
Asset Values	(Schedule MB, Line 1(b)(1)): Current value of assets, excluding net withdrawal liability contributions receivable of $2,156 based on audited financials. (Schedule MB, Line 1(b)(2)): Actuarial value of assets, excluding net withdrawal liability contributions receivable of $2,156 based on audited financials. (Schedule MB, Line 2(a)): Current value of assets, including net withdrawal liability contributions receivable of $2,156 based on audited financials.
Actuarial Models	Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are prepared to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible Enrolled Actuary.
Justification for Change in Actuarial Assumptions (Schedule MB, line 11)	For purposes of determining current liability, the current liability interest rate was changed from 2.95% to 2.43% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 431(c)(6)(E) and the mortality tables were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2).

Exhibit K: Summary of Plan Provisions

(Schedule MB, Line 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Normal Pension	• *Age Requirement:* 65 • *Service Requirement:* 5th anniversary of participation • *Amount:* (1) For Service Credits accrued prior to 1987, the monthly benefit is the greater of: (a) $15.00 multiplied by the highest Contributing Employer's contribution rate during the period prior to 1987 multiplied by the Service Credits accrued during the period prior to 1987 (with the result rounded to the next lower $0.25); or (b) $22.00 for employees of National Master Freight Agreement, Carhaul, Local Union No. 557 and other freight Contributing Employers multiplied by the Service Credits accrued during the period prior to 1987; or $18.00 for employees of moving and storage companies multiplied by the Service Credits accrued during the period prior to 1987; or $4.00 for employees of multi-modal companies multiplied by the Service Credits accrued during the period prior to 1987. (2) For Service Credits accrued for 1987 through 1994, the monthly benefit is: $19.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (3) For Service Credits accrued for 1995 and 1996, the monthly benefit is: $23.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (4) For Service Credits accrued for 1997 through July 31, 2004, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25).

	(5) For Service Credits accrued from August 1, 2004 through December 31, 2006, the monthly benefit is: $42.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). (6) For Service Credits accrued on and after January 1, 2007 the monthly benefit is: $21.00 multiplied by the Contributing Employer's contribution rate in effect for the majority of hours for each calendar year in this period, but no greater than the contribution rate in effect at July 31, 2004; multiplied by the Service Credits accrued during this period (with the result rounded to the next lower $0.25). • *Delayed Retirement Amount:* Normal pension accrued at Normal Retirement Age (NRA), increased by 1.0% for each of the first 60 months following NRA, and 1.5% for each month thereafter unless benefits were suspended.
Early Retirement	• *Age Requirement:* 55 • *Service Requirement:* 10 Service Credits • *Amount:* Normal pension accrued, reduced actuarially for each year of age less than Normal Retirement Age
Vesting	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* Normal or early pension accrued based on plan in effect when last active • *Normal Retirement Age:* 65 or the fifth anniversary of the employee's plan participation.
Pro Rata Pension	A participant who is entitled to Service Credit under another pension plan with which this Plan has a reciprocity agreement will have his or her pension calculated as: the benefit based on Combined Service Credits multiplied by the ratio of Service Credits under this Plan to Combined Service Credits, if this provides a greater benefit than service under this Plan alone.
Spouse's Pre-Retirement Death Benefit	• *Age Requirement:* None • *Service Requirement:* Five years of Vesting Service • *Amount:* 50% of the benefit the employee would have received had he or she retired the day before death and elected the joint and 50% survivor option. If the employee died prior to eligibility for an early retirement pension, the spouse's benefit is deferred to the date that the employee would have been first eligible to retire.
Post-Retirement Death Benefit	• *Lump-sum Benefit:* $7,500 for those who applied for retirement on or before September 4, 2009 and meet applicable service and employment requirements. • *Husband and Wife:* If the participant is married, pension benefits are paid in the form of a Qualified Joint and Survivor Annuity unless this form is rejected by the participant and spouse. If the form is not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If the form is rejected, or if the participant is not married, benefits are payable for the life of the employee, or in any other available optional form elected by the employee in an actuarially equivalent amount.

Optional Forms of Benefits

- Single Life Annuity
- 120 Certain Payment and Life Annuity if retirement application submitted before September 5, 2009
- 50% Joint and Survivor Annuity; pop-up is applicable if retirement application submitted before September 5, 2009
- 75% Joint and Survivor Annuity
- Split-Level Annuity if retirement application submitted before June 1, 2009
- Split-Level Annuity with 50% Joint and Survivor Annuity (with pop-up) if retirement application submitted before June 1, 2009

Pension Credit

The earliest January 1 or July 1 following completion of a 12-consecutive-month period during which the employee performs at least 1,000 hours.

Service Credit

One-twelfth of a Service Credit is granted for each 100 hours of Covered Employment with a maximum of one full Service Credit in a calendar year. If less than 500 hours are worked in a calendar year, no service is credited for such a year.

Vesting Credit

One year of Vesting Service is credited for each calendar year during the contribution period in which the employee works 1,000 hours under Covered Employment. No Vesting Service is credited for less than 1,000 hours.

Contribution Rate

The average negotiated contribution rate as of January 1, 2021 is $3.24 per hour for benefit accrual purposes. This average rate is based on the contribution rates in effect July 31, 2004, as modified by the agreement for YRCW employees.

The average contribution rate for projecting income for the upcoming year is $5.75 per hour as of January 1, 2021.

The total contribution rates, and those used for benefit accruals, are shown in the following chart.

Hourly Contribution Rates

Employer	Total	For Benefit Accruals	Effective Date of Contribution Rate
ABF Freight System	$11.055	$4.975	August 1, 2013
Cassens Transport Co.*	10.380	5.275	August 1, 2012
YRCW	1.814	1.814	June 1, 2011

** Lower rate of $5.00 may apply for some hires after January 1, 2016.*

Changes in Plan Provisions

There were no changes in plan provisions reflected in this actuarial valuation.

Freight Drivers & Helpers Local Union No. 557 Pension Plan

Actuarial Certification of Plan Status under IRC Section 432

As of January 1, 2021

Segal

March 23, 2021

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2021 for the following plan:

Name of Plan: Freight Drivers & Helpers Local Union No. 557 Pension Plan
Plan number: EIN 52-6118055 / PN 001
Plan sponsor: Board of Trustees, Freight Drivers & Helpers Local Union No. 557 Pension Plan
Address: c/o Benefits Administration Corporation, Inc. 9411 Philadelphia Road, Suite S, Baltimore, Maryland 21237
Phone number: 410.444.3750

As of January 1, 2021, the Plan is in critical and declining status.This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan.

This certification does not reflect the enactment of the American Rescue Plan Act of 2021 (ARPA) on March 11. We anticipate clarification of ARPA relief provisions based on regulations to be issued by the IRS and Pension Benefit Guaranty Corporation. Decisions that the Trustees may make to elect options available to them that might affect the Plan’s “zone” status and minimum funding requirements for the current and future years may be reflected in a revised or future actuarial valuation.

If you have any questions on the attached certification, you may contact me at the following:

Segal
1800 M Street NW, Suite 900 S
Washington, DC 20036
Phone number: 202.833.6400

Sincerely,

Maria Kirilenko
Maria Kirilenko, ASA, FCA, MAAA, EA
Actuary
Enrolled Actuary No. 20-08331

Actuarial status certification as of January 1, 2021 under IRC Section 432

March 23, 2021

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

This is to certify that Segal has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Freight Drivers & Helpers Local Union No. 557 Pension Plan as of January 1, 2021 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2020 actuarial valuation, dated September 25, 2020. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA). Additional assumptions required for the projections (including those under MPRA), and sources of financial information used are summarized in Exhibit VI.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflects Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the Plan.

Maria Kirilenko

	Maria Kirilenko, ASA, FCA, MAAA, EA
EA#	20-08331
Title	Actuary

Certificate Contents

Actuarial Status Certification under IRC Section 432

Exhibit I

Status Determination as of January 1, 2021

Status	Condition	Component Result	Final Result
Critical Status:			
I. Emergence test:			
C1. (a)	Was in critical status for the immediately preceding plan year,	Yes	
(b)	AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
(c)	OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
Plan did NOT emerge?			**Yes**
II. Special emergence test:			
C2. (a)	The trustees have elected an automatic amortization extension under 431(d),	No	
(b)	AND EITHER a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	Yes	
(c)	OR insolvency is projected for the current year or any of the 30 succeeding plan years?	Yes	
Plan did NOT emerge?			**Yes**
III. In Critical Status? (If C1 is Yes, then Yes, unless C2 is No)			**Yes**

Actuarial Status Certification under IRC Section 432

Status	Condition	Component Result	Final Result
IV. Determination of critical and declining status:			
C3. (a) Plan in Critical Status?		Yes	Yes
(b) AND EITHER Insolvency is projected within 15 years?		Yes	Yes
(c) OR			
(i) The ratio of inactives to actives is at least 2 to 1,		Yes	
(ii) AND insolvency is projected within 20 years?		Yes	Yes
(d) OR			
(i) The funded percentage is less than 80%,		Yes	
(ii) AND insolvency is projected within 20 years?		Yes	Yes
In Critical and Declining Status?			**Yes**

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its rehabilitation plan, based on information received from the sponsor and based on the annual standards of the rehabilitation plan. The rehabilitation plan standards state that the Fund should forestall insolvency until at least the end of the Plan Year ending in 2022. Exhibit V shows that the Plan is projected to become insolvent during the Plan Year ending in 2023.

Exhibit II

Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2021 (based on projections from the January 1, 2020 valuation certificate):

I.	**Financial Information**				
	1.	Market value of assets			$40,700,278
	2.	Actuarial value of assets			37,914,181
	3.	Reasonably anticipated contributions, including reasonably anticipated withdrawal liability payments			
		a. Upcoming year			2,605,076
		b. Present value for the next five years			12,094,529
		c. Present value for the next seven years			16,448,061
	4.	Projected benefit payments			17,119,232
	5.	Projected administrative expenses (beginning of year)			1,000,000
II.	**Liabilities**				
	1.	Present value of vested benefits for active participants			41,729,261
	2.	Present value of vested benefits for non-active participants			218,208,068
	3.	Total unit credit accrued liability			260,749,878
	4.	Present value of payments	**Benefit Payments**	**Administrative Expenses**	**Total**
		a. Next five years	$79,186,643	$4,717,098	$83,903,741
		b. Next seven years	106,577,576	6,417,191	112,994,767
	5.	Unit credit normal cost plus expenses			2,459,800
	6.	Ratio of inactive participants to active participants			8.7322
III.	**Funded Percentage** (I.2)/(II.3)				14.5%
IV.	**Funding Standard Account**				
	1.	Funding Deficiency as of the end of prior year			($101,992,715)
	2.	Years to projected funding deficiency			0
V.	**Projected Year of Emergence**				N/A
VI.	**Years to Projected Insolvency**				3

Exhibit III

Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,							
	2020	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**	**2027**
1. Credit balance (BOY)	($83,182,757)	($101,992,715)	($119,961,763)	($137,772,188)	($156,194,872)	($173,376,607)	($194,324,633)	($213,945,659)
2. Interest on (1)	(2,495,483)	(3,059,781)	(3,598,853)	(4,133,166)	(4,685,846)	(5,201,298)	(5,829,739)	(6,418,370)
3. Normal cost	1,734,656	1,459,800	1,459,800	1,459,800	1,459,800	1,459,800	1,459,800	1,459,800
4. Administrative expenses	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
5. Net amortization charges	15,460,617	14,579,193	13,901,819	13,977,495	12,236,108	15,392,262	13,493,776	11,738,290
6. Interest on (3), (4) and (5)	545,858	511,170	490,849	493,119	440,877	535,562	478,607	425,943
7. Expected contributions	2,393,742	2,605,076	2,605,076	2,605,076	2,605,076	2,605,076	2,605,076	2,598,444
8. Interest on (7)	32,914	35,820	35,820	35,820	35,820	35,820	35,820	35,729
9. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8)	($101,992,715)	($119,961,763)	($137,772,188)	($156,194,872)	($173,376,607)	($194,324,633)	($213,945,659)	($232,353,889)

Exhibit IV

Funding Standard Account – Projected Bases Assumed Established after January 1, 2020

Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience Gain	1/1/2021	($1,710,539)	15	($139,113)
Experience Gain	1/1/2022	(1,366,984)	15	(111,172)
Experience Loss	1/1/2023	14,548	15	1,183
Experience Gain	1/1/2024	(1,408,291)	15	(114,532)
Experience Gain	1/1/2025	(206,931)	15	(16,829)

Exhibit V
Solvency Projections

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2020 through 2023.

	Year Beginning January 1,			
	2020	**2021**	**2022**	**2023**
1. Market Value at beginning of year	$53,367,806	$40,700,278	$26,134,763	$11,091,763
2. Contributions, including withdrawal liability payments	2,393,742	2,605,076	2,605,076	2,605,076
3. Benefit payments	16,615,581	17,119,232	17,159,103	17,087,944
4. Administrative expenses	790,433	1,000,000	1,000,000	1,000,000
5. Interest earnings	2,344,744	948,641	511,027	60,894
6. Market Value at end of year: (1)+(2)+(3)-(4)-(5)	$40,700,278	$26,134,763	$11,091,763	Assets Depleted
7. Available resources: (1)+(2)-(4)+(5)	$57,315,859	$43,253,995	$28,250,866	$12,757,733

Exhibit VI

Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2020 actuarial valuation certificate, dated September 25, 2020, except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Contribution Rates:	Contributions were projected based on the rates in effect as of January 1, 2020 for known actively contributing employers as of January 1, 2021, as provided by the Plan Sponsor. This resulted in an average contribution rate for projecting income of $5.88 per hour. Total projected contributions reflect the projected industry activity described below. In addition to contributions linked to the level of ongoing employment, these determinations also include projections that payments of $75,500 in 2021-2026 and $68,868 in 2027 will be received due to withdrawal liability assessments, based on information from Fund Co-Counsel.
Asset Information:	The financial information as of December 31, 2020 was based on an unaudited financial statement provided by the Fund Administrator. For projections after that date, the administrative expenses for 2021 and thereafter were assumed to be $1,000,000 per year. Benefit payments were projected based on the January 1, 2020 actuarial valuation and adjusted for the employer withdrawal during the 2020 Plan Year. The projected net investment return was assumed to be 3.0% of the average market value of assets for all future Plan Years. Any resulting investment gains or losses due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.
Projected Industry Activity:	As required by Internal Revenue Code Section 432, assumptions with respect to projected industry activity are based on information provided by the plan sponsor. Based on this information, the number of active participants is assumed to decline from 284 to 239 active participants due to an employer withdrawal during the 2020 Plan Year, and remain level thereafter. On average, contributions are assumed to be made for each active for 1,800 hours in each year.
Future Normal Costs:	Based on the assumed industry activity and the Unit Credit Cost method, we have assumed that the normal cost in future years will be the same as in the 2020 Plan Year, adjusted to reflect the expected decrease in the number of active participants due to the employer withdrawal during the 2020 Plan Year.
Demographic and Asset Adjustments:	For purposes of this certification, the January 1, 2021 active participant count was reduced from the January 1, 2020 level of 284 by 45 participants due to the withdrawal of Annapolis Junction Rail Solution, LLC during the 2020 Plan Year. It was assumed no future withdrawal liability payments will be received from this employer due to bankruptcy.

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Technical issues

Segal does not practice law and, therefore, cannot and does not provide legal advice.

Any statutory interpretation on which the certification is based reflects Segal’s understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

9245657v4/01317.008

Restated Trust
Agreement - signed

March 20, 1987

REAFFIRMATION AND RESTATEMENT OF AGREEMENT AND DECLARATION OF TRUST ESTABLISHING THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

TABLE OF CONTENTS

REAFFIRMATION AND RESTATEMENT OF AGREEMENT AND DECLARATION OF TRUST ESTABLISHING THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

WHEREAS, the Agreement and Declaration of Trust of the Freight Drivers and Helpers Local Union No. 557 Pension Fund (hereinafter "Fund") was made and entered into as of the 24th day of November, 1954 and was thereafter amended from time to time by and between TRUCKING EMPLOYERS LABOR COUNCIL (hereinafter called "Council"), or its successor in interest, as attorney-in-fact for each of the corporations, partnerships, and individuals which are members thereof, together with such other employers who may now or hereafter become parties to the within plan under the provisions of separate Collective Bargaining Agreements entered into between such other employers and the Union (all of which such employers are hereinafter referred to as "Employers"); and FREIGHT DRIVERS AND HELPERS LOCAL UNION No. 557 OF BALTIMORE, MARYLAND, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (hereinafter called the "Union").

WHEREAS, in said Agreement, as amended, the right to amend said Agreement is reserved to the Trustees; and

WHEREAS, the Trustees in pursuance of the basic principles set forth in said Agreement, desire to reaffirm and restate said Agreement.

NOW, THEREFORE, it is agreed that the Agreement be amended in its entirety to read as appears upon the following pages.

ARTICLE I

DEFINITIONS

Section 1.1 Employer. The term "Employer" as used herein shall mean:

(a) Any corporation, partnership, or individual who has duly executed, or in the future executes, with the Union, a Collective Bargaining Agreement, or other written agreement, requiring contributions to the Fund; or any employer who satisfies the requirements for participation as established by the Trustees, is approved by the Trustees, who has a written agreement with the Trustees, and agrees to be bound by this Agreement. Employers as described in this Section shall, by the making of payments to the Trust Fund pursuant to such Collective Bargaining Agreement, or other written Agreement, be deemed to have accepted and be bound by this Trust Agreement.

(b) The Union which, for the purpose of making the required contributions into the Trust Fund, shall be considered as the Employer of the Employees of the Union for whom the Union contributes to the Trust Fund.

Section 1.2 Union. The term "Union", as used herein, shall mean the Freight Drivers and Helpers Local Union No. 557 of Baltimore, Maryland, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

Section 1.3 Council. The term "Council" as used herein shall mean the "Trucking Employers Labor Council".

Section 1.4 Employee. The term "Employee" as used herein shall mean:

(a) Any Employee represented by the Union and working for an Employer as defined herein, and with respect to whose employment an Employer is required to make contributions into the Trust Fund.

(b) An officer or Employee of the Union who shall have been proposed for benefits under the Trust Fund by the Union and who shall have been accepted by the Trustees and for whom the Union agrees in writing to contribute to the Trust Fund at the rate fixed for contributions for other Employers.

(c) Employees, if any, of this Trust Fund who are not employed by an Employer as defined in Section 1.1, but as shall be proposed and accepted for such benefits by the Trustees. As to such personnel as are Employees of the Trust Fund, the Trustees shall be deemed to be an Employer within the meaning of this Trust Agreement and shall provide benefits for said Employees out of said Trust Fund, on the same basis as for other Employees.

Section 1.5 Participant. The term "Participant" as used herein shall mean any Employee or former Employee of an Employer who is or may become eligible to receive a benefit of any type from this Fund or whose Beneficiaries may be eligible to receive any such benefit.

Section 1.6 Beneficiary. The term "Beneficiary" as used herein shall mean a person designated by a Participant or by the terms of the Plan (such as the spouse of a Participant) who is or may become entitled to a benefit thereunder.

Section 1.7 Trustees. The term "Trustees" as used herein shall mean the Trustees designated in this Trust Agreement, together with their successors designated and appointed in accordance with the terms of this Trust Agreement. The Trustees, collectively, shall be the "administrator" of this Fund as that term is used in ERISA.

Section 1.8 Trust Fund. "Trust", "Trust Fund" and "Fund" as used herein shall mean the entire trust estate of the Freight Drivers and Helpers Local Union No. 557 Pension Fund as it may, from time to time, be constituted, including, but not limited to policies of insurance, investments, and the income from any and all investments, Employers' contributions and any and all other assets, property or money received by or held by the Trustees for the uses and purposes of this Trust.

Section 1.9 Trust Agreement. The terms "Agreement and Declaration of Trust" or "Trust Agreement" as used herein shall mean this instrument, including all amendments and modifications as may from time to time be made.

Section 1.10 ERISA. The term "ERISA" as used herein shall mean the Employee Retirement Income Security Act of 1974, or any provision or section thereof herein specifically referred to, as such Act, provision or section may from time to time be amended or modified.

Section 1.11 Plan. The term "Plan" or "Pension Plan" as used herein shall mean the Plan or program of benefits established by the Trustees pursuant to this Agreement and Declaration of Trust.

Section 1.12 Collective Bargaining Agreements. The term "Collective Bargaining Agreements" as used herein shall mean the Collective Bargaining Agreements in force and effect between the Union and the Employer, together with any modifications or amendments thereto.

ARTICLE II

CREATION AND PURPOSES OF FUND

Section 2.1 Fund Creation and Purposes. The Trust

Fund is created, established and maintained, and the Trustees agree to receive, hold and administer the Trust Fund, for the purpose of providing retirement and related benefits as now are, or hereafter may be, authorized or permitted by law for Participants and their Beneficiaries in accordance with the provisions herein set forth.

ARTICLE III

BOARD OF TRUSTEES

Section 3.1 Board of Trustees. The operation and administration of the Fund shall be the joint responsibility of a Board of Trustees consisting of four initial Trustees, divided equally between Employer Trustees and Union Trustees, and such successor Trustees as may be hereinafter provided.

Section 3.2 Trustees. Two Trustees have been designated as the Union Trustees hereunder by the Union; and two Trustees have been designated as the Employer Trustees hereunder by the Council.

Section 3.3 Acceptance of Trusteeship. The Trustees shall sign this Agreement and Declaration of Trust which establishes the Fund. The Trustees, by affixing their signatures at the end of this Agreement and Declaration of Trust, agree to accept the trusteeship and act in that capacity in accordance with the provisions of this

Agreement and Declaration of Trust.

Section 3.4 Term of Trustees. Each Trustee and each successor Trustee shall continue to serve as such until his or her death, incapacity, resignation or removal, as herein provided.

Section 3.5 Removal of Trustees. Any Employer Trustee may be removed at any time by the Council. Any Union Trustee may be removed at any time by the Union.

Section 3.6 Replacement of Trustees. In the event of the resignation, death, removal, disability or refusal to act of any Employer Trustee or any successor to any of them, a successor Employer Trustee shall be designated by the Council. In the event of the resignation, death, removal, disability or refusal to act of any Union Trustee or any successor to any of them, a successor Union Trustee shall be designated by the Union.

Section 3.7 Resignation. A Trustee may resign and remain fully discharged from all further duty or responsibility hereunder by giving notice in writing by certified or registered mail addressed to the office of the Fund, which notice shall state the date such resignation shall take effect. Such resignation shall take effect on the date so stated, unless a successor Trustee shall have been appointed at an earlier date, in which event such resignation shall take effect as of the date of appointment of his or her successor.

Section 3.8 Successor Trustees. No successor Trustee shall be liable or responsible for any acts or defaults of any predecessor Trustee, or for any losses or expenses resulting from or occasioned by anything done or neglected to be done in the administration of the Trust Fund prior to his becoming a Trustee or subsequent to his resignation or removal as Trustee. A successor Trustee shall not be required to inquire into or take any notice of the prior administration of the Trust Fund.

Any successor Trustee, immediately upon his acceptance in writing to the Trust, shall become vested with all the estate, rights, powers, discretion and duties of his predecessor Trustee with like effect as if originally named as Trustee herein.

The Trustees shall not be liable for the acts or omissions of any plan administrator, corporate trustee, investment manager, attorney, agent or assistant employed by them pursuant to this Trust Agreement, if such plan administrator, corporate trustee, investment manager, attorney, agent or assistant was selected pursuant to this Trust Agreement and such person's performance was periodically reviewed by the Trustees who found such performance to be satisfactory; provided that nothing herein shall relieve any corporate trustee of any liability with regard to the performance of its employees. The Trustees shall be entitled to rely upon all tables, evaluations, certificates and reports furnished by the actuary, upon all certificates and reports made by any corporate trustee, investment manager or custodian of the Fund, or by any certified public accountant duly appointed by the Trustees, and upon all opinions given by any legal or other expert duly appointed by the Trustees and shall be fully relieved of all liability with respect to any action taken or permitted by them which is reasonable under the circumstances and is in good faith in reliance theron.

Section 3.9 Form of Notification. In case any Union Trustee shall be removed, replaced or succeeded, a statement in writing by the President of the Union filed with the Board of Trustees of the Fund shall be sufficient evidence of the action taken by the Union. In case any Employer Trustee shall be removed, replaced or succeeded, a statement in writing signed by the President of the Council filed with the Board of Trustees shall be sufficient evidence of any action taken by the Council.

Section 3.10 Office of the Fund. The principal office of the Trust Fund shall, so long as such location is feasible, be located and maintained in metropolitan Baltimore, Maryland. The location of the principal office shall be made known to the parties interested in the Trust Fund. At such office, and at such other places as may be required by law, there shall be maintained the books and records pertaining to the Trust Fund and its administration.

Section 3.11 Officers. The Trustees shall elect from among themselves a Chairman, a Vice-Chairman and a Secretary. When the Chairman and Vice-Chairman are elected from the Employer Trustees, then the Secretary shall be elected from the Union Trustees, and when the Chairman and Vice-Chairman are elected from the Union Trustees, then the Secretary shall be elected from the Employer Trustees. The chairmanship shall alternate, insofar as practicable or desirable, between the Employer Trustees and the Union Trustees. The term of such officers shall commence on the date of their election and continue to the end of the calendar year, or until their successors have been elected. Thereafter, each term of said officers shall be for a calendar year or until their successors have been elected. The Secretary or such other person as the Trustees may designate, shall keep minutes and records of all meetings, proceedings and acts of the Trustees and shall, with reasonable promptness, send copies of such minutes and records to all Trustees. The Chairman, and in his absence the Vice-Chairman, shall preside at all meetings of the Trustees.

Section 3.12 Power to Act in Case of Vacancy. No vacancy or vancancies on the Board of trustees shall impair the power of the remaining Trustees acting in the manner provided by this Trust Agreement, to administer the affairs of the Trust Fund notwithstanding the existence of such vacancy or vacancies.

Section 3.13 Meetings; Notices. The Trustees shall meet at such times as they deem it necessary to transact their business. The Chairman of the Board of Trustees may, and upon the written request of any two Trustees shall, call a meeting of the Trustees at any time by giving at least five days' written notice of the time and place thereof to each Trustee. Meetings of the Trustees may also be held at any time without notice if all the Trustees consent thereto in writing.

Section 3.14 Attendance at Meetings; Minutes. All official meetings of the Trustees shall be attended only by the Trustees and shall not be open to the public, except that there may attend such other persons as may be designated by the Trustees, or when invited so to do, and as may be otherwise required by Law. Written minutes, a copy of which shall be furnished with reasonable promptness to each Trustee, shall be kept of all business transacted and of all matters upon which voting shall have occurred and the vote of each Trustee shall be recorded.

Section 3.15 Quorum; Voting; Action without Meeting.

(a) Three Trustees shall constitute a quorum for the transaction of business. If at any meeting the number of Employer and Union Trustees present shall be unequal, then the group of Trustees lesser in number shall be entitled to cast the same number of votes as the other group of Trustees.

(b) Any action taken by the Trustees, except as herein otherwise provided, shall be by affirmative vote of a majority of the votes cast at a meeting. The Trustees must cast their votes in person, except as provided in subsection (a) of this Section 3.15.

(c) Action by the Trustees on any proposition may also be taken without a meeting if all of the Trustees agree thereon in writing.

Section 3.16 Manner of Acting in the Event of Deadlock.

(a) A deadlock shall be deemed to exist whenever a proposal, nomination, motion or resolution made or proposed by any one of the Trustees is not adopted or rejected by a majority vote and the maker of the proposal, nomination, motion or resolution notifies the remaining Trustees in writing that a deadlock exists.

(b) In the event of such deadlock arising, the Trustees shall meet for the purpose of agreeing upon an impartial umpire to break such deadlock by deciding the dispute in question. In the event of the inability of the Trustees to agree upon the selection of such impartial umpire within a reasonable time, then, on the petition of either group of Trustees, the senior judge on duty of the District Court of the United States for the District of Maryland shall appoint such impartial umpire. Such impartial umpire shall immediately proceed to hear the dispute between the Trustees and decide such dispute, and the decision and award of such umpire shall be final and binding upon the parties. The reasonable compensation of such umpire and the costs and expenses, (including, without limitation, attorneys' and reporting fees) incidental to any proceedings instituted to break a deadlock shall be paid by the Trust Fund.

(c) Any impartial umpire selected or designated to break a deadlock shall be required to enter his decision within a reasonable time fixed by the Trustees. The scope of any such proceedings before such impartial umpire shall be limited to the provisions of this Trust Agreement and to the provisions of the rules, regulations and by-laws adopted by the Trustees and to the Plan established by them. The impartial umpire shall have no jurisdiction or authority to change or modify the provisions of this Trust Agreement or to decide any issue arising under or involving the interpretation of any Collective Bargaining Agreements, and such impartial umpire shall have no power or authority to change or modify any provisions of any Collective Bargaining Agreements.

Section 3.17 Removal of Trustee (Violation of ERISA). The Board of Trustees shall initiate action to cause the removal of any fellow member Trustee who may be serving as a Trustee in violation of ERISA. The vacancy or vacancies caused by such a removal shall be filled in accordance with Section 3.6 of this Article.

ARTICLE IV

CONTRIBUTIONS AND COLLECTIONS

Section 4.1 Employer Contributions.

(a) Each Employer shall make prompt contributions or payments to the Trust Fund in such amount and under the terms as are provided for in the applicable Collective Bargaining Agreement or other agreement specified in Section 1.1 in effect, from time to time. The Employer agrees that such contributions shall constitute an absolute obligation to the Trust Fund, and such obligation shall not be subject to set-off or counterclaim which the Employer may have for any liability of the Union or of an Employee.

(b) Contributions to the Fund shall be paid to the

Trustees or to such depository as the Trustees shall designate, only by check, bank draft, money order or other recognized written method of transmitting money or its equivalent, made payable to the order of the Freight Drivers and Helpers Local Union No. 557 Pension Fund. The payment of contributions shall be made periodically at such times as the Trustees shall specify by rules and regulations or as may be provided in the applicable Collective Bargaining Agreement.

(c) Each Employer shall be responsible only for the contributions payable by him on account of Employees covered by him, except as may be otherwise provided by law.

Section 4.2 Receipt of Payment and Other Property of Trust. The Trustees or such other person or entity designated or appointed by the Trustees in accordance with Section 5.3 of Article V are hereby designated as the persons to receive the payments heretofore or hereafter made to the Trust Fund by the Employers and Employees. The Trustees are hereby vested with all right, title and interest in and to such monies and all interest which may be accrued thereon, and are authorized to receive and be paid the same.

Section 4.3 Collection and Enforcement of Payments. The Trustees or the Administrative Manager, if one has been appointed and when directed by the Board of Trustees, shall have the power to demand, collect and receive Employer payments and all other money and property to which the Trustees may be entitled, and shall hold the same until applied to the purposes provided in this Trust Agreement. They shall take such steps, including the institution and prosecution of, or the intervention in, such legal or administrative proceedings as the Trustees in their sole discretion determine to be in the best interest of the Trust Fund for the purpose of collecting such payments, money and property, without prejudice, however, to the rights of the Union to take whatever steps it deems necessary and wishes to undertake for such purposes.

Section 4.4 Production of Records. Each Employer shall promptly furnish to the Trustees, on demand, the names of his or her or its Employees, their Social Security numbers, the hours worked by each Employee and such other information as the Trustees may reasonably require in connection with the administration of the Trust Fund and for no other purpose. The Trustees may, by their respective representatives, examine the pertinent employment and payroll records of each Employer at the Employer's place of business whenever such examination is deemed necessary or advisable by the Trustees in connection with the proper administration of the Trust Fund and of the contracts or policies of insurance, if any. The Union shall, upon the request of the Trustees, promptly furnish information in respect to an Employee's employment status.

Section 4.5 Liquidated Damages and Interest. The Trustees may require the payment by Employers of liquidated damages and interest (as provided by law or in the applicable Collective Bargaining Agreement or provided in a schedule established by the Trustees) and of other costs and expenses (such, as without limitation, attorney's fees, filing fees and cost of service of papers) incurred by the Trustees and arising out of the collection of such Employers' delinquent contributions.

Section 4.6 Non-Payment. Non-payment, by any Employer, of any contribution or other monies owed to the Fund shall not relieve any other Employer from his or her or its obligation to make required payments to the Trust Fund.

ARTICLE V

POWERS AND DUTIES OF TRUSTEES

Section 5.1 Conduct of Trust Business. The Trustees shall have general supervision of the operation of this Trust Fund and shall conduct the business and activities of the Trust Fund in accordance with this Trust Agreement and applicable law. The Trustees shall hold, manage and protect the Trust Fund and collect the income therefrom and contributions thereto. The Trustees may, in the course of conducting the business of the Trust, execute all instruments in the name of the Freight Drivers and Helpers Local Union No. 557 Pension Fund, which instruments shall be signed by at least one Employer and one Union Trustee; provided, however, any one Trustee may execute legal documents to commence and process lawsuits to enforce trust collections on behalf of the Trustees.

Section 5.2 Use of Fund. The Trustees shall have the power and authority to use and apply the Trust Fund for the following purposes:

(a) To pay or provide for the payment of all reasonable and necessary expenses: (i) of collecting the Employer contributions and payments and other monies and property to which they may be entitled, and (ii) of administering the affairs of this Trust, including the employment of such administrative, legal, expert and clerical assistance, the purchase or lease of such premises, materials, supplies and equipment and the performance of such other acts, as the Trustees, in their sole discretion, find necessary or appropriate in the performance of their duties.

(b) To provide pension and related benefits to eligible Participants and Beneficiaries in accordance with the Plan provided through policies of insurance in accordance with Section 5.3 of this Article or established and administered as provided in subsection (e) of this Section. Such pension and related benefits shall be limited to those which can be financed from the Trust Fund after payment of authorized and accrued expenses.

(c) To establish and accumulate such reserve funds as the Trustees, in their sole discretion, deem necessary and desirable for the proper execution of the Trust herein created.

(d) To pay all other proper and necessary expenses incurred by any Trustee not specified above, including the cost of defense in litigation arising out of the Trusteeship of this Trust Fund, to the extent permitted by law.

(e) The Trustees by unanimous vote may provide for a plan of payment of authorized benefits out of the Trust Fund itself, provided, however, that such payments can be legally made and that the same are in full compliance with all statutory and legal requirements.

(f) To pay or provide for the payment of premiums on the contract or policies of insurance mentioned in Section 5.3 hereof, which contracts or policies of insurance may be contracted for in the name of and issued to the Trustees, or to the Trust Fund, as they may determine.

Section 5.3 Procurement of Insurance. The Trustees are expressly authorized to negotiate for, obtain and maintain policies of insurance for the payment to eligible

Participants and Beneficiaries, by an insurance company or companies licensed to transact business in the State of Maryland of such benefits as now or hereafter may be authorized or permitted by law and as the Trustees may, from time to time, determine. Such policies of insurance shall be in such forms and in such amounts and may contain such provisions and be subject to such limitations and conditions as the Trustees, in their sole discretion, may from time to time, determine and shall cover such Participants and Beneficiaries as the Trustees, pursuant to the provisons hereof, shall from time to time, determine eligible for benefits as herein provided. The Trustees may exercise all rights and privileges granted to the policyholder by the provisions of each contract or policy of insurance and may agree with the insurance carrier to any alteration, modification or amendment of such contract or policy, and may take any action respecting each such contract or policy, and the insurance provided thereunder, which they, in their sole discretion, may deem necessary or advisable and such insurance carrier shall not be required to inquire into the authority of the Trustees with regard to any dealings in connection with such contract or policy. The Trustees are expressly authorized to establish and maintain a Plan or Plans to provide any and all of the pension benefits, as the Trustees in their sole discretion may determine, directly out of the Trust Fund in accordance and upon compliance with Section 5.2(e) of this Article, in lieu of, or in combination with, coverage provided by an insurance carrier or carriers. The Trustees are expressly authorized to establish and maintain more than one Plan and Plans of different types, such as defined benefit and defined contrubition Plans, and to deposit Employer contributions to the Plan or Plans as directed by the Collective Bargaining Agreement(s).

Section 5.4 Investments.

(a) The Trustees shall have the power and authority, in their sole discretion, to invest and reinvest such funds as are not necessary for current expenditures or liquid reserves, as they may, from time to time, determine, in such investments as are legal investments under applicable State and Federal law relating to the investment of Employee Pension Trust Funds, not limited, however, by any limitation restricting investments in common stocks to a percentage of the Fund or to a percentage of the total market value of the Fund. The Trustees may sell, exchange or otherwise dispose of such investments at any time and, from time to time, as provided in Section 5.9(f). The Trustees shall also have power and authority (in addition to, and not in limitation of, common law and statutory authority) to invest in any stocks, bonds or other property, real or personal, including improved or unimproved real estate and equity interests in real estate, where such an investment appears to the Trustees, in their discretion and consistent with their fiduciary obligations to be in the best interest of the Trust Fund and its Participants and Beneficiaries, judged by then prevailing business conditions and standards. The Trustees shall have the authority, in respect to any stocks, bonds or other property, real or personal, held by them as Trustees, to exercise all such rights, powers and privileges as might be lawfully exercised by any person owning similar stocks, bonds or other property in his own right.

(b) Delegation and allocation of investment functions:

(i) The Trustees are authorized, in their discretion, by resolution, to allocate to a Finance Committee such duties and responsibilities to invest and reinvest such Fund assets as they shall specify in such allocation in accordance with Section 5.9(f).

(ii) The Trustees shall have the power and authority to appoint one or more investment managers (as defined in Section 3(38) of ERISA) who shall be responsible for the management, acquisition, disposition, investing and reinvesting of such of the assets of the Trust Fund as the Trustees shall specify. Any such appointment may be terminated by the Trustees upon thirty days' written notice. The fees of such investment manager, and its expenses to the extent permitted by law, shall be paid out of the Trust Fund.

(iii) In connection with any allocation or delegation of investment functions under paragraphs (i) and (ii) of this subsection (b), the Trustees shall, from time to time, adopt appropriate investment policies or guidelines.

Section 5.5 Deposits and Disbursements. All Trust Funds not invested shall be deposited by the Trustees in such depository or depositories as the Trustees shall from time to time select, and any such deposit or deposits, or disbursements therefrom, shall be made in the name of the Trust in the manner designated by the Trustees and upon the signature(s) of persons designated and authorized by the Trustees or by the Investment Manager appointed in accordance with Section 5.4(b)(ii) of this Article.

Section 5.6 Allocation and Delegation of Fiduciary Responsibilities. The Trustees may, by resolution or by-law or by provisions of this Trust Agreement, allocate fiduciary responsibilities and various administrative duties to committees or sub-committees of the Board of Trustees made up of an equal number of Employer and Union Trustees, and they may delegate such responsibilities and duties to other individuals as they may deem appropriate or necessary in their sole discretion and consistent with ERISA.

Section 5.7 Administrative Manager. The Trustees may employ or contract for the services of an individual, firm or corporation, to be known as "Administrative Manager," who shall, under the discretion of the Trustees, administer the office or offices of the Trust Fund and of the Trustees, coordinate and administer the accounting, bookkeeping and clerical services, provide for the coordination of actuarial services furnished by the consulting actuary, prepare (in cooperation where appropriate with the consulting actuarv and independent auditor) all reports and other documents to be prepared, filed or disseminated by or on behalf of the Trust in accordance with law, assist in the collection of contributions required to be paid to the Trust Fund by Employers and perform such other duties and furnish such other services as may be assigned, delegated or directed or as may be contracted by or on behalf of the Trustees. The Administrative Manager shall be the custodian on behalf of the Trustees of all documents and other records of the Trustees and of the Trust Fund.

Section 5.8 By-Laws; Rules and Regulations.

(a) The Trustees are hereby empowered and authorized to adopt by-laws and to promulgate any and all necessary rules and regulations which they deem necessary or desirable to facilitate the proper administration of the Trust Fund, provided the same are not inconsistent with the terms of this Trust Agreement. All by-laws, rules and regulations adopted by action of the Trustees shall be binding upon all parties hereto, all parties dealing with the Trust Fund, including any Contributing Employer, and all persons claiming any benefits hereunder.

(b) The Trustees shall adopt by-laws, rules or regulations in respect to eligibility of Participants and Beneficiaries for the benefits herein provided, which by-laws, rules or regulations may, by the above-specified vote, be changed and modified from time to time in such manner and to such extent as the Trustees may deem expedient and necessary in the proper administration of the Trust Fund.

(c) No by-law, rule, regulation, action or determination made or adopted by the Trustees, nor any decision or determination made by any impartial umpire appointed pursuant to Section 3.16 of this Agreement, shall in any manner conflict or be inconsistent (i) with any provision of the applicable current Collective Bargaining Agreement in effect, or which may be made, between the Employer and the Union, (ii) with this Trust Agreement and (iii) with any applicable Federal, State or local law.

Section 5.9 Additional Authority. The Trustees are hereby empowered, in addition to such other powers as are set forth herein or conferred by law:

(a) to enter into any and all contracts and agreements for carrying out the terms of this Trust Agreement and for the administration of the Trust Fund, and to do all acts as they, in their discretion, may deem necessary or advisable, and such contract and agreements and acts shall be binding and conclusive on the parties hereto and on the Participants involved;

(b) to keep property and securities registered in the names of the Trustees or of the Fund or in the name of any other individual or entity duly designated by the Trustees;

(c) to establish and accumulate as part of the Trust Fund such reasonable reserve funds as the Trustees, in their sole discretion, deem necessary or desirable to carry out the purposes of such Trust Fund;

(d) to pay out of the Trust Fund all real and personal property taxes, income taxes, and other taxes of any and all kinds levied or assessed under existing or future laws upon or in respect to the Trust Fund, or any money, property, or securities forming a part thereof;

(e) to do all acts, whether or not expressly authorized herein, which the Trustees may deem necessary or proper for the protection of the property held hereunder; and

(f) to sell, exchange, lease, convey, mortgage or dispose of any property, whether real or personal, at any time forming a part of the Trust Fund upon such terms as they may deem proper and to execute and deliver any and all instruments of conveyance, lease, mortgage and transfer in connection therewith.

Section 5.10 Bonds. The Trustees shall obtain from an authorized surety company such bonds as may be required by law, covering such persons and in such amounts (but not less than required by law) as the Trustees, in their discretion, may determine. The cost of premiums for such bonds shall be paid out of the Trust Fund.

Section 5.11 Insurance. The Trustees may in their discretion, obtain and maintain policies of insurance, to the extent permitted by law, to insure themselves, the Trust Fund as such, as well as employees or agents of the Trustees and of the Trust Fund, while engaged in business and related activities for and on behalf of the Trust Fund (i) with respect to liability to others as a result of acts, errors or omissions of such Trustee or Trustees, employees or agents, respectively, provided such insurance policy shall provide recourse by the insurer against Trustees as may be required by law and (ii) with respect to injuries received or property damage suffered by them. The cost of the premiums for such policies of insurance shall be paid out of the Trust Fund.

Section 5.12 Information to Participants and Beneficiaries. The Trustees shall provide Participants and Beneficiaries such information as may be required by law.

Section 5.13 Accountants and Actuaries. The Trustees shall engage one or more independent qualified public accountants and may engage one or more enrolled actuaries to perform all services as may be required by applicable law and such other services as the Trustees may deem necessary.

Section 5.14 Compensation of Trustees. A Trustee may be compensated for his services as such in amounts established by the Trustees, consistent with the requirements of ERISA. Trustees shall also be entitled to reimbursement for the reasonable and necessary expenses properly and actually incurred in the performance of their duties with the Trust Fund, including, but not limited to, attendance at meetings and other functions of the Board of Trustees or its committees or while on business of the Board of Trustees and, if authorized by the Trustees, attendance at institutes, seminars, conferences or workshops for or on behalf of the Trust Fund.

Section 5.15 Reports. All reports required by law to be signed by one or more Trustees shall be signed by all of the Trustees, provided that all of the Trustees may appoint in writing, or by resolution adopted and spread on the minutes, one or more of their members to sign such report on behalf of the Trustees.

Section 5.16 Records of Trustee Transactions. The Trustees shall keep true and accurate books of account and a record of all of their transactions and meetings (including actions taken at such meetings and by informal action of the Trustees), which records and books shall be audited at least annually by a certified public accountant. Upon request, a copy of each audit report shall be furnished to each Employer and the Union and shall be available for inspection by interested persons at the principal office of the Trustees and the respective offices of the Employer Trustees and the Union.

Section 5.17 Construction and Determination by Trustees. Subject to the stated purposes of the Fund and the provisions of this Agreement, the Trustees shall have full and exclusive authority to determine all questions of coverage and eligibility, methods of providing or arranging for benefits and all other related matters. They shall have full power to construe the provisions of this Agreement, the terms used herein, and the Plan, by-laws and regulations issued thereunder. Any such determination and any such construction adopted by the Trustees in good faith shall be binding upon all of the parties hereto and the Participants and Beneficiaries hereof. No matter respecting the foregoing or any difference arising thereunder or any matter involved in or arising under this Trust Agreement shall be subject to the grievance or arbitration procedure established in any Collective Bargaining Agreement between an Employer and the Union, provided however, that this clause shall not affect the rights and liabilities of any of the parties under any of the Collective Bargaining Agreements.

Section 5.18 Liability. The Trustees, to the extent permitted by applicable law, shall incur no liability in acting upon any instrument, application, notice, request, signed letter, telegram or other paper or document believed by them to be genuine and to contain a true statement of facts and to be signed by the proper person.

Section 5.19 Reliance on Written Instruments. Any Trustee, to the extent permitted by applicable law, may rely upon any instrument in writing purporting to have been signed by a majority of the Trustees as conclusive evidence of the fact that a majority of the Trustees have taken the action stated to have been taken in such instrument.

Section 5.20 Reliance by Others. No party dealing with the Trustees shall be obligated (a) to see to the application to the stated Trust purposes, of any funds or property of the Trust Fund or (b) to see that the terms of this Trust Agreement have been complied with or (c) to inquire into the necessity or expediency of any act of the Trustees. Every instrument executed by the Trustees shall be conclusive evidence in favor of every person relying thereon (a) that at the time of the execution of said instrument, the Trust was in full force and effect, (b) that the instrument was executed in accordance with the terms and conditions of this Trust Agreement and (c) that the Trustees were duly authorized and empowered to execute the instrument.

Section 5.21 Multiple Benefit Schedules. The Trustees shall be authorized to accept contributions at more than one rate and they shall be authorized to provide different schedules of benefits appropriate for each such rate of contribution. However, it is the intention of the parties hereto that contributing Employers hereto shall, to the extent feasible, negotiate identical contribution rates. Further, the Trustees shall be authorized to establish more than one schedule of benefits for the same contribution rate. The Trustees, further, shall accept contributions at the rates negotiated by the Union with any Employer and the Employees represented by the Union shall be provided with a schedule of benefits which the Board of Trustees, in its discretion, shall consider appropriate for the rate of contribution so negotiated and paid into the Fund on their behalf.

ARTICLE VI

CONTROVERSIES AND DISPUTES

Section 6.1 Reliance on Records. In any controversy, claim, demand, suit at law or other proceeding between any Participant, Beneficiary or any other person and the

Trustees, the Trustees shall be entitled to rely upon any facts appearing in the records of the Trustees, any instruments on file with the Trustees, with the Union or with the Employers, any facts certified to the Trustees by the Union or the Employers, any facts which are of public record and any other evidence pertinent to the issue involved.

Section 6.2 Submission to Trustees. All questions or controversies, of whatsoever character, arising in any manner or between any parties or persons in connection with the Trust Fund or the operation thereof, whether as to any claim for any benefits proferred by any Participant, Beneficiary or any other person, or whether as to the construction of the language or meaning of the Plan, by-laws, rules and regulations adopted by the Trustees or this instrument, or as to any writing, decision, instrument or accounts in connection with the operation of the Trust Fund or, in the case of questions related to claims for benefits, or otherwise, shall be submitted to the Trustees, and the decision of the Trustees shall be binding upon all persons dealing with the Trust Fund or claiming benefits thereunder.

Section 6.3 Settling Disputes. The Trustees may, in their sole discretion, compromise or settle any claim or controversy in such manner as they think best, and any majority decision made by the Trustees in compromise or settlement of a claim or controversy, or any compromise or settlement agreement entered into by the Trustees, shall be conclusive and binding on all parties interested in this Trust.

ARTICLE VII

BENEFICIAL RIGHTS

Section 7.1 No Rights, Title or Interest of Employers and Union. No Employer, or Union, or Employees, or Participants and their Beneficiaries shall have any right, title or interest in or to the Trust Fund or any part thereof.

Section 7.2 Limitations upon Beneficial Rights of Employees. No Employee, Participant or any Beneficiary of a Participant shall have any right, title or interest in or to the Trust Fund or any part therof, provided, however, that any Participant who shall be covered by an insurance plan, or his Beneficiaries under such plan, shall be entitled to the benefits in the forms and amounts and subject to the terms and conditions of such insurance plan and of this Trust; provided, further, however, that the benefits shall be free from the interference and control of any creditor, and no benefits shall be subject to any assignment or other anticipation, nor subject to seizure or sale under any legal, equitable or any other process, and in the event that any claim or benefit shall, because of any debt incurred by or resulting from any other claim or liability against any Participant or Beneficiary, by reason of any sale, assignment, transfer, encumbrance, anticipation or other disposition made or attempted by said Participant or Beneficiary, or by reason of any seizure or sale or attempted sale under any legal, equitable or other process, or in any suit or proceeding, become payable, or be liable to become payable, to any person other than the Participant or Beneficiary for whom the same is intended, as provided herein, pursuant hereto, the Trustees shall have power to withhold payment of such benefit to such Participant or Beneficiary until such assignment, transfer, encumbrance, anticipation or other disposition, writ, or legal process is cancelled or withdrawn in such manner as shall be satisfactory to the Trustees. Until so cancelled or withdrawn, the Trustees shall have the right to use and apply the benefits, as the Trustees may deem best, directly for the support and maintenance of such Participant or Beneficiary. Notwithstanding any provisions contained in this Section to the contrary, payments may be made in accordance with a Qualified Domestic Relations Order (as that term is defined in the Pension Plan).

Section 7.3 Optional Benefits Prohibited. No Employee or Participant shall have the right, privilege or option to receive instead of the benefits provided hereunder, any part of the contributions payable by the Employers under this Trust Agreement.

ARTICLE VIII

TERMINATION OF TRUST

Section 8.1 Conditions of Termination. This Trust Agreement shall cease and terminate upon the happenning of any one or more of the following events:

(a) In the event that the Trust Fund shall, in the opinion of the Trustees, be inadequate to carry out the intent and purpose of this Trust Agreement, or be inadequate to meet the payments due or to become due under this Trust Agreement and under the Plan to Participants and Beneficiaries already drawing benefits;

(b) In the event there are no individuals living who can qualify as Employees hereunder;

(c) In the event of termination by action of the Union and the Employers;

(d) In the event of termination as may be otherwise provided by law.

Section 8.2 Procedures in the Event of Termination. In the event of termination, the Trustees shall:

(a) make provision out of the Trust Fund for the payment of expenses incurred up to the date of termination of the Trust and the expenses incidental to such termination;

(b) arrange for a final audit and report of their transactions and accounts, for the purpose of termination of their Trusteeship;

(c) apply the Trust Fund to pay any and all obligations of the Trust and distribute and apply any remaining surplus in such manner as will, in their opinion, best effectuate the purposes of the Trust and the requirements of law;

(d) give any notice and prepare and file any reports which may be required by law.

ARTICLE IX

MISCELLANEOUS

Section 9.1 Law Applicable. This Trust is created and accepted in the State of Maryland and all questions pertaining to the validity or construction of this Trust Agreement and of the acts and transactions of the parties hereto shall be determined in accordance with the laws of the State of Maryland, except as to matters governed by Federal Law.

Section 9.2 Savings Clause. Should any provision of this Agreement and Declaration of Trust be held to be unlawful, or unlawful as to any person or instance, such fact shall not adversely affect the other provisions herein contained or the application of said provisions to any other person or instance, unless such illegality shall make impossible the functioning of this Fund.

Section 9.3 Reciprocity Agreements. The Trustees may, in their sole discretion, enter into such reciprocity agreement or agreements with other pension funds as they determine to be in the best interests of the Trust Fund, provided that any such reciprocity agreement or agreements shall not be inconsistent with the terms of this Trust Agreement or the Collective Bargaining Agreements under which this Trust Agreement is maintained.

Section 9.4 Merger. The Trustees shall have the power to merge with any other fund established for similar purposes as this Trust Fund under terms and conditions mutually agreeable to the respective Boards of Trustees.

Section 9.5 Refund of Contributions. In no event shall any Employer, directly or indirectly, receive any refund on contributions made by them to the Trust (except in case of a mistake, to the extent permitted by law) nor shall an Employer directly or indirectly participate in the disposition of the Trust Fund or receive any benefits from the Trust Fund. Upon payment of contributions to the Trustees, all responsibilities of the Employer for such contribution shall cease, and the Employer shall have no responsibilities for the acts of the Trustees, nor shall an Employer be obliged to see to the application of any funds or property of the Trust or to see that the terms of the Trust have been complied with.

Section 9.6 Judicial Settlements. The Trustees shall be entitled, at any time, to have a judicial settlement of their accounts and to seek judicial protection by any action or proceeding they determine necessary and, further, to obtain a judicial determination or declaratory judgment as to any question of construction of this Trust Agreement or for instructions as to any action thereunder and, further, as to any question relating to the discharge of their duties and obligations under, or in connection with the administration of, this Trust and as to the distribution of assets belonging to the Trust. Any such determination, decision or judgment shall be binding upon all parties to, or claiming under, this Trust Agreement.

Section 9.7 Withholding Payment. In the event any question or dispute shall arise as to the proper person or persons to whom any payments shall be made hereunder, the Trustees may withhold such payment until there shall have been made an adjudication of such question or dispute which, in the Trustees' sole judgment is satisfactory to them, or until the Trustees shall have been fully protected against loss by means of such indemnification agreement or bond as they, in their sole judgment, determine to be adequate.

Section 9.8 Gender. Whenever any words are used in this Trust Agreement in the masculine gender, they shall also be construed to include the feminine or neuter gender in all situations where they would so apply; and whenever any words are used in the singular, they shall also be construed to include the plural in all situations where they would so apply; and whenever any words are used in the plural, they shall also be construed to include the singular.

<u>Section 9.9</u> <u>Amendment of Trust Agreement.</u> The provisions of this Trust Agreement may be amended at any time by an instrument in writing executed by the Trustees, provided that no amendment shall divert or provide for the use of the Trust Fund then in the hands of the Trustees from the purposes of this Trust Fund. It is further provided that no amendment:

(a) shall provide for the use or application of the Trust Fund for any purpose other than those set forth in Sections 2.1 and 5.2 hereof; or

(b) permit the return to, or payment of the Trust Fund, or any part thereof, to any Employer, except a contribution or other payment made by mistake to the extent permitted by law; or

(c) so amend this Trust Agreement that there shall not be an equal number of Employer Trustees and of Union Trustees to administer the Trust.

<u>Section 9.10</u> <u>Article and Section Titles.</u> The Article and Section titles are included solely for convenience and shall, in no event, be construed to affect or modify any

part of the provisions of this Trust Agreement or be construed as part thereof.

IN WITNESS WHEREOF, the Trustees have caused this Agreement and Declaration of Trust to be executed this 20th day of March, 19 87.

EMPLOYER TRUSTEES:

William G. McIntyre
William G. McIntyre

Daniel L. Sandy
Daniel L. Sandy

UNION TRUSTEES:

Clifton McDonald
Clifton McDonald

Hermann V. Myers, Sr.
Hermann V. Myers, Sr.

FIRST AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

THIS AMENDMENT, adopted this 19TH. day of June, 1989, by the BOARD OF TRUSTEES OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND (hereinafter referred to as "Trustees"), whose names are hereunto subscribed, amends the Agreement and Declaration of Trust dated the 24st day of November, 1954, as the same has heretofore from time to time been amended and was reaffirmed and restated on the 20th day of March, 1987.

WHEREAS, Article IX, Section 9.9, of said Agreement permits its amendment by the Trustees hereunder at any time.

NOW, THEREFORE, the Trustees do amend said Agreement as follows:

A new paragraph shall be, and is hereby added at the end of Subsection (a) Section 5.4 of Article V to read as follows:

> The Trustees shall have the power and authority to transfer, at any time and from time to time, a portion of the assets held by it pursuant to this Agreement to any trust which is qualified under Section 401(a) and exempt under Section 501(a) of the Internal Revenue Code of 1954, as amended, and is maintained as a medium for the pooling of a portion of the funds of pension and profit sharing trusts for diversifying investments, and to execute such documents and other instruments as may be necessary in connection therewith. The terms and provisions of any such trust shall, upon such transfer and execution, be incorporated by reference into this Agreement to the extent of the assets so transferred.

In all other respects, the Restated Agreement and Declaration of Trust is hereby ratified and affirmed.

IN WITNESS WHEREOF, the Trustees of the TEAMSTERS FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND herewith affix their hands and seals as of the day and year first written above.

EMPLOYER TRUSTEES

William G. McIntyre
William G. McIntyre

Daniel L. Sandy
Daniel L. Sandy

UNION TRUSTEES:

Clifton McDonald
Clifton McDonald

Hermann V. Myers, Sr.
Hermann V. Myers, Sr.

SECOND AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

1. The last sentence of Section 4.1(b) of the Trust Agreement shall be deleted. Section 4.5 of the Trust Agreement shall be restated as follows:

   Section 4.5 Contribution Due Dates and Liquidated Damages

   Each Employer shall pay its contributions to the Fund promptly, and in any event on or before the 15th day of the calendar month following the calendar month for which the contributions are due, on which date said contributions, if not then paid in full, shall be delinquent. Regular and prompt payment of employer contributions to the Fund is essential to the maintenance in effect of the Pension Plan. Moreover, it would be extremely difficult, if not impractical, to fix the actual expense and damage to the Fund and to the Pension Plan that would result from the failure of an Employer to pay such monthly contributions in full on a timely basis. Therefore, if an Employer's monthly contributions are not received by the Fund by the last day of the calendar month following the month for which the contributions are due, the amount of damage to the Fund and to the Pension Plan resulting from each and every such failure shall be presumed to be the sum of 10% of the amount of contribution or contributions due, which amount shall become due and payable to the Fund as liquidated damages, and not as a penalty, and shall be in addition to said delinquent contribution or contributions.

2. The following sentence shall be added at the end of Section 4.3 of the Trust Agreement.

> If any Employer defaults in the making of such payments in full and if the Trustees file any suit with respect thereto, there shall be added to the obligation of the Employer who has not made full payment or who is in default, the auditing costs incurred, if any, reasonable attorneys fees, court costs, liquidated damages as provided for in Section 4.5 of this Trust Agreement, interest from the 16th day of the calendar month following the calendar month for which payment is due, and all other reasonable expenses incurred by the Trustees in connection with such suit.

The effective date of this Amendment shall be December 1, 1991.

Union Trustees

Employer Trustees

SECOND AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

1. The last sentence of Section 4.1(b) of the Trust Agreement shall be deleted. Section 4.5 of the Trust Agreement shall be restated as follows:

   Section 4.5 Contribution Due Dates and Liquidated Damages

   Each Employer shall pay its contributions to the Fund promptly, and in any event on or before the 15th day of the calendar month following the calendar month for which the contributions are due, on which date said contributions, if not then paid in full, shall be delinquent. Regular and prompt payment of employer contributions to the Fund is essential to the maintenance in effect of the Pension Plan. Moreover, it would be extremely difficult, if not impractical, to fix the actual expense and damage to the Fund and to the Pension Plan that would result from the failure of an Employer to pay such monthly contributions in full on a timely basis. Therefore, if an Employer's monthly contributions are not received by the Fund by the last day of the calendar month following the month for which the contributions are due, the amount of damage to the Fund and to the Pension Plan resulting from each and every such failure shall be presumed to be the sum of 10% of the amount of contribution or contributions due, which amount shall become due and payable to the Fund as liquidated damages, and not as a penalty, and shall be in addition to said delinquent contribution or contributions.

2. The following sentence shall be added at the end of Section 4.3 of the Trust Agreement.

> If any Employer defaults in the making of such payments in full and if the Trustees file any suit with respect thereto, there shall be added to the obligation of the Employer who has not made full payment or who is in default, the auditing costs incurred, if any, reasonable attorneys fees, court costs, liquidated damages as provided for in Section 4.5 of this Trust Agreement, interest from the 16th day of the calendar month following the calendar month for which payment is due, and all other reasonable expenses incurred by the Trustees in connection with such suit.

The effective date of this Amendment shall be December 1, 1991.

Union Trustees

Employer Trustees

01-16-557-2

THIRD AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

1. Section 4.5 of the Trust Agreement shall be restated as follows:

Section 4.5
Contribution Due Dates and Liquidated Damages

Each Employer shall pay its contributions to the Fund promptly, and in any event on or before the 15th day of the calendar month following the calendar month for which the contributions are due, on which date said contributions, if not then paid in full, shall be delinquent. Regular and prompt payment of employer contributions to the Fund is essential to the maintenance in effect of the Pension Plan. Moreover, it would be extremely difficult, if not impractical, to fix the actual expense and damage to the Fund and to the Pension Plan that would result from the failure of an Employer to pay such monthly contributions in full on a timely basis. Therefore, if an Employer's monthly contributions are not received by the Fund by the last day of the calendar month following the month for which the contributions are due,

(a) the amount of damage to the Fund and to the Pension Plan resulting from each and every such failure shall be the sum of 10% of the amount of contribution or contributions due, which amount shall become due and payable to the Fund as liquidated damages, and not as a penalty, and shall be in addition to said delinquent contribution or contributions; and

(b) interest at the rate of 10% per annum shall be assessed on the overdue contributions from the 15th day of the calendar following the work month for which such contributions were due.

2. The following sentence shall replace the sentence added at the end of Section 4.3 of the Trust Agreement by the Second Amendment.

If any Employer, in whole or in part, defaults in the making of such payments in full and if the Trustees file an action or a claim in court with respect thereto, there shall be added to the obligation of the Employer who has not made full payment or who is in default, the auditing costs incurred, if any, reasonable attorneys' fees, court costs, filing fees, expert fees, liquidated damages, and interest as provided for in Section 4.5 of this Trust Agreement, and all other reasonable expenses incurred by the Trustees in connection with such suit. Additionally, if such a court action or claim is brought or made by the Trustees, liquidated damages provided in Section 4.5(a) shall be the sum of 20% of the amount of contribution or contributions due.

The effective date of this Amendment shall be March, 1994.

Union Trustees

John D. Clemens

Douglas R. Beaner

Employer Trustees

THIRD AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

1. Section 4.5 of the Trust Agreement shall be restated as follows:

Section 4.5
Contribution Due Dates and Liquidated Damages

Each Employer shall pay its contributions to the Fund promptly, and in any event on or before the 15th day of the calendar month following the calendar month for which the contributions are due, on which date said contributions, if not then paid in full, shall be delinquent. Regular and prompt payment of employer contributions to the Fund is essential to the maintenance in effect of the Pension Plan. Moreover, it would be extremely difficult, if not impractical, to fix the actual expense and damage to the Fund and to the Pension Plan that would result from the failure of an Employer to pay such monthly contributions in full on a timely basis. Therefore, if an Employer's monthly contributions are not received by the Fund by the last day of the calendar month following the month for which the contributions are due,

(a) the amount of damage to the Fund and to the Pension Plan resulting from each and every such failure shall be the sum of 10% of the amount of contribution or contributions due, which amount shall become due and payable to the Fund as liquidated damages, and not as a penalty, and shall be in addition to said delinquent contribution or contributions; and

(b) interest at the rate of 10% per annum shall be assessed on the overdue contributions from the 15th day of the calendar following the work month for which such contributions were due.

2. The following sentence shall replace the sentence added at the end of Section 4.3 of the Trust Agreement by the Second Amendment.

   If any Employer, in whole or in part, defaults in the making of such payments in full and if the Trustees file an action or a claim in court with respect thereto, there shall be added to the obligation of the Employer who has not made full payment or who is in default, the auditing costs incurred, if any, reasonable attorneys' fees, court costs, filing fees, expert fees, liquidated damages, and interest as provided for in Section 4.5 of this Trust Agreement, and all other reasonable expenses incurred by the Trustees in connection with such suit. Additionally, if such a court action or claim is brought or made by the Trustees, liquidated damages provided in Section 4.5(a) shall be the sum of 20% of the amount of contribution or contributions due.

The effective date of this Amendment shall be March, 1994.

Union Trustees	Employer Trustees
John D. Clemens	
Douglas R. Beane	

[illegible]

FOURTH AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE

FREIGHT DRIVERS & HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trustee Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

1. Section 3.15(a) shall be amended to read as follows:

> One Employer Trustee and one Union Trustee shall constitute a quorum for the transaction of business. If at any meeting the number of Employer and Union Trustee shall be unequal, then the group of Trustees lesser in number shall be entitled to cast the same number of votes as the other group of Trustees.

The effective date of this amendment shall be December 18, 1998.

UNION TRUSTEES:	EMPLOYER TRUSTEES:
____________________	____________________
____________________	____________________

tcastaldi@morganlewis.com
07/07/2005 11:05 AM

To LWagner@BACorporation.com
cc
bcc
Subject Re: Freight Drivers Pension Fund

Lynn - Attached is the document we have. The upper right hand corner notes "Signed prior to 12/18/98 mtg."

(See attached file: Scan001.PDF)

Terra Elswick Castaldi
Morgan Lewis
1111 Pennsylvania Ave., NW
Washington, DC 20004
Tel: 202.739.5101
Fax: 202.739.3001
tcastaldi@morganlewis.com

LWagner@BACorporation.com
07/07/2005 10:52 AM

To tcastaldi@morganlewis.com
cc
Subject Re: Freight Drivers Pension Fund

Terra,
No, I don't have it at all - could you please send me a copy, even though it isn't signed?

Lynn Wagner
Benefits Administration Corp., Inc.
Tel: 443.573.3615 Fax: 410.444.0035
lwagner@bacorporation.com

tcastaldi@morganlewis.com

07/07/2005 10:35 AM

To
LWagner@BACorporation.com

cc

Subject
Re: Freight Drivers Pension Fund

Lynn - Did you ever get a copy of this? I'm sorry I didn't get back to you. I had someone searching for it but we could only find an unsigned copy. If you have a signed copy, I would appreciate it if you could send me a copy. Thanks!

Terra Elswick Castaldi
Morgan Lewis
1111 Pennsylvania Ave., NW
Washington, DC 20004
Tel: 202.739.5101
Fax: 202.739.3001
tcastaldi@morganlewis.com

LWagner@BACorporation.com

06/29/2005 10:12 AM

To
tcastaldi@morganlewis.com

cc

Subject
Freight Drivers Pension Fund

Hi Terra,

I'm putting together a request for information from Roadway Express relating to their withdrawal liability from the Freight Drivers Local 557 Pension Fund. Jim Kimble has provided the language for the response (which you'll be copied in on), but on the documentation, in the records we received from Carday, we're missing the Fourth Amendment to the Pension Trust Agreement. Jim doesn't have it either, so I'm hoping that you do. Would you please check and if you have it, fax a copy to me today? Thank you!

Lynn Wagner
Benefits Administration Corp., Inc.
Tel: 443.573.3615 Fax: 410.444.0035
lwagner@bacorporation.com

DISCLAIMER
This e-mail message is intended only for the personal use of the recipient(s) named above. This message may be an attorney-client communication and as such privileged and confidential. If you are not an intended recipient, you may not review, copy or distribute this message. If you have received this communication in error, please notify us immediately by e-mail and delete the original message.

Scan001.PDF

1-16-557-2

FIFTH AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

WHEREAS, Mid-Atlantic Transportation Association, Inc. was the successor in interest to the Trucking Employers Labor Council, as referenced in Section 1.3 of the Reaffirmation and Restatement of Agreement and Declaration of Trust; and

WHEREAS, Mid-Atlantic Transportation Association, Inc. has been merged into the Transport Employers Association, Inc., effective June 1, 1998;

NOW, THEREFORE, Section 1.3 of the Reaffirmation and Restatement of Agreement and Declaration of Trust is HEREBY AMENDED to substitute the words "Transport Employers Association, Inc., or its successor" for "Trucking Employers Labor Council." This Amendment shall be effective June 1, 1988.

Executed this 19th day of February, 1999.

UNION TRUSTEES	EMPLOYER TRUSTEES
____________________	____________________
____________________	____________________

01-16-557-2

SIXTH AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

Pursuant to Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

A new paragraph entitled "Section 4.7" shall be, and is hereby, added at the end of Article IV to read as follows:

> Section 4.7 Collection of Certain Audit Costs. The Employer shall be required to pay for the cost of an audit in any situation where:
>
> (1) the Funds' auditor(s) conclude that an additional amount is due that exceeds fifteen (15) percent of the Employer's total average monthly contribution amount. Average monthly contribution amount shall be based on an average of the Employer's monthly contributions for the 12 months prior to the audit.
>
> (2) the Employer, in the Trustees' judgment, has failed to provide in a timely manner and in a form useful to the auditors pertinent information requested by the Funds' auditors; or
>
> (3) the Employer, in the Trustees' judgment, has been otherwise uncooperative with the Funds' auditor(s) in conducting the audit.
>
> In addition, in any case where the Funds' auditors must travel outside the Baltimore area in order to conduct an audit, the Employer shall be required to pay for the cost of reasonable travel expense incurred in conducting the audit.
>
> In all cases, the Statement of the Certified Public Accountant making the audit as to time expended and/or expenses incurred shall be binding on the Employer.

An Employer may appeal to the Trustees the assessment of audit costs where there may be extenuating circumstances that the Employer believes should be considered by the Trustees. The decision of the Trustees shall be final and binding.

The effective date of this amendment shall be August 21, 1999.

UNION TRUSTEES:

EMPLOYER TRUSTEES:

01-16 557-2

SEVENTH AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

THIS AMENDMENT, adopted this 16th day of April, 2004, by the BOARD OF TRUSTEES of the FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND (hereinafter referred to as "Trustees"), whose names are hereunto subscribed, amends the Agreement and Declaration of Trust dated the 24th day of November, 1954, as the same has heretofore from time to time been amended, was subsequently reaffirmed and restated, and was thereafter amended.

WHEREAS, pursuant to Article IX, Section 9.9, of the Trust Agreement which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

A new Section 4.8 of Article IV shall be, and is hereby, added to follow immediately after Section 4.7 of Article IV and shall read as follows:

> Section 4.8 Participation Agreement: The Trustees may require the Employers to execute a standard Trust Fund "participation agreement" which shall set forth the rules and manner by which the Employers shall report hours and make contributions to the Fund. Employers, by making contributions to the Trust Fund pursuant to Sections 1.1 and 4.1 of this Trust Agreement, are deemed to have accepted and be bound by the terms of the Trust Fund's "participation agreement".

In all other respects, the Restated Agreement and Declaration of Trust is hereby ratified and confirmed.

IN WITNESS WHEREOF, the Trustees of the FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND herewith affix their hands and seals as of the day and year first above written.

EMPLOYER TRUSTEES:

Peter G. Hassler

Thomas K. Wotring

UNION TRUSTEES:

William Alexander

William Alexander

Mark Garey

Mark Garey

EIGHTH AMENDMENT TO THE RESTATED TRUST AGREEMENT OF THE FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND

THIS AMENDMENT, adopted this 19th day of January, 2006, by the BOARD OF TRUSTEES of the FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND (hereinafter referred to as "Trustees"), whose names are hereunto subscribed, amends the Agreement and Declaration of Trust dated the 24th day of November, 1954, as the same has heretofore from time to time been amended, was subsequently reaffirmed and restated and was thereafter amended.

Pursuant to Article IX of Section 9.9 of the Trust Agreement, which vests the Board of Trustees with authority to modify and amend provisions of the captioned Trust Agreement, the undersigned do hereby amend the said Trust Agreement as follows:

Effective September 1, 2005, Section 1.2 of Article I shall be deleted in its entirety and a new Section 1.2 of Article I shall be, and is hereby added, to read as follows:

Section 1.2 Union. The term "Union", as used herein shall mean the Truck Drivers, Helpers, Taxicab Drivers, Garage Employees and Airport Employees Local Union No. 355, affiliated with the International Brotherhood of Teamsters.

In all other respects, the Restated Agreement and Declaration of Trust is hereby ratified and confirmed.

IN WITNESS WHEREOF, the Trustees of the FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND herewith affix their hands and seals as of the day and year first above written.

EMPLOYER TRUSTEES:

Peter G. Hassler

Thomas K. Wotring

UNION TRUSTEES:

William Alexander

Mark Garey

Freight Drivers and Helpers Local Union No. 557 Pension Fund
2014 Revised and Updated Rehabilitation Plan

Introduction

Section 305 of the Employee Retirement Income Security Act ("ERISA") and section 432 of the Internal Revenue Code ("IRC"), as added by the Pension Protection Act of 2006 ("PPA"), requires the Trustees of a multiemployer pension fund that has been certified by its actuary as being in Critical Status (also known as the "Red Zone") to develop and annually update a Rehabilitation Plan. Generally, the Rehabilitation Plan should enable a fund to cease to be in Critical Status by the end of the rehabilitation period. However, if the Trustees determine, based upon the exhaustion of all reasonable measures that a fund cannot reasonably be expected to emerge by the end of the rehabilitation period, the Rehabilitation Plan should be designed to enable the fund to cease to be in Critical Status at a later date, or if not reasonable, to forestall possible insolvency. The Rehabilitation Plan must be based on reasonably anticipated experience and on reasonable actuarial assumptions.

On March 29, 2009, The Freight Drivers and Helpers Local Union No. 557 Pension Plan ("the Fund" or the "Plan") was first certified by its actuary to be in Critical Status for the Plan Year beginning January 1, 2009. This was the Plan's initial critical year. Pursuant to the PPA, the Trustees adopted a Rehabilitation Plan that removed certain adjustable benefits, and provided for contribution increases. On March 31, 2010, the Fund was again certified to be in Critical Status for the Plan Year beginning January 1, 2010. The Trustees updated the Rehabilitation Plan on December 9, 2010, in accordance with the PPA. On March 31, 2011, the Fund was certified to be in Critical Status for the Plan Year beginning January 1, 2011. Effective December 5, 2011, the Trustees revised and updated the Fund's Rehabilitation Plan. On March 30, 2012, the Fund was certified to be in Critical Status for the Plan Year beginning January 1, 2012, the commencement of the Fund's Rehabilitation Period. Effective November 20, 2012, the Trustees revised and updated the Fund's Rehabilitation Plan. On March 29, 2013, the Fund was certified to be in Critical Status for the Plan Year Beginning January 1, 2013, and updated its Rehabilitation Plan effective January 1, 2014. On March 31, 2014, the Fund was certified to be in Critical Status for the Plan Year Beginning January 1, 2014, the Trustees hereby revise and update the Rehabilitation Plan effective January 1, 2015.

This 2014 Revised and Updated Rehabilitation Plan:

1. specifies the rehabilitation period;

2. summarizes the actions that the Trustees have already taken;

3. describes alternatives the Trustees considered to exhaust all reasonable measures for the Rehabilitation Plan;

4. explains why the Trustees concluded that there are no reasonable measures that would enable the Plan to emerge from Critical Status by the end of the rehabilitation period;

5. includes remedies and a schedule of benefits and contributions ("Default Schedule" or "Schedule") that, if adopted by the bargaining parties, is projected to enable the Fund to forestall the projected date of insolvency. This schedule must be adopted as part of an acceptable agreement between a Contributing Employer and the Union representing the appropriate bargaining unit;

6. explains that the Default Schedule will be put into effect automatically if the bargaining parties do not agree in a timely manner; and

7. sets out annual standards to be achieved under the Rehabilitation Plan and describes how the Rehabilitation Plan will be updated from time to time.

Rehabilitation Period

The rehabilitation period is the period of thirteen Plan Years (as extended beyond ten years by the Trustee's election under the Worker, Retiree, and Employer Act of 2008) beginning January 1, 2012.

Actions Trustees Have Taken to Improve the Funded Position

During the recent years preceding the Fund entering Critical Status, in efforts to improve the funded position, the Trustees took the following actions:

1. Reduced future benefit accruals by 50% effective January 1, 2007;

2. Adopted a Funding Improvement Plan in 2008 that contained mandatory contribution increases and benefit reductions;

3. Adopted a Rehabilitation Plan in 2009 that included additional mandatory contribution increases and additional benefit reductions; and

4. Authorized the Investment Consultant to act as a co-fiduciary to add an additional level of performance review of the investment managers and to expedite changes, if necessary, to the asset allocation and /or the investment professionals.

The Rehabilitation Plan adopted by the Trustees on July 9, 2009 took further action by removing the following adjustable benefits for all participants submitting applications for retirement after September 4, 2009:

1. All early retirement subsidies are eliminated. Early retirement benefits will be actuarially equivalent to a benefit payable at Normal Retirement Age. The percentage of the benefit payable is shown below.

Age	Actuarially Equivalent Early Retirement Percent of Benefit Payable

55	34.59%
56	38.10%
57	42.04%
58	46.48%
59	51.48%
60	57.15%
61	63.59%
62	70.92%
63	79.31%
64	88.92%
65	100.00%

2. All payment options other than the 50% qualified joint and survivor annuity are eliminated.

3. $7,500 post-retirement death benefits are eliminated.

4. All minimum pension benefits are eliminated.

5. Disability benefits (if not yet in pay status on September 4, 2009) will be payable as a deferred vested benefit.

In addition to removing these adjustable benefits in the Rehabilitation Plan's Schedule, the Schedule required significant contribution rate increases.

The Trustees have also been exploring the feasibility of other potential remedies for underfunding such as a PBGC assisted merger, plan partition and the Multiemployer Pension Reform Act of 2014.

The Trustees have considered the impact of requiring increased contributions on the industry and contributing employers. The Trustees approved no increases to contribution rates for the duration of this Updated Rehabilitation Plan, as indicated by the schedule.

Rehabilitation Plan Standard

ERISA and the IRC generally provide for a plan to emerge from Critical Status by the end of rehabilitation period. However, the law also specifically provides for a plan to emerge from Critical Status later, if possible, or to forestall insolvency if the plan cannot reasonably be expected to emerge by the end of the rehabilitation period, or at all, as determined by its Trustees.

The Board of Trustees considered several possible actions, options, and alternatives that might enable the Fund to emerge from Critical Status by the end of the rehabilitation period. After serious review of all the considered remedies that would permit the Fund to emerge from Critical Status by the end of the thirteen year rehabilitation period, the Trustees determined those remedies to be unreasonable measures that would be untenable, counterproductive, and adverse to the Fund and the Fund participants and unaffordable by the contributing employers.

In 2010, actuarial projections indicated that annual contribution rate increases of $.585 per year to August 1, 2024, for an hourly contribution rate of $17.045, would be needed even if (1) all future benefit accruals were eliminated, (2) any remaining adjustable benefits (including the right to receive any early retirement pension) were eliminated, (3) YRCW resumes contributions at full rates (which was not projected to occur until 4/1/2015 at the earliest) and at full employee complements, and (4) the benefit reductions and contribution increases did not lead to additional employer withdrawals. Later actuarial projections indicate that the annual contribution rate increases would be larger than that given above. The Trustees considered significant contribution increases with no additional benefit accruals to be unreasonable and the other alternatives to be unsupportable.

Trustee Approved Rehabilitation Plan Remedies

The Trustees concluded that annual contribution rate increases in excess of those called for under the attached Schedule were not reasonable and could trigger withdrawals and significant losses to the Fund and participants. Therefore, the Trustees concluded that contributions required to emerge from critical status "at a later date" would be unreasonable. Therefore the Trustees concluded that the Rehabilitation Plan must be designed to forestall insolvency.

Based on this, the Trustees have adopted the following measures, which they have determined to be the most the Plan and the contributing employers can reasonably tolerate to forestall insolvency of the Fund. The updated Rehabilitation Plan is expected to delay the projected insolvency to 2027

Unilateral Trustee Actions for Non-Active Participants

Notwithstanding any other terms of this revised and updated Rehabilitation Plan or the Schedule provided under it, the benefits of participants who apply for, or are already receiving benefits on or before September 4, 2009, will not be reduced.

Participants who terminate covered service before earning additional service under a collective bargaining agreement with terms consistent with the Schedule will automatically have their future benefits reduced in accordance with the benefit changes described in the Schedule, effective as of the earliest date permitted after the provision of legally required advance notice.

Schedule

The subsidies applicable to and the entitlement for all non-protected and adjustable benefits for participants covered by the Schedule, who retire or terminate employment after this Schedule is effective for their bargaining group, are eliminated effective on the date a new agreement is adopted that conforms with this Schedule (or the date this Schedule is automatically implemented.) The adjustable benefits that are being eliminated, as well as the pattern of employer contribution rates, are described in Attachment A: Schedule.

Automatic Implementation of Rehabilitation Plan Schedule

If a collective bargaining agreement providing for contributions under the Fund that was in effect on January 1, 2009 expires, and after receiving the Rehabilitation Plan Schedule, the bargaining parties fail to adopt contribution and benefit terms consistent with the latest Default Schedule provided, that Default Schedule will be implemented automatically 180 days after the date on which the collective bargaining agreement expires.

Annual Standards for Meeting the Rehabilitation Requirements and Updating of Rehabilitation Plan

Based on reasonable assumptions, and pursuant to the attached Schedule, the Fund is projected to remain solvent until 2027. The projected assets will vary each year as actual experience differs from the assumptions. The Trustees recognize the possibility that actual experience could be less favorable than the reasonable assumptions used for the Rehabilitation Plan on an annual basis. Consequently, the annual standards for meeting the requirements of this Rehabilitation Plan are based on having a minimum asset levels as illustrated below:

Standard for Plan Year Beginning January 1,	Market Value of Assets as of the prior December 31
2015	$97,200,000
2016	93,500,000
2017	87,700,000
2018	81,600,000
2019	75,200,000
2020	68,400,000
2021	60,900,000
2022	52,900,000
2023	44,300,000
2024	35,400,000
2025	26,000,000
2026	16,200,000
2027	6,000,000
2028	0

Should the Trustees determine that, after a review of updated information, a modification to the Rehabilitation Plan is in order, the Board will revise the Rehabilitation Plan and present an updated Schedule to the bargaining parties. Notwithstanding subsequent changes in the benefit and contribution requirements of the Schedule, a Schedule provided by the Trustees and relied upon by the bargaining parties in negotiating a collective bargaining agreement shall remain in effect for the duration of that collective bargaining agreement. However, a collective bargaining agreement that is renewed or extended will need to include terms consistent with a Schedule in effect at the time of the renewal or extension.

Other Issues

In the event that one Schedule is implemented for an employer, and then a different Schedule is adopted as part of a subsequent negotiation, the Trustees may develop revised Schedule requirements for that particular situation.

Benefit changes, if any, indicated in this Rehabilitation Plan will become effective as soon as legally permissible after the Rehabilitation Plan is adopted.

ATTACHMENT A: SCHEDULE (DEFAULT SCHEDULE)

Affected Participants

The changes described in this Schedule apply to participants retiring or terminating covered employment after this Schedule becomes effective as a result of a new conforming agreement between applicable bargaining parties, or if this Schedule is automatically implemented.

Benefit Changes

The following changes are effective for all participants submitting applications for retirement after September 4, 2009:

- All early retirement subsidies are eliminated. Early retirement benefits will be actuarially equivalent to a benefit payable at Normal Retirement Age. The percentage of the benefit payable is shown below.

Age	Actuarially Equivalent Early Retirement Percent of Benefit Payable
55	34.59%
56	38.10%
57	42.04%
58	46.48%
59	51.48%
60	57.15%
61	63.59%
62	70.92%

63	79.31%
64	88.92%
65	100.00%

- All payment options other than the 50% qualified joint and survivor annuity are eliminated.
- $7,500 post-retirement death benefit is eliminated.
- All minimum pension benefits are eliminated.
- Disability benefits (if not yet in pay status on September 4, 2009) will be payable as a deferred vested benefit.

Contributions

Year	NMFA	NMATA	Distressed Employer
August 1, 2014	$11.055	$10.380	$1.814
August 1, 2015	$11.055	$10.380	$1.814
August 1, 2016	$11.055	$10.380	$1.814

FREIGHT DRIVERS & HELPERS LOCAL UNION NO. 557 PENSION PLAN

As Amended and Restated Effective January 1, 2015

ARTICLE I - BACKGROUND

Section 1.01. History of the Plan. Effective as of November 24, 1954, the Freight Drivers & Helpers Local Union No. 557, affiliated with the International Brotherhood of Teamsters, established the Freight Drivers & Helpers Local Union No. 557 Pension Fund (the "Plan") to provide pension benefits to employees covered by collective bargaining agreements entered into by and between local unions and certain employers, together with employees of such other employers which agreed to provide coverage for their employees under the Plan, and such other persons whom the Trustees permitted to be covered under the Plan. The Freight Drivers & Helpers Local Union No. 557 subsequently merged into the Truck Drivers, Helpers, Taxicab Drivers Garage Employees and Airport Employees Local Union No. 355, also affiliated with the International Brotherhood of Teamsters.

The Plan and Trust Agreement have been amended from time to time. The Plan was last amended and restated as of January 1, 2010. The Plan was subsequently amended several times since the last restatement to implement various changes adopted by the Trustees, to clarify the language of the Plan document and to comply with changes in the applicable laws.

The Plan is hereby amended and restated effective January 1, 2015 (except where an earlier date is indicated) to (i) incorporate all prior amendments, and (ii) make certain clarifying changes.

Section 1.02. Effective Date. The original effective date of the Plan was November 24, 1954. The effective date of this amendment and restatement is January 1, 2015.

Section 1.03. Scope of the Plan. Except as otherwise specifically provided herein, the rights, benefits and obligations of participants who retired, died or terminated their participation under the Plan prior to January 1, 2015 shall be determined under the terms and conditions of the Plan as it existed prior to this amendment and restatement of the Plan. This amendment and restatement shall not reduce or eliminate any benefits earned under the Plan as in effect immediately prior to January 1, 2015.

Section 1.04. Qualification of the Plan. It is intended that the Plan be a qualified plan within the meaning of section 401(a) of the Code and that the trust be exempt from federal income taxation pursuant to the provisions of section 501(a) of the Code.

Section 1.05. Plan Document. The Plan consists of the Plan document as set forth herein and any amendment hereto. Certain provisions relating to the Plan and its operation are contained in the corresponding Trust Agreement, and any amendments, appendices and riders to any of the foregoing. It is intended that the Plan shall operate in accordance with the applicable provisions of the Code, ERISA and the regulations promulgated thereunder.

ARTICLE II - DEFINITIONS

Section 2.01. Accrued Benefit. The term "Accrued Benefit" shall mean a Participant's annual benefit as determined under the Plan and based on Contributing Employer contributions, without regard to whether the Participant is Vested, as of a given date.

Section 2.02. Actuarial Equivalent. The term "Actuarial Equivalent" shall mean that benefits expected to be received under an optional benefit form provided under the Plan shall have the same actuarial present value as the normal form of benefit it replaces.

Section 2.03. Alternate Payee. The term "Alternate Payee" shall mean a Spouse, former Spouse, child or dependent of a Participant who is recognized by a Qualified Domestic Relations Order as having a right to receive all or a portion of the benefits payable under the Plan with respect to such Participant.

Section 2.04. Annuity Starting Date. The term "Annuity Starting Date" shall mean the first day of the first calendar month after the Participant has fulfilled all of the conditions for entitlement to benefits and after the later of:

(a) submission by the Participant of a completed application for benefits; or

(b) thirty (30) days after the Plan advises the Participant of the available benefit payment options.

Notwithstanding the foregoing, the Annuity Starting Date shall not be later than the Participant's Required Beginning Date.

A Participant who enters Retirement before his Normal Retirement Age and earns additional benefit accruals under the Plan through reemployment shall have a separate Annuity Starting Date with respect to such additional benefit accruals. A Participant who enters Retirement on or after Normal Retirement Age and earns additional benefit accruals under the Plan through reemployment shall have the same Annuity Starting Date apply to any additional benefits accrued through reemployment after that date.

Section 2.05. Applicable Rate. The term "Applicable Rate" shall mean the rate or rates of pension benefits specified in Article V and Appendix A. If a Participant earns Service Credits with more than one Contributing Employer, the Applicable Rate shall be determined separately with respect to each Contributing Employer. If Service Credits earned in one (1) Calendar Year include service for more than one (1) Contributing Employer, the Applicable Rate for all Service Credits earned in that year shall be that of the Contributing Employer with whom the Participant had the most Hours of Service in the year.

The Applicable Rate to which a Participant is entitled shall be determined under the terms of the Plan in effect at the time the Participant separates from Covered Employment. For purposes of determining the Applicable Rate, a Participant shall be deemed to have separated from Covered Employment on the last day of work that was followed by a One Year Break in Service. In order to be entitled to any benefit rate increases following employment after a One Year Break in Service, the Participant must subsequently earn at least twenty-four (24) Service Credits.

Section 2.06. Beneficiary. The term "Beneficiary" shall mean a person (other than a Pensioner) designated by a Participant who is or may become entitled to benefits under the Plan.

Section 2.07. Calendar Year. The term "Calendar Year" shall mean the twelve (12)-month period commencing on January 1. For purposes of ERISA and the Code, as applicable, the Calendar Year shall serve as the limitation year, the vesting computation period and the benefit accrual computation period.

Section 2.08. Code. The term "Code" shall mean the Internal Revenue Code of 1986, as amended.

Section 2.09. Collective Bargaining Agreement. The term "Collective Bargaining Agreement" shall mean any agreement between the Union and a Contributing Employer, or between a Contributing Employer (including the Union) and the Plan, which requires contributions to the Plan.

Section 2.10. Continuous Employment or Continuously Employed. The term "Continuous Employment" or "Continuously Employed" means a period of Covered Employment and/or non-Covered Employment during which a Participant does not quit, is not discharged or is not otherwise terminated.

Section 2.11. Contributing Employer. The term "Contributing Employer" shall mean an employer signatory to a Collective Bargaining Agreement with the Union requiring contributions to the Plan or an employer signatory to any other agreement requiring contributions to the Plan provided that:

(a) the employer has been accepted as a Contributing Employer by the Trustees; and

(b) the Trustees have not, by resolution, terminated the employer's status as a Contributing Employer because the Contributing Employer has failed, for a period of one-hundred and twenty (120) days after the due date, to make contributions to the Plan as provided for in the applicable Collective Bargaining Agreement.

Section 2.12. Contribution Period. The term "Contribution Period" shall mean, with respect to a category of employment, the period during which the employer is a Contributing Employer with respect to an Employee's unit or classification of employment.

Section 2.13. Covered Employment. The term "Covered Employment" shall mean employment of an Employee by a Contributing Employer in a category covered by a Collective Bargaining Agreement that requires contributions to the Plan, including employment of an Employee by the Contributing Employer prior to the Contribution Period. "Covered Employment" shall not, however, include employment by an employer after termination of that employer's status as a Contributing Employer, pursuant to the provisions of Section 2.11.

Section 2.14. Employee. The term "Employee" shall mean a person who is an employee of a Contributing Employer for whom contributions to the Plan are required. The term "Employee" shall not include any partner or sole proprietor of a business organization which is a Contributing Employer.

Section 2.15. ERISA. The term "ERISA" shall mean the Employee Retirement Income Security Act of 1974, as amended.

Section 2.16. Hour of Service. The term "Hour of Service" shall mean:

(a) Each hour for which an Employee is paid or entitled to payment for the performance of duties for the Contributing Employer. These hours shall be credited to the Employee for the Plan Year in which the duties are performed; and

(b) Each hour for which an Employee is paid or entitled to payment by the Contributing Employer for a period of time during which no duties are performed (irrespective of whether the employment relationship has terminated) due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty, or leave of absence, excluding any time compensated under a worker's compensation or unemployment compensation law or a plan pursuant to a mandatory disability benefits law. No more than five hundred one (501) Hours of Service shall be credited under this subsection for any single, continuous period (whether or not such period occurs in a single Plan Year). Two (2) periods of paid non-work time shall be deemed continuous if they are compensated for the same reason (e.g., disability) and are not separated by at least ninety (90) days. Hours under this subsection shall be calculated and credited pursuant to Department of Labor Regulation section 2530.200b-2, which is incorporated herein by reference.

(c) Each hour for which back pay, irrespective of mitigation of damages, is either awarded or agreed to by the Contributing Employer. The same Hours of Service shall not be credited both under subsection (a) or subsection (b), as the case may be, and under this subsection (c). These hours shall be credited to the periods to which the award or agreement pertains rather than the computation period in which the award, agreement or payment is made.

(d) In addition, Hours of Service shall include Qualified Military Service, or such additional or other periods as are granted by the Contributing Employer as military leave, provided the Employee returns to employment within ninety (90) days of the end of his Qualified Military Service (or such longer period of time as his reemployment rights are protected by law). The same Hours of Service shall not be credited under subsections (a)–(c) above, as the case may be, and under this subsection (d).

Section 2.17. Normal Retirement Age. The term "Normal Retirement Age" shall mean the later of:

(a) Age sixty-five (65); or

(b) The earlier of:

(1) the fifth anniversary of the Participant's Plan participation, disregarding participation before January 1, 1988, or

(2) the tenth anniversary of the Participant's Plan participation.

Participation before a Permanent Break in Service, or participation before a One Year Break in Service in the case of a non-Vested former Participant who has not returned to Covered Employment and reinstated participation in accordance with Section 3.03, shall be disregarded in applying this subsection.

Section 2.18. **<u>One Year Break in Service</u>**. The term "One Year Break in Service" shall mean:

(a) A Participant shall incur a One Year Break in Service in any Calendar Year after 1975 in which he fails to complete five hundred (500) Hours of Service in Covered Employment in a Calendar Year; provided, however, that periods of employment with a Contributing Employer in non-Covered Employment after December 31, 1975, if creditable under Section 2.40(a), shall be counted as if it were Covered Employment in determining whether a One Year Break in Service has been incurred.

(b) The following absences shall not be counted in determining whether a One Year Break in Service has occurred:

(1) Absence due to proven disability, arising from work for a Contributing Employer and for which the Participant is compensated by the applicable state worker's compensation law.

(2) Absence from work on account of the Participant's pregnancy, the birth of the Participant's child, the placement of a child in connection with the Participant's adoption of the child, or the Participant's caring for such child for a period immediately following the child's birth or placement. A maximum of five hundred one (501) Hours of Service shall be credited in the Calendar Year in which the absence from work begins if any such hours are required to avoid a One Year Break in Service; if such hours are not required to avoid a One Year Break in Service during the Calendar Year in which the absence of work began, they shall be credited in the immediately following Calendar Year. For each day of absence covered by this subsection, a Participant shall be credited with the number of Hours of Service that would normally be credited but for the absence (or, if normal hours cannot be determined, then eight (8) hours for each day).

(3) Absence due to any period of Qualified Military Service.

(4) Absences that are covered under the Family and Medical Leave Act of 1993 under which a Participant is on an unpaid leave from work in order to care for a family member with a serious health condition or because the Participant's own health condition renders the Participant unable to perform the functions of his job, but only to the extent that credit for such absence is necessary to avoid a One Year Break in Service.

(c) The Plan may require, as a condition of granting such credit, that the Participant establish to the satisfaction of the Trustees that the absence is for one of the reasons specified in subsection (b) above and the number of hours for which such absence occurred. The periods of absence referred to in subsection (b) above are not intended to add to the Service Credit of the Participant. Rather, they are periods that are to be disregarded in determining whether there has been a One Year Break in Service.

Section 2.19. Participant. The term "Participant" shall mean a Pensioner or an Employee who meets the requirements for participation in the Plan as set forth in Article III, or a former Employee who has acquired a right to a pension under the Plan.

Section 2.20. Pensioner. The term "Pensioner" shall mean a person to whom a pension is being paid under the Plan or to whom a pension would be paid under the Plan but for time for administrative processing.

Section 2.21. Pension Fund. The term "Pension Fund" shall mean the Freight Drivers & Helpers Local Union No. 557 Pension Fund established by the Trust Agreement.

Section 2.22. Permanent Break In Service. The term "Permanent Break In Service" shall mean:

(a) After January 1, 1985. Beginning on or after January 1, 1985, a Participant shall incur a Permanent Break in Service if he has consecutive One Year Breaks in Service that equal or exceed the greater of five (5), or the number of full Years of Vesting Service with which the Participant had been credited.

(b) Between January 1, 1976 and December 31, 1984. A Participant shall have incurred a Permanent Break in Service if during the period between January 1, 1976 and December 31, 1984, he has consecutive One Year Breaks in Service, including at least one (1) after 1975, which equal or exceed the number of full Years of Vesting Service with which he had been credited.

(c) Before January 1, 1976

(1) A Participant shall have incurred a Permanent Break in Service, if, during the period ending between June 1, 1964 and December 31, 1975, he did not work a sufficient number of hours in Covered Employment in a Calendar Year to earn at least one Service Credit in any one of any six (6) consecutive Calendar Years. However, no Permanent Break in Service shall be deemed to have occurred if, during a period ending between June 1, 1964 and December 31, 1975, the Participant had contributions made to the Plan on his behalf for a cumulative total of at least thirty-six (36) units of service credit in any period of six (6) consecutive Calendar Years.

(2) A Participant shall have incurred a Permanent Break in Service, if, during a period ending before June 1, 1964, he did not work a sufficient number of hours in Covered Employment in a Calendar Year to earn one (1) Service Credit during any period of twelve (12) consecutive months. However, the Trustees may excuse a Permanent Break in Service ending before June 1, 1964, upon application by a Participant for benefits where the Participant establishes to the Trustees' satisfaction that his failure to meet the Service Credit requirement, in accordance with the rules and regulations of the Plan, was due to special

circumstances under which the Participant did not intend to withdraw from active employment in the industry.

Section 2.23. Plan Administrator. The term "Plan Administrator" shall mean the Trustees.

Section 2.24. Plan. The term "Plan" shall mean the Freight Drivers & Helpers Local Union No. 557 Pension Plan as set forth herein and as may be amended from time to time.

Section 2.25. Plan Year. The term "Plan Year" shall mean the Calendar Year.

Section 2.26. Qualified Domestic Relations Order or QDRO. The terms "Qualified Domestic Relations Order" or "QDRO" shall mean any duly entered judgment, decree or order (including approval of a property settlement agreement) made pursuant to a state domestic relations law (including a community property law) that relates to the provision of child support, alimony payments, or marital property rights to an Alternate Payee and which is a Qualified Domestic Relations Order under section 206(d)(3) of ERISA and section 414(p) of the Code.

Section 2.27. Qualified Joint and Survivor Annuity. The term "Qualified Joint and Survivor Annuity" shall mean an annuity for the life of the Participant with a survivor annuity for the life of the Participant's Spouse equal to fifty percent (50%) of the annuity payable for the Participant's life.

Section 2.28. Qualified Military Service. The term "Qualified Military Service" shall mean any service in the uniformed services (as defined in chapter 43 of title 38, United States Code) where the Participant's right to reemployment is protected by law.

Section 2.29. Qualified Pre-Retirement Survivor Annuity. The term "Qualified Pre-Retirement Survivor Annuity" shall mean the benefit payable to the Spouse of a vested Participant who dies before the commencement of benefits under the Plan and who meets the requirements of Section 7.02.

Section 2.30. Required Beginning Date. The term "Required Beginning Date" shall mean April 1 of the Calendar Year following the year in which the Participant reaches age seventy and one-half (70½).

Section 2.31. Retired, Retires or Retirement. The terms "Retired," "Retires" or "Retirement" shall mean a Participant's severance from employment with any and all Contributing Employers under the Plan and who is receiving monthly pension benefits under the Plan.

Section 2.32. Service Credit. The term "Service Credit" shall mean a unit of measurement equal to twelve (12) units of service credit based on a Participant's Hours of Service in Covered Employment as determined under Section 4.01; provided, however, that for purposes of Section 4.01(a), the term "Service Credit" shall refer to annual units of service credit. For purposes of the Plan, each unit of service credit shall equal one/twelfth (1/12) of a Service Credit.

Section 2.33. Spouse or Surviving Spouse. Effective June 26, 2013, the terms "Spouse" and "Surviving Spouse" shall mean the person to whom a Participant was legally married on the earlier of his Annuity Starting Date or his death; provided that a former Spouse shall be treated as a Spouse or Surviving Spouse only to the extent provided under a Qualified Domestic Relations Order.

Section 2.34. Straight Life Annuity. The term "Straight Life Annuity" shall mean an annuity for the life of the Participant.

Section 2.35. Totally and Permanently Disabled or Total and Permanent Disability. The terms "Totally and Permanently Disabled" and "Total and Permanent Disability" shall mean:

(a) a determination by the Social Security Administration that a Participant is entitled to a Social Security disability benefit in connection with his old age survivors and disability insurance coverage, or

(b) if rejected by the Social Security Administration for reasons other than the Employee's disability, the determination by the Trustees, in their sole and absolute discretion, on the basis of medical evidence that:

(1) the Participant is totally unable, as a result of bodily injury or disease, to engage in or perform the duties of any occupation for remuneration or profit, and

(2) such disability shall be permanent and continuous for the remainder of his life.

Section 2.36. Trustees. The term "Trustees" shall mean the Board of Trustees as established and constituted from time to time in accordance with the Trust Agreement.

Section 2.37. Trust Agreement. The term "Trust Agreement" shall mean the Agreement and Declaration of Trust establishing the Freight Drivers & Helpers Local Union No. 557 Pension Fund, effective as of November 24, 1954, including any modification, amendment, extension or renewal thereof.

Section 2.38. Union. The term "Union" shall mean Truck Drivers, Helpers, Taxicab Drivers Garage Employees and Airport Employees Local Union No. 355, affiliated with the International Brotherhood of Teamsters.

Section 2.39. Vested. The term "Vested" shall mean the date that is the earlier of:

(a) The date on which a Participant attains Normal Retirement Age, except to the extent that benefits are canceled because the Contributing Employer ceased to contribute to the Plan with respect to the employment unit in which the Participant was employed; or

(b) In the case of a Participant who is represented by the Union for purposes of collective bargaining, has had no Permanent Break in Service as of December 31, 1998 and has completed more than one (1) Hour of Service on or after January 1, 1999, the date on which a Participant completes at least of five (5) Years of Vesting Service.

(c) In the case of a Participant who is represented by the Union for purposes of collective bargaining who does not meet the requirements of (b) above, the date on which the Participant completes five (5) Years of Vesting Service.

(d) In the case of a non-collectively bargained Participant who completes one (1) Hour of Service on or after January 1, 1989, the date on which the Participant completes five (5) Years of Vesting Service.

Section 2.40. Year of Vesting Service. The term "Year of Vesting Service" shall mean:

A Calendar Year during the Contribution Period (including periods before he became a Participant) in which the Participant completed at least one thousand (1,000) Hours of Service in Covered Employment; provided, however, that

(a) Additions. If a Participant is Continuously Employed by a Contributing Employer in non-Covered Employment, Hours of Service in such non-Covered Employment during the Contribution Period after December 31, 1975, shall be counted toward a Year of Vesting Service; and

(b) Exceptions. A Participant shall not be entitled to credit toward a Year of Vesting Service for years preceding a Permanent Break in Service.

ARTICLE III - PARTICIPATION

Section 3.01. Participation. An Employee who is engaged in Covered Employment during a Contribution Period shall become a Participant in the Plan on the earliest January 1 or July 1 following completion of at least one thousand (1,000) Hours of Service in Covered Employment during a twelve (12)-consecutive-month period beginning on the date an Employee is entitled to be credited with an Hour of Service. For periods after the initial period described in the preceding sentence or reemployment following a One Year Break in Service, the computation period shall be a Calendar Year beginning with the Calendar Year that includes the first anniversary of the Employee's employment commencement date.

If an Employee is credited with fewer than one thousand (1,000) Hours of Service in the initial computation period described in the previous sentence, then subsequent computation periods shall begin with the January 1 next following the Employee's date of hire and continue on a Plan Year basis thereafter.

Section 3.02. Termination of Participation. A Participant who incurs a One Year Break in Service shall cease to be a Participant as of the last day of the Calendar Year which constitutes the One Year Break in Service, unless such Participant:

(a) is a Pensioner; or

(b) has become Vested.

Section 3.03. Reinstatement of Participation. An Employee who has lost his status as a Participant in accordance with Section 3.02 shall again become a Participant and shall receive credit for meeting the accumulated prior service requirements as described in Section 3.01 on the basis of Service Credit earned after the Calendar Year during which participation terminated.

ARTICLE IV - ACCUMULATION OF PENSION CREDITS

Section 4.01. Service Credits.

(a) For Employment Before January 1, 1954. An Employee shall be entitled to one (1) Service Credit for each year prior to January 1, 1954 that the Employee's Social Security earnings record indicates that earnings for work in Covered Employment in a Calendar Year equaled or exceeded at least one-half (1/2) the maximum Social Security wage base for that year. For those years in which an Employee's earnings in Covered Employment in a Calendar Year were less than one-half (1/2) the maximum Social Security wage base for such year, the Employee shall be credited with a proportionate share of such Service Credit rounded to the lowest one-twelfth (1/12) credit.

(b) Employment Between January 1, 1954 and January 1, 1976. For the period between January 1, 1954 and January 1, 1976, a Participant shall be credited with one (1) unit of service credit for each one hundred (100) hours of Covered Employment with a maximum of twelve (12) units of Service Credit for one thousand two hundred (1,200) hours, or more of Covered Employment.

(c) Employment After January 1, 1976. For the period after January 1, 1976, a Participant shall be credited with units of service credit on the basis of Hours of Service in Covered Employment in accordance with the following schedule:

Hours of Covered Employment in Calendar Year	**Units of Service Credit**
Less than 500 Hours	0
500 to 599	5
600 to 699	6
700 to 799	7
800 to 899	8
900 to 999	9
1,000 to 1,099	10
1,100 to 1,199	11
1,200 and Over	12

(d) Upon Retirement, all Service Credits that were accumulated on behalf of each Employee on or after January 1, 1954 shall be totaled and such total shall be added to the

Employee's credit for periods of employment before January 1, 1954 for purposes of determining the Employee's total number of Service Credits.

Section 4.02. Breaks in Service.

(a) Effect of a One Year Break in Service.

(1) If a Participant earned three (3) Years of Vesting Service after June 1, 1964, including one (1) earned after January 1, 1976, and the Participant subsequently incurs a One Year Break in Service before becoming Vested, then:

(A) the Participant's participation shall be terminated; and

(B) the Participant's previously credited Years of Vesting Service, and previous Service Credits shall be canceled.

(2) If a Participant has not earned at least ten (10) Service Credits or has not become Vested and incurs a One Year Break in Service, then:

(A) the Participant's previous Service Credits and Years of Vesting Service shall be canceled; and

(B) the Participant's participation shall be terminated, with new participation being subject to the provisions of Section 3.03.

(b) Reparation of One Year Break in Service. If, after incurring a One Year Break in Service, a former Participant subsequently earns one (1) Year of Vesting Service, the previously earned Years of Vesting Service and Service Credits shall be restored, provided, however, that nothing in this subsection shall change the effect of a Permanent Break in Service.

(c) Effect of a Permanent Break in Service. If a Participant who has not earned at least ten (10) Service Credits or who has not become Vested incurs a Permanent Break in Service, then:

(1) the Participant's previous Service Credits and Years of Vesting Service shall be canceled; and

(2) the Participant's participation shall be terminated, with new participation being subject to the provisions of Section 3.01.

ARTICLE V - PENSION ELIGIBILITY AND AMOUNTS

Section 5.01. **Normal Pension.** A Participant may retire on a Normal Pension if he has severed employment with any and all Contributing Employers under the Plan and has satisfied the requirements of either (a) or (b) below:

(a) For pension benefit applications received by the fund office on or before September 4, 2009, attained age sixty (60) and is either Vested or has accrued at least twenty (20) Service Credits; or

(b) Has reached Normal Retirement Age while working as a Participant in Covered Employment.

The monthly amount of a Normal Pension is equal to the sum total of the product of (i) the Applicable Rate in effect for each particular period of service described below, and (ii) the Service Credits accrued during each such period. The Applicable Rates to which a Participant is entitled shall be determined under the terms of the Plan in effect at the time the Participant separates from Covered Employment.

The Applicable Rates in effect for a Participant who separates from Covered Employment on or after January 1, 1998 are:

(A) For Service Credits accrued prior to January 1, 1987:

The greater of:

(1) the highest contribution rate of the Participant's Contributing Employer during that period multiplied by $15.00 (the product shall be rounded to the next lower $0.25); or

(2) $22.00 for employees of National Master Freight Agreement Contributing Employers, Carhaul Contributing Employers, Local Union No. 557 and other freight Contributing Employers;

$18.00 for employees of moving and storage companies; or

$4.00 for employees of multi-modal companies.

(B) For Service Credits accrued from January 1, 1987, through December 31, 1994:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $19.00 (the product shall be rounded to the next lower $0.25).

(C) For Service Credits accrued from January 1, 1995 through December 31, 1996:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $23.00 (the product shall be rounded to the next lower $0.25).

(D) For Service Credits accrued from January 1, 1997 through July 31, 2004:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $42.00 (the product shall be rounded to the next lower $0.25).

(E) For Service Credits accrued from August 1, 2004 through December 31, 2006:

The Applicable Rate shall be determined for each Calendar Year by multiplying (i) the lesser of the contribution rate of the Participant's Contributing Employer for such Calendar Year (using the contribution rate in effect for the majority of the Participant's hours in that Year) or the contribution rate of the Participant's Contributing Employer in effect as of July 31, 2004 by (ii) $42.00 (the product shall be rounded to the next lower $0.25).

(F) For Service Credits accrued on or after January 1, 2007:

The Applicable Rate shall be determined for each Calendar Year by multiplying (i) the lesser of the contribution rate of the Participant's Contributing Employer for such Calendar Year (using the contribution rate in effect for the majority of the Participant's hours in that Year) or the contribution rate of the Participant's Contributing Employer in effect as of July 31, 2004 by (ii) $21.00 (the product shall be rounded to the next lower $0.25).

Section 5.02. Minimum Pension for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009. A Participant may retire on a Minimum Pension if he has separated from Covered Employment on or after January 1, 1998, the fund office has received an application for pension benefits on or before September 4, 2009, and has satisfied the requirements of (a), (b) and (c) below:

(a) attained age fifty-five (55);

(b) earned at least twenty-five (25) Service Credits with Contributing Employers who contributed to the Plan at National Master Freight Agreement or National Master Automobile Transporters Agreement rates; and

(c) Retired with benefits commencing on or after January 1, 1998.

The monthly amount of the Minimum Pension for a Participant who separates from Covered Employment on or after January 1, 1999 shall be determined as follows:

(a) if the Participant Retires with thirty (30) or more Service Credits, $2,200 plus, $75 multiplied by the number of Service Credits in excess of thirty (30);

(b) if the Participant Retires at age sixty (60) or older with at least twenty-five (25) but less than thirty (30) Service Credits, $1,825 plus, $75 multiplied by the number of Service Credits in excess of twenty-five (25); or

(c) if the Participant Retires between the ages of fifty-five (55) and fifty-nine (59) with at least twenty-five (25) but less than thirty (30) Service Credits, $1,500 plus, $75 multiplied by the number of Service Credits in excess of twenty-five (25).

The monthly amount of the Minimum Pension for a Participant who separates from Covered Employment on or after January 1, 1998, but before January 1, 1999 shall be determined as provided in Appendix B.

At Retirement, the Minimum Pension under this Section 5.02 shall be compared with the benefit calculated under the Normal Pension provisions of Section 5.01 and the Early Retirement provisions of Section 5.03. The Participant shall be eligible for the greatest benefit. The resulting benefit shall then be adjusted, as appropriate, for any of the forms of payment in accordance with Article VI.

Effective for Annuity Starting Dates occurring after September 4, 2009, the Minimum Pension is no longer available.

Section 5.03. Reduced Early Retirement Pension. A Participant shall be entitled to receive an Early Retirement Pension upon Retirement if he has:

(a) attained age fifty-five (55);

(b) earned at least ten (10) Service Credits;

(c) earned at least five (5) Service Credits in a Calendar Year which began after January 1, 1964; and

(d) Retired.

The monthly amount of an Early Retirement Pension, if received by the fund office on or before September 4, 2009, is the amount of a Normal Pension reduced by five-twelfths of one percent (5/12 of 1%) for each month by which the commencement of the pension precedes age sixty (60).

The monthly amount of an Early Retirement Pension, if received by the fund office after September 4, 2009, is the amount of a Normal Pension reduced pursuant to the reduction factors in Appendix F based on the Participant's age at benefit commencement.

Section 5.04. Unreduced Early Retirement Pension for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009. A Participant whose application is received by the fund office on or before September 4, 2009 shall be entitled to receive an Unreduced Early Retirement Pension upon Retirement if he has:

(a) attained age fifty-five (55);

(b) earned at least thirty (30) Service Credits;

(c) earned at least three (3) Service Credits after April 1, 1977; and

(d) Retired on or after July 1, 1977.

The monthly amount of the Unreduced Early Retirement Pension is the amount of the Normal Pension.

Effective for Annuity Starting Dates occurring after September 4, 2009, the Unreduced Early Retirement Pension is no longer available.

Section 5.05. Increases in Monthly Annuity Payments for Pensioners and Beneficiaries of Deceased Pensioners.

(a) Effective January 1, 1998, the monthly pension annuity benefits payable to Pensioners and Beneficiaries of deceased Pensioners shall be increased by one and one-quarter percent (1¼%) multiplied by the number of full or partial years that the Pensioner and/or the Beneficiary of a deceased Pensioner has been receiving monthly pension annuity benefits from the Plan, with a minimum increase of five percent (5%) if:

(1) the Pensioner Retired with a pension effective date on or before December 1, 1997; and

(2) the Pensioner or his Beneficiary (if the Pensioner is deceased) is on the pension rolls on January 1, 1998.

(b) Effective January 1, 1998, the monthly pension annuity benefit shall be recalculated under the formula for active Participants adopted effective January 1, 1998 and the Pensioner or Beneficiary of a deceased Pensioner shall receive the greater of the increase provided under the recalculation or the increase specified in (a) above, if:

(1) the Pensioner Retired with an Annuity Starting Date in 1997;

(2) but for his Retirement, the Pensioner would have been eligible for the benefit formula for active participants adopted effective January 1, 1998; and

(3) the Pension or his Beneficiary is on the pension rolls on January 1, 1998.

Section 5.06. Maximum Limitation.

(a) Limitations on Benefits Under Section 415 of the Code. In addition to any other limitations set forth in the Plan and notwithstanding any other provisions of the Plan, effective for Limitation Years beginning on and after January 1, 2008, benefits under the

Plan shall be limited in accordance with section 415 of the Code and the Treasury Regulations thereunder, in accordance with this Section. This Section 5.06 is intended to incorporate the requirements of section 415 of the Code by reference except as otherwise specified herein.

(b) Definitions. For purposes of this Section 5.06 and where otherwise required under the Plan or for Plan purposes (such as nondiscrimination testing of non-bargained Participants under section 401(a)(4) of the Code), the following terms shall have the following meanings.

(1) "Plan Benefit" means, as of any date, the amount of a Participant's benefit as determined under the applicable provisions of the Plan before the application of the limits in this Section 5.06.

(2) "Severance from Employment" has occurred when a Participant is no longer an Employee of any Employer maintaining the Plan.

(3) "Limitation Year" means the Plan Year.

(4) "Compensation" with respect to any Participant means compensation from a Contributing Employer that is currently includible in gross income, as provided for under section 414(s) of the Code, and as reported on IRS Form W-2 and as defined in Treasury Regulation § 1.415(c)-2(d)(4). Additionally, if an employer pays an employee military wage differential payments, such payments are considered to be Section 415 Compensation pursuant to section 415(u)(12) of the Code.

(A) "Compensation" shall also be subject to the following rules:

(i) Compensation must be paid within the calendar year, and paid or treated as paid before Severance from Employment in accordance with the general timing rule of Treasury Regulation § 1.415(c)-2(e)(1).

(ii) Compensation must include amounts paid by the later of two and one-half (2½) months after Severance from Employment or the end of the calendar year that includes the Severance from Employment date in accordance with Treasury Regulation §1.415(c)-2(e)(3)(i). Such post-severance compensation includes regular pay as defined in §1.415(c)-2(e)(3)(ii), but not other post-severance payments as defined in §1.415(c)-2(e)(3)(iii).

(B) The annual compensation of each Participant taken into account in determining benefit accruals in any calendar year shall not exceed $260,000. The $260,000 limit on annual Compensation shall be adjusted for cost-of-living increases in accordance with section 401(a)(17)(B) of the Code.

(c) Limit on Accrued Benefits. For Limitation Years beginning on or after January 1, 2008, in no event shall a Participant's benefit accrued under the Plan for a Limitation Year exceed the annual dollar limit determined in accordance with section 415 of the Code and the Treasury Regulations thereunder (the "annual dollar limit") for that Limitation Year. If a Participant's Plan Benefit for a Limitation Year beginning on or after January 1, 2008 would exceed the annual dollar limit for that Limitation Year, the accrued benefit, but not the Plan Benefit, shall be frozen or reduced so that the accrued benefit does not exceed the annual dollar limit for that Limitation Year.

(d) Limit on Benefits Distributed or Paid. For Limitation Years beginning on or after January 1, 2008, in no event shall the annual amount of benefit distributed or otherwise payable to or with respect to a Participant under the Plan in a Limitation Year exceed the annual dollar limit for that Limitation Year. If the benefit distributable or otherwise payable in a Limitation Year would exceed the annual dollar limit for that Limitation Year, the benefit shall be reduced so that the benefit distributed or otherwise payable does not exceed the annual dollar limit for that Limitation Year.

(e) Protection of Prior Benefits. To the extent permitted by law, the application of the provisions of this Section 5.06 shall not cause the benefit that is accrued, distributed or otherwise payable for any Participant, including the Participant's annual benefit accrued under the Plan as separately determined for each Contributing Employer, to be less than the Participant's accrued benefit as of December 31, 2007 under the provisions of the Plan that were both adopted and in effect before April 5, 2007 and that satisfied the limitations under section 415 of the Code and the Treasury Regulations thereunder as in effect as of December 31, 2007.

(f) Section 415 Cost of Living Adjustments. To the extent permitted by law, benefits accrued, distributed or otherwise payable with respect to any Participant while in Covered Employment and after such Participant's Severance From Employment, or after the Participant's Annuity Starting Date if earlier, that are limited by this Section 5.06 shall be increased annually pursuant to cost of living increases in the annual dollar limit under section 415(d)(1)(A) of the Code and the Treasury Regulations thereunder; provided, however, that in no event shall any increase under this Section 5.06 cause the amount of a Participant's accrued, distributed or otherwise payable benefit to exceed the amount of the Participant's Plan Benefit.

(g) Order in Which Limits Are Applied. To the extent permitted by law, a Participant's Qualified Joint and Survivor Annuity form of payment and the survivor annuity portion of such form of payment are computed by applying a reduction factor or factors to a Participant's Plan Benefit before the limits under this Section 5.06 are applied; provided however that the survivor annuity may not exceed the benefit that would have been payable to the Participant after application of the limits in this Section 5.06.

(h) Annual Dollar Limit Adjustments.

(1) If the benefit of a Participant begins prior to age 62, the annual dollar limit applicable to the Participant at such earlier age is an annual benefit payable in the form of a Straight Life Annuity beginning at the earlier age that is the actuarial equivalent of the annual dollar limit applicable to the Participant at age 62 (adjusted under subsection (a) above if applicable) determined as follows. The annual dollar limit applicable at an age prior to age 62 is determined as the lesser of:

> (A) the actuarial equivalent, at such age, of the annual dollar limit computed using a 5% interest rate and the applicable mortality table as defined in section 415(b)(2)(E)(v) of the Code; and
>
> (B) the amount determined by multiplying the annual dollar limit by the ratio of (i) the annual amount of the single life annuity beginning at such earlier age (computed using the interest rate and mortality table or other tabular factor specified for early retirement benefits under the Plan) to (ii) the annual amount of the single life annuity under the Plan commencing at age 62 (with both such amounts in (i) and (ii) determined without application of the rules of section 415 of the Code).

(2) If the benefit of a Participant begins after the Participant attains age 65, the annual dollar limit applicable to the Participant at such later age is an annual benefit payable in the form of a Straight Life Annuity beginning at the later age that is the annual amount of the benefit (determined without regard to section 415 of the Code) computed by disregarding the Participant's accruals after age 65, but including actuarial adjustments even if such adjustments are applied to offset benefit accrual. The annual dollar limit applicable at such later age is determined as the lesser of:

> (A) the actuarial equivalent, at such age, of the annual dollar limit computed using a 5% interest rate and the applicable mortality table as defined in section 415(b)(2)(E)(v) of the Code; and
>
> (B) the amount determined by multiplying the annual dollar limit by the ratio of (i) the annual amount of the single life annuity beginning at such later age (computed using the interest rate and mortality table or other tabular factor specified for delayed retirement benefits under the Plan, if applicable) to (ii) the annual amount of the single life annuity under the Plan commencing at age 65 (computed without using the interest rate and mortality table or other tabular factor specified for delayed retirement benefits under the Plan, if applicable) (with both such amounts in (i) and (ii) determined without application of the rules of section 415 of the Code).

(3) Any decrease or increase in the annual dollar limit determined in accordance with subsection (h)(1)(A) or (h)(2)(A) shall not reflect a mortality decrement if benefits are not forfeited upon the death of the Participant. If any

benefits are forfeited upon death, the full mortality decrement is taken into account. No forfeiture shall be deemed to occur if the Plan provides a qualified pre-retirement survivor annuity and does not charge the Participant for such coverage.

(i) Aggregation of Plans.

(1) In the event that a Participant's aggregated benefit exceeds the limit under section 415 of the Code and the Treasury Regulations thereunder as a result of the mandatory aggregation of the benefits under this Plan with the benefits under a defined benefit plan maintained by a Contributing Employer, the benefits of the other plan shall be reduced to the extent necessary to comply with section 415 of the Code and the Treasury Regulations thereunder.

(2) For purposes of applying the limits of this Section 5.06, if a Participant also participates in another tax-qualified defined benefit plan of the Contributing Employer that is not a multiemployer plan, only the benefits under this Plan that are provided by the Contributing Employer are aggregated with the benefits under the other plan.

(j) General.

(1) To the extent that a Participant's benefit is subject to the provisions of section 415 of the Code and the Treasury Regulations thereunder that have not been set forth in this Plan, such provisions are hereby incorporated by reference into this Plan and for all purposes shall be deemed a part of the Plan.

(2) This Section 5.06 is intended to satisfy the requirements imposed by Section 415 of the Code and the Treasury Regulations thereunder and shall be construed in a manner that will effectuate this intent. This Section 5.06 shall not be construed in a manner that would impose limitations that are more stringent than those required by section 415 of the Code and the Treasury Regulations thereunder.

(3) If and to the extent that the rules set forth in this Section 5.06 are no longer required for qualification of the Plan under section 401(a) and related provisions of the Code and the Treasury Regulations thereunder, they shall cease to apply without the necessity of an amendment to the Plan.

(k) Adjustment for Benefits Subject to Section 417(e) of the Code.

(1) Effective for Annuity Starting Dates in Plan Years beginning on or after October 1, 2006, for purposes of adjusting any benefit under section 415(b)(2)(B) of the Code for any form of benefit subject to section 417(e)(3) of the Code, the interest rate assumption shall be the greater of:

(A) the interest rate specified in the Plan,

(B) five and one-half percent (5.5%), and

(C) the interest rate that produces a benefit of not more than one hundred and five percent (105%) of the benefit that would be provided using the "applicable interest rate" (as defined in section 417(e)(3) of the Code).

(2) Effective for Annuity Starting Dates in Plan Years beginning in 2004 and 2005, for purposes of adjusting any benefit under section 415(b)(2)(B) of the Code for any form of benefit subject to section 417(e)(3) of the Code, the interest rate assumption shall be not less than the greater of:

(A) the interest rate specified in Plan, and

(B) five and one-half percent (5.5%).

(l) <u>Interpretation or Definition of Other Terms</u>. The terms used in this Section 5.06 that are not otherwise expressly defined in the Plan, shall be defined, interpreted and applied for purposes of this Section 5.06 as prescribed in section 415 of the Code and the Treasury Regulations thereunder.

ARTICLE VI - FORMS OF BENEFIT PAYMENT

Section 6.01. Standard Forms of Benefit Payment.

(a) Normal Form of Payment.

(1) The normal form of benefit payment under the Plan for a married Participant shall be a Qualified Joint and Survivor Annuity.

(2) In the event, however, that a Qualified Joint and Survivor Annuity is not payable because:

(A) the Participant is not married; or

(B) the Participant and his Spouse have not been married for the period of time specified in Section 6.02(d), then

the normal form of payment shall be a Straight Life Annuity.

(b) Optional Form of Payment. A Participant may waive the normal form of benefit as set forth in (a)(1) and (a)(2) above, as applicable, and elect such other optional form as may be elected by the Participant in accordance with Section 6.04, provided, however that a married Participant must waive a Qualified Joint and Survivor Annuity in accordance with the provisions of Section 6.03 hereof.

Section 6.02. Qualified Joint and Survivor Annuity.

(a) A Qualified Joint and Survivor Annuity provides a lifetime pension for a married Participant plus a lifetime pension for the Participant's Spouse, starting after the death of the Participant.

(b) The monthly amount of a Qualified Joint and Survivor Annuity is a reduced annuity for the life of the Participant with a survivor's annuity in the amount of fifty percent (50%) of the Participant's benefit for the life of the Spouse. Subject to the provisions of Section 6.05(a) and for pension benefit applications received by the fund office on or before September 4, 2009, if the Spouse should predecease the Participant, monthly payments to the Participant shall increase (or pop up) to the amount the Participant would have received if payment had been made to him in the form of a Straight Life Annuity. Subject to the provisions of Section 6.05(b) and for pension benefit applications received by the fund office on or before September 4, 2009, if the Participant and his Spouse should divorce and the former Spouse retains no rights in the Participant's benefit under the Plan, monthly payments to the Participant shall increase (or pop up) to the amount the Participant would have received if payment had been made to him in the form of a Straight Life Annuity.

(c) The monthly amount of a Qualified Joint and Survivor Annuity is calculated as follows: the monthly amount of the pension as determined under Article V multiplied by a factor of ninety percent (90%) minus three-tenths of one percent (.3%) for each full year that the Spouse's age is less than the Participant's age or plus three-tenths of one percent (.3%) for each full year that the Spouse's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than ninety-nine percent (99%).

(d) A Qualified Joint and Survivor Annuity shall be effective only if the Participant and his Spouse were married to each other throughout the one (1) year period ending on the earlier of the Participant's Annuity Starting Date or the date of the Participant's death; provided, however that if a Participant marries within one (1) year before the Annuity Starting Date, and the Participant and his Spouse have been married for at least a one (1) year period ending on or before the date of the Participant's death, such Participant and such Spouse shall be treated as having been married throughout the one (1) year period ending on the Annuity Starting Date. No other Spouse shall be entitled to the Qualified Joint and Survivor Annuity except as may be provided by a Qualified Domestic Relations Order.

(e) The rights of an Alternate Payee under a Qualified Domestic Relations Order shall take precedence over any claims of the Participant's Spouse at the time of Retirement or death unless such spouse has vested in any survivor benefit. Unless a Qualified Domestic Relations Order states otherwise and is presented to the Plan Administrator before the Annuity Starting Date, the Spouse of a Pensioner who becomes divorced after the Annuity Starting Date shall be entitled to Surviving Spouse benefits under the Qualified Joint and Survivor Annuity.

(f) The Trustees shall be entitled to rely on a written representation last filed by the Participant before the Annuity Starting Date as to whether the Participant is married. If such representation later proves to be false, the Trustees shall make an adjustment for any excess benefits paid as the result of the misrepresentation.

Section 6.03. <u>Waiver of Spousal Benefits</u>.

(a) A married Participant may waive the Qualified Joint and Survivor Annuity and elect any of the optional forms of payment described in Section 6.04, provided that all of the following requirements are met:

> (1) The Participant's Spouse acknowledges the effect of the waiver and consents to it, and to the named Beneficiary(ies), in writing, witnessed by a notary public or an employee of the contract administrator acting as a representative of the Plan; or
>
> (2) The Participant establishes to the satisfaction of the Trustees that:
>
> > (A) he is not married;
> >
> > (B) the Spouse whose consent would be required cannot be located after a diligent search;

(C) the Participant and Spouse are legally separated and a Qualified Domestic Relations Order does not provide for benefits to the Spouse; or

(D) the Participant has been abandoned by the Spouse as confirmed by court order.

(b) To be timely, the request for a waiver and any required spousal consent must be filed with the Trustees no earlier than one hundred eighty (180) days preceding the Annuity Starting Date and no later than the thirtieth (30th) day after the date on which the Participant has been provided with a written explanation of the Qualified Joint and Survivor Annuity. Such request for a waiver, and corresponding spousal consent, shall not take effect prior to the thirtieth (30th) day following the Participant's receipt of such written explanation. This written explanation shall include a general description of the circumstances in which the Qualified Joint and Survivor Annuity benefit is provided, the Participant's right to elect to waive the Qualified Joint and Survivor Annuity, the Spouse's right to consent or decline to consent to the waiver, the right to make (and the effect of) a revocation of an election to waive the Qualified Joint and Survivor Annuity, the estimated effect of the Qualified Joint and Survivor Annuity benefit and the eligibility conditions and other material features of the optional forms of benefits provided under the Plan, including the relative value of the optional forms. The Participant may file a new waiver of a Qualified Joint and Survivor Annuity, or revoke a previous waiver no earlier than the one hundred eighty (180) day period preceding the Annuity Starting Date and no later than the thirtieth (30th) day after the date on which the explanation described herein is provided.

(c) Notwithstanding (b) above, a Participant may commence receiving his benefits prior to the thirtieth (30th) day following the Participant's receipt of the written explanation provided that:

(1) the Trustees provide information to the Participant clearly indicating that the Participant has a right to consider whether to waive the Qualified Joint and Survivor Annuity and consent to a form of distribution other than a Qualified Joint and Survivor Annuity for at least thirty (30) days;

(2) the Participant is permitted to revoke an affirmative distribution election at least until the Annuity Starting Date, or, if later, at any time prior to the expiration of the seven (7) day period that begins the day after the written explanation is provided; and

(3) distribution in accordance with the affirmative election does not commence before the expiration of the seven (7) day period that begins the day after the written explanation is provided.

(d) A Spouse's consent to waiver of the Qualified Joint and Survivor Annuity shall be effective only with respect to that Spouse, and shall be irrevocable unless the Participant revokes the waiver to which it relates.

Section 6.04. Optional Payment Forms. For unmarried Participants and married Participants who elect to waive the Qualified Joint and Survivor Annuity in accordance with Section 6.03, benefits shall be paid in the form of a Straight Life Annuity, unless a benefit form described in subsections (b), (c), (d), (e) or (f) is affirmatively elected.

(a) Straight Life Annuity. A Participant who is eligible for a Normal, Early Retirement, Unreduced Early Retirement or Disability Pension may elect to receive his benefit in the form of a Straight Life Annuity. The Straight Life Annuity form of payment provides a monthly benefit commencing on the Participant's Annuity Starting Date and ending on the date of the Participant's death. The monthly benefit amount payable as a Straight Life Annuity shall be equal to the monthly benefit amount determined in Article V.

(b) 120 Certain Payments for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009.

(1) Participant who is eligible for a Normal, Early Retirement, Unreduced Early Retirement or a Disability Pension may elect to receive his monthly payments in the form of 120 Certain Payments. The 120 Certain Payments option provides that monthly benefits shall be paid as for a Straight Life Annuity (as described in subsection (a) above) for the first twelve (12) months following the Annuity Starting Date. If the Participant dies within the first twelve (12) months following the Annuity Starting Date, all monthly payments shall cease.

(2) If the Participant survives to the thirteenth month following the Annuity Starting Date, then commencing with the thirteenth monthly payment and continuing for the life of the Participant, the Participant shall receive a lower monthly amount in return for a guarantee that if the Participant dies before he has received one hundred and twenty (120) monthly payments from the Annuity Starting Date, the monthly benefit shall continue to be paid to the designated Beneficiary until a total of one hundred and twenty (120) such payments, including the payments to both the Participant and the Beneficiary, have been made; provided, however, that this option may not be elected by the Participant if the joint life expectancy of the Participant and the Participant's designated Beneficiary (determined as of the date the Participant makes application for the pension) is less than ten (10) years.

(3) If the Participant electing this option is approved by the Plan for a Normal or Early Retirement Pension, the monthly benefit amount that would be payable but for the election of this option shall be adjusted by the factor below which produces the greater benefit:

(A) reduced by ten percent (10%); or

(B) ninety-one percent (91%) minus one and two-tenths percent (1.2%) for each full year that the Participant is older than age sixty-five (65), and plus six-tenths of one percent (.6%) for each full year that the Participant is younger than age sixty-five (65) on the Annuity Starting Date.

(4) If the Participant electing this option is approved by the Plan for an Unreduced Early Retirement Pension, the monthly benefit amount that would be payable but for the election of this option shall be adjusted by the factor below which shall produce the greater benefit:

(A) reduced by six percent (6%); or

(B) ninety-one percent (91%) minus one and two-tenths percent (1.2%) for each full year that the Participant is older than age sixty-five (65), and plus six-tenths of one percent (.6%) for each full year that the Participant is younger than age sixty-five (65) on the Annuity Starting Date.

(5) A Participant who is eligible to receive a Disability Pension may elect to receive a monthly benefit actuarially adjusted so that he shall receive the full monthly benefit amount to which the Participant is entitled for the first twelve (12) months following the Annuity Starting Date and, commencing with the thirteenth monthly payment, a lower amount in return for a guarantee that if the Participant dies before he has received one hundred and twenty (120) monthly payments from the Annuity Starting Date, the monthly benefit shall continue to be paid to the Participant's designated Beneficiary until a total of one hundred and twenty (120) such payments, including the payments to both the Participant and the Beneficiary, have been made; provided, however, that this option may not be elected by the Participant if the joint life expectancy of the Participant and the Participant's designated Beneficiary (determined as of the date the Participant makes application for the Disability Pension) is less than ten (10) years.

If the Participant electing this option is approved by the Plan for a Disability Pension, the monthly benefit amount that would be payable but for the election of this option shall be reduced by factors set forth in the following table.

10 Year Certain Factors			
Age	**Factor**	**Age**	**Factor**
30	86.14%	45	84.35%
31	86.11%	46	83.95%
32	86.08%	47	83.48%
33	86.04%	48	82.93%

34	86.00%	49	82.30%
35	85.95%	50	81.58%
36	85.89%	51	80.79%
37	85.82%	52	79.92%
38	85.74%	53	78.99%
39	85.65%	54	78.02%
40	85.53%	55	77.01%
41	85.38%	56	76.03%
42	85.20%	57	75.01%
43	84.97%	58	73.97%
44	84.69%	59	72.94%

(6) Before June 1, 1994, if this option is elected, and no designated Beneficiary has been named, or if the designated Beneficiary has predeceased the Participant, the estate of the Pensioner shall be deemed to be the Beneficiary. On or after June 1, 1994 failed Beneficiary designations shall be payable in accordance with Section 13.04.

(7) If the designated Beneficiary dies after the Participant and such Beneficiary has received at least one (1) monthly payment in accordance with the election of this option, then the balance of the one hundred and twenty (120) payments shall be payable to the estate of such designated Beneficiary.

(8) If the 120 Certain Payment option is elected, it shall only be considered validly elected if done so on the application form provided for this purpose by the Trustees. Once this option is elected, it cannot be revoked.

(9) Restriction on 120 Certain Payments After September 4, 2009. The 120 Certain Payments optional form of payment will be eliminated for those

Participants whose applications for benefits are received by the fund office after September 4, 2009.

(c) Split-Level Option for Pension Benefit Applications Received by the Fund Office on or before May 1, 2009.

(1) A Participant who is eligible to receive a Normal, Early Retirement or Unreduced Early Retirement Pension or a Disability Pension may elect to receive his benefit in the Split-Level form of payment.

(2) For a Participant who is eligible to receive a Normal, Early Retirement or Unreduced Early Retirement Pension, if the Participant elects the Split-Level form of payment, he shall receive a higher monthly amount during the first five (5) years following the Annuity Starting Date (sixty (60) monthly payments) and commencing with the 61st monthly payment, the monthly benefit amount shall be reduced fifty percent (50%) and shall be payable for life thereafter. The amount of the benefit payable for the first five (5) years shall be calculated by multiplying the amount determined pursuant to the applicable Section of Article V by the following percentage: one hundred forty-one percent (141%) plus nine-tenths of one percent (.9%) for each full year the Participant is younger than age sixty (60) when the Pension is first payable, or minus nine-tenths of one percent (.9%) for each full year the Participant is older than age sixty (60) on the Annuity Starting Date. Notwithstanding the foregoing, effective for distributions commencing on or after January 1, 2005, the Split-Level form of payment shall be determined using the applicable mortality table and applicable interest rate described in Section 6.08.

(3) For a Participant who is eligible to receive a Disability Pension, if the Participant elects the Split-Level form of payment, he shall receive a higher monthly amount from the Plan during the first five (5) years following the date the Disability Pension commenced (sixty (60) monthly payments) and commencing with the 61st monthly payment, the monthly benefit amount shall be reduced fifty percent (50%) and shall be payable for life thereafter. The amount of the benefit payable for the first five (5) years shall be calculated by multiplying the amount determined pursuant to the applicable Section of Article V by the following percentage: one hundred twenty-seven and four-tenths percent 127.40% plus four and eight-tenths percent (4.8%) for each full month that the Participant is younger than age sixty (60) on the date the Disability Pension commenced.

(4) Restriction on Split Level payments After May 1, 2009. Effective for Annuity Starting Dates occurring after May 1, 2009, the Split Level payments optional form of payment shall not be permitted.

(d) Split-Level with Joint and Survivor Annuity for Pension Benefit Applications Received by the Fund Office on or before May 1, 2009.

(1) If a Participant elects the Split-Level with Joint and Survivor Annuity form of payment, he shall receive a higher monthly amount from the Plan during the first five (5) years following the Annuity Starting Date (sixty (60) monthly payments), and commencing with the 61st monthly payment, the monthly pension shall be reduced fifty percent (50%) and shall be payable for life thereafter. In the event of the death of the Participant, the Spouse (provided the Spouse consents, if necessary, in accordance with the terms of Section 6.03) or other designated Beneficiary shall receive an annuity for the remainder of his life in the amount of fifty percent (50%) of the Participant's benefit. If the Participant dies in the first five (5) years following the Annuity Starting Date, the Spouse or other designated Beneficiary shall receive fifty percent (50%) of the high benefit for the remainder of the five (5) years, then fifty percent (50%) of the low benefit for life. If the Participant dies after the first five (5) years, the Spouse or other designated Beneficiary shall receive fifty percent (50%) of the low benefit for life. If the Spouse or other designated Beneficiary should predecease the Participant, monthly payments to the Participant shall increase (or pop up) to the amount the Participant would have received if payment had been made to him in the Split-Level form in accordance with Section 6.04(c).

(2) The monthly benefit amount in the Split-Level with Joint and Survivor Annuity is calculated as follows:

(A) The amount of the monthly benefit payable in the Split-Level form shall be calculated in accordance with Section 6.04(c)(1).

(B) The amount in (A) above will then be multiplied by a factor of ninety percent (90%) minus three-tenths of one percent (.3%) for each full year that the Spouse's or other designated Beneficiary's age is less than the Participant's age, or plus three-tenths of one percent (.3%) for each full year that the Spouse's or other designated Beneficiary's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than ninety-nine percent (99%).

Notwithstanding the foregoing, effective for distributions commencing on or after January 1, 2005, the Split-Level with Joint and Survivor Annuity form of payment shall be determined using the applicable mortality table and applicable interest rate described in Section 6.08.

(3) Restriction on Split Level with Joint and Survivor Annuity payments After May 1, 2009. The Split Level with Joint and Survivor Annuity payments optional form of payment will be eliminated for those Participants whose applications for benefits are received by the fund office after May 1, 2009.

(e) <u>50% Joint and Survivor Annuity for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009</u>.

(1) The 50% Joint and Survivor Annuity form of payment provides a benefit for the life of the Participant plus a benefit for the life of the Participant's designated Beneficiary, starting after the death of the Participant.

(2) The monthly amount of the 50% Joint and Survivor Annuity shall be a reduced annuity for the life of the Participant with a survivor's annuity in the amount of fifty percent (50%) of the Participant's benefit for the life of the designated Beneficiary. If the designated Beneficiary should predecease the Participant, monthly payments to the Participant shall increase (or pop up) to the amount the Participant would have received if payment had been made to him in the form of a Straight Life Annuity.

(3) The monthly amount of a 50% Joint and Survivor Annuity shall be calculated as follows:

(A) For a Normal, Minimum, Early or Unreduced Early Pension, the monthly benefit amount is determined by multiplying the amount determined pursuant to the applicable Section of Article V by the following percentage: ninety percent (90%) minus three-tenths of one percent (.3%) for each full year that the designated Beneficiary's age is less than the Participant's age or plus three-tenths of one percent (.3%) for each full year that the designated Beneficiary's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than ninety-nine percent (99%).

(B) For a Disability Pension, the monthly amount of the Disability Pension is determined by multiplying the amount determined pursuant to the applicable Section of Article V by a factor of seventy-seven and five-tenths percent (77.5%) minus four-tenths of a percent (.4%) for each full year that the designated Beneficiary's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than eighty-nine percent (89%).

(4) Restriction on 50% Joint and Survivor Annuity After September 4, 2009. The 50% Joint and Survivor Annuity optional form of payment will be eliminated for those Participants whose applications for benefits are received by the fund office after September 4, 2009.

(f) <u>75% Qualified Optional Survivor Annuity</u>.

(1) The 75% Qualified Optional Survivor Annuity form of payment provides a benefit for the life of the Participant plus a benefit for the life of the Participant's Spouse, starting after the death of the Participant.

(2) The monthly amount of the 75% Qualified Optional Survivor Annuity shall be a reduced annuity for the life of the Participant with a survivor's annuity in the amount of seventy-five percent (75%) of the Participant's benefit for the life of the Spouse.

(3) The monthly amount of a 75% Qualified Optional Survivor Annuity shall be calculated as follows:

(A) For a Normal, Minimum, Early or Unreduced Early Pension, the monthly benefit amount is determined by multiplying the amount determined pursuant to the applicable Section of Article V by the following percentage: eighty-five and seven-tenths percent (85.7%) minus forty-one-tenths of one percent (.41%) for each full year that the Spouse's age is less than the Participant's age or plus forty-one-tenths of one percent (.41%) for each full year that the Spouse's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than ninety-eight percent (98%).

(B) For a Disability Pension, the monthly amount of the Disability Pension is determined by multiplying the amount determined pursuant to the applicable Section of Article V by a factor of sixty-nine and seven-tenths percent (69.7%) minus forty-nine-tenths of a percent (.49%) for each full year that the Spouse's age is greater than the Participant's age or plus forty-nine-tenths of a percent (.49%) for each full year that the Spouse's age is greater than the Participant's age; provided, however, that the resulting percentage shall not be greater than eighty-four percent (84%).

Section 6.05. <u>Additional Pop Up Feature to Qualified Joint and Survivor Benefits for Pensioners for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009</u>.

(a) <u>Death Pop Up</u>. The monthly benefit of a Pensioner who Retired before January 1, 1999 and who elected the Qualified Joint and Survivor Annuity and whose Spouse subsequently predeceases him shall increase (or pop up) to the amount the Pensioner would have received if payment had been made to him in the form of a Straight Life Annuity, provided that no such increase shall occur until after the Pensioner submits a written application for such increase and proof of the Spouse's death to the Plan Administrator. A Pensioner who elected the Qualified Joint and Survivor Annuity and whose Spouse died prior to January 1, 1999, shall receive the pop up increase in monthly benefit payments beginning with the benefit payment of January 1, 1999, and for monthly benefits received thereafter, provided that no such increase shall occur until after the Pensioner submits a written application for such increase and proof of the Spouse's death to the Plan Administrator.

(b) <u>Divorce Pop Up</u>. The monthly benefit of a Pensioner who Retired before May 8, 2002 and (i) who elected the Qualified Joint and Survivor Annuity, (ii) who subsequently divorces his Spouse, and (iii) whose former Spouse retains no rights in his benefits under the Plan shall increase (or pop up) to the amount the Pensioner would have received if payment had been made to him in the form of a Straight Life Annuity, provided that no such increase shall occur until after the Pensioner submits a written application for such increase and provides proof of divorce and copies of all agreements and orders purporting to regulate the rights of the Pensioner and his former Spouse regarding benefits under the Plan to the Plan Administrator and the Plan Administrator, in its discretion, has approved the increase. A Pensioner who elected the Qualified Joint and Survivor Annuity and who divorced his Spouse prior to May 8, 2002, shall receive the pop up increase in monthly benefit payments beginning with the benefit payment of May 8, 2002, and for monthly benefits received thereafter, provided that no such increase shall occur until after the Pensioner submits a written application for such increase and provides proof of divorce and copies of all agreements and orders purporting to regulate the rights of the Pensioner and his former Spouse regarding benefits under the Plan to the Plan Administrator and the Plan Administrator, in its discretion, has approved the increase.

(c) Restriction on Additional Pop Up Feature to Qualified Joint and Survivor Benefits After September 4, 2009. The additional pop up feature for pensioners who elected the Qualified Joint and Survivor Annuity will be eliminated for those Participants whose applications for benefits are received by the fund office after September 4, 2009.

Section 6.06. Settlement of Pensions. Notwithstanding any provision to the contrary,

(a) Should the Actuarial Equivalent of any monthly benefits under the Plan be $1,000 or less, the Trustees shall pay any such benefits in a lump sum notwithstanding any election hereof to the contrary.

(b) Should the Actuarial Equivalent of any monthly benefits under the Plan be greater than $1,000 and not more than $5,000, a participant may elect to receive the benefit in the form of a lump sum.

(c) For purposes of this Section 6.06, the lump sum value shall be determined using the applicable mortality table and applicable interest rate as described in Section 6.08.

Section 6.07. Rounding of Monthly Benefits. For purposes of calculating the benefits described herein, if the monthly benefit is not a whole dollar amount, it shall be rounded to the next higher dollar amount.

Section 6.08. Certain Actuarial Assumptions. The factors used to determine the Split-Level Option described in Section 6.04(c), the Split-Level with Joint and Survivor Annuity described in Section 6.04(d), and the lump sum described in Section 6.06 shall be derived from the 1983 Group Annuity Mortality Table (50% Male, 50% Female) or other mortality table prescribed by the Secretary of Treasury in accordance with section 417(e)(3) of the Code and the Treasury Regulations thereunder, and the annual interest rate on thirty (30) year Treasury securities in effect for the second month immediately preceding the first day of the Calendar Year in which the distribution is made. Effective for distributions commencing on or after December 31, 2002, the applicable mortality table and applicable interest rate used for purposes of satisfying the requirements of section 417(e)(3) of the Code shall be the mortality prescribed by Revenue Ruling 2001-62 (or subsequent guidance) or such other mortality table and applicable interest rate as may be prescribed by the Secretary of Treasury in accordance with section 417(e)(3) of the Code and the Treasury Regulations thereunder.

ARTICLE VII - DEATH AND DISABILITY BENEFITS

Section 7.01. Disability Pension for Pension Benefit Applications Received by the Fund Office on or before September 4, 2009.

(a) Eligibility for a Disability Pension. A Disability Pension shall be payable to a Participant if he has:

(1) become Totally and Permanently Disabled (as defined in Section 2.35);

(2) earned at least ten (10) (or, effective January 1, 2000, five (5)) Service Credits from the Plan or a Related Plan (as defined in Section 10.02) at the time the Total and Permanent Disability commenced and at least two (2) of such Service Credits resulted from Contributing Employer contributions made to the Plan;

(3) worked in Covered Employment for at least five hundred (500) hours within the twenty-four (24) month period prior to commencement of the Total and Permanent Disability; and

(4) filed an application for a Disability Pension in accordance with the procedures prescribed by the Trustees.

A Participant who has applied for a Disability Pension may be required to submit to an examination by a physician or physicians selected by the Trustees and may be required to submit to reexamination periodically as the Trustees may direct.

(b) Amount of Disability Pension. The monthly amount of the Disability Pension shall be equal to the greater of the monthly amount of: (1) the Normal Pension to which the Participant would be entitled if he had then met the age requirement for a Normal Pension, without reduction; or (2) the Minimum Pension to which the Participant would be entitled if he had then met the age requirement for a Minimum Pension, provided the Participant meets the eligibility requirements other than age for the Minimum Pension as described in Section 5.02 as of the date on which the Total and Permanent Disability began. The monthly amount of the Disability Pension shall be equal to the monthly amount the Participant would have received if he had elected to receive the payments under the Straight Life Annuity form of payment.

(c) Commencement of Disability Pension Payments. Disability Pension payments shall commence to a Participant who has satisfied the eligibility requirements in Section 7.01(a) on the latest of the following:

(1) the first day of the fifth month following the month in which the Total and Permanent Disability began;

(2) the first day of the first month following the month in which the Participant satisfies all of the Disability Pension eligibility requirements, including the filing of an application; or

(3) the first day of the first month following the final payment of accident and sickness benefits from the New York State Teamsters Council Health and Hospital Fund. In no event shall a Disability Pension be payable for any month in which the Participant receives weekly accident and sickness benefits from the New York State Teamsters Council Health and Hospital Fund.

(d) Termination of a Disability Pension. Payment of the Disability Pension shall continue for as long as the Participant remains Totally and Permanently Disabled, except that upon attainment of age sixty (60), the Participant no longer must certify that he remains Totally and Permanently Disabled, as required under Section 7.01(e).

(e) Annual Certification. Each year, the disabled Participant must certify his continuing Total and Permanent Disability to the Trustees. Failure to make such certification shall be cause for discontinuance of benefits unless the Trustees find extenuating circumstances.

(f) Conversion of Early Retirement Pension. If a Participant who applies for and receives an Early Retirement Pension pursuant to Section 5.03 is found to have satisfied the requirements of Section 7.01(a)(1)-(3) as of the Annuity Starting Date, the Participant may apply, in accordance with the procedures prescribed by the Trustees, to convert the Early Retirement Pension into a Disability Pension. A conversion under this Section 7.01(g) shall be retroactive to the later of the date the Disability Pension would have been otherwise payable under Section 7.01(d) or eighteen (18) months prior to the date of application to convert the Early Retirement Pension into a Disability Pension.

(g) Disability Pension for Pension Benefit Applications Received by the Fund Office after September 4, 2009. Effective for Annuity Starting Dates occurring after September 4, 2009, the Disability Pension is no longer available.

Section 7.02. Qualified Pre-Retirement Survivor Annuity. The Spouse of a Vested Participant who has been legally married to the Participant throughout the one (1)-year period immediately preceding the Participant's death prior to Retirement shall be entitled to a survivor's benefit pursuant to this Section 7.02.

(a) Subject to subsection (b) below, the Spouse of a Participant who dies before the Participant's Annuity Starting Date may apply for and receive the Qualified Pre-Retirement Survivor Annuity to which he is entitled on or after the earliest date on which the Participant could have Retired and begun receiving pension benefits.

(1) If a Participant dies before reaching Normal Retirement Age, any Qualified Pre-Retirement Survivor Annuity benefits with respect to that Participant shall be paid starting as of no later than the first day of the month following the day the Participant would have reached Normal Retirement Age.

(2) If a Participant dies on or after Normal Retirement Age, Qualified Pre-Retirement Survivor Annuity benefits with respect to that Participant shall be paid starting as of the first day of the month following the Participant's death.

(3) Subject to Section 6.06 regarding small-benefit cashouts, the Qualified Pre-Retirement Survivor Annuity shall be payable to the Spouse as a Straight Life Annuity.

(4) If for any reason payments have not already begun as prescribed in this subsection, payment of the Qualified Pre-Retirement Survivor Annuity must start no later than December 1 of the Calendar Year in which the Participant would have reached seventy and one-half (70½) or, if later, December 1 of the Calendar Year following the year of the Participant's death. If the Trustees confirm the identity and whereabouts of a Spouse who has not applied for benefits by that time, payments to that Spouse in the form of a Straight Life Annuity (subject to the provisions of Section 6.06 on small benefit cashouts) shall begin automatically as of that date.

(b) Notwithstanding any other provisions of the Plan, if the Annuity Starting Date for the Qualified Pre-Retirement Survivor Annuity is after the Participant's earliest Retirement date, the benefit shall be determined as if the Participant had died on the Spouse's Annuity Starting Date after electing a Qualified Joint and Survivor Annuity upon Retirement the day before, taking into account any actuarial adjustments to the Participant's Accrued Benefit that would have applied as of that date.

(c) The amount of the Qualified Pre-Retirement Survivor Annuity shall be determined as if the Participant had elected to receive a Qualified Joint and Survivor Annuity upon Retirement on the day before the later of the date of death or the date the Participant would have attained age fifty-five (55) had he lived.

Section 7.03. Retiree Lump Sum Death Benefit for Pensioners with a Pension Benefit Application Received by the Fund Office on or before May 1, 2009.

(a) A lump sum death benefit shall be payable to the Beneficiary of a Pensioner who dies while receiving pension benefits from the Plan provided the Pensioner's pension benefit application was received by the fund office on or before May 1, 2009 and meets the following requirements:

(1) the Pensioner has at least twenty (20) Years of Vesting Service; or

(2) the Pensioner has at least ten (10) Years of Vesting Service, and was engaged in Covered Employment for at least twelve (12) months during the continuous fifteen (15)-month period ending on the day prior to the Annuity Starting Date.

(b) The amount of the retiree lump sum death benefit shall be equal to $7,500.

ARTICLE VIII - PAYMENT OF PENSIONS

Section 8.01. <u>Benefit Payments Generally</u>.

(a) A Participant who is eligible to receive benefits under the Plan and who makes application in accordance with the rules of the Plan shall be entitled upon Retirement to receive the monthly benefits provided for the remainder of his life, subject to the provisions of the Plan. Benefit payments shall be payable commencing with the Annuity Starting Date.

(b) The payment of benefits shall begin no later than the sixtieth (60th) day after the later of the close of the Plan Year in which:

(1) the Participant attains Normal Retirement Age; or

(2) the Participant terminates his Covered Employment and Retires.

A Participant or Beneficiary may elect, however, in writing filed with the Trustees, to receive benefits first payable for a later month, provided that no such election may postpone the commencement of benefits to a date later than the Required Beginning Date.

If the Participant dies before a distribution commences:

(1) any remaining portion of the Participant's interest that is not payable to a Beneficiary designated by the Participant shall be distributed within five (5) years after such Participant's death; or

(2) any portion of the Participant's interest that is payable to a Beneficiary designated by the Participant shall be distributed over the life of such Beneficiary, commencing not later than one (1) year after the Participant's death (or if the designated Beneficiary is the Participant's Spouse, commencing not later than the date on which the Participant would have attained age seventy and one-half (70½).)

In any event, the Trustees need not make payment before they are first able to ascertain entitlement to, or the amount of, the pension.

(c) Pension payments shall end with the payment for the month in which the death of the Pensioner occurs except as provided in accordance with a Qualified Domestic Relations Order and any other provision of the Plan which provides for payments after the death of the Participant. If distribution of benefits has commenced before the Participant's death, any remaining interest shall be distributed at least as rapidly under the method of distribution being used as of the date of the Participant's death.

(d) Notwithstanding the provisions set forth in this Section, for a Participant who attains age seventy and one-half (70½) after 1999, benefits must commence no later than the April 1 following the later of the calendar year in which (i) the Participant enters

Retirement or (ii) the Participants attains age seventy and one-half (70½). Notwithstanding any other provision of the Plan to the contrary, the Plan will apply the minimum distribution requirements of section 401(a)(9) of the Code in accordance with Treasury Regulation Sections 1.401(a)(9)-1 through 1.401(a)(9)-9 that were issued on April 17, 2002 and June 15, 2004, including the incidental death benefit requirement of Treasury Regulation Section 1.401(a)(9)-5.

(e) If the Annuity Starting Date is after the Participant's Normal Retirement Age, the monthly benefit shall be the Accrued Benefit at Normal Retirement Age, actuarially increased for each complete calendar month between Normal Retirement Age and the Annuity Starting Date for which benefits were not suspended, and then converted as of the Annuity Starting Date to the benefit payment form elected in the pension application or to the automatic form of Qualified Joint and Survivor Annuity if no other form is elected.

(1) If a Participant first becomes entitled to additional benefits after Normal Retirement Age, whether through additional service or because of a benefit increase, the actuarial increase in those benefits shall start from the date they first would have been paid rather than Normal Retirement Age.

(2) The actuarial increase shall be one percent (1%) per month for the first sixty (60) months after Normal Retirement Age and one-and-one-half percent (1½%) per month for each month thereafter.

(f) Additional benefits accrued after the Required Beginning Date shall be calculated each Calendar Year and be payable commencing the next following February 1.

Section 8.02. Non-Duplication. A person shall be entitled to only one (1) pension under the Plan, except that a Pensioner may also receive a pension as a Surviving Spouse.

Section 8.03. Incompetence or Incapacity of a Pensioner or Beneficiary. In the event it is determined to the satisfaction of the Trustees that a Pensioner or Beneficiary is unable to care for his affairs because of mental or physical incapacity, then any payment due may be applied, at the discretion of the Trustees, to the maintenance and support of such Pensioner or Beneficiary or to such person as the Trustees in their sole discretion find to be an object of the natural bounty of the Pensioner or Beneficiary in the manner decided by the Trustees, unless, prior to such payment, claim shall have been made for such payment by a legally appointed guardian, committee, or other legal representative appropriate to receive such payments on behalf of the Pensioner or Beneficiary.

Section 8.04. Nonassignment of Benefits. No benefit or interest available under the Plan shall be subject in any manner to anticipation, assignment or voluntary or involuntary alienation. This Section shall not preclude the Trustees from compliance with the provisions and conditions of (1) a Qualified Domestic Relations Order, (2) a federal tax levy made pursuant to section 6331 of the Code or (3) subject to the provisions of section 401(a)(13) of the Code, a judgment relating to the Participant's conviction of a crime involving the Plan, or a judgment, order, decree or settlement agreement between the Participant and the Secretary of Labor or the Pension Benefit

Guaranty Corporation relating to a violation (or an alleged violation) of part 4 of subtitle B of title I of ERISA, shall not be considered a violation of this provision.

Section 8.05. Payments to Minors. If benefits from the Plan are payable to a minor, the Trustees may pay the benefits due to the minor to the person having present custody or care of the minor with whom the minor resides. Such recipient on behalf of the minor must agree in writing to apply the payments solely for the minor's support.

The Trustees also have the discretion to make any payments of benefits to a minor by depositing the payments in a federally insured savings account in the sole name of the minor. Payment made in the manner set forth in this Section 8.05 shall operate to discharge the Trustees from any liability to the minor or anyone representing his interest. No payment shall be made under this Section to a government agency.

Section 8.06. No Right to Assets. No person other than the Trustees of the Plan shall have any right, title or interest in any of the income or property of any funds received or held by the Plan or for the Plan's account, and no person shall have any right to benefits provided by the Plan except as expressly provided herein.

Section 8.07. Qualified Domestic Relations Order.

(a) The provisions of Section 8.06 shall not prohibit the creation or recognition of, or assignment to, an Alternate Payee, the right to receive all or a portion of the benefits payable to a Participant, if such creation, recognition or assignment is made pursuant to a Qualified Domestic Relations Order. The Trustees shall provide for the payment of benefits in accordance with the applicable requirements of a Qualified Domestic Relations Order under ERISA and in accordance with the Plan's Qualified Domestic Relations Order procedures in place at the time. Upon the Plan's receipt of a domestic relations order, such order shall be immediately referred to the Fund Administrator, who has been delegated by the Trustees to make a determination as to its qualified status under Section 206(d)(3) of ERISA.

(b) The Trustees shall establish in writing reasonable procedures to determine whether any domestic relations order received is a Qualified Domestic Relations Order and to administer distributions thereunder. Such procedures shall comply with the requirements of subsection (b) and shall permit an Alternate Payee(s) to designate a representative who shall be sent copies of any notices required to be sent to such Alternate Payee(s) under the provisions of this Section.

(c) While the Trustees, a court of competent jurisdiction, or any other duly involved forum is determining whether a domestic relations order is a Qualified Domestic Relations Order, the Trustees shall segregate any amounts that would have been payable to an Alternate Payee(s) specified under such order if the order had been determined to be a Qualified Domestic Relations Order. If the Trustees determine that a domestic relations order is not a Qualified Domestic Relations Order or if no determination is made within an eighteen (18) month period beginning with the date on which the first payment would be required to be made under the domestic relations order, the amounts segregated, including any interest shall be paid to the Participant, but only to the extent the Participant would have received such amounts but for the existence of the domestic relations order. Otherwise, they shall be returned to the assets of the Plan. If within such eighteen (18)-month period the Trustees determine that a domestic relations order is a Qualified Domestic Relations Order, the amounts segregated, plus earnings thereon, shall be paid to the Alternate Payee(s). Any determination that a domestic relations order is a Qualified Domestic Relations Order which is made more than eighteen (18) months after the Trustees receive such order shall be given prospective effect only.

(d) Once Plan fiduciaries determine whether a domestic relations order is a Qualified Domestic Relations Order and take such action as may be required by this Section and the Qualified Domestic Relations Order procedures with respect to such order, the Plan's obligation to any Participant or Alternate Payee affected thereby shall be discharged.

Section 8.08. Eligible Rollover Distributions.

(a) Notwithstanding any provision of the Plan to the contrary that would otherwise limit a distributee's election under this Section, a distributee may elect, at the time and in the manner prescribed by the Plan Administrator, to have any portion of an eligible rollover distribution paid directly to an eligible retirement plan specified by the distributee in a direct rollover.

(b) Definitions.

(1) Eligible rollover distribution: An eligible rollover distribution is any distribution of all or any portion of the balance to the credit of the distributee, except that an eligible rollover distribution does not include:

(A) any distribution that is one (1) of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the distributee or the joint lives (or joint life expectancies) of the distributee and the distributee's designated Beneficiary, or for a specified period of ten (10) years or more;

(B) any distribution to the extent such distribution is required under section 401(a)(9) of the Code;

(C) through December 31, 2001, the portion of any distribution that is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to employer securities).

(2) Eligible retirement plan: An eligible retirement plan includes:

(A) an individual retirement account described in 408(a) of the Code;

(B) an individual retirement annuity described in section 408(b) of the Code;

(C) an annuity plan described in section 403(a) of the Code;

(D) a qualified trust described in section 401(a) of the Code that accepts the distributee's eligible rollover distribution;

(E) an eligible deferred compensation plan described in section 457(b) of the Code maintained by a governmental employer described in section 457(e)(1)(A) of the Code;

(F) an annuity contract/custodial account described in section 403(b) of the Code that accepts the distributee's eligible rollover distribution;

(G) effective for distributions made after December 31, 2009 in the case of an eligible rollover distribution made to a Surviving Spouse or non-spouse Beneficiary within the meaning of section 402(c)(11) of the Code, an individual retirement account or individual retirement annuity; or

(H) effective for distributions made on or after January 1, 2008, a Roth IRA described in section 408A of the Code, provided the eligible rollover distribution is considered a qualified rollover contribution under section 408A(e) of the Code.

(3) Distributee: A distributee includes a Participant. In addition, the Participant's Surviving Spouse, or for distributions after December 31, 2009, a non-spouse Beneficiary within the meaning of section 402(c)(11) of the Code, and the Participant's Spouse or former Spouse who is the Alternate Payee under a Qualified Domestic Relations Order, are distributees with regard to the interest of the Spouse or former Spouse.

(4) Direct rollover: A direct rollover is a payment by the Plan to the eligible retirement plan specified by the distributee.

Section 8.09. Service in Uniformed Services. Notwithstanding any provision of the Plan to the contrary, contributions, benefits and service credit with respect to Qualified Military Service shall be provided in accordance with sections 401(a)(37) and 414(u) of the Code.

ARTICLE IX - BENEFIT APPLICATIONS AND APPEAL PROCEDURES

Section 9.01. Claim Notification and Applications for Benefits. A Participant or Beneficiary shall notify the Trustees of a claim for benefits under the Plan. Following such notification, the Trustees shall furnish to the Participant an application which shall enable the Participant to set forth the basis of such claim and authorize the Trustees to conduct such examinations as may be necessary to determine the validity of the claim and to take such steps as may be necessary to facilitate the payment of any benefits to which the Participant may be entitled under the plan. A pension must be applied for in writing and filed with the Trustees in advance of its Annuity Starting Date. Except as provided in Section 8.01, a benefit shall first be payable the first of the month following the month in which the application is filed, unless the Trustees find that failure to make timely application was due to extenuating circumstances.

Section 9.02. Information and Proof. Every Participant or Pensioner shall furnish, at the request of the Trustees, any information or proof reasonably required to determine benefit rights. If the claimant makes a willfully false statement material to an application or furnishes fraudulent information or proof material to a claim, benefits not Vested under the Plan may be denied, suspended, or discontinued. The Trustees shall have the right to recover any benefit payments made in reliance on any willfully false or fraudulent statement, information, or proof submitted by a Participant or Pensioner.

Section 9.03. Action of Trustees. The Trustees shall, subject to the requirements of the law, be the sole judges of the standard of proof required in any case and the application and interpretation of the Plan, and decisions of the Trustees shall be final and binding on all parties.

The Trustees shall have the exclusive right and discretionary authority to construe the terms of the Plan and the terms of the Collective Bargaining Agreement(s), to which the Plan is a third-party beneficiary, affecting contribution to and participation in the Plan, to resolve any ambiguities, and to determine any questions which may arise in connection with the Plan's application or administration, including but not limited to, determination of eligibility for benefits.

Wherever in the Plan the Trustees are given discretionary powers, the Trustees shall exercise such powers in a uniform and non-discriminatory manner. The Trustees shall process a claim for benefits as speedily as is feasible, consistent with the need for adequate information and proof necessary to establish the claimant's benefit rights and to commence the payment of benefits.

Section 9.04. Failure to File Application. If a Participant who is definitely located fails to file a completed application for benefits on a timely basis, the Plan shall establish the Participant's Required Beginning Date which shall be used as the Annuity Starting Date and begin benefit payments as follows:

(a) If the Actuarial Equivalent of the Participant's benefit (determined in accordance with Section 6.06 hereof on lump sum payments) is no more than $1,000, in a single-sum payment.

(b) In any other case, in the form of a Qualified Joint and Survivor Annuity calculated on the assumptions that the Participant is and has been married for at least one

(1) year by the date payments start and that the husband is three (3) years older than the wife.

(c) The benefit payment form specified here shall be irrevocable once it begins, with the sole exception that it may be changed to a Straight Life Annuity if the Participant proves that he did not have a Spouse (including an Alternate Payee under a Qualified Domestic Relations Order) on the Required Beginning Date; also, the amounts of future benefits shall be adjusted based on the actual age difference between the Participant and Spouse, if proven to be different from the foregoing assumptions.

(d) Federal, state and local income tax, and any other applicable taxes, shall be withheld from the benefit payments as required by law or as determined by the Trustees to be appropriate for the protection of the Plan and the Participant.

(e) A Participant who cannot be located through reasonable efforts shall be presumed dead and his benefits shall be forfeited, subject to reinstatement if the Participant or his Beneficiary later makes application.

Section 9.05. Denial of Claims. The decision on a claim shall be made within ninety (90) days from the date of receipt of the application for benefits. In certain circumstances, an additional period of ninety (90) days may be required to process an application for benefits. In such case, the claimant shall be notified in writing of the need for an extension prior to the expiration of the initial ninety (90) day period. Such notice shall also set a date, no later than one-hundred and eighty (180) days after the initial application, by which the claimant can expect to receive a decision.

In the case of a claim necessitating a determination of Total and Permanent Disability, the decision shall be made within forty-five (45) days from the date of receipt of the application for benefits. In certain circumstances, an additional period of thirty (30) days may be required to process an application for benefits. In such case, the claimant shall be notified in writing of the need for an extension prior to the expiration of the initial forty-five (45) day period. If, prior to the end of the initial thirty (30) day extension period, the Fund determines that a decision cannot be rendered within that extension period, the determination period may be extended for up to an additional thirty (30) days if the claimant is notified of the second extension before the end of the initial extension period.

Whenever a claim for benefits is denied, in whole or in part, written notice of such denial, prepared in a manner which the Fund determines to be understandable to the average Participant, shall be sent to the claimant at his last known address setting forth the following:

(1) the specific reason or reasons for the denial;

(2) specific references to the pertinent Plan provisions (including any internal rules, guidelines, protocols, criteria, etc.) on which the denial is based;

(3) a description of any additional material or information necessary for the claimant to perfect the claim and an explanation as to why such material or information is necessary;

(4) in the case of any claim necessitating a determination of Total and Permanent Disability, a copy of any internal rule, guideline, protocol, or other similar criterion relied upon in making the appeal determination or a statement that such a rule, guideline, protocol, or other criterion was relied upon in making the appeal determination and that a copy of such rule will be provided free of charge upon request; and

(5) an explanation of the Plan's procedure for review of the denial of a claim and the time limits applicable to such procedures.

The claimant will also be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to his claim.

In the case of a claim necessitating a determination of Total and Permanent Disability, the claimant may assume that the claim has been denied and may proceed to appeal the denial if the claimant does not receive any notice from the Fund within the forty-five (45) day period, or a notice of delayed decision within the forty-five (45) day period.

Section 9.06. <u>Claim Appeals Procedure</u>. A Participant or Beneficiary (or duly authorized representative thereof) may seek review by the Trustees of any decision denying his application or claim for benefits. In order to do so, the claimant (or his duly authorized representative) must file a written appeal requesting such review by the Trustees within sixty (60) days (one hundred eighty (180) days for a claim necessitating a determination of Total and Permanent Disability) after his receipt of the written notice denying his application or claim for benefits in whole or in part. Such written appeal must be addressed to the Trustees and must state the claimants' name, address, the fact that he is appealing from a decision of the Plan, Third Party Administrator, or contract administrator (giving the date of the decision appealed from), and the basis of his appeal. If a claimant (or his duly authorized representative) files such an appeal, or if he makes such a request before the appeals period expires, the Trustees shall provide the claimant with an opportunity to:

(1) request a review upon written notice to the Trustees;

(2) upon request, be provided reasonable access to and copies of all documents, records and other information relevant to his claim (without regard to whether such documents, records or information were submitted or considered in the initial denial of the claim); and

(3) submit written comments, documents, records and other information relating to his claim.

The review shall not afford deference to the initial denial and shall take into account all comments, documents, records and other information submitted by the claimant relating to the claim, without regard to whether such information was submitted or considered in the initial benefit determination, and shall be conducted by an appropriate named fiduciary who is neither the party who made the initial denial of the claim or the party's subordinate.

The Trustees shall make a decision at the Trustees' board meeting following the receipt of the claimant's request for review, if the request for review is received at least thirty (30) days before the meeting, or at the second following board meeting if the request for review is not received at least thirty (30) days prior to the next board meeting. If the claim does not necessitate a determination of Total and Permanent Disability and special circumstances (such as the need to hold a hearing) require a further extension of time for processing, the Trustees shall make a decision at the third board meeting following receipt of the claimant's request for review, provided that written notice of the extension shall be furnished to the claimant prior to the commencement of the extension.

The decision on review shall be in writing and shall include the specific reasons for the decision written in a manner calculated to be understood by the claimant, with specific references to the pertinent Plan provisions on which the decision is based. The written notice shall include:

(1) the specific reason or reasons for the denial;

(2) reference to the specific Plan provisions on which the denial is based;

(3) in the case of any claim necessitating a determination of Total and Permanent Disability, a copy of any internal rule, guideline, protocol, or other similar criterion relied upon in making the appeal determination or a statement that such a rule, guideline, protocol, or other criterion was relied upon in making the appeal determination and that a copy of such rule will be provided free of charge upon request;

(4) a statement that upon request and free of charge, the claimant is entitled to receive reasonable access to and copies of all documents and records relevant to his claim for benefits, without regard to whether such records were considered or relied upon in the denial of the claim upon review, including any reports and the identities of any experts whose advice was obtained; and

(5) a statement of the claimant's right to bring a civil action under section 502(a) of ERISA following a denial of the claim after review.

Section 9.07. Legal Actions. No claim or legal action to recover benefits under the Plan may be filed by any claimant after twelve (12) months of the date of a claim or action (i) to recover benefits allegedly due under the Plan or by reason of any law, (ii) to enforce rights under the Plan, (iii) to clarify rights to future benefits under the Plan, or (iv) that relates to the Plan and seeks a remedy, ruling or judgment of any kind against the Plan or a Plan fiduciary or party in interest (collectively, a "Judicial Claim"), may be commenced in any court or forum until after the claimant has exhausted the Plan's claims and appeals review procedures, and a final determination has been rendered by the Trustees on that claim. A claimant must raise every argument and/or produce all evidence the claimant believes supports his claim or action and shall be deemed to have waived any argument and/or the right to produce any evidence not submitted to the Trustees during the claims and appeals review procedure.

Any Judicial Claim must be commenced in the appropriate court or forum no later than one (1) calendar year from the date of the Trustees' final determination. Any claim or action that is commenced, filed, or raised, whether a Judicial Claim or a claim during the Plan's claims and appeals review procedures, after expiration of the one (1) year period shall be time-barred. Filing or commencing a Judicial Claim before the claimant exhausts the Plan's claims and appeals review procedure shall not toll the one (1) year limitations period.

ARTICLE X - RECIPROCAL PENSIONS – NATIONAL RECIPROCAL AGREEMENT

Section 10.01. Purpose. Reciprocal Pension benefits are provided under this Plan in accordance with the 2001 National Reciprocal Agreement for Teamster Pension Funds (the "National Reciprocal Agreement") for Participants who lack sufficient Service Credit to be eligible for a pension benefit provided under the other provisions of this Plan because their years of employment are divided between this Plan and one (1) or more other plans, and Participants who are eligible for a pension under this Plan in a lesser amount than would be available if their years of employment were not so divided.

Section 10.02. Related Plans. In accordance with the National Reciprocal Agreement, the Trustees of this Plan recognize each Taft-Hartley multiemployer pension plan covering participants employed under one (1) or more International Brotherhood of Teamsters ("IBT") collective bargaining agreements or covering employees of locals affiliated with the IBT that has executed and remained party to the 2001 National Reciprocal Agreement, to which this Plan is a party, as a Related Plan for purposes of this Article X.

Section 10.03. Reciprocal Pension Benefits. An eligible Participant who retires and applies for a Reciprocal Pension Benefit while the Fund is a signatory to the National Reciprocal Agreement may receive a Reciprocal Pension Benefit, as provided below, with respect to any pension benefit provided by this Plan, including a Normal Pension, Minimum Pension, Early Retirement Pension or Unreduced Early Retirement Pension, if the Participant would have been eligible for such pension benefit if all of his Combined Service Credit were Service Credit under this Plan. Notwithstanding the foregoing, effective for Annuity Starting Dates occurring after September 4, 2009, the Minimum Pension and Unreduced Early Retirement Pension are no longer available.

Section 10.04. Service Credit Under this Plan. For purposes of this Article X, "Service Credit under this Plan" shall mean for benefit accrual purposes Service Credit as defined in Section 2.32, and for vesting purposes Year of Vesting Service as defined in Section 2.40. Such Service Credit shall include contributory and non-contributory service to the extent that such service is credited and for the purposes that such contributory or non-contributory service is recognized under this Plan.

Section 10.05. Related Service Credit. Service Credit credited to a Participant under a Related Plan from which the Participant is entitled to Reciprocal Pension Benefits, for employment only under that Related Plan, certified by the Related Plan to this Plan, shall be recognized under this Plan as Related Service Credit. No Related Service Credit shall be recognized with respect to employment under the Related Plan that is simultaneously credited under the provisions of this Plan.

Section 10.06. Combined Service Credit. The total of a Participant's Service Credit under this Plan and Related Service Credit shall comprise the participant's Combined Service Credit. No more than one (1) year of Combined Service Credit shall be counted for any calendar year.

Section 10.07. Eligibility.

(a) A Participant shall be eligible for Reciprocal Pension Benefits under this Plan only if the Participant satisfies all of the following minimum requirements:

(1) The Participant has at least one (1) year of Service Credit under this Plan based on actual employment during the Contribution Period;

(2) The Participant is eligible for Reciprocal Pension Benefits from one (1) or more Related Plans; and

(3) The Participant elects the Reciprocal Pension Benefit under this Plan and one (1) or more Related Plans in lieu of any other pension benefit payable under such Plans.

(b) The foregoing is not to be construed to require this Plan or any Related Plan to grant Reciprocal Pension Benefits to a Participant who does not satisfy the minimum requirements of this Plan and the Related Plan or Plans. Nor is this Plan required to recognize non-contributory service credit under a Related Plan as contributory service for any purposes under this Plan to the extent that this Plan specifically requires contributory service.

Section 10.08. Break-in-Service. A period during which a Participant earns Related Service Credit shall not be counted toward a One Year Break in Service under the rules of this Plan. Recommencement of service under a Related Plan paying the Participant a Reciprocal Pension Benefit shall be deemed equivalent to a return to covered employment under this Plan. The provisions of this Section 10.08 do not alter or supersede the election made by this Plan to calculate the Reciprocal Pension Benefit amount by using the benefit level in effect when the Participant last earned Service Credit under this Plan.

Section 10.09. Reciprocal Pension Benefit Amount. The amount of the Reciprocal Pension Benefit with respect to all pension benefits other than the Minimum Pension, shall be the Participant's accrued benefit with respect to Service Credit under this Plan calculated at the level of benefits in effect when the Participant last earned Service Credit under this Plan.

The amount of the Reciprocal Pension Benefit with respect to the Minimum Pension shall be determined as follows:

(a) the amount of the Pension to which the Participant would be entitled to receive under the Plan taking into account his Combined Service Credit shall be determined (calculated at the level of benefits in effect when the Participant last earned Service Credit under this Plan), then

(b) the amount of Service Credit earned with the Plan shall be divided by the total amount of Combined Service Credit earned by the Participant, then

(c) the fraction so determined in (b) shall be multiplied by the Pension amount determined in (a) and the result shall be the Reciprocal Pension Benefit amount payable by the Plan.

Notwithstanding the foregoing, effective for Annuity Starting Dates occurring after September 4, 2009, the Minimum Pension is no longer available.

Section 10.10. Form of Benefit Payment. A Participant who is entitled to receive a Reciprocal Pension Benefit in accordance with this Article X shall be entitled to elect any form of benefit payment provided under this Plan with respect to non-Reciprocal Pension Benefits, at the same time and in the same manner as all other Participants.

Section 10.11. Qualified Pre-Retirement Survivor Annuity. The Surviving Spouse of a deceased married participant shall be eligible for the Qualified Pre-Retirement Survivor Annuity provided under this Plan if the Spouse would have been eligible for the benefit if the Participant's Combined Service Credit had all been Service Credit under this Plan.

Section 10.12. Other Benefits. An eligible Participant, as defined above, shall not be eligible for any other benefit provided by the Plan (not covered under Section 10.02 above), including but not limited to death benefits other than the statutorily required Qualified Pre-Retirement Survivor Annuity described in Section 10.11 above.

Section 10.13. Payment of Reciprocal Pension Benefits. Payment of Reciprocal Pension Benefits under this Article X shall be subject to all other limitations of this Plan applicable to all other types of benefits provided under the Plan. The Participant shall be required to comply with all of the lawful conditions regarding post-retirement employment adopted by this Plan.

Section 10.14. Effective Date.

(a) This Article X shall be effective on January 1, 2003.

(b) Participants who on the Effective Date of this Article were eligible for and had applied for, or were receiving Reciprocal Benefits under the predecessor National Reciprocal Agreement shall not, by reason of the adoption of this Article governing Reciprocal Pension Benefits, forfeit or suffer any reduction of their Reciprocal Pension Benefits. The benefits provided pursuant to this Article shall not apply to any Participant who has retired prior to the Effective Date. In addition, in the event the Fund terminates its participation in the 2001 National Reciprocal Agreement for Teamster Pension Funds, the benefits provided pursuant to this Article will no longer be available other than with respect to Participants who on the effective date of the termination have applied for Reciprocal Pension Benefits or are in pay status.

ARTICLE XI - SUSPENSION OF BENEFITS

Section 11.01. Suspension of Benefits.

(a) The monthly benefit shall be suspended for any month in which the Pensioner is employed as follows:

(1) in Covered Employment with a Contributing Employer to the Plan, or,

(2) in employment in the same industry and trade or craft in which the Pensioner was employed at any time under the Plan, provided that such employment is in the geographic area covered by the Plan. The geographic area covered by the Plan includes: the State of Maryland, the District of Columbia, Northern Virginia (specifically the counties of Arlington, Fairfax, Prince William and Loudon, and the cities of Alexandria and Falls Church) and York County and Lancaster County, Pennsylvania.

Notwithstanding the foregoing, in no event shall a Pensioner's benefit be suspended after the Required Beginning Date.

(b) Permissible Employment.

(1) Work for no more than one hundred (100) hours in any month or for each four (4) or five (5) week payroll period ending in a calendar month shall not be disqualifying for a Pensioner. However, if a Pensioner has worked at all in a particular month in a disqualifying type of employment and fails to notify the Plan as required by subsection (f)(3) of this Section, it shall be presumed that the Pensioner has worked in disqualifying employment for at least one hundred one (101) hours in that month.

(2) Notwithstanding the forgoing, a Pensioner may work without limitation in employment in the same industry, trade, or craft in which the Pensioner was employed at any time under the Plan so long as the employment is with an employer that is not a direct competitor of a Contributing Employer to the Plan.

(c) The term "same industry" means any industry that included any employment covered by the Plan when the Participant Retired.

(d) The term "same trade or craft" means an occupation in which the Participant was employed at any time under the coverage of the Plan, any occupation utilizing the same skill(s), and any self-employment or supervisory employment related to the same skill(s) as were involved in such occupation(s).

(e) The term "monthly benefit shall be suspended for any month" means non-entitlement to benefits for the month. If benefits were paid for a month for which benefits were later determined to be suspended, the overpayment shall be recoverable through deductions from future pension payments, pursuant to subsection (g) and in accordance with subsection (h) hereof.

(f) Notices.

(1) Upon the attainment of Normal Retirement Age by a Participant who has not applied for a benefit under the Plan, the Trustees shall notify the Participant of the Plan's rules governing suspension of benefits and inform the Participant that the payment of benefits under the Plan shall be suspended for the duration of any continued employment to the extent it constitutes disqualifying employment.

(2) Upon commencement of pension payments, the Trustees shall notify the Pensioner of the Plan rules governing suspensions of benefits. If benefits have been suspended and payment resumed, new notification shall be given to the Participant upon resumption if there has been any material change in suspension rules or the identity of the industries or area covered by the Plan.

(3) A Pensioner shall notify the Plan in writing within thirty (30) days after starting any work of any type that is or may be disqualifying under the provisions of the Plan and without regard to the number of hours of such work (that is, whether or not less than one hundred (100) hours in a month).

(4) A Pensioner shall provide the Plan with such information as it may request in order to establish the nature and extent of any employment by the Pensioner after the date of commencement of his benefits. Any pension payments otherwise due may be withheld pending adequate response by the Pensioner to such request.

(5) A Participant whose pension has been suspended shall notify the Trustees in writing when disqualifying employment has ended. The Trustees shall have the right to hold back benefits payments until such notice is filed.

(6) A Pensioner may ask the Trustees whether a particular employment shall be disqualifying. The Trustees shall provide the Pensioner with their determination.

(7) The Trustees shall inform a Participant of any suspension of his benefits by notice given by personal delivery or first class mail during the first calendar month in which his benefits are withheld. Such notice shall include a description of the specific reasons for suspension, copies of the relevant provisions of the Plan, reference to the applicable regulation of the U.S. Department of Labor, and a statement of procedure for securing a review of the suspension.

In addition, the notice shall describe the procedure for the Participant to notify the Plan when disqualifying employment ends. If the Plan intends to recover prior overpayments by offset under subsection (h)(2), the suspension notice shall explain the offset procedure and identify the amount expected to be recovered, and the periods of employment to which they relate.

(g) Review. A Participant shall be entitled to a review of a determination suspending his benefits by written request filed with the Trustees within one hundred and eighty (180) days of the notice of suspension. The same right of review shall apply, under the same terms, to a determination by or on behalf of the Trustees that contemplated employment shall be disqualifying. Review under this Section shall be in accordance with Section 9.06 on appeals.

(h) Resumption of Benefit Payments.

(1) Benefits shall be resumed for months after the last month for which benefits are suspended provided the Participant has complied with the notification requirement of subsection (f)(5) above.

(2) Overpayments attributable to payments made for any month or months for which the Participant had disqualifying employment shall be deducted from pension payments otherwise paid or payable subsequent to the period of suspension.

A deduction from a benefit after the Pensioner attains Normal Retirement Age shall not exceed twenty-five percent (25%) of the pension amount (before deduction), except that the Plan may withhold up to one-hundred percent (100%) of the first pension payment made upon resumption after a suspension. If a Pensioner dies before recoupment of overpayments has been completed, deductions shall be made from the benefits payable to his Spouse or Beneficiary, subject to the twenty-five percent (25%) limitation on the rate of deduction, if applicable. Nothing in this Section shall prohibit the Trustees from taking legal action for overpayments in addition to any offset which is applied.

(i) Benefits under the Plan shall not be suspended on or after the Participant's Required Beginning Date.

Section 11.02. Benefit Payments Following Suspension.

(a) The monthly amount of pension when resumed after suspension shall be adjusted for any optional form of payment. In addition, the monthly amount shall be determined based on an adjusted age. The adjusted age shall be the age of the Participant at the beginning of the first month for which payment is resumed, reduced by the sum of:

(1) the number of months for which he previously received benefits to which he was entitled, and

(2) the number of months for which his benefits were suspended for employment in disqualifying employment if that work would have been disqualifying employment if he had already attained Normal Retirement Age.

(b) This amount shall be determined before adjustment, if any, for pension accrual based on reemployment, for changes in the Plan adopted after the Participant first Retired and for any offset because of prior overpayments.

(c) Nothing in this Section shall be understood to extend any benefit increase or adjustment effective after the Participant's initial Retirement to the amount of pension upon resumption of payment, except to the extent that it may be expressly directed by other provisions of the Plan.

(d) The benefit determined under this provision shall not be adjusted to an extent that would result in forfeiture of the Participant's regular Retirement pension at Normal Retirement Age in violation of section 203(a)(3)(B) of ERISA.

(e) A Pensioner who returns to Covered Employment shall, upon subsequent Retirement, be entitled to a recomputation of the pension amount based on any additional Service Credits.

(f) A payment form in effect before the death of a Participant, including a Qualified Joint and Survivor Annuity immediately prior to suspension of benefits, shall remain effective if the Pensioner's death occurs while benefits are in suspension. If an Early Retirement Pensioner returns to Covered Employment prior to Normal Retirement Age, he shall be entitled to a new election as to the Qualified Joint and Survivor Annuity with respect to additional benefits accrued.

ARTICLE XII - WITHDRAWAL LIABILITY

Section 12.01. **Calculation of Withdrawal Liability.** For Contributing Employers that "withdraw" from the Plan within the meaning of section 4203 of ERISA, as amended by the Multiemployer Plan Amendments Act of 1980, withdrawal liability shall be calculated according to the "one pool method" described in section 4211(c)(3) of ERISA, using a five (5) year contribution period as prescribed by that section.

Effective January 1, 2009, for purposes of calculating withdrawal liability only, an employer who is contractually authorized to suspend the payment of contributions without engaging in a full or partial withdrawal will be treated as having made contributions at the contractual rate in effect prior to the suspension of contributions (including all contribution rate increases required by that contract) until the employer resumes making contributions. During the period of suspension, the employer will be treated as follows: (a) if the employer contributed to the New York Teamsters Council Health & Hospital Fund during the period of the suspension of pension contributions, the Pension Fund will use the information concerning the number of employees and number of hours on which contributions were made; (b) if the employer did not contribute to the New York Teamsters Council Health & Hospital Fund during the period of the suspension of pension contributions, the Pension Fund will presume that the employer employed the average of the number of employees for whom it had contributed in the six months preceding the suspension and for the average number of hours on which contributions were made during the six month period.

Upon resumption of contributions, the employer's withdrawal liability from the period of resumption of contributions to the withdrawal date shall be calculated using the direct attribution method under ERISA Section 4211(c)(4).

Section 12.02. **Payment of Withdrawal Liability.** Payment of withdrawal liability shall be made in the manner and form prescribed in section 4219(c) of ERISA, as amended, except that for plan year 1980, the number "5" shall be substituted for the number "10" each place it appears in the formula prescribed by section 4219(c)(1)(C)(i) and shall be increased by one (1) for each succeeding plan year until the number "10" is reached in plan year 1985. The above exception is intended to conform to section 4219(c)(1)(C)(iii) of ERISA. Payments of withdrawal liability shall be made on a monthly basis, as permitted by section 4219(c)(3) of ERISA.

Section 12.03. **Free Look Rule.** The "Free Look" rule of section 4210 of ERISA shall apply to Contributing Employers that were first obligated to contribute to the Plan on or after July 1, 2005, and that meet the requirements of that section, provided that: (a) the "Free Look" rule shall apply only to a Contributing Employer that had an obligation to contribute to the Plan for less than five (5) consecutive Plan Years preceding the date on which the Contributing Employer withdraws; (b) the Contributing Employer was required to make contributions to the Plan for each such Plan Year in an amount equal to less than two percent (2%) of the sum of all contributions made by Contributing Employers to the Plan for each such Plan Year; (c) the Contributing Employer has never before avoided withdrawal liability under this Plan because of the application of the Free Look rule; and (d) the ratio of the assets of the Plan for the Plan Year preceding the first Plan Year for which the Contributing Employer was required to contribute to the Plan to the benefit payments made during that Plan Year was at least eight (8) to one (1). A

Participant whose Contributing Employer takes advantage of the Free Look rule as described above shall not be credited with Years of Vesting Service for periods prior to the date he became a Participant. The Trustees shall administer this Section in accordance with the requirements of section 4210 of ERISA, as amended, and any applicable regulations.

ARTICLE XIII - MISCELLANEOUS

Section 13.01. **Nonreversion.** It is expressly understood that in no event shall any of the corpus or assets of the Plan revert to the Contributing Employers or be subject to any claims of any kind or nature by the Contributing Employers, except for the return of an erroneous contribution within the time limits prescribed by law.

Section 13.02. **Limitation of Liability.** The Plan has been established on the basis of an actuarial calculation which has established, to the extent possible, that the contributions shall, if continued, be sufficient to maintain the Plan on a permanent basis, fulfilling the funding requirements of ERISA. Except for liabilities which may result from provisions of ERISA, nothing in the Plan shall be construed to impose any obligation to contribute beyond the obligation of the Contributing Employer to make contributions as stipulated in its collective bargaining with the Union.

There shall be no liability upon the Trustees individually, or collectively, or upon the Union to provide the benefits established by the Plan, if the Plan does not have assets to make such payments.

Section 13.03. **Designation of Beneficiary.** A Participant or Pensioner may designate a person or persons as a Beneficiary or Beneficiaries to receive the applicable death benefits payable under the Plan by completing a form provided by the Trustees. A Participant or Pensioner shall have the right to change the designation of Beneficiary without the consent of the Beneficiary, but no change shall be effective or binding on the Trustees unless it is received by the Trustees prior to the time any payments are made to the Beneficiary whose designation is on file. Any post-death benefits provided in accordance with the Plan shall be paid to the most recently designated Beneficiary filed with the Trustees. If such designated Beneficiary, who has survived the Participant or Pensioner and is therefore entitled to the benefits provided, dies prior to the receipt of the payment of benefits, such benefits shall be paid in accordance with the procedure set forth in Section 13.04. The designation of a non-Spouse Beneficiary by a married Participant is valid only with the consent of the Participant's Spouse.

Section 13.04. **Failure to Designate Beneficiary.**

(a) If a Participant or Pensioner has not designated a Beneficiary, or there is no designated Beneficiary alive (or who can be located after notice by publication in the Baltimore Sun by the Plan Administrator) at the death of a Participant or Pensioner, any guaranteed monthly payments or death benefits provided under the Plan shall be payable to the person or persons who can reasonably be located by notice in the Baltimore Sun in the order listed below:

(1) to the Spouse of the Participant or Pensioner; or

(2) to his surviving children, including legally adopted children, divided equally among them; or

(3) to his parents, divided equally among them; or

(4) to his brothers or sisters, divided equally among them.

(b) If none of the persons listed in subsection (a) above is living, any remaining benefits payable under the Plan shall be paid to the executor or administrator of his estate.

Pension payments shall end with the payment for the month in which the death of the Pensioner occurs except as provided in accordance with a form of payment that provides for a survivor benefit or a 120 Certain Payments option.

Section 13.05. Waiver of Benefits.

(a) Any Pensioner who is eligible for or who is receiving any other pension benefit, the receipt of which is dependent upon his not exceeding certain income limits, may, if he so elects, by signing and acknowledging a written waiver and delivering the same to the Trustees, waive all or any part of his pension benefits under the Plan provided, however, that such waiver may not be withdrawn except upon thirty (30) days written notice by registered mail to the Trustees and after having executed such waiver, the Pensioner shall at no time be entitled to make a claim for the benefits which have been waived and withdrawal of such waiver shall not be effective until thirty (30) days after the receipt thereof by the Trustees.

(b) Notwithstanding (a) above, the Plan shall commence payment of the Participant's pension benefit on the Required Beginning Date in accordance with Section 8.01(b).

Section 13.06. Administrative Interpretations. The Trustees shall have the exclusive right and discretionary authority to construe and interpret the Plan, the summary plan description and all other Plan documents, and to decide any matters arising thereunder in connection with the administration of the Plan, in their sole and absolute discretion, their interpretation thereof in good faith to be final and conclusive on all persons claiming benefits under the Plan. The Trustees may from time to time establish rules for the administration of the Plan and the transaction of its business. They shall endeavor to act by general rules or specific interpretations or decisions so as not to discriminate in favor of any person.

Section 13.07. New Contributing Employers.

(a) If a Contributing Employer is sold, merged or otherwise undergoes a change of company identity, the successor company shall participate, as to the employees theretofore covered in the Plan, just as if it were the original company, provided it remains a Contributing Employer.

(b) No new Contributing Employer may be admitted to participation in the Pension Fund and the Plan except upon approval by the Trustees. The participation of any such new Contributing Employer shall be subject to such terms and conditions as the Trustees may lawfully prescribe including, but not limited to, the imposition of waiting periods in connection with the commencement of benefits, a requirement for retroactive contributions, or the application of modified benefit conditions and amounts. Effective January 1, 1985, Employees of new Contributing Employers shall not be granted Service Credit for service prior to the Contribution Period in any case unless the new

Contributing Employer makes retroactive contributions which are sufficient on an actuarial basis to pay for such service. In adopting applicable terms or conditions, the Trustees shall take into account such requirements as they, in their sole discretion, may deem necessary to preserve the actuarial soundness of the Pension Fund and to preserve an equitable relationship with the contributions required from other participating Contributing Employers and the benefits provided to their Employees.

Section 13.08. Terminated Contributing Employer. If a Contributing Employer's participation in the Plan with respect to a bargaining unit terminates, the Trustees are empowered to cancel any obligation of the Pension Fund that is maintained under the Trust Agreement with respect to that part of any pension for which a person was made eligible on the basis of employment in such bargaining unit prior to the Contribution Period with respect to that unit. Neither shall the Trustees, the Contributing Employers who remain as Contributing Employers, nor the Union be obligated to make such payments.

In no event, however, shall the provisions of this Section 13.08 apply to any Pensioner already receiving benefits under the Plan or to any Participant who has attained his Normal Retirement Age as defined herein.

If a Contributing Employer fails to make contributions due for one hundred twenty (120) days after their due date, the Trustees may, by resolution, terminate the employer as a Contributing Employer.

Section 13.09. Termination.

(a) Right to Terminate. The Trustees shall have the right to discontinue or terminate the Plan in whole or in part. The rights of all affected Participants to benefits accrued to the date of termination, partial termination, or discontinuance to the extent funded as of such date, shall be nonforfeitable.

(b) Priorities of Allocation. In the event of termination, the assets then remaining in the Plan after providing for any administrative expenses, shall be allocated among the Pensioners, Beneficiaries, and Participants in the following order:

(1) In the case of benefits payable as a pension:

(A) In the case of the pension of a Participant or Beneficiary which was in pay status as of the beginning of the three (3) year period ending on the termination date of the Plan, to each such pension, based on the provisions of the Plan (as in effect during the five (5) year period ending on such date) under which such pension would be the least. The lowest pension in pay status during the three (3) year period shall be considered the pension in pay status for such period.

(B) In the case of the pension of a Participant or Beneficiary which would have been in pay status as of the beginning of such three (3) year period if the Participant had retired prior to the beginning of the three (3) year period and if his pension had commenced (in the standard form) as of the beginning of such period, to each such pension based on the provisions of the Plan (as in effect during the five (5) year period ending on such date) under which the pension would be the least.

(2) Second, to all other benefits (if any) of the individuals under the Plan guaranteed under Title IV of ERISA.

(3) Third, to all other Vested benefits under the Plan.

(4) Fourth, to all other benefits under the Plan.

(c) Allocation Procedure. For purposes of subsection (b) hereof:

(1) The amount allocated under any paragraph of subsection (b) with respect to any benefit shall be properly adjusted for any allocation of assets with respect to that benefit under a prior paragraph of that subsection.

(2) If the assets available for allocation under any paragraph of subsection (b) (other than paragraphs 3 and 4) are insufficient to satisfy in full the benefits of all individuals which are described in that paragraph, the assets shall be prorated among such individuals on the basis of the Actuarial Equivalent (as of the termination date) of their respective benefits described in that paragraph.

(3) This subsection applies if the assets available for allocation under subsection (b)(3) are not sufficient to satisfy in full the benefits of individuals described in that subsection.

(A) If this subsection applies, the assets shall be allocated to the benefits of individuals described in subsection (b)(3) on the basis of the benefits of individuals which would have been described in such subsection (b)(3) under the Plan as in effect at the beginning of the five (5)-year period ending on the date of the Plan's termination.

(B) If the assets available for allocation under subsection (A) above are sufficient to satisfy in full the benefits described in such subsection (without regard to this subsection), then for purposes of subsection (A) benefits of individuals described in such subsection shall be determined on the basis of the Plan as amended by the most recent Plan amendment effective during such five (5)-year period under which the assets available for allocation are sufficient to satisfy in full the benefits of individuals described in subsection (A) and any assets remaining to be allocated under subsection (A) on the basis of the Plan as amended by the next succeeding Plan amendment effective during such period.

Section 13.10. Forfeitures. Forfeitures arising from severance of employment, death, or for any other reason, shall be applied to reduce any unfunded liability of the Plan.

Section 13.11. Mergers. This Plan may not be merged or engage in a transfer of assets and liabilities to or from another multiemployer plan, unless such merger or transfer of assets satisfies the requirements of section 4231(b) of ERISA or is determined to satisfy the requirements of section 4231 of ERISA by the Pension Benefit Guaranty Corporation. If the Plan is merged, or if a transfer of assets or liabilities is made with a single-employer plan, no accrued benefit of a Participant or Beneficiary may be lower immediately after the effective date of a transfer or merger than the benefit immediately before that date.

Section 13.12. Amendment. The Plan may be amended at any time by the Trustees, consistent with the provisions of the Trust Agreement. However, no amendment may decrease the Accrued Benefit of any Participant except:

(a) As necessary to establish or maintain the qualification of the Plan under the Code and to maintain compliance of the Plan with the requirements of ERISA, or

(b) If the amendment meets the requirements of section 302(c)(8) of ERISA and section 412(c)(8) of the Code, and the Secretary of Labor has been notified of such amendment and has either approved of it or, within ninety (90) days after the date on which such notice was filed, he failed to disapprove; or

(c) As permitted by ERISA.

Section 13.13. Gender. Except as the context may specifically require otherwise, use of the masculine gender shall be understood to include both masculine and feminine genders.

ARTICLE XIV - RECIPROCAL PENSIONS – LOCAL RECIPROCAL AGREEMENTS

Section 14.01. Purpose. Reciprocal Pension benefits are provided under this Plan in accordance with local reciprocal agreements between the Plan and another pension fund listed on Appendix C attached hereto (the "Local Reciprocal Agreement"), which is not signatory to the National Reciprocal Agreement described in Section 10.01 of the Plan, for Participants who lack sufficient Service Credit to be eligible for a pension benefit provided under the other provisions of this Plan because their years of employment are divided between this Plan and one (1) or more other plans, and Participants who are eligible for a pension under this Plan in a lesser amount than would be available if their years of employment were not so divided.

Section 14.02. Related Plans. In accordance with each Local Reciprocal Agreement, the Trustees of this Plan recognize each signatory fund (listed on Appendix C) as a Related Plan for purposes of this Article XIV.

Section 14.03. Reciprocal Pension Benefits. An eligible Participant who retires and applies for a Reciprocal Pension Benefit while the Fund is a signatory to a Local Reciprocal Agreement may receive a Reciprocal Pension Benefit, as provided below, with respect to any pension benefit provided by this Plan, including a Normal Pension, Minimum Pension, Early Retirement Pension or Unreduced Early Retirement Pension, if the Participant would have been eligible for such pension benefit if all of his Combined Service Credit were Service Credit under this Plan. Notwithstanding the foregoing, effective for Annuity Starting Dates occurring after September 4, 2009, the Minimum Pension and Unreduced Early Retirement Pension are no longer available.

Section 14.04. Service Credit Under this Plan. For purposes of this Article XIV, "Service Credit under this Plan" shall mean for benefit accrual purposes Service Credit as defined in Section 2.32, and for vesting purposes Year of Vesting Service as defined in Section 2.40. Such Service Credit shall include contributory and non-contributory service to the extent that such service is credited and for the purposes that such contributory or non-contributory service is recognized under this Plan.

Section 14.05. Related Service Credit. For purposes of this Article XIV, Service Credit that is credited to a Participant under a Related Plan from which the Participant is entitled to Reciprocal Pension Benefits, for employment only under that Related Plan, certified by the Related Plan to this Plan, shall be recognized under this Plan as Related Service Credit. No Related Service Credit shall be recognized with respect to employment under the Related Plan that is simultaneously credited under the provisions of this Plan.

Section 14.06. Combined Service Credit. The total of a Participant's Service Credit under this Plan and Related Service Credit shall comprise the Participant's Combined Service Credit. No more than one (1) year of Combined Service Credit shall be counted for any calendar year.

Section 14.07. Eligibility.

(a) A Participant shall be eligible for Reciprocal Pension Benefits under this Plan only if the Participant satisfies all of the following minimum requirements:

(1) The Participant has at least one (1) year of Service Credit under this Plan based on actual employment during the Contribution Period;

(2) The Participant is eligible for Reciprocal Pension Benefits from the Related Plan; and

(3) The Participant elects the Reciprocal Pension Benefit under this Plan and the Related Plan in lieu of any other pension benefit payable under such Plans.

(b) The foregoing is not to be construed to require this Plan or any Related Plan to grant Reciprocal Pension Benefits to a Participant who does not satisfy the minimum requirements of this Plan and the Related Plan. Nor is this Plan required to recognize non-contributory service credit under a Related Plan as contributory service for any purposes under this Plan to the extent that this Plan specifically requires contributory service.

Section 14.08. Break-in-Service. A period during which a Participant earns Related Service Credit shall not be counted toward a One Year Break in Service under the rules of this Plan. Re-commencement of service under a Related Plan paying the Participant a Reciprocal Pension Benefit shall be deemed equivalent to a return to covered employment under this Plan. The provisions of this Section 14.08 do not alter or supersede Section 14.09, which provides that Reciprocal Pension Benefits shall be calculated by using the benefit level in effect when the Participant last earned Service Credit under this Plan.

Section 14.09. Reciprocal Pension Benefit Amount. The amount of the Reciprocal Pension Benefit with respect to all pension benefits other than the Minimum Pension, shall be the Participant's accrued benefit with respect to Service Credit under this Plan calculated at the level of benefits in effect when the Participant last earned Service Credit under this Plan.

The amount of the Reciprocal Pension Benefit with respect to the Minimum Pension shall be determined as follows:

(a) the amount of the Pension to which the Participant would be entitled to receive under the Plan taking into account his Combined Service Credit shall be determined (calculated at the level of benefits in effect when the Participant last earned Service Credit under this Plan), then

(b) the amount of Service Credit earned with the Plan shall be divided by the total amount of Combined Service Credit earned by the Participant, then

(c) the fraction so determined in (b) shall be multiplied by the Pension amount determined in (a) and the result shall be the Reciprocal Pension Benefit amount payable by the Plan.

Notwithstanding the foregoing, effective for Annuity Starting Dates occurring after September 4, 2009, the Minimum Pension is no longer available.

Section 14.10. Form of Benefit Payment. A Participant who is entitled to receive a Reciprocal Pension Benefit in accordance with this Article XIV shall be entitled to elect any form of benefit payment provided under this Plan, with respect to non-Reciprocal Pension Benefits, at the same time and in the same manner as all other Participants.

Section 14.11. Qualified Pre-Retirement Survivor Annuity. The Surviving Spouse of a deceased married participant shall be eligible for the Qualified Pre-Retirement Survivor Annuity provided under this Plan if the Spouse would have been eligible for the benefit if the Participant's Combined Service Credit had all been Service Credit under this Plan.

Section 14.12. Other Benefits. If expressly provided in the Local Reciprocal Agreement, an eligible Participant, as defined above, may be eligible for any other benefit provided by the Plan (not covered under Section 14.03 above), including but not limited to death benefits other than the statutorily required Qualified Pre-Retirement Survivor Annuity described in Section 14.11 above.

Section 14.13. Payment of Reciprocal Pension Benefits. Payment of Reciprocal Pensions under this Article XIV shall be subject to all other limitations of this Plan applicable to all other types of benefits provided under the Plan. The Participant shall be required to comply with all of the lawful conditions regarding post-retirement employment adopted by this Plan.

Section 14.14. Termination of Local Reciprocal Agreement. In the event the Fund terminates its participation in the Local Reciprocal Agreement, the benefits provided pursuant to this Article will no longer be available other than with respect to Participants who on the effective date of the termination have applied for Reciprocal Pensions or are in pay status.

ARTICLE XV - RESTRICTIONS BASED ON THE PENSION PROTECTION ACT

Notwithstanding anything in the Plan to the contrary, the provisions of this Article 15 shall apply effective for Plan Years beginning on or after January 1, 2008.

Section 15.01. Adoption and Implementation of a Funding Improvement or Rehabilitation Plan.

(a) For the initial Plan Year in which the Plan's actuary certifies that the Plan is in Endangered, Seriously Endangered, or Critical Status, the Trustees shall adopt a "Funding Improvement Plan" or a "Rehabilitation Plan," as applicable, within two hundred and forty (240) days following the required date for the actuarial certification. Within thirty (30) days of the adoption of a Funding Improvement Plan or Rehabilitation Plan, the Trustees must provide schedules to the bargaining parties showing revised benefit structures, contribution structures, or both, which, if adopted, may reasonably be expected to enable the plan to meet the applicable benchmarks.

(b) If the Plan is in Endangered Status, the schedules must include one proposal for reductions in the amount of future benefit accruals necessary to achieve the benchmarks, assuming no contribution increases other than those necessary after future benefit accruals have been reduced as much as possible under the law (the "default schedule"), and one proposal for increases in contributions necessary to achieve the benchmarks assuming no reductions in future benefit accruals. If the Plan is in Critical Status, the Trustees must include the default schedule. If the bargaining parties fail to agree on changes to contribution and/or benefit schedules necessary to meet the applicable benchmarks, the Trustees must implement the default schedule upon the date that is one hundred and eighty (180) days after expiration of the last Collective Bargaining Agreement that was active when the Plan's status was certified.

(c) Any Funding Improvement or Rehabilitation Plan adopted by the Trustees shall be attached hereto as an appendix and, after the initial Plan Year in which the Plan is certified to be in Endangered, Seriously Endangered, or Critical Status, as applicable, shall be amended as required by applicable law. The Trustees have the sole discretion to amend and construe the Funding Improvement or Rehabilitation Plan, including related schedules.

Section 15.02. Requirements Pending and Following Approval of the Funding Improvement or Rehabilitation Plan.

(a) During the "Funding Plan Adoption Period" or "Rehabilitation Plan Adoption Period," as applicable, the Trustees may not accept a Collective Bargaining Agreement or Participation Agreement that provides for (1) a reduction in the level of contributions for any Participants; (2) a suspension of contributions with respect to any period of service; or (3) any new or indirect exclusion of younger or newly-hired employees from Plan participation. In addition, the Trustees may not adopt an amendment that increases Plan liabilities due to any increase in benefits, changes in the accrual of benefits or the rate at which benefits become nonforfeitable unless the amendment is required as a condition for

Plan qualification or to comply with applicable law. If the Plan is in Seriously Endangered Status, the Trustees must take all reasonable actions during the Funding Plan Adoption Period to increase the Plan's funded percentage and postpone an accumulated funding deficiency for at least one year.

(b) After adoption of the Funding Improvement Plan or Rehabilitation Plan, the Trustees may not amend the Plan so as to increase benefits, including future benefit accruals, unless the Plan's actuary certifies that a benefit increase is consistent with the Funding Improvement Plan or Rehabilitation Plan, and is paid for out of contributions not required by the Funding Improvement Plan or Rehabilitation Plan to meet the applicable benchmarks. If the Plan is in Critical Status, it may not be amended to increase benefits unless the Plan's actuary also certifies that the Plan is still reasonably expected to emerge from Critical Status by the end of the Rehabilitation Period.

Section 15.03. Employer Surcharge. In accordance with section 432(e) of the Code, if Contributing Employers are notified that the Plan is in Critical Status, an additional required contribution ("surcharge") is imposed. In the first Plan Year of Critical Status, the surcharge equals five percent (5%) of the contributions an employer is required to make. The surcharge increases to ten percent (10%) of required contributions in succeeding Plan Years if the Plan remains in Critical Status. Failure to make the surcharge payment is treated as a delinquent contribution. The surcharge is no longer required when a Collective Bargaining Agreement includes terms consistent with a schedule under the Rehabilitation Plan. Contributions attributable to the surcharge may not be the basis for any benefit accrual.

Section 15.04. Definitions. For purposes of this Article 15, the terms "Endangered Status," "Seriously Endangered Status," "Critical Status," "Funding Improvement Plan," "Rehabilitation Plan," "Funding Plan Adoption Period," "Rehabilitation Plan Adoption Period," "Funding Improvement Period," and "Rehabilitation Period," shall have the meanings ascribed to them in section 432 of the Code.

ARTICLE XVI - INCORPORATION OF APPENDICES AND EXECUTION IN COUNTERPARTS

Section 16.01. Incorporation of Appendices. Appendices A, B, C, D, E and F to the Plan, attached hereto, are incorporated by reference and the provisions of the same shall apply notwithstanding anything to the contrary contained herein.

Section 16.02. Execution in Counterparts. This amendment and restatement may be executed in several counterparts, each of which shall be deemed an original, and said counterparts shall constitute but one and the same instrument.

IN WITNESS WHEREOF, the Trustees have adopted this document and caused it to be executed as of this 16th day of December, 2014.

TRUSTEES:

Tom Ventura
Tom Ventura

William Alexander
William Alexander

Gary Caldwell

Mark Garey

APPENDIX A

APPLICABLE RATES IN EFFECT FOR A PARTICIPANT WHO SEPARATES FROM COVERED EMPLOYMENT ON OR BEFORE JANUARY 1, 1998

(a) The Applicable Rates in effect for a Participant who separates from Covered Employment on or after January 1, 1997, but before January 1, 1998 are:

(1) For Service Credits accrued prior to January 1, 1979:

(A) $22.00 for employees of National Master Freight Agreement Contributing Employers, car haul Contributing Employers, Local Union No. 557 and other freight Contributing Employers; or

(B) $18.00 for employees of moving and storage companies.

(2) For Service Credits accrued from January 1, 1979 through December 31, 1986:

The Applicable Rate shall be the greater of:

(A) the highest contribution rate of the Participant's Contributing Employer during that period multiplied by $12.70 (the product shall be rounded to the next lower $0.25), or

(B) (i) $22.00 for employees of National Master Freight Agreement Contributing Employers, car haul Contributing Employers, Local Union No. 557 and other freight Contributing Employers;

(ii) $18.00 for employees of moving and storage companies; or

(ii) $4.00 for employees of multi-modal companies.

(3) For Service Credits accrued from January 1, 1987 through December 31, 1994:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $18.00 (the product shall be rounded to the next lower $0.25).

(4) For Service Credits accrued from January 1, 1995 through December 31, 1996:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $21.50 (the product shall be rounded to the next lower $0.25).

(5) For Service Credits accrued on and after January 1, 1997:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $36.00 (the product shall be rounded to the next lower $0.25).

(b) The Applicable Rates in effect for a Participant who separates from Covered Employment on or after January 1, 1995, but before January 1, 1997 are:

(1) For Service Credits accrued prior to January 1, 1979:

The Applicable Rate shall be that shown in Table I below:

TABLE I

EMPLOYEES OF:	Prior to 1979	1979	1980 Through December 31, 1986
National Master Freight Agreement Contributing Employers Carhaul Contributing Employers Other Freight Contributing Employers* Local Union No. 557	$16	$18	$18
Moving and Storage Companies**	$13	$14	$14
Multimodal Companies ***	--	--	$3

* Includes employees of:
Owens-Corning Fiberglass (Contributing Employer Code #226)

** Includes employees of:
J. Norman Geipe Fireproof Storage (Contributing Employer Code #53)
J. Norman Geipe Van Lines (Contributing Employer Code #159)
Davidson Transfer and Storage (Contributing Employer Code #180)
Davidson Export Packing (Contributing Employer Code #203)
Office Movers Inc. (Contributing Employer Code #213)

*** Includes employees of:
Kane Transfer Co., Multimodal Division (Contributing Employer Code #'s 253, 212 and 210)
Pennsylvania Truck Lines, Multimodal Division (Contributing Employer Code #230)

Note: Pension benefits are calculated by multiplying the Applicable Rate(s) in effect by the Service Credits earned in each date category and adding the products together.

(2) For Service Credits accrued from January 1, 1979 through December 31, 1986:

The Applicable Rate shall be the greater of:

(A) the highest contribution rate of the Participant's Contributing Employer during that period multiplied by $12.70 (the product shall be rounded to the next lowest $0.25), or

(B) the Applicable Rate shown in Table I above.

(3) For Service Credits accrued from January 1, 1987 through December 31, 1994:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $18.00 (the product shall be rounded to the next lower $0.25).

(4) For Service Credits accrued on and after January 1, 1995:

The Applicable Rate shall be determined for each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $21.50 (the product shall be rounded to the next lower $0.25).

(c) The Applicable Rates in effect prior to January 1, 1995 are:

(1) For Service Credits accrued prior to January 1, 1979:

The Applicable Rate shall be that shown in Table I above.

(2) For Service Credits accrued from January 1, 1979 through December 31, 1986:

The Applicable Rate shall be the greater of:

(A) the highest contribution rate of the Participant's Contributing Employer during that period multiplied by $12.70 (the product shall be rounded to the next lowest $0.25), or

(B) the Applicable Rate shown in Table I above.

(3) <u>For Service Credits accrued on and after January 1, 1987:</u>

The Applicable Rate shall be determined each Calendar Year by multiplying the contribution rate of the Participant's Contributing Employer (using the contribution rate in effect for the majority of the Participant's hours) by $18.00 (the product shall be rounded to the next lowest $0.25).

Notwithstanding Section 2.05 of the Plan, for Participants who left Covered Employment after December 31, 1978 who were Vested and who Retired on or after January 1, 1987, the Applicable Rate for service accrued after December 31, 1978, but before January 1, 1987, shall be determined using the formula specified in (c)(2) above.

APPENDIX B

MONTHLY AMOUNT OF MINIMUM PENSION FOR A PARTICIPANT WHO SEPARATES FROM COVERED EMPLOYMENT ON OR AFTER JANUARY 1, 1998, BUT BEFORE JANUARY 1, 1999

The monthly amount of the Minimum Pension for a Participant who separates from Covered Employment on or after January 1, 1998, but before January 1, 1999 shall be:

(a) if the Participant Retires with thirty (30) Service Credits, $1,800 plus $50 multiplied by the number of Service Credits in excess of 30.

(b) if the Participant Retires at age sixty (60) or older with twenty-five (25), but less than thirty (30) Service Credits, $1,550 plus, $50 multiplied by the number of Service Credits in excess of twenty-five (25); or

(c) if the Participant Retires between the ages of fifty-five (55) and fifty-nine (59) with twenty-five (25), but less than thirty (30) Service Credits, $1,200 plus, $50 multiplied by the number of Service Credits in excess of twenty-five (25).

APPENDIX C

LIST OF FUNDS WITH WHICH THE FUND HAS A LOCAL RECIPROCAL AGREEMENT

1. Truck Drivers & Helpers Local Union No. 355 Pension Fund

APPENDIX D

Funding Improvement Plan

For Plan Year Beginning January 1, 2008

Introduction

The Pension Protection Act of 2006 ("PPA") requires the Trustees of a multiemployer pension plan that has been certified by the plan's actuary as being in Endangered status (also known as "Yellow Zone" status) to develop a Funding Improvement Plan ("FIP"). An FIP must prescribe actions, including recommended actions to be taken by the bargaining parties that are expected to enable a plan to meet stated financial benchmarks by the end of the Funding Improvement Period, based on reasonably anticipated experience and on reasonable actuarial assumptions. On March 28, 2008, the Freight Drivers and Helpers Local Union No. 557 Pension Fund ("Fund") was certified by its actuary to be in Endangered status for the plan year beginning January 1, 2008.

The Funding Improvement Plan must be designed to accomplish the following benchmarks:

1. An increase in the Fund's funded percentage, as defined in PPA, by the end of the Funding Improvement Period of at least 33% of the difference between the funded percentage as of the beginning of the period and 100%, and

2. No accumulated funding deficiency during the Funding Improvement Period.

Funding Improvement Period

The Funding Improvement Period for this Pension Fund is the period of 10 plan years beginning January 1, 2009.

If the actuary certifies before the end of this period that the Fund is no longer in Endangered status for a plan year, the Funding Improvement Period will end as of the close of the preceding plan year.

Schedules

Based on the funded percentage calculated for purposes of the plan actuary's January 1, 2008 certification that the Fund is in the Yellow Zone, the FIP must contain schedules of plan changes and/or contribution changes that are projected to enable the funded percentage to improve to at least 83.1% by the end of the Funding Improvement Period and avoid a projected accumulated funding deficiency for the specified period. Projections by the plan's actuary, which were based on reasonable assumptions, indicate that in order for these requirements to be met, there will be a need for changes to the current plan of benefits and the contribution rate(s) provided in the collective bargaining agreements that were in effect as of August 1, 2008. Accordingly, both the default schedule (the schedule that would be applicable should a schedule not be adopted in collective bargaining on a timely basis as described below) and the alternative schedule are as shown on the attached Exhibits.

Benefits earned by service performed under each collective bargaining agreement will be determined based on the schedule applicable to that agreement.

As noted below, these schedules are subject to revision in future years if the Trustees determine that is necessary in light of the Fund's future financial condition and the requirements of the PPA, or as appropriate.

Automatic Implementation of FIP Default Schedule

If a collective bargaining agreement providing for contributions under the Fund that was in effect on January 1, 2008 expires, and after receiving these FIP schedules the bargaining parties fail to adopt a collective bargaining agreement that provides for contributions at the rates provided in either of the Trustees' schedules, the default schedule will be implemented automatically on the earlier of the date (1) on which the Secretary of Labor certifies that the parties are at an impasse, or (2) which is 180 days after the date on which the collective bargaining agreement expires, provided the employer has not withdrawn from the Fund.

Annual Updating of FIP

Each year the plan's actuary will review and certify the status of the Fund under the PPA funding rules and whether the Fund is making the scheduled progress toward the requirements of the FIP. If the Trustees determine that it is necessary in light of updated information, they will revise the FIP and the benefit and contribution schedules recommended under it. Notwithstanding subsequent changes in benefit and contribution schedules, a schedule of contribution rates provided by the Trustees and relied upon by the bargaining parties in negotiating a collective bargaining agreement shall remain in effect for the duration of that collective bargaining agreement.

Other Possible Actions

The Trustees are exploring merger opportunities with other pension plans. Depending on the outcome of those explorations, it is possible that the future benefit accruals and contribution requirements in the future may be different from those presented in the default and alternative schedules included with this Funding Improvement Plan.

EXHIBIT 1

DEFAULT SCHEDULE

The default schedule consists of the following:

1. A contribution rate in the amount shown in the table below for every year that the Fund is in Endangered status, and

For Participants Covered by:	**Contribution Rate Effective August 1:**									
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017

NMFA	$7.255	$8.255	$9.255	$10.255	$11.255	$12.255	$13.255	$14.255	$15.255	$16.255
NMATA	$7.430	$8.330	$9.280	$10.230	$11.180	$12.130	$13.080	$14.030	$14.980	$14.980

2. The plan of benefits in effect as of the day before the date of certification of Endangered status (March 28, 2008), for all current and future active participants and for every year that the Plan is in Endangered status, except for

   a. An elimination of benefit accruals for service earned on or after January 1, 2010, and

   b. An elimination of the $7,500 lump sum death benefit effective January 1, 2010 which is not protected under IRS Code § 411(d)(6), and

   c. Any benefit changes required for the Plan to continue meeting the requirements to maintain its tax qualification under the Internal Revenue Code and comply with other applicable law, and

   d. After commencement of the Funding Improvement Period, specific benefit increases, if the Trustees determine that they will be financed out of contributions not contemplated for the FIP and will not impede the Fund's progress toward achieving the PPA benchmarks for plans in endangered status.

EXHIBIT 2

ALTERNATIVE SCHEDULE

This alternative schedule consists of the following:

1. A contribution rate in the amount shown in the table below for every year that the Fund is in Endangered status, and

For Participants Covered by:	**Contribution Rate Effective August 1:**									
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
NMFA	$7.255	$8.905	$10.555	$12.205	$13.855	$15.505	$17.155	$18.805	$20.455	$22.105
NMATA	$7.430	$8.980	$10.580	$12.180	$13.780	$15.380	$16.980	$18.580	$20.180	$20.180

2. The plan of benefits in effect as of the day before the date of certification of Endangered status (March 30, 2008), for all current and future active participants and for every year that the Plan is in Endangered status, except for

   a. Any benefit changes required for the Plan to continue meeting the requirements to maintain its tax qualification under the Internal Revenue Code and comply with other applicable law, and

b. After commencement of the Funding Improvement Period, specific benefit increases, if the Trustees determine that they will be financed out of contributions not contemplated for the FIP and will not impede the Fund's progress toward achieving the PPA benchmarks for plans in endangered status

APPENDIX E

Rehabilitation Plan

For Plan Year Beginning January 1, 2014

Introduction

Section 305 of the Employee Retirement Income Security Act ("ERISA") and section 432 of the Internal Revenue Code ("IRC"), as added by the Pension Protection Act of 2006 ("PPA"), requires the Trustees of a multiemployer pension fund that has been certified by its actuary as being in Critical Status (also known as the "Red Zone") to develop and annually update a Rehabilitation Plan. Generally, the Rehabilitation Plan should enable a fund to cease to be in Critical Status by the end of the rehabilitation period. However, if the Trustees determine, based upon the exhaustion of all reasonable measures that a fund can not reasonably be expected to emerge by the end of the rehabilitation period, the Rehabilitation Plan should be designed to enable the fund to cease to be in Critical Status at a later date, or if not reasonable, to forestall possible insolvency. The Rehabilitation Plan must be based on reasonably anticipated experience and on reasonable actuarial assumptions.

On March 29, 2009, The Freight Drivers and Helpers Local Union No. 557 Pension Plan ("the Fund" or the "Plan") was first certified by its actuary to be in Critical Status for the Plan Year beginning January 1, 2009. This was the Plan's initial critical year. Pursuant to the PPA, the Trustees adopted a Rehabilitation Plan that removed certain adjustable benefits, and provided for contribution increases. On March 31, 2010, the Fund was again certified to be in Critical Status for the Plan Year beginning January 1, 2010. The Trustees updated the Rehabilitation Plan on December 9, 2010, in accordance with the PPA. On March 31, 2011, the Fund was certified to be in Critical Status for the Plan Year beginning January 1, 2011. Effective December 5, 2011, the Trustees revised and updated the Fund's Rehabilitation Plan. On March 30, 2012, the Fund was certified to be in Critical Status for the Plan Year beginning January 1, 2012, the commencement of the Fund's Rehabilitation Period. Effective November 20, 2012, the Trustees revised and updated the Fund's Rehabilitation Plan. On March 29, 2013, the Fund was certified to be in Critical Status for the Plan Year Beginning January 1, 2013, and hereby updates its Rehabilitation Plan.

This 2014 revised and updated Rehabilitation Plan:

1. specifies the rehabilitation period;
2. summarizes the actions that the Trustees have already taken;
3. describes alternatives the Trustees considered to exhaust all reasonable measures for the Rehabilitation Plan;
4. explains why the Trustees concluded that there are no reasonable measures that would enable the Plan to emerge from Critical Status by the end of the rehabilitation period;

5. includes remedies and a schedule of benefits and contributions ("Default Schedule" or "Schedule") that, if adopted by the bargaining parties, is projected to enable the Fund to forestall the projected date of insolvency. This schedule must be adopted as part of an acceptable agreement between a Contributing Employer and the Union representing the appropriate bargaining unit;
6. explains that the Default Schedule will be put into effect automatically if the bargaining parties do not agree in a timely manner; and
7. sets out annual standards to be achieved under the Rehabilitation Plan and describes how the Rehabilitation Plan will be updated from time to time.

Rehabilitation Period

The rehabilitation period is the period of thirteen Plan Years (as extended beyond ten years by the Trustee's election under the Worker, Retiree, and Employer Act of 2008) beginning January 1, 2012.

Actions Trustees Have Taken to Improve the Funded Position

During the recent years preceding the Fund entering Critical Status, in efforts to improve the funded position, the Trustees took the following actions:

1. Reduced future benefit accruals by 50% effective January 1, 2007;

2. Adopted a Funding Improvement Plan in 2008 that contained mandatory contribution increases and benefit reductions;

3. Adopted a Rehabilitation Plan in 2009 that included additional mandatory contribution increases and additional benefit reductions; and

4. Authorized the Investment Consultant to act as a co-fiduciary to add an additional level of performance review of the investment managers and to expedite changes, if necessary, to the asset allocation and /or the investment professionals.

The Rehabilitation Plan adopted by the Trustees on July 9, 2009 took further action by removing the following adjustable benefits for all participants submitting applications for retirement after September 4, 2009:

1. All early retirement subsidies are eliminated. Early retirement benefits will be actuarially equivalent to a benefit payable at Normal Retirement Age. The percentage of the benefit payable is shown below.

Age	Actuarially Equivalent Early Retirement Percent of Benefit Payable
55	34.59%
56	38.10%
57	42.04%
58	46.48%
59	51.48%
60	57.15%
61	63.59%
62	70.92%
63	79.31%
64	88.92%
65	100.00%

2. All payment options other than the 50% qualified joint and survivor annuity and the 75% qualified optional survivor annuity are eliminated.

3. $7,500 post-retirement death benefits are eliminated.

4. All minimum pension benefits are eliminated.

5. Disability benefits (if not yet in pay status on September 4, 2009) will be payable as a deferred vested benefit.

In addition to removing these adjustable benefits in the Rehabilitation Plan's Schedule, the Schedule required significant contribution rate increases.

The Trustees have also been exploring the feasibility of other potential remedies for underfunding such as a PBGC assisted merger or plan partition.

Rehabilitation Plan Standard

ERISA and the IRC generally provide for a plan to emerge from Critical Status by the end of rehabilitation period. However, the law also specifically provides for a plan to emerge from Critical Status later, if possible, or to forestall insolvency if the plan cannot reasonably be expected to emerge by the end of the rehabilitation period, or at all, as determined by its Trustees.

The Board of Trustees considered several possible actions, options, and alternatives that might enable the Fund to emerge from Critical Status by the end of the rehabilitation period. After serious review of all the considered remedies that would permit the Fund to emerge from Critical Status by the end of the thirteen year rehabilitation period, the Trustees determined those remedies to be unreasonable measures that would be untenable, counterproductive, and adverse to the Fund and the Fund participants and unaffordable by the contributing employers.

In 2010, actuarial projections indicated that annual contribution rate increases of $.585 per year to August 1, 2024, for an hourly contribution rate of $17.045, would be needed even if (1) all future benefit accruals were eliminated, (2) any remaining adjustable benefits (including the right to receive any early retirement pension) were eliminated, (3) YRCW resumes contributions at full rates (which was not projected to occur until 4/1/2015 at the earliest) and at full employee complements, and (4) the benefit reductions and contribution increases did not lead to additional employer withdrawals. Later actuarial projections indicate that the annual contribution rate increases would be larger than that given above. The Trustees considered significant contribution increases with no additional benefit accruals to be unreasonable and the other alternatives to be unsupportable.

Trustee Approved Rehabilitation Plan Remedies

The Trustees concluded that annual contribution rate increases in excess of those called for under the attached Schedule were not reasonable and could trigger withdrawals and significant losses to the Fund and participants. Therefore, the Trustees concluded that contributions required to emerge from critical status "at a later date" would be unreasonable. Therefore the Trustees concluded that the Rehabilitation Plan must be designed to forestall insolvency.

Based on this, the Trustees have adopted the following measures, which they have determined to be the most the Plan and the contributing employers can reasonably tolerate to forestall insolvency of the Fund. The updated Rehabilitation Plan is expected to delay the projected insolvency to 2025.

Unilateral Trustee Actions for Non-Active Participants

Notwithstanding any other terms of this revised and updated Rehabilitation Plan or the Schedule provided under it, the benefits of participants who apply for, or are already receiving benefits on or before September 4, 2009, will not be reduced.

Participants who terminate covered service before earning additional service under a collective bargaining agreement with terms consistent with the Schedule will automatically have their future benefits reduced in accordance with the benefit changes described in the Schedule, effective as of the earliest date permitted after the provision of legally required advance notice.

Schedule

The subsidies applicable to and the entitlement for all non-protected and adjustable benefits for participants covered by the Schedule, who retire or terminate employment after this Schedule is effective for their bargaining group, are eliminated effective on the date a new agreement is adopted that conforms with this Schedule (or the date this Schedule is automatically implemented.) The adjustable benefits that are being eliminated, as well as the pattern of employer contribution rates, are described in Attachment A: Schedule.

Automatic Implementation of Rehabilitation Plan Schedule

If a collective bargaining agreement providing for contributions under the Fund that was in effect on January 1, 2009 expires, and after receiving the Rehabilitation Plan Schedule, the bargaining parties fail to adopt contribution and benefit terms consistent with the latest Default Schedule provided, that Default Schedule will be implemented automatically 180 days after the date on which the collective bargaining agreement expires.

Annual Standards for Meeting the Rehabilitation Requirements and Updating of Rehabilitation Plan

Based on reasonable assumptions, and pursuant to the attached Schedule, the Fund is projected to remain solvent until 2024. The projected assets will vary each year as actual experience differs from the assumptions. The Trustees recognize the possibility that actual experience could be less favorable than the reasonable assumptions used for the Rehabilitation Plan on an annual basis. Consequently, the annual standards for meeting the requirements of this Rehabilitation Plan are based on having a minimum asset levels as illustrated below:

Standard for Plan Year Beginning January 1,	Market Value of Assets as of the prior December 31
2014	$91,100,000
2015	84,300,000
2016	77,400,000
2017	70,100,000
2018	62,600,000
2019	54,600,000
2020	46,100,000
2021	36,900,000
2022	27,000,000
2023	16,600,000
2024	5,500,000
2025	0

Should the Trustees determine that, after a review of updated information, a modification to the Rehabilitation Plan is in order, the Board will revise the Rehabilitation Plan and present an updated Schedule to the bargaining parties. Notwithstanding subsequent changes in the benefit and contribution requirements of the Schedule, a Schedule provided by the Trustees and relied upon by the bargaining parties in negotiating a collective bargaining agreement shall remain in effect for the duration of that collective bargaining agreement. However, a collective bargaining agreement that is renewed or extended will need to include terms consistent with a Schedule in effect at the time of the renewal or extension.

Other Issues

In the event that one Schedule is implemented for an employer, and then a different Schedule is adopted as part of a subsequent negotiation, the Trustees may develop revised Schedule requirements for that particular situation.

Benefit changes, if any, indicated in this Rehabilitation Plan will become effective as soon as legally permissible after the Rehabilitation Plan is adopted.

ATTACHMENT A: SCHEDULE (DEFAULT SCHEDULE)

Affected Participants

The changes described in this Schedule apply to participants retiring or terminating covered employment after this Schedule becomes effective as a result of a new conforming agreement between applicable bargaining parties, or if this Schedule is automatically implemented.

Benefit Changes

The following changes are effective for all participants submitting applications for retirement after September 4, 2009:

- All early retirement subsidies are eliminated. Early retirement benefits will be actuarially equivalent to a benefit payable at Normal Retirement Age. The percentage of the benefit payable is shown below.

Age	Actuarially Equivalent Early Retirement Percent of Benefit Payable
55	34.59%
56	38.10%
57	42.04%
58	46.48%
59	51.48%
60	57.15%
61	63.59%
62	70.92%
63	79.31%
64	88.92%
65	100.00%

- All payment options other than the 50% qualified joint and survivor annuity and the 75% qualified optional survivor annuity are eliminated.

- $7,500 post-retirement death benefit is eliminated.

- All minimum pension benefits are eliminated.

- Disability benefits (if not yet in pay status on September 4, 2009) will be payable as a deferred vested benefit.

Contributions

Year	NMFA	NMATA
August 1, 2013	TBD	TBD
August 1, 2014	TBD	TBD
August 1, 2015	TBD	TBD

TBD means to be negotiated by the bargaining parties.

APPENDIX F

NON-SUBSIDIZED EARLY RETIREMENT REDUCTION FACTORS FOR RETIREMENT APPLICATIONS RECEIVED BY THE FUND OFFICE AFTER SEPTEMBER 4, 2009

Completed Age

Years	Months											
	0	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**
55	34.59%	34.88%	35.18%	35.47%	35.76%	36.05%	36.35%	36.64%	36.93%	37.22%	37.52%	37.81%
56	38.10%	38.43%	38.76%	39.09%	39.41%	39.74%	40.07%	40.40%	40.73%	41.06%	41.38%	41.71%
57	42.04%	42.41%	42.78%	43.15%	43.52%	43.89%	44.26%	44.63%	45.00%	45.37%	45.74%	46.11%
58	46.48%	46.90%	47.31%	47.73%	48.15%	48.56%	48.98%	49.40%	49.81%	50.23%	50.65%	51.06%
59	51.48%	51.95%	52.43%	52.90%	53.37%	53.84%	54.32%	54.79%	55.26%	55.73%	56.21%	56.68%
60	57.15%	57.69%	58.22%	58.76%	59.30%	59.83%	60.37%	60.91%	61.44%	61.98%	62.52%	63.05%
61	63.59%	64.20%	64.81%	65.42%	66.03%	66.64%	67.26%	67.87%	68.48%	69.09%	69.70%	70.31%
62	70.92%	71.62%	72.32%	73.02%	73.72%	74.42%	75.12%	75.81%	76.51%	77.21%	77.91%	78.61%
63	79.31%	80.11%	80.91%	81.71%	82.51%	83.31%	84.12%	84.92%	85.72%	86.52%	87.32%	88.12%
64	88.92%	89.84%	90.77%	91.69%	92.61%	93.54%	94.46%	95.38%	96.31%	97.23%	98.15%	99.08%
65	100.00%											

FIRST AMENDMENT
TO THE FREIGHT DRIVERS & HELPERS LOCAL UNION NO. 557 PENSION PLAN
(As Amended and Restated Effective January 1, 2015)

WHEREAS, the Freight Drivers and Helpers Local Union No. 557 Pension Plan (the "Plan") was amended and restated effective January 1, 2015; and

WHEREAS, Article 13 of the Plan provides that the Fund's Board of Trustees ("Trustees") may amend the Plan at any time; and

WHEREAS, at their March 31, 2020 meeting, the Trustees amended the Plan to clarify the definition of Required Beginning Date;

NOW, THEREFORE, BE IT RESOLVED, by the Trustees that the Plan be, and is hereby, amended as follows, effective January 1, 2020, as set forth below:

FIRST AND ONLY CHANGE

Section 2.30 is amended to read as follows:

"**Section 2.30. Required Beginning Date.** The term "Required Beginning Date" means the April 1 of the later of the Calendar Year in which (a) the Participant enters Retirement or (b) the Participant attains age seventy and one-half (70 ½).

IN WITNESS WHEREOF, the Board of Trustees has hereunto set their hands in execution of this First Amendment this 30th day of June, 2020. This First Amendment may be executed in several counterparts, each of which shall be deemed an original and said counterparts shall constitute but one and the same instrument.

TRUSTEES:

William Alexander

Gary Caldwell

Mark Garey

Michael Underkoffler

Schedule R, Summary of Rehabilitation Plan

Freight Drivers and Helpers Local Union No. 557 Pension Fund

On March 29, 2009, the Freight Drivers and Helpers Local Union No. 557 Pension Plan (“the Plan”) was certified by its actuary to be in Critical Status for the Plan Year beginning January 1, 2009. The Plan was certified by its actuary to be in Critical Status for each succeeding Plan Year from 2010 through 2014. On March 31, 2015, the Plan was certified by its actuary to be in Critical and Declining Status, in accordance with the Multiemployer Pension Reform Act of 2014 (“MPRA”), effective January 1, 2015. The Plan has been certified by its actuary to be in Critical and Declining Status for each succeeding Plan Year from 2016 through 2020. The Plan’s initial critical year began January 1, 2009. Pursuant to the Pension Protection Act of 2006 (“PPA”), the Trustees adopted a Rehabilitation Plan that removed certain adjustable benefits, and provide for contribution increases, which was updated annually. The Rehabilitation Period was a period of thirteen Plan Years (as extended beyond ten years by the Plan Sponsor’s election under section 205 of the Worker, Retiree, and Employer Recovery Act of 2008) beginning January 1, 2012.

Effective January 1, 2015, the Plan Sponsor concluded that there were no reasonable measures that would enable the Plan to emerge from Critical Status by the end of the Rehabilitation Period as described in Internal Revenue Code section 432(e)(3)(A)(ii) and updated the Rehabilitation Plan to forestall insolvency. The Plan Sponsor considered actuarial projections that required significant annual contribution rate increases coupled with no benefit accruals to emerge from Critical Status and determined them to be unreasonable and any alternatives to be unsupportable. The Plan Sponsor also concluded that any annual contribution rate increases in excess of those provided for by the schedule of the 2014 Update were likely to trigger employer withdrawals which would further undermine the financial viability of the Plan.

The Updated Rehabilitation Plan eliminates all adjustable benefits, including early retirement subsidies, and requires disability benefits to be payable as a deferred vested benefit. The Updated Rehabilitation Plan provides for contribution rates pursuant to the collective bargaining agreement(s) applicable to the contributing employer as follows:

Year:	NMFA:	NMATA:	Distressed Employer:
August 1, 2016	$11.055	$10.380	$1.814
August 1, 2017	$11.055	$10.380	$1.814
August 1, 2018	$11.055	$10.380	$1.814
August 1, 2019	$11.055	$10.380	$1.814.

The Plan has been certified by its actuary to be making scheduled progress in meeting the requirements of its Rehabilitation Plan based on information received from the Plan Sponsor and the annual standards in the Rehabilitation Plan.

FREIGHT DRIVERS HELPERS LU557 PENSION
Balance Sheet
December 31, 2021

ASSETS

Current Assets		
PNC - Checking	$ 2,153,312.50	
A/R Direct Deposit OverPayment	128.00	
Accrued Employer Contributions	147,408.94	
YRC Installments Receivable	494,929.17	
Allowance Doubtful Accts - YRC	(494,929.17)	
Prepaid Expenses	57,102.76	
Total Current Assets		2,357,952.20
Property and Equipment		
Investment - State Street XUSA	0.21	
Investment - Baird ABF	11,462,438.48	
Investment - Parametric Def	2,056,713.00	
Investment - Dreyfus	3,584,587.08	
Investment - Columbia Mgmt	(3,550,337.14)	
Securites Lending	3,550,337.14	
Cash Collateral Sec Lending	3,622,892.75	
Obligation to Refund Cash Coll	(3,622,892.75)	
Investment - Delaware	7,689,483.54	
Total Property and Equipment		24,793,222.31
Other Assets		
Total Other Assets		0.00
Total Assets		$ 27,151,174.51

LIABILITIES AND CAPITAL

Current Liabilities		
Accounts Payable	$ 81,589.19	
Federal Income Tax	(2,508.96)	
MD State Tax	(6,808.26)	
VA State Tax	0.35	
NC State Tax	(12.71)	
DE State Tax	(134.66)	
OK State Tax	342.87	
Accounts Payable - Other	7,516.08	
Total Current Liabilities		79,983.90
Long-Term Liabilities		

FREIGHT DRIVERS HELPERS LU557 PENSION
Balance Sheet
December 31, 2021

Total Long-Term Liabilities		0.00
Total Liabilities		79,983.90
Capital		
Retained Earnings	40,631,660.08	
Net Income	(13,560,469.47)	
Total Capital		27,071,190.61
Total Liabilities & Capital		$ 27,151,174.51

FREIGHT DRIVERS HELPERS LU557 PENSION
Income Statement
For the Twelve Months Ending December 31, 2021

	Current Month		Year to Date	
Revenues				
Carday Settlement	$ 0.00	0.00	$ 0.00	0.00
Employer Contributions	46,251.52	16.44	2,268,542.09	58.15
Returns	0.00	0.00	0.00	0.00
Finance Charge	0.00	0.00	0.00	0.00
Sales Discount	0.00	0.00	0.00	0.00
Purchase Discount	0.00	0.00	0.00	0.00
Bad debt expense	0.00	0.00	0.00	0.00
Reciprocity Payments	0.00	0.00	0.00	0.00
Bankruptcy & Settlements	0.00	0.00	0.00	0.00
Carday Settlement	0.00	0.00	0.00	0.00
Liquidated Damages	0.00	0.00	0.00	0.00
Interest on Delinquency	4,254.70	1.51	51,805.14	1.33
Miscellaneous Income	0.00	0.00	0.00	0.00
Misc Income - YRCW Fees	0.00	0.00	0.00	0.00
Realized Gain/Loss - Invtmts	36,514.57	12.98	881,858.88	22.60
P/Y Benefit Adjust Refund	0.00	0.00	0.00	0.00
IPS Refunds	0.00	0.00	0.00	0.00
Invest Commission Recapture	0.00	0.00	0.00	0.00
Security Lending Income	0.00	0.00	0.00	0.00
Interest/Dividends Invstmt	111,796.36	39.73	473,609.15	12.14
Interest Income - Sweep	0.00	0.00	0.00	0.00
Accrued Interest/Dividends	(2,495.72)	(0.89)	(6,794.51)	(0.17)
Unrealized Gain/Loss -Invtmts	80,917.70	28.76	53,211.91	1.36
W/D Liability Receipts	0.00	0.00	0.00	0.00
Penske Liability Receipts	0.00	0.00	0.00	0.00
CFC - Liability Receipts	0.00	0.00	0.00	0.00
Red Star Liability Receipts	0.00	0.00	0.00	0.00
Yellow Road Liability Receipts	0.00	0.00	0.00	0.00
North Penn Trans Liability Rec	0.00	0.00	0.00	0.00
AAA/Bonsco Liability Receipts	0.00	0.00	0.00	0.00
Active Carhaul Liability Rec.	0.00	0.00	0.00	0.00
Blue Diamond LiabilityReceipts	0.00	0.00	0.00	0.00
Office Movers LiabilityReceipt	(2,156.13)	(0.77)	0.00	0.00
Other WL income	0.00	0.00	0.00	0.00
Quality Automotive W/L	0.00	0.00	0.00	0.00
Davidson Liability Receipt	6,291.65	2.24	75,499.80	1.94
Annapolis Junction W/L Receipt	0.00	0.00	103,784.89	2.66
Non-Cash Security Receipts	0.00	0.00	0.00	0.00
Total Revenues	281,374.65	100.00	3,901,517.35	100.00
Cost of Sales				
Total Cost of Sales	0.00	0.00	0.00	0.00
Gross Profit	281,374.65	100.00	3,901,517.35	100.00

FREIGHT DRIVERS HELPERS LU557 PENSION

Income Statement

For the Twelve Months Ending December 31, 2021

	Current Month		Year to Date	
Expenses				
Miscellaneous Expense	0.00	0.00	0.00	0.00
Direct Labor	0.00	0.00	0.00	0.00
Actuarial Fees - The Segal Co.	31,810.25	11.31	122,431.75	3.14
Actuarial Fees/Others	0.00	0.00	0.00	0.00
Administration Fees	0.00	0.00	0.00	0.00
Administrative Fees - Zenith	20,537.58	7.30	243,445.50	6.24
Cyber Security Expense	0.00	0.00	0.00	0.00
Audit Fees	0.00	0.00	0.00	0.00
Accounting Fees	2,450.00	0.87	31,780.00	0.81
Inv Mgmt Fee - State Street	0.00	0.00	0.00	0.00
Inv Mgt Fee - London	0.00	0.00	0.00	0.00
Inv Mgmt Fee - MacQuarie	(468.64)	(0.17)	20,154.34	0.52
Inv Mgmt Fee - ING Clarion	0.00	0.00	0.00	0.00
Bank Charges	1,756.71	0.62	17,527.14	0.45
P/Y Benefit Adjustment	(2,146.35)	(0.76)	(3,578.35)	(0.09)
Benefits Paid	1,351,600.44	480.36	16,294,550.52	417.65
Benefits Paid - Settlement	0.00	0.00	0.00	0.00
Benefits Paid - NYT	0.00	0.00	0.00	0.00
Death Benefits	32,500.00	11.55	325,000.00	8.33
Bond Expense	0.00	0.00	0.00	0.00
Invest Consult - Segal Advisor	0.00	0.00	0.00	0.00
Invest Consult - Independent	0.00	0.00	0.00	0.00
Invest Consult - Gallagher	0.00	0.00	0.00	0.00
Invest Consult - Meketa	0.00	0.00	0.00	0.00
Invest Consult - FiduciaryVest	0.00	0.00	70,000.00	1.79
Dues & Subscriptions	1,065.00	0.38	1,065.00	0.03
Invest Performance Evaluation	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Parametric	0.00	0.00	0.00	0.00
Invest Mgt Fee	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Alex Brown	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Wellington	0.00	0.00	0.00	0.00
Inv Mgmt Fee - McKinley	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Integrity	0.00	0.00	0.00	0.00
Inv Mgmt Fee -Fidelity/Pyramis	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Wells	0.00	0.00	0.00	0.00
Inv Mgmt Fee - Chartwell	(4,340.01)	(1.54)	4,408.90	0.11
Inv Mgmt Fee - Grosvenor	0.00	0.00	0.00	0.00
Inv Mgmt Fee - BAIRD	0.00	0.00	0.00	0.00
Legal Fees/G&F	0.00	0.00	0.00	0.00
Legal Fees/Arbitrator/O'Connel	0.00	0.00	0.00	0.00
Legal Fees/Arbitrator/Jaffe	0.00	0.00	0.00	0.00
Legal Fees/Arbitrator/Wolf	0.00	0.00	0.00	0.00
Legal Fees/MLB	1,848.00	0.66	47,183.00	1.21
Legal Fees/ARA	1,736.20	0.62	77,666.88	1.99
Legal Fees/Charles River	0.00	0.00	0.00	0.00
Legal Fees/Other	0.00	0.00	0.00	0.00

FREIGHT DRIVERS HELPERS LU557 PENSION
Income Statement
For the Twelve Months Ending December 31, 2021

	Current Month		Year to Date	
Legal Fees/B&F	0.00	0.00	0.00	0.00
Legal Fees/TRP	0.00	0.00	0.00	0.00
Legal Fees/EB&G	0.00	0.00	0.00	0.00
Invest Custodian Expense	644.49	0.23	32,454.46	0.83
Office Supplies & Expense	0.00	0.00	0.00	0.00
Legal Fees - Bankruptcy	0.00	0.00	0.00	0.00
Meeting Expense	0.00	0.00	0.00	0.00
Telephone Expense	0.00	0.00	0.00	0.00
Postage Expense	262.48	0.09	6,576.43	0.17
Printing & Stationery Expense	17.06	0.01	1,615.48	0.04
PBI Death Audit Expense	0.00	0.00	833.48	0.02
Payroll Audit Fees	0.00	0.00	0.00	0.00
Meeting Expense	0.00	0.00	7,254.61	0.19
Registration Fee	0.00	0.00	0.00	0.00
Residency Certification Fee	0.00	0.00	0.00	0.00
Fiduciary Resp Insurance	182.49	0.06	62,326.49	1.60
Fidelity Bond Premium	0.00	0.00	0.00	0.00
Telephone Expense	0.00	0.00	0.00	0.00
PBGC Premiums	0.00	0.00	71,486.00	1.83
Fidelity Bond Premium	0.00	0.00	0.00	0.00
Conference Expense	0.00	0.00	0.00	0.00
Trustee Expense	0.00	0.00	0.00	0.00
Trust Fees	996.74	0.35	27,805.19	0.71
Litigation Settlement	0.00	0.00	0.00	0.00
Withdrawal Liability-Penske	0.00	0.00	0.00	0.00
SSA Expense	0.00	0.00	0.00	0.00
Non-Cash Security Disbursement	0.00	0.00	0.00	0.00
Website Service	0.00	0.00	0.00	0.00
Total Expenses	1,440,452.44	511.93	17,461,986.82	447.57
Net Income	($ 1,159,077.79)	(411.93)	($ 13,560,469.47)	(347.57)

#07

NORTHERN
TRUST

PARAMETRIC DEFENSIVE EQUITY FUND LLC

ACCOUNT STATEMENT FOR THE MONTH ENDED JANUARY 31, 2022
(UNAUDITED)

Investor Information
Freight Drivers and Helpers Local Union No.557 Pension Plan
9411 Philadelphia Road
Suite S
Baltimore, Maryland 21237
USA

INVESTOR SUMMARY
(all values in USD)

	Month-to-Date	Year-to-Date
Beginning Balance	2,056,713	2,056,713
Capital Contribution	-	-
Capital Withdrawal	-	-
Management Fee	(600)	(600)
Net Gain (Loss) Allocation	(65,044)	(65,044)
Balance, January 31, 2022	1,991,069	1,991,069
Net Return [1]	(3.19%)	(3.19%)

Statement of Changes in Fund Net Asset Value	Month-to-Date
Beginning Balance	$6,523,959,975
Change in Fund NAV	($212,938,812)
Ending Balance, January 31, 2022	$6,311,021,162

To the best of my knowledge and belief, the information contained in this statement is accurate and complete.

Thomas Lee
Chief Investment Officer – Equity and Derivatives
Parametric Portfolio Associates LLC-Minneapolis Office

Due to rounding, numbers presented in this statement may not sum precisely to the totals provided.

[1] *Investor returns may vary from the composite return of the Fund based on the timing of any shareholder capital flows.*

For questions concerning your account please contact:

Parametric Private Funds Team
privatefunds@paraport.com
952.767.7755

All performance information is estimated and subject to revision. Balances shown do not necessarily reflect the value that could be realized upon sale. Securities positions and other investments may not have been verified by Northern Trust Hedge Fund Services LLC for their existence or valuation and investors are encouraged to review the Fund's Offering Memorandum for information regarding the valuation of the Fund's securities and/or to contact the general partner or manager of the Fund.

This information is being sent solely to investors of Parametric Defensive Equity Fund LLC and is not to be construed, by any means, to be an offering, solicitation, advertisement or marketing material to purchase securities or interests in Parametric Defensive Equity Fund LLC. Such an offer will only be made by means of a final Offering Memorandum and only in those jurisdictions where permitted by law. Northern Trust Hedge Fund Services LLC is an independent contractor to Parametric Defensive Equity Fund LLC and neither Northern Trust Hedge Fund Services LLC nor any of its affiliates act in a fiduciary capacity with respect to any investor in Parametric Defensive Equity Fund LLC. This information is confidential and may not be reproduced or distributed. This statement is for information purposes only and is not intended to be used by any investor or third party, and should not be relied upon in any way, to make or influence a decision with respect to an investment in Parametric Defensive Equity Fund LLC. Northern Trust Hedge Fund Services LLC is a subsidiary of The Northern Trust Company. ***Past performance is not indicative of future performance.***

Freight Drivers and Helpers Local Union No. 557 Pension Fund
Application for Special Financial Assistance | Section B, Item 3, Rehabilitation Plan Contribution Percentage
EIN 52-6118055 / PN 001

REHABILITATION PLAN CONTRIBUTIONS 2021

Employer	Hours	Contributions	Percentage Hours	**Percentage Contribution**	**Default Schedule**
Cassens $10.38	*23,665.75*	*$245,650.64*			
Cassens RL $10.38	*4,141.00*	*$42,983.58*			
-- Cassens Total	27,806.75	$288,634.22	6.91%	**12.84%**	**NMATA**
Cassens $5.00	25,420.75	$127,103.75	6.32%	**5.66%**	**Baltimore Area**
YRCW $1.81	*114,038.80*	*$206,844.02*			
New Penn $1.81	*105,496.00*	*$191,349.07*			
-- Yellow Total	219,534.80	$398,193.09	54.56%	**17.72%**	**Distressed**
ABF $11.05	129,644.22	$1,433,216.87	32.22%	**63.78%**	**NMFA**
	402,406.52	$2,247,147.93	100.00%	**100.00%**	

100% of employer contributions are made under the default schedule of the
Freight Drivers and Helpers Local Union No. 557 Pension Fund's Rehabilitation Plan.
Under the most recent rehabilitation plan, there are several categories of employers (indicated above).

WITHDRAWAL LIABILITY

The Freight Drivers and Helpers Local Union No. 557 Pension Fund ("the Fund" or "the Plan") has no formal written policies regarding withdrawal liability. All withdrawal liability is determined, assessed, demanded, and collected in accordance with the provisions of ERISA 29 U.S.C. § 1381 et seq. Withdrawal liability assessments are calculated pursuant to ERISA § 4211(c)(3), utilizing the rolling-5 method and the de minimis rule set forth in ERISA § 4209(a).

For years after 2011, adjustments are made for Yellow Corporation ("Yellow") (formerly YRC Worldwide, Inc.). For Yellow, the Trustees have adopted a method that allocates unfunded vested benefit liability in two parts. The first part is a determination of unfunded vested benefit liability as if Yellow had withdrawn from the Plan during 2011. The second part is a determination of Yellow's unfunded vested benefit liability based on the commencement of participation in the Plan as a contributing employer during 2011 using the direct attribution method. Because of its unique situation, the unfunded vested benefit liability allocable to all other employers will be determined by subtracting Yellow's allocated unfunded vested benefit liability, if any, from the total unfunded vested benefit liability for the Plan.

The Trustees pursue collection of withdrawal liability diligently. Settlement of an employer's withdrawal liability will be considered if such settlement is in the best interests of the Fund's participants and beneficiaries, based on the relevant facts and circumstances. In determining how to respond to a settlement offer, the Trustees consult with the Fund's professionals, determine the present value of the remaining payments, and weigh the risks and benefits of accepting the settlement or making a counteroffer. The Trustees may accept a settlement in full satisfaction of an employer's withdrawal liability if the Trustees determine after due consideration that the settlement is in the best interests of the Fund's participants and beneficiaries taking into account:

- Whether the amount of settlement is reasonable under the circumstances;
- The likelihood of collecting the entire amount of withdrawal liability from the employer;
- If the Fund has obtained a judgment for unpaid withdrawal liability against the employer, the estimated expenses that may be incurred in attempting to collect the judgment and the likelihood of collecting on the judgment;
- Whether the exclusive purpose for accepting the settlement is to facilitate collection of the monies owed to the Fund; and,
- Any other considerations which the Trustees, in their discretion, find relevant to their determination.

Acknowledgement and General Information for Taxpayers Who File Returns Electronically

Thank you for taking part in the DOL EFAST-2 electronic filing program.

Board of Trustees, Freight Drivers
9411 Philadelphia Road, Suite S
Baltimore, MD 21237

[X] Your federal annual tax return for tax year ending December 31, 2020 is being filed electronically with the DOL by the services of HCFL.

[X] Your return was accepted by the DOL on 10/14/21 and the Return Acknowledgement Identification Number assigned to your return is [redacted]

Since you are filing your return electronically, PLEASE DO NOT SEND A PAPER COPY OF YOUR RETURN TO THE DOL. IF YOU DO, IT WILL DELAY THE PROCESSING OF THE RETURN.

Acknowledgement Process

The DOL will notify your electronic filer when they accept your return, usually within 24 hours of filing per the DOL electronic filing specifications. If your return was not accepted, the DOL will notify your electronic filer of the reasons for rejection.

If You Need to Make a Change to Your Return

If you need to make a change or correct the return you filed electronically, you may send an electronically filed amended Form 5500 or 5500-SF, Annual Return/Report of Employee Benefit Plan, to the DOL submission processing center.

Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210 - 0110 1210 - 0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▸ Complete all entries in accordance with the instructions to the Form 5500.	2020 This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning ______ and ending ______

A This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
☐ a single-employer plan ☐ a DFE (specify) ____

B This return/report is: ☐ the first return/report ☐ the final return/report
☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here .... ▸ ☒

D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557
PENSION PLAN

1b Three-digit plan number (PN) ▸ 001

1c Effective date of plan
11/24/1954

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
BOARD OF TRUSTEES, FREIGHT DRIVERS
AND HELPERS LOCAL UNION NO. 557
PENSION
BENEFITS ADMINISTRATION, LLC
9411 PHILADELPHIA ROAD, SUITE S

BALTIMORE MD 21237

2b Employer Identification Number (EIN)
52-6118055

2c Plan Sponsor's telephone number
443-573-3615

2d Business code (see instructions)
484120

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	William Alexander Signature of plan administrator	10/13/21 Date	WILLIAM ALEXANDER Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	10-13-21 Date	MIKE UNDERKOFFLER Enter name of individual signing as employer or plan sponsor
SIGN HERE	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. Form 5500 (2020)

3a Plan administrator's name and address ☒ Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5 Total number of participants at the beginning of the plan year	**5**	2405
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1)**, **6a(2)**, **6b**, **6c**, and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	337
a(2) Total number of active participants at the end of the plan year	**6a(2)**	227
b Retired or separated participants receiving benefits	**6b**	1327
c Other retired or separated participants entitled to future benefits	**6c**	340
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	1894
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	379
f Total. Add lines **6d** and **6e**	**6f**	2273
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	6

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1B

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules
- (1) ☒ R (Retirement Plan Information)
- (2) ☒ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules
- (1) ☒ H (Financial Information)
- (2) ☐ I (Financial Information - Small Plan)
- (3) ☐ ____ A (Insurance Information)
- (4) ☒ C (Service Provider Information)
- (5) ☒ D (DFE/Participating Plan Information)
- (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code ____________________

SCHEDULE C **(Form 5500)** Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Service Provider Information** This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	OMB No. 1210-0110 **2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning and ending

A Name of plan
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
BOARD OF TRUSTEES, FREIGHT DRIVERS

D Employer Identification Number (EIN)
52-6118055

Part I **Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions). ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

For Paperwork Reduction Act Notice, see the instructions for Form 5500.

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ABATO, RUBENSTEIN & ABATO, P.A. 52-0904713

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	LEGAL COUNSEL	91442	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MORGAN, LEWIS & BOCKIUS, LLP 23-0891050

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	LEGAL COUNSEL	48167	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THE SEGAL COMPANY 13-1835864

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	ACTUARY	118614	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BENEFITS ADMINISTRATION, LLC 52-1139156

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 50	PLAN ADMINISTRATOR	236939	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PNC BANK, NA 22-1146430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18 50	CUSTODIAL	18126	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST 36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 50	CUSTODIAL	91873	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STATE STREET GLOBAL ADVISORS 04-1867445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18 19 51 68	INVESTMENT MANAGER	11257	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

MACQUARIE INVESTMENT MANAGEMENT
2005 MARKET STREET
PHILADELPHIA PA 19103

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	INVESTMENT MANAGER	22425	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

HCFL 52-1399339
1104 KENILWORTH DR. #300
TOWSON MD 21204

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDITOR	29176	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDUCIARYVEST, LLC
115 PERIMETER CENTER PL
ATLANTA GA 30346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	INVESTMENT ADVISORS	80000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CHARTWELL INVESTMENT PARTNERS
1205 WESTLAKES DRIVE
BERWYN PA 19312

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 28	INVESTMENT MANAGER	14213	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THE LONDON COMPANY
1800 BAYBERRY COURT, #301
RICHMOND VA 23226

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	INVESTMENT MANAGER	6515	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PARAMETRIC PORTFOLIO ASSOCIATES
800 FIFTH AVENUE
SEATTLE WA 98104

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
31 28	INVESTMENT MANAGER	46559	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II **Service Providers Who Fail or Refuse to Provide Information**

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:
b EIN:
c Position:
d Address:
e Telephone:

Explanation:

a Name:
b EIN:
c Position:
d Address:
e Telephone:

Explanation:

a Name:
b EIN:
c Position:
d Address:
e Telephone:

Explanation:

a Name:
b EIN:
c Position:
d Address:
e Telephone:

Explanation:

a Name:
b EIN:
c Position:
d Address:
e Telephone:

Explanation:

SCHEDULE D **(Form 5500)** Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	**DFE/Participating Plan Information** This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). **▶ File as an attachment to Form 5500.**	OMB No. 1210-0110 **2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning and ending

A Name of plan FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, FREIGHT DRIVERS

D Employer Identification Number (EIN) 52-6118055

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI ACWI EX USA NL FUND

b Name of sponsor of entity listed in (a): STATE STREET CORPORATION

c EIN-PN 90-0337987 239 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

BOARD OF TRUSTEES, FREIGHT DRIVERS 52-6118055

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

a Plan name

b Name of plan sponsor

c EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Financial Information** This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	OMB No. 1210-0110 **2020** **This Form is Open to Public Inspection**

For calendar plan year 2020 or fiscal plan year beginning and ending

A Name of plan FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557	**B** Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, FREIGHT DRIVERS	**D** Employer Identification Number (EIN) 52-6118055

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	**1a**	1,918,492	1,823,833
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	**1b(1)**	377,928	279,181
(2) Participant contributions	**1b(2)**		
(3) Other	**1b(3)**	131,678	91,935
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	**1c(1)**	5,260,943	4,881,023
(2) U.S. Government securities	**1c(2)**	6,832,108	4,758,855
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	**1c(3)(A)**	129,761	159,538
(B) All other	**1c(3)(B)**	2,787,895	3,407,136
(4) Corporate stocks (other than employer securities):			
(A) Preferred	**1c(4)(A)**		
(B) Common	**1c(4)(B)**	3,443,997	1,891,457
(5) Partnership/joint venture interests	**1c(5)**		
(6) Real estate (other than employer real property)	**1c(6)**		
(7) Loans (other than to participants)	**1c(7)**		
(8) Participant loans	**1c(8)**		
(9) Value of interest in common/collective trusts	**1c(9)**	4,208,708	0
(10) Value of interest in pooled separate accounts	**1c(10)**		
(11) Value of interest in master trust investment accounts	**1c(11)**		
(12) Value of interest in 103-12 investment entities	**1c(12)**		
(13) Value of interest in registered investment companies (e.g., mutual funds)	**1c(13)**	16,996,943	15,395,374
(14) Value of funds held in insurance company general account (unallocated contracts)	**1c(14)**		
(15) Other SEE STATEMENT 1	**1c(15)**	15,643,293	11,821,434

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	57,731,746	44,509,766

Liabilities

g	Benefit claims payable	1g		
h	Operating payables	1h	75,269	50,869
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	4,195,562	3,827,239
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	4,270,831	3,878,108

Net Assets

l	Net assets (subtract line 1k from line 1f)	1l	53,460,915	40,631,658

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	2,361,398	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2,361,398
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	8,172	
(B) U.S. Government securities	2b(1)(B)	88,744	
(C) Corporate debt instruments	2b(1)(C)	459,804	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	20,561	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		577,281
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	51,203	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A), (B),** and **(C)**	2b(2)(D)		51,203
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	27,803,804	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	26,789,329	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1,014,475
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	298,949	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		298,949

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-251,392
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		777,185
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		4,829,099
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	16,615,581	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		16,615,581
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	169,860	
(2) Contract administrator fees	2i(2)	236,939	
(3) Investment advisory and management fees	2i(3)	272,842	
(4) Other	2i(4)	363,134	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		1,042,775
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		17,658,356
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-12,829,257
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: HCFL (2) EIN: 52-1399339

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		2000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j	X		
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year ____________

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan is a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4309571

SCHEDULE MB
(Form 5500)
Department of the Treasury
Internal Revenue Service
Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning and ending

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
BOARD OF TRUSTEES, FREIGHT DRIVERS

D Employer Identification Number (EIN)
52-6118055

E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)

1a Enter the valuation date: Month 01 Day 01 Year 2020

b Assets		
(1) Current value of assets	1b(1)	53,367,806
(2) Actuarial value of assets for funding standard account	1b(2)	50,186,962
c (1) Accrued liability for plan using immediate gain methods	1c(1)	267,814,337
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases	1c(2)(a)	
(b) Accrued liability under entry age normal method	1c(2)(b)	
(c) Normal cost under entry age normal method	1c(2)(c)	
(3) Accrued liability under unit credit cost method	1c(3)	267,814,337
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)	
(2) "RPA '94" information:		
(a) Current liability	1d(2)(a)	306,252,857
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b)	1,962,036
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c)	16,948,297
(3) Expected plan disbursements for the plan year	1d(3)	17,964,400

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

10/11/2021
Date

MARIA KIRILENKO
Type or print name of actuary

20-08331
Most recent enrollment number

SEGAL
Firm name

202-833-6400
Telephone number (including area code)

1800 M STREET, NW
SUITE 900 S
WASHINGTON DC 20036-5880

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or Form 5500-SF.

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)		2a	53,460,915
b "RPA '94" current liability/participant count breakdown:		(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment		1733	196,060,249
(2) For terminated vested participants		321	57,541,907
(3) For active participants:			
(a) Non-vested benefits			928,658
(b) Vested benefits			51,722,043
(c) Total active		284	52,650,701
(4) Total		2338	306,252,857
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage		2c	17.46%

3 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/27/2020	6292	0	07/15/2020	2285898	0
02/25/2020	6292	0	07/27/2020	6292	0
03/25/2020	6292	0	08/25/2020	6292	0
04/27/2020	6292	0	09/25/2020	6291	0
05/26/2020	6292	0	10/26/2020	6291	0
06/25/2020	6292	0	11/25/2020	6291	0
			Totals ▶ 3(b)	2361398	3(c) 0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	18.7%
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	D

c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan? ☒ Yes ☐ No

d If the plan is in critical status or critical and declining status, were any benefits reduced (see instructions)? ☐ Yes ☒ No

e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the rehabilitation plan projects emergence from critical status or critical and declining status, enter the plan year in which it is projected to emerge. If the rehabilitation plan is based on forestalling possible insolvency, enter the plan year in which insolvency is expected and check here ☒	4f	2023

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

a ☐ Attained age normal **b** ☐ Entry age normal **c** ☒ Accrued benefit (unit credit) **d** ☐ Aggregate
e ☐ Frozen initial liability **f** ☐ Individual level premium **g** ☐ Individual aggregate **h** ☐ Shortfall
i ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method 5j

k Has a change been made in funding method for this plan year? ☐ Yes ☒ No

l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval? ☐ Yes ☐ No

m If line k is "Yes," and line l is "No," enter the date (MM-DD-YYYY) of the ruling letter (individual or class) approving the change in funding method 5m

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability **6a** 2.95%

		Pre-retirement		Post-retirement	
b Rates specified in insurance or annuity contracts		☐ Yes ☐ No ☒ N/A		☐ Yes ☐ No ☒ N/A	
c Mortality table code for valuation purposes:					
(1) Males	**6c(1)**	A		A	
(2) Females	**6c(2)**	A		A	
d Valuation liability interest rate	**6d**	3.00%		3.00%	
e Expense loading	**6e**	57.6%	☐ N/A	%	☒ N/A
f Salary scale	**6f**	%	☒ N/A		

g Estimated investment return on actuarial value of assets for year ending on the valuation date **6g** 3.0%

h Estimated investment return on current value of assets for year ending on the valuation date **6h** 15.1%

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
4	26638781	2166446
1	-643027	-52295

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM-DD-YYYY) of the ruling letter granting the approval **8a**

b(1) Is the plan required to provide a projection of expected benefit payments? (See the instructions.) If "Yes," attach a schedule .... ☒ Yes ☐ No

b(2) Is the plan required to provide a Schedule of Active Participant Data? (See the instructions.) If "Yes," attach a schedule. .... ☒ Yes ☐ No

c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code? .... ☐ Yes ☒ No

d If line c is "Yes," provide the following additional information:

(1) Was an extension granted automatic approval under section 431(d)(1) of the Code? .... ☐ Yes ☐ No

(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended .... **8d(2)**

(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code? .... ☐ Yes ☐ No

(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2)) .... **8d(4)**

(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension .... **8d(5)**

(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007? .... ☐ Yes ☐ No

e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s) **8e**

9 Funding standard account statement for this plan year:

Charges to funding standard account:

		Outstanding balance	
a Prior year funding deficiency, if any	**9a**		83182757
b Employer's normal cost for plan year as of valuation date	**9b**		2734656
c Amortization charges as of valuation date:			
(1) All bases except funding waivers and certain bases for which the amortization period has been extended	**9c(1)**	160566022	20171771
(2) Funding waivers	**9c(2)**		
(3) Certain bases for which the amortization period has been extended	**9c(3)**		
d Interest as applicable on lines 9a, 9b, and 9c	**9d**		3182676
e Total charges. Add lines 9a through 9d	**9e**		109271860

Credits to funding standard account:

f	Prior year credit balance, if any			9f	
g	Employer contributions. Total from column (b) of line 3			9g	2361398
			Outstanding balance		
h	Amortization credits as of valuation date	9h	26121404		4711154
i	Interest as applicable to end of plan year on lines 9f, 9g, and 9h			9i	173836
j	Full funding limitation (FFL) and credits:				
	(1) ERISA FFL (accrued liability FFL)	9j(1)	226972892		
	(2) "RPA '94" override (90% current liability FFL)	9j(2)	236638004		
	(3) FFL credit			9j(3)	
k	(1) Waived funding deficiency			9k(1)	
	(2) Other credits			9k(2)	
l	Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)			9l	7246388
m	Credit balance: If line 9l is greater than line 9e, enter the difference			9m	
n	Funding deficiency: If line 9e is greater than line 9l, enter the difference			9n	102025472

9 o	Current year's accumulated reconciliation account:		
	(1) Due to waived funding deficiency accumulated prior to the 2020 plan year	9o(1)	
	(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:		
	(a) Reconciliation outstanding balance as of valuation date	9o(2)(a)	
	(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))	9o(2)(b)	0
	(3) Total as of valuation date	9o(3)	
10	Contribution necessary to avoid an accumulated funding deficiency. (See instructions.)	10	102025472
11	Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions		☒ Yes ☐ No

SCHEDULE R
(Form 5500)
Department of the Treasury
Internal Revenue Service
Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning and ending

A Name of plan
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
BOARD OF TRUSTEES, FREIGHT DRIVERS

D Employer Identification Number (EIN)
52-6118055

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1**

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): ____________ ____________

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 0

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section of 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☒ No ☐ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month____ Day____ Year________

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box ..... ☐ Increase ☐ Decrease ☐ Both ☒ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☐ No

11 a Does the ESOP hold any preferred stock? ..... ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Part V **Additional Information for Multiemployer Defined Benefit Pension Plans**

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer ABF FREIGHT SYSTEM
b EIN 71-0249444 **c** Dollar amount contributed by employer 1519526
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month 06 Day 30 Year 2023
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) 11.06
(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer CASSENS TRANSPORT CO.
b EIN 37-0209195 **c** Dollar amount contributed by employer 255205
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month 05 Day 31 Year 2021
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) 10.38
(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer NEW PENN MOTOR EXPRESS
b EIN 23-2209533 **c** Dollar amount contributed by employer 201949
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month 03 Day 31 Year 2019
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) 1.81
(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer YRC FREIGHT
b EIN 34-0492670 **c** Dollar amount contributed by employer 186944
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month 03 Day 31 Year 2019
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) 1.81
(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer
b EIN **c** Dollar amount contributed by employer
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month Day Year
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents)
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer
b EIN **c** Dollar amount contributed by employer
d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month Day Year
e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents)
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

14	Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
	a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☒ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	112
	b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	123
	c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	134
15	Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
	a The corresponding number for the plan year immediately preceding the current plan year	**15a**	0.91
	b The corresponding number for the second preceding plan year	**15b**	0.85
16	Information with respect to any employers who withdrew from the plan during the preceding plan year:		
	a Enter the number of employers who withdrew during the preceding plan year	**16a**	
	b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 4.9 % Investment-Grade Debt: 61.3 % High-Yield Debt: ____ % Real Estate: ____ % Other: 33.8 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☒ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation ____

Form **5500**

Funding Standard Account Worksheet

For calendar year 2020, or tax year beginning , and ending

2020

Plan name FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557	Three-digit plan number 001
Sponsor name BOARD OF TRUSTEES, FREIGHT DRIVERS	**Employer identification number** 52-6118055

9	Funding standard account statement for this plan year:			
	Charges to funding standard acct.: BOARD OF TRUSTEES, FREIGHT DRIVERS A			
a	Prior year funding deficiency, if any		9a	83,182,757
b	Employer's normal cost for plan year as of valuation date		9b	2,734,656
c	Amortization charges as of valuation date:	**Outstanding Balance**		
	(1) All bases except funding waivers	▶ ($ 160,566,022)	c(1)	20,171,771
	(2) Funding waivers	▶ ($)	c(2)	
	(3) Certain bases for which the amortization period has been extended	▶ ($)	c(3)	
d	Interest as applicable on lines 9a, 9b, and 9c		9d	3,182,676
e	Total charges. Add lines 9a through 9d		9e	109,271,860
	Credits to funding standard account:			
f	Prior year credit balance, if any		9f	0
g	Employer contributions. Total from column (b) of line 3		9g	2,361,398
		Outstanding Balance		
h	Amortization credits as of valuation date	▶ ($ 26,121,404)	9h	4,711,154
i	Interest as applicable to end of plan year on lines 9f, 9g, and 9h		9i	173,836
j	Full funding limitation (FFL) and credits			
	(1) ERISA FFL (accrued liability FFL)	j(1) 226,972,892		
	(2) "RPA '94" override (90% current liability FFL)	j(2) 236,638,004		
	(3) FFL credit		j(3)	
k	(1) Waived funding deficiency		k(1)	
	(2) Other credits		k(2)	
l	Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)		9l	7,246,388
m	Credit balance: If line 9l is greater than line 9e, enter the difference		9m	
n	Funding deficiency: If line 9e is greater than line 9l, enter the difference ▶		9n	102,025,472
	Reconciliation account:			
o	Current year's accumulated reconciliation account:			
	(1) Due to waived funding deficiency prior to current year	o(1)		
	(2) Due to amortization bases extended and amortized under section 6621(b):			
	(a) Reconciliation outstanding balance as of valuation date	o(2)(a)		
	(b) Reconciliation amount. Line 9c(3) balance minus line 9o(2)(a)	o(2)(b)		
	(3) Total as of valuation date ▶		o(3)	

113070 Board of Trustees, Freight Drivers
52-6118055
FYE: 12/31/2020

10/14/2021 11:08 AM

Federal Statements

Freight Drivers and Helpers Local Union No. 557
Plan: 001

Statement 1 - Form 5500, Schedule H, Line 1c(15) - Other Investments

Description	BOY Amount	EOY Amount
HEDGE FUNDS	$ 15,643,293	$ 11,821,434
TOTAL	$ 15,643,293	$ 11,821,434

Statement 2 - Form 5500, Schedule H, Line 1j - Other Liabilities

Description	BOY Amount	EOY Amount
CASH COLLATERAL	$ 4,195,562	$ 3,622,893
DUE TO BROKER		204,346
TOTAL	$ 4,195,562	$ 3,827,239

Statement 3 - Form 5500, Schedule H, Line 2i(4) - Other Expenses

Description	Amount
ACTUARIAL	$ 118,614
INSURANCE	73,228
MEETINGS	4,280
OTHER	22,365
PBGC PREMIUMS	71,340
RESERVE	-24,673
STATIONARY, PRINTING	7,028
WITHDRAWAL LIABILITY - BAD DEBTS	90,952
TOTAL	$ 363,134

Statement 4 - Schedule H, Line 4i - Schedule of Assets Held for Investment

Party in Interest	Identity	Description	Cost	Current Value
	SEE ATTACHED SCHEDUL		$	$

Federal Statements

Freight Drivers and Helpers Local Union No. 557
Plan: 001

Statement 5 - Schedule H, Line 4j - Schedule of Reportable Transactions (5%)

Name Description	Purchase Price	Selling Price	Lease Rental	Expenses	Cost of Asset	Current Value	Net Gain or Loss
SEE ATTACHED SCHEDULE	$	$	$	$	$	$	$

Federal Statements

Freight Drivers and Helpers Local Union No. 557
Plan: 001

Statement 6 - Schedule MB, Line 3 - Contributions Made to Plan

Date of Payment	Amount Paid by Employer	Amount Paid by Employees
12/28/20	$ 6,291	$ 0
TOTAL	$ 6,291	$ 0

Statement 7 - Schedule MB, line 4c - Documentation Regarding Progress Under Funding Improvement or Rehabilitation Plan

Description
SEE PROGRESS UNDER REHABILITATION PLAN ATTACHED

Statement 8 - Schedule MB, line 11 - Justification for Change in Actuarial Assumptions

Description
SEE JUSTIFICATION FOR CHANGE IN ACTUARIAL ASSUMPTIONS ATTACHED

Statement 9 - Schedule MB, line 9c - Schedule of funding Standard Account Bases

Description						
Date	Initial Amount	Amortization Period	Outstanding Balance	Remaining Amortization Period	Amortization Amount	Amortization Basis
SEE SCH OF FSA BASES ATTACHED						
	$		$ 160,566,022		$ 20,171,771	OTHER

BOARD OF TRUSTEES, FREIGHT DRIVERS A

Statement 10 - Schedule MB, line 9h - Schedule of Funding Standard Account Bases

Description	Date	Initial Amount	Amortization Period	Outstanding Balance	Remaining Amortization Period	Amortization Amount
SEE SCH OF FSA BASES ATTACHED		$		$ 26,121,404		$ 4,711,154
TOTAL		$ 0		$ 26,121,404		$ 4,711,154

Form **5500**

Electronic Filing - PDF Attachment Report

2020

For calendar year 2020, or tax year beginning , and ending

Name
BOARD OF TRUSTEES, FREIGHT DRIVERS
AND HELPERS LOCAL UNION NO. 557

Taxpayer Identification Number
52-6118055

Title	Attachment Source	Proforma
FEDERAL ATTACHMENTS:		
SCHEDULE H AND I: IQPA REPORT (ACCOUNTANT OPINION)	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\ACCOUNTANT'S OPINION 2020.PDF	NO
SCHEDULE H: SCHEDULE OF ASSETS (HELD AT END OF YEAR)	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHEDULE OF ASSETS (HELD AT END OF YEAR) 2020.PDF	NO
SCHEDULE H: SCHEDULE OF REPORTABLE TRANSACTIONS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHEDULE OF REPORTABLE TRANSACTIONS 2020.PDF	NO
OTHER ATTACHMENT	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\AUDITED FINANCIAL STATEMENTS 2020.PDF	NO
SCHEDULE R: REHABILITATION PLAN	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCH R REHABILITATION PLAN 2020.PDF	NO
SCHEDULE MB AND SB: ACTIVE PARTICIPANT DATA	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\ACTIVEPARTICIPDATA 2020.PDF	NO
SCHEDULE MB AND SB: ACTUARIAL ASSUMPTIONS METHODS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\ACTRLASSMPTNMTHDS 2020.PDF	NO
SCHEDULE MB: CASH FLOW PROJECTIONS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\CASH FLOW PROJECTIONS 2020.PDF	NO
SIGNED SCHEDULE MB OR SB IMAGE IN PDF FORMAT	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\MBSBACTUARYSIGNATURE 2020.PDF	NO
SCHEDULE MB AND SB: SUMMARY OF PLAN PROVISIONS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\PLANPROVISIONS 2020.PDF	NO
SCHEDULE MB: PROGRESS UNDER FUNDING IMPROVEMENT OR REHABILITATION PLAN	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\PROGRESS UNDER REHABILITATION PLAN 2020.PDF	NO
SCHEDULE MB: PROJECTION OF EXPECTED BENEFIT PAYMENTS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FOR	NO

Form **5500**

Electronic Filing - PDF Attachment Report

2020

For calendar year 2020, or tax year beginning , and ending

Name
BOARD OF TRUSTEES, FREIGHT DRIVERS
AND HELPERS LOCAL UNION NO. 557

Taxpayer Identification Number
52-6118055

Title	Attachment Source	Proforma
	M 5500 ATTACHMENTS\PROJECTED PAYMENTS 2020.PDF	
SCHEDULE MB: ACTUARIAL CERTIFICATION	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHMBACTRLCERTIFICATION 2020.PDF	NO
SCHEDULE MB: ILLUSTRATION SUPPORTING ACTUARIAL CERTIFICATION OF STATUS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHMBACTRLILLUSTRATION 2020.PDF	NO
SCHEDULE MB: SCHEDULE OF FUNDING STANDARD ACCOUNT BASES	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHMBFNDGSTNDACCNTBASES 2020.PDF	NO
SCHEDULE MB: WITHDRAWAL LIABILITY AMOUNTS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\WITHDRAWAL LIABILITY AMOUNTS 2020.PDF	NO
SCHEDULE MB: JUSTIFICATION FOR CHANGE IN ACTUARIAL ASSUMPTIONS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SCHMBJUSTIFICATIONCHGACTRLASSMPTN 2020.PDF	NO
MANUALLY SIGNED FORM 5500 OR 5500-SF UNDER E-SIGNATURE OPTION FOR SERVICE PROVIDERS	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\MANUALLY SIGNED FORM 5500 2020.PDF	NO
OTHER ATTACHMENT	F:\000 CLIENT INFORMATION\[redacted]\2020\FORM 5500\FORM 5500 ATTACHMENTS\SIGNED FORM 8955-SSA 2020.PDF	NO

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: JUN 30 2015

Employer Identification Number:
52-6118055
DLN:
17007021069025
Person to Contact:
STEVEN FERGUSON ID# [redacted]
Contact Telephone Number:
(513) 263-4748
Plan Name:
FREIGHT DRIVERS & HELPERS LOCAL UNION NO 557 PENSION PLAN
Plan Number: 001

BOARD OF TRUSTEES OF FREIGHT
DRIVERS & HELPERS LU NO 557 PENSIO
C/O BAC
9411 PHILADELPHIA RD STE S
BALTIMORE, MD 21237

Dear Applicant:

We have made a favorable determination on the plan identified above based on the information you have supplied. Please keep this letter, the application forms submitted to request this letter and all correspondence with the Internal Revenue Service regarding your application for a determination letter in your permanent records. You must retain this information to preserve your reliance on this letter.

Continued qualification of the plan under its present form will depend on its effect in operation. See section 1.401-1(b)(3) of the Income Tax Regulations. We will review the status of the plan in operation periodically.

The enclosed Publication 794 explains the significance and the scope of this favorable determination letter based on the determination requests selected on your application forms. Publication 794 describes the information that must be retained to have reliance on this favorable determination letter. The publication also provides examples of the effect of a plan's operation on its qualified status and discusses the reporting requirements for qualified plans. Please read Publication 794.

This letter relates only to the status of your plan under the Internal Revenue Code. It is not a determination regarding the effect of other federal or local statutes.

This determination letter gives no reliance for any qualification change that becomes effective, any guidance published, or any statutes enacted, after the issuance of the Cumulative List (unless the item has been identified in the Cumulative List) for the cycle under which this application was submitted.

This determination letter is applicable for the amendment(s) executed on 12/16/14 & 1/07/14.

This letter may not be relied on after the end of the plan's first five-year remedial amendment cycle that ends more than 12 months after the application was received. This letter expires on January 31, 2020. This letter considered the 2013 Cumulative List of Changes in Plan Qualification

Requirements.

The information on the enclosed addendum is an integral part of this determination. Please be sure to read and keep it with this letter.

If you have questions concerning this matter, please contact the person whose name and telephone number are shown above.

Sincerely,

Karen D. Truss

Karen D. Truss
Director, EP Rulings & Agreements

Enclosures:
Publication 794
Addendum

This determination letter does not provide reliance for any portion(s) of the document that incorporates the terms of an auxiliary agreement (collective bargaining, reciprocity and/or participation agreement), unless the exact language of the section(s) that is being incorporated by reference to the auxiliary agreement has been appended to the document.

PNC

February 8, 2022

To Whom It May Concern:

This letter is to confirm the standard Corporate Banking Checking Account information for FREIGHT DRIVERS HELPERS LOCAL 557.

Account Title:	**FREIGHT DRIVERS HELPERS LOCAL 557**
Account Number:	[redacted]
Bank Routing Number:	**031000053– Wire** **054000030 – ACH & Checks**
Bank Swift Code:	**PNCCUS33 (required for international payments)**
Bank Address:	**PNC Bank, N.A.** **249 Fifth Avenue** **Pittsburgh, PA 15222**

If I can be of further assistance, please contact me.

Thank you,

Rana Shaikh
Vice President
Commercial Relationship Manager

Michelle L Sallie-Whittle 02-08-2022

MICHELLE L. SALLIE-WHITTLE
Notary Public
Prince George's County
Maryland
My Commission Expires Sept. 13, 2025

OMB No. 1530-0069

ACH VENDOR/MISCELLANEOUS PAYMENT ENROLLMENT FORM

This form is used for Automated Clearing House (ACH) payments with an addendum record that contains payment-related information processed through the Vendor Express Program. Recipients of these payments should bring this information to the attention of their financial institution when presenting this form for completion. See reverse for additional instructions.

PRIVACY ACT STATEMENT

The following information is provided to comply with the Privacy Act of 1974 (P.L. 93-579). All information collected on this form is required under the provisions of 31 U.S.C. 3322 and 31 CFR 210. This information will be used by the Treasury Department to transmit payment data, by electronic means to vendor's financial institution. Failure to provide the requested information may delay or prevent the receipt of payments through the Automated Clearing House Payment System.

AGENCY INFORMATION

FEDERAL PROGRAM AGENCY

AGENCY IDENTIFIER:

AGENCY LOCATION CODE (ALC):

ACH FORMAT: ☐ CCD+ ☐ CTX

ADDRESS:

CONTACT PERSON NAME:

TELEPHONE NUMBER: ( )

ADDITIONAL INFORMATION:

PAYEE/COMPANY INFORMATION

NAME
Freight Drivers and Helpers Local Union No.557 Pension Fund

SSN NO. OR TAXPAYER ID NO.
52-6118055

ADDRESS
9411 Philadelphia Road, Suite S
Baltimore, MD 21237

CONTACT PERSON NAME:
Jeffrey Maygers

TELEPHONE NUMBER:
(443) 573-3611

FINANCIAL INSTITUTION INFORMATION

NAME:
PNC Bank, NA

ADDRESS:
249 Fifth Avenue
Pittsburgh, PA 15222

ACH COORDINATOR NAME:
Rana Sheikh

TELEPHONE NUMBER:
(410) 347 8901

NINE-DIGIT ROUTING TRANSIT NUMBER:
0 5 4 0 0 0 0 3 0

DEPOSITOR ACCOUNT TITLE:
Freight Drivers and Helpers Local Union No. 557 Pension Fund

DEPOSITOR ACCOUNT NUMBER:
[redacted]

LOCKBOX NUMBER:

TYPE OF ACCOUNT:
☒ CHECKING ☐ SAVINGS ☐ LOCKBOX

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL:
(Could be the same as ACH Coordinator)
VP

TELEPHONE NUMBER:
(410) 347 8901

AUTHORIZED FOR LOCAL REPRODUCTION

SF 3881 (Rev. 2/2003)
Prescribed by Department of Treasury
31 U S C 3322; 31 CFR 210

#05

Portfolio Statements

1 JAN 22 - 31 JAN 22

◆ Contents

Account Name
FREIGHT DRIVERS 557 PENSION FUND BAIRD AG BD

Account Number
[redacted]

Questions?
If you have any questions about this report, call your Northern Trust account administrator.

You may have the right under applicable federal banking law to receive, at no additional cost, separate notifications of securities transactions effected for your account. If you wish to receive separate notifications, please contact your relationship officer.

BENEFITS ADMINISTRATION CORPORATION INC
C/O FREIGHT DRIVERS & HELPERS
LOCAL UNION NO 557 PENISON FUND
ATTN: JOE SWANN
9411 PHILADELPHIA RD STE S
BALTIMORE , MD 21237-4168

***No Data Available**

Northern Trust

Generated by Northern Trust from periodic data on 9 Feb 22

◆ Notifications

The term "Tax Credit" refers to local market terminology for the taxation associated with an income event. It makes no representation or warranty relating to the ability of the recipient to utilise the value as a "credit", "offset" or other benefit for their own tax purposes. Investors should seek their own tax advice relating to the specific tax considerations of investments in such markets. The Tax Credit is informational only data in the context of this report.

Please note where a client may be eligible to reclaim taxes, these are calculated and accrued for as a tax recoverable on ex date. The net amount may include the accrual of withholding taxes, tax credits or both.

Northern Trust records impairment entries pursuant to client direction. Impairment entries recorded to satisfy financial accounting and reporting requirements may not be suitable for tax or for other regulatory reporting purposes. Determining appropriate impairment adjustments is the responsibility of the client.

Although most valuation statements are received periodically from the relevant provider, pricing information may be received by Northern Trust as often as daily. As such, pricing information reported within this template, when scheduled against 'Daily Reporting', may be more current than the valuation statement date information. In these instances, the 'Price Date' field will indicate this with a date more current than the Valuation Statement and Statement Received dates.

Please note that this status summary report has been prepared using best available data, including data provided by the fund company and/or client which may, where indicated, represent preliminary or estimated values. The values contained in the status summary report are not intended to represent or suggest any statement about fair value. This report may also utilize information provided by other third parties, derived by third parties or from third party data and/or data that may have been categorized or otherwise reported based upon client direction - Northern Trust assumes no responsibility for the accuracy, timeliness or completeness of any such information. Northern Trust assumes no responsibility for the consequences of investment decisions made in reliance on information contained in this report. If you have questions regarding third party data or direction as it relates to this report, please contact your Northern Trust relationship team.

Although this report has been prepared using information believed to be reliable, it may contain information provided by third parties or derived from third party information, and/or information that may have been obtained from, categorized or otherwise reported based upon client direction. The Northern Trust Company does not guarantee the accuracy, timeliness or completeness of any such information. The information included in this report is intended to assist clients with their financial reporting needs, but you must consult with your accountants, auditors and/or legal counsel to ensure your accounting and financial reporting complies with applicable laws, regulations and accounting guidance. The Northern Trust Company and its affiliates shall have no responsibility for the consequences of investment decisions made in reliance on information contained in this report.

◆ Change in Book and Market Value

	Cost	Market value	For more information
Opening balance	11,001,020.39	11,462,438.48	
Income received	8,375.05	8,375.05	See income & expense summary, cash activity detail
Expenses paid	- 44.19	- 44.19	See income & expense summary
Unrealized gain/loss change	0.00	- 432,852.79	See asset summary
Accrued income change	2.50	2.50	See income & expense summary
Closing balance	11,009,353.75	11,037,919.05	

◆ Change in Cash Value

	Market value	Cost	For more information
Opening balance	346,924.77	346,924.77	
Income received	8,375.05	8,375.05	See income & expense summary, cash activity detail
Expenses paid	- 44.19	- 44.19	See income & expense summary
Securities bought	- 8,301.16	- 8,301.16	See investment transaction summary
Closing balance	346,954.47	346,954.47	

◆ Market Reconciliation by Account

[redacted]

Beginning Market Value as of 01-Jan-22		11,462,438.48
Funding and Disbursement Activity		
Sponsor Contributions	0.00	
Participant Contributions	0.00	
Other Receipts	0.00	
Non-Cash Security Rcpts at Market	0.00	
Net Benefits Paid	0.00	
Other Disbursements	0.00	
Non-Cash Security Disbs at Market	0.00	
Net Funding and Disbursement Activity		0.00
Net Investment Income		
Dividends	0.00	
Interest	8,375.05	
Other Income	0.00	
Total Amortization Expense	0.00	
Total OID/MKT Accretion Income	0.00	
Non-cash Dividends	0.00	
Change in Accrued Income	2.50	
Income Reclass'd as Return of Capital	0.00	
Broker Commissions Recaptured	0.00	
Total Net Investment Income		8,377.55
Market Value Adjustment		
Net Change in Unrealized Gain/Loss	- 432,852.79	
Realized Gain/Loss	0.00	
Total Market Value Adjustment		- 432,852.79
Fees and Expenses		- 44.19
Net Investment Change		-424,519.43
Total Account Change		- 424,519.43
Ending Market Value as of 31-Jan-22		11,037,919.05

Net Change in Unrealized Gain or Loss	
Ending Market Value as of 31-Jan-22	11,037,919.05
Ending Book Value as of 31-Jan-22	11,009,353.75
Ending Unrealized G/L as of 31-Jan-22	28,565.30
Less:	
Beginning Market Value as of 01-Jan-22	11,462,438.48
Beginning Book Value as of 01-Jan-22	11,001,020.39
Beginning Unrealized G/L as of 01-Jan-22	461,418.09
Total Unrealized G/L Change	- 432,852.79
Unrealized G/L of Security Movement Disbursements Less Receipts	0.00
Net Change in Unrealized Gain/Loss Based on MV	- 432,852.79
Net Change in Accrued Income	
Accrued Net Income 31-Jan-22	3.96
Less:	
Accrued Net Income 01-Jan-22	1.46
Net Change in Accrued Income	2.50

◆

Asset Summary

				Unrealized gain/loss				
Country	Accrued income/expense	Market value	Cost	Market	Translation	Total	Market value incl. accruals	%
Equities								
Funds - common stock								
Emerging Markets Region - USD	0.00	277,004.45	286,822.32	- 9,817.87	0.00	- 9,817.87	277,004.45	2.510%
International Region - USD	0.00	823,597.62	864,147.21	- 40,549.59	0.00	- 40,549.59	823,597.62	7.462%
United States - USD	0.00	3,091,112.30	3,150,027.75	- 58,915.45	0.00	- 58,915.45	3,091,112.30	28.004%
Total funds - common stock	**0.00**	**4,191,714.37**	**4,300,997.28**	**- 109,282.91**	**0.00**	**- 109,282.91**	**4,191,714.37**	**37.976%**
Total equities	**0.00**	**4,191,714.37**	**4,300,997.28**	**- 109,282.91**	**0.00**	**- 109,282.91**	**4,191,714.37**	**37.976%**
Fixed Income								
Funds - corporate bond								
United States - USD	0.00	6,499,246.25	6,361,398.04	137,848.21	0.00	137,848.21	6,499,246.25	58.881%
Total funds - corporate bond	**0.00**	**6,499,246.25**	**6,361,398.04**	**137,848.21**	**0.00**	**137,848.21**	**6,499,246.25**	**58.881%**
Total fixed income	**0.00**	**6,499,246.25**	**6,361,398.04**	**137,848.21**	**0.00**	**137,848.21**	**6,499,246.25**	**58.881%**
Cash and Cash Equivalents								
Funds - short term investment								
Funds - Short Term Investment	3.96	346,954.47	346,954.47	0.00	0.00	0.00	346,958.43	3.143%
Total funds - short term investment	**3.96**	**346,954.47**	**346,954.47**	**0.00**	**0.00**	**0.00**	**346,958.43**	**3.143%**
Total cash and cash equivalents	**3.96**	**346,954.47**	**346,954.47**	**0.00**	**0.00**	**0.00**	**346,958.43**	**3.143%**
Total Unrealized Gains						**195,361.10**		
Total Unrealized Losses						**- 166,795.80**		
Total	**3.96**	**11,037,915.09**	**11,009,349.79**	**28,565.30**	**0.00**	**28,565.30**	**11,037,919.05**	**100.000%**

Total Cost incl. Accruals		**11,009,353.75**

◆

Asset Detail

Equities

Funds - common stock

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
MFO FIDELITY SALEM STREET TRUST FIDELITYSALEM STREET TRUST 316146331	22,968.860	277,004.45	12.0600	286,822.32	- 9,817.87	0.00	277,004.45	5,948.93
MFO FIDELITY INTL INDX-INST PRM 315911727	11,701.920	554,905.05	47.4200	577,988.91	- 23,083.86	0.00	554,905.05	17,681.60
MFO VANGUARD INTL EQUITY INDEX FDS FTSE ALL-WORLD EX-US SMALL CAP ADM SHS 922042593	8,634.080	268,692.57	31.1200	286,158.30	- 17,465.73	0.00	268,692.57	10,145.62
MFO FIDELITY REAL ESTATE IDX-INS 316146232	31,719.840	587,451.44	18.5200	568,899.55	18,551.89	0.00	587,451.44	7,961.68
MFO FIDELITY SALEM STREET TRUST SPARTAN SMALL CAP INDEX FD FIDELITY 316146182	20,592.870	513,174.32	24.9200	582,109.71	- 68,935.39	0.00	513,174.32	7,166.32
MFO FIDELITY SALEM STREET TRUST SPARTAN MID CAP INDEX FD FIDELITY 316146265	27,684.190	820,282.55	29.6300	867,775.50	- 47,492.95	0.00	820,282.55	9,744.83
MFOFIDELITY 500 INDEX-INST PREM 315911750	7,464.940	1,170,203.99	156.7600	1,131,242.99	38,961.00	0.00	1,170,203.99	15,071.71
Total funds - common stock		**4,191,714.37**		**4,300,997.28**	**- 109,282.91**	**0.00**	**4,191,714.37**	**73,720.70**
Total equities		**4,191,714.37**		**4,300,997.28**	**- 109,282.91**	**0.00**	**4,191,714.37**	**73,720.70**

◆

Asset Detail

Fixed Income

Funds - corporate bond

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
MFO BAIRD FDS INC AGGREGATE BD FD INSTL CL SHS 057071854	585,517.680	6,499,246.25	11.1000	6,361,398.04	137,848.21	0.00	6,499,246.25	125,531.36
Total funds - corporate bond		**6,499,246.25**		**6,361,398.04**	**137,848.21**	**0.00**	**6,499,246.25**	**125,531.36**
Total fixed income		**6,499,246.25**		**6,361,398.04**	**137,848.21**	**0.00**	**6,499,246.25**	**125,531.36**

Cash and Cash Equivalents

Funds - short term investment

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
USD - COLTV SHORT TERM INVT FD 195998AD1		346,954.47		346,954.47	0.00	3.96	346,958.43	72.09
Total funds - short term investment		**346,954.47**		**346,954.47**	**0.00**	**3.96**	**346,958.43**	**72.09**
Total cash and cash equivalents		**346,954.47**		**346,954.47**	**0.00**	**3.96**	**346,958.43**	**72.09**
Total		**11,037,915.09**		**11,009,349.79**	**28,565.30**	**3.96**	**11,037,919.05**	**199,324.15**

++ Informational Only Asset - an asset that is not held in the account but that is included in Northern Trust's reports at the client's request solely as a matter of convenience to the client. Custodial and other responsibilities for this asset rest solely with the client or another custodian. Northern Trust has no custodial or other responsibilities for this asset, and the asset is not an asset of any Northern Trust account for purposes of the applicable account agreement.

◆

Income & Expense Summary

Type	Receivables last period	Receivables this period	Amount received	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Earned income
Income								
Fixed income								
Funds - corporate bond	0.00	0.00	8,329.40	0.00	0.00	0.00	0.00	8,329.40
Total fixed income	**0.00**	**0.00**	**8,329.40**	**0.00**	**0.00**	**0.00**	**0.00**	**8,329.40**
Cash and cash equivalents								
Funds - short term investment	1.46	3.96	45.65	0.00	0.00	0.00	0.00	48.15
Total cash and cash equivalents	**1.46**	**3.96**	**45.65**	**0.00**	**0.00**	**0.00**	**0.00**	**48.15**
Total income	**1.46**	**3.96**	**8,375.05**	**0.00**	**0.00**	**0.00**	**0.00**	**8,377.55**

Type	Payables last period	Payables this period	Amount paid	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Expenses recognized
Expense								
Cash and cash equivalents								
Funds - short term investment	0.00	0.00	- 44.19	0.00	0.00	0.00	0.00	- 44.19
Total cash and cash equivalents	**0.00**	**0.00**	**- 44.19**	**0.00**	**0.00**	**0.00**	**0.00**	**- 44.19**
Total expense	**0.00**	**0.00**	**- 44.19**	**0.00**	**0.00**	**0.00**	**0.00**	**- 44.19**
Net income & expenses	**1.46**	**3.96**	**8,330.86**	**0.00**	**0.00**	**0.00**	**0.00**	**8,333.36**

◆ Funding & Disbursement Summary

							Realized gain/loss	
						Transaction amount	Market	
Transaction type	Receipts	Disbursements	Accruals	Market value	Cost	Cost on gain/loss	Translation	Total

NO DATA TO REPORT

◆

Investment Transaction Summary

Asset Type	Transaction Amount Principal	Transaction Amount Accrued Interest	Adjustment Amt	Cost	Realized Gain/Loss Market	Realized Gain/Loss Translation	Realized Gain/Loss Total
Purchases							
Fixed Income							
Funds - corporate bond	-8,301.16	0.00	0.00	8,301.16	0.00	0.00	0.00
Total fixed income	-8,301.16	0.00	0.00	8,301.16	0.00	0.00	0.00
Total purchases	-8,301.16	0.00	0.00	8,301.16	0.00	0.00	0.00
Total	**-8,301.16**	**0.00**	**0.00**	**8,301.16**	**0.00**	**0.00**	**0.00**

◆ Transaction Detail by Security

Fixed Income

Funds - corporate bond

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
057071854	**CUS#**	**MFO BAIRD FDS INC AGGREGATE BD FD INSTL CL SHS**				
		OPENING BALANCE		584,771.840	6,353,096.88	
01-18 / 01-18		MFO BAIRD FDS INC AGGREGATE BD FD INSTL FEE REBATE NET MUTUAL FUND SERVICING FEE	28.24	0.000	0.00	0.00
01-25 / 01-26		PURCHASED 745.840 SHARES 01-25-22 AT A PRICE OF $11.13 NET AS REINVESTMENT	- 8,301.16	745.840	8,301.16	0.00
01-26 / 01-26		INCOME-DISTRIBUTION ON 584771.84 SHRS AT RATE OF 0.014195550 PAYABLE 01/26/22, RECORD DATE 01/24/22 EX-DATE 01/25/22	8,301.16	0.000	0.00	0.00
		CLOSING BALANCE		585,517.680	6,361,398.04	

Cash and Cash Equivalents

Funds - short term investment

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
195998AD1	**CUS#**	**COLTV SHORT TERM INVT FD**				
		OPENING BALANCE		346,924.770	346,924.77	
12-31 / 01-05		INCOME RECEIVED	45.65	0.000	0.00	0.00
01-05 / 01-05		NORTHERN TRUST SWEEP FEE	- 44.19	0.000	0.00	0.00
	********	CLOSING BALANCE		346,954.470	346,954.47	

Pending Tran Detail w/Accrued Interest

Trade date/ Settle date	Country	Trade Status	Security description Asset Id Trade Expenses	Shares/PAR	**Cost/Market** Local Proceeds Base Proceeds Base Market	**Accrued Interest** Local Base Market	**Total** Local Proceeds Base Proceeds Base Market

NO DATA TO REPORT

◆ Capital Change Detail

Ex date	Original security description/Asset ID Shares	Original cost	Change description	Payment Amount	Resulting security description/Asset ID Shares	Resulting cost	Realized gain/loss Market Translation

NO DATA TO REPORT

◆ Manager Mix

Account Name/ Account Number	Invested and Uninvested Cash % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pending/ % of account	Total Market Value/ % of **consolidation**	Unrealized Gain/Loss
*FRIGHT DRIVERS 557-BAIRD A-SL [redacted]	346,954.47 3.14%	4,191,714.37 37.98%	6,499,246.25 58.88%	0.00 0.00%	0.00 0.00%	11,037,915.09 100.00%	28,565.30
Consolidation [redacted] **% for consolidation**	**346,954.47** **3.14%**	**4,191,714.37** **37.98%**	**6,499,246.25** **58.88%**	**0.00** **0.00%**	**0.00** **0.00%**	**11,037,915.09** **100.00%**	**28,565.30**

#04

Portfolio Statements

1 JAN 22 - 31 JAN 22

◆ Contents

Account Name
FRIEGHT DRIVERS & HELPERS LOCAL UNION DELAWARE INVESTMENTS

Account Number
[redacted]

Questions?
If you have any questions about this report, call your Northern Trust account administrator.

You may have the right under applicable federal banking law to receive, at no additional cost, separate notifications of securities transactions effected for your account. If you wish to receive separate notifications, please contact your relationship officer.

BENEFITS ADMINISTRATION CORPORATION INC
C/O FREIGHT DRIVERS & HELPERS
LOCAL UNION NO 557 PENISON FUND
ATTN: JOE SWANN
9411 PHILADELPHIA RD STE S
BALTIMORE , MD 21237-4168

***No Data Available**

Northern Trust

Generated by Northern Trust from periodic data on 9 Feb 22

◆ Notifications

The term "Tax Credit" refers to local market terminology for the taxation associated with an income event. It makes no representation or warranty relating to the ability of the recipient to utilise the value as a "credit", "offset" or other benefit for their own tax purposes. Investors should seek their own tax advice relating to the specific tax considerations of investments in such markets. The Tax Credit is informational only data in the context of this report.

Please note where a client may be eligible to reclaim taxes, these are calculated and accrued for as a tax recoverable on ex date. The net amount may include the accrual of withholding taxes, tax credits or both.

Northern Trust records impairment entries pursuant to client direction. Impairment entries recorded to satisfy financial accounting and reporting requirements may not be suitable for tax or for other regulatory reporting purposes. Determining appropriate impairment adjustments is the responsibility of the client.

Although most valuation statements are received periodically from the relevant provider, pricing information may be received by Northern Trust as often as daily. As such, pricing information reported within this template, when scheduled against 'Daily Reporting', may be more current than the valuation statement date information. In these instances, the 'Price Date' field will indicate this with a date more current than the Valuation Statement and Statement Received dates.

Please note that this status summary report has been prepared using best available data, including data provided by the fund company and/or client which may, where indicated, represent preliminary or estimated values. The values contained in the status summary report are not intended to represent or suggest any statement about fair value. This report may also utilize information provided by other third parties, derived by third parties or from third party data and/or data that may have been categorized or otherwise reported based upon client direction - Northern Trust assumes no responsibility for the accuracy, timeliness or completeness of any such information. Northern Trust assumes no responsibility for the consequences of investment decisions made in reliance on information contained in this report. If you have questions regarding third party data or direction as it relates to this report, please contact your Northern Trust relationship team.

Although this report has been prepared using information believed to be reliable, it may contain information provided by third parties or derived from third party information, and/or information that may have been obtained from, categorized or otherwise reported based upon client direction. The Northern Trust Company does not guarantee the accuracy, timeliness or completeness of any such information. The information included in this report is intended to assist clients with their financial reporting needs, but you must consult with your accountants, auditors and/or legal counsel to ensure your accounting and financial reporting complies with applicable laws, regulations and accounting guidance. The Northern Trust Company and its affiliates shall have no responsibility for the consequences of investment decisions made in reliance on information contained in this report.

Portfolio Statement

1 JAN 22 - 31 JAN 22

Account number [redacted]
Account Name *FREIGHT DRIVERS 557-DELAWA-SL

◆ Change in Book and Market Value

	Cost	Market value	For more information
Opening balance	7,589,377.03	7,689,483.54	
Income received	9,511.22	9,511.22	See income & expense summary, cash activity detail
Expenses paid	- 271.56	- 271.56	See income & expense summary
Unrealized gain/loss change	0.00	- 153,005.66	See asset summary
Realized gain/loss	- 32,180.78	- 32,180.78	See realized gain/loss summary
Accrued income change	5,102.51	5,102.51	See income & expense summary
Closing balance	7,571,538.42	7,518,639.27	

◆

Change in Cash Value

	Market value	Cost	For more information
Opening balance	236,278.12	236,278.12	
Income received	8,686.56	8,686.56	See income & expense summary, cash activity detail
Expenses paid	- 271.56	- 271.56	See income & expense summary
Securities bought	- 1,737,456.09	- 1,737,456.09	See investment transaction summary
Securities sold	1,765,881.40	1,765,881.40	See investment transaction summary
Principal paydowns	29,494.59	29,494.59	See investment transaction summary
Closing balance	302,613.02	302,613.02	

◆ Market Reconciliation by Account

[redacted]

Beginning Market Value as of 01-Jan-22		7,689,483.54
Funding and Disbursement Activity		
Sponsor Contributions	0.00	
Participant Contributions	0.00	
Other Receipts	0.00	
Non-Cash Security Rcpts at Market	0.00	
Net Benefits Paid	0.00	
Other Disbursements	0.00	
Non-Cash Security Disbs at Market	0.00	
Net Funding and Disbursement Activity		0.00
Net Investment Income		
Dividends	0.00	
Interest	8,937.08	
Other Income	574.14	
Total Amortization Expense	0.00	
Total OID/MKT Accretion Income	0.00	
Non-cash Dividends	0.00	
Change in Accrued Income	5,102.51	
Income Reclass'd as Return of Capital	0.00	
Broker Commissions Recaptured	0.00	
Total Net Investment Income		14,613.73
Market Value Adjustment		
Net Change in Unrealized Gain/Loss	- 153,005.66	
Realized Gain/Loss	- 32,180.78	
Total Market Value Adjustment		- 185,186.44
Fees and Expenses		- 271.56
Net Investment Change		-170,844.27
Total Account Change		- 170,844.27
Ending Market Value as of 31-Jan-22		7,518,639.27

Net Change in Unrealized Gain or Loss	
Ending Market Value as of 31-Jan-22	7,518,639.27
Ending Book Value as of 31-Jan-22	7,571,538.42
Ending Unrealized G/L as of 31-Jan-22	- 52,899.15
Less:	
Beginning Market Value as of 01-Jan-22	7,689,483.54
Beginning Book Value as of 01-Jan-22	7,589,377.03
Beginning Unrealized G/L as of 01-Jan-22	100,106.51
Total Unrealized G/L Change	- 153,005.66
Unrealized G/L of Security Movement Disbursements Less Receipts	0.00
Net Change in Unrealized Gain/Loss Based on MV	- 153,005.66
Net Change in Accrued Income	
Accrued Net Income 31-Jan-22	31,887.50
Less:	
Accrued Net Income 01-Jan-22	26,784.99
Net Change in Accrued Income	5,102.51

◆ Asset Summary

				Unrealized gain/loss				
Country	Accrued income/expense	Market value	Cost	Market	Translation	Total	Market value incl. accruals	%
Fixed Income								
Government bonds								
United States - USD	6,160.74	2,998,826.16	3,019,859.99	- 21,033.83	0.00	- 21,033.83	3,004,986.90	39.967%
Total government bonds	**6,160.74**	**2,998,826.16**	**3,019,859.99**	**- 21,033.83**	**0.00**	**- 21,033.83**	**3,004,986.90**	**39.967%**
Municipal/provincial bonds								
Canada - USD	385.93	96,012.70	94,756.80	1,255.90	0.00	1,255.90	96,398.63	1.282%
Total municipal/provincial bonds	**385.93**	**96,012.70**	**94,756.80**	**1,255.90**	**0.00**	**1,255.90**	**96,398.63**	**1.282%**
Corporate bonds								
Australia - USD	9.62	1,021.14	999.46	21.68	0.00	21.68	1,030.76	0.014%
Belgium - USD	477.50	38,475.71	38,738.99	- 263.28	0.00	- 263.28	38,953.21	0.518%
Canada - USD	144.03	15,068.65	15,132.85	- 64.20	0.00	- 64.20	15,212.68	0.202%
China - USD	26.47	4,715.21	4,945.40	- 230.19	0.00	- 230.19	4,741.68	0.063%
France - USD	119.43	42,969.53	47,244.00	- 4,274.47	0.00	- 4,274.47	43,088.96	0.573%
United Kingdom - USD	350.97	47,604.83	48,299.40	- 694.57	0.00	- 694.57	47,955.80	0.638%
United States - USD	20,487.61	2,428,462.13	2,432,434.45	- 3,972.32	0.00	- 3,972.32	2,448,949.74	32.572%
Total corporate bonds	**21,615.63**	**2,578,317.20**	**2,587,794.55**	**- 9,477.35**	**0.00**	**- 9,477.35**	**2,599,932.83**	**34.580%**
Government mortgage backed securities								
United States - USD	3,557.11	1,448,081.60	1,471,456.52	- 23,374.92	0.00	- 23,374.92	1,451,638.71	19.307%
Total government mortgage backed securities	**3,557.11**	**1,448,081.60**	**1,471,456.52**	**- 23,374.92**	**0.00**	**- 23,374.92**	**1,451,638.71**	**19.307%**
Commercial mortgage-backed								
United States - USD	163.81	61,088.69	61,357.64	- 268.95	0.00	- 268.95	61,252.50	0.815%
Total commercial mortgage-backed	**163.81**	**61,088.69**	**61,357.64**	**- 268.95**	**0.00**	**- 268.95**	**61,252.50**	**0.815%**
Total fixed income	**31,883.22**	**7,182,326.35**	**7,235,225.50**	**- 52,899.15**	**0.00**	**- 52,899.15**	**7,214,209.57**	**95.951%**

Asset Summary

Country	Accrued income/expense	Market value	Cost	Unrealized gain/loss Market	Unrealized gain/loss Translation	Unrealized gain/loss Total	Market value incl. accruals	%
Cash and Cash Equivalents								
Funds - short term investment								
Funds - Short Term Investment	4.28	302,613.02	302,613.02	0.00	0.00	0.00	302,617.30	4.025%
Total funds - short term investment	**4.28**	**302,613.02**	**302,613.02**	**0.00**	**0.00**	**0.00**	**302,617.30**	**4.025%**
Total cash and cash equivalents	**4.28**	**302,613.02**	**302,613.02**	**0.00**	**0.00**	**0.00**	**302,617.30**	**4.025%**
Adjustments To Cash								
Pending trade purchases								
Pending trade purchases	0.00	- 760,642.43	- 760,642.43	0.00	0.00	0.00	-760,642.43	- 10.117%
Total pending trade purchases	**0.00**	**- 760,642.43**	**- 760,642.43**	**0.00**	**0.00**	**0.00**	**-760,642.43**	**- 10.117%**
Pending trade sales								
Pending trade sales	0.00	762,454.83	762,454.83	0.00	0.00	0.00	762,454.83	10.141%
Total pending trade sales	**0.00**	**762,454.83**	**762,454.83**	**0.00**	**0.00**	**0.00**	**762,454.83**	**10.141%**
Total adjustments to cash	**0.00**	**1,812.40**	**1,812.40**	**0.00**	**0.00**	**0.00**	**1,812.40**	**0.024%**
Total Unrealized Gains						**94,889.36**		
Total Unrealized Losses						**- 147,788.51**		
Total	**31,887.50**	**7,486,751.77**	**7,539,650.92**	**- 52,899.15**	**0.00**	**- 52,899.15**	**7,518,639.27**	**100.000%**

Total Cost incl. Accruals	**7,571,538.42**

◆

Asset Detail

Fixed Income

Government bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
UNITED STATES OF AMER TREAS BONDS 2.0% 08-15-2051 912810SZ2	30,000.000	29,264.06	97.5469	29,714.01	- 449.95	277.17	29,541.23	600.00
UNITED STATES OF AMER TREAS NOTES .875% DUE 01-31-2024 BEO 91282CDV0	335,000.000	332,971.68	99.3945	333,953.13	- 981.45	8.09	332,979.77	2,931.25
UNITED STATES OF AMER TREAS NOTES DTD 01/15/2022 1.125% 01-15-2025 91282CDS7	890,000.000	883,464.06	99.2656	885,475.59	- 2,011.53	470.20	883,934.26	10,012.50
UNITED STATES TREAS BDS 2.25% DUE 08-15-2046 912810RT7	195,000.000	197,582.23	101.3242	196,025.87	1,556.36	2,026.83	199,609.06	4,387.50
UNITED STATES TREAS BDS WIT 1 7/8 08/15/41 1.75% DUE 08-15-2041 REG 912810TA6	115,000.000	107,093.75	93.1250	114,281.25	- 7,187.50	929.68	108,023.43	2,012.50
UNITED STATES TREAS BDS 1.875% 11-15-2051 912810TB4	80,000.000	75,850.00	94.8125	78,579.69	- 2,729.69	323.20	76,173.20	1,500.00
UNITED STATES TREAS BDS 2% 11-15-2041 912810TC2	25,000.000	24,300.78	97.2031	25,407.03	- 1,106.25	107.73	24,408.51	500.00
UNITED STATES TREAS NTS 1.375% 11-15-2031 91282CDJ7	265,000.000	255,352.34	96.3594	257,512.69	- 2,160.35	785.11	256,137.45	3,643.75
UNITED STATES TREAS NTS 1.5% DUE 10-31-2028 REG 91282CDF5	340,000.000	331,951.56	97.6328	338,300.00	- 6,348.44	1,201.03	333,152.59	4,675.00

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Government bonds								
UTD STATES TREAS NTS 1.5 NTS 31/01/2027 USD 'G-2027' 1.5 DUE 01-31-2027 REG 912828Z78	765,000.000	760,995.70	99.4766	760,610.73	384.97	31.70	761,027.40	11,475.00
Total government bonds		**2,998,826.16**		**3,019,859.99**	**- 21,033.83**	**6,160.74**	**3,004,986.90**	**41,737.50**
Municipal/provincial bonds								
ALBERTA PROV CDA BD USD 1.875% DUE 11-13-2024 REG 013051EH6	95,000.000	96,012.70	101.0660	94,756.80	1,255.90	385.93	96,398.63	1,781.25
Total municipal/provincial bonds		**96,012.70**		**94,756.80**	**1,255.90**	**385.93**	**96,398.63**	**1,781.25**
Corporate bonds								
PVTPL AUSGRID FIN PTY 3.85% DUE 05-01-2023 052113AA5	1,000.000	1,021.14	102.1140	999.46	21.68	9.62	1,030.76	38.50
ANHEUSER-BUSCH COS LLC CORP 3.65% 02-01-2026 03522AAG5	20,000.000	21,174.84	105.8742	20,280.24	894.60	365.00	21,539.84	730.00
ANHEUSER-BUSCH FIXED 4.5% DUE 06-01-2050 035240AT7	15,000.000	17,300.87	115.3391	18,458.75	- 1,157.88	112.50	17,413.37	675.00
CANADIAN PACIFIC RAILWAY CO 2.45% DUE 12-02-2031 BEO 13645RBF0	10,000.000	9,818.65	98.1865	10,132.85	- 314.20	40.15	9,858.80	245.00
TRANSCANADA TR FLTG RT 5.5% DUE 09-15-2079 89356BAE8	5,000.000	5,250.00	105.0000	5,000.00	250.00	103.88	5,353.88	275.00

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Corporate bonds								
PVTPL NXP B V/NXP FDG LLC/NXP USA INC 3.125% 02-15-2042 62954HAK4	5,000.000	4,715.21	94.3043	4,945.40	- 230.19	26.47	4,741.68	156.25
TOTAL CAP INTL 2.986% DUE 06-29-2041 REG 89153VAX7	45,000.000	42,969.53	95.4878	47,244.00	- 4,274.47	119.43	43,088.96	1,343.70
B A T CAP CORP 2.259% DUE 03-25-2028 05526DBR5	20,000.000	18,989.70	94.9485	20,216.80	- 1,227.10	158.13	19,147.83	451.80
VODAFONE GROUP PLC NEW 4.875% DUE 06-19-2049 REG 92857WBS8	20,000.000	23,258.41	116.2920	23,101.40	157.01	113.75	23,372.16	975.00
VODAFONE GROUP PLC 4.25% DUE 09-17-2050 REG 92857WBU3	5,000.000	5,356.72	107.1344	4,981.20	375.52	79.09	5,435.81	212.50
ABBVIE INC FIXED 2.95% DUE 11-21-2026 00287YBV0	40,000.000	41,135.11	102.8378	44,108.02	- 2,972.91	229.44	41,364.55	1,180.00
AEP TEX INC 3.45% DUE 01-15-2050 00108WAK6	5,000.000	4,768.85	95.3770	4,976.60	- 207.75	7.66	4,776.51	172.50
AMAZON COM INC 1.2% DUE 06-03-2027 023135BR6	70,000.000	67,230.92	96.0442	70,207.75	- 2,976.83	135.33	67,366.25	840.00
AMGEN INC 2.8% DUE 08-15-2041 BEO 031162DA5	20,000.000	18,044.69	90.2234	19,736.05	- 1,691.36	267.55	18,312.24	560.00

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
ANALOG DEVICES INC 2.95% 10-01-2051 032654AX3	25,000.000	24,029.50	96.1180	25,372.25	- 1,342.75	237.63	24,267.13	737.50
APPLE INC 1.65% DUE 05-11-2030 037833DU1	55,000.000	51,882.05	94.3310	55,444.45	- 3,562.40	201.66	52,083.71	907.50
APTIV PLC SR NT 3.1% 12-01-2051 03835VAJ5	17,000.000	14,954.79	87.9694	16,580.29	- 1,625.50	99.54	15,054.33	527.00
AT&T INC FIXED 3.1% DUE 02-01-2043 00206RKD3	3,000.000	2,757.36	91.9120	2,720.43	36.93	46.50	2,803.86	93.00
AT&T INC 2.55% DUE 12-01-2033 00206RMM1	5,000.000	4,699.69	93.9937	5,023.32	- 323.63	21.25	4,720.94	127.50
AT&T INC 3.5% DUE 06-01-2041 00206RJZ6	14,000.000	13,644.70	97.4622	14,939.70	- 1,295.00	81.66	13,726.36	490.00
AT&T INC 3.8% 12-01-2057 00206RMN9	11,000.000	10,765.45	97.8677	11,662.27	- 896.82	69.66	10,835.11	418.00
AT&T INC 4.35% DUE 03-01-2029 00206RHJ4	7,000.000	7,689.15	109.8449	7,499.19	189.96	126.87	7,816.02	304.50
AUTODESK INC 2.4% 12-15-2031 052769AH9	10,000.000	9,544.30	95.4430	9,987.90	- 443.60	76.00	9,620.30	240.00

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
BANK AMER CORP FLTG RT .981% DUE 09-25-2025 06051GJG5	60,000.000	58,413.19	97.3553	60,006.50	- 1,593.31	206.01	58,619.20	588.60
BANK AMER CORP MTN 3.458% 03-15-2025 06051GHR3	25,000.000	25,785.93	103.1437	25,542.01	243.92	326.58	26,112.51	864.50
BANK AMER CORP 2.482% 09-21-2036 06051GKC2	5,000.000	4,640.48	92.8097	5,000.00	- 359.52	44.81	4,685.29	124.10
BAXTER INTL INC 3.132% 12-01-2051 071813CT4	10,000.000	9,488.87	94.8887	10,365.72	- 876.85	52.20	9,541.07	313.20
BB&T BRH BKG & TR FIXED 2.636% DUE 09-17-2029 07330MAC1	32,000.000	32,519.94	101.6248	31,844.21	675.73	313.97	32,833.91	843.52
BERKSHIRE HATHAWAY FIN CORP 2.85% DUE 10-15-2050 084664CV1	40,000.000	36,556.50	91.3913	40,767.50	- 4,211.00	335.66	36,892.16	1,140.00
BIOGEN INC CORP 3.15% 05-01-2050 09062XAG8	10,000.000	8,865.22	88.6522	9,917.40	- 1,052.18	78.75	8,943.97	315.00
BK NEW YORK MELLON 1.6% DUE 04-24-2025 06406RAN7	45,000.000	44,582.98	99.0733	44,982.90	- 399.92	193.99	44,776.97	720.00
BRIGHTHOUSE FINL INC SR NT 3.85% 12-22-2051 10922NAH6	5,000.000	4,610.47	92.2095	4,996.30	- 385.83	36.89	4,647.36	192.50

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Corporate bonds								
BRIGHTHOUSE FINL 4.7% DUE 06-22-2047 10922NAF0	7,000.000	7,048.31	100.6901	7,086.21	- 37.90	35.64	7,083.95	329.00
BROADCOM INC SR NT 144A 3.187% 11-15-2036 11135FBQ3	30,000.000	28,493.09	94.9770	29,863.47	- 1,370.38	201.84	28,694.93	956.10
BUNGE LTD FIN CORP FIXED 1.63% DUE 08-17-2025 120568BB5	15,000.000	14,713.56	98.0904	15,070.35	- 356.79	111.38	14,824.94	244.50
CDW LLC/CDW FIN CORP 3.276% 12-01-2028 12513GBH1	15,000.000	14,879.29	99.1953	15,258.00	- 378.71	81.90	14,961.19	491.40
CHARTER COMMUNICATIONS OPER LLC 4.4% DUE12-01-2061 BEO 161175CC6	20,000.000	18,915.91	94.5796	21,033.20	- 2,117.29	146.66	19,062.57	880.00
CHARTER COMMUNICATIONS OPER LLC/CHARTE 2.8% DUE 04-01-2031/04-17-2020 REG 161175BU7	10,000.000	9,467.77	94.6777	9,956.10	- 488.33	93.33	9,561.10	280.00
CHARTER COMMUNICATIONS OPER LLC/CHARTE 3.7% DUE 04-01-2051/04-17-2020 REG 161175BV5	10,000.000	8,846.12	88.4612	9,921.70	- 1,075.58	123.33	8,969.45	370.00
CHARTER 4.908% DUE 07-23-2025 161175AY0	25,000.000	26,976.69	107.9067	27,470.20	- 493.51	27.26	27,003.95	1,227.00
CITIGROUP INC FLTG RT 1.678% DUE 05-15-2024 172967MR9	5,000.000	5,015.36	100.3072	5,000.00	15.36	17.71	5,033.07	83.90

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
CITIGROUP INC SR NT FIXED/FLTG 3.057% 01-25-2033 17327CAQ6	5,000.000	5,050.09	101.0018	5,000.00	50.09	2.54	5,052.63	152.85
CITIGROUP INC 3.106% DUE 04-08-2026 172967MQ1	45,000.000	46,146.91	102.5487	45,000.00	1,146.91	438.72	46,585.63	1,397.70
COCA COLA CO 1.45% DUE 06-01-2027 191216CU2	40,000.000	38,893.29	97.2332	40,005.80	- 1,112.51	96.66	38,989.95	580.00
COMCAST CORP NEW 3.2% DUE 07-15-2036 20030NBT7	5,000.000	5,043.70	100.8741	5,323.85	- 280.15	7.11	5,050.81	160.00
COMCAST CORP 3.7% 04-15-2024 20030NCR0	35,000.000	36,495.01	104.2714	35,584.10	910.91	381.30	36,876.31	1,295.00
COSTCO WHOLESALE CORP NEW 1.6% DUE 04-20-2030 REG 22160KAP0	55,000.000	51,712.16	94.0221	55,031.70	- 3,319.54	246.88	51,959.04	880.00
CVS HEALTH CORP 5.05% DUE 03-25-2048 126650CZ1	20,000.000	24,493.06	122.4653	26,471.20	- 1,978.14	353.50	24,846.56	1,010.00
DISCOVERY COMMUNICATIONS LLC 4.0% DUE 09-15-2055 25470DBL2	38,000.000	36,913.04	97.1396	39,491.48	- 2,578.44	574.22	37,487.26	1,520.00
DOW CHEMICAL CO NT 2.1% 11-15-2030 260543DC4	40,000.000	37,872.77	94.6819	39,741.20	- 1,868.43	177.33	38,050.10	840.00

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
DUKE ENERGY CORP 4.875% DUE 12-31-2049 BEO 26441CBG9	10,000.000	10,300.00	103.0000	10,000.00	300.00	182.81	10,482.81	487.50
DUKE ENERGY IND LLC 3.25% DUE 10-01-2049 26443TAB2	20,000.000	19,187.27	95.9363	19,766.35	- 579.08	216.66	19,403.93	650.00
ENERGY TRANSFER 5.25% DUE 04-15-2029 29278NAG8	30,000.000	33,347.84	111.1595	32,841.05	506.79	463.74	33,811.58	1,575.00
ENERGY TRANSFER 6.25% DUE 04-15-2049 29279FAA7	5,000.000	6,086.96	121.7392	5,367.20	719.76	92.01	6,178.97	312.50
ENTERGY ARKANSAS LLC 4.2% 04-01-2049 29366MAA6	10,000.000	11,293.17	112.9317	10,351.30	941.87	140.00	11,433.17	420.00
ENTERGY TEX INC 3.55% DUE 09-30-2049 29365TAJ3	15,000.000	15,144.61	100.9640	15,200.25	- 55.64	178.97	15,323.58	532.50
ENTERPRISE PRODUCTS OPER L P 3.3% 02-15-2053 29379VCB7	5,000.000	4,617.62	92.3524	4,958.50	- 340.88	62.33	4,679.95	165.00
ESSENTIAL UTILS FIXED 3.351% DUE 04-15-2020 29670GAE2	5,000.000	4,841.69	96.8339	5,000.00	- 158.31	49.33	4,891.02	167.55
EXELON CORP 4.05% DUE 04-15-2030 30161NAX9	10,000.000	10,809.50	108.0950	9,979.40	830.10	119.25	10,928.75	405.00

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Corporate bonds								
GALLAGHER ARTHUR J & CO SR NT 3.5% 05-20-2051 363576AB5	10,000.000	9,809.75	98.0975	10,913.89	- 1,104.14	69.02	9,878.77	350.00
GEN MTRS FINL CO FIXED 4.35% DUE 04-09-2025 37045XCK0	50,000.000	52,991.15	105.9823	52,041.80	949.35	676.66	53,667.81	2,175.00
GENERAL MTRS CO 6.6% DUE 04-01-2036 37045VAK6	5,000.000	6,402.85	128.0570	6,847.85	- 445.00	110.00	6,512.85	330.00
GEORGIA PAC CORP 8% DUE 01-15-2024 373298CF3	20,000.000	22,519.46	112.5973	26,166.10	- 3,646.64	71.11	22,590.57	1,600.00
GLOBAL PMTS INC 2.15% 01-15-2027 37940XAG7	5,000.000	4,899.78	97.9956	4,995.30	- 95.52	20.60	4,920.38	107.50
GLOBAL PMTS INC 2.9% 11-15-2031 37940XAH5	5,000.000	4,894.19	97.8838	4,984.95	- 90.76	27.79	4,921.98	145.00
GOLDMAN SACHS GROUP INC 1.542% DUE 09-10-2027 BEO 38141GYG3	3,000.000	2,866.08	95.5361	2,992.26	- 126.18	18.11	2,884.19	46.26
GOLDMAN SACHS GROUP INC 2.6% DUE 02-07-2030 38141GXG4	5,000.000	4,899.72	97.9944	4,998.25	- 98.53	62.83	4,962.55	130.00
GOLDMAN SACHS GROUP INC 2.64% DUE 02-24-2028 BEO 38141GZK3	7,000.000	7,011.75	100.1679	7,005.06	6.69	3.59	7,015.34	184.80

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
HOME DEPOT INC 2.7% DUE 04-15-2030 REG 437076CB6	25,000.000	25,354.59	101.4184	26,908.25	- 1,553.66	198.75	25,553.34	675.00
JEFFERIES GROUP LLC / JEFFERIES 2.625% 10-15-2031 47233JGT9	5,000.000	4,767.28	95.3457	4,953.80	- 186.52	41.19	4,808.47	131.25
JEFFERIES GROUP 6.45% DUE 06-08-2027 472319AE2	50,000.000	59,538.42	119.0768	29,983.72	29,554.70	474.79	60,013.21	3,225.00
JEFFERIES GROUP 6.5% DUE 01-20-2043 472319AM4	5,000.000	6,497.62	129.9524	4,939.50	1,558.12	9.93	6,507.55	325.00
JPM CHASE 2.963% 01-25-2033 46647PCU8	5,000.000	5,032.86	100.6573	5,000.00	32.86	2.46	5,035.32	148.15
JPMORGAN CHASE & CO 2.545% DUE 11-08-2032 46647PCR5	15,000.000	14,532.63	96.8842	15,055.92	- 523.29	88.01	14,620.64	381.75
JPMORGAN CHASE & CO 3.109% DUE 04-22-2041/10-22-2020 REG 46647PBM7	5,000.000	4,864.18	97.2837	5,000.00	- 135.82	42.74	4,906.92	155.45
JPMORGAN CHASE & CO 4.6% DUE 12-31-2049 48128BAG6	5,000.000	4,975.00	99.5000	5,000.00	- 25.00	115.00	5,090.00	230.00
JPMORGAN CHASE & 4.023% DUE 12-05-2024 46647PAY2	20,000.000	20,838.36	104.1918	20,752.47	85.89	125.16	20,963.52	804.60

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
LYB INTL FIN III 3.375% DUE 10-01-2040 50249AAH6	9,000.000	8,728.33	96.9814	9,404.91	- 676.58	101.25	8,829.58	303.75
MARSH & MCLENNAN COS INC 2.25% DUE 11-15-2030/05-07-2020 REG 571748BN1	5,000.000	4,822.69	96.4538	4,957.30	- 134.61	23.75	4,846.44	112.50
MASTERCARD INC FIXED 3.3% DUE 03-26-2027 57636QAR5	55,000.000	58,221.26	105.8568	61,546.95	- 3,325.69	630.20	58,851.46	1,815.00
METLIFE INC 6.4% DUE 12-15-2066 59156RAP3	55,000.000	65,566.98	119.2127	37,346.45	28,220.53	449.77	66,016.75	3,520.00
MICROCHIP TECH INC FIXED 4.333% DUE 06-01-2023 595017AP9	25,000.000	25,840.52	103.3621	26,342.25	- 501.73	180.54	26,021.06	1,083.25
MICRON TECHNOLOGY INC 2.703% 04-15-2032 595112BS1	5,000.000	4,781.10	95.6220	5,000.00	- 218.90	33.78	4,814.88	135.15
MORGAN STANLEY FIXED 2.484% DUE 09-16-2036 61747YEF8	5,000.000	4,645.15	92.9030	5,000.00	- 354.85	46.57	4,691.72	124.20
MORGAN STANLEY FLTG RT 3.622% DUE 04-01-2031 6174468P7	10,000.000	10,571.07	105.7107	10,000.00	571.07	120.73	10,691.80	362.20
MORGAN STANLEY 2.475% DUE 01-21-2028 61747YEK7	5,000.000	4,991.52	99.8304	5,000.00	- 8.48	2.40	4,993.92	123.75

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
MORGAN STANLEY 2.511% 10-20-2032 61747YEH4	5,000.000	4,826.16	96.5232	5,000.00	- 173.84	35.57	4,861.73	125.55
MORGAN STANLEY 5% DUE 11-24-2025 6174467X1	20,000.000	21,919.49	109.5975	21,294.50	624.99	186.11	22,105.60	1,000.00
MPLX LP FIXED 4.125% DUE 03-01-2027 55336VAK6	25,000.000	26,610.70	106.4428	26,033.45	577.25	429.68	27,040.38	1,031.25
NEWMONT CORP FORMERLY NEWMONT GOLDCORP 2.25% DUE 10-01-2030 REG 651639AY2	5,000.000	4,712.61	94.2523	4,955.40	- 242.79	37.50	4,750.11	112.50
NEWMONT GOLDCORP FIXED 2.8% 10-01-2029 651639AX4	30,000.000	29,987.60	99.9587	29,925.89	61.71	279.99	30,267.59	840.00
NEXTERA ENERGY CAP HLDGS INC GTD DEB 3% 01-15-2052 65339KCA6	5,000.000	4,547.05	90.9410	4,989.05	- 442.00	20.00	4,567.05	150.00
NEXTERA ENERGY CAP HLDGS INC 2.25% DUE 06-01-2030/05-12-2020 REG 65339KBR0	10,000.000	9,619.50	96.1950	9,996.30	- 376.80	37.50	9,657.00	225.00
NRG ENERGY INC 4.45% DUE 06-15-2029 629377CL4	25,000.000	26,532.03	106.1281	25,834.10	697.93	142.15	26,674.18	1,112.50
OGLETHORPE PWR CORP 3.75% 08-01-2050 677050AQ9	45,000.000	46,357.16	103.0159	45,896.72	460.44	843.75	47,200.91	1,687.50

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
ORACLE CORP FIXED 2.95% DUE 04-01-2030 68389XBV6	25,000.000	24,508.57	98.0343	25,242.15	- 733.58	245.83	24,754.40	737.50
ORACLE CORP 3.25% DUE 05-15-2030 68389XBD6	20,000.000	20,035.99	100.1800	22,118.20	- 2,082.21	137.22	20,173.21	650.00
OTIS WORLDWIDE CORP 3.112% DUE 02-15-2040 BEO 68902VAL1	13,000.000	12,620.37	97.0797	13,960.09	- 1,339.72	186.54	12,806.91	404.56
PACKAGING CORP 3% DUE 12-15-2029 695156AU3	34,000.000	34,395.06	101.1620	34,103.36	291.70	130.33	34,525.39	1,020.00
PEPSICO INC 1.625% DUE 05-01-2030 713448EZ7	45,000.000	42,481.29	94.4029	45,437.05	- 2,955.76	182.81	42,664.10	731.25
PNC FINL SVCS 2.6% DUE 07-23-2026 693475AX3	40,000.000	41,157.89	102.8947	40,100.85	1,057.04	23.11	41,181.00	1,040.00
PRUDENTIAL FINL FIXED 4.35% DUE 02-25-2050 74432QCE3	12,000.000	14,046.32	117.0527	12,639.67	1,406.65	226.20	14,272.52	522.00
PRUDENTIAL FINL INC 3.7% DUE 03-13-2051 REG 74432QCF0	15,000.000	15,981.92	106.5461	14,897.70	1,084.22	212.74	16,194.66	555.00
PVTPL BROADCOM INC 3.137% DUE 11-15-2035 BEO 11135FBP5	2,000.000	1,895.77	94.7885	1,990.58	- 94.81	13.24	1,909.01	62.74

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
PVTPL BROADCOM INC 3.419% DUE 04-15-2033BEO 11135FBK6	3,000.000	2,988.26	99.6087	3,015.91	- 27.65	30.20	3,018.46	102.57
PVTPL BROADCOM INC 3.469% DUE 04-15-2034BEO 11135FBL4	3,000.000	2,971.56	99.0521	3,143.64	- 172.08	30.64	3,002.20	104.07
PVTPL BROOKLYN UNION GAS CO FIXED 3.865%03-04-2029 114259AT1	40,000.000	42,129.88	105.3247	43,202.20	- 1,072.32	631.28	42,761.16	1,546.00
PVTPL EQUITABLE FINL LIFE GLOBAL FDG SR SECD M 1.4% DUE 08-27-2027 REG 29449WAB3	45,000.000	42,869.18	95.2649	45,410.55	- 2,541.37	269.50	43,138.68	630.00
PVTPL GEORGIA-PAC LLC SR NT 144A 2.3% DUE 04-30-2030/04-30-2020 BEO 37331NAK7	10,000.000	9,816.71	98.1671	9,987.60	- 170.89	58.13	9,874.84	230.00
PVTPL JACKSON FINANCIAL INC 3.125% DUE 11-23-2031 BEO 46817MAK3	5,000.000	4,874.33	97.4867	4,984.65	- 110.32	29.51	4,903.84	156.25
PVTPL JACKSON FINANCIAL INC 4.0% DUE 11-23-2051 BEO 46817MAM9	5,000.000	4,750.97	95.0194	4,949.10	- 198.13	37.77	4,788.74	200.00
PVTPL NRG ENERGY INC 144A 3.75% 06-15-2024 629377CK6	5,000.000	5,129.25	102.5851	4,998.55	130.70	23.95	5,153.20	187.50
PVTPL QORVO INC 3.375% DUE 04-01-2031 BEO 74736KAJ0	10,000.000	9,741.50	97.4150	10,381.25	- 639.75	112.50	9,854.00	337.50

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
ROYALTY PHARMA PLC SR NT 1.75% 09-02-2027 78081BAJ2	35,000.000	33,323.26	95.2093	35,301.32	- 1,978.06	253.50	33,576.76	612.50
SABINE PASS 5.625% DUE 03-01-2025 785592AM8	25,000.000	27,303.17	109.2127	26,501.79	801.38	585.93	27,889.10	1,406.25
SAN DIEGO GAS & FIXED 3.32% DUE 04-15-2050 797440BY9	5,000.000	5,003.04	100.0608	4,993.35	9.69	48.87	5,051.91	166.00
SCHLUMBERGER INVT FIXED 2.65% DUE 06-26-2030 806854AJ4	55,000.000	54,541.87	99.1670	55,549.60	- 1,007.73	141.70	54,683.57	1,457.50
SOUTHERN CALIF EDISON CO 4.875% 03-01-2049 842400GR8	10,000.000	11,322.33	113.2233	10,746.30	576.03	203.12	11,525.45	487.50
SOUTHN CAL EDISON 4% DUE 04-01-2047 842400GG2	5,000.000	5,205.62	104.1123	5,199.40	6.22	66.66	5,272.28	200.00
SOUTHWESTERN ELEC PWR CO 4.1% 09-15-2028 845437BR2	30,000.000	32,348.47	107.8282	30,438.30	1,910.17	464.66	32,813.13	1,230.00
STRYKER CORP FIXED 1.95% DUE 06-15-2030 863667AY7	20,000.000	18,885.78	94.4289	19,977.60	- 1,091.82	49.83	18,935.61	390.00
SVB FINANCIAL GROUP 1.8% DUE 10-28-2026 BEO 78486QAL5	5,000.000	4,902.05	98.0410	4,993.80	- 91.75	23.25	4,925.30	90.00

◆

Asset Detail

Fixed Income

Corporate bonds

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
SVB FINL GROUP DEP SHS REPSTG 1/100TH NON 4% 12-31-2040 78486QAJ0	15,000.000	14,579.55	97.1970	15,537.50	- 957.95	126.66	14,706.21	600.00
T-MOBILE USA INC SR SECD NT 144A 3.4% 10-15-2052 87264ACM5	10,000.000	9,201.20	92.0120	9,989.80	- 788.60	158.66	9,359.86	340.00
T-MOBILE USA INC 2.55% 02-15-2031 87264ACB9	10,000.000	9,523.06	95.2306	9,869 70	- 346.64	117.58	9,640.64	255.00
TARGET CORP FIXED 2.35% DUE 02-15-2030 87612EBJ4	20,000.000	19,852.95	99 2648	20,930.80	- 1,077.85	216.72	20,069.67	470.00
TARGET CORP 3.5 DUE 07-01-2024 REG 87612EBD7	30,000.000	31,399.38	104.6646	32,114.70	- 715.32	87.50	31,486.88	1,050.00
TEXAS INSTRS INC 1.75% DUE 05-04-2030 882508BJ2	15,000.000	14,302.45	95.3497	14,983.50	- 681.05	63.43	14,365.88	262.50
U S BANCORP 2.491% 11-03-2036 91159HJB7	5,000.000	4,800.25	96.0050	5,000.00	- 199.75	30.44	4,830.69	124.55
U S BANCORP MEDIUM FIXED 1.45% 05-12-2025 91159HHZ6	25,000.000	24,708.77	98.8351	24,971.25	- 262.48	79.54	24,788.31	362.50
U S BANCORP MEDIUM FIXED 3.6% DUE 09-11-2024 91159HHK9	35,000.000	36,670.93	104.7741	35,690.09	980.84	490.00	37,160.93	1,260.00

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Corporate bonds								
U S BANCORP MEDIUM TERM NTS- BOOK TRANCHE # TR 00195 2.215% 01-27-2028 91159HJC5	5,000.000	4,992.09	99.8417	5,000.00	- 7.91	1.23	4,993.32	110.75
U S BANCORP MEDIUM TERM NTS- BOOK TRANCHE # TR 00186 2.677% 01-27-2033 91159HJD3	5,000.000	5,020.43	100.4086	5,000.00	20.43	1.48	5,021.91	133.85
US BANCORP DEL DEPOS SHS REPSTG 1/25TH PFD 3.7% 12-31-2049 902973BC9	5,000.000	4,805.00	96.1000	5,000.00	- 195.00	8.22	4,813.22	185.00
VERIZON COMMUNICATIONS INC 3.15% DUE 03-22-2030 92343VFE9	5,000.000	5,143.74	102.8749	4,984.65	159.09	56.43	5,200.17	157.50
VERIZON 4.5% DUE 08-10-2033 92343VEA8	30,000.000	33,912.08	113.0403	33,825.98	86.10	641.25	34,553.33	1,350.00
WELLS FARGO & CO MEDIUM TERM SR NTS 3.068% DUE 04-30-2041 95000U2Q5	5,000.000	4,822.85	96.4570	5,000.00	- 177.15	38.77	4,861.62	153.40
WESTLAKE CHEM CORP 3.125% DUE 08-15-2051BEO 960413AZ5	27,000.000	24,305.47	90.0203	25,756.16	- 1,450.69	379.68	24,685.15	843.75
Total corporate bonds		**2,578,317.20**		**2,587,794.55**	**- 9,477.35**	**21,615.63**	**2,599,932.83**	**82,138.52**
Government mortgage backed securities								
FED HOME LN MTG 2.5% DUE 02-01-2051 3132DVLR4	17,631.430	17,707.83	100.4333	18,435.88	- 728.05	36.73	17,744.56	440.79

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FED HOME LN MTG 3% DUE 03-01-2035 3132CWKJ2	22,363.780	23,208.62	103.7777	23,943.23	- 734.61	55.90	23,264.52	670.91
FEDERAL HOME LN MTG CORP POOL #C03825 4.5% 03-01-2042 BEO 31292LHA6	4,555.590	4,997.28	109.6955	4,892.26	105.02	17.08	5,014.36	205.00
FEDERAL HOME LN MTG CORP POOL #G61592 3%08-01-2048 BEO 31335BXV3	18,171.790	18,759.61	103.2348	17,285.89	1,473.72	45.42	18,805.03	545.15
FEDERAL HOME LN MTG CORP POOL #G61748 3.5% 11-01-2048 BEO 31335B5H5	70,516.520	74,625.30	105.8267	70,805.75	3,819.55	205.67	74,830.97	2,468.08
FEDERAL HOME LN MTG CORP POOL #RA5663 3%DUE 08-01-2051 REG 3133KMJG1	10,402.820	10,704.24	102.8975	11,098.51	- 394.27	26.00	10,730.24	312.08
FEDERAL HOME LN MTG CORP 3.5% 10-01-2051 3132DMZE8	96,171.550	100,444.78	104.4433	100,935.05	- 490.27	280.50	100,725.28	3,366.00
FEDERAL HOME LOAN MORTGAGE CORP 2.5% 06-01-2041 3133KYVG1	35,926.340	36,538.21	101.7031	37,462.14	- 923.93	74.84	36,613.05	898.16
FEDERAL HOME LOAN MORTGAGE CORP 2% 03-01-2041 3133KYU64	21,540.160	21,390.51	99.3053	22,088.75	- 698.24	35.90	21,426.41	430.80
FEDERAL HOME LOAN MORTGAGE CORP 2% 04-01-2041 3133KYU98	19,285.260	19,175.16	99.4291	19,773.42	- 598.26	32.14	19,207.30	385.71

◆

Asset Detail

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FEDERAL HOME LOAN MORTGAGE CORP 2% 12-01-2035 3132CWQB3	30,047.960	30,225.01	100.5892	31,315.59	- 1,090.58	50.07	30,275.08	600.96
FEDERAL NATIONAL MORTGAGE ASSOC 2.5% 11-01-2050 3133KKMZ9	15,863.050	15,863.71	100.0041	16,409.59	- 545.88	33.04	15,896.75	396.58
FHLMC GOLD G60711 4.5 07-01-2045 31335AYG7	10,038.540	11,009.83	109.6756	11,051.82	- 41.99	37.64	11,047.47	451.73
FHLMC GOLD G60765 3 11-01-2046 31335AZ68	50,784.270	52,636.30	103.6469	53,513.94	- 877.64	126.96	52,763.26	1,523.53
FHLMC POOL # ZA6531 4.5% 03-01-2049 31329QHG9	1,449.890	1,553.94	107.1766	1,556.61	- 2.67	5.43	1,559.37	65.25
FHLMC POOL #SD0593 3.0% 05-01-2051 3132DMUS2	35,386.650	36,786.82	103.9568	38,007.49	- 1,220.67	88.46	36,875.28	1,061.60
FHLMC POOL#SD7506 4.0% 09-01-2049 3132DVKT1	22,528.760	24,332.15	108.0049	24,068.80	263.35	75.09	24,407.24	901.15
FNMA POOL #AB2894 4.5% 06-01-2040 BEO 31416YGC6	1,996.810	2,197.23	110.0371	2,207.73	- 10.50	7.48	2,204.71	89.86
FNMA POOL #AB2959 4.5% 07-01-2040 BEO 31416YJD1	1,209.700	1,274.70	105.3732	1,327.65	- 52.95	4.53	1,279.23	54.44

◆

Asset Detail

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FNMA POOL #AS7728 3% DUE 08-01-2046 BEO 3138WHSS2	26,023.440	26,880.39	103.6773	25,929.92	1,050.47	65.05	27,045.44	780.70
FNMA POOL #AS7838 3% DUE 08-01-2046 BEO 3138WHV82	31,422.810	32,565.96	103.6380	31,717.39	848.57	78.55	32,644.51	942.68
FNMA POOL #BJ2485 3% 12-01-2037 BEO 3140H3XP6	7,921.230	8,193.54	103.4377	7,944.87	248.67	19.80	8,213.34	237.64
FNMA POOL #BM3196 5.5% 05-01-2044 BEO 3140J7RS6	17,437.580	19,710.18	113.0328	19,507.96	202.22	79.92	19,790.10	959.07
FNMA POOL #BM4775 6% 01-01-2042 BEO 3140J9JV4	6,663.200	7,660.17	114.9623	7,325.34	334.83	33.31	7,693.48	399.79
FNMA POOL #BM5102 5% 12-01-2048 BEO 3140J9U41	17,908.130	19,692.18	109.9623	18,912.66	779.52	74.61	19,766.79	895.41
FNMA POOL #BN3927 4.5% 01-01-2049 3140JLLH5	14,327.330	15,670.21	109.3729	15,442.18	228.03	53.72	15,723.93	644.73
FNMA POOL #BR4694 2% DUE 03-01-2051 REG 3140L3GC9	20,435.390	19,957.75	97.6627	20,967.02	- 1,009.27	34.05	19,991.80	408.71
FNMA POOL #CA4804 3.5% DUE 12-01-2049 3140QCKS4	49,815.720	52,624.04	105.6374	52,228.67	395.37	145.29	52,769.33	1,743.55

◆

Asset Detail

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FNMA POOL #CB1131 2.5% DUE 07-01-2051 3140QLHH2	62,146.560	62,097.09	99.9204	64,654.28	- 2,557.19	129.47	62,226.56	1,553.66
FNMA POOL #CB1381 2.5% 08-01-2051 3140QLRB4	18,539.220	18,596.99	100.3116	19,448.81	- 851.82	38.62	18,635.61	463.48
FNMA POOL #FM1568 4.5% 05-01-2046 BEO 3140X4W69	24,774.540	27,140.11	109.5484	26,880.38	259.73	92.90	27,233.01	1,114.85
FNMA POOL #FM1569 4.5% 04-01-2048 BEO 3140X4W77	102,673.570	112,476.33	109.5475	111,593.34	882.99	385.02	112,861.35	4,620.31
FNMA POOL #FM4545 2.5% 10-01-2050 BEO 3140X8BP1	58,781.630	59,187.51	100.6905	63,202.14	- 4,014.63	122.46	59,309.97	1,469.54
FNMA POOL #FM5301 2% 12-01-2050 BEO 3140X83K1	35,382.050	34,589.24	97.7593	36,283.20	- 1,693.96	58.97	34,648.21	707.64
FNMA POOL #FM5644 2% 02-01-2051 BEO 3140X9HW8	12,420.860	12,130.12	97.6593	12,861.41	- 731.29	20.70	12,150.82	248.42
FNMA POOL #FM6085 2% 03-01-2036 BEO 3140X9XP5	5,292.380	5,323.75	100.5928	5,509.87	- 186.12	8.82	5,332.57	105.85
FNMA POOL #FM6118 3% 08-01-2050 BEO 3140X9YQ2	23,898.660	24,436.86	102.2520	25,284.04	- 847.18	59.74	24,496.60	716.96

◆

Asset Detail

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FNMA POOL #FM7120 3.5% 07-01-2047 BEO 3140XA4E9	66,379.170	70,531.93	106.2561	71,689.51	- 1,157.58	193.60	70,725.53	2,323.27
FNMA POOL #FM8056 3% 07-01-2051 BEO 3140XB5S5	16,159.330	16,669.34	103.1561	17,343.51	- 674.17	40.39	16,709.73	484.78
FNMA POOL #FM8438 2.5% 08-01-2051 BEO 3140XCLU0	74,454.640	74,623.08	100.2262	77,828.37	- 3,205.29	155.11	74,778.19	1,861.37
FNMA POOL #FM9894 2.5% 12-01-2051 BEO 3140XD7G5	53,654.880	53,612.17	99.9204	55,029.79	- 1,417.62	111.78	53,723.95	1,341.37
FNMA POOL #MA4182 2% 11-01-2050 BEO 31418DUG5	65,911.090	64,438.05	97.7651	68,277.19	- 3,839.14	109.85	64,547.90	1,318.22
FNMA POOL #MA4237 2% DUE 01-01-2051 BEO 31418DV74	12,342.090	12,065.64	97.7601	12,710.91	- 645.27	20.57	12,086.21	246.84
FNMA POOL #MA4281 2% 03-01-2051 BEO 31418DXK3	19,106.940	18,672.61	97.7268	19,539.08	- 866.47	31.84	18,704.45	382.14
FNMA POOL #MA4287 2% 03-01-2041 BEO 31418DXR8	18,948.440	18,840.29	99.4293	19,452.19	- 611.90	31.58	18,871.87	378.97
FNMA POOL #MA4311 2% 04-01-2041 BEO 31418DYH9	8,299.790	8,212.98	98.9541	8,509.88	- 296.90	13.83	8,226.81	166.00

◆

Asset Detail

Fixed Income

Government mortgage backed securities

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
FNMA POOL #890362 4.5 DUE 08-01-2041 REG 31410LFB3	2,676.480	2,951.12	110.2612	2,976.74	- 25.62	10.03	2,961.15	120.44
FREDDIE MAC FR QC7453 2% 09-01-2051 3133ASH63	20,485.860	19,996.66	97.6120	20,812.35	- 815.69	34.14	20,030.80	409.72
GNMA POOL #AR8429 5.5% 05-20-2037 BEO 36193FLJ4	399.260	452.24	113.2697	438.82	13.42	1.82	454.06	21.96
GNMA POOL #MA4133 6.5% 06-20-2039 BEO 36179SSW8	1,346.270	1,558.32	115.7508	1,515.82	42.50	7.29	1,565.61	87.51
GNMA POOL #785600 3% 08-15-2045 BEO 3622ABDD1	22,163.590	22,993.52	103.7446	23,458.78	- 465.26	55.40	23,048.92	664.91
Total government mortgage backed securities		**1,448,081.60**		**1,471,456.52**	**- 23,374.92**	**3,557.11**	**1,451,638.71**	**42,688.23**

Commercial mortgage-backed

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
CMO COMM 2014-CCRE20 MTG SER 2014-CR20 CL A-M 3.938 DUE 11-10-2047 REG 12592LBL5	10,000.000	10,332.60	103.3260	10,299.72	32.88	32.81	10,365.41	393.80
CMO GS MTG SECS SR 2019-GC42 CL A-4 2.741% 09-01-2052 36257UAL1	10,000.000	10,334.52	103.3452	10,299.92	34.60	25.00	10,359.52	300.05
CMO GS MTG SECS TR 2019-GC39 3.567% DUE 05-10-2052 REG 36260JAD9	10,000.000	10,689.42	106.8942	10,299.43	389.99	29.72	10,719.14	356.70

◆

Asset Detail

Fixed Income

Commercial mortgage-backed

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
J P MORGAN CHASE 3.4986% DUE 04-15-2046 46639YAV9	10,000.000	10,079.02	100.7902	9,981.25	97.77	29.15	10,108.17	349.86
PVTPL CMO FREMF MTG TR VAR RT DUE 08-25-2045 BEO 30290UAJ8	10,000.000	10,131.41	101.3141	10,177.34	- 45.93	30.66	10,162.07	367.93
1CMO BENCHMARK MORTGAGE TRUST SER 20-B21 CL A5 2.014% DUE 12-15-2053 BEO 08163LAG4	10,000.000	9,521.72	95.2172	10,299.98	- 778.26	16.47	9,538.19	197.75
Total commercial mortgage-backed		**61,088.69**		**61,357.64**	**- 268.95**	**163.81**	**61,252.50**	**1,966.09**
Total fixed income		**7,182,326.35**		**7,235,225.50**	**- 52,899.15**	**31,883.22**	**7,214,209.57**	**170,311.59**

Cash and Cash Equivalents

Funds - short term investment

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
USD - COLTV SHORT TERM INVT FD 195998AD1		302,613.02		302,613.02	0.00	4.28	302,617.30	62.88
Total funds - short term investment		**302,613.02**		**302,613.02**	**0.00**	**4.28**	**302,617.30**	**62.88**
Total cash and cash equivalents		**302,613.02**		**302,613.02**	**0.00**	**4.28**	**302,617.30**	**62.88**

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Adjustments To Cash								
Pending trade purchases								
United States dollar		- 760,642.43		- 760,642.43	0.00	0.00	- 760,642.43	0.00
Total pending trade purchases		**- 760,642.43**		**- 760,642.43**	**0.00**	**0.00**	**- 760,642.43**	**0.00**
Pending trade sales								
United States dollar		762,454.83		762,454.83	0.00	0.00	762,454.83	0.00
Total pending trade sales		**762,454.83**		**762,454.83**	**0.00**	**0.00**	**762,454.83**	**0.00**
Total adjustments to cash		**1,812.40**		**1,812.40**	**0.00**	**0.00**	**1,812.40**	**0.00**
Total		**7,486,751.77**		**7,539,650.92**	**- 52,899.15**	**31,887.50**	**7,518,639.27**	**170,374.47**

+ + Informational Only Asset - an asset that is not held in the account but that is included in Northern Trust's reports at the client's request solely as a matter of convenience to the client. Custodial and other responsibilities for this asset rest solely with the client or another custodian. Northern Trust has no custodial or other responsibilities for this asset, and the asset is not an asset of any Northern Trust account for purposes of the applicable account agreement.

◆ Income & Expense Summary

Type	Receivables last period	Receivables this period	Amount received	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Earned income
Income								
Fixed income								
Government bonds	4,302.77	6,160.74	1,310.72	0.00	0.00	0.00	0.00	3,168.69
Municipal/provincial bonds	237.50	385.93	0.00	0.00	0.00	0.00	0.00	148.43
Corporate bonds	18,292.41	21,615.63	3,532.11	0.00	0.00	0.00	0.00	6,855.33
Government mortgage backed securities	3,786.32	3,557.11	3,885.40	0.00	0.00	0.00	0.00	3,656.19
Commercial mortgage-backed	163.81	163.81	163.85	0.00	0.00	0.00	0.00	163.85
Total fixed income	**26,782.81**	**31,883.22**	**8,892.08**	**0.00**	**0.00**	**0.00**	**0.00**	**13,992.49**
Cash and cash equivalents								
Funds - short term investment	2.18	4.28	45.00	0.00	0.00	0.00	0.00	47.10
Total cash and cash equivalents	**2.18**	**4.28**	**45.00**	**0.00**	**0.00**	**0.00**	**0.00**	**47.10**
Securities lending								
	0.00	0.00	574.14	0.00	0.00	0.00	0.00	574.14
Total securities lending	**0.00**	**0.00**	**574.14**	**0.00**	**0.00**	**0.00**	**0.00**	**574.14**
Total income	**26,784.99**	**31,887.50**	**9,511.22**	**0.00**	**0.00**	**0.00**	**0.00**	**14,613.73**

Type	Payables last period	Payables this period	Amount paid	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Expenses recognized
Expense								
Cash and cash equivalents								
Funds - short term investment	0.00	0.00	- 42.82	0.00	0.00	0.00	0.00	- 42.82
Total cash and cash equivalents	**0.00**	**0.00**	**- 42.82**	**0.00**	**0.00**	**0.00**	**0.00**	**- 42.82**

◆ Income & Expense Summary

Type	Payables last period	Payables this period	Amount paid	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Expenses recognized
Expense								
Expenses								
Securities lending fees	0.00	0.00	- 228.74	0.00	0.00	0.00	0.00	- 228.74
Total expenses	**0.00**	**0.00**	**- 228.74**	**0.00**	**0.00**	**0.00**	**0.00**	**- 228.74**
Total expense	**0.00**	**0.00**	**- 271.56**	**0.00**	**0.00**	**0.00**	**0.00**	**- 271.56**
Net income & expenses	**26,784.99**	**31,887.50**	**9,239.66**	**0.00**	**0.00**	**0.00**	**0.00**	**14,342.17**

◆ Funding & Disbursement Summary

					Transaction amount		Realized gain/loss	
Transaction type	Receipts	Disbursements	Accruals	Market value	Cost	Cost on gain/loss	Market Translation	Total

NO DATA TO REPORT

◆

Investment Transaction Summary

	Transaction Amount				Realized Gain/Loss		
Asset Type	Principal	Accrued Interest	Adjustment Amt	Cost	Market	Translation	Total
Principal Paydowns							
Fixed Income							
Government mortgage backed securities	29,494.59	0.00	0.00	-30,982.27	-1,487.68	0.00	-1,487.68
Total fixed income	29,494.59	0.00	0.00	-30,982.27	-1,487.68	0.00	-1,487.68
Total principal paydowns	29,494.59	0.00	0.00	-30,982.27	-1,487.68	0.00	-1,487.68
Purchases							
Fixed Income							
Government bonds	-2,167,567.77	-668.19	0.00	2,167,567.77	0.00	0.00	0.00
Corporate bonds	-47,263.06	-53.24	0.00	47,263.06	0.00	0.00	0.00
Government mortgage backed securities	-283,235.99	-337.83	0.00	283,235.99	0.00	0.00	0.00
Total fixed income	-2,498,066.82	-1,059.26	0.00	2,498,066.82	0.00	0.00	0.00
Total purchases	-2,498,066.82	-1,059.26	0.00	2,498,066.82	0.00	0.00	0.00
Sales							
Fixed Income							
Government bonds	2,046,723.64	1,978.91	0.00	-2,070,191.22	-23,467.58	0.00	-23,467.58
Corporate bonds	94,020.36	714.17	0.00	-92,248.21	1,772.15	0.00	1,772.15
Government mortgage backed securities	386,735.87	436.61	0.00	-395,733.54	-8,997.67	0.00	-8,997.67
Total fixed income	2,527,479.87	3,129.69	0.00	-2,558,172.97	-30,693.10	0.00	-30,693.10
Total sales	2,527,479.87	3,129.69	0.00	-2,558,172.97	-30,693.10	0.00	-30,693.10
Total	**58,907.64**	**2,070.43**	**0.00**	**-91,088.42**	**-32,180.78**	**0.00**	**-32,180.78**

◆ Transaction Detail by Security

Fixed Income

Government bonds

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
91282CDV0	**CUS#**	**UNITED STATES OF AMER TREAS NOTES .875% DUE 01-31-2024 BEO**				
		OPENING BALANCE		0.000	0.00	
01-26 / 01-31		PURCHASED 335,000.00 PAR 01-26-22 AT A PRICE OF $99.687500 PLUS ACCRUED INTEREST PAID	- 333,953.13	335,000.000	333,953.13	0.00
		CLOSING BALANCE		335,000.000	333,953.13	
91282CDS7	**CUS#**	**UNITED STATES OF AMER TREAS NOTES DTD 01/15/2022 1.125% 01-15-2025**				
		OPENING BALANCE		0.000	0.00	
01-14 / 01-18		PURCHASED 515,000.00 PAR 01-14-22 AT A PRICE OF $99.593750 PLUS ACCRUED INTEREST PAID	- 512,907.81	515,000.000	512,907.81	0.00
01-14 / 01-18		PURCHASED 515,000.00 PAR 01-14-22 AT A PRICE OF $99.593750 PLUS ACCRUED INTEREST PAID	- 48.01	0.000	0.00	0.00
01-18 / 01-19		PURCHASED 105,000.00 PAR 01-18-22 AT A PRICE OF $99.371093 PLUS ACCRUED INTEREST PAID	- 104,339.65	105,000.000	104,339.65	0.00
01-18 / 01-19		PURCHASED 270,000.00 PAR 01-18-22 AT A PRICE OF $99.343750 PLUS ACCRUED INTEREST PAID	- 268,228.13	270,000.000	268,228.13	0.00
01-18 / 01-19		PURCHASED 105,000.00 PAR 01-18-22 AT A PRICE OF $99.371093 PLUS ACCRUED INTEREST PAID	- 13.05	0.000	0.00	0.00
01-18 / 01-19		PURCHASED 270,000.00 PAR 01-18-22 AT A PRICE OF $99.343750 PLUS ACCRUED INTEREST PAID	- 33.56	0.000	0.00	0.00
		CLOSING BALANCE		890,000.000	885,475.59	
912810TB4	**CUS#**	**UNITED STATES TREAS BDS 1.875% 11-15-2051**				
		OPENING BALANCE		45,000.000	45,450.00	
01-10 / 01-11		PURCHASED 35,000.00 PAR 01-10-22 AT A PRICE OF $94.656250 PLUS ACCRUED INTEREST PAID	- 33,129.69	35,000.000	33,129.69	0.00
01-10 / 01-11		PURCHASED 35,000.00 PAR 01-10-22 AT A PRICE OF $94.656250 PLUS ACCRUED INTEREST PAID	- 103.33	0.000	0.00	0.00
		CLOSING BALANCE		80,000.000	78,579.69	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
912810TC2	**CUS#**	**UNITED STATES TREAS BDS 2% 11-15-2041**				
		OPENING BALANCE		20,000.000	20,480.47	
01-05 / 01-07		PURCHASED 5,000.00 PAR 01-05-22 AT A PRICE OF $98.531250 PLUS ACCRUED INTEREST PAID	- 4,926.56	5,000.000	4,926.56	0.00
01-05 / 01-07		PURCHASED 5,000.00 PAR 01-05-22 AT A PRICE OF $98.531250 PLUS ACCRUED INTEREST PAID	- 14.64	0.000	0.00	0.00
		CLOSING BALANCE		25,000.000	25,407.03	
91282CDQ1	**CUS#**	**UNITED STATES TREAS NTS 1.125% DUE 12-31-2026**				
		OPENING BALANCE		785,000.000	785,000.00	
01-19 / 01-20		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $98.175781 PLUS ACCRUED INTEREST RECEIVED	4,908.79	- 5,000.000	- 5,000.00	- 91.21
01-19 / 01-20		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $98.175781 PLUS ACCRUED INTEREST RECEIVED	3.45	0.000	0.00	0.00
01-21 / 01-24		SOLD 5,000.00 PAR 01-21-22 AT A PRICE OF $98.437500 PLUS ACCRUED INTEREST RECEIVED	4,921.88	- 5,000.000	- 5,000.00	- 78.12
01-21 / 01-24		SOLD 5,000.00 PAR 01-21-22 AT A PRICE OF $98.437500 PLUS ACCRUED INTEREST RECEIVED	4.14	0.000	0.00	0.00
01-31 / 02-01		SOLD 470,000.00 PAR 01-31-22 AT A PRICE OF $98.258900 PLUS ACCRUED INTEREST RECEIVED	461,816.83	- 470,000.000	- 470,000.00	- 8,183.17
01-31 / 02-01		SOLD 305,000.00 PAR 01-31-22 AT A PRICE OF $98.289062 PLUS ACCRUED INTEREST RECEIVED	299,781.64	- 305,000.000	- 305,000.00	- 5,218.36
01-31 / 02-01		SOLD 470,000.00 PAR 01-31-22 AT A PRICE OF $98.258900 PLUS ACCRUED INTEREST RECEIVED	519.34	0.000	0.00	0.00
01-31 / 02-01		SOLD 305,000.00 PAR 01-31-22 AT A PRICE OF $98.289062 PLUS ACCRUED INTEREST RECEIVED	337.02	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
91282CDN8	**CUS#**	**UNITED STATES TREAS NTS .875% 12-15-2024**				
		OPENING BALANCE		915,000.000	915,483.40	
01-14 / 01-18		SOLD 530,000.00 PAR 01-14-22 AT A PRICE OF $99.305000 PLUS ACCRUED INTEREST RECEIVED	526,316.50	- 530,000.000	- 530,280.00	- 3,963.50

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
01-14 / 01-18		SOLD 530,000.00 PAR 01-14-22 AT A PRICE OF $99.305000 PLUS ACCRUED INTEREST RECEIVED	495.05	0.000	0.00	0.00
01-18 / 01-19		SOLD 105,000.00 PAR 01-18-22 AT A PRICE OF $99.089203 PLUS ACCRUED INTEREST RECEIVED	104,043.66	- 105,000.000	- 105,055.47	- 1,011.81
01-18 / 01-19		SOLD 280,000.00 PAR 01-18-22 AT A PRICE OF $99.061000 PLUS ACCRUED INTEREST RECEIVED	277,370.80	- 280,000.000	- 280,147.93	- 2,777.13
01-18 / 01-19		SOLD 105,000.00 PAR 01-18-22 AT A PRICE OF $99.089203 PLUS ACCRUED INTEREST RECEIVED	100.96	0.000	0.00	0.00
01-18 / 01-19		SOLD 280,000.00 PAR 01-18-22 AT A PRICE OF $99.061000 PLUS ACCRUED INTEREST RECEIVED	269.23	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
91282CDR9	**CUS#**	**UNITED STATES TREAS NTS UNITED STATES TREAS NTS .75% DUE 12-31-2023 REG**				
		OPENING BALANCE		350,000.000	350,000.00	
01-26 / 01-27		SOLD 350,000.00 PAR 01-26-22 AT A PRICE OF $99.519998 PLUS ACCRUED INTEREST RECEIVED	348,319.99	- 350,000.000	- 350,000.00	- 1,680.01
01-26 / 01-27		SOLD 350,000.00 PAR 01-26-22 AT A PRICE OF $99.519998 PLUS ACCRUED INTEREST RECEIVED	195.79	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
91282CDJ7	**CUS#**	**UNITED STATES TREAS NTS 1.375% 11-15-2031**				
		OPENING BALANCE		125,000.000	122,773.44	
01-18 / 01-20		SOLD 10,000.00 PAR 01-18-22 AT A PRICE OF $95.527343 PLUS ACCRUED INTEREST RECEIVED	9,552.73	- 10,000.000	- 9,821.88	- 269.15
01-18 / 01-20		SOLD 10,000.00 PAR 01-18-22 AT A PRICE OF $95.527343 PLUS ACCRUED INTEREST RECEIVED	25.07	0.000	0.00	0.00
01-21 / 01-24		SOLD 5,000.00 PAR 01-21-22 AT A PRICE OF $96.398437 PLUS ACCRUED INTEREST RECEIVED	4,819.92	- 5,000.000	- 4,910.94	- 91.02
01-21 / 01-24		SOLD 5,000.00 PAR 01-21-22 AT A PRICE OF $96.398437 PLUS ACCRUED INTEREST RECEIVED	13.29	0.000	0.00	0.00
01-24 / 01-26		PURCHASED 155,000.00 PAR 01-24-22 AT A PRICE OF $96.433593 PLUS ACCRUED INTEREST PAID	- 149,472.07	155,000.000	149,472.07	0.00

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-24 / 01-26		PURCHASED 155,000.00 PAR 01-24-22 AT A PRICE OF $96.433593 PLUS ACCRUED INTEREST PAID	- 423.90	0.000	0.00	0.00
		CLOSING BALANCE		265,000.000	257,512.69	
91282CDF5	**CUS#**	**UNITED STATES TREAS NTS 1.5% DUE 10-31-2028 REG**				
		OPENING BALANCE		345,000.000	343,275.00	
01-20 / 01-21		SOLD 5,000.00 PAR 01-20-22 AT A PRICE OF $97.417968 PLUS ACCRUED INTEREST RECEIVED	4,870.90	- 5,000.000	- 4,975.00	- 104.10
01-20 / 01-21		SOLD 5,000.00 PAR 01-20-22 AT A PRICE OF $97.417968 PLUS ACCRUED INTEREST RECEIVED	15.57	0.000	0.00	0.00
		CLOSING BALANCE		340,000.000	338,300.00	
912828Z78	**CUS#**	**UTD STATES TREAS NTS 1.5 NTS 31/01/2027 USD 'G-2027' 1.5 DUE 01-31-2027 REG**				
		OPENING BALANCE		0.000	0.00	
01-31 / 02-01		PURCHASED 300,000.00 PAR 01-31-22 AT A PRICE OF $99.445113 PLUS ACCRUED INTEREST PAID	- 298,335.34	300,000.000	298,335.34	0.00
01-31 / 02-01		PURCHASED 465,000.00 PAR 01-31-22 AT A PRICE OF $99.414062 PLUS ACCRUED INTEREST PAID	- 462,275.39	465,000.000	462,275.39	0.00
01-31 / 02-01		PURCHASED 300,000.00 PAR 01-31-22 AT A PRICE OF $99.445113 PLUS ACCRUED INTEREST PAID	- 12.43	0.000	0.00	0.00
01-31 / 02-01		PURCHASED 465,000.00 PAR 01-31-22 AT A PRICE OF $99.414062 PLUS ACCRUED INTEREST PAID	- 19.27	0.000	0.00	0.00
		CLOSING BALANCE		765,000.000	760,610.73	
Corporate bonds						
00108WAK6	**CUS#**	**AEP TEX INC 3.45% DUE 01-15-2050**				
		OPENING BALANCE		5,000.000	4,976.60	
01-18 / 01-18		Interest Received on 5,000.00 Par Payment Due 01/15/22	86.25	0.000	0.00	0.00
		CLOSING BALANCE		5,000.000	4,976.60	
031162CZ1	**CUS#**	**AMGEN INC 2.0% DUE 01-15-2032 BEO**				
		OPENING BALANCE		5,000.000	4,966.40	
01-18 / 01-18		Interest Received on 5,000.00 Par First Payment	43.33	0.000	0.00	0.00

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-19 / 01-21		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $93.303000 PLUS ACCRUED INTEREST RECEIVED	4,665.15	- 5,000.000	- 4,966.40	- 301.25
01-19 / 01-21		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $93.303000 PLUS ACCRUED INTEREST RECEIVED	1.67	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
12513GBH1	**CUS#**	**CDW LLC/CDW FIN CORP 3.276% 12-01-2028**				
		OPENING BALANCE		0.000	0.00	
01-06 / 01-10		PURCHASED 15,000.00 PAR 01-06-22 AT A PRICE OF $101.720000 PLUS ACCRUED INTEREST PAID	- 15,258.00	15,000.000	15,258.00	0.00
01-06 / 01-10		PURCHASED 15,000.00 PAR 01-06-22 AT A PRICE OF $101.720000 PLUS ACCRUED INTEREST PAID	- 53.24	0.000	0.00	0.00
		CLOSING BALANCE		15,000.000	15,258.00	
12513GBJ7	**CUS#**	**CDW LLC/CDW FIN FIXED 3.569% DUE 12-01-2031**				
		OPENING BALANCE		15,000.000	15,487.80	
01-06 / 01-10		SOLD 15,000.00 PAR 01-06-22 AT A PRICE OF $102.721000 PLUS ACCRUED INTEREST RECEIVED	15,408.15	- 15,000.000	- 15,487.80	- 79.65
01-06 / 01-10		SOLD 15,000.00 PAR 01-06-22 AT A PRICE OF $102.721000 PLUS ACCRUED INTEREST RECEIVED	58.00	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
161175AY0	**CUS#**	**CHARTER 4.908% DUE 07-23-2025**				
		OPENING BALANCE		25,000.000	27,470.20	
01-24 / 01-24		Interest Received on 25,000.00 Par Payment Due 01/23/22	613.50	0.000	0.00	0.00
		CLOSING BALANCE		25,000.000	27,470.20	
17327CAQ6	**CUS#**	**CITIGROUP INC SR NT FIXED/FLTG 3.057% 01-25-2033**				
		OPENING BALANCE		0.000	0.00	
01-18 / 01-25		PURCHASED 5,000.00 PAR 01-18-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
172967NE7	**CUS#**	**CITIGROUP INC 2.52% 11-03-2032**				
		OPENING BALANCE		5,000.000	5,000.00	
01-18 / 01-20		SOLD 3,000.00 PAR 01-18-22 AT A PRICE OF $95.812000 PLUS ACCRUED INTEREST RECEIVED	2,874.36	- 3,000.000	- 3,000.00	- 125.64
01-18 / 01-20		SOLD 2,000.00 PAR 01-18-22 AT A PRICE OF $95.930000 PLUS ACCRUED INTEREST RECEIVED	1,918.60	- 2,000.000	- 2,000.00	- 81.40
01-18 / 01-20		SOLD 3,000.00 PAR 01-18-22 AT A PRICE OF $95.812000 PLUS ACCRUED INTEREST RECEIVED	16.17	0.000	0.00	0.00
01-18 / 01-20		SOLD 2,000.00 PAR 01-18-22 AT A PRICE OF $95.930000 PLUS ACCRUED INTEREST RECEIVED	10.78	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
20030NBT7	**CUS#**	**COMCAST CORP NEW 3.2% DUE 07-15-2036**				
		OPENING BALANCE		5,000.000	5,323.85	
01-18 / 01-18		Interest Received on 5,000.00 Par Substitute Income-Security on Loan	80.00	0.000	0.00	0.00
		CLOSING BALANCE		5,000.000	5,323.85	
373298CF3	**CUS#**	**GEORGIA PAC CORP 8% DUE 01-15-2024**				
		OPENING BALANCE		20,000.000	26,166.10	
01-18 / 01-18		Interest Received on 20,000.00 Par Substitute Income-Security on Loan	800.00	0.000	0.00	0.00
		CLOSING BALANCE		20,000.000	26,166.10	
37331NAJ0	**CUS#**	**GEORGIA-PAC LLC 1.75% DUE 09-30-2025**				
		OPENING BALANCE		5,000.000	4,999.00	
01-10 / 01-12		SOLD 5,000.00 PAR 01-10-22 AT A PRICE OF $99.716000 PLUS ACCRUED INTEREST RECEIVED	4,985.80	- 5,000.000	- 4,999.00	- 13.20
01-10 / 01-12		SOLD 5,000.00 PAR 01-10-22 AT A PRICE OF $99.716000 PLUS ACCRUED INTEREST RECEIVED	24.79	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
37331NAL5	**CUS#**	**GEORGIA-PAC LLC 2.1% DUE 04-30-2027**				
		OPENING BALANCE		20,000.000	20,714.70	
01-11 / 01-13		SOLD 20,000.00 PAR 01-11-22 AT A PRICE OF $99.888000 PLUS ACCRUED INTEREST RECEIVED	19,977.60	- 20,000.000	- 20,714.70	- 737.10
01-11 / 01-13		SOLD 20,000.00 PAR 01-11-22 AT A PRICE OF $99.888000 PLUS ACCRUED INTEREST RECEIVED	85.17	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
38141GYG3	**CUS#**	**GOLDMAN SACHS GROUP INC 1.542% DUE 09-10-2027 BEO**				
		OPENING BALANCE		5,000.000	4,987.10	
01-20 / 01-24		SOLD 2,000.00 PAR 01-20-22 AT A PRICE OF $95.724000 PLUS ACCRUED INTEREST RECEIVED	1,914.48	- 2,000.000	- 1,994.84	- 80.36
01-20 / 01-24		SOLD 2,000.00 PAR 01-20-22 AT A PRICE OF $95.724000 PLUS ACCRUED INTEREST RECEIVED	11.48	0.000	0.00	0.00
		CLOSING BALANCE		3,000.000	2,992.26	
38141GZK3	**CUS#**	**GOLDMAN SACHS GROUP INC 2.64% DUE 02-24-2028 BEO**				
		OPENING BALANCE		0.000	0.00	
01-19 / 01-24		PURCHASED 5,000.00 PAR 01-19-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
01-20 / 01-24		PURCHASED 2,000.00 PAR 01-20-22 AT A PRICE OF $100.253000 PLUS ACCRUED INTEREST PAID	- 2,005.06	2,000.000	2,005.06	0.00
		CLOSING BALANCE		7,000.000	7,005.06	
38141GYN8	**CUS#**	**GOLDMAN SACHS GROUP INC 2.65% 10-21-2032**				
		OPENING BALANCE		5,000.000	5,000.00	
01-19 / 01-21		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $96.545000 PLUS ACCRUED INTEREST RECEIVED	4,827.25	- 5,000.000	- 5,000.00	- 172.75
01-19 / 01-21		SOLD 5,000.00 PAR 01-19-22 AT A PRICE OF $96.545000 PLUS ACCRUED INTEREST RECEIVED	33.13	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
472319AM4	**CUS#**	**JEFFERIES GROUP 6.5% DUE 01-20-2043**				
		OPENING BALANCE		5,000.000	4,939.50	
01-20 / 01-20		Interest Received on 5,000.00 Par Payment Due 01/20/22	162.50	0.000	0.00	0.00
		CLOSING BALANCE		5,000.000	4,939.50	
46647PCU8	**CUS#**	**JPM CHASE 2.963% 01-25-2033**				
		OPENING BALANCE		0.000	0.00	
01-18 / 01-25		PURCHASED 5,000.00 PAR 01-18-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	
46647PCR5	**CUS#**	**JPMORGAN CHASE & CO 2.545% DUE 11-08-2032**				
		OPENING BALANCE		25,000.000	25,093.20	
01-18 / 01-20		SOLD 10,000.00 PAR 01-18-22 AT A PRICE OF $96.786000 PLUS ACCRUED INTEREST RECEIVED	9,678.60	- 10,000.000	- 10,037.28	- 358.68
01-18 / 01-20		SOLD 10,000.00 PAR 01-18-22 AT A PRICE OF $96.786000 PLUS ACCRUED INTEREST RECEIVED	50.90	0.000	0.00	0.00
		CLOSING BALANCE		15,000.000	15,055.92	
61747YEK7	**CUS#**	**MORGAN STANLEY 2.475% DUE 01-21-2028**				
		OPENING BALANCE		0.000	0.00	
01-19 / 01-24		PURCHASED 5,000.00 PAR 01-19-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	
693475AX3	**CUS#**	**PNC FINL SVCS 2.6% DUE 07-23-2026**				
		OPENING BALANCE		40,000.000	40,100.85	
01-24 / 01-24		Interest Received on 40,000.00 Par Payment Due 01/23/22	520.00	0.000	0.00	0.00
		CLOSING BALANCE		40,000.000	40,100.85	
87612EBD7	**CUS#**	**TARGET CORP 3.5 DUE 07-01-2024 REG**				
		OPENING BALANCE		30,000.000	32,114.70	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
01-03 / 01-03		Interest Received on 30,000.00 Par Substitute Income-Security on Loan	525.00	0.000	0.00	0.00
		CLOSING BALANCE		30,000.000	32,114.70	
883556CM2	**CUS#**	**THERMO FISHER SCIENTIFIC INC 2.8% 10-15-2041**				
		OPENING BALANCE		5,000.000	5,004.22	
01-03 / 01-05		SOLD 5,000.00 PAR 01-03-22 AT A PRICE OF $99.893000 PLUS ACCRUED INTEREST RECEIVED	4,994.65	- 5,000.000	- 5,004.22	- 9.57
01-03 / 01-05		SOLD 5,000.00 PAR 01-03-22 AT A PRICE OF $99.893000 PLUS ACCRUED INTEREST RECEIVED	51.33	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
91159HJC5	**CUS#**	**U S BANCORP MEDIUM TERM NTS- BOOK TRANCHE # TR 00195 2.215% 01-27-2028**				
		OPENING BALANCE		0.000	0.00	
01-20 / 01-27		PURCHASED 5,000.00 PAR 01-20-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	
91159HJD3	**CUS#**	**U S BANCORP MEDIUM TERM NTS- BOOK TRANCHE # TR 00196 2.677% 01-27-2033**				
		OPENING BALANCE		0.000	0.00	
01-20 / 01-27		PURCHASED 5,000.00 PAR 01-20-22 AT A PRICE OF $100.000000 PLUS ACCRUED INTEREST PAID	- 5,000.00	5,000.000	5,000.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	
902973BC9	**CUS#**	**US BANCORP DEL DEPOS SHS REPSTG 1/25TH PFD 3.7% 12-31-2049**				
		OPENING BALANCE		5,000.000	5,000.00	
01-18 / 01-18		Interest Received on 5,000.00 Par Substitute Income-Security on Loan	40.60	0.000	0.00	0.00
		CLOSING BALANCE		5,000.000	5,000.00	
92553PAP7	**CUS#**	**VIACOM INC NEW 4.375% DUE 03-15-2043**				
		OPENING BALANCE		10,000.000	9,160.97	
01-04 / 01-06		SOLD 4,000.00 PAR 01-04-22 AT A PRICE OF $110.729000 PLUS ACCRUED INTEREST RECEIVED	4,429.16	- 4,000.000	- 3,664.39	764.77

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
01-04 / 01-06		SOLD 4,000.00 PAR 01-04-22 AT A PRICE OF $110.729000 PLUS ACCRUED INTEREST RECEIVED	53.96	0.000	0.00	0.00
01-05 / 01-07		SOLD 6,000.00 PAR 01-05-22 AT A PRICE OF $110.961000 PLUS ACCRUED INTEREST RECEIVED	6,657.66	- 6,000.000	- 5,496.58	1,161.08
01-05 / 01-07		SOLD 6,000.00 PAR 01-05-22 AT A PRICE OF $110.961000 PLUS ACCRUED INTEREST RECEIVED	81.67	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
92556HAB3	**CUS#**	**VIACOMCBS INC FIXED 4.95% DUE 01-15-2031**				
		OPENING BALANCE		10,000.000	9,883.00	
01-04 / 01-06		SOLD 10,000.00 PAR 01-04-22 AT A PRICE OF $116.889000 PLUS ACCRUED INTEREST RECEIVED	11,688.90	- 10,000.000	- 9,883.00	1,805.90
01-04 / 01-06		SOLD 10,000.00 PAR 01-04-22 AT A PRICE OF $116.889000 PLUS ACCRUED INTEREST RECEIVED	235.12	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	

Government mortgage backed securities

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
3132DVLR4	**CUS#**	**FED HOME LN MTG 2.5% DUE 02-01-2051**				
		OPENING BALANCE		17,904.280	18,721.18	
01-03 / 01-25		Principal Payment Received on 17,904.30 PAR Pay date 01/25/22	272.85	- 272.850	- 285.30	- 12.45
01-25 / 01-25		Interest Received on 17,904.30 Par Payment Due 01/25/22	37.30	0.000	0.00	0.00
		CLOSING BALANCE		17,631.430	18,435.88	
3132CWKJ2	**CUS#**	**FED HOME LN MTG 3% DUE 03-01-2035**				
		OPENING BALANCE		23,207.840	24,846.90	
01-03 / 01-25		Principal Payment Received on 23,207.85 PAR Pay date 01/25/22	844.06	- 844.060	- 903.67	- 59.61
01-25 / 01-25		Interest Received on 23,207.85 Par Payment Due 01/25/22	58.02	0.000	0.00	0.00
		CLOSING BALANCE		22,363.780	23,943.23	
31292LHA6	**CUS#**	**FEDERAL HOME LN MTG CORP POOL #C03825 4.5% 03-01-2042 BEO**				
		OPENING BALANCE		4,676.370	5,021.97	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-03 / 01-18		Principal Payment Received on 4,676.41 PAR Pay date 01/15/22	120.78	- 120.780	- 129.71	- 8.93
01-18 / 01-18		Interest Received on 4,676.41 Par Payment Due 01/15/22	17.54	0.000	0.00	0.00
		CLOSING BALANCE		4,555.590	4,892.26	
31335BXV3	**CUS#**	**FEDERAL HOME LN MTG CORP POOL #G61592 3%08-01-2048 BEO**				
		OPENING BALANCE		18,652.600	17,743.26	
01-03 / 01-18		Principal Payment Received on 18,652.60 PAR Pay date 01/15/22	480.81	- 480.810	- 457.37	23.44
01-18 / 01-18		Interest Received on 18,652.60 Par Payment Due 01/15/22	46.63	0.000	0.00	0.00
		CLOSING BALANCE		18,171.790	17,285.89	
31335B5H5	**CUS#**	**FEDERAL HOME LN MTG CORP POOL #G61748 3.5% 11-01-2048 BEO**				
		OPENING BALANCE		72,323.250	72,619.89	
01-03 / 01-18		Principal Payment Received on 72,323.24 PAR Pay date 01/15/22	1,806.73	- 1,806.730	- 1,814.14	- 7.41
01-18 / 01-18		Interest Received on 72,323.24 Par Payment Due 01/15/22	210.94	0.000	0.00	0.00
		CLOSING BALANCE		70,516.520	70,805.75	
3133KMJG1	**CUS#**	**FEDERAL HOME LN MTG CORP POOL #RA5663 3%DUE 08-01-2051 REG**				
		OPENING BALANCE		10,570.040	11,276.91	
01-03 / 01-25		Principal Payment Received on 10,570.05 PAR Pay date 01/25/22	167.22	- 167.220	- 178.40	- 11.18
01-25 / 01-25		Interest Received on 10,570.05 Par Payment Due 01/25/22	26.43	0.000	0.00	0.00
		CLOSING BALANCE		10,402.820	11,098.51	
3132DMZE8	**CUS#**	**FEDERAL HOME LN MTG CORP 3.5% 10-01-2051**				
		OPENING BALANCE		0.000	0.00	
01-19 / 01-21		PURCHASED 96,171.55 PAR 01-19-22 AT A PRICE OF $104.953125 PLUS ACCRUED INTEREST PAID	- 100,935.05	96,171.550	100,935.05	0.00
01-19 / 01-21		PURCHASED 96,171.55 PAR 01-19-22 AT A PRICE OF $104.953125 PLUS ACCRUED INTEREST PAID	- 187.00	0.000	0.00	0.00
		CLOSING BALANCE		96,171.550	100,935.05	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
3133KYVG1	**CUS#**	**FEDERAL HOME LOAN MORTGAGE CORP 2.5% 06-01-2041**				
		OPENING BALANCE		36,452.690	38,010.99	
01-03 / 01-25		Principal Payment Received on 36,452.70 PAR Pay date 01/25/22	526.35	- 526.350	- 548.85	- 22.50
01-25 / 01-25		Interest Received on 36,452.70 Par Payment Due 01/25/22	75.94	0.000	0.00	0.00
		CLOSING BALANCE		35,926.340	37,462.14	
3133KYU64	**CUS#**	**FEDERAL HOME LOAN MORTGAGE CORP 2% 03-01-2041**				
		OPENING BALANCE		21,812.490	22,368.02	
01-03 / 01-25		Principal Payment Received on 21,812.47 PAR Pay date 01/25/22	272.33	- 272.330	- 279.27	- 6.94
01-25 / 01-25		Interest Received on 21,812.47 Par Payment Due 01/25/22	36.35	0.000	0.00	0.00
		CLOSING BALANCE		21,540.160	22,088.75	
3133KYU98	**CUS#**	**FEDERAL HOME LOAN MORTGAGE CORP 2% 04-01-2041**				
		OPENING BALANCE		19,523.150	20,017.33	
01-03 / 01-25		Principal Payment Received on 19,523.14 PAR Pay date 01/25/22	237.89	- 237.890	- 243.91	- 6.02
01-25 / 01-25		Interest Received on 19,523.14 Par Payment Due 01/25/22	32.54	0.000	0.00	0.00
		CLOSING BALANCE		19,285.260	19,773.42	
3132CWQB3	**CUS#**	**FEDERAL HOME LOAN MORTGAGE CORP 2% 12-01-2035**				
		OPENING BALANCE		30,589.850	31,880.34	
01-03 / 01-25		Principal Payment Received on 30,589.84 PAR Pay date 01/25/22	541.89	- 541.890	- 564.75	- 22.86
01-25 / 01-25		Interest Received on 30,589.84 Par Payment Due 01/25/22	50.98	0.000	0.00	0.00
		CLOSING BALANCE		30,047.960	31,315.59	
3140QKQH4	**CUS#**	**FEDERAL NATIONAL MORTGAGE ASSOC 2.5% 05-01-2051**				
		OPENING BALANCE		182,306.040	189,227.97	
01-03 / 01-25		Principal Payment Received on 182,306.05 PAR Pay date 01/25/22	1,761.98	- 1,761.970	- 1,828.87	- 66.89

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-07 / 01-13		SOLD 180,544.07 PAR 01-07-22 AT A PRICE OF $100.472656 PLUS ACCRUED INTEREST RECEIVED	181,397.42	- 180,544.070	- 187,399.10	- 6,001.68
01-07 / 01-13		SOLD 180,544.07 PAR 01-07-22 AT A PRICE OF $100.472656 PLUS ACCRUED INTEREST RECEIVED	150.45	0.000	0.00	0.00
01-25 / 01-25		Interest Received on 182,306.05 Par Payment Due 01/25/22	379.80	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
3133KKMZ9	**CUS#**	**FEDERAL NATIONAL MORTGAGE ASSOC 2.5% 11-01-2050**				
		OPENING BALANCE		16,181.560	16,739.07	
01-03 / 01-25		Principal Payment Received on 16,181.56 PAR Pay date 01/25/22	318.51	- 318.510	- 329.48	- 10.97
01-25 / 01-25		Interest Received on 16,181.56 Par Payment Due 01/25/22	33.71	0.000	0.00	0.00
		CLOSING BALANCE		15,863.050	16,409.59	
31335AYG7	**CUS#**	**FHLMC GOLD G60711 4.5 07-01-2045**				
		OPENING BALANCE		10,335.140	11,378.36	
01-03 / 01-18		Principal Payment Received on 10,335.11 PAR Pay date 01/15/22	296.60	- 296.600	- 326.54	- 29.94
01-18 / 01-18		Interest Received on 10,335.11 Par Payment Due 01/15/22	38.76	0.000	0.00	0.00
		CLOSING BALANCE		10,038.540	11,051.82	
31335AZ68	**CUS#**	**FHLMC GOLD G60765 3 11-01-2046**				
		OPENING BALANCE		51,763.510	54,545.81	
01-03 / 01-18		Principal Payment Received on 51,763.52 PAR Pay date 01/15/22	979.24	- 979.240	- 1,031.87	- 52.63
01-18 / 01-18		Interest Received on 51,763.52 Par Payment Due 01/15/22	129.41	0.000	0.00	0.00
		CLOSING BALANCE		50,784.270	53,513.94	
31329QHG9	**CUS#**	**FHLMC POOL # ZA6531 4.5% 03-01-2049**				
		OPENING BALANCE		1,514.620	1,626.10	
01-03 / 01-25		Principal Payment Received on 1,514.62 PAR Pay date 01/25/22	64.73	- 64.730	- 69.49	- 4.76
01-25 / 01-25		Interest Received on 1,514.62 Par Payment Due 01/25/22	5.68	0.000	0.00	0.00

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
		CLOSING BALANCE		1,449.890	1,556.61	
3132DMUS2	**CUS#**	**FHLMC POOL #SD0593 3.0% 05-01-2051**				
		OPENING BALANCE		36,028.050	38,696.39	
01-03 / 01-25		Principal Payment Received on 36,028.05 PAR Pay date 01/25/22	641.40	- 641.400	- 688.90	- 47.50
01-25 / 01-25		Interest Received on 36,028.06 Par Payment Due 01/25/22	90.07	0.000	0.00	0.00
		CLOSING BALANCE		35,386.650	38,007.49	
3132DVKT1	**CUS#**	**FHLMC POOL#SD7506 4.0% 09-01-2049**				
		OPENING BALANCE		23,309.280	24,902.68	
01-03 / 01-25		Principal Payment Received on 23,309.32 PAR Pay date 01/25/22	780.52	- 780.520	- 833.88	- 53.36
01-25 / 01-25		Interest Received on 23,309.32 Par Payment Due 01/25/22	77.70	0.000	0.00	0.00
		CLOSING BALANCE		22,528.760	24,068.80	
31416YGC6	**CUS#**	**FNMA POOL #AB2894 4.5% 06-01-2040 BEO**				
		OPENING BALANCE		2,009.130	2,221.35	
01-03 / 01-25		Principal Payment Received on 2,009.11 PAR Pay date 01/25/22	12.32	- 12.320	- 13.62	- 1.30
01-25 / 01-25		Interest Received on 2,009.11 Par Payment Due 01/25/22	7.53	0.000	0.00	0.00
		CLOSING BALANCE		1,996.810	2,207.73	
31416YJD1	**CUS#**	**FNMA POOL #AB2959 4.5% 07-01-2040 BEO**				
		OPENING BALANCE		1,241.830	1,362.91	
01-03 / 01-25		Principal Payment Received on 1,241.83 PAR Pay date 01/25/22	32.13	- 32.130	- 35.26	- 3.13
01-25 / 01-25		Interest Received on 1,241.83 Par Payment Due 01/25/22	4.66	0.000	0.00	0.00
		CLOSING BALANCE		1,209.700	1,327.65	
3138WHSS2	**CUS#**	**FNMA POOL #AS7728 3% DUE 08-01-2046 BEO**				
		OPENING BALANCE		26,903.040	26,806.36	
01-03 / 01-25		Principal Payment Received on 26,903.05 PAR Pay date 01/25/22	879.60	- 879.600	- 876.44	3.16

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-25 / 01-25		Interest Received on 26,903.05 Par Payment Due 01/25/22	67.26	0.000	0.00	0.00
		CLOSING BALANCE		26,023.440	25,929.92	
3138WHV82	**CUS#**	**FNMA POOL #AS7838 3% DUE 08-01-2046 BEO**				
		OPENING BALANCE		32,053.290	32,353.78	
01-03 / 01-25		Principal Payment Received on 32,053.29 PAR Pay date 01/25/22	630.48	- 630.480	- 636.39	- 5.91
01-25 / 01-25		Interest Received on 32,053.29 Par Payment Due 01/25/22	80.13	0.000	0.00	0.00
		CLOSING BALANCE		31,422.810	31,717.39	
3140H3XP6	**CUS#**	**FNMA POOL #BJ2485 3% 12-01-2037 BEO**				
		OPENING BALANCE		8,264.350	8,289.01	
01-03 / 01-25		Principal Payment Received on 8,264.39 PAR Pay date 01/25/22	343.12	- 343.120	- 344.14	- 1.02
01-25 / 01-25		Interest Received on 8,264.39 Par Payment Due 01/25/22	20.66	0.000	0.00	0.00
		CLOSING BALANCE		7,921.230	7,944.87	
3140J7RS6	**CUS#**	**FNMA POOL #BM3196 5.5% 05-01-2044 BEO**				
		OPENING BALANCE		17,791.740	19,904.17	
01-03 / 01-25		Principal Payment Received on 17,791.76 PAR Pay date 01/25/22	354.16	- 354.160	- 396.21	- 42.05
01-25 / 01-25		Interest Received on 17,791.76 Par Payment Due 01/25/22	81.55	0.000	0.00	0.00
		CLOSING BALANCE		17,437.580	19,507.96	
3140J9JV4	**CUS#**	**FNMA POOL #BM4775 6% 01-01-2042 BEO**				
		OPENING BALANCE		6,808.370	7,484.94	
01-03 / 01-25		Principal Payment Received on 6,808.39 PAR Pay date 01/25/22	145.17	- 145.170	- 159.60	- 14.43
01-25 / 01-25		Interest Received on 6,808.39 Par Payment Due 01/25/22	34.04	0.000	0.00	0.00
		CLOSING BALANCE		6,663.200	7,325.34	
3140J9U41	**CUS#**	**FNMA POOL #BM5102 5% 12-01-2048 BEO**				
		OPENING BALANCE		19,559.770	20,656.95	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
01-03 / 01-25		Principal Payment Received on 19,559.79 PAR Pay date 01/25/22	1,651.64	- 1,651.640	- 1,744.29	- 92.65
01-25 / 01-25		Interest Received on 19,559.79 Par Payment Due 01/25/22	81.50	0.000	0.00	0.00
		CLOSING BALANCE		17,908.130	18,912.66	
3140JLLH5	**CUS#**	**FNMA POOL #BN3927 4.5% 01-01-2049**				
		OPENING BALANCE		15,053.820	16,225.20	
01-03 / 01-25		Principal Payment Received on 15,053.87 PAR Pay date 01/25/22	726.49	- 726.490	- 783.02	- 56.53
01-25 / 01-25		Interest Received on 15,053.87 Par Payment Due 01/25/22	56.45	0.000	0.00	0.00
		CLOSING BALANCE		14,327.330	15,442.18	
3140L3GC9	**CUS#**	**FNMA POOL #BR4694 2% DUE 03-01-2051 REG**				
		OPENING BALANCE		20,486.440	21,019.40	
01-03 / 01-25		Principal Payment Received on 20,486.42 PAR Pay date 01/25/22	51.05	- 51.050	- 52.38	- 1.33
01-25 / 01-25		Interest Received on 20,486.42 Par Payment Due 01/25/22	34.14	0.000	0.00	0.00
		CLOSING BALANCE		20,435.390	20,967.02	
3140MB6X5	**CUS#**	**FNMA POOL #BU9885 2.5% DUE 01-01-2052 REG**				
		OPENING BALANCE		0.000	0.00	
01-07 / 01-13		PURCHASED 181,000.00 PAR 01-07-22 AT A PRICE OF $100.718750 PLUS ACCRUED INTEREST PAID	- 182,300.94	181,000.000	182,300.94	0.00
01-07 / 01-13		PURCHASED 181,000.00 PAR 01-07-22 AT A PRICE OF $100.718750 PLUS ACCRUED INTEREST PAID	- 150.83	0.000	0.00	0.00
01-19 / 01-21		SOLD 181,000.00 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	180,391.95	- 181,000.000	- 182,300.94	- 1,908.99
01-19 / 01-21		SOLD 181,000.00 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	251.39	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
3140QCKS4	**CUS#**	**FNMA POOL #CA4804 3.5% DUE 12-01-2049**				
		OPENING BALANCE		52,002.470	54,521.34	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-03 / 01-25		Principal Payment Received on 52,002.46 PAR Pay date 01/25/22	2,186.75	- 2,186.750	- 2,292.67	- 105.92
01-25 / 01-25		Interest Received on 52,002.46 Par Payment Due 01/25/22	151.67	0.000	0.00	0.00
		CLOSING BALANCE		49,815.720	52,228.67	
3140QLHH2	**CUS#**	**FNMA POOL #CB1131 2.5% DUE 07-01-2051**				
		OPENING BALANCE		77,735.200	80,871.94	
01-03 / 01-25		Principal Payment Received on 77,735.21 PAR Pay date 01/25/22	1,247.13	- 1,247.130	- 1,297.45	- 50.32
01-19 / 01-21		SOLD 14,341.51 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	14,293.34	- 14,341.510	- 14,920.21	- 626.87
01-19 / 01-21		SOLD 14,341.51 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	19.92	0.000	0.00	0.00
01-25 / 01-25		Interest Received on 77,735.21 Par Payment Due 01/25/22	161.95	0.000	0.00	0.00
		CLOSING BALANCE		62,146.560	64,654.28	
3140QLRB4	**CUS#**	**FNMA POOL #CB1381 2.5% 08-01-2051**				
		OPENING BALANCE		18,594.140	19,506.42	
01-03 / 01-25		Principal Payment Received on 18,594.15 PAR Pay date 01/25/22	54.92	- 54.920	- 57.61	- 2.69
01-25 / 01-25		Interest Received on 18,594.15 Par Payment Due 01/25/22	38.74	0.000	0.00	0.00
		CLOSING BALANCE		18,539.220	19,448.81	
3140X4W69	**CUS#**	**FNMA POOL #FM1568 4.5% 05-01-2046 BEO**				
		OPENING BALANCE		25,626.950	27,805.25	
01-03 / 01-25		Principal Payment Received on 25,626.97 PAR Pay date 01/25/22	852.41	- 852.410	- 924.87	- 72.46
01-25 / 01-25		Interest Received on 25,626.97 Par Payment Due 01/25/22	96.10	0.000	0.00	0.00
		CLOSING BALANCE		24,774.540	26,880.38	
3140X4W77	**CUS#**	**FNMA POOL #FM1569 4.5% 04-01-2048 BEO**				
		OPENING BALANCE		105,380.130	114,535.03	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-03 / 01-25		Principal Payment Received on 105,380.12 PAR Pay date 01/25/22	2,706.56	- 2,706.560	- 2,941.69	- 235.13
01-25 / 01-25		Interest Received on 105,380.12 Par Payment Due 01/25/22	395.18	0.000	0.00	0.00
		CLOSING BALANCE		102,673.570	111,593.34	
3140X8BP1	**CUS#**	**FNMA POOL #FM4545 2.5% 10-01-2050 BEO**				
		OPENING BALANCE		59,349.520	63,812.74	
01-03 / 01-25		Principal Payment Received on 59,349.52 PAR Pay date 01/25/22	567.89	- 567.890	- 610.60	- 42.71
01-25 / 01-25		Interest Received on 59,349.52 Par Payment Due 01/25/22	123.64	0.000	0.00	0.00
		CLOSING BALANCE		58,781.630	63,202.14	
3140X83K1	**CUS#**	**FNMA POOL #FM5301 2% 12-01-2050 BEO**				
		OPENING BALANCE		35,593.190	36,499.72	
01-03 / 01-25		Principal Payment Received on 35,593.19 PAR Pay date 01/25/22	211.14	- 211.140	- 216.52	- 5.38
01-25 / 01-25		Interest Received on 35,593.19 Par Payment Due 01/25/22	59.32	0.000	0.00	0.00
		CLOSING BALANCE		35,382.050	36,283.20	
3140X9HW8	**CUS#**	**FNMA POOL #FM5644 2% 02-01-2051 BEO**				
		OPENING BALANCE		12,554.910	13,000.21	
01-03 / 01-25		Principal Payment Received on 12,554.92 PAR Pay date 01/25/22	134.05	- 134.050	- 138.80	- 4.75
01-25 / 01-25		Interest Received on 12,554.92 Par Payment Due 01/25/22	20.92	0.000	0.00	0.00
		CLOSING BALANCE		12,420.860	12,861.41	
3140X9XP5	**CUS#**	**FNMA POOL #FM6085 2% 03-01-2036 BEO**				
		OPENING BALANCE		5,379.960	5,601.05	
01-03 / 01-25		Principal Payment Received on 5,379.97 PAR Pay date 01/25/22	87.58	- 87.580	- 91.18	- 3.60
01-25 / 01-25		Interest Received on 5,379.97 Par Payment Due 01/25/22	8.97	0.000	0.00	0.00
		CLOSING BALANCE		5,292.380	5,509.87	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
3140X9YQ2	**CUS#**	**FNMA POOL #FM6118 3% 08-01-2050 BEO**				
		OPENING BALANCE		24,974.010	26,421.73	
01-03 / 01-25		Principal Payment Received on 24,974.02 PAR Pay date 01/25/22	1,075.35	- 1,075.350	- 1,137.69	- 62.34
01-25 / 01-25		Interest Received on 24,974.02 Par Payment Due 01/25/22	62.44	0.000	0.00	0.00
		CLOSING BALANCE		23,898.660	25,284.04	
3140XA4E9	**CUS#**	**FNMA POOL #FM7120 3.5% 07-01-2047 BEO**				
		OPENING BALANCE		68,106.920	73,555.48	
01-03 / 01-25		Principal Payment Received on 68,106.93 PAR Pay date 01/25/22	1,727.75	- 1,727.750	- 1,865.97	- 138.22
01-25 / 01-25		Interest Received on 68,106.93 Par Payment Due 01/25/22	198.65	0.000	0.00	0.00
		CLOSING BALANCE		66,379.170	71,689.51	
3140XB5S5	**CUS#**	**FNMA POOL #FM8056 3% 07-01-2051 BEO**				
		OPENING BALANCE		16,394.440	17,595.85	
01-03 / 01-25		Principal Payment Received on 16,394.44 PAR Pay date 01/25/22	235.11	- 235.110	- 252.34	- 17.23
01-25 / 01-25		Interest Received on 16,394.44 Par Payment Due 01/25/22	40.99	0.000	0.00	0.00
		CLOSING BALANCE		16,159.330	17,343.51	
3140XCGX0	**CUS#**	**FNMA POOL #FM8313 2.5% 07-01-2051 BEO**				
		OPENING BALANCE		10,817.970	11,247.31	
01-03 / 01-25		Principal Payment Received on 10,817.98 PAR Pay date 01/25/22	128.90	- 128.900	- 134.02	- 5.12
01-19 / 01-21		SOLD 10,689.07 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	10,653.16	- 10,689.070	- 11,113.29	- 460.13
01-19 / 01-21		SOLD 10,689.07 PAR 01-19-22 AT A PRICE OF $99.664062 PLUS ACCRUED INTEREST RECEIVED	14.85	0.000	0.00	0.00
01-25 / 01-25		Interest Received on 10,817.98 Par Payment Due 01/25/22	22.54	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
3140XCLU0	**CUS#**	**FNMA POOL #FM8438 2.5% 08-01-2051 BEO**				
		OPENING BALANCE		75,037.540	78,437.68	
01-03 / 01-25		Principal Payment Received on 75,037.55 PAR Pay date 01/25/22	582.90	- 582.900	- 609.31	- 26.41
01-25 / 01-25		Interest Received on 75,037.55 Par Payment Due 01/25/22	156.33	0.000	0.00	0.00
		CLOSING BALANCE		74,454.640	77,828.37	
3140XD7G5	**CUS#**	**FNMA POOL #FM9894 2.5% 12-01-2051 BEO**				
		OPENING BALANCE		54,000.000	55,383.75	
01-03 / 01-25		Principal Payment Received on 54,000.00 PAR Pay date 01/25/22	345.12	- 345.120	- 353.96	- 8.84
01-25 / 01-25		Interest Received on 54,000.00 Par First Payment	112.50	0.000	0.00	0.00
		CLOSING BALANCE		53,654.880	55,029.79	
31418DUG5	**CUS#**	**FNMA POOL #MA4182 2% 11-01-2050 BEO**				
		OPENING BALANCE		66,867.010	69,267.43	
01-03 / 01-25		Principal Payment Received on 66,867.00 PAR Pay date 01/25/22	955.92	- 955.920	- 990.24	- 34.32
01-25 / 01-25		Interest Received on 66,867.00 Par Payment Due 01/25/22	111.45	0.000	0.00	0.00
		CLOSING BALANCE		65,911.090	68,277.19	
31418DV74	**CUS#**	**FNMA POOL #MA4237 2% DUE 01-01-2051 BEO**				
		OPENING BALANCE		12,511.730	12,885.62	
01-03 / 01-25		Principal Payment Received on 12,511.74 PAR Pay date 01/25/22	169.64	- 169.640	- 174.71	- 5.07
01-25 / 01-25		Interest Received on 12,511.74 Par Payment Due 01/25/22	20.85	0.000	0.00	0.00
		CLOSING BALANCE		12,342.090	12,710.91	
31418DXK3	**CUS#**	**FNMA POOL #MA4281 2% 03-01-2051 BEO**				
		OPENING BALANCE		19,331.410	19,768.63	
01-03 / 01-25		Principal Payment Received on 19,331.41 PAR Pay date 01/25/22	224.47	- 224.470	- 229.55	- 5.08

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
01-25 / 01-25		Interest Received on 19,331.41 Par Payment Due 01/25/22	32.22	0.000	0.00	0.00
		CLOSING BALANCE		19,106.940	19,539.08	
31418DXR8	**CUS#**	**FNMA POOL #MA4287 2% 03-01-2041 BEO**				
		OPENING BALANCE		19,181.800	19,691.75	
01-03 / 01-25		Principal Payment Received on 19,181.80 PAR Pay date 01/25/22	233.36	- 233.360	- 239.56	- 6.20
01-25 / 01-25		Interest Received on 19,181.80 Par Payment Due 01/25/22	31.97	0.000	0.00	0.00
		CLOSING BALANCE		18,948.440	19,452.19	
31418DYH9	**CUS#**	**FNMA POOL #MA4311 2% 04-01-2041 BEO**				
		OPENING BALANCE		8,389.210	8,601.56	
01-03 / 01-25		Principal Payment Received on 8,389.21 PAR Pay date 01/25/22	89.42	- 89.420	- 91.68	- 2.26
01-25 / 01-25		Interest Received on 8,389.21 Par Payment Due 01/25/22	13.98	0.000	0.00	0.00
		CLOSING BALANCE		8,299.790	8,509.88	
31410LFB3	**CUS#**	**FNMA POOL #890362 4.5 DUE 08-01-2041 REG**				
		OPENING BALANCE		2,729.510	3,035.72	
01-03 / 01-25		Principal Payment Received on 2,729.55 PAR Pay date 01/25/22	53.03	- 53.030	- 58.98	- 5.95
01-25 / 01-25		Interest Received on 2,729.55 Par Payment Due 01/25/22	10.24	0.000	0.00	0.00
		CLOSING BALANCE		2,676.480	2,976.74	
3133ASH63	**CUS#**	**FREDDIE MAC FR QC7453 2% 09-01-2051**				
		OPENING BALANCE		20,687.210	21,016.91	
01-03 / 01-25		Principal Payment Received on 20,687.21 PAR Pay date 01/25/22	201.35	- 201.350	- 204.56	- 3.21
01-25 / 01-25		Interest Received on 20,687.21 Par Payment Due 01/25/22	34.48	0.000	0.00	0.00
		CLOSING BALANCE		20,485.860	20,812.35	
36193FLJ4	**CUS#**	**GNMA POOL #AR8429 5.5% 05-20-2037 BEO**				
		OPENING BALANCE		401.060	440.80	
01-03 / 01-20		Principal Payment Received on 401.03 PAR Pay date 01/20/22	1.80	- 1.800	- 1.98	- 0.18

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Fixed Income						
01-20 / 01-20		Interest Received on 401.03 Par Payment Due 01/20/22	1.84	0.000	0.00	0.00
		CLOSING BALANCE		399.260	438.82	
36179SSW8	**CUS#**	**GNMA POOL #MA4133 6.5% 06-20-2039 BEO**				
		OPENING BALANCE		1,352.550	1,522.89	
01-03 / 01-20		Principal Payment Received on 1,352.55 PAR Pay date 01/20/22	6.28	- 6.280	- 7.07	- 0.79
01-20 / 01-20		Interest Received on 1,352.55 Par Payment Due 01/20/22	7.33	0.000	0.00	0.00
		CLOSING BALANCE		1,346.270	1,515.82	
3622ABDD1	**CUS#**	**GNMA POOL #785600 3% 08-15-2045 BEO**				
		OPENING BALANCE		22,639.300	23,962.29	
01-03 / 01-18		Principal Payment Received on 22,639.30 PAR Pay date 01/15/22	475.71	- 475.710	- 503.51	- 27.80
01-18 / 01-18		Interest Received on 22,639.30 Par Payment Due 01/15/22	56.60	0.000	0.00	0.00
		CLOSING BALANCE		22,163.590	23,458.78	
Commercial mortgage-backed						
12592LBL5	**CUS#**	**CMO COMM 2014-CCRE20 MTG SER 2014-CR20 CL A-M 3.938 DUE 11-10-2047 REG**				
		OPENING BALANCE		10,000.000	10,299.72	
01-12 / 01-12		Interest Received on 10,000.00 Par Payment Due 01/12/22	32.82	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	10,299.72	
36257UAL1	**CUS#**	**CMO GS MTG SECS SR 2019-GC42 CL A-4 2.741% 09-01-2052**				
		OPENING BALANCE		10,000.000	10,299.92	
01-12 / 01-12		Interest Received on 10,000.00 Par Payment Due 01/12/22	25.00	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	10,299.92	
36260JAD9	**CUS#**	**CMO GS MTG SECS TR 2019-GC39 3.567% DUE 05-10-2052 REG**				
		OPENING BALANCE		10,000.000	10,299.43	
01-12 / 01-12		Interest Received on 10,000.00 Par Payment Due 01/12/22	29.73	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	10,299.43	

◆ Transaction Detail by Security

Fixed Income

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
46639YAV9	**CUS#**	**J P MORGAN CHASE 3.4986% DUE 04-15-2046**				
		OPENING BALANCE		10,000.000	9,981.25	
01-18 / 01-18		Interest Received on 10,000.00 Par Payment Due 01/18/22	29.16	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	9,981.25	
30290UAJ8	**CUS#**	**PVTPL CMO FREMF MTG TR VAR RT DUE 08-25-2045 BEO**				
		OPENING BALANCE		10,000.000	10,177.34	
01-25 / 01-25		Interest Received on 10,000.00 Par Payment Due 01/25/22	30.66	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	10,177.34	
08163LAG4	**CUS#**	**1CMO BENCHMARK MORTGAGE TRUST SER 20-B21 CL A5 2.014% DUE 12-15-2053 BEO**				
		OPENING BALANCE		10,000.000	10,299.98	
01-18 / 01-18		Interest Received on 10,000.00 Par Payment Due 01/18/22	16.48	0.000	0.00	0.00
		CLOSING BALANCE		10,000.000	10,299.98	

Other Assets

Miscellaneous

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
999938392	**CUS#**	**SECURITIES LENDING FEES FROM GLOBAL FIXED INCOME SECURITIES**				
		OPENING BALANCE		0.000	0.00	
01-18 / 01-18		6031008 - GLOBAL FIXED INCOME FEE FOR SECURITIES FOR THE MONTH OF DECEMBER 2021	- 7.11	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
999938376	**CUS#**	**SECURITIES LENDING FEES FROM GOVERNMENT SECURITIES**				
		OPENING BALANCE		0.000	0.00	
01-18 / 01-18		6031006 - GOVERNMENT FEE FOR SECURITIES LENDING FOR THE MONTH OF DECEMBER 2021	- 221.63	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
999938350	**CUS#**	**SECURITIES LENDING INCOME FROM GLOBAL FIXED INCOME**				
		OPENING BALANCE		0.000	0.00	

◆ Transaction Detail by Security

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
Other Assets						
01-18 / 01-18		FOR THE MONTH OF DECEMBER 2021	17.92	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
999938335	**CUS#**	**SECURITIES LENDING INCOME FROM LENDING US GOVERNMENT SECURITIES**				
		OPENING BALANCE		0.000	0.00	
01-18 / 01-18		FOR THE MONTH OF DECEMBER 2021	556.22	0.000	0.00	0.00
		CLOSING BALANCE		0.000	0.00	
Cash and Cash Equivalents						
Funds - short term investment						
195998AD1	**CUS#**	**COLTV SHORT TERM INVT FD**				
		OPENING BALANCE		236,278.120	236,278.12	
12-31 / 01-05		INCOME RECEIVED	45.00	0.000	0.00	0.00
01-05 / 01-05		NORTHERN TRUST SWEEP FEE	- 42.82	0.000	0.00	0.00
	********	CLOSING BALANCE		302,613.020	302,613.02	

◆ Pending Tran Detail w/Accrued Interest

Purchases

United States dollar

Fixed Income

Government bonds

Trade date/ Settle date	Country	Trade Status	Security description Asset Id Trade Expenses	Shares/PAR	Cost/Market Local Cost Base Cost Base Market	Accrued Interest Local Base Market	Total Local Cost Base Cost Base Market
31 Jan 22 1 Feb 22	United States	Cash pending Shares not delivered	UTD STATES TREAS NTS 1.5 NTS 31/01/2027 USD 'G-2027' 1.5 DUE 01-31-2027 REG CUSIP: 912828Z78	300,000.000	- 298,335.34 - 298,335.34 - 298,335.34	- 12.43 - 12.43 - 12.43	- 298,347.77 - 298,347.77 - 298,347.77
31 Jan 22 1 Feb 22	United States	Cash pending Shares not delivered	UTD STATES TREAS NTS 1.5 NTS 31/01/2027 USD 'G-2027' 1.5 DUE 01-31-2027 REG CUSIP: 912828Z78	465,000.000	- 462,275.39 - 462,275.39 - 462,275.39	- 19.27 - 19.27 - 19.27	- 462,294.66 - 462,294.66 - 462,294.66
Total government bonds					- 760,610.73 - 760,610.73 - 760,610.73	- 31.70 - 31.70 - 31.70	- 760,642.43 - 760,642.43 - 760,642.43
Total fixed income					- 760,610.73 - 760,610.73 - 760,610.73	- 31.70 - 31.70 - 31.70	- 760,642.43 - 760,642.43 - 760,642.43
Total United States dollar					**- 760,610.73** **- 760,610.73** **- 760,610.73**	**- 31.70** **- 31.70** **- 31.70**	**- 760,642.43** **- 760,642.43** **- 760,642.43**
Total purchases					**N/A** **- 760,610.73** **- 760,610.73**	**N/A** **- 31.70** **- 31.70**	**N/A** **- 760,642.43** **- 760,642.43**

◆ Pending Tran Detail w/Accrued Interest

Trade date/ Settle date	Country	Trade Status	Security description Asset Id Trade Expenses	Shares/PAR	**Cost/Market** Local Proceeds Base Proceeds Base Market	**Accrued Interest** Local Base Market	**Total** Local Proceeds Base Proceeds Base Market
Sales							
United States dollar							
Fixed Income							
Government bonds							
31 Jan 22 1 Feb 22	United States	Cash pending Shares not delivered	UNITED STATES TREAS NTS 1.125% DUE 12-31-2026 CUSIP: 91282CDQ1	- 470,000.000	461,816.83 461,816.83 461,816.83	519.34 519.34 519.34	462,336.17 462,336.17 462,336.17
31 Jan 22 1 Feb 22	United States	Cash pending Shares not delivered	UNITED STATES TREAS NTS 1.125% DUE 12-31-2026 CUSIP: 91282CDQ1	- 305,000.000	299,781.64 299,781.64 299,781.64	337.02 337.02 337.02	300,118.66 300,118.66 300,118.66
Total government bonds					761,598.47 761,598.47 761,598.47	856.36 856.36 856.36	762,454.83 762,454.83 762,454.83
Total fixed income					761,598.47 761,598.47 761,598.47	856.36 856.36 856.36	762,454.83 762,454.83 762,454.83
Total United States dollar					**761,598.47 761,598.47 761,598.47**	**856.36 856.36 856.36**	**762,454.83 762,454.83 762,454.83**
Total sales					**N/A 761,598.47 761,598.47**	**N/A 856.36 856.36**	**N/A 762,454.83 762,454.83**

◆ Capital Change Detail

Ex date	Original security description/Asset ID Shares	Original cost	Change description	Payment Amount	Resulting security description/Asset ID Shares	Resulting cost	Realized gain/loss Market Translation

NO DATA TO REPORT

◆ Manager Mix

Account Name/ Account Number	Invested and Uninvested Cash % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pending/ % of account	Total Market Value/ % of **consolidation**	Unrealized Gain/Loss
*FREIGHT DRIVERS 557-DELAWA-SL [redacted]	302,613.02 4.04%	0.00 0.00%	7,182,326.35 95.93%	0.00 0.00%	1,812.40 0.02%	7,486,751.77 100.00%	- 52,899.15
Consolidation [redacted] **% for consolidation**	**302,613.02** **4.04%**	**0.00** **0.00%**	**7,182,326.35** **95.93%**	**0.00** **0.00%**	**1,812.40** **0.02%**	**7,486,751.77** **100.00%**	**- 52,899.15**

#06

Portfolio Statements

1 JAN 22 - 31 JAN 22

◆ Contents

Account Name
FREIGHT DRIVERS AND HELPERS LOCAL UNION NO. 557 PENSION FUND - DREYFUS-S

Account Number
[redacted]

Questions?
If you have any questions about this report, call your Northern Trust account administrator.

You may have the right under applicable federal banking law to receive, at no additional cost, separate notifications of securities transactions effected for your account. If you wish to receive separate notifications, please contact your relationship officer.

BENEFITS ADMINISTRATION CORPORATION INC
C/O FREIGHT DRIVERS & HELPERS
LOCAL UNION NO 557 PENISON FUND
ATTN: JOE SWANN
9411 PHILADELPHIA RD STE S
BALTIMORE , MD 21237-4168

***No Data Available**

Northern Trust

Generated by Northern Trust from periodic data on 9 Feb 22

◆ Notifications

The term "Tax Credit" refers to local market terminology for the taxation associated with an income event. It makes no representation or warranty relating to the ability of the recipient to utilise the value as a "credit", "offset" or other benefit for their own tax purposes. Investors should seek their own tax advice relating to the specific tax considerations of investments in such markets. The Tax Credit is informational only data in the context of this report.

Please note where a client may be eligible to reclaim taxes, these are calculated and accrued for as a tax recoverable on ex date. The net amount may include the accrual of withholding taxes, tax credits or both.

Northern Trust records impairment entries pursuant to client direction. Impairment entries recorded to satisfy financial accounting and reporting requirements may not be suitable for tax or for other regulatory reporting purposes. Determining appropriate impairment adjustments is the responsibility of the client.

Although most valuation statements are received periodically from the relevant provider, pricing information may be received by Northern Trust as often as daily. As such, pricing information reported within this template, when scheduled against 'Daily Reporting', may be more current than the valuation statement date information. In these instances, the 'Price Date' field will indicate this with a date more current than the Valuation Statement and Statement Received dates.

Please note that this status summary report has been prepared using best available data, including data provided by the fund company and/or client which may, where indicated, represent preliminary or estimated values. The values contained in the status summary report are not intended to represent or suggest any statement about fair value. This report may also utilize information provided by other third parties, derived by third parties or from third party data and/or data that may have been categorized or otherwise reported based upon client direction - Northern Trust assumes no responsibility for the accuracy, timeliness or completeness of any such information. Northern Trust assumes no responsibility for the consequences of investment decisions made in reliance on information contained in this report. If you have questions regarding third party data or direction as it relates to this report, please contact your Northern Trust relationship team.

Although this report has been prepared using information believed to be reliable, it may contain information provided by third parties or derived from third party information, and/or information that may have been obtained from, categorized or otherwise reported based upon client direction. The Northern Trust Company does not guarantee the accuracy, timeliness or completeness of any such information. The information included in this report is intended to assist clients with their financial reporting needs, but you must consult with your accountants, auditors and/or legal counsel to ensure your accounting and financial reporting complies with applicable laws, regulations and accounting guidance. The Northern Trust Company and its affiliates shall have no responsibility for the consequences of investment decisions made in reliance on information contained in this report.

Portfolio Statement

1 JAN 22 - 31 JAN 22

Account number [redacted]
Account Name *FREIGHT DRIVERS 557-DREYFU-SL

◆ Change in Book and Market Value

	Cost	Market value	For more information
Opening balance	3,768,140.74	3,584,587.08	
Miscellaneous Cash Disbursements	- 1,300,000.00	- 1,300,000.00	See funding & disbursement summary
Total disbursements	- 1,300,000.00	- 1,300,000.00	See funding & disbursement summary
Income received	123.88	123.88	See income & expense summary, cash activity detail
Expenses paid	- 119.61	- 119.61	See income & expense summary
Unrealized gain/loss change	0.00	64,819.70	See asset summary
Realized gain/loss	- 120,862.02	- 120,862.02	See realized gain/loss summary
Accrued income change	6.69	6.69	See income & expense summary
Closing balance	2,347,289.68	2,228,555.72	

◆ Change in Cash Value

	Market value	Cost	For more information
Opening balance	941,026.85	941,026.85	
Miscellaneous cash disbursements	- 1,300,000.00	- 1,300,000.00	See funding & disbursement summary
Total disbursements	- 1,300,000.00	- 1,300,000.00	See funding & disbursement summary
Income received	123.88	123.88	See income & expense summary, cash activity detail
Expenses paid	- 119.61	- 119.61	See income & expense summary
Securities sold	1,300,000.00	1,300,000.00	See investment transaction summary
Closing balance	941,031.12	941,031.12	

◆ Market Reconciliation by Account

[redacted]

Beginning Market Value as of 01-Jan-22		3,584,587.08
Funding and Disbursement Activity		
Sponsor Contributions	0.00	
Participant Contributions	0.00	
Other Receipts	0.00	
Non-Cash Security Rcpts at Market	0.00	
Net Benefits Paid	0.00	
Other Disbursements	- 1,300,000.00	
Non-Cash Security Disbs at Market	0.00	
Net Funding and Disbursement Activity		- 1,300,000.00
Net Investment Income		
Dividends	0.00	
Interest	123.88	
Other Income	0.00	
Total Amortization Expense	0.00	
Total OID/MKT Accretion Income	0.00	
Non-cash Dividends	0.00	
Change in Accrued Income	6.69	
Income Reclass'd as Return of Capital	0.00	
Broker Commissions Recaptured	0.00	
Total Net Investment Income		130.57
Market Value Adjustment		
Net Change in Unrealized Gain/Loss	64,819.70	
Realized Gain/Loss	- 120,862.02	
Total Market Value Adjustment		- 56,042.32
Fees and Expenses		- 119.61
Net Investment Change		-56,031.36
Total Account Change		- 1,356,031.36
Ending Market Value as of 31-Jan-22		2,228,555.72

Net Change in Unrealized Gain or Loss	
Ending Market Value as of 31-Jan-22	2,228,555.72
Ending Book Value as of 31-Jan-22	2,347,289.68
Ending Unrealized G/L as of 31-Jan-22	- 118,733.96
Less:	
Beginning Market Value as of 01-Jan-22	3,584,587.08
Beginning Book Value as of 01-Jan-22	3,768,140.74
Beginning Unrealized G/L as of 01-Jan-22	- 183,553.66
Total Unrealized G/L Change	64,819.70
Unrealized G/L of Security Movement Disbursements Less Receipts	0.00
Net Change in Unrealized Gain/Loss	64,819.70
Based on MV	
Net Change in Accrued Income	
Accrued Net Income 31-Jan-22	10.96
Less:	
Accrued Net Income 01-Jan-22	4.27
Net Change in Accrued Income	6.69

◆

Asset Summary

				Unrealized gain/loss				
Country	Accrued income/expense	Market value	Cost	Market	Translation	Total	Market value incl. accruals	%
Fixed Income								
Funds - corporate bond								
United States - USD	0.00	1,287,513.64	1,406,247.60	- 118,733.96	0.00	- 118,733.96	1,287,513.64	57.773%
Total funds - corporate bond	**0.00**	**1,287,513.64**	**1,406,247.60**	**- 118,733.96**	**0.00**	**- 118,733.96**	**1,287,513.64**	**57.773%**
Total fixed income	**0.00**	**1,287,513.64**	**1,406,247.60**	**- 118,733.96**	**0.00**	**- 118,733.96**	**1,287,513.64**	**57.773%**
Cash and Cash Equivalents								
Funds - short term investment								
Funds - Short Term Investment	10.96	941,031.12	941,031.12	0.00	0.00	0.00	941,042.08	42.227%
Total funds - short term investment	**10.96**	**941,031.12**	**941,031.12**	**0.00**	**0.00**	**0.00**	**941,042.08**	**42.227%**
Total cash and cash equivalents	**10.96**	**941,031.12**	**941,031.12**	**0.00**	**0.00**	**0.00**	**941,042.08**	**42.227%**
Total Unrealized Gains						**0.00**		
Total Unrealized Losses						**- 118,733.96**		
Total	**10.96**	**2,228,544.76**	**2,347,278.72**	**- 118,733.96**	**0.00**	**- 118,733.96**	**2,228,555.72**	**100.000%**

Total Cost incl. Accruals **2,347,289.68**

◆

Asset Detail

Description Asset ID	Shares/PAR value	Market value	Market price	Cost	Unrealized gain/loss	Accrued income/expense	Market value including accruals	Estimated annual income
Fixed Income								
Funds - corporate bond								
MFO BNY MELLON INVT FDS III INTL BD FD CL Y 05588E108	88,488.910	1,287,513.64	14.5500	1,406,247.60	- 118,733.96	0.00	1,287,513.64	25,936.10
Total funds - corporate bond		**1,287,513.64**		**1,406,247.60**	**- 118,733.96**	**0.00**	**1,287,513.64**	**25,936.10**
Total fixed income		**1,287,513.64**		**1,406,247.60**	**- 118,733.96**	**0.00**	**1,287,513.64**	**25,936.10**
Cash and Cash Equivalents								
Funds - short term investment								
USD - COLTV SHORT TERM INVT FD 195998AD1		941,031.12		941,031.12	0.00	10.96	941,042.08	195.53
Total funds - short term investment		**941,031.12**		**941,031.12**	**0.00**	**10.96**	**941,042.08**	**195.53**
Total cash and cash equivalents		**941,031.12**		**941,031.12**	**0.00**	**10.96**	**941,042.08**	**195.53**
Total		**2,228,544.76**		**2,347,278.72**	**- 118,733.96**	**10.96**	**2,228,555.72**	**26,131.63**

+ + Informational Only Asset - an asset that is not held in the account but that is included in Northern Trust's reports at the client's request solely as a matter of convenience to the client. Custodial and other responsibilities for this asset rest solely with the client or another custodian. Northern Trust has no custodial or other responsibilities for this asset, and the asset is not an asset of any Northern Trust account for purposes of the applicable account agreement.

◆

Income & Expense Summary

Type	Receivables last period	Receivables this period	Amount received	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Earned income
Income								
Cash and cash equivalents								
Funds - short term investment	4.27	10.96	123.88	0.00	0.00	0.00	0.00	130.57
Total cash and cash equivalents	**4.27**	**10.96**	**123.88**	**0.00**	**0.00**	**0.00**	**0.00**	**130.57**
Total income	**4.27**	**10.96**	**123.88**	**0.00**	**0.00**	**0.00**	**0.00**	**130.57**

Type	Payables last period	Payables this period	Amount paid	Tax recoverable last period	Tax recoverable this period	Tax reclaims received	Accrual receipts/ deliveries	Expenses recognized
Expense								
Cash and cash equivalents								
Funds - short term investment	0.00	0.00	- 119.61	0.00	0.00	0.00	0.00	- 119.61
Total cash and cash equivalents	**0.00**	**0.00**	**- 119.61**	**0.00**	**0.00**	**0.00**	**0.00**	**- 119.61**
Total expense	**0.00**	**0.00**	**- 119.61**	**0.00**	**0.00**	**0.00**	**0.00**	**- 119.61**
Net income & expenses	**4.27**	**10.96**	4.27	**0.00**	**0.00**	**0.00**	**0.00**	**10.96**

◆ Funding & Disbursement Summary

							Realized gain/loss	
Transaction type	Receipts	Disbursements	Accruals	Market value	Cost	Transaction amount Cost on gain/loss	Market Translation	Total
Miscellaneous Cash Disbursements	0.00	- 1,300,000.00	0.00	0.00	0.00	- 1,300,000.00 0.00	0.00 0.00	0.00
Total	**0.00**	**- 1,300,000.00**	**0.00**	**0.00**	**0.00**	**- 1,300,000.00** **0.00**	**0.00** **0.00**	**0.00**

◆

Investment Transaction Summary

	Transaction Amount			Realized Gain/Loss			
Asset Type	Principal	Accrued Interest	Adjustment Amt	Cost	Market	Translation	Total
Sales							
Fixed Income							
Funds - corporate bond	1,300,000.00	0.00	0.00	-1,420,862.02	-120,862.02	0.00	-120,862.02
Total fixed income	1,300,000.00	0.00	0.00	-1,420,862.02	-120,862.02	0.00	-120,862.02
Total sales	1,300,000.00	0.00	0.00	-1,420,862.02	-120,862.02	0.00	-120,862.02
Total	**1,300,000.00**	**0.00**	**0.00**	**-1,420,862.02**	**-120,862.02**	**0.00**	**-120,862.02**

◆ Transaction Detail by Security

Fixed Income

Funds - corporate bond

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
05588E108	**CUS#**	**MFO BNY MELLON INVT FDS III INTL BD FD CL Y**				
		OPENING BALANCE		177,897.440	2,827,109.62	
01-27 / 01-28		SOLD 89,408.530 SHARES 01-27-22 AT A PRICE OF $14.54 NET AGAINST PAYMENT OF $1,300,000.000	1,300,000.00	- 89,408.530	- 1,420,862.02	- 120,862.02
		CLOSING BALANCE		88,488.910	1,406,247.60	

Cash and Cash Equivalents

Funds - short term investment

Asset Id Trade / Settle	Asset Id Type	Description	Cash	Share/Par	Cost	Gain/Loss
195998AD1	**CUS#**	**COLTV SHORT TERM INVT FD**				
		OPENING BALANCE		941,026.850	941,026.85	
12-31 / 01-05		INCOME RECEIVED	123.88	0.000	0.00	0.00
01-05 / 01-05		NORTHERN TRUST SWEEP FEE	- 119.61	0.000	0.00	0.00
	********	CLOSING BALANCE		941,031.120	941,031.12	

◆ Pending Tran Detail w/Accrued Interest

Trade date/ Settle date	Country	Trade Status	Security description Asset Id Trade Expenses	Shares/PAR	**Cost/Market** Local Proceeds Base Proceeds Base Market	**Accrued Interest** Local Base Market	**Total** Local Proceeds Base Proceeds Base Market

NO DATA TO REPORT

◆ Capital Change Detail

Ex date	Original security description/Asset ID Shares	Original cost	Change description	Payment Amount	Resulting security description/Asset ID Shares	Resulting cost	Realized gain/loss Market Translation

NO DATA TO REPORT

◆

Manager Mix

Account Name/ Account Number	Invested and Uninvested Cash % of account	Equity/ % of account	Fixed/ % of account	R.E. and Other/ % of account	Pending/ % of account	Total Market Value/ % of **consolidation**	Unrealized Gain/Loss
*FREIGHT DRIVERS 557-DREYFU-SL	941,031.12	0.00	1,287,513.64	0.00	0.00	2,228,544.76	- 118,733.96
[redacted]	42.23%	0.00%	57.77%	0.00%	0.00%	100.00%	
Consolidation [redacted]	**941,031.12**	**0.00**	**1,287,513.64**	**0.00**	**0.00**	**2,228,544.76**	**- 118,733.96**
% for consolidation	**42.23%**	**0.00%**	**57.77%**	**0.00%**	**0.00%**	**100.00%**	

Corporate Business
PNC Bank

PNC BANK

For the period 01/01/2022 to 01/31/2022

Primary account number: [redacted]
Page 1 of 4
Number of enclosures: 0

FREIGHT DRIVERS HELPERS LOCAL 557
PENSION FUND
9411 PHILADELPHIA RD STE S
BALTIMORE MD 21237

248

For 24-hour banking sign on to
PNC Bank Online Banking on pnc.com
FREE Online Bill Pay

☎ For customer service call 1-800-669-1518
PNC accepts Telecommunications Relay Service (TRS) calls.

Para servicio en español, 1-877-BUS-BNKG

Moving? Please contact your local branch.
Write to: Treas Mgmt Client Care
One Financial Parkway
Locator Z1-Yb42-03-1
Kalamazoo , MI 49009-9738
Visit us at PNC.com/treasury

Corporate Business Summary

Account number: [redacted]

Overdraft Protection has not been established for this account.
Please contact us if you would like to set up this service.

Freight Drivers Helpers Local 557
Pension Fund

Balance Summary

Beginning balance	Deposits and other additions	Checks and other deductions	Ending balance
2,179,210.64	**1,479,590.30**	**1,409,092.93**	**2,249,708.01**
		Average ledger balance	Average collected balance
		1,190,439.76	1,183,702.24

Deposits and Other Additions

Description	Items	Amount
Deposits	2	167,252.91✓
ACH Additions	2	1,274.80
Other Additions	3	1,311,062.59
Total	**7**	**1,479,590.30**

Checks and Other Deductions

Description	Items	Amount
Checks	✓ 185	✓172,142.05
ACH Deductions	7	1,235,544.99
Other Deductions	1	1,405.89
Total	**193**	**1,409,092.93**

Daily Balance

Date	Ledger balance	Date	Ledger balance	Date	Ledger balance
01/01	2,179,210.64	01/11	890,570.29	01/21	1,018,289.63
01/03	943,558.31	01/12	889,312.08	01/24	992,585.10
01/04	930,797.37	01/13	887,346.26	01/25	980,998.75
01/05	912,657.62	01/14	884,546.68	01/26	969,962.93
01/06	897,838.20	01/18	1,043,211.39	01/27	958,864.43
01/07	894,147.35	01/19	1,039,168.19	01/28	2,251,113.90
01/10	890,872.93	01/20	1,038,951.19	01/31	2,249,708.01

Activity Detail

Deposits and Other Additions

Deposits

Date posted	Amount	Transaction description	Reference number
01/11	4,919.10	Remote Capture 1	[redacted]
01/18	162,333.81	Remote Capture 1	[redacted]

ACH Additions

Date posted	Amount	Transaction description	Reference number
01/04	1,001.80	ACH Credit Reclaim Reclaim Freight Local P	[redacted]
01/05	273.00 ✓	Returned ACH CR Return Freight Drivers1	[redacted]

Other Additions

Date posted	Amount	Transaction description	Reference number
01/18	4,770.94 ✓	Wire Transfer In [redacted]	[redacted]
01/25	6,291.65 ✓	Wire Transfer In [redacted]	[redacted]
01/28	1,300,000.00 ✓	Wire Transfer In [redacted]	[redacted]

Checks and Other Deductions

Checks and Substitute Checks

* Gap in check sequence

Date posted	Check number	Amount	Reference number	Date posted	Check number	Amount	Reference number	Date posted	Check number	Amount	Reference number
				01/12	Sum. 8	1,227.21	Summary	01/25	Sum. 2	17,878.00	Summary
01/03	Sum. 8	5,419.97	Summary	01/13	Sum. 6	1,965.82	Summary	01/26	Sum. 2	11,035.82	Summary
01/04	Sum. 34	13,762.74	Summary	01/14	Sum. 9	2,799.58	Summary	01/27	Sum. 3	11,098.50	Summary
01/05	Sum. 30	16,600.12	Summary	01/18	Sum. 5	8,440.04	Summary	01/28	Sum. 2	7,750.53	Summary
01/06	Sum. 24	14,819.42	Summary	01/19	Sum. 3	3,543.20	Summary	01/12	1414303 *	31.00	[redacted]
01/07	Sum. 7	3,690.85	Summary	01/20	Sum. 5	217.00	Summary		Effective Date 01/11		
01/10	Sum. 10	3,274.42	Summary	01/21	Sum. 3	20,661.56	Summary				
01/11	Sum. 15	5,221.74	Summary	01/24	Sum. 8	22,704.53	Summary				

ACH Deductions

Date posted	Amount	Transaction description	Reference number
01/03	1,144,304.34 ✓	ACH Settlement ACH Freight Drivers1	[redacted]
01/03	85,584.16 ✓	Corporate ACH Usataxpymt IRS [redacted]	[redacted]
01/03	343.86 ✓	Corporate ACH Ok Tax Pmt Oklahomataxpmts [redacted]	[redacted]
01/05	1,433.50 ✓	Corporate ACH De-Iras De Div Of Rev [redacted]	[redacted]
01/05	379.13 ✓	Corporate ACH Tax Paymen VA Dept Taxation *****[redacted]	[redacted]
01/19	500.00 ✓	Corporate ACH Usataxpymt IRS [redacted]	[redacted]
01/24	3,000.00 ✓	Corporate ACH Usataxpymt IRS [redacted]	[redacted]

Other Deductions

Date posted	Amount	Transaction description	Referenc numbe
01/31	1,405.89	✓Corporate Account Analysis Charge	[redacted]

Reviewing Your Statement

Please review this statement carefully and reconcile it with your records. Call the telephone number on the upper right side of the first page of this statement if:

- you have any questions regarding your account(s);
- your name or address is incorrect;
- you have any questions regarding interest paid to an interest-bearing account.

Balancing Your Account

Update Your Account Register

Compare:	The activity detail section of your statement to your account register.
Check Off:	All items in your account register that also appear on your statement. Remember to begin with the ending date of your last statement. (An asterisk {*} will appear in the Checks section if there is a gap in the listing of consecutive check numbers.)
Add to Your Account Register Balance:	Any deposits or additions including interest payments and ATM or electronic deposits listed on the statement that are not already entered in your register.
Subtract From Your Account Register Balance:	Any account deductions including fees and ATM or electronic deductions listed on the statement that are not already entered in your register.

Update Your Statement Information

Step 1: Add together deposits and other additions listed in your account register but not on your statement.

Date of Deposit	Amount
Total A	

Step 2: Add together checks and other deductions listed in your account register but not on your statement.

Check Number or Deduction Description	Amount
Total B	

Step 3:

Enter the ending balance recorded on your statement $ ______________

Add deposits and other additions not recorded Total A + $ ______________

Subtotal= $ ______________

Subtract checks and other deductions not recorded Total B - $ ______________

The result should equal your account register balance = $ ______________

Verification of Direct Deposits

To verify whether a direct deposit or other transfer to your account has occurred, call us Monday - Friday: 7 AM - 10 PM ET and Saturday & Sunday: 8 AM - 5 PM ET at the customer service number listed on the upper right side of the first page of this statement.

In Case of Errors or Questions About Your Electronic Transfers

Telephone us at the customer service number listed on the upper right side of the first page of this statement or write us at PNC Bank Debit Card Services, 500 First Avenue, 4th Floor, Mailstop P7-PFSC-04-M, Pittsburgh, PA 15219 as soon as you can, if you think your statement or receipt is wrong or if you need more information about a transfer on the statement or receipt. We must hear from you no later than 60 days after we sent you the FIRST statement on which the error or problem appeared.

(1) Tell us your name and account number (if any).

(2) Describe the error or the transfer you are unsure about, and explain as clearly as you can why you believe it is an error or why you need more information.

(3) Tell us the dollar amount of the suspected error.

We will investigate your complaint and will correct any error promptly. If we take longer than 10 business days, we will provisionally credit your account for the amount you think is in error, so that you will have use of the money during the time it takes us to complete our investigation.

Version Updates v20210908p

Version	Date updated	
v20210908p	09/08/2021	On 1 Form 5500 Projection sheet, the projection period in range A15:A31 was updated to start in 2018 instead of 2019.
v20210706p	07/06/2021	

TEMPLATE 1

Form 5500 Projection

File name: *Template 1 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

v20210908p

For supplemental submission due to merger under § 4262.4(f)(1)(ii): *Template 1 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.

For the 2018 plan year until the most recent plan year for which the Form 5500 is required to be filed, provide the projection of expected benefit payments as required to be attached to the Form 5500 Schedule MB if the response to line 8b(1) of the Form 5500 Schedule MB is "Yes."

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001

Complete for each Form 5500 that has been filed prior to the date the SFA application is submitted*.

	2018 Form 5500	2019 Form 5500	2020 Form 5500	2021 Form 5500	2022 Form 5500	2023 Form 5500	2024 Form 5500	2025 Form 5500
Plan Year Start Date	01/01/2018	01/01/2019	01/01/2020					
Plan Year End Date	12/31/2018	12/31/2019	12/31/2020					
Plan Year	Expected Benefit Payments							
2018	$16,965,901	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2019	$16,962,062	$17,162,003	N/A	N/A	N/A	N/A	N/A	N/A
2020	$16,938,487	$17,190,480	$16,993,669	N/A	N/A	N/A	N/A	N/A
2021	$16,944,658	$17,215,766	$17,105,719		N/A	N/A	N/A	N/A
2022	$16,908,534	$17,173,516	$17,120,120			N/A	N/A	N/A
2023	$16,734,787	$17,007,559	$17,020,674				N/A	N/A
2024	$16,515,398	$16,773,393	$16,821,679					N/A
2025	$16,279,907	$16,517,755	$16,608,009					
2026	$15,993,838	$16,200,839	$16,308,039					
2027	$15,620,316	$15,813,990	$15,935,533					
2028	N/A	$15,408,752	$15,547,203					
2029	N/A	N/A	$15,090,338					
2030	N/A	N/A	N/A					
2031	N/A	N/A	N/A	N/A				
2032	N/A	N/A	N/A	N/A	N/A			
2033	N/A	N/A	N/A	N/A	N/A	N/A		
2034	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

* Adjust column headers as may be needed due to any changes in the plan year since 2018 and provide supporting explanation. For example, assume the plan has a calendar year plan year, but effective 10/1/2019 the plan year is changed to begin on October 1. For 2019 there will be two 2019 Forms - one for the short plan year from 1/1/2019 to 9/30/2019, and another for the plan year 10/1/2019 to 9/30/2020. For this example, modify the table to show a separate column for each of the separate Forms 5500, and identify the plan year period for each filing.

TEMPLATE 3

Historical Plan Information

File name: *Template 3 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

v20210706p

For supplemental submission due to merger under § 4262.4(f)(1)(ii): *Template 3 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.

Provide historical plan information for each of the most recent 10 plan years immediately preceding the application filing date that separately identifies: total contributions, total contribution base units (including identification of the base unit used (i.e., hourly, weekly)), average contribution rates, and number of active participants at the beginning of each plan year. Also show separately for each of the most recent 10 plan years immediately preceding the application filing date all other sources of non-investment income, including, if applicable, withdrawal liability payments collected, reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if any), and other identifiable contribution streams.

If the sum of all contributions and withdrawal liabilities shown on this table does not equal the amount shown as contributions credited to the funding standard account on the plan year Schedule MB of Form 5500, include an explanation as a footnote to this table.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001

Unit (e.g. hourly, weekly)	Hourly

						All Other Sources of Non-Investment Income				
Plan Year (in order from oldest to most recent)	Plan Year Start Date	Plan Year End Date	Total Contributions*	Total Contribution Base Units	Average Contribution Rate	Reciprocity Contributions (if applicable)	Additional Rehab Plan Contributions (if applicable)	Other - Explain if Applicable[1]	Withdrawal Liability Payments Collected	Number of Active Participants at Beginning of Plan Year
2012	01/01/2012	12/31/2012	$5,290,013	752,070	$7.03				$2,352,316.00	376
2013	01/01/2013	12/31/2013	$6,026,302	789,651	$7.63				$2,836,040.00	398
2014	01/01/2014	12/31/2014	$5,915,198	779,503	$7.59				$1,604,168.00	422
2015	01/01/2015	12/31/2015	$5,303,300	720,280	$7.36				$388,328.00	419
2016	01/01/2016	12/31/2016	$4,945,155	679,997	$7.27			-$12,326,105	$416,056.00	390
2017	01/01/2017	12/31/2017	$4,618,274	635,548	$7.27				$422,798.00	361
2018	01/01/2018	12/31/2018	$4,139,748	587,897	$7.04				$422,798.00	346
2019	01/01/2019	12/31/2019	$3,844,840	561,080	$6.85				$335,973.00	312
2020	01/01/2020	12/31/2020	$2,285,898	392,352	$5.83				$75,500.00	284
2021	01/01/2021	12/31/2021	$2,268,542	400,495	$5.66				$179,285.00	212

* Total contributions shown here should be contributions based upon CBUs and should not include items separately shown in any columns under "All Other Sources of Non-Investment Income."

TEMPLATE 4

v20210824p

SFA Determination

File name: *Template 4 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

For supplemental submission due to a merger under § 4262.4(f)(1)(ii): *Template 4 Pension Plan Name Merged* , where "Pension Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.

For supplemental submission due to certain events with limitations under § 4262.4(f)(1)(i): *Template 4 Pension Plan Name Supp* , where "Pension Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item 4 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

Provide information used to determine the amount of requested SFA for the plan based on a deterministic projection and using the actuarial assumptions as described in § 4262.4 of PBGC’s special financial assistance regulation. The information to be provided is:

NOTE: All items below are provided on sheet '4-3 SFA Details' unless otherwise noted.

a. Interest rate used (the "SFA interest rate"), including supporting details on how it was determined. If such interest rate is the limit described in section 4262(e)(3) of ERISA, identify the month selected by the plan to determine the third segment rate used to calculate the limit. *[Sheet: 4-1 SFA Interest Rate]*

b. Fair market value of assets on the last day of the calendar quarter immediately preceding the date the application is filed (the "SFA measurement date”).

c. For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"):

   i. Separately identify the projected amount of contributions, projected withdrawal liability payments, and other payments expected to be made to the plan (excluding the amount of financial assistance under section 4261 of ERISA and SFA to be received by the plan).

   ii. Separately identify benefit payments described in § 4262.4(b)(1) of PBGC's special assistance regulation (excluding the payments in (c)(iii) below) for current retirees and beneficiaries, terminated vested participants not currently receiving benefits, currently active participants and new entrants. *[Sheet: 4-2 SFA Ben Pmts]*

   iii. Separately identify payments described in § 4262.4(b)(1) of PBGC's special financial assistance regulation attributable to the reinstatement of benefits under § 4262.15 that were previously suspended through the SFA measurement date. [Also see applicable examples in Section C, Item 4(c)(iii) of the SFA instructions.]

   iv. Separately identify administrative expenses expected to be paid using plan assets, excluding the amount owed PBGC under section 4261 of ERISA.

d. For each plan year in the SFA coverage period, the projected investment income based on the interest rate in (a) above, and the projected fair market value of plan assets at the end of each plan year.

e. The present value (using the interest rate identified in (a) above) as of the SFA measurement date of each of the separately provided items in (c)(i)-(iv) above.

f. SFA amount determined as a lump sum as of the SFA measurement date. As described in § 4262.4(a) of PBGC’s special financial assistance regulation, this amount equals the excess (if any) of the SFA-eligible plan obligations (the present value of the items in (c)(ii) through (c)(iv)) over the SFA-eligible plan resources (item (b) plus the present value of the items in (c)(i)).

Additional instructions for each individual worksheet:

Sheet

4-1 SFA Determination - SFA Interest Rate

See instructions on 4-1 SFA Interest Rate.

4-2 SFA Determination - SFA Benefit Payments

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date, SFA interest rate),
--Year-by-year deterministic projection of benefit payments, and
--Present values as of the SFA measurement date, using the SFA interest rate.

For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"), separately identify benefit payments described in § 4262.4(b)(1) of PBGC's special assistance regulation for current retirees and beneficiaries, terminated vested participants not currently receiving benefits, currently active participants and new entrants. On this Sheet 4-2, show all benefit payments as positive amounts.

If the plan has suspended benefit payments under sections 305(e)(9) or 4245 of ERISA, the benefit payments in this Sheet 4-2 projection should reflect prospective reinstatement of benefits assuming such reinstatements commence as of the SFA measurement date. If the plan restored or partially restored benefits under 26 CFR 1.432(e)(9)-1(e)(3) before the SFA measurement date, the benefit payments in this Sheet 4-2 should reflect fully restored prospective benefits.

Benefit payments to be paid to participants to restore previously suspended benefits should not be included on this Sheet 4-2, and are separately shown on Sheet 4-3 in the Column (7). All reinstatement of benefits should be shown assuming such reinstatements are paid beginning as of the SFA measurement date (or on the SFA measurement date, for lump sum reinstatement of prior suspended benefits).

Provide the present value as of the SFA measurement date of each separate set of benefit payments, using the limited SFA interest rate from Sheet 4-1. On this sheet, show the present values as positive amounts.

Except for the first row in the projection exhibit below, each row must include the full plan year of the indicated information up to the plan year ending in 2051. This first row may be less than a full plan year of information. The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

4-3 SFA Determination - SFA Details

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date, SFA interest rate),
--Year-by-year deterministic projection, and
--Present values as of the SFA measurement date, using the SFA interest rate.

For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"), provide each of the items requested in Columns (1) through (10). Show payments INTO the plan as positive amounts and payments OUT of the plan as negative amounts.

If the plan has suspended benefit payments under sections 305(e)(9) or 4245 of ERISA, Column (7) should show the benefit payments to be made to restore the past benefits that have been suspended. These amounts should be determined as if such reinstatements are paid beginning as of the SFA measurement date. If the plan sponsor elects to pay these amounts as a lump sum, then the lump sum amount is assumed paid as of the SFA measurement date. If the plan sponsor decides to make payments over 60 months, the first monthly payment is assumed paid on the first regular payment date on or after the SFA measurement date. See the examples in the SFA Instructions. If the reinstatement is paid over 60 months, each row in the projection should reflect the monthly payments for that period. The prospective reinstatement of suspended benefits is included in Column (6); Column (7) is only for reinstatement of past benefits that were suspended.

Provide the present values as of the SFA measurement date of each of the projections in Columns (3) through (8), using the limited SFA interest rate from Sheet 4-1. Show the present values as the same sign (positive or negative) as the projected amounts (e.g., benefit payments are negative on this Sheet 4-3, and the present value of benefit payments should also be negative.

Except for the first row in the projection exhibit, each row must include the full plan year of the indicated information up to the plan year ending in 2051. This first row may be less than a full plan year of information. The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

Version Updates

Version	Date updated	
v20210824p	08/24/2021	On 4-1 SFA Interest Rate sheet, the wording in cell A19 was updated and additional details were added to cell D19. Also on this sheet, minor formatting changes were made to many of the cells with red text.
v20210820p	08/20/2021	On 4-1 SFA Interest Rate sheet, the link in cell D19 was removed.
v20210706p	07/06/2021	

TEMPLATE 4 - Sheet 4-1

v20210824p

SFA Determination - Interest Rate

Provide the SFA interest rate used, including supporting details on how it was determined.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF	
EIN:	52-6118055	
PN:	001	
Application Submission Date:	03/04/2022	
SFA measurement date:	12/31/2021	Last day of the calendar quarter immediately preceding the application submission date.
Last day of first plan year ending after the measurement date:	12/31/2021	

SFA Interest Rate Used	4.00%	Input amount used in determination of SFA.

Development of interest rate limit:

Plan Interest Rate:	4.00%	Interest rate used for the funding standard account projections in the plan's most recently completed certification of plan status before 1/1/2021.
Month used for interest rate *(month in which application is filed or the 3 preceding months)* :	December	Month is selected by the plan sponsor.
ERISA Section 303(h)(2)(C)(iii) rate disregarding modifications made under clause (iv) of such section:	3.29%	24-month average third segment rate for selected month without regard to interest rate stabilization rules. These rates are issued by IRS each month. For example, the applicable third segment rate for August 2021 is 3.38%. That rate was issued in IRS Notice 21-50 on August 16, 2021 (see page 2 of notice under the heading "24-Month Average Segment Rates Without 25-Year Average Adjustment"). It is also available on IRS' Funding Yield Curve Segment Rate Tables web page (See Funding Table 3 under the heading "24-Month Average Segment Rates Not Adjusted").
Interest Rate Limit *(3rd Segment rate plus 200 basis points)* :	5.29%	This amount is calculated based on the other information entered.

SFA Interest Rate Calculation *(Lesser of Plan Interest Rate and Interest Rate Limit):*	4.00%	This amount is calculated based on the other information entered.
SFA Interest Rate Match Check:	Match	If the SFA Interest Rate Calculation is not equal to the SFA Interest Rate Used, provide explanation below.

TEMPLATE 4 - Sheet 4-2

v20210824p

SFA Determination - Benefit Payments

See Supplemental Instructions for Sheet 4-2 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001
SFA Measurement Date:	12/31/2021
SFA Interest Rate:	4.00%

On this Sheet 4-2, show all benefit payment amounts and present values as positive amounts.

PRESENT VALUE as of the Measurement Date of Projected Benefit Payments for:

Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
$159,072,229	$41,656,068	$39,556,414	$5,486,551	$245,771,262

PROJECTED BENEFIT PAYMENTS for:

Plan Year Start Date	Plan Year End Date	Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
12/31/2021	12/31/2021	$0	$0	$0	$0	$0
01/01/2022	12/31/2022	$15,773,848	$627,228	$955,197	$0	$17,356,273
01/01/2023	12/31/2023	$15,229,810	$876,682	$1,321,253	$0	$17,427,745
01/01/2024	12/31/2024	$14,665,220	$1,095,022	$1,627,627	$0	$17,387,869
01/01/2025	12/31/2025	$14,081,787	$1,331,761	$1,895,395	$0	$17,308,943
01/01/2026	12/31/2026	$13,481,469	$1,581,970	$2,082,776	$0	$17,146,215
01/01/2027	12/31/2027	$12,866,493	$1,804,009	$2,231,951	$0	$16,902,453
01/01/2028	12/31/2028	$12,239,338	$2,017,236	$2,363,261	$0	$16,619,835
01/01/2029	12/31/2029	$11,602,729	$2,219,271	$2,465,563	$0	$16,287,563
01/01/2030	12/31/2030	$10,959,676	$2,421,061	$2,548,147	$23,609	$15,952,493
01/01/2031	12/31/2031	$10,313,361	$2,624,550	$2,606,654	$42,112	$15,586,677
01/01/2032	12/31/2032	$9,667,038	$2,776,442	$2,645,152	$72,261	$15,160,893
01/01/2033	12/31/2033	$9,024,055	$2,885,393	$2,698,964	$103,285	$14,711,697
01/01/2034	12/31/2034	$8,387,722	$2,988,884	$2,727,750	$142,248	$14,246,604
01/01/2035	12/31/2035	$7,761,283	$3,085,147	$2,744,874	$199,503	$13,790,807
01/01/2036	12/31/2036	$7,147,823	$3,202,778	$2,757,058	$253,510	$13,361,169
01/01/2037	12/31/2037	$6,550,221	$3,278,049	$2,742,902	$313,774	$12,884,946
01/01/2038	12/31/2038	$5,971,114	$3,308,887	$2,716,087	$372,007	$12,368,095
01/01/2039	12/31/2039	$5,412,917	$3,323,140	$2,679,630	$436,825	$11,852,512
01/01/2040	12/31/2040	$4,877,973	$3,339,195	$2,638,877	$518,661	$11,374,706
01/01/2041	12/31/2041	$4,368,514	$3,321,388	$2,591,132	$594,682	$10,875,716
01/01/2042	12/31/2042	$3,886,615	$3,285,003	$2,527,222	$672,364	$10,371,204
01/01/2043	12/31/2043	$3,434,096	$3,217,783	$2,455,494	$747,764	$9,855,137
01/01/2044	12/31/2044	$3,012,466	$3,136,809	$2,386,666	$825,893	$9,361,834
01/01/2045	12/31/2045	$2,622,918	$3,043,546	$2,307,624	$916,470	$8,890,558
01/01/2046	12/31/2046	$2,266,271	$2,935,863	$2,217,760	$1,002,022	$8,421,916
01/01/2047	12/31/2047	$1,942,882	$2,829,985	$2,127,269	$1,087,569	$7,987,705
01/01/2048	12/31/2048	$1,652,591	$2,715,204	$2,036,863	$1,170,684	$7,575,342
01/01/2049	12/31/2049	$1,394,684	$2,614,439	$1,939,832	$1,255,374	$7,204,329
01/01/2050	12/31/2050	$1,167,883	$2,492,083	$1,843,515	$1,356,130	$6,859,611
01/01/2051	12/31/2051	$970,456	$2,365,962	$1,739,271	$1,450,886	$6,526,575

TEMPLATE 4 - Sheet 4-3

SFA Determination - Details

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001
SFA Measurement Date:	12/31/2021
SFA Interest Rate:	4.00%

		PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:						
(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments (should match total from Sheet 4-2)	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]
$27,071,191	$185,352,598	$50,722,802	$397,649	$0	($245,771,262)	$0	($17,772,978)	$0

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments (should match total from Sheet 4-2)	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year
12/31/2021	12/31/2021	$27,071,191	$185,352,598	$0	$0	$0	$0	$0	$0	$0	$212,423,789
01/01/2022	12/31/2022	$212,423,789	[redacted]	$2,689,200	$75,500	$0	-$17,356,273	$0	-$821,680	$8,148,320	$205,158,856
01/01/2023	12/31/2023	$205,158,856	[redacted]	$2,738,502	$75,500	$0	-$17,427,745	$0	-$840,976	$7,856,687	$197,560,824
01/01/2024	12/31/2024	$197,560,824	[redacted]	$2,774,358	$75,500	$0	-$17,387,869	$0	-$860,555	$7,553,945	$189,716,203
01/01/2025	12/31/2025	$189,716,203	[redacted]	$2,801,250	$75,500	$0	-$17,308,943	$0	-$880,482	$7,242,033	$181,645,561
01/01/2026	12/31/2026	$181,645,561	[redacted]	$2,841,588	$75,500	$0	-$17,146,215	$0	-$900,760	$6,923,173	$173,438,846
01/01/2027	12/31/2027	$173,438,846	[redacted]	$2,872,962	$68,868	$0	-$16,902,453	$0	-$921,355	$6,600,373	$165,157,241
01/01/2028	12/31/2028	$165,157,241	[redacted]	$2,890,890		$0	-$16,619,835	$0	-$942,395	$6,274,051	$156,759,952
01/01/2029	12/31/2029	$156,759,952	[redacted]	$2,904,336		$0	-$16,287,563	$0	-$963,905	$5,945,364	$148,358,184
01/01/2030	12/31/2030	$148,358,184	[redacted]	$2,908,818		$0	-$15,952,493	$0	-$985,857	$5,616,389	$139,945,041
01/01/2031	12/31/2031	$139,945,041	[redacted]	$2,926,746		$0	-$15,586,677	$0	-$1,030,040	$5,287,479	$131,542,548
01/01/2032	12/31/2032	$131,542,548	[redacted]	$2,935,710		$0	-$15,160,893	$0	-$1,052,966	$4,960,545	$123,224,944
01/01/2033	12/31/2033	$123,224,944	[redacted]	$2,940,192		$0	-$14,711,697	$0	-$1,076,445	$4,637,433	$115,014,428
01/01/2034	12/31/2034	$115,014,428	[redacted]	$2,944,674		$0	-$14,246,604	$0	-$1,100,452	$4,318,947	$106,930,993
01/01/2035	12/31/2035	$106,930,993	[redacted]	$2,940,192		$0	-$13,790,807	$0	-$1,125,036	$4,005,165	$98,960,507
01/01/2036	12/31/2036	$98,960,507	[redacted]	$2,935,710		$0	-$13,361,169	$0	-$1,150,228	$3,695,311	$91,080,131
01/01/2037	12/31/2037	$91,080,131	[redacted]	$2,935,710		$0	-$12,884,946	$0	-$1,176,027	$3,390,163	$83,345,031
01/01/2038	12/31/2038	$83,345,031	[redacted]	$2,931,228		$0	-$12,368,095	$0	-$1,202,525	$3,091,630	$75,797,269
01/01/2039	12/31/2039	$75,797,269	[redacted]	$2,926,746		$0	-$11,852,512	$0	-$1,229,554	$2,800,553	$68,442,502
01/01/2040	12/31/2040	$68,442,502	[redacted]	$2,926,746		$0	-$11,374,706	$0	-$1,257,364	$2,516,427	$61,253,605
01/01/2041	12/31/2041	$61,253,605	[redacted]	$2,922,264		$0	-$10,875,716	$0	-$1,285,997	$2,239,309	$54,253,465
01/01/2042	12/31/2042	$54,253,465	[redacted]	$2,917,782		$0	-$10,371,204	$0	-$1,244,544	$1,971,138	$47,526,637
01/01/2043	12/31/2043	$47,526,637	[redacted]	$2,917,782		$0	-$9,855,137	$0	-$1,182,616	$1,714,610	$41,121,276
01/01/2044	12/31/2044	$41,121,276	[redacted]	$2,917,782		$0	-$9,361,834	$0	-$1,123,420	$1,470,387	$35,024,191
01/01/2045	12/31/2045	$35,024,191	[redacted]	$2,922,264		$0	-$8,890,558	$0	-$1,066,867	$1,238,042	$29,227,072
01/01/2046	12/31/2046	$29,227,072	[redacted]	$2,922,264		$0	-$8,421,916	$0	-$1,010,630	$1,017,549	$23,734,340
01/01/2047	12/31/2047	$23,734,340	[redacted]	$2,922,264		$0	-$7,987,705	$0	-$958,525	$808,395	$18,518,769
01/01/2048	12/31/2048	$18,518,769	[redacted]	$2,922,264		$0	-$7,575,342	$0	-$909,041	$609,797	$13,566,447
01/01/2049	12/31/2049	$13,566,447	[redacted]	$2,922,264		$0	-$7,204,329	$0	-$864,519	$420,723	$8,840,585
01/01/2050	12/31/2050	$8,840,585	[redacted]	$2,922,264		$0	-$6,859,611	$0	-$823,153	$240,068	$4,320,153
01/01/2051	12/31/2051	$4,320,153	[redacted]	$2,922,264		$0	-$6,526,575	$0	-$783,189	$67,347	$0

TEMPLATE 5

v20210723p

Baseline

File name: *Template 5 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item 5 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

This Template 5 is not required if all assumptions used (except the interest rate, Contribution Base Unit (CBU) assumption and administrative expenses assumption) to determine the requested SFA amount are identical to those used in the most recent actuarial certification of plan status completed before 1/1/2021 ("pre-2021 certification of plan status") and if the changed assumptions for CBUs and administrative expenses are consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.

Provide a separate deterministic projection ("Baseline") in the same format as Template 4 (Sheets 4-2 and 4-3 only) that shows the amount of SFA that would be determined if all underlying assumptions used in the projection were the same as those used in the pre-2021 certification of plan status, excluding the plan's interest rate which should be the same as used in Template 4 (see sheet 4-1) and excluding the CBU assumption and administrative expenses assumption which should reflect the changed assumptions consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions..

For purposes of this Template 5, any assumption change made in accordance with Section III, Acceptable Assumption Changes, of PBGC's guidance on Special Financial Assistance Assumptions should be reflected in this Baseline calculation of the SFA amount and supporting projection information. See examples in the SFA instructions for Section C, Item 5.

Additional instructions for each individual worksheet:

Sheet

5-1 Baseline - Benefit Payments

See Template 4 instructions for Sheet 4-2, except provide the benefit payment projection used to determine the Baseline SFA amount.

5-2 Baseline - Details

See Template 4 instructions for Sheet 4-3, except provide the projections and present value information used to determine the Baseline SFA amount.

TEMPLATE 5 - Sheet 5-1

v20210723p

Baseline - Benefit Payments

See Supplemental Instructions for Sheet 4-2 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001
SFA Measurement Date:	12/31/2021
SFA Interest Rate:	4.00%

On this Sheet 5-1, show all benefit payment amounts and present values as positive amounts.

PRESENT VALUE as of the Measurement Date of Projected Benefit Payments for:

Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
$159,072,229	$41,656,068	$39,556,414	$5,486,551	$245,771,262

PROJECTED BENEFIT PAYMENTS for:

Plan Year Start Date	Plan Year End Date	Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
12/31/2021	12/31/2021	$0	$0	$0	$0	$0
01/01/2022	12/31/2022	$15,773,848	$627,228	$955,197	$0	$17,356,273
01/01/2023	12/31/2023	$15,229,810	$876,682	$1,321,253	$0	$17,427,745
01/01/2024	12/31/2024	$14,665,220	$1,095,022	$1,627,627	$0	$17,387,869
01/01/2025	12/31/2025	$14,081,787	$1,331,761	$1,895,395	$0	$17,308,943
01/01/2026	12/31/2026	$13,481,469	$1,581,970	$2,082,776	$0	$17,146,215
01/01/2027	12/31/2027	$12,866,493	$1,804,009	$2,231,951	$0	$16,902,453
01/01/2028	12/31/2028	$12,239,338	$2,017,236	$2,363,261	$0	$16,619,835
01/01/2029	12/31/2029	$11,602,729	$2,219,271	$2,465,563	$0	$16,287,563
01/01/2030	12/31/2030	$10,959,676	$2,421,061	$2,548,147	$23,609	$15,952,493
01/01/2031	12/31/2031	$10,313,361	$2,624,550	$2,606,654	$42,112	$15,586,677
01/01/2032	12/31/2032	$9,667,038	$2,776,442	$2,645,152	$72,261	$15,160,893
01/01/2033	12/31/2033	$9,024,055	$2,885,393	$2,698,964	$103,285	$14,711,697
01/01/2034	12/31/2034	$8,387,722	$2,988,884	$2,727,750	$142,248	$14,246,604
01/01/2035	12/31/2035	$7,761,283	$3,085,147	$2,744,874	$199,503	$13,790,807
01/01/2036	12/31/2036	$7,147,823	$3,202,778	$2,757,058	$253,510	$13,361,169
01/01/2037	12/31/2037	$6,550,221	$3,278,049	$2,742,902	$313,774	$12,884,946
01/01/2038	12/31/2038	$5,971,114	$3,308,887	$2,716,087	$372,007	$12,368,095
01/01/2039	12/31/2039	$5,412,917	$3,323,140	$2,679,630	$436,825	$11,852,512
01/01/2040	12/31/2040	$4,877,973	$3,339,195	$2,638,877	$518,661	$11,374,706
01/01/2041	12/31/2041	$4,368,514	$3,321,388	$2,591,132	$594,682	$10,875,716
01/01/2042	12/31/2042	$3,886,615	$3,285,003	$2,527,222	$672,364	$10,371,204
01/01/2043	12/31/2043	$3,434,096	$3,217,783	$2,455,494	$747,764	$9,855,137
01/01/2044	12/31/2044	$3,012,466	$3,136,809	$2,386,666	$825,893	$9,361,834
01/01/2045	12/31/2045	$2,622,918	$3,043,546	$2,307,624	$916,470	$8,890,558
01/01/2046	12/31/2046	$2,266,271	$2,935,863	$2,217,760	$1,002,022	$8,421,916
01/01/2047	12/31/2047	$1,942,882	$2,829,985	$2,127,269	$1,087,569	$7,987,705
01/01/2048	12/31/2048	$1,652,591	$2,715,204	$2,036,863	$1,170,684	$7,575,342
01/01/2049	12/31/2049	$1,394,684	$2,614,439	$1,939,832	$1,255,374	$7,204,329
01/01/2050	12/31/2050	$1,167,883	$2,492,083	$1,843,515	$1,356,130	$6,859,611
01/01/2051	12/31/2051	$970,456	$2,365,962	$1,739,271	$1,450,886	$6,526,575

TEMPLATE 5 - Sheet 5-2

v20210723p

Baseline - Details

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001
SFA Measurement Date:	12/31/2021
SFA Interest Rate:	4.00%

PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:

(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	Baseline SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments (should match total from Sheet 5-1)	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]
$27,071,191	$185,257,033	$50,722,802	$397,649	$0	($245,771,262)	$0	($17,677,414)	$0

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	Baseline SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments (should match total from Sheet 5-1)	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year
12/31/2021	12/31/2021	$27,071,191	$185,257,033	$0	$0	$0	$0	$0	$0	$0	$212,328,224
01/01/2022	12/31/2022	$212,328,224	[redacted]	$2,689,200	$75,500	$0	-$17,356,273	$0	-$1,000,000	$8,141,251	$204,877,903
01/01/2023	12/31/2023	$204,877,903	[redacted]	$2,738,502	$75,500	$0	-$17,427,745	$0	-$1,000,000	$7,842,555	$197,106,714
01/01/2024	12/31/2024	$197,106,714	[redacted]	$2,774,358	$75,500	$0	-$17,387,869	$0	-$1,000,000	$7,533,242	$189,101,945
01/01/2025	12/31/2025	$189,101,945	[redacted]	$2,801,250	$75,500	$0	-$17,308,943	$0	-$1,000,000	$7,215,287	$180,885,039
01/01/2026	12/31/2026	$180,885,039	[redacted]	$2,841,588	$75,500	$0	-$17,146,215	$0	-$1,000,000	$6,890,945	$172,546,857
01/01/2027	12/31/2027	$172,546,857	[redacted]	$2,872,962	$68,868	$0	-$16,902,453	$0	-$1,000,000	$6,563,262	$164,149,496
01/01/2028	12/31/2028	$164,149,496	[redacted]	$2,890,890		$0	-$16,619,835	$0	-$1,000,000	$6,232,693	$155,653,243
01/01/2029	12/31/2029	$155,653,243	[redacted]	$2,904,336		$0	-$16,287,563	$0	-$1,000,000	$5,900,439	$147,170,455
01/01/2030	12/31/2030	$147,170,455	[redacted]	$2,908,818		$0	-$15,952,493	$0	-$1,000,000	$5,568,622	$138,695,402
01/01/2031	12/31/2031	$138,695,402	[redacted]	$2,926,746		$0	-$15,586,677	$0	-$1,035,920	$5,237,386	$130,236,937
01/01/2032	12/31/2032	$130,236,937	[redacted]	$2,935,710		$0	-$15,160,893	$0	-$1,035,920	$4,908,631	$121,884,465
01/01/2033	12/31/2033	$121,884,465	[redacted]	$2,940,192		$0	-$14,711,697	$0	-$1,035,920	$4,584,552	$113,661,592
01/01/2034	12/31/2034	$113,661,592	[redacted]	$2,944,674		$0	-$14,246,604	$0	-$1,035,920	$4,266,009	$105,589,750
01/01/2035	12/31/2035	$105,589,750	[redacted]	$2,940,192		$0	-$13,790,807	$0	-$1,035,920	$3,953,138	$97,656,353
01/01/2036	12/31/2036	$97,656,353	[redacted]	$2,935,710		$0	-$13,361,169	$0	-$1,035,920	$3,645,226	$89,840,200
01/01/2037	12/31/2037	$89,840,200	[redacted]	$2,935,710		$0	-$12,884,946	$0	-$1,035,920	$3,343,116	$82,198,159
01/01/2038	12/31/2038	$82,198,159	[redacted]	$2,931,228		$0	-$12,368,095	$0	-$1,035,920	$3,048,788	$74,774,160
01/01/2039	12/31/2039	$74,774,160	[redacted]	$2,926,746		$0	-$11,852,512	$0	-$1,035,920	$2,763,153	$67,575,628
01/01/2040	12/31/2040	$67,575,628	[redacted]	$2,926,746		$0	-$11,374,706	$0	-$1,035,920	$2,485,783	$60,577,531
01/01/2041	12/31/2041	$60,577,531	[redacted]	$2,922,264		$0	-$10,875,716	$0	-$1,035,920	$2,216,818	$53,804,977
01/01/2042	12/31/2042	$53,804,977	[redacted]	$2,917,782		$0	-$10,371,204	$0	-$1,035,920	$1,956,996	$47,272,631
01/01/2043	12/31/2043	$47,272,631	[redacted]	$2,917,782		$0	-$9,855,137	$0	-$1,035,920	$1,707,120	$41,006,477
01/01/2044	12/31/2044	$41,006,477	[redacted]	$2,917,782		$0	-$9,361,834	$0	-$1,035,920	$1,467,388	$34,993,893
01/01/2045	12/31/2045	$34,993,893	[redacted]	$2,922,264		$0	-$8,890,558	$0	-$1,035,920	$1,237,393	$29,227,072
01/01/2046	12/31/2046	$29,227,072	[redacted]	$2,922,264		$0	-$8,421,916	$0	-$1,010,630	$1,017,549	$23,734,340
01/01/2047	12/31/2047	$23,734,340	[redacted]	$2,922,264		$0	-$7,987,705	$0	-$958,525	$808,395	$18,518,769
01/01/2048	12/31/2048	$18,518,769	[redacted]	$2,922,264		$0	-$7,575,342	$0	-$909,041	$609,797	$13,566,447
01/01/2049	12/31/2049	$13,566,447	[redacted]	$2,922,264		$0	-$7,204,329	$0	-$864,519	$420,723	$8,840,585
01/01/2050	12/31/2050	$8,840,585	[redacted]	$2,922,264		$0	-$6,859,611	$0	-$823,153	$240,068	$4,320,153
01/01/2051	12/31/2051	$4,320,153	[redacted]	$2,922,264		$0	-$6,526,575	$0	-$783,189	$67,347	$0

TEMPLATE 6

v20210723p

Reconciliation

File name: *Template 6 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item 6 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

This Template 6 is not required if all assumptions used (except the interest rate, CBU assumption and administrative expenses assumption) to determine the requested SFA amount are identical to those used in the pre-2021 certification of plan status and if the changed assumptions for CBUs and administrative expenses are consistent with Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.

This Template 6 is also not required if the requested SFA amount from Template 4 is the same as the SFA amount shown in Template 5 (Baseline).

If the assumptions used to determine the requested SFA amount differ from those in the "Baseline" projection in Template 5, then provide a reconciliation of the change in the total amount of requested SFA due to each change in assumption from the Baseline to the requested SFA as shown in Template 4.

For each assumption change from the Baseline through the requested SFA amount, provide a deterministic projection in the same format as Template 4.

Additional instructions for each individual worksheet:

Sheet

6-1 Reconciliation

For Item 1, show the SFA amount shown in Template 5 using the "Baseline" assumptions and methods. If there is only one change in assumptions/methods between the Baseline (Template 5) and the requested SFA amount (Template 4), then show on Item 2 the requested SFA amount, and briefly identify the change in assumptions from the Baseline.

If there is more than one change in assumptions/methods from the Baseline, show each individual change as a separate item number. Each item number should reflect all changes already measured in the prior item number. For example, the difference between the SFA amount shown for Item 4 and Item 5 should be the incremental change due to changing the identified single assumption/method. The Item numbers should show assumption/method changes in the order that they were incrementally measured.

6-2 Reconciliation Details

For Reconciliation Details sheets, see Template 4 instructions for Sheet 4-3, except provide the projections and present value information used to determine each Item number from the Reconciliation in Sheet 6-1.

A Reconciliation Details sheet is not needed for the last Item shown in the Reconciliation, since the information should be the same as shown in Template 4. For example, if there is only one assumption change from the Baseline, then Item 2 should identify what assumption changed between the Baseline and Item 2 where Item 2 is the requested SFA amount. Since details on the determination of the requested SFA amount are shown in Template 4, a separate Sheet 6-2 Reconciliation Details is not required here.

6-3 Reconciliation Details

See instructions for 6-2 Reconciliation Details.

6-4 Reconciliation Details

See instructions for 6-2 Reconciliation Details.

6-5 Reconciliation Details

See instructions for 6-2 Reconciliation Details.

Version Updates

Version	Date Updated	
v20210723p	07/23/2021	On Sheets 6-2, 6-3, 6-3, and 6-5: (1) unprotected Cells A1:B1, and (2) in Cell H14 and Cell H19, removed reference to Sheet 4-2. Updated the version number in top right corner of each sheet. Added this section on Version Updates and protected the Version Updates cells.
v20210706p	07/06/2021	

TEMPLATE 6 - Sheet 6-1

v20210723p

Reconciliation - Summary

For Item 1, show the SFA amount determined in Template 5 using the "Baseline" assumptions and methods. If there is only one change in assumptions/methods between the Baseline (Template 5) and the requested SFA amount (Template 4), then show on Item 2 the requested SFA amount, and briefly identify the change in assumptions from the Baseline.

If there is more than one change in assumptions/methods from the Baseline, show each individual change as a separate item number. Each item number should reflect all changes already measured in the prior item number. For example, the difference between the SFA amount shown for Item 4 and Item 5 should be the incremental change due to changing the identified single assumption/method. The Item numbers should show assumption/method changes in the order that they were incrementally measured.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001

Item number	Basis for Assumptions/Methods. For each Item, briefly describe the incremental change reflected in the SFA amount.	Change in SFA Amount (from prior Item number)	SFA Amount	NOTE: A sheet with Recon Details is not required for the last item number provided, since this information should be the same as provided in Template 4.
1	Baseline	N/A	$185,257,033	From Template 5.
2	Adjustment from baseline administrative expense extended assumption ($1,000,000 for every year) to long term assumption of $750,000 + PBGC premiums in 2022 with 2.5% inflation for all future years.	$95,565	$185,352,598	Show details supporting the SFA amount on Sheet 6-2.
3		$0	$185,352,598	Show details supporting the SFA amount on Sheet 6-3.
4		$0	$185,352,598	Show details supporting the SFA amount on Sheet 6-4.
5		$0	$185,352,598	Show details supporting the SFA amount on Sheet 6-5.

Create additional rows as needed, and create additional detailed sheets by copying Sheet 6-5 and relabeling the header and the sheet name to be 6-6, 6-7, etc.

TEMPLATE 6 - Sheet 6-2

Reconciliation - Details

Item Description (From 6-1):	

v20210723p

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	
SFA Measurement Date:	
SFA Interest Rate:	

		PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:						
(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year

TEMPLATE 6 - Sheet 6-3

Reconciliation - Details

Item Description (From 6-1):	

v20210723p

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	
SFA Measurement Date:	
SFA Interest Rate:	

		PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:						
(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year

TEMPLATE 6 - Sheet 6-4

Reconciliation - Details

Item Description (From 6-1):	

v20210723p

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	
SFA Measurement Date:	
SFA Interest Rate:	

		PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:						
(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year

TEMPLATE 6 - Sheet 6-5

Reconciliation - Details

Item Description (From 6-1):	

v20210723p

See Supplemental Instructions for Sheet 4-3 on Template 4 Instructions.

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	
SFA Measurement Date:	
SFA Interest Rate:	

		PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:						
(1)	(2)	PV of (3)	PV of (4)	PV of (5)	PV of (6)	PV of (7)	PV of (8)	
Fair Market Value as of the SFA Measurement Date	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(1)+(2)+Sum of PV of (3) through PV of (8) [NOTE: This amount should be $0]

Show payments INTO the plan as positive, and payments OUT of the plan as negative, so that the sum of (1) through (9) equals (10).

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Plan Year Start Date	Plan Year End Date	Fair Market Value of Assets at Beginning of Plan Year	SFA Amount as of the SFA Measurement Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Benefit Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Investment Income Based on SFA Interest Rate	Fair Market Value of Assets at End of Plan Year

TEMPLATE 7

v20210706p

7a - Assumption Changes for SFA Eligibility

File name: *Template 7 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item 7(a) of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

Sheet 7a of Template 7 is not required if the plan is eligible for SFA under § 4262.3(a)(2) (MPRA suspensions) or § 4262.3(a)(4) (certain insolvent plans) of PBGC's special financial assistance regulation.

Sheet 7a of Template 7 is not required if the plan is eligible based on a certification of plan status completed before January 1, 2021.

Sheet 7a of Template 7 is not required if the plan is eligible based on a certification of plan status completed after December 31, 2020 but reflects the same assumptions as those in the pre-2021 certification of plan status.

Provide a table identifying which assumptions used in determining the plan's eligibility for SFA differ from those used in the pre-2021 certification of plan status and brief explanations as to why using those assumptions is no longer reasonable and why the changed assumptions are reasonable.

This table should reflect all identified assumptions (including those that are included in the Baseline provided in Template 5) and should be an abbreviated version of information provided in Section D, Item 6(a) of the SFA filing instructions.

For example, if the mortality assumption used in the pre-2021 certification of plan status is the RP-2000 mortality table, and the plan proposes to change to the Pri-2012(BC) table, complete one line of the table as follows:

	(A)	(B)	(C)
Assumption That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption used in showing the plan's eligibility for SFA (if different).	Brief explanation on why the assumption in (A) is no longer reasonable and why the assumption in (B) is reasonable.
Base Mortality Assumption	RP-2000 mortality table	Pri-2012(BC) mortality table	Prior assumption is outdated. New assumption reflects more recently published experience for blue collar workers.

Add one line for each assumption that has changed from the assumption used in the most recent certification of plan status completed prior to 1/1/2021.

Since this Template 7a is intended as an abbreviated version of more detailed information provided in Section D, Item 6(a) of the SFA filing instructions, it is not necessary to include full tables of rates at every age (e.g., for retirement, turnover, etc.). Instead, a high level description that focuses on what aspect of the assumption has changed is preferred.

Template 7 - Sheet 7a

v20210706p

Assumption Changes - SFA Eligibility

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	

Brief description of basis for qualifying for SFA (e.g., critical and declining status in 2020, insolvent plan, critical status and meet other criteria)	

	A	B	C
Assumption That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption used in showing the plan's eligibility for SFA (if different).	Brief explanation on why the assumption in (A) is no longer reasonable and why the assumption in (B) is reasonable.

TEMPLATE 7

v20210706p

7b - Assumption Changes for SFA Amount

File name: *Template 7 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item 7(b) of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

Provide a table identifying which assumption differ from those used in the pre-2021 certification of plan status (except the interest rate used in calculating the amount of SFA) and brief explanations as to why using those original assumptions is no longer reasonable and why the changed assumptions are reasonable.

Please state if the changed assumption is an extension of the CBU assumption or the administrative expenses assumption as described in Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.

This table should identify all changed assumptions except for the interest rate (reflecting those that are included in the Baseline provided in Template 5) and should be an abbreviated version of information provided in Section D, Item 6(b) of the SFA filing instructions.

For example, if the mortality assumption used in the pre-2021 certification of plan status is the RP-2000 mortality table, and the plan proposes to change to the Pri-2012(BC) table, complete one line of the table as follows:

	(A)	(B)	(C)
Assumption That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption used to determine the requested SFA amount (if different)	Brief explanation on why the assumption in (A) is no longer reasonable and why the assumption in (B) is reasonable.
Base Mortality Assumption	RP-2000 mortality table	Pri-2012(BC) mortality table	Original assumption is outdated. New assumption reflects more recently published experience for blue collar workers.

For example, assume the plan is projected to be insolvent in 2029 in the pre-2021 certification of plan status. The plan changes its CBU assumption by extending the assumption to the later projection years as described in Paragraph A, "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions. Complete one line of the table as follows:

	(A)	(B)	(C)
Assumption That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption used to determine the requested SFA amount (if different)	Brief explanation on why the assumption in (A) is no longer reasonable and why the assumption in (B) is reasonable.
CBU Assumption	Decrease from most recent plan year's actual number of CBUs by 2% per year to 2028	Same number of CBUs for each projection year to 2028 as shown in (A), then constant CBUs for all years after 2028.	Original assumption does not address years after original projected insolvency in 2029. Proposed assumption uses acceptable extension methodology.

Add one line for each assumption that has changed from the assumption used in the most recent certification of plan status completed prior to 1/1/2021.

Since this Template 7b is intended as an abbreviated version of more detailed information provided in Section D, Item 6(b) of the SFA filing instructions, it is not necessary to include full tables of rates at every age (e.g., for retirement, turnover, etc.). Instead, a high level description that focuses on what aspect of the assumption has changed is preferred.

Template 7 - Sheet 7b

v20210706p

Assumption Changes - SFA Amount

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001

	A	B	C
Assumption That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption used to determine the requested SFA amount (if different)	Brief explanation on why the assumption in (A) is no longer reasonable and why the assumption in (B) is reasonable.
New Entrant Profile	No new entrants (closed group projection)	Based on the characteristics of new entrants to the plan in the 5 years preceding the SFA census date and age bands of 5 years (including new entrants who terminated within this period).	Original assumption does not address years after original projected insolvency in 2023. Proposed assumption uses acceptable extension methodology.
CBUs	448,200 hours up to the year ending 12/31/2023, the projected year of insolvency.	448,200 hours through the year ended 12/31/2051.	Original assumption does not address years after original projected insolvency in 2023. Proposed assumption uses acceptable extension methodology.
Contribution Rates	$6.11 per hour	Beginning with an average rate of $5.75 per hour based on the 1/1/2021 census data, with the average each year adjusted to reflect the population changes as outlined in the new entrant profile	The original contribution rate is based on the original closed group projection. We updated this assumption to maintain consistency with the new entrants assumption and with the census data used.
Withdrawal Liability Payments	Actual payments through projected insolvency expected under payment schedules for employers already withdrawn.	Actual payments through year ended 12/31/2051 expected under payment schedules for employers already withdrawn.	Original assumption does not address years after original projected insolvency in 2023. Proposed assumption uses acceptable extension methodology.
Mortality	For healthy participants, 115% of the RP-2006 Blue Collar Mortality Tables, projected generationally from 2017 using Scale MP-2016. For disabled participants, the RP-2000 Disabled Retiree Mortality Table projected generationally using Scale SSA-2014.	For health and disabled participants, the Pri-2012 Blue Collar Amount-weighted Mortality Tables, with generational projection from 2012 using Scale MP-2021.	Original assumption is outdated. New assumption reflects more recently published experience for blue collar work. The new assumption is an acceptable assumption change per SFA guidance.
Administrative Expenses	$1,000,000 per year up to the year ending 12/31/2023, the projected year of insolvency.	$750,000 net expenses plus projected PBGC premiums based on current census data for plan year 2022, with 2.5% per year inflation increases for 2023 and after. In addition, this includes the one-time adjustment to the PBGC premium rate in 2031 and also incorporates the cap of 12% of benefit payments.	Original assumption of flat expenses was a simplification reasonable for a short-term projection but not appropriate for a 30-year projection, given inflation and projected increases in PBGC premiums. In addition to the acceptable changes, including the cap and PBGC premium adjustment, the initial starting administrative expense was lowered based on recent experience and an inflation rate was added for future expected increases due to the continuation of the plan through 2051.

TEMPLATE 8

File name: *Template 8 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version of the plan name.

v20210706p

Contribution and Withdrawal Liability Details

Provide details of the projected contributions and withdrawal liability payments used to calculate the requested SFA amount. This should include total contributions, contribution base units (including identification of the base unit used (i.e., hourly, weekly)), average contribution rate(s), reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if applicable), and any other identifiable contribution streams. For withdrawal liability, separately show amounts for currently withdrawn employers and for future assumed withdrawals. Also provide the projected number of active participants at the beginning of each plan year.

The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

PLAN INFORMATION

Abbreviated Plan Name:	FD557PF
EIN:	52-6118055
PN:	001

Unit (e.g. hourly, weekly)	Hourly

						All Other Sources of Non-Investment Income				
Plan Year Start Date	Plan Year End Date	Total Contributions*	Total Contribution Base Units	Average Contribution Rate	Reciprocity Contributions (if applicable)	Additional Rehab Plan Contributions (if applicable)	Other - Explain if Applicable	Withdrawal Liability Payments for Currently Withdrawn Employers	Withdrawal Liability Payments for Projected Future Withdrawals	Projected Number of Active Participants (Including New Entrants) at the Beginning of the Plan Year
12/31/2021	12/31/2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
01/01/2022	12/31/2022	$2,689,200	448,200	$6.00	$0	$0	$0	$75,500	$0	249
01/01/2023	12/31/2023	$2,738,502	448,200	$6.11	$0	$0	$0	$75,500	$0	249
01/01/2024	12/31/2024	$2,774,358	448,200	$6.19	$0	$0	$0	$75,500	$0	249
01/01/2025	12/31/2025	$2,801,250	448,200	$6.25	$0	$0	$0	$75,500	$0	249
01/01/2026	12/31/2026	$2,841,588	448,200	$6.34	$0	$0	$0	$75,500	$0	249
01/01/2027	12/31/2027	$2,872,962	448,200	$6.41	$0	$0	$0	$68,868	$0	249
01/01/2028	12/31/2028	$2,890,890	448,200	$6.45	$0	$0	$0	$0	$0	249
01/01/2029	12/31/2029	$2,904,336	448,200	$6.48	$0	$0	$0	$0	$0	249
01/01/2030	12/31/2030	$2,908,818	448,200	$6.49	$0	$0	$0	$0	$0	249
01/01/2031	12/31/2031	$2,926,746	448,200	$6.53	$0	$0	$0	$0	$0	249
01/01/2032	12/31/2032	$2,935,710	448,200	$6.55	$0	$0	$0	$0	$0	249
01/01/2033	12/31/2033	$2,940,192	448,200	$6.56	$0	$0	$0	$0	$0	249
01/01/2034	12/31/2034	$2,944,674	448,200	$6.57	$0	$0	$0	$0	$0	249
01/01/2035	12/31/2035	$2,940,192	448,200	$6.56	$0	$0	$0	$0	$0	249
01/01/2036	12/31/2036	$2,935,710	448,200	$6.55	$0	$0	$0	$0	$0	249
01/01/2037	12/31/2037	$2,935,710	448,200	$6.55	$0	$0	$0	$0	$0	249
01/01/2038	12/31/2038	$2,931,228	448,200	$6.54	$0	$0	$0	$0	$0	249
01/01/2039	12/31/2039	$2,926,746	448,200	$6.53	$0	$0	$0	$0	$0	249
01/01/2040	12/31/2040	$2,926,746	448,200	$6.53	$0	$0	$0	$0	$0	249
01/01/2041	12/31/2041	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2042	12/31/2042	$2,917,782	448,200	$6.51	$0	$0	$0	$0	$0	249
01/01/2043	12/31/2043	$2,917,782	448,200	$6.51	$0	$0	$0	$0	$0	249
01/01/2044	12/31/2044	$2,917,782	448,200	$6.51	$0	$0	$0	$0	$0	249
01/01/2045	12/31/2045	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2046	12/31/2046	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2047	12/31/2047	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2048	12/31/2048	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2049	12/31/2049	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2050	12/31/2050	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249
01/01/2051	12/31/2051	$2,922,264	448,200	$6.52	$0	$0	$0	$0	$0	249

* Total contributions shown here should be contributions based upon CBUs and should not include items separately shown in any columns under "All Other Sources of Non-Investment Income."