

San Francisco Culinary, Bartenders & Service Employees Trust Funds

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July 2023

**ANNUAL FUNDING NOTICE
for
SAN FRANCISCO CULINARY, BARTENDERS AND
SERVICE EMPLOYEES PENSION PLAN**

The following is an annual funding notice which is required by federal law to be given to you as a Participant or Alternate Payee in the San Francisco Culinary, Bartenders and Service Employees Pension Plan. For additional information, please read the “Additional Explanation” section on Page 5 following the required text set forth below.

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 April 1, 2022 and ending March 31, 2023 (“Plan Year”).

Este Informe Anual de Fondos es un aviso requerido por Ley Federal que provee informacion del Estado de Fondos de San Francisco Culinary, Bartenders and Service Employees Pension Fund; programas federales los cuales ayudan a proteger beneficios de pension y tambien como poder obtener mas informacion de esos programas. Si usted necesita asistencia para poder comprender este Aviso, por favor comuniques con el Administrador del Plan localizado en 1182 Market Street, Suite 320; San Francisco, CA 94102 o llame a la Oficina del Administrador del Plan al (844) 492-9157.

此周年的資助通知，是聯邦法律規定提供有關 San Francisco Culinary, Bartenders and Service Employees Pension Plan 的資助情況、幫助保護退休福利的聯邦計劃、以及如何取得此類 計劃詳情的資料。如你需要幫助理解此通知，請聯絡計劃管理人辦事處， 1182 Market Street, Suite 320; San Francisco, CA 94102，或來電計劃管理人辦事處，(844) 492-9157。

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			
	2022	2021	2020
Valuation Date	April 1, 2022	April 1, 2021	April 1, 2020
Funded Percentage	80.0%	80.6%	81.1%
Value of Assets	\$649,496,841	\$633,443,149	\$630,438,834
Value of Liabilities	\$812,275,111	\$786,316,461	\$777,799,856

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. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

	March 31, 2023	March 31, 2022	March 31, 2021
Fair Market Value of Assets	\$605,850,661 ¹	\$668,150,883	\$671,624,404

¹ The March 31, 2023 fair market value of assets figure is an estimate based on the Plan’s unaudited financial statements. The final figure may differ from this estimate once the Plan’s regular audit is issued for the Plan Year.

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 (other factors may also apply). 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 not in endangered, critical, or critical and declining status in the Plan Year.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 20,238. Of this number, 8,814 were current employees, 7,397 were retired and receiving benefits, and 4,027 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 confirm that the minimum funding requirements of ERISA are being satisfied and to determine that anticipated employer contributions will not exceed the amounts deductible under the Internal Revenue Code. Each employer makes contributions pursuant to collective bargaining agreements.

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 to protect the corpus of the Fund, obtain adequate investment returns in order to protect and pay benefits promised to participants, and comply with applicable law.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments on the next page, as of the end of the Plan Year. Note that these asset allocations are based on calculations of fair market value of assets as of March 31, 2023 which are preliminary and which are subject to change upon completion of the audited financial statements. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	1.56%
2. U.S. Government securities	
3. Corporate debt instruments (other than employer securities):	
Preferred	
All other	
4. Corporate stocks (other than employer securities):	
Preferred	
Common	5.23%
5. Partnership/joint venture interests	6.81%
6. Real estate (other than employer real property)	8.58%
7. Loans (other than to participants)	
8. Participant loans	
9. Value of interest in common/collective trusts	
10. Value of interest in pooled separate accounts	
11. Value of interest in 103-12 investment entities	
12. Value of interest in registered investment companies (e.g., mutual funds)	19.93%
13. Value of funds held in insurance co. general account (unallocated contracts)	
14. Employer-related investments:	
Employer Securities	
Employer real property	
15. Buildings and other property used in plan operation	
16. Other	

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 Fund office by phone at (844) 492-9157 or by mail at BeneSys Administrators, Inc., 1182 Market Street, Suite 320, San Francisco, California 94102.

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 Avenue, NW, Room N-1515, 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."

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 the PBGC's website at www.pbgc.gov/prac/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. The PBGC does not have that information. See "Where to Get More Information" below for additional information about your plan.

Additional Explanation

Your Trustees constantly monitor, with their advisors, the financial well-being of this Plan and take all action that is appropriate to make sure that the Plan remains healthy and is able to provide the benefits it has promised.

Please also note that the above rules regarding insolvent plans and PBGC assistance do not currently apply to the Plan as it is not insolvent and its funding level is at a level which does not require PBGC assistance.

Where to Get More Information

For more information about this notice, you may contact the Fund office by phone at (844) 492-9157 or by mail at BeneSys Administrators, Inc., 1182 Market Street, Suite 320, San Francisco, California 94102. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 94-6118925. For more information about the PBGC, go to the PBGC's website, www.pbgc.gov.