

NEW ENGLAND TEAMSTERS PENSION FUND

1 Wall Street • Burlington, Massachusetts 01803-4768
Telephone 781-345-4400 • Fax 781-345-4402
Toll Free Telephone Number 800-447-7709

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Dear Participants, Pensioners, and Beneficiaries:

We are providing you with the legally required Annual Funding Notice for the plan year beginning October 1, 2024 and ending September 30, 2025, as well as the Notice of Critical Status for the plan year beginning October 1, 2025 and ending September 30, 2026 for the New England Teamsters Pension Fund (the "Pension Fund").

As you review the notices, keep in mind that on August 26, 2024 the Pension Fund received Special Financial Assistance ("SFA") in the amount of approximately \$5.7 billion from the Pension Benefit Guaranty Corporation ("PBGC") under the American Rescue Plan Act ("ARPA"). SFA funds have significantly improved the Pension Fund's financial condition in the near and long term. Including SFA funds in the calculation of the Fund's assets and liabilities, the Fund has a funded percentage of approximately 84% as reflected in the chart below:

	INCLUDING SFA (All Fund Assets)
Valuation Date	10/1/2024
Funded Percentage	84%
Market Value of Assets	\$9,056,481,585
Value of Liabilities	\$10,777,583,517

1. Under PBGC regulations, however, a fund that receives SFA is deemed to be in critical status through the year 2051 regardless of funded percentage. SFA assets also may not as a matter of law be considered for minimum funding purposes. For this reason you will continue to receive a notice each year advising that the Fund is deemed to be in critical status – despite the improvement in the Pension Fund's financial condition.
2. The Fair Market Value of Assets shown on the Annual Funding Notice includes SFA assets.

We will continue to provide this information along with the various legally-required notices, so that you continue to have complete information about the Pension Fund.

Sincerely,

The Board of Trustees

Important Reminders

Pension Status and Estimated Benefit Statement: If you would like information about your status in the Pension Fund, please:

1. Visit the Member Portal on the Pension Fund's website, www.nettipf.com and select Member Login to review your status in the Pension Fund. If you are vested you can calculate and print an Estimated Benefit Statement. If you are not vested you can review your hours and vesting status. If you have any questions or need assistance, click the Contact Us Button and we will help.
2. Call the Fund Office to speak to a Pension Fund Representative at 800-447-7709 open Monday through Friday 8 AM to 4 PM, closed on all major holidays.
3. Send a written request to the Fund Office at One Wall Street, Burlington MA, 01803-4768.

Pensioners Working after Retirement: If you are a Pensioner working after retirement and are under the age of 70 you MUST have an "Employment After Retirement Reporting Form" on file with the Fund Office. If the Trustees determine your employment to be "Disqualifying" you may work up to 80 hours per month without penalty. If the Trustees determine your employment to be "Not Disqualifying" you may work as many hours without penalty. If the Trustees determine that you are working in "Disqualifying Employment" while receiving pension benefits, the Trustees will suspend your pension benefit for any and all months that you were paid a pension benefit while working in "Disqualifying Employment".

Current Address: You must keep your address current with the Fund Office. If we do not have a current address on file, we will suspend future pension benefits until we have confirmed your correct address.

ANNUAL FUNDING NOTICE
for the
NEW ENGLAND TEAMSTERS PENSION FUND

Introduction

This notice provides key details about your multiemployer pension plan, the New England Teamsters Pension Fund (“the Plan”) for the plan year beginning October 1, 2024 and ending September 30, 2025 (“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:

- New England Teamsters Pension Fund
- Address: 1 Wall Street, Burlington, MA 01803-4768
- Phone: 1-781-345-4400
- Email: contactus@nettipf.com

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

- Plan Number: 001
- Plan Sponsor Name: New England Teamsters Pension Fund
- Employer Identification Number: 04-6372430

You also have the right to request and obtain, free of charge, a printed copy of your benefit statement mailed to your home address on record. To request a printed copy of your benefit statement, please contact your plan administrator.

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	2023	2022
Valuation Date	10/1/2024	10/1/2023	10/1/2022
Funded Percentage	17 %	19%	21%
Value of Assets	\$1,844,552,397*	\$1,955,986,739	\$2,138,442,719
Value of Liabilities	\$10,777,583,517	\$10,569,798,987	\$10,369,395,435

**The value of Plan assets shown here does not take into account SFA Funds, described below*

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 October 1.

- **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. Actuarial values smooth out market fluctuations and can allow for more predictable levels of future contributions. Additionally, 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 plan years ended September 30, 2025, 2024 and 2023 include the amount of the Plan’s special financial assistance account.

	9/30/2025	9/30/2024	9/30/2023
Fair Market Value of Assets	\$9,080,723,646*	\$9,056,481,585	\$3,337,383,626

**Estimated based on unaudited information*

It should be noted that the Plan has negotiated transition agreements with over 100 employers whereby those transition employers have agreed to simultaneously pay to the Plan their withdrawal liability, as well as remitting ongoing pension contributions. Therefore, the Plan's auditors have included approximately \$1 billion of receivable withdrawal liability payments in their certified fair market value of Plan assets. Additionally, the Plan's auditors have included the amount of special financial assistance ("SFA") that was paid to the Pension Fund by the PBGC under the American Rescue Plan Act ("ARPA").

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%. The plan's trustees must adopt a funding improvement plan.
- **Critical:** The plan's funded percentage falls below 65% 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 status in the Plan Year because it received SFA under the ARPA. The Plan received more than \$5.7 billion in SFA on August 26, 2024. ARPA specifically provides that multiemployer pension plans that receive SFA, like the Plan, are deemed to be in critical status until the last Plan year ending in 2051.

To improve the Plan's funding situation, the trustees adopted a rehabilitation plan on January 15, 2009, which was most recently updated effective January 1, 2025. The rehabilitation plan includes contribution rate schedules that apply to the Plan's different types of contributing employers. The rehabilitation plan contains different schedules for employers, some requiring contribution rate increases. The trustees will continue to review and consider potential changes to the Rehabilitation Plan in the future.

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 to improve the Plan's funding.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending September 30, 2026, a separate notification of that status has or will be 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.

Number of participants and beneficiaries on last day of relevant plan year	2024*	2023	2022
1. Last day of plan year	9/30/2025	9/30/2024	9/30/2023
2. Participants currently employed	21,268	21,577	21,786
3. Participants and beneficiaries receiving benefits	33,635	33,274	33,367
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	15,934	16,480	16,768
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	70,837	71,331	71,921

**The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate.*

Funding & Investment Policies

Funding Policy

Every pension plan must establish a funding policy to meets its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan's funding policy is to collect employer contributions and set the benefits to a level that can reasonably be expected to be provided by those contributions after considering future investment returns and the expenses inherent in running the Plan.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. Under the American Rescue Plan Act of 2021 ("ARPA"), the PBGC established certain rules regarding how SFA assets can be invested. The Plan must segregate SFA assets and earnings thereon in an account that is separate from the Plan's non-SFA assets. The Plan's SFA assets must be invested primarily in investment grade fixed income securities and cash. The Plan must maintain one year of projected benefit payments and administrative expenses invested in investment grade fixed income. The Plan's investment policy for non-SFA Assets is to invest in different assets categories such as stocks, bonds, in such amounts as to minimize large loses, while seeking to earn at least the Plan's interest rate assumption used in determining the Plan's current and future pension liabilities and focusing on capital preservation with investment growth. The Plan's investment policy for SFA Assets is to invest primarily in investment grade fixed income securities and cash.

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
1. Interest-bearing cash	6%
2. U.S. Government securities	55%
3. Corporate debt instruments (other than employer securities):	
Preferred	8%
All other	8%
4. Corporate stocks (other than employer securities):	
Preferred	0%
Common	8%
5. Partnership/joint venture interests	10%
6. Real estate (other than employer real property)	2%
7. Loans (other than to participants)	0%
8. Participant loans	0%
9. Value of interest in common/collective trusts	3%
10. Value of interest in pooled separate accounts	0%
11. Value of interest in master trust investment accounts	0%
12. Value of interest in 103-12 investment entities	0%
13. Value of interest in registered investment companies (e.g., mutual funds)	0%
14. Value of funds held in insurance co. general account (unallocated contracts)	0%
15. Employer-related investments:	
Employer securities	0%
Employer real property	0%
16. Buildings and other property used in plan operation	0%
17. Other	0%

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 the Fund at 1-781-345-4400 or 1 Wall Street, Burlington, MA 01803-4768.

Prohibition Against Future MPRA Suspensions

Because the Plan received special financial assistance from the PBGC, the Plan may not submit an application to the Secretary of the Treasury to suspend or reduce your benefits in the future under the Multiemployer Pension Reform Act, also known as MPRA.

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.
- **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, or if you would like to receive a benefit statement, 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 the PBGC, below), the plan must apply to the 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 the 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.
- 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 the 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 \times 10 \text{ years} = \357.50

In this example, the participant's guaranteed monthly benefit is \$357.50.

Example 2: Participant with a Monthly \$200 Benefit and 10 Years of Service.

1. Find the accrual rate: $\$200/10 = \20 accrual rate
2. Apply the 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 \times 10 \text{ years} = \177.50

In this example, the participant's guaranteed monthly benefit is \$177.50.