

IBEW LOCAL 1392

FRINGE BENEFIT FUNDS

International Brotherhood of Electrical Workers Local No. 1392 Health and Welfare Fund Managed for the Trustees by:
International Brotherhood of Electrical Workers Local No. 1392 Pension Fund TIC MIDWEST

Notice of Critical and Declining Status For

International Brotherhood of Electrical Workers Local Union No. 1392 Pension Plan

This is to inform you that on August 29, 2025 the plan actuary certified to the U.S. Department of the Treasury, and also to the plan sponsor, that the Plan is in critical and declining status for the plan year beginning June 1, 2025. Federal law requires that you receive this notice.

Critical and Declining Status

The Plan is considered to be in critical and declining status because it has funding or liquidity problems, or both. More specifically, the Plan's actuary determined the Plan is in critical status and is projected to become insolvent within the current or the next 19 years. Currently, the Plan is projected to become insolvent during the plan year ending June 1, 2039.

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. The law permits pension plans to reduce, or even eliminate, benefits called "adjustable benefits" as part of a rehabilitation plan. If the trustees of the Plan determine that 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 September 30, 2024. But you should know that whether or not the Plan reduces adjustable benefits in the future, effective as of September 30, 2024, 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.

Adjustable Benefits

The Plan offers the following adjustable benefits which may be reduced or eliminated as part of any rehabilitation plan the Plan may adopt:

- ☐ Post-retirement death benefits;
- ☐ 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);
- ☐ Recent benefit increases (i.e., occurring in past 5 years);
- ☐ Other similar benefits, rights, or features under the Plan

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 surcharges end when a collective bargaining agreement that conforms to the rehabilitation plan is agreed to by the Union and the contributing employers. The Union and all contributing employers have agreed to collective bargaining agreements that conform to the rehabilitation plan.

Where to Get More Information

For more information about this Notice, you may contact James Schreiber of TIC Midwest at 517-321-7502, 6525 Centurion Drive, Lansing, MI 48917-9275. You have a right to receive a copy of the rehabilitation plan from the Plan.