

UNITED INDUSTRIAL WORKERS PENSION PLAN

5201 Capital Gateway Drive
Camp Springs, Maryland 20746-4275
(301) 899-0675

Margaret R. Bowen
Administrator

April 6, 2021

ANNUAL FUNDING NOTICE UNITED INDUSTRIAL WORKERS PENSION PLAN EIN # 11-6106805

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	116.7%	107.1%	111.8%
Value of Assets	\$122,786,381	\$109,390,830,	\$115,653,618
Value of Liabilities	\$105,177,322	\$102,181,654	\$103,413,784

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.

The December 31, 2020 fair value of assets disclosed below is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress.

	December 31, 2020	December 31, 2019	December 31, 2018
Fair Market Value of Assets	\$129,800,000	\$122,786,381	\$109,390,830

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 not in endangered, critical, or critical and declining status in the Plan Year.

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

Participant Information

The total number of participants and beneficiaries covered by the plan on the valuation date was 3,531. Of this number, 1,161 were current employees, 1,041 were retired and receiving benefits, and 1,329 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 provide benefits from contributions by signatory employers under the terms of collective bargaining agreements between the United Industrial Service, Transportation, Professional and Government Workers of North America and the employers.

Investment objectives:

Assets of the Plan shall be invested with sufficient diversification so as to minimize the risk of large losses unless it is clearly prudent under the then current circumstances not to do so. Plan assets shall be invested in a manner consistent with the fiduciary standards of ERISA and supporting regulations, and all transactions will be undertaken on behalf of the Plan in the sole interest of Plan participants and beneficiaries. Assets of the Plan shall be invested to maintain sufficient liquidity to meet benefit payment obligations and other Plan expenses.

Investment Guidelines:

With respect to any Investment Manager who is appointed by the Trustees to manage as Plan Asset Manager, such Plan Asset Manager will discharge its responsibilities with respect to the Plan’s assets in accordance with the fiduciary responsibilities under ERISA and all regulations thereunder and shall not violate any of ERISA’s “prohibited transaction” rules. The Plan Asset Manager shall be a bank (trust company), insurance company, or a registered investment advisor under the Investment Advisers Act of 1940. The Plan Asset Manager shall acknowledge in writing that it is a fiduciary of the Plan within the meaning of Section 3(21)(A) of ERISA and an “investment manager” within the meaning of Section 3(38) of ERISA.

Asset Allocation:

The Fund’s assets are invested in the following asset classes and maintained within the corresponding ranges. The Trustees make appropriate adjustments if one or more of the limits are breached.

<u>Asset Class</u>	<u>Target</u>	<u>Range</u>
Domestic Equities	50%	35% - 60%
Fixed Income	50%	40% - 65%

Standards of Investment Performance:

Each Investment Manager is reviewed regularly regarding performance, personnel, strategy, research capabilities, organizational and business matters and other qualitative factors that may affect its ability to achieve the desired investment results. Consideration will be given to the extent to which performance results are consistent with the goals and objectives set forth in the Investment Policy and/or individual guidelines provided

to an Investment Manager. The Plan's investment policy outlines prohibited investments as well as limits regarding the percentage of the fund that may be invested in any one company and industry. Minimum credit quality guidelines are established and provided to investment managers. No investment may be made which violates the provisions of ERISA or the Internal Revenue Code.

The Trustees review the Plan's investment policy on a regular basis and make periodic changes when, based on all available information, it is prudent to do so.

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
1. Cash (Interest-bearing and non-interest bearing)	<u>2</u>
2. U.S. Government securities	<u>25</u>
3. Corporate debt instruments (other than employer securities):	
a. Preferred	
b. All other	<u>21</u>
4. Corporate stocks (other than employer securities):	
a. Preferred	
b. Common	<u>37</u>
5. Partnership/joint venture interests	
6. Real estate (other than employer real property)	
7. Loans (other than to participants)	
8. Participant loans	
9. Value of interest in common/collective trusts	<u>1</u>
10. Value of interest in pooled separate accounts	
11. Value of interest in master trust investment accounts	
12. Value of interest in 103-12 investment entities	
13. Value of interest in registered investment companies (e.g., mutual funds)	<u>14</u>
14. Value of funds held in insurance co. general account (unallocated contracts)	
15. Employer-related investments:	
a. Employer Securities	
b. Employer real property	
16. Buildings and other property used in plan operation	
17. Other	

For information about the plan's investment in any of the following type of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities, contact: Margaret Bowen, Plan Administrator, at 301-899-0675, or by writing to: Plan Administrator, 5201 Capital Beltway Drive, Camp Springs, Maryland 20746

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-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 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 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 About Your Plan," below.

Where to Get More Information

For more information about this notice, you may contact the Plan Administrator at:
UIW Pension Plan, Attn: Margaret Bowen, 5201 Capital Beltway Drive, Camp Springs, MD 20746;
301.899.0675

For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 11-6106805.