April 2025

ANNUAL FUNDING NOTICE
for the
WESTERN STATES INSULATORS AND ALLIED WORKERS' PENSION PLAN

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the plan year beginning January 1, 2024, and ending December 31, 2024 ("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:

- **Plan Administrator:** BeneSys Administrators
- **Phone:** (800) 320-0184 or (925) 398-7046
- **Address:** 7180 Koll Center Parkway, Suite 200 Pleasanton, CA 94566

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

- **Plan Number:** 001
- **Plan Sponsor Name:** Western States Insulators and Allied Workers' Pension Plan
- **Employer Identification Number:** 51-0155190

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

Visit 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 Plan's administrator to explain 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 the two preceding plan years. It also lists the value of the Plan's assets and liabilities for those years.

Funded Percentage			
	2024	2023	2022
Valuation Date	1/1/2024	1/1/2023	1/1/2022
Funded Percentage	118%	119%	115%
Value of Assets*	$515,038,273	$490,956,871	$481,568,363
Value of Liabilities	$437,301,691	$412,743,616	$417,560,311

**Asset values include the value of benefits covered by annuity contracts which are estimated based on valuation assumptions: $21,339,275 as of 1/1/2024, $22,613,825 as of 1/1/2023, and $25,391,894 as of 1/1/2022.*

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 assets on January 1.

- **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.

At the time of this notice, audited assets were only available for December 31, 2022, and December 31, 2023. Unaudited assets were used for December 31, 2024 and represent the best estimate of plan assets. They are subject to change.

	December 31, 2024	December 31, 2023	December 31, 2022
Fair Market Value of Assets*	$ 511,015,418	$489,241,909	$448,949,363

**Asset values include the value of benefits covered by annuity contracts which are estimated based on valuation assumptions: $19,394,712 as of 12/31/2024, $21,339,275 as of 12/31/2023, $22,613,825 as of 12/31/2022.*

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.

For the plan year ending December 31, 2025, the Plan's actuary has also certified the Plan as neither being in endangered, critical nor critical and declining status (the Plan is in the "green zone").

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. The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate.

Number of participants and beneficiaries on last day of relevant plan year	2024*	2023	2022
1. Last day of plan year	December 31	December 31	December 31
2. Participants currently employed	2,500	2,456	2,324
3. Participants and beneficiaries receiving benefits	1,800	1,794	1,771
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	700	641	652
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	5,000	4,891	4,747

** The information as of December 31, 2024 was not available by the required mailing date of this notice. The counts shown above have been estimated using preliminary valuation data. The estimated counts will be restated next year when actual data is available.*

Funding & Investment Policies

Funding Policy

Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan's funding policy is that participating employers contribute such amounts as are specified in the collective bargaining agreements. In addition, the Plan's actuary advises on the Plan's ability to meet the minimum funding requirements under ERISA. Rollover contributions are permitted under the plan and can represent transfers of the participants account balance from the Western States Insulators and Allied Workers' Individual Account Plan. All contributions are placed in a trust fund for the exclusive purpose of providing benefits to Plan participants and beneficiaries and to defray reasonable expenses incurred in the Plan's administration.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan's investment policy is to achieve the timely payment of benefits as they become due and a rate of return, net of expenses, which is equal to the Plan's stated actuarial return over a full market cycle. The Board works with the assistance of experts to balance the investment risk and investment return through a combination of capital appreciation and income, and through the diversification of the Plan's assets. Although, it is understood that from time to time the Plan may not achieve its specified investment objectives and goals, the objective is to meet them over the long term. The Board may take any actions they deem necessary to achieve the Plan's goals and objectives.

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

Asset Allocations	Percentage:
Public Equity	51%
Private Equity	0%
Investment grade debt instruments	29%
High-yield debt instruments	14%
Cash and cash equivalents	1%
Real estate	5%
Other	0%

The estimated average return on assets for the Plan Year was 6.3%. This estimated return is based on methodology provided by the U.S. Department of Labor for use where, as here, the actual return is not yet known because the audited financial statements are not yet available.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations.

For the plan year beginning on January 1, 2024 and ending on December 31, 2024, the following events have such an effect:

- Effective January 1, 2024, the value of annual Pension Credits were increased from $75 to $77 for all non-retired participants. This new Pension Crediting rate is applicable for both Pension Credits already earned and those earned in the future. Also, effective January 1, 2024, pensioners and beneficiaries on the rolls and in pay status as of January 1, 2024 received a 2.6667% increase in their monthly pension checks. These changes increased the liabilities by about $10.9 million and are already included in the numbers listed above.

Right to Request a Copy of the Annual Report

Pension plans must file an annual report, called the **Form 5500**, with the U.S. 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 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 this 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 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 PBGC formula:
    a. Take 100 percent of the first $11= $11
    b. 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 x 10 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:
    a. Take 100 percent of the first $11= $11
    b. 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 x 10 years = $177.50

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