Indiana/Kentucky/Ohio Regional Council of Carpenters' Pension Fund

P.O. Box 969, Troy, MI 48099-0969

(800) 700-6756

Notice of Endangered Status as of January 1, 2021
For The
Indiana Carpenters Pension Plan

The Pension Protection Act of 2006 ("PPA") added requirements for measuring the financial health of multiemployer plan such as yours. The PPA requires that the plan actuary determine annually the Plan's status under these new rules, and to certify that status to the IRS and the Board of Trustees. If the Plan's status for a plan year is "seriously endangered" (i.e., "orange" zone) or "endangered" (i.e., "yellow" zone) or "critical" (i.e., "red" zone), the Trustees must notify all plan participants, and other interested parties, and take corrective action to restore the financial health of the Plan.

Endangered Status (i.e., "Yellow" Zone)

This notice is to inform you that on March 26, 2021 the plan actuary certified to the U.S. Department of the Treasury, and to the Board of Trustees, that the Plan is in endangered status for the plan year beginning January 1, 2021. Federal law requires that you receive this notice.

The plan met the criteria for critical status for 2020 because it was expected to have a funding deficiency within the next seven years and the funded status was less than 80%. The plan is no longer expected to have a funding deficiency within the next seven years but the funded status has not yet reached 80%, the level required to be considered in the "green" zone (not endangered nor critical).

The funded status as of January 1, 2021 is estimated to be 77%.

Funding Rehabilitation Plan - Funding Improvement Plan

Federal law requires plans in critical status to adopt a Funding Rehabilitation Plan and plans in endangered status to adopt a Funding Improvement Plan – both are designed to improve the financial health of the Plan. The Board of Trustees adopted a Funding Rehabilitation Plan in 2016, which was approved by the collective bargaining parties. The rehabilitation plan called for some benefit changes (which were made) and increases in the contribution rate (which were made).

Where to Get More Information

For more information about this Notice, you may contact the Indiana Carpenters Pension Fund, at 1-800-700-6756 or by writing to P.O. Box 969, Troy, MI 48099-0969.

April 2021

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ANNUAL FUNDING NOTICE
For
INDIANA CARPENTERS PENSION FUND

Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 ("Plan Year").

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

Funded Percentage			
	2020	**2019**	**2018**
Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
Funded Percentage	72.1%	69.6%	70.1%
Value of Assets	$512,427,847	$469,754,684	$448,451,765
Value of Liabilities	$710,643,513	$674,886,780	$640,128,367

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. As of December 31, 2020, the fair market value of the Plan's assets was approximately $577,747,813. As of December 31, 2019, the fair market value of the Plan's assets was $529,442,711. As of December 31, 2018, the fair market value of the Plan's assets was $454,986,579.

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was in critical status in the Plan Year ending December 31, 2020 because an accumulated funding deficiency was projected within the next three years. In an effort to improve the Plan's funding situation, the trustees adopted a rehabilitation plan on February 17, 2016. The collective bargaining parties approved this plan, which eliminated the "age 50 with 30 years" retirement option and scheduled future hourly contribution rate increases. You may get a copy of the Plan's rehabilitation plan, any update to such plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement. You may get this information by contacting the plan administrator.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2021, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 7,282. Of this number, 2,898 were current employees, 2,569 were retired and receiving benefits, and 1,815 were retired or no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to contribute the rate set in the various collective bargaining agreements. For 2020 that rate was generally $10.21 per hour.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is:

Equities of 37% to 57% of assets; Fixed income of 20.5% to 40.5% of assets; Short-term cash of 0% to 3% of assets; real estate of 5% to 15%of assets; hedge funds of 5% to 15% of assets, and infrastructure of 1% to 3% of assets.

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

Asset Allocations	Percentage
Stocks	49%
Investment grade debt instruments	26%
High-yield debt instruments	0%
Real Estate	8%
Other	17%

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution A venue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where to Get More Information."

Right to Request an Annual Benefit Statement

A pension plan is required to provide a benefit statement to any participant who requests this of the plan sponsor, if a benefit statement has not been provided within the past twelve months. You may request this information by contacting the plan administrator at the phone number or address shown in the last paragraph of this notice.

Summary of Rules Governing Insolvent Plans

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

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

Benefit Payments Guaranteed by the PBGC

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

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

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

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

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

Where to Get More Information

For more information about this notice, you may contact the Indiana Carpenters Pension Fund, at 1-800-700-6756 or by writing to P.O. Box 969, Troy, MI 48099-0969. For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" is Indiana Carpenters Pension Fund, 35-6057648.