Ironworkers Local No.16 Pension Plan

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Administered by
Welfare & Pension Administration Service, Inc.

Notice of Critical Status
For
Ironworkers Local Union 16 Pension Fund

April 20, 2026

This is to inform you that on March 31, 2026 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the plan is in critical status for the plan year beginning January 1, 2026. Federal law requires that you receive this notice.

Critical Status

Under federal pension law, the Plan is considered to be in critical status in the Plan Year ending December 31, 2026 because the Plan received special financial assistance ("SFA") from the Pension Benefit Guaranty Corporation under the American Rescue Plan Act.

Rehabilitation Plan

Federal law requires pension plans in critical or critical and declining status to adopt a rehabilitation plan aimed at restoring the financial health of the plan. A pension plan in critical status is permitted under the law to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. On or about March 23, 2012, you were notified that the Plan reduced or eliminated adjustable benefits, and that 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. In 2013, 2014, and 2015, you were notified that the Plan further reduced or eliminated adjustable benefits with these changes effective September 1, 2013, June 1, 2014, October 1, 2015 and January 1, 2016.

In August 2018, the US Department of Treasury approved the Trustees' application for benefit suspensions under the Multiemployer Pension Reform Act of 2014 ("MPRA") and the suspensions took effect on October 1, 2018. On August 29, 2023 the PBGC approved the application for and awarded the Plan SFA. A plan that receives SFA is subject to certain conditions; under Section 4262(m)(4) of ERISA and § 4262.17(c) of PBGC's regulation, a plan that receives SFA is deemed to be in critical status under section 305(b)(2) of ERISA until the last day of the last plan year ending in 2051. Additionally, the benefit suspensions which took effect October 1, 2018 were reinstated for participants and beneficiaries, effective September 1, 2023.

This is the fifteenth year that the Plan has been in critical status.

Adjustable Benefits

The plan offers the following additional adjustable benefits which could be reduced or eliminated as part of any amended rehabilitation plan the plan trustees could adopt:

- Early retirement benefit or retirement-type subsidy;
- Benefit payment options other than a qualified joint-and survivor annuity (QJSA);
- Pre-retirement death benefits other than a qualified preretirement survivor annuity (QPSA).

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. The law provides that the employer surcharge ceases to apply on the effective date of a bargaining agreement that includes terms consistent with a rehabilitation plan.

Where to Get More Information

For more information about this Notice, you may contact the Ironworkers Local Union 16 Pension Fund, c/o Welfare & Pension Administration Services, Inc., 7525 SE 24th Street, Suite 200, Mercer Island, WA 98040, or by phone at (877) 367-0541. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 52-6148924. You have a right to receive a copy of the rehabilitation plan from the plan.

Issued: April 2026

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