

**Notice of Critical Status  
For  
Kansas Construction Trades Open End Pension Trust Fund**

This is to inform you that on March 31, 2025 the Plan Actuary certified to the U.S. Department of the Treasury and to the Plan Sponsor that the Plan is in critical status for the plan year beginning January 1, 2025. Federal law requires that you receive this notice. In the future you will receive an annual update of this status and the progress the Plan is making towards the goals described below.

**Critical Status**

The Plan is still considered to be in critical status because it is projected to satisfy the following:

Receipt of Special Financial Assistance:

The Plan was approved an application for Special Financial Assistance under the American Rescue Plan Act. As a condition for receiving Special Financial Assistance, the Plan is considered to be in critical status through 2051.

As required by law, the Plan Actuary's certification includes only contribution rate increases that have been codified in collective bargaining or participation agreements.

**Rehabilitation Plan and Possibility of Reduction in Benefits**

Federal law requires pension plans in critical status to adopt a rehabilitation plan aimed at restoring the financial health of the Plan. A rehabilitation plan may involve reductions to future benefit accruals, increases to contribution rates, or both. The law also permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. The Plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the Pension Plan may adopt:

- Disability benefits;
- Early retirement benefits or subsidies;

As of May 22, 2010, certain benefits were reduced pursuant to the rehabilitation plan, and you were mailed a notice of these reductions on January 21, 2010. As of January 1, 2017, additional benefits were reduced pursuant to the rehabilitation plan, and you were mailed a notice of these additional changes on December 16, 2016. After these changes, the rehabilitation plan was deemed to have taken "all reasonable measures", stating that any further reductions would be detrimental. They would not have the support of the membership. Also, the Plan received Special Financial Assistance last July. With these funds included, the Plan is projected to remain solvent. With all of this in mind, the Trustees do not anticipate any further adjustable benefit reductions in the rehabilitation plan. While the Plan is in critical status, it is not permitted to pay any lump sum benefits in excess of \$7,000 (or any other payment in excess of the monthly amount paid under a single life annuity).

**Future Experience and Possible Adjustments**

The rehabilitation plan is based on a number of assumptions about future experience and may need to be adjusted in the future if such assumptions are not met. Additional contribution rate increases and/or reductions in the rate at which benefits are earned may be needed if the Fund were to suffer asset returns below the expected 7.25% in the 2025 plan year or later, a drop in the hours worked, or poor experience from other sources. If, at some point in time, the Trustees determine that further adjustments are necessary, you will receive a separate notice identifying and explaining the effect of those changes. No further benefit reductions or contribution rate increases to help fund the Plan are anticipated.

**Where to Get More Information**

You have a right to receive a copy of the rehabilitation plan and any updates to that plan. To receive a copy of the latest version, you may contact the Plan Administrator at 4101 SW Southgate Drive, Topeka KS 66609-1227 or by telephone at (785) 267-0140.