ANNUAL FUNDING NOTICE For

Sheet Metal Workers Local 7, Zone 2 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:** Joint Board of Trustees, Sheet Metal Workers Local 7, Zone 2 Pension Plan
- **Phone:** (517) 321-7502
- **Address:**
  Sheet Metal Workers Local 7, Zone 2 Pension Trust
  c/o TIC Midwest
  6525 Centurion, Lansing, MI 48917

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

- **Plan Number:** 001
- **Plan Sponsor Name:** Joint Board of Trustees, Sheet Metal Workers Local 7, Zone 2 Pension Plan
- **Employer Identification Number:** 38-1616942.

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	01/01/2024	01/01/2023	01/01/2022
Funded Percentage	106.5%	103.6%	103.9%
Value of Assets	104,937,819	98,794,651	95,103,489
Value of Liabilities	98,493,923	95,393,992	91,523,456

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 [*insert day and month of the Valuation Date if the Valuation Date is the same for all three years otherwise use "Valuation Date"*].

- 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.

	12/31/2024	12/31/2023	12/31/2022
Fair Market Value Assets	114,666,895	101,911,953	88,929,542

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.

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	12/31	12/31	12/31
2. Participants currently employed	371	371	353
3. Participants and beneficiaries receiving benefits	290	265	260
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	162	162	158
5. Total number of covered participants and beneficiaries (*Lines 2 + 3 + 4 = 5*)	823	798	771

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 to accept contributions from participating employers in accordance with the terms of the collective bargaining agreement between the Sheet Metal Workers Local Union No. 7, Zone 2 and the Sheet Metal Contractors Association of Western Michigan. The collective bargaining agreement requires participating contractors to contribute a certain amount for every hour worked under the agreement. The trustees base their funding projections on the average number of hours worked under the agreement in previous years and on the assumption that the investment return will be 6.75% per annum.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan's investment policy is to invest the assets of the Plan in a diversified portfolio of equity and fixed income investments. Equity investments are normally limited to 60% of the total fund. A portion of the fund is held in cash for payment of benefits and administration expenses. The trustees have retained an investment consultant to assist them in selecting investment managers and reviewing the performance of the investment managers. The trustees have selected eight investment managers, each with a different management style – four who manage portfolios consisting entirely of equity investments; three who manage portfolios consisting entirely of fixed income investments; and one who manages a balanced portfolio of equity and fixed income investments.

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

Asset Allocation Percentages

1.	Cash (interest-and non-interest bearing)	2.87%
2.	US Government securities	14.53%
3.	Corporate debt instruments (other than employer securities):	
	Preferred	
	All other	11.35%
4.	Corporate stocks (other than employer securities):	
	Preferred	
	Common	42.24%
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 and collective trusts	
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, like mutual funds	23.73%
14	Value of funds held in insurance company general account (unallocatec contracts)	
15.	Employer-related investments:	
	Employer securities	
	Employer real property	
16.	Buildings and other property used in plan operations	
17.	Other	5.28%

For information about the Plan's investment in any of the following types of investments common-/collective trusts, pooled separate accounts, or 103-12 investment entities - contact Joint Board of Trustees, Sheet Metal Workers Local 7, Zone 2 Pension Trust, c/o TIC International Corporation, 6525 Centurion, Lansing, MI 48917, (517-321-7502).

The average return on assets for the Plan Year was 15.03%.

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, 2025 and ending on December 31, 2025, the following events have such an effect:

The accrued benefit for a participant who is credited with at least one hour of service after December 31, 2023 will be unreduced for commencement on or after age 60. For a participant who is credited with at least one hour of service after December 31, 2024, the benefit multiplier for credited service earned on or after January 1, 2021 will increase to $180 ($90 for hours worked pursuant to the residential/light commercial addendum to the collective bargaining agreement).

We expect Plan liabilities disclosed in the Funded Percentage chart for the Plan Year to increase by approximately $2.9 million by December 31, 2025 because of the event(s) having a material effect on Plan liabilities.

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. [If the plan's annual report is available on a website maintained by the plan sponsor (or plan administrator on behalf of the plan sponsor), modify the preceding sentence to include a statement that the annual report may also be obtained through that website and include the website address.]

- **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 [*Include the following that apply to the benefits available under the plan*.]:

- 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:
   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