

June 2026

**SUMMARY ANNUAL REPORT FOR**  
**SHEET METAL WORKERS LOCAL 104 HEALTH CARE PLAN**

This is a summary of the annual report of the Sheet Metal Workers Local 104 Health Care Plan, EIN 94-2541328, Plan No. 501, for period July 1, 2024 through June 30, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of Sheet Metal Workers Local 104 Health Care Plan has committed itself to pay certain medical, dental, prescription drug, vision, accidental death and dismemberment, supplemental unemployment, disability and supplemental health care claims incurred under the terms of the plan.

**Insurance Information**

The plan has contracts with Humana Insurance Company and Kaiser Foundation Health Plan, Inc. to pay certain health, HMO and PPO claims incurred under the terms of the plan. The total premiums paid for the plan year ending June 30, 2025, were \$38,672,723.

**Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$200,309,684 as of June 30, 2025, compared to \$203,687,669 as of July 1, 2024. During the plan year the plan experienced a decrease in its net assets of \$3,377,985. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$133,904,666, including employer contributions of \$92,350,872, employee contributions of \$13,648,975, earnings from investments of \$15,158,140, and other income of \$12,746,679.

Plan expenses were \$137,282,651. These expenses included \$5,792,088 in administrative expenses, and \$131,490,563 in benefits paid to participants and beneficiaries.

**Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An accountant's report;
- Financial information and information on payments to service providers;
- Assets held for investment;
- Transactions in excess of 5% of the plan assets; and
- Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of BeneSys Administrators, who is Plan Administrator at 3240B Constitution Drive, Livermore, CA 94551, or by telephone at (925) 208-9994. The charge to cover copying costs will be \$7.75 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 3240B Constitution Drive, Livermore, CA 94551 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.