

Alaska Ironworkers Pension Trust

Physical Address 7525 SE 24th Street, Suite 200, Mercer Island, WA 98040 • Mailing Address PO Box 34203, Seattle, WA 98124
Phone (206) 441-7574 or (800) 732-1121 • Fax (206) 505-9727 • Website www.akironworkerstrust.com

Administered by
Welfare & Pension Administration Service, Inc.

OCTOBER 27, 2025

**TO: ALL PARTICIPANTS, BENEFICIARIES, LOCAL UNIONS, CONTRIBUTING EMPLOYERS, PENSION BENEFIT
GUARANTY CORPORATION AND SECRETARY OF LABOR**

Notice of Critical Status For Alaska Ironworkers Pension Plan

The purpose of this notice is to inform you that on September 26, 2025 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, the Board of Trustees, that the Alaska Ironworkers Pension Plan (the "Plan") is in critical status for the plan year beginning July 1, 2025. Federal law requires that you receive this notice.

A similar notice was provided at this time in 2024, with notification of the Plan's critical status in 2024.

Critical Status

The Plan is considered to be in critical status as of July 1, 2025 due to receiving a Special Financial Assistance grant (SFA grant) from the PBGC under the American Rescue Plan Act. Because the Plan received this SFA grant, it will be deemed to be in critical status until 2051. Because of this statutory requirement, you will continue to receive this notice through 2051 regardless of the Plan's actual funded level. Please review the enclosed Annual Funding Notice to obtain the funded level of the Plan.

Rehabilitation Plan and the Reduction of Benefits

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.

On September 10, 2010, you were notified that the Plan reduced or eliminated adjustable benefits. The reduction of adjustable benefits does not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions only applied to participants and beneficiaries whose benefit commencement date is on or after November 1, 2010.

Benefits already in pay status as of October 31, 2010 were not affected. Also, the Plan is not permitted to pay lump sum benefits (or any other payment in excess of the monthly amount paid under a single life annuity) while it is in critical status.

On July 1, 2018, benefit suspensions took effect in accordance with the Plan's approved application to suspend benefits under the Multiemployer Pension Relief Act of 2014. The benefit suspension is a 26.5% reduction on all benefits accrued through July 1, 2016. This reduction could be less due to individual protections built into the law.
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On January 26, 2023, the PBGC approved the Plan's application for Special Financial Assistance, and on February 27, 2023, the Plan received a significant SFA grant from the PBGC. As a result of this relief, the "Benefit Suspension" that was effective July 1, 2018 was rescinded, and all benefits that were previously suspended were restored to their original amount. In addition, a make-up payment equal to the total suspended benefits was sent to all participants and beneficiaries in pay status as of February 27, 2023.

Adjustable Benefits

All adjustable benefits have been eliminated from the Plan.

Additional Rehabilitation Plan Contributions

The Bargaining Parties have incorporated the Rehabilitation Plan into the collective bargaining agreement and employers are making additional contributions as defined by the Rehabilitation Plan. The Rehabilitation Plan was amended in 2014 with a modification to the additional contribution requirement and again in 2022 to update the Rules for working retirees. The rehabilitation plan was most recently updated January 1, 2024 to reflect the changes resulting from the SFA grant. In light of the Trustees objective of maintaining the long-term survival of the Pension Plan, they will continue to work with the Actuary and Plan Professionals to review the funding percentage and projection of IRS minimum contribution credit balance each year factoring in the SFA assets and without. This projection will allow the Trustees to determine if the Pension Plan meets its initial funding goals set out under PPA. However, additionally, the Trustees will review the actual performance of the Pension Plan as compared to the assumptions used to determine the SFA Grant amount. The Trustees will monitor the performance to identify issues that could result in the Pension Plan not meeting its goal of having assets to provide benefits through 2051.

Where to Get More Information

For more information about this Notice, you may contact the Plan's Administration Office:

Address: 2550 Denali Street, 7th Floor
P.O. Box 93870
Anchorage, AK 99509-3870

Telephone: 1-800-325-6532

You have a right to receive a copy of the Rehabilitation Plan from the Plan.