

**ANNUAL FUNDING NOTICE**  
For  
**International Union of Operating Engineers**  
**Local 132 Pension Plan**  
**Plan Year Beginning April 1, 2024**

**Introduction**

This notice provides key details about your multiemployer pension plan (the “Plan”) for the plan year beginning April 1, 2024 and ending March 31, 2025 (“Plan Year”)

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

This notice includes:

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

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

Contact your plan administrator at:

- Ms. Mariah Roberts
- **Phone:** (304) 525-0482
- **Address:** 636 Fourth Ave, Huntington, WV 25701-1321
- **Email:** mroberts@iuoe132.org

To better assist you, provide your plan administrator with the following information when you contact them:

- **Plan Number:** 001
- **Plan Sponsor Name:** Board of Trustees of International Union of Operating Engineers Local 132
- **Employer Identification Number:** 55-6015364

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

Visit [www.pbgc.gov/prac/multiemployer](http://www.pbgc.gov/prac/multiemployer) for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

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

**How Well Funded Is Your Plan**

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

	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Valuation Date</b>	April 1	April 1	April 1
<b>Funded Percentage</b>	112%	110%	106%
<b>Value of Assets</b>	\$ 529,386,332	\$ 492,906,063	\$ 466,721,525
<b>Value of Liabilities</b>	\$ 472,786,157	\$ 446,646,356	\$ 440,218,568

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

To provide further insight into the Plan's financial position, the chart below shows the fair market value of the Plan's assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan's asset on April 1, 2025.

- **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.
- **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan's funding status.

	March 31, 2025	March 31, 2024	March 31, 2023
Fair Market Value of Assets	\$ 546,067,323*	\$ 546,432,682	\$ 490,388,998

\* This is an unaudited market value amount.

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

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

- **Endangered:** The plan's funded percentage drops below 80 percent. The plan's trustees must adopt a funding improvement plan.
- **Critical:** The plan's funded percentage falls below 65 percent or meets other financial distress criteria. The plan's trustees must implement a rehabilitation plan.
- **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent – meaning it will no longer have enough assets to pay out benefits – within 15 years (or within 20 years under a special rule). The plan's trustees must continue to implement the rehabilitation plan. The plan's sponsor may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the plan year.

### **Participant and Beneficiary Information**

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years.

<b>Number of participants and beneficiaries on last day of relevant plan year</b>	(notice year, e.g. 2024)	(preceding plan year, e.g. 2023)	(2 <sup>nd</sup> preceding plan year, e.g. 2022)
1. Last day of plan year	March 31, 2025	March 31, 2024	March 31, 2023
2. Participants currently employed	1,524	1,757	1,559
3. Participants and beneficiaries receiving benefits	1,880	1,864	1,552
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	658	586	899
5. Total number of covered participants and beneficiaries ( <i>Lines 2+3+4=5</i> )	4,062	4,207	4,010

### **Funding & Investment Policies**

Every pension plan must establish a funding policy to meet its objectives. A funding policy relates to how much money is needed to pay promised benefits. The current funding policy provides that contributions shall be made only by employers on behalf of participants. Neither contributions by a participant nor contributions by an employer in his own behalf shall be permitted under the Plan.

Once money is contributed to the Plan, the money is invested by plan officials called fiduciaries. Specific investments are made in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries that are responsible for plan investments with guidelines or general instructions concerning various types or categories of investment management decisions. A summary of the investment policy of the Plan is:

- It is the policy of the Trustees to invest the assets of the Plan with care in those vehicles which should preserve the principal while recognizing the need for income and appreciation with minimal risk.
- This policy will be carried out by the Trustees in a prudent manner with the assistance of professional, Investment Managers, consultants, insurance companies or banks.
- The performance of these investments will be reviewed periodically using various evaluation techniques that prove reliable and face-to-face discussion and review among the parties.
- Common stock investments in any one company shall be limited to 5% of total Plan assets at purchase price and to 5% of total outstanding shares of any company.
- Bond investments shall be limited to federal or federal agency obligations or corporate bonds of the first four quality ratings at the time of purchase. In no event shall debt securities of any one corporation exceed 5% of total plan assets.

- The normal benchmark guidelines are 55% for US equities [range: 45-75%]; 0% for international equities [range: 0-15%]; 20% for fixed income [range: 10-35%]; 10% for real estate [range: 0-20%]; 5% for private equity [range: 0-10%], 7.5% for private debt [range: 0-15%], and 2.5% for infrastructure [range: 0-10%].
- The Plan will not engage in investment transactions involving stock options, short sales, derivatives, purchase on margin, letter stocks, venture capital, unregistered or restricted stock, commodities (including gold or currency futures), fixed income futures and options, etc. or other transactions prohibited by law, unless receiving Board of Trustee approval.

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

<b><u>Asset Allocations</u></b>	<b><u>Percentage</u></b>
1. Interest-bearing cash	2.69%
2. U.S. Government securities	2.50%
3. Corporate debt instruments (other than employer securities):	
Preferred	5.44%
All other	
4. Corporate stocks (other than employer securities):	
Preferred	0.01%
Common	38.47%
5. Partnership/joint venture interests	19.45%
6. Real estate (other than employer real property)	
7. Loans (other than to participants)	
8. Participant loans	
9. Value of interest in common/collective trusts	21.82%
10. Value of interest in pooled separate accounts	
11. Value of interest in master trust investment accounts	
12. Value of interest in 103-12 investment entities	
13. Value of interest in registered investment companies (e.g., mutual funds)	9.09%
14. Value of funds held in insurance co. general account (unallocated contracts)	
15. Employer-related investments:	
Employer Securities	
Employer real property	
16. Buildings and other property used in plan operation	0.10%
17. Other	0.43%

For information about the Plan's investment in any of the following types of investments - common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities - contact the plan administrator at the mailing address and/or telephone number listed on the first page of this notice.

The average return on assets for the Plan Year was 3.9%

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

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

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

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

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

### **Summary of Rules Governing Insolvent Plans**

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

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

### **Benefit Payments Guaranteed by the PBGC**

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

#### **What PBGC Guarantees**

PBGC guarantees "basic benefits" including:

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

## What PBGC Does not Guarantee

PBGC does not guarantee certain types of benefits, including:

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

## Determining Guarantee Amounts

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

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

1. Take 100 percent of the first \$11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next \$33 of the accrual rate.
3. Add both amounts together.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

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

1. Find the accrual rate:  $\$600/10 = \$60$  accrual rate.
2. Apply the PBGC formula:  
Take 100 percent of the first \$11 = \$11  
Take 75 percent of the next \$33 = \$24.75
3. Add the two amounts together:  $\$11 + \$24.75 = \$35.75$
4. Multiply by years of credited service:  $\$35.75 \times 10 \text{ years} = \$357.50$

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

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

1. Find the accrual rate:  $\$200/10 = \$20$  accrual rate.
2. Apply PBGC formula:  
Take 100 percent of the first \$11 = \$11  
Take 75 percent of the next \$9 = \$6.75
3. Add the two amounts together:  $\$11 + \$6.75 = \$17.75$
4. Multiply by years of credited service:  $\$17.75 \times 10 \text{ years} = \$177.50$

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