

2024 ANNUAL FUNDING NOTICE
For
Electrical Workers Local No. 26 Pension Trust 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.

Note: 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 or in danger of insolvency. As noted below, the Plan is in the “Green Zone,” which means that the Plan is not in endangered, critical or critical and declining status under law. This notice is provided for informational purposes and you are not required to respond in any way. This notice is for the plan year beginning January 1, 2024 and ending December 31, 2024 (referred to hereafter as “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 set forth in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

	Funded Percentage		
	2024	2023	2022
Valuation Date	January 1, 2024	January 1, 2023	January 1, 2022
Funded Percentage	88.3%	85.1%	82.1%
Value of Assets	\$990,433,306	\$919,361,567	\$856,545,547
Value of Liabilities	\$1,120,521,328	\$1,080,232,715	\$1,042,104,462

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They are also “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.

	12/31/2024	12/31/2023	12/31/2022
Fair Market Value of Assets	\$1,031,034,436*	\$934,544,750**	\$869,174,233

* Preliminary

** Revised from a preliminary value of \$932,314,161 shown in last year’s notice

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. However, a Plan with a funded percentage less than 80% will still be in the “Green Zone” if the Plan is projected to not be in endangered status in the tenth year after the certification, and the Plan was in the “Green Zone” in the prior year. A plan is in “critical” status if the 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 ending December 31, 2024 (i.e., the Plan was in the “Green Zone”).

Participant Information

The total number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the last day of the two preceding Plan Years is shown in the chart below.

	2024	2023	2022
Active Participants	8,612	7,872	7,302
Retired or Separated from Service and Receiving Benefits	3,106	2,991	2,815
Retired or Separated from Service with a Right to Future Benefits	1,821	1,831	1,857
Total Participants	13,539	12,694	11,974

Average Return on Plan Assets for Plan Year

The average return on Plan Assets during the Plan Year was estimated to be 8.6%.

Funding & Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to the level of assets needed to pay for benefits promised under the plan currently and over the years. The Plan is funded by contributions made by employers pursuant to collective bargaining agreements with the unions that represent the IBEW Local 26 Plan’s participants. The funding policy of the Plan is to require contributing employers to meet the obligations of their respective collective bargaining agreements.

Once money is contributed to the Plan, the money is invested by Plan officials called fiduciaries, who make specific investments in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment management decisions.

The Investment Policy Statement ("IPS") of the Pension Fund is a written document which the Board of Trustees has adopted to establish a framework for investing the assets in a manner consistent with the fiduciary standards of ERISA. The IPS provides that the Trustees have the responsibility to prudently guide the Fund's investment program, establishing its investment policies and a suitable asset allocation, and to invest the assets in a manner consistent with the Fund's investment objectives, asset allocation policy, tolerance for risk, appropriate portfolio diversification and liquidity needs. The IPS also provides that the Trustees will select appropriate professionals to invest assets, and to assist in prudently measuring and evaluating investment performance on a regular basis.

The long term investment objectives set forth in the Investment Policy are several: to maintain sufficient income, liquidity, diversification and controlled volatility to facilitate the payment of benefits and expenses; to earn a long term, competitive rate of return that equals or exceeds the Fund's policy index (pre-established percentages of market indices that represent the Fund's asset allocation); and to establish an asset allocation that is reasonably designed to achieve a desired rate of return.

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
Public equity	44.09%
Private equity	0.00%
Investment grade debt instruments	4.30%
High-yield debt instruments	6.19%
Cash and cash equivalents	4.94%
Real estate	15.12%
Other	25.36%

Events with Material Effect on Assets or Liabilities

By law this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly impact the funding condition of a plan. For the plan year beginning January 1, 2025, there was one such event that had a material effect on plan liabilities, which was a Plan amendment which made the following changes to the Plan's benefits:

1. The Benefit Unit Multiplier for Residential service was increased from \$29 per month per year of service to \$44 per month per year of service.
2. The Benefit Unit Multiplier for service other than Residential service was increased from \$95 per month per year of service to \$102.50 per month per year of service.
3. For participants who work at least 1,800 hours in a Plan Year in 2025 or thereafter, an additional 0.25 Benefit Units will be credited for that Plan Year.
4. Monthly benefits for retirees and beneficiaries that were in payment status as of January 1, 2025 were permanently increased by 3.0%.

The above changes are estimated to have the following impact on the Plan's liabilities as of December 31, 2025:

Projected Plan Liabilities, Before Impact of Plan Changes:	\$1,201,000,000
Projected Plan Liabilities, After Impact of Plan Changes:	\$1,283,000,000
Percentage Change to Plan Liabilities:	6.8%

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 the Plan's annual report by going to www.efast.dol.gov and using the Form 5500 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-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."

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 the 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 ($.75 \times \$33$), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

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 ($.75 \times \$9$), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10).

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 the 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, www.pbgc.gov/prac/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:

Trustees of the Electrical Workers Local No. 26 Pension Trust Fund
c/o Fund Administrator
10003 Derekwood Lane
Suite 130
Lanham, MD 20706-4811

For identification purposes, the official plan number is 001, and the plan sponsor's employer identification number or "EIN" is 52-6117919.