ANNUAL FUNDING NOTICE
For
CWA/ITU Negotiated Pension Plan
April 2025

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:

- **Frank M. Vaccaro & Associates, Inc.**
- **Phone:** (833) 776-0731
- **Address:** 27 Roland Avenue, Ste. 200, Mount Laurel, New Jersey 08054
- **Email:** NPP@fmvaccaro.com
- **Website:** https://www.cwaitunpp.org/

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

- **Plan Number:** 001
- **Plan Name:** CWA/ITU Negotiated Pension Plan
- **Employer Identification Number:** 13-6212879

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 Plan Year	2023 Plan Year	2022 Plan Year
Valuation Date	January 1, 2024	January 1, 2023	January 1, 2022
Funded Percentage	43%	44%	60%
Value of Assets	$428,871,216	$444,907,798	$594,883,254
Value of Liabilities	$988,118,966	$1,017,512,335	$987,246,590

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 value of the Plan's assets on January 1. Note, the asset values in the chart above do not include the amount of the special financial assistance account, which reflects the remaining portion of the special financial assistance paid to the Plan by the Pension Benefit Guaranty Corporation under the American Rescue Plan Act.

Market values (shown in the chart below) fluctuate based on investment performance, providing a more immediate snapshot of the plan's funding status. The asset values in the chart below for December 31, 2024 include the amount of the Plan's special financial assistance account.

	December 31, 2024*	December 31, 2023	December 31, 2022
Fair Market Value of Assets**	$946,215,751	$428,871,216	$444,907,798

**Based on unaudited financials, subject to revision during the annual audit process and reflects $545,593,271 in Special Financial Assistance (SFA) received in July 2024.*
***Withdrawal liability receivables are not reflected.*

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 in critical and declining status in the Plan Year ending December 31, 2024 because there is a deficiency in the funding standard account and there is a projected insolvency within 20 years.

In an effort to improve the Plan's funding situation, the trustees adopted a rehabilitation plan on March 8, 2010. The rehabilitation plan eliminates the 60 month minimum guarantee in the Life/5 pension option; increases the minimum age for the Early Pension from 60 to 62 (with 20 years of service credit); removes the Early Pension subsidy by increasing the reduction factors; discontinues the offering of retroactive pension payments; and requires 5 years of service credit to vest for participants reaching normal retirement age before a break in service.

You may request a copy of the Plan's rehabilitation plan by contacting the plan administrator. You can also ask for any updates to the rehabilitation plan and the actuarial and financial data showing actions taken by the Plan toward fiscal improvement.

Since the Plan received SFA, the Plan was certified to be in Critical status for the plan year ending December 31, 2025, pursuant to ERISA Section 432(b)(7) and PBGC Regulation 4262.17(c). Notification of the 2025 Critical status is also provided.

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.

	2024	2023	2022
1. Last day of plan year	December 31	December 31	December 31
2. Participants currently employed	1,400	1,473	1,537
3. Participants and beneficiaries receiving benefits	13,500	14,185	14,734
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	6,300	6,620	6,869
5. Total number of covered participants and beneficiaries (*Lines 2 + 3 + 4 = 5*)	21,200	22,278	23,140

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 benefits are to be funded by employer contributions as negotiated in collective bargaining agreements and investment earnings.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan uses professional investment management firms and index funds to invest its assets in accordance with the investment policy guidelines. The firms are selected and monitored by the Plan's Board of Trustees, in consultation with an independent investment consultant. No Plan investments are managed internally. The asset allocation guidelines specified in the investment policy for non-SFA Assets are described in "Information about Plan Investments" located on the Plan's website at https://www.cwaitunpp.org/.

The Plan's investment policy for SFA Assets uses a cash-matching strategy in which a series of investment grade bonds are purchased to meet the Plan's benefit payment obligation. This complies with PBGC's conditions and restrictions for allocating SFA Assets.

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets. The allocations are percentages of the Plan's total assets, which include special financial assistance paid to the Plan and earnings thereon:

Asset Allocations	Percentage:
Cash (Interest and non-interest bearing)	1.61%
U.S. Government Securities	10.25%
Corporate Debt Instruments (All Other)	38.75%
Corporate Common Stocks	3.74%
Partnership/Joint Venture Interests	4.47%
Value of interest in Common/Collective Trusts	41.18%

For information about the Plan's investment in common-/collective trusts, contact the plan administrator.

The average return on assets for the Plan Year was 11.7%.

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 event had such an effect:

The Plan received $545,593,271 in Special Financial Assistance (SFA) in July 2024.

Because the Plan received special financial assistance from PBGC under the American Rescue Plan Act, the Plan is required to be administered in accordance with conditions described in

PBGC regulations. These conditions relate to benefit increases; allocation of plan assets; reductions in employer contribution rates; diversion of contributions to, and allocation of expenses to, other benefit plans; transfers or mergers; and withdrawal liability. Under certain circumstances, a plan may request approval from PBGC for an exception from the conditions relating to benefit increases, reductions in employer contribution rates, transfers or mergers, and withdrawal liability.

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. The Plan's Form 5500 may also be obtained at https://www.cwaitunpp.org/.

- **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 PBGC, below), the plan must apply to PBGC for financial assistance. 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 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.
- 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:

    Take 100 percent of the first $11= $11
    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:
   Take 100 percent of the first $11= $11
   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

Notice to Pensioners about Tax Withholding

This is a reminder that you may choose whether or not to have taxes withheld. Benefits under the Plan are taxable income to the recipient. (The IRS may charge a penalty if your tax withholding or estimated tax payments are not sufficient to cover your tax liability.) If you desire withholding, please advise the Plan Office in writing of the **dollar amount to withhold monthly**. If you have made an election previously, it will remain in effect until changed or revoked, which you may do by notifying the Plan Office. If you have not made an election, we will NOT withhold federal tax from your pension. **If no change in withholding is desired, do not respond to this reminder.**

Please keep the Plan office informed of any address, phone number, Power of Attorney or marital status changes via our website or call 833-776-0731. Death of a benefit recipient must be reported immediately. The Plan office will be conducting Annual Audit Verifications for anyone receiving monthly benefits. These verifications may need to be notarized (when so noted) and returned to the Plan office to update your permanent file.

Notice of Critical Status for
CWA/ITU Negotiated Pension Plan
April 2025

This is to inform you that on March 31, 2025 the Plan's actuary for the CWA/ITU Negotiated Pension Plan ("Plan") certified to the U.S. Department of the Treasury and also to the Plan's Board of Trustees, that the Plan is in critical status for the Plan Year beginning January 1, 2025. Federal Law requires that you receive this notice.

Critical Status

The Plan received Special Financial Assistance (SFA) in July 2024. Pursuant to ERISA Section 432(b)(7) and PBGC Regulation 4262.17(c), the Plan is therefore deemed to be in Critical status within the meaning of section 305(b)(2) of ERISA. The Plan's Board of Trustees is monitoring the Plan's funding very closely and will take all steps that are reasonably necessary and prudent to improve the Plan's financial condition.

Rehabilitation Plan

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. Under the Rehabilitation Plan adopted by the Board of Trustees on March 8, 2010, changes were made to the Plan for pensions not yet in pay status. These included increasing the Early Pension age to 62, removing the Early Pension subsidy and eliminating the 60-month guarantee in the Life/5 form of pension. Notice of these adjustable benefit changes was mailed to participants on April 28, 2010. **There is no change to current pensions and the level of a participant's basic benefit payable at normal retirement has not been reduced.**

The adjustable benefits offered by the Plan have been eliminated as noted above except for the Early Pension, which is now only available at age 62 (with 20 years of service credit) for future pensioners. A mandatory increase in contributions is not included in the Rehabilitation Plan but decreases in contribution rates, the exclusion of covered employees, and the payment of lump-sum benefits greater than $7,000 are not permitted. If the Board of Trustees determines that further benefit reductions are necessary, you will receive a separate notice explaining the reductions.

Where to Get More Information

For more information, you may visit the Plan's website at **cwaitunpp.org** or you may contact the Plan Office at **(833) 776-0731,** email **NPP@fmvaccaro.com or fax (856) 793-3105**. The Plan Office's mailing address is **27 Roland Ave., Ste. 200, Mount Laurel, NJ 08054**. You have a right to receive a copy of the Rehabilitation Plan from the Plan Office.