

**Notice of Plan Status
For
Twin Cities Bakery Drivers Pension Plan**

This is to inform you that on March 31, 2025, the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the Twin Cities Bakery Drivers Pension Plan ("Plan") is in critical status for the plan year beginning January 1, 2025 (the "2025 Plan Year"). Federal law requires that you receive this notice.

Critical Status

Based on the March 31, 2025 actuarial certification, the Plan's actuary determined that the Plan is considered to be in critical status for the 2025 Plan Year. The Plan received Special Financial Assistance ("SFA") under the American Rescue Plan Act of 2021 during the year ended December 31, 2023. As a condition of receiving SFA, the Plan is deemed to be in critical status 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. The Plan has been in critical status since 2017. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. On April 28, 2017, you were notified that a Rehabilitation Plan would need to be developed that would combine benefit reductions with contribution increases intended to make the Plan financially sound in accordance with federal law. The Trustees adopted a Rehabilitation Plan on November 8, 2017, which has been amended and restated effective August 11, 2021. It includes only a Default Schedule, under which supplemental contribution increases are required and all of the Plan's remaining "adjustable benefits" are eliminated. Any reduction of adjustable benefits will not reduce the level of a participant's basic benefit payable at normal retirement age. You may obtain a copy of the Plan's Rehabilitation Plan by contacting the Plan Administrator.

Adjustable Benefits

The law permits pension plans in critical status to eliminate or change benefits called "adjustable benefits" as part of a Rehabilitation Plan. These include:

- Sixty-month payment guarantees;
- Disability benefits (if not yet in pay status);
- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA); and
- Unreduced early retirement benefit for retirees meeting certain age and service requirements.

The Rehabilitation Plan has eliminated all adjustable benefits for all participants who have not begun receiving their pension.

Employer Surcharge

The law requires that all contributing employers pay to the Plan a surcharge to help correct the Plan's financial situation. The amount of the surcharge is equal to a percentage of the amount an employer is otherwise required to contribute to the Plan under the applicable collective bargaining agreement. With some exceptions, a 5% surcharge is applicable in the initial critical year and a 10% surcharge is applicable for each succeeding Plan year thereafter in which the Plan is in critical status, until the employer agrees to a collective bargaining agreement that implements the Rehabilitation Plan.

Where to Get More Information

For more information about this notice, you may contact the individual below.

Julie IntVeld
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2919 Eagandale Blvd., Suite 120
Eagan, MN 55121
(651) 686-7705 ext. 113

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