

**Notice of Critical Status for the 2025 Plan Year
for the
Local 360 Labor-Management Pension Plan**

This notice (the "Notice") is to inform you that on March 31, 2025 the plan actuary certified to the U.S. Department of Treasury, and also to the Board of Trustees (the "Trustees") of the Local 360 Labor-Management Pension Plan ("Plan"), that the Plan continues to be in critical status for the Plan Year beginning January 1, 2025. The Notice of Critical Status is required under federal law to be provided to participants annually so long as the Plan is in Critical Status.

Critical Status

The Plan received Special Financial Assistance ("SFA") from the Pension Benefit Guaranty Corporation under the American Rescue Plan Act of 2021. Specifically, on December 16, 2024, the Plan received over \$30 million of SFA that is intended to maintain the Plan's solvency until 2051. As a statutory condition of the Plan's receipt of SFA, the Plan is required to be deemed in Critical status each year through December 31, 2051.

Rehabilitation Plan

Federal law requires pension plans in critical status to adopt a "rehabilitation plan" aimed at restoring the financial health of the plan. This is the 17th year the Plan has been certified by the Plan's actuary to be in critical status. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. The Trustees adopted a Rehabilitation Plan on October 26, 2009, which was updated in 2012 and 2017. The Rehabilitation Plan includes one schedule which does not impose any benefit reductions and the default schedule, which by law, reduces adjustable benefits. Both of the schedules require additional pension contribution rate increases. You were notified previously that the default schedule reduces or eliminates adjustable benefits and that, as of January 1, 2009, 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. If the Trustees determine that further benefit reductions are necessary, you will receive a separate notice in the future identifying and explaining the effect of those reductions. Any reduction of adjustable benefits (other than a repeal of a recent benefit increase, as described below) will not reduce the level of a participant's basic benefit payable at normal retirement. In addition, the reductions may only apply to participants and beneficiaries whose benefit commencement date is on or after April 30, 2009. Each year the Trustees will review the progress of the Plan's funding status to determine whether the Plan remains in critical status. If necessary, the Trustees will modify the Rehabilitation Plan to reflect any changed circumstances.

Adjustable Benefits

The Plan offers the following adjustable benefits which may be reduced or eliminated as part of the Rehabilitation Plan the Trustees may adopt for the Plan:

- Disability benefits (if not yet in pay status);
- Early retirement benefits or retirement-type subsidies;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);
- Recent benefit increases (i.e., occurring in the past 5 years before the initial critical year).

Employer Surcharge

The law requires that all contributing employers pay a surcharge to the Plan to help correct the Plan's financial situation. The amount of the surcharge is equal to a percentage of the amount of an employer is otherwise required to contribute to the Plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge was applicable in the initial critical year and a 10% surcharge was applicable for each succeeding plan year thereafter in which the Plan is in critical status and for which the union and a contributing employer have not yet adopted one of the schedules under the Rehabilitation Plan.

Where to Get More Information

For more information about this Notice, you may contact Mario Guzman at the office of the Plan Administrator, Tri-State Administrators, Inc., 48 Stiles Lane, Suite 204, Pine Brook, NJ 07058 at (973) 299-

6700 or 1-800-451-8391. You have a right to receive a copy of the Rehabilitation Plan. You may write to the Plan Administrator at the above address to request a copy of the Rehabilitation Plan.

April 2025