

# SUMMARY PLAN INFORMATION PREPARED FOR CONTRIBUTING EMPLOYERS AND EMPLOYEE REPRESENTATIVES OF MULTIEMPLOYER PLANS

## INTRODUCTION

This notice includes important information regarding the IBEW Local 351 Pension Plan (“the Plan”). Federal pension law requires the Administrator of a multi-employer pension plan to furnish summary plan information to contributing employers and employee representatives. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 (the “Plan Year”).

Under federal pension law, the Administrator of any employee benefit plan must file an annual report (Form 5500) for a given plan year by the last day of the seventh month after the close of such year with the Secretary of the Department of Labor. The filing of the annual report may be extended. Federal law further requires the Administrator of any multi-employer pension plan to furnish Summary Plan Information from the annual report to each employee organization and to each employer with an obligation to contribute to the Plan, within 30 days after the date the Plan’s annual report is due.

## SUMMARY PLAN INFORMATION

The following is the Summary Plan Information for the IBEW Local 351 Pension Plan.

### Contribution Schedules and Benefit Formulas

The following is a description of the contribution schedules and benefit formulas under the Plan, as well as any modification to such schedules and formulas, during the Plan year.

#### Employer Contribution Rate Schedule:

<u>Effective</u>	<u>Rate</u>
1/1/2020	23.15% of gross labor payroll
9/28/2020	22.97% of gross labor payroll

#### Benefit Formula:

A lifetime monthly benefit payable for life starting at normal retirement age equal to:

- ◆ \$1.00 per month for each full \$200 of contributions after 1/1/19, plus
- ◆ \$1.00 per month for each full \$220 of contributions from 1/1/11 to 12/31/18, plus
- ◆ \$1.00 per month for each full \$210 of contributions from 1/1/10 to 12/31/10, plus,

- ◆ \$1.00 per month for each full \$200 of contributions from 1/1/08 to 12/31/09, plus,
- ◆ \$1.00 per month for each full \$180 of contributions from 1/1/07 to 12/31/07, plus,
- ◆ \$1.00 per month for each full \$135 of contributions from 1/1/06 to 12/31/06, plus,
- ◆ \$1.00 per month for each full \$110 of contributions from 1/1/05 to 12/31/05, plus,
- ◆ \$1.00 per month for each full \$100 of contributions from 1/1/03 to 12/31/04, plus,
- ◆ \$1.00 per month for each full \$50 of contributions from 1/1/99 to 12/31/02, plus,
- ◆ \$1.10 per month for each full \$50 of contributions from 10/1/95 to 12/31/98, plus,
- ◆ 110% of the monthly benefit earned under Local 211, 439 and 592 Pension Plans.

#### Employer Information

The total number of employers that were obligated to contribute to the Plan during the Plan Year was 216.

The following is a list of the employers that contributed more than five (5) percent of the total contributions to the Plan during the Plan year.

- DAY & ZIMMERMAN NPS INC.
- RIGGS DISTLER & COMPANY INC.
- PARSON ASSOC ELECTRICAL CONT

#### Participant Information

The total number of participants under the Plan on whose behalf no contributions were made by an employer as an employer of the participant for the Plan Year and for each of the 2 preceding Plan Years was:

- Plan Year beginning 1/1/2020     1,357 participants
- Plan Year beginning 1/1/2019     1,339 participants
- Plan Year beginning 1/1/2018     1,479 participants

#### Critical or Endangered Status

Under federal pension law a plan generally will be considered to be in “endangered” status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in “critical” status if the percentage is less than 65 percent (other factors may also apply). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time.

The Plan was not in endangered or critical status in the Plan Year ending December 31, 2020.

If the Plan is in endangered or critical status for the plan year ending December 31, 2021, separate notification of that status has or will be provided.

### Employer Withdrawal

The total number of employers that withdrew from the Plan during the preceding plan year was 0.

The total aggregate amount of withdrawal liability assessed, or estimated to be assessed, against the aforementioned withdrawn employers, as reported in the annual report for the Plan Year is \$0.

### Extension of Amortization Period

The Plan has not sought/received an amortization extension under federal pension law's prescribed requirements. An approved extension extends the period of time required to amortize any unfunded Plan liabilities.

The Plan has not used the shortfall funding method for the Plan Year.

### Right to Request Information

You have the right to a copy of the annual report (Form 5500) filed with the Secretary of the Department of Labor, summary plan description, and summary of any material modification of the plan, upon written request, but in no case shall you be entitled to receive more than one copy of any such document described during any one 12-month period. The Administrator may make a reasonable charge to cover copying, mailing, and other costs of furnishing copies of the aforementioned information. Your request should be in writing and addressed to:

I. E. Shaffer & Co.  
830 Bear Tavern Road, PO Box 1028  
West Trenton, NJ 08628

For identification purposes, the plan sponsor's name is the Board of Trustees, IBEW Local 351 Pension Plan and the employer identification number ("EIN") is 22-3417366.