

Warehouse Employees Union Local No. 730 Pension Trust

**Actuarial Valuation Report
as of January 1, 2016**

Produced by Cheiron

February 2017

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February 6, 2017

Warehouse Employees Union
Local No. 730 Pension Trust
911 Ridgebrook Road
Sparks, Maryland 22102

Dear Trustees:

At your request, we have performed the January 1, 2016 Actuarial Valuation of the Warehouse Employees Union Local No. 730 Pension Trust (the "Fund"). This report contains information on the Fund's assets and liabilities and discloses contribution levels, including the minimum required amount as mandated by Federal law. This report is for the use of the Board of Trustees and the Fund's auditors in preparing financial reports in accordance with applicable law and accounting requirements.

Your attention is called to the introductory section in which we refer to the general approach employed in the preparation of this report. We also comment on the sources and reliability of both the data and the actuarial assumptions on which our findings are based. Those comments are the basis for our certification that this report is complete to the best of our knowledge and belief. The results of this report are only applicable to the 2016 Plan Year. Future results may differ significantly from the current plan year presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law.

To the best of our knowledge, this report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This report was prepared exclusively for the Fund for the purposes described herein. Other users of this valuation report are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other users.

Sincerely,
Cheiron

A handwritten signature in blue ink that reads 'PR Hardcastle'.

Peter R. Hardcastle, FIA, FSA, EA, CFA
Principal Consulting Actuary

A handwritten signature in blue ink that reads 'Anu Patel'.

Anu Patel, FSA, EA
Principal Consulting Actuary

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2016**

FOREWORD

Cheiron has performed the Actuarial Valuation of the Warehouse Employees Union Local No. 730 Pension Trust as of January 1, 2016. The purpose of this report is to:

- 1) **Measure and disclose**, as of the valuation date, the financial condition of the Fund;
- 2) **Provide specific information** and documentation required by the Federal Government and the auditors of the Fund; and
- 3) **Review past and expected trends** in the financial conditions of the Fund.

An actuarial valuation establishes and analyzes fund assets, liabilities and contributions on a consistent basis, and traces the progress of both from one year to the next. It includes measurement of the Fund's investment performance as well as an analysis of actuarial liability gains and losses.

Summary: Section I presents a summary of the key valuation results, general comments about the results, a review of historical trends including assets versus liabilities, minimum funding, participation and cash flows, and projection scenarios.

Assets: Section II contains exhibits relating to the valuation of assets.

Liabilities: Section III shows the various measures of liabilities.

Contributions: Section IV shows the development of the minimum and maximum contributions.

Withdrawal Liability: Section V provides the calculation of Unfunded Vested Benefits for Withdrawal Liability purposes

as of January 1, 2016 that would be allocated to employers that withdrew during the 2016 calendar year.

FASB Accounting Standard Codification (ASC) 960 Disclosure: Section VI provides information required by the Fund's auditor.

The appendices to this report contain a summary of the Fund's membership at the valuation date, a summary of the major provisions of the Fund, and the actuarial methods and assumptions used in the valuation.

In preparing our report, we relied on information (some oral and some written) supplied by Associated Administrators LLC and Novak Francella, LLC. This information includes, but is not limited to, the fund provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice #23.

The actuarial assumptions reflect our understanding of the likely future experience of the Fund and the assumptions, taken individually, represent our best estimate for the future experience of the Fund. Future experience may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the assumptions; changes in assumptions; and changes in plan provisions or applicable law.

Please note this valuation was prepared using census data and financial information as of the valuation date, January 1, 2016 and events following that date are not reflected.

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SECTION I – SUMMARY

The table below sets out the principal results of this year's valuation and compares them to last year's results. Both years reflect the Board adopted funding relief under Internal Revenue Code Sections 431(d) and 431(b)(8).

Table I-1 Summary of Principal Results			
	January 1, 2015	January 1, 2016	Change
Participant Counts			
Actives	416	406	(2.4%)
Terminated Vesteds	799	796	(0.4%)
In Pay Status	<u>926</u>	<u>946</u>	2.2%
Total	2,141	2,148	0.3%
Financial Information			
Market Value of Assets	\$ 165,942,917	\$ 159,926,899	(3.6%)
Actuarial Value of Assets	178,327,530	171,266,684	(4.0%)
AVA as a % of MVA	107.5%	107.1%	
Entry Age Actuarial Liability	\$ 269,669,515	\$ 273,848,848	1.5%
Surplus (Unfunded Actuarial Liability)	(91,341,985)	(102,582,164)	N/A
Present Value of Accrued Benefits/Accrued Liability	\$ 265,418,883	\$ 269,676,223	1.6%
Accrued Benefit Surplus (Unfunded)	(87,091,353)	(98,409,539)	N/A
Accrued Benefit Funding Ratio (AVA Basis)	67.2%	63.5%	N/A
Present Value of Vested Benefits	\$ 260,803,599	\$ 264,933,669	1.6%
Vested Benefit Surplus (Unfunded)	(94,860,682)	(105,006,770)	N/A
Vested Benefit Funding Ratio (MVA Basis)	63.6%	60.4%	N/A
Contributions and Cash Flows			
ERISA Credit Balance (Beginning of Year)	\$ 6,086,140	\$ 1,540,953	(74.7%)
Employer Contributions (actual/estimated)	4,337,107	4,517,104	4.2%
ERISA Minimum Funding before Credit Balance	9,539,332	13,469,637	41.2%
Prior Year Benefit Payouts	\$ 17,522,213	\$ 17,635,345	0.6%
Prior Year Administrative Expenses	328,458	331,222	0.8%
Prior Year Total Investment Income (Net)	12,717,437	7,613,442	N/A

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SECTION I – SUMMARY

The following is an analysis of the Fund's recent past performance followed by historical results for the last ten years. After that, projections of future results are shown.

General Comments

Investment and liability experience and their effect on future costs traditionally have been the focus of year-to-year analyses.

- The Market Value of Assets (MVA) returned 4.78% during the year ending December 31, 2016. The total actuarial investment loss (the difference between actual and expected returns) was \$5.1 million.
- For long-term planning and especially for minimum funding requirements, the Fund develops an Actuarial Value of Assets (AVA) to smooth investment gains and losses over time. Due to the continued phase-in of investment losses in past years, the rate of return on the AVA was 3.81%, resulting in an actuarial loss of \$7.2 million.
- For minimum funding requirements, the Fund's Actuarial Liability is determined using the Entry Age Normal Cost Method. This liability increased by \$4.2 million even though there was a liability experience gain of \$0.1 million.
- The end of year Minimum Required Contribution, before taking into account the Credit Balance, increased from \$9.5 million to \$13.5 million. The increase was mostly

attributable to the expiration of a large amortization credit in 2014.

- During the 2015 Plan Year, the Fund's Credit Balance decreased from \$6.1 million to \$1.5 million. The Credit Balance is expected to drop below \$0, and become a Funding Deficiency, during the upcoming plan year. Due to PPA, there is no excise tax due as a result of a Funding Deficiency as long as the Fund has a valid Rehabilitation Plan.

The Pension Protection Act of 2006 (PPA) added a significant layer of new considerations related to the Fund's PPA funded status.

- In March 2016, the Fund was certified as "Critical and Declining" status under the Pension Protection Act (PPA) as amended by the Multiemployer Pension Reform Act of 2014 (MPRA) for the 2016 Plan Year because of the imminent Funding Deficiency and its projected insolvency within the next 15 years. The PPA status is re-determined annually.
- The Fund's funding ratio for PPA purposes is based on the Accrued Liability determined using the Unit Credit Cost Method. It decreased from 67.2% to 63.5%.
- The Fund's Accrued Liabilities used in the PPA funding ratio grew by \$4.3 million during the 2015 Plan Year.

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SECTION I – SUMMARY

- On November 26, 2009, the Board of Trustees of the Fund adopted a Rehabilitation Plan (RP). The Rehabilitation Plan is applicable for collective bargaining agreements and participation agreements renewed or extended after December 25, 2009. The Fund's Rehabilitation Period began on January 1, 2012.

Subsequent employer withdrawals have resulted in a deterioration of the funding of the plan and in 2014, the Trustees updated their Rehabilitation to adopt reasonable measures to forestall insolvency. As a result of this update, all future contracts must include 4.9% annual compound contribution increases.

- In February 2010, the Trustees took a five-year extension of the Fund's amortization bases as of January 1, 2009 under Section 431(d) of the Code. The net impact on the Funding Standard Account is a \$15.2 million increase in the January 1, 2016 Credit Balance from what it would be without the Section 431(d) extension. Unless indicated otherwise, throughout this report the term Credit Balance refers to the Credit Balance reflecting the 431(d) extension.

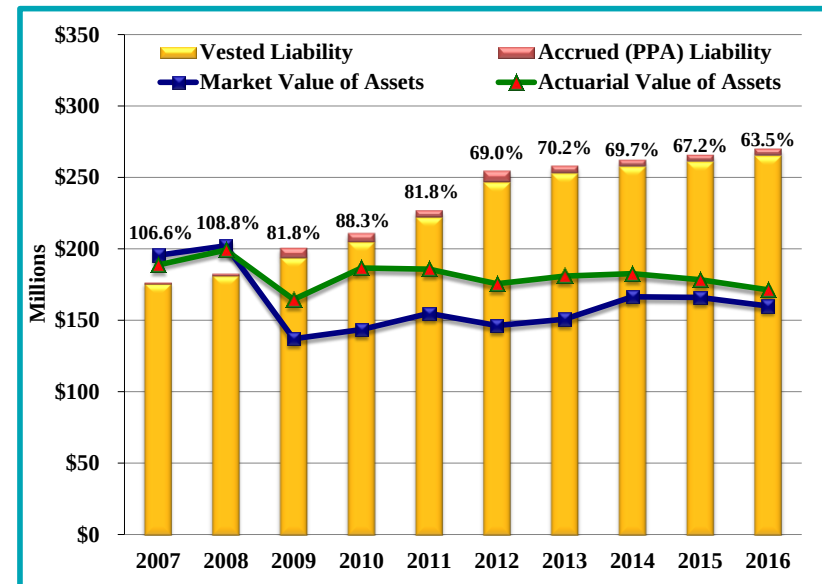
In addition, please note that:

- The Unfunded Vested Benefits (UVB) on a Market Value basis increased from \$94.9 million to \$105.0 million. Under the provisions of the Multiemployer Pension Plan Amendment Act of 1980 (MPPAA) if the vested benefit liabilities exceed fund assets, an assessment of Withdrawal Liability may be made to any employer withdrawing from the Fund.

Historical Summary

On the following pages we present a series of charts which display key results from the prior ten actuarial valuations.

Assets & Liabilities: The following graph compares historical assets and liabilities. The gold bars represent the present value of vested benefits while the red bars add the additional non-vested benefits making up the Accrued Liability. The blue line is the Market Value of Assets and the green line is the Actuarial Value of Assets. The percentages shown on top of the bars represent the Fund's PPA funding ratio (AVA as a percentage of Accrued Liabilities).

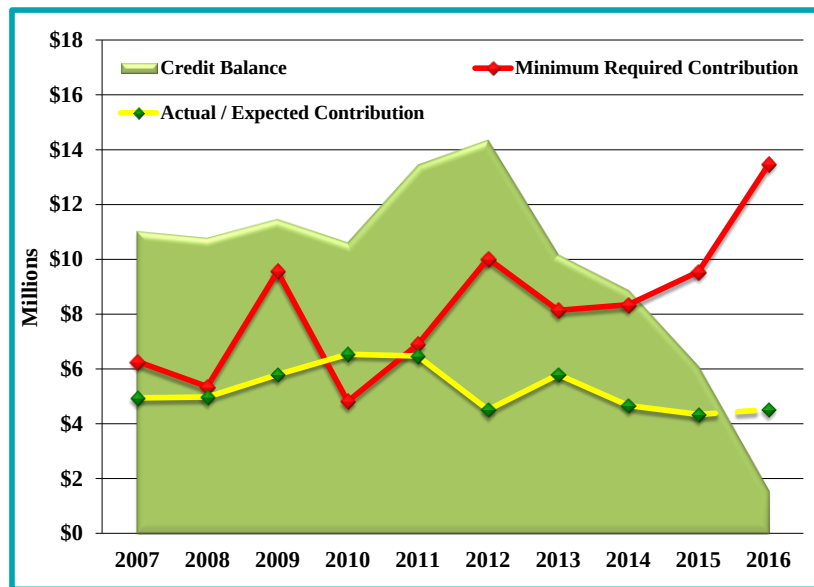


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SECTION I – SUMMARY

The funded ratio declined sharply after 2008, principally due to the negative asset returns. The continuing recognition of 2008 investment losses in the Actuarial Value of Assets, coupled with last year's investment loss, caused the funding ratio to continue decreasing during 2015.

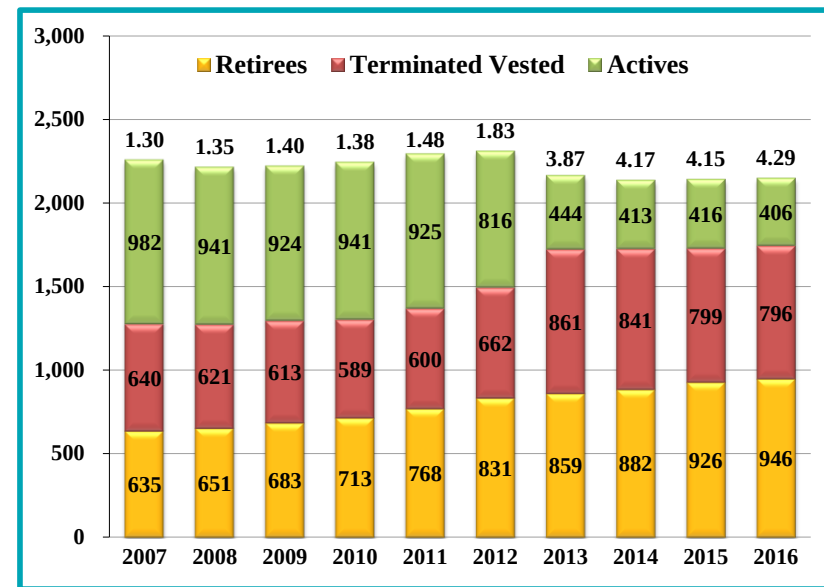
Minimum Funding: The next graph shows the Credit Balance (green area) which represents accumulated contributions in excess of the Minimum Required Contribution before the Credit Balance (red line), and the actual contributions (yellow line).



The contributions for the last ten years have mostly been significantly lower than the Minimum Required Contribution, causing a steep decline in the Credit Balance since 2012.

Contributions, including expected Withdrawal Liability payments, are expected to decrease next year again falling short of the Minimum Required Contribution.

Participation: The following graph shows the participants of the Fund at successive valuation dates. The numbers above each bar represent the number of inactive members to active members (i.e., support ratio) at each valuation date. The support ratio increased significantly as of January 1, 2013 due to the withdrawal of two participating employers (Jessup and McKesson) during 2012.



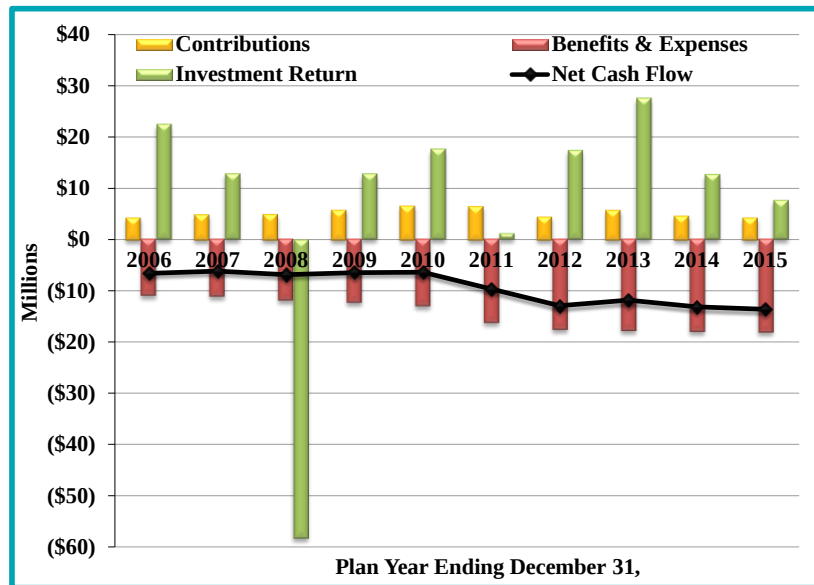
Further declines in active membership will reduce future contributions and increase the negative cash flow, which will put more pressure on the overall plan funding.

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SECTION I – SUMMARY

Cash Flow: The following graph shows the Fund’s cash flow at successive valuation dates. This is a critical measure, as it reflects the ability to have funds available to meet benefit payments without having to make difficult investment decisions, especially during volatile markets.

The Fund’s net cash flow, contributions less benefit payments and expenses, has been negative for the entire period as indicated by the black line. The implication for a fund with negative cash flow is that the impact of market fluctuations can be more pronounced. This is because after assets are used to pay benefits in down markets, there is less principal left to benefit from later favorable investment experience.

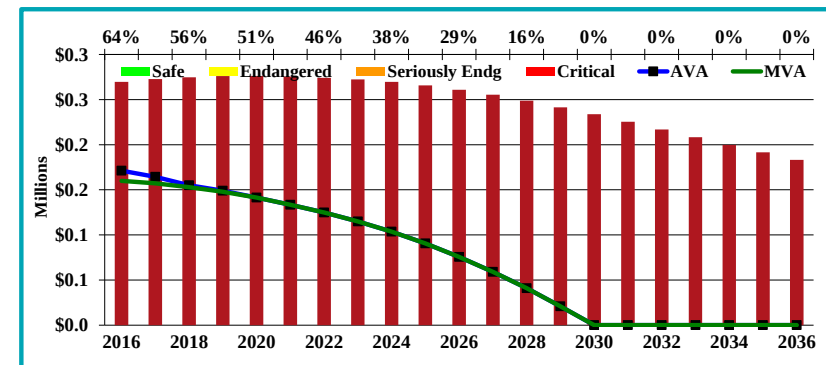


Future Outlook

In this section we move away from viewing a single year’s results or historical trends and focus on the future of the Fund. In light of the Fund’s “Critical and Declining” classification, this future outlook focuses on the projection of assets.

The following projection assumes participation remains constant, annual 4.9% contribution increases, the expected Withdrawal Liability payments from McKesson Drug continue, and all of the assumptions set out in Appendix C are realized including the return of 8% per year.

Under this scenario, the projection shows the Fund will exhaust its assets in 2030. This is earlier than last year’s projection, which had the insolvency data occurring in 2031. The impact is mainly due to the investment returns and negative cash flow.



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SECTION II - ASSETS

Assets at Market Value

Market values represent “snap-shot” or “cash-out” values, which provide the principal basis for measuring financial performance from one year to the next.

Table II-1 Statement of Assets at Market Value, December 31		
	2014	2015
Invested Assets		
Common Stocks	\$ 63,796,209	\$ 57,529,869
U.S. Government Agencies Notes and Bonds	3,551,392	2,349,740
Corporate Notes and Bonds	6,587,669	5,351,444
Limited Partnerships & DFEs	57,992,947	74,830,389
Common Collective Trusts	17,362,759	15,824,987
Temporary Investments	1,682,565	2,155,390
Other (Fund of Funds)	<u>13,478,584</u>	<u>254,012</u>
Total Investments:	\$ 164,452,125	\$ 158,295,831
Other Assets		
Employer Contributions Receivable	276,222	276,323
Accrued Interest and Dividends	130,654	111,955
Other Receivables	1,852	70,078
Prepaid Expenses	18,474	18,381
Cash	1,478,449	1,442,189
Accounts Payable	<u>(414,859)</u>	<u>(287,858)</u>
Total Non-Invested Assets:	\$ 1,490,792	\$ 1,631,068
Net Assets Available for Benefits	\$ 165,942,917	\$ 159,926,899

Assets at Actuarial Value

For long-term planning actuaries develop an Actuarial Value of Assets using smoothing techniques to mitigate the effects of short-term volatility exhibited by the capital markets. The asset valuation method, adopted with the 2007 valuation, phases in investment gains and losses over five years (ten years for the 2008 loss). The Actuarial Value of Assets is then constrained, if necessary, so that it is not more than 120% of the Market Value and is not less than 80% of the Market Value. The asset valuation method is described more fully in Appendix C.

The table below shows the development of the Actuarial Value of Assets.

Table II-2 Development of Actuarial Value of Assets				
Market Value of Assets as of January 1, 2016				\$ 159,926,899
Plan Year	Investment Gains / (Losses)	Percent Recognized	Percent Deferred	Amount Deferred
12/31/2008	(74,150,277)	80%	20%	(14,830,055)
12/31/2011	(10,792,578)	100%	0%	0
12/31/2012	6,229,582	80%	20%	1,245,916
12/31/2013	15,983,419	60%	40%	6,393,368
12/31/2014	(78,622)	40%	60%	(47,173)
12/31/2015	(5,127,301)	20%	80%	<u>(4,101,841)</u>
Total				\$ (11,339,785)
Preliminary Actuarial Value of Assets January 1, 2016				\$ 171,266,684
120% of MV, upper limit for actuarial value				191,912,279
80% of MV, lower limit for actuarial value				127,941,519
Actuarial Value of Assets January 1, 2016				\$ 171,266,684
- as a percent of Market Value of Assets				107.1%

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SECTION II - ASSETS

Changes in Market Value

The components of asset change are:

- Contributions
- Benefit payments
- Expenses
- Investment income (realized and unrealized)

The specific changes during 2015 are presented below.

Table II-3 Changes in Market Values		
Value of Assets - January 1, 2015	\$	165,942,917
Employer Contributions		3,673,433
Withdrawal Liability Payments		663,674
Investment Return (Gross)		8,957,362
Benefit Payments		(17,635,345)
Administrative Expenses		(331,222)
Investment Expenses		(1,343,920)
Value of Assets - January 1, 2016	\$	159,926,899

Market Value for valuation purposes that does not include the receivable for future Withdrawal Liability payments, was determined as follows:

Table II-4 Reconciliation with Market Value from Financial Statement		
Market Value of Assets on Financial Statement	\$	166,624,984
Net Withdrawal Liability Receivable		6,698,085
Market Value of Assets for Valuation Purposes	\$	159,926,899

Actuarial Gains from Investment Performance

The following table calculates the actuarial investment related gain/loss and the return for the Plan Year on both a Market Value and Actuarial Value basis. The return is an appropriate measure for comparing the actual asset performance to the long-term 8% assumption. The actuarial gain/loss on Actuarial Value is one component of the Fund's overall experience gain/loss, which is recognized for minimum funding requirements. The Actuarial Value helps to smooth the funding requirements by reducing asset valuation volatility.

Table II-5 Change in Assets			
Item	Market Value		Actuarial Value
January 1, 2015 value	\$	165,942,917	\$ 178,327,530
2015 Employer Contributions		3,673,433	3,673,433
2015 Withdrawal Liability Payments		663,674	663,674
2015 Benefit Payments		(17,635,345)	(17,635,345)
Expected Administrative Expenses		N/A	(303,874)
Actual Administrative Expenses		(331,222)	N/A
Expected Investment Earnings (8%)		12,740,743	13,720,193
Expected Value December 31, 2015	\$	165,054,200	\$ 178,445,611
Investment Gain / (Loss)		(5,127,301)	(7,178,927)
January 1, 2016 value	\$	159,926,899	\$ 171,266,684
Investment Return		4.78%	3.81%

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ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2016

SECTION III - LIABILITIES

In this section, we present detailed information on the Fund's liabilities including:

- **Disclosure** of the Fund's liabilities at January 1, 2015 and January 1, 2016; and
- Statement of **changes** in these liabilities during the year.

Disclosure

Several types of liabilities are calculated and presented in this report. Each type is distinguished by the purpose for which they are used.

- **Actuarial Liabilities:** Used in determining minimum funding requirements, maximum tax-deductible contributions, and long-term funding targets. This amount is calculated using the **Entry Age Normal Cost Method**.
- **Accrued Liabilities:** Used for communicating the current levels of liabilities. This liability represents the total amount of money needed to fully pay off all future obligations of the Fund using funding assumptions and assuming no further accrual of benefits. This amount is calculated using the **Unit Credit Cost Method**.

These liabilities are also required for accounting purposes (FASB ASC 960) and are referred to as the Present Value of Accumulated Benefits for that purpose. They can be used to establish comparative benchmarks with other plans in financial reports. Starting in 2008, this liability is also used for PPA classification purposes.

- **Vested Liabilities:** Used for administrative purposes in determining employer Withdrawal Liability, this liability represents that portion of the Accrued Liabilities which are vested.
- **Current Liabilities:** Used for Federal Government compliance purposes, the calculation of this liability is defined by federal regulations and is used to determine maximum allowable tax-deductible contributions.

The table on the following page discloses each of these liabilities for the current valuation and the prior one. With respect to each disclosure, a subtraction of the appropriate value of fund assets yields, for each respective type, a **surplus or unfunded liability**.

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SECTION III - LIABILITIES

Table III-1 Liabilities/Net Surplus (Unfunded)		
	January 1, 2015	January 1, 2016
ACTUARIAL LIABILITY		
Active Participant Benefits	\$ 54,156,593	\$ 54,086,867
Retiree and Inactive Benefits	<u>215,512,922</u>	<u>219,761,981</u>
Actuarial Liability	\$ 269,669,515	\$ 273,848,848
Actuarial Value of Assets	<u>178,327,530</u>	<u>171,266,684</u>
Net Surplus (Unfunded)	\$ (91,341,985)	\$ (102,582,164)
ACCRUED LIABILITY		
Active Participant Benefits	\$ 49,905,961	\$ 49,914,242
Retiree and Inactive Benefits	<u>215,512,922</u>	<u>219,761,981</u>
Accrued Liability	\$ 265,418,883	\$ 269,676,223
Actuarial Value of Assets	<u>178,327,530</u>	<u>171,266,684</u>
Net Surplus (Unfunded)	\$ (87,091,353)	\$ (98,409,539)
VESTED LIABILITY		
Accrued Liability	\$ 265,418,883	\$ 269,676,223
Less Present Value of Non-Vested Benefits	<u>4,615,284</u>	<u>4,742,554</u>
Vested Liability	\$ 260,803,599	\$ 264,933,669
Actuarial Value of Assets	<u>178,327,530</u>	<u>171,266,684</u>
Net Surplus (Unfunded)	\$ (82,476,069)	\$ (93,666,985)
CURRENT LIABILITY (RPA 1994)		
Current Liability	\$ 446,695,258	\$ 462,034,200
Market Value of Assets	<u>165,942,917</u>	<u>159,926,899</u>
Net Surplus (Unfunded)	\$ (280,752,341)	\$ (302,107,301)

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SECTION III - LIABILITIES

Allocation of Liabilities by Type

The Fund's participants may qualify for a benefit upon death, termination, and disability as well as upon retirement. The value of the liabilities arising from each of these sources is shown in the following table.

Table III-2 Allocation of Liabilities by Type					
Benefit Type	Retirement	Termination	Death	Expenses	Total
Entry Age Normal Cost	\$ 679,614	\$ 224,126	\$ 10,194	\$ 310,041	\$ 1,223,975
Entry Age Actuarial Liability					
Actives	\$ 53,708,685	\$ 45,316	\$ 332,866	\$ 0	\$ 54,086,867
Terminated Vesteds	0	82,119,320	0	0	82,119,320
Retirees and Beneficiaries	<u>131,857,675</u>	<u>0</u>	<u>5,784,986</u>	<u>0</u>	<u>137,642,661</u>
Total	\$ 185,566,360	\$ 82,164,636	\$ 6,117,852	\$ 0	\$ 273,848,848
Current Liability Normal Cost	\$ 2,590,644	\$ 249,291	\$ 16,779	\$ 0	\$ 2,856,714
Current Liability					
Actives	\$ 91,423,366	\$ 4,131,110	\$ 493,284	\$ 0	\$ 96,047,760
Terminated Vesteds	0	162,816,483	0	0	162,816,483
Retirees and Beneficiaries	<u>194,685,942</u>	<u>0</u>	<u>8,484,015</u>	<u>0</u>	<u>203,169,957</u>
Total	\$ 286,109,308	\$ 166,947,593	\$ 8,977,299	\$ 0	\$ 462,034,200
Vested Current Liability					
Actives	\$ 29,119,846	\$ 61,045,748	\$ 488,779	\$ 0	\$ 90,654,373
Terminated Vesteds	0	162,816,483	0	0	162,816,483
Retirees and Beneficiaries	<u>194,685,942</u>	<u>0</u>	<u>8,484,015</u>	<u>0</u>	<u>203,169,957</u>
Total	\$ 223,805,788	\$ 223,862,231	\$ 8,972,794	\$ 0	\$ 456,640,813

Currently Liability is based on the RPA 94 assumptions, including an interest rate of 3.28%.

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SECTION III - LIABILITIES

Changes in Liabilities

Each of the liabilities shown in the table below is subject to change at successive valuations as the experience of the Fund varies from that assumed in the valuation. The liabilities may change for any of several reasons, including:

- New hires since the last valuation
- Benefits accrued since the last valuation
- Plan amendments
- Interest on liabilities
- Benefits paid to retirees
- Participants leaving employment at rates different from expected
- Changes in actuarial assumptions
- Changes in actuarial methods

Table III-3 Reconciliation of Liabilities		
	Actuarial Liability	Accrued Liability
Liabilities as of January 1, 2015	\$ 269,669,515	\$ 265,418,883
Liabilities as of January 1, 2016	\$ 273,848,848	\$ 269,676,223
Liability Increase (Decrease)	\$ 4,179,333	\$ 4,257,340
Change Due due to:		
Plan Amendment	\$ 0	\$ 0
Assumption Change	0	0
Accrual of Benefits	989,977	1,332,847
Passage of Time (Interest less benefits paid)	3,325,571	3,012,950
Other Sources	0	0
Actuarial Liability (Gain) / Loss	(136,215)	(88,457)
Total Change	\$ 4,179,333	\$ 4,257,340

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SECTION IV - CONTRIBUTIONS

In this section, we present detailed information on the Fund's contributions from two perspectives:

- **Actuarially determined** contributions or actuarial cost and
- **Government Limits** which could affect the above.

Actuarial Contributions

For this Fund, the cost method used is the **Entry Age Normal Cost Method**. The actuarially determined contribution or cost is determined in two parts

The first part is the **Entry Age Normal Cost**. This is the level cost of providing the benefits promised by the Fund to each individual participant in service at the valuation date assuming that contributions are made over the period of the participant's working life. The Normal Cost includes a provision for Fund expenses.

The second part is an amortization payment to pay off the unfunded actuarial liability. The unfunded Actuarial Liability is the difference between the Actuarial Assets of the Fund at the valuation date and the assets the Fund should hold as determined by the actuarial cost method. The amortization payment is determined using the amortization schedule established by the IRS minimum funding rules. Consequently, the actuarially determined contribution, the actuarial cost, and the minimum required contribution are the same.

Government Limits

ERISA and the IRS tax code place various limits on the contributions made to qualified pension plans. The limits impact the minimum that must be paid, the maximum that can be deducted and the timing of contributions. To ensure that minimum contributions are met, pension plans are required to retain an Enrolled Actuary to complete Schedule MB to Form 5500 on an annual basis. Because the bargained contributions have exceeded the minimum required contribution in years past, the Fund has built up a Credit Balance. The Credit Balance can be used in future years to make up the difference between the minimum required contribution and the bargained contribution.

The actuarially determined contribution or actuarial cost for 2016 is shown on the following page compared to the various Government Limits and the estimated employer contributions (including Withdrawal Liability payments). The table also shows the per capita actuarial cost and contributions.

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2016

SECTION IV - CONTRIBUTIONS

Table IV-1
Contributions for 2016

Actuarially Determined Contribution	
Entry Age Normal Cost	\$ 913,934
Administrative Expense	310,041
Amortization Payment	11,247,911
Interest to End of Year	<u>997,751</u>
Total	\$ 13,469,637
Government Limits	
Maximum Deductible Contribution	\$ 491,835,752
Minimum Required Contribution (before Credit Balance)	\$ 13,469,637
Credit Balance (with interest to End of Year)	\$ 1,664,229
Minimum Contribution (after Credit Balance)	\$ 11,805,408
Employer Contributions with Interest*	\$ 4,694,312
Count of Active Participants	406
Per Capita Actuarial Cost	\$ 33,176
Per Capita Contribution	\$ 11,562

* Estimated contributions of \$4,517,104 (including interest to end of year)

The following pages show the development of the minimum and maximum contributions for 2016. The determination of the minimum contribution reflects the five-year extension of the periods over which the charge bases are amortized. This extension was granted for the 2009 Plan Year.

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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SECTION IV - CONTRIBUTIONS

Table IV-2 Funding Standard Account for 2015 and 2016 Plan Years		
	2015	2016
1. Charges For Plan Year		
a. Normal Cost with Expenses	\$ 1,293,851	\$ 1,223,975
b. Amortization Charges	19,738,664	20,500,513
c. Interest on a. and b. to Year End	1,682,601	1,737,959
d. Additional Funding Charge	N/A	N/A
e. Interest Charge due to Late Quarterly Contributions	<u>N/A</u>	<u>N/A</u>
f. Total Charges	\$ 22,715,116	\$ 23,462,447
2. Credits For Plan Year		
a. Prior Year Credit Balance	\$ 6,086,140	\$ 1,540,953
b. Employer Contributions (actual/expected)	4,337,107	4,517,104
c. Amortization Credits	12,199,800	9,252,602
d. Interest on a., b., and c. to Year End	1,633,022	1,040,692
e. Full Funding Limit Credit	<u>0</u>	<u>0</u>
f. Total Credits	\$ 24,256,069	\$ 16,351,351
3. Credit Balance at End of Year [2. - 1.]	\$ 1,540,953	\$ (7,111,096)

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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SECTION IV - CONTRIBUTIONS

Table IV-3 Calculation of the Maximum Deductible Contribution for the Plan Year Starting January 1, 2016	
1. "Fresh Start" Method	
a. Normal Cost with Expenses	\$ 1,223,975
b. Net Charge to Amortize Unfunded Actuarial Liability Over 10 years	14,155,340
c. Interest on a. and b.	1,230,345
d. Total	16,609,660
e. Minimum Required Contribution at Year End	11,805,408
f. Larger of d. and e.	16,609,660
g. Full Funding Limitation as of Year End	<u>249,878,676</u>
h. Regular Maximum Deductible Contribution, lesser of f. and g.	\$ 16,609,660
2. 140% of Current Liability Calculation*	
a. RPA 1994 Current Liability at Start of Year	\$ 462,034,200
b. Present Value of Benefits Estimated to Accrue during Year	2,856,714
c. Expected Benefit Payments	19,154,473
d. Net Interest on a., b. and c. at Current Liability Interest Rate	14,936,823
e. Expected Current Liability at End of Year, [a. + b. - c. + d.]	460,673,264
f. 140% of e.	644,942,570
g. Actuarial Value of Assets	171,266,684
h. Expected Expenses at Start of Year	310,041
i. Net Interest on c., g. and h. at Valuation Interest Rate	1,304,648
j. Estimated Value of Assets, [g. - c. - h. + i.]	<u>153,106,818</u>
k. Unfunded Current Liability at Year End, [f. - j.]	\$ 491,835,752
3. Maximum Deductible Contribution at Year End, greater of 1. and 2.	\$ 491,835,752

* Based on combined mortality specified in Reg. §1.412(l)(7)-1 and an interest rate of 3.28%.

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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SECTION IV - CONTRIBUTIONS

**Table IV-4
Development of Actuarial Gain/(Loss)
for the Year Ended December 31, 2015**

1.	Unfunded Actuarial Liability at Start of Year	\$	91,341,985
2.	Normal Cost (with expenses) at Start of Year	\$	1,293,851
3.	Interest on 1. and 2. to End of Year	\$	7,410,867
4.	Employer Contributions for Year	\$	4,337,107
5.	Interest on 4. to End of Year	\$	170,144
6.	Change in Unfunded Actuarial Liability Due to Changes in Plan Design	\$	0
7.	Change in Unfunded Actuarial Liability Due to Changes in Assumptions	\$	0
8.	Expected Unfunded Actuarial Liability at End of Year [1. + 2. + 3. - 4. - 5. + 6. + 7.]	\$	95,539,452
9.	Actual Unfunded Actuarial Liability at End of Year, not less than zero	\$	102,582,164
10.	Actuarial Gain / (Loss) [8. - 9.]	\$	(7,042,712)
	(a) Liability Gain / (Loss)	\$	136,215
	(b) Asset Gain / (Loss)	\$	(7,178,927)

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SECTION IV - CONTRIBUTIONS

Table IV-5 Schedule of Amortizations Required for Minimum Required Contribution as of January 1, 2016				
Type of Base	Date	1/1/2016	Remaining	Beginning of Year
CHARGES	Established	Outstanding	Amortization	Amortization
		Balance	Years ¹	Amount
1. Change in Actuarial Cost Method	01/01/1984	\$ 1,215,120	5	281,792
2. Increase in Employer Contributions	01/01/1985	225,006	4	62,903
3. Increase in Employer Contributions	01/01/1986	13,343	5	3,094
4. Plan Amendments	01/01/1986	480,077	5	111,332
5. Increase in Employer Contributions	01/01/1987	460,286	6	92,192
6. Change in Actuarial Assumptions	01/01/1988	45,095	7	8,020
7. Increase in Employer Contributions	01/01/1988	590,203	7	104,964
8. Increase in Employer Contributions	01/01/1989	780,149	8	125,702
9. Increase in Employer Contributions	01/01/1990	727,790	9	107,875
10. Increase in Employer Contributions	01/01/1991	1,256,000	10	173,316
11. Plan Amendments	01/01/1992	35,607	11	4,619
12. Increase in Employer Contributions	01/01/1992	523,734	11	67,929
13. Change in Actuarial Cost Method	01/01/1992	739,097	5	171,400
14. Change in Actuarial Assumptions	01/01/1992	1,523,190	11	197,558
15. Increase in Employer Contributions	01/01/1993	867,996	12	106,647
16. Increase in Employer Contributions	01/01/1994	1,108,874	13	129,905
17. Increase in Employer Contributions	01/01/1995	935,970	14	105,120
18. Plan Amendments	01/01/1996	537,824	15	58,180
19. Increase in Employer Contributions	01/01/1996	1,030,734	15	111,500
20. Plan Amendments	01/01/1997	35,517	16	3,716
21. Increase in Employer Contributions	01/01/1997	1,107,098	16	115,811
22. Increase in Employer Contributions	01/01/1998	484,567	17	49,188
23. Plan Amendments	01/01/1998	8,797,519	17	893,025
24. Increase in Employer Contributions	01/01/1999	1,526,949	18	150,860
25. Plan Amendments	01/01/1999	3,446,585	18	340,517
26. Increase in Employer Contributions	01/01/2000	387,687	19	37,379
27. Plan Amendments	01/01/2001	330,511	20	31,169
28. Change in Actuarial Assumptions	01/01/2001	611,870	20	57,704
29. Experience Loss	01/01/2001	343,078	5	79,562
30. Increase in Employer Contributions	01/01/2001	2,059,436	20	194,220
31. Plan Amendments	01/01/2002	529,251	21	48,923
32. Increase in Employer Contributions	01/01/2002	1,864,960	21	172,392
33. Experience Loss	01/01/2002	993,477	6	198,986

¹ The remaining amortization period for the charge bases reflect a 5-year automatic extension granted under 431(d).

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2016

SECTION IV - CONTRIBUTIONS

Table IV-5 Schedule of Amortizations Required for Minimum Required Contribution as of January 1, 2016				
Type of Base	Date Established	1/1/2016 Outstanding Balance	Remaining Amortization Years ¹	Beginning of Year Amortization Amount
CHARGES				
34. Increase in Employer Contributions	01/01/2003	\$ 2,079,194	22	188,729
35. Experience Loss	01/01/2003	4,692,586	7	834,553
36. Increase in Employer Contributions	01/01/2004	1,864,221	23	166,438
37. Experience Loss	01/01/2004	3,709,790	8	597,740
38. Increase in Employer Contributions	01/01/2005	2,098,299	24	184,530
39. Experience Loss	01/01/2005	3,414,567	9	506,113
40. Recognized Portion of the 2008 ENIL	01/01/2009	40,983,193	22	3,720,062
41. Bifurcation Base	01/01/2009	7,954,169	13	931,830
42. Bifurcation Base	01/01/2010	5,533,284	9	820,154
43. Recognized Portion of the 2008 ENIL	01/01/2011	5,927,269	22	538,021
44. Method Change	01/01/2011	8,904,324	5	2,064,950
45. Recognized Portion of the 2008 ENIL	01/01/2012	18,977,630	22	1,722,607
46. Assumption Change	01/01/2012	12,452,896	11	1,615,144
47. Recognized Portion of the 2008 ENIL	01/01/2013	6,343,646	22	575,816
48. Recognized Portion of the 2008 ENIL	01/01/2014	4,002,114	22	363,274
49. Experience Loss	01/01/2015	4,551,635	14	511,203
50. Experience Loss	01/01/2016	7,042,712	15	761,849
TOTAL CHARGES		\$ 176,146,129		\$ 20,500,513
CREDITS				
1. Change in Actuarial Assumptions	01/01/1994	\$ 265,695	8	\$ 42,810
2. Change in Actuarial Assumptions	01/01/1996	2,301,269	10	317,552
3. Change in Actuarial Assumptions	01/01/1999	174,569	13	20,453
4. Change in Actuarial Assumptions	01/01/2002	898,646	16	94,005
5. Experience Gain	01/01/2006	2,562,020	5	594,143
6. Experience Gain	01/01/2007	1,114,410	6	223,207
7. Experience Gain	01/01/2008	3,514,268	7	624,995
8. Method Change	01/01/2009	12,631,978	23	1,127,780
9. Recognized Portion of the 2008 ENIL	01/01/2010	7,305,786	22	663,149
10. Plan Amendment	01/01/2010	15,326,856	9	2,271,776
11. Bifurcation Base	01/01/2011	5,946,378	10	820,542
12. Bifurcation Base	01/01/2012	2,578,880	11	334,481
13. Bifurcation Base	01/01/2013	13,827,527	12	1,698,930
14. Bifurcation Base	01/01/2014	3,574,730	13	418,779
TOTAL CREDITS		\$ 72,023,012		\$ 9,252,602
NET CHARGE		\$ 104,123,117		\$ 11,247,911

¹ The remaining amortization period for the charge bases reflect a 5-year automatic extension granted under 431(d).

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SECTION IV - CONTRIBUTIONS

Table IV-6
Accumulated Reconciliation Account and Balance Test
as of January 1, 2016

1. Amount due to Additional Interest Charges in prior years	\$	0
2. Amount due to Additional Funding Charges in prior years		<u>NA</u>
3. Reconciliation Account at Start of Year [1. + 2.]	\$	0
4. Net Outstanding Amortization Bases	\$	104,123,117
5. Credit Balance at Start of Year	\$	1,540,953
6. Unfunded Actuarial Liability at Start of Year from Funding Equation [4. – 3. – 5.]	\$	102,582,164
7. Actuarial Liability at Start of Year	\$	273,848,848
8. Actuarial Value of Assets at Start of Year	\$	171,266,684
9. Unfunded Actuarial Liability at Start of Year from Liability Calculation [7. – 8., Limited to Zero]	\$	102,582,164

The Fund passes the Balance Test because line 6. equals line 9.

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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SECTION IV - CONTRIBUTIONS

Table IV-7
Development of Full Funding Limitation
for Plan Year Starting January 1, 2016

	Minimum	Maximum
1. Entry Age Actuarial Liability Calculation		
a. Actuarial Liability	\$ 273,848,848	\$ 273,848,848
b. Normal Cost with Expenses	1,223,975	1,223,975
c. Lesser of Market Value and Actuarial Value of Assets	159,926,899	159,926,899
d. Credit Balance at Start of Year	<u>1,540,953</u>	<u>0</u>
e. Actuarial Liability Full Funding Limit [a. + b. – c. + d.] x 1.08, limited to zero	\$ 126,021,827	\$ 124,357,598
2. Full Funding Limit Override (RPA 1994)		
Interest Rate used to Calculate Current Liability	3.28%	3.28%
a. RPA 1994 Current Liability at Start of Year	\$ 462,034,200	\$ 462,034,200
b. Present Value of Benefits Estimated to Accrue during Year	2,856,714	2,856,714
c. Expected Benefit Payments	19,154,473	19,154,473
d. Net Interest on a., b. and c. at Current Liability Interest Rate	14,936,823	14,936,823
e. Expected Current Liability at End of Year, [a. + b. – c. + d.]	460,673,264	460,673,264
f. 90% of e.	414,605,938	414,605,938
g. Actuarial Value of Assets at Start of Year	171,266,684	171,266,684
h. Expected Expenses	310,041	310,041
i. Net Interest on c., g. and h. at Valuation Interest Rate	12,925,092	12,925,092
j. Estimated Value of Assets, [g. – c. – h. + i.]	<u>164,727,262</u>	<u>164,727,262</u>
k. RPA 1994 Full Funding Limit Override	\$ 249,878,676	\$ 249,878,676
3. Full Funding Limitation at End of Year, greater of 1e. and 2k.	\$ 249,878,676	\$ 249,878,676

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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SECTION V - WITHDRAWAL LIABILITY

The Multi-Employer Pension Plan Amendments Act of 1980 (MPPAA) provides that a contributing employer who withdraws from a multi-employer pension plan, either partially or totally, will be liable to the Fund for a proportionate share of the Fund's total Vested Benefits that exist as of the end of the plan year prior to the year in which the withdrawal occurs.

Liability for Vested Benefits is what the Fund owes to those employees who have guaranteed benefit rights under the Fund. This group is composed of two categories: those former employees who have retired and are currently receiving retirement benefits; and those employees and former employees who have not yet retired, but who have accumulated enough service with their employers so that they have earned the right to receive a benefit when they do retire even if their employment is terminated prior to retirement.

As shown in the table below, the total liability for all Vested Benefits as of December 31, 2015 is \$264,933,669. This liability has been determined using the actuarial assumptions shown in Appendix C for funding purposes. As of December 31, 2015, the Market Value of Assets of the Fund was \$159,926,899. Because the present value of Vested Benefits exceeds the assets of the Fund, there are Unfunded Vested Benefits as of December 31, 2015. Consequently, a participating employer who withdraws from the Fund during the Plan Year beginning January 1, 2016 may have a Withdrawal Liability, which will be based on its share of the Unfunded Vested Benefits. In addition, a withdrawing employer will be assessed a portion of the adjustable benefit liability in accordance with the provisions of the Pension Protection Act. The unamortized balance of the adjustable benefit liability, the Affected Benefits, which were removed effective January 1, 2010 is \$273,764.

Table V-1	
Withdrawal Liability	
Unfunded Vested Benefits as of December 31, 2015	
1. Present Value of Vested Benefits	
a. Retirees and Beneficiaries	\$ 137,642,661
b. Terminated Vested Participants	82,119,320
c. Active Participants	<u>45,171,688</u>
d. Total	\$ 264,933,669
2. Market Value of Assets	\$ 159,926,899
3. Unfunded Vested Benefits [1d. – 2.]	\$ 105,006,770
4. Funded Ratio [2. ÷ 1d.]	60.36%
5. Unamortized Balance of Affected Benefits	\$ 273,764
6. Total Allocable Withdrawal Liability [3. + 5.]	\$ 105,280,534

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SECTION VI - FASB ASC 960 DISCLOSURES

Table VI-1 Present Value of Accumulated Benefits as of January 1, 2016 in Accordance with FASB ASC 960		
	Amounts	Counts
1. Actuarial Present Value of Vested Benefits		
For Retirees and Beneficiaries	\$ 137,642,661	946
Terminated Vesteds	82,119,320	796
Active Participants	<u>45,171,688</u>	<u>333</u>
Total Vested Benefits	\$ 264,933,669	2,075
2. Non-vested Benefits	\$ 4,742,554	73
3. Accumulated Benefits	\$ 269,676,223	2,148
4. Market Value of Assets	\$ 159,926,899	
5. Funded Ratios		
Vested Benefits	60%	
Accumulated Benefits	59%	
Reconciliation of Present Value of Accumulated Benefits		
1. Actuarial Present Value at Start of Prior Year	\$ 265,418,883	
2. Increase (Decrease) over Prior Year due to:		
Benefit Accruals	\$ 1,332,847	
Benefit Payments	(17,635,345)	
Increase for Interest	20,648,295	
Liability Experience (Gains)/Losses	(88,457)	
Changes in Assumptions	0	
Plan Amendments	0	
3. Actuarial Present Value at End of Prior Year	\$ 269,676,223	

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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APPENDIX A - MEMBERSHIP INFORMATION

The data for this valuation was provided by Associated Administrators LLC (AA). Cheiron did not audit any of the data, however the data was reviewed to ensure that it complies with generally accepted actuarial standards. The data is as of January 1, 2016.

The following is a list of data charts contained in this section:

- Age/Service Distribution for Active Participants
- Counts and Average Benefit Amount by Age for Retirees, Beneficiaries, and Disabled Participants
- Counts and Average Benefit Amount by Age for Terminated Vested Participants

Table A-1 Age/Service Distribution of Active Participants as of January 1, 2016								
COMPLETED YEARS OF CREDITED SERVICE								
AGE	0-4	5-9	10-14	15-19	20-24	25-29	30 & Up	Total
Under 25	5	0	0	0	0	0	0	5
25-29	17	6	0	0	0	0	0	23
30-34	16	15	5	1	0	0	0	37
35-39	10	11	8	10	0	0	0	39
40-44	6	17	11	11	4	0	0	49
45-49	13	8	15	14	9	16	0	75
50-54	6	6	10	17	5	32	3	79
55-59	5	8	10	8	9	15	8	63
60-64	3	4	5	8	2	2	4	28
65 & Up	1	1	2	3	0	0	1	8
Total	82	76	66	72	29	65	16	406
Average Age = 47.1 Average Service = 14.2								

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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APPENDIX A - MEMBERSHIP INFORMATION

**Table A-2
Age/Benefit Distribution of Inactive Participants as of January 1, 2016**

PENSIONERS AND BENEFICIARIES RECEIVING BENEFITS

Age	Normal, Early Deferred Vested Retirements		Surviving Spouses and Beneficiaries Receiving Benefits		Total	
	Number	Monthly Benefit	Number	Monthly Benefit	Number	Monthly Benefit
Under 55	27	\$ 94,358	3	\$ 4,349	30	\$ 98,707
55-59	70	267,625	9	3,378	79	271,003
60-64	206	437,103	20	9,211	226	446,314
65-69	162	244,176	26	15,024	188	259,200
70-74	164	164,853	30	15,708	194	180,561
75-79	118	107,874	20	5,316	138	113,190
80 & Over	74	42,408	17	6,003	91	48,411
Total	821	\$ 1,358,397	125	\$ 58,989	946	\$ 1,417,386

DEFERRED VESTED PARTICIPANTS AND SURVIVING SPOUSES ENTITLED TO FUTURE BENEFITS

Age	Number	Monthly Benefit Payable at Normal Retirement Date
Under 45	163	\$ 197,310
45-49	160	314,617
50-54	209	445,984
55-59	206	396,843
60-64	39	47,227
65 & Over	19	6,885
Total	796	\$ 1,408,866

WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
ACTUARIAL VALUATION REPORT AS OF JANUARY 1, 2016

APPENDIX A - MEMBERSHIP INFORMATION

Table A-3 Participant Reconciliation from January 1, 2015 to January 1, 2016							
	Actives	Terminated Vested	Deferred Spouses	Retired	QDROs	Spouses	Total
1. January 1, 2015 Valuation	416	787	12	787	22	117	2,141
2. Additions							
a. New entrants	22						22
b. New spouse						1	1
c. New QDRO					4		4
d. Pickups				3			3
Total Additions	22	0	0	3	4	1	30
3. Reductions							
a. Terminated - not vested	(5)						(5)
b. Non-Participating							0
c. Lump sum							0
d. Deaths without beneficiary				(18)			(18)
e. Data corrections, missing							0
Total Reductions	(5)	0	0	(18)	0	0	(23)
4. Changes in status							
a. Terminated - vested	(23)	23					0
b. Returned to work	5	(5)					0
c. Retired	(9)	(20)	(1)	29		1	0
d. Died with beneficiary				(5)		5	0
e. Data corrections				(1)		1	0
Total Changes	(27)	(2)	(1)	23	0	7	0
5. January 1, 2016 Valuation	406	785	11	795	26	125	2,148

**WAREHOUSE EMPLOYEES UNION LOCAL NO. 730 PENSION TRUST
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APPENDIX B - SUMMARY OF MAJOR PLAN PROVISIONS

This summary of plan provisions provides an overview of the major provisions of the pension fund used in the actuarial valuation. It is not intended to replace the more precise language of the plan document and is not to be relied upon for calculating participant benefits.

1. Eligibility

Any employee on whose behalf contributions are made to the pension plan is eligible to participate in the Fund.

2. Normal Retirement

Eligibility: Age 60 with five years of service.

For service after the adoption or imposition of a Rehabilitation Benefit Schedule, the normal retirement age has been increased to age 62 with five years of service.

Amount: The greater of the Flat Benefit or the Percentage of Contributions benefit given below.

Flat Benefit

Employer's Contribution			
At Least	But Less Than	First 60 Months	Later Months
---*	\$.15	\$100*	\$ 55
\$.15	\$.25	\$200	\$110
\$.25	\$.35	\$300	\$165
\$.35	\$.45	\$400	\$220
\$.45	---	\$500	\$275

* This benefit amount is applicable only if the employer's effective date is after January 1, 1981. If the employer's effective date is prior to January 1, 1981, the minimum flat benefit amount for contribution rates less than \$0.25 is the \$200/\$110 amount.

The flat benefit amounts are reduced 5% for each year of service for benefit accrual less than 20. Increases in the level of monthly benefits are made when the employer's contribution rate is increased after the employer's effective date, subject to certain limitations.

Percentage of Contributions Benefit

For service prior to the adoption or imposition of a Rehabilitation Benefit Schedule:

A monthly life annuity reducing to 55% of the original amount after 60 months, equal to (a) 4.17% of all contributions required to be made on a participant's behalf on and after January 1, 1978 plus (b) X% of all contributions required to be made on a participant's behalf prior to January 1, 1978, where "X" is determined from the following table:

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Participant's Age on January 1, 1978	X%	Participant's Age on January 1, 1978	X%
60 or over	12.0	49	7.6
59	11.6	48	7.2
58	11.2	47	6.8
57	10.8	46	6.4
56	10.4	45	6.0
55	10.0	44	5.6
54	9.6	43	5.2
53	9.2	42	4.8
52	8.8	41	4.4
51	8.4	40 and under	4.17
50	8.0		

For those employers who elected through a collective bargaining agreement to make a supplemental contribution beginning January 1, 1998, the monthly life annuity above reduces to 55% of the original amount after 96 months instead of 60.

Effective for participants who earned an hour of service on or after January 1, 1999, 24 months is added to the number of months described above (i.e., 60 months and 96 months for a total of 84 and 120 months, respectively).

For service after the adoption or imposition of a Rehabilitation Benefit Schedule:

Preferred Schedule: 2.0% of all contributions required to be made on a participant's behalf on and after the date of adoption of the Preferred Schedule, reducing to 1.0% after

the pension has been in effect for 60, 84, 96, or 120 months.

Default Schedule: 1.0% of all contributions required to be made on a participant's behalf on and after the date of adoption or imposition of the Default Schedule.

3. Early Retirement Benefit

Eligibility: At least age 55 and has 20 continuous years of service for benefit accrual; and has ten continuous years of participation.

Amount: Actuarial equivalent of the accrued normal retirement benefit.

Eligibility: On completion of 30 years of service with the Fund.

Amount: Accrued normal retirement benefit payable immediately.

4. Postponed Retirement Benefit

Participant Entitled to Flat Benefit

A participant who elects to postpone his retirement beyond his normal retirement date is entitled to a postponed retirement benefit equal to the flat benefit increased by 5% for each year of service for benefit accrual after his normal retirement date, provided that the years of service for benefit accrual do not exceed 25, in the aggregate.

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Participant Entitled to Percentage

A participant who elects to postpone his retirement of contributions benefit beyond his normal retirement date is entitled to a postponed retirement benefit, in lieu of his normal retirement benefit, in the amount of the normal retirement benefit calculated as if he had reached his normal retirement date on the day he actually retires.

Eliminated after the adoption or imposition of a Rehabilitation Benefit Schedule.

In addition, the participant is eligible for the termination benefit under the plan.

5. Termination Benefit

Eligibility: Five credited years of service for vesting.

Amount: A deferred annuity in the amount of the participant's accrued normal benefit at termination commencing at the participant's normal retirement age.

7. Death Benefits

Pre-Retirement Lump Sum Death Benefit

Eligibility: Five continuous years of participation in the pension plan, and has had at least 40 weeks' payments into the trust fund by an employer.

Amount: \$2.00 per paid week up to a maximum of \$2,000 reduced by any disability benefits paid.

6. Disability Retirement

Eligibility: At least age 45, and has at least 15 continuous years of service for benefit accrual, and has at least five continuous years of participation, and has at least 40 weeks' payments into the trust fund by an employer, and be totally and permanently disabled for at least 6 months as determined by trustees.

Amount: A lump sum of \$2.00 per paid week up to a maximum of \$2,000.

Eliminated after the adoption or imposition of a Rehabilitation Benefit Schedule.

Pre-Retirement Spouse's Pension

Eligibility: Available only to married participants who are eligible for a termination benefit, including vested terminated participants.

Amount: A life annuity to the participant's lawful spouse in the amount of the surviving spouse's benefit that would have been provided under the qualified joint and survivor annuity payable at what would have

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been the participant's earliest retirement date.

Employer: On an hourly or weekly basis, on behalf of participating employees, as specified in the applicable collective bargaining agreement.

The pre-retirement spouse's benefit will be paid in addition to the lump sum death benefit.

12. Changes since Last Valuation

8. Normal Form of Pension

None.

For participants who are married as of the normal retirement date, the normal retirement benefit is automatically payable as a joint and survivor annuity actuarially equivalent to the above benefit. The normal form of pension payable to a married employee who does not elect otherwise will be an actuarially reduced pension on the Joint and 50% Survivor basis.

9. Effective Date of Plan

August 15, 1965. Restated as of January 1, 2002.

10. Last Amended

Restated as of January 1, 2009 and executed on December 17, 2009. The Rehabilitation Plan was last amended in 2014 to adopt reasonable measures to forestall insolvency.

11. Contributions

Employee: None permitted or required.

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APPENDIX C - ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

1. Rates of Investment Return

8.00% for funding and disclosure purposes.

3.28% for determining RPA '94 Current Liability.

This interest rate is the top of the corridor established by law.

All investment returns are net of investment expenses.

2. Rates of Mortality

RP 2000 Mortality Table with blue collar adjustment and generational mortality improvements. For Current Liability purposes, the 2016 Static Mortality Table as prescribed under IRS Regulations.

3. Rates of Turnover

Double the combination of Sarason's Advanced Pension Tables. Sample rates:

Age	Rate
20	24.77%
22	22.62
24	20.47
25	19.40
26	18.02
28	15.25
30	12.49
35	8.21
40	5.24
45	2.57
50	0.00

4. Rates of Retirement

Age	Less than 30 Years of Service	30 Years of Service	Over 30 Years of Service
51 – 59	0%	50%	10%
60 and over	100%	100%	100%

5. Rates of Disability

None assumed.

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6. Marriage Rates

Percentage married: Males – 80%
Females – 80%

Age differences: Males are assumed to be three years older than spouse.

7. Administrative Expenses

\$310,041 payable at the beginning of the year.

8. Active Participants

All non-retired participants who have hours worked during the Plan Year ending December 31, 2015.

9. Future Hours Worked By Active Participants

Each active participant will work average annual hours worked in the past three years, excluding the year of entry. No participant is assumed to work less than 870 hours per year.

10. Contribution Rate Used for Determination of Minimum Flat Benefit

The contribution rate in effect on January 1, 2016.

11. Contribution Rate Used for Determination of Percentage of Contributions Benefit

The contribution rate in effect on January 1, 2016.

12. Participant Data

This report is based upon employee data furnished by the Fund Administrator. All non-retired participants who have hours worked during the Plan Year ending December 31, 2015 are assumed to be active participants as of January 1, 2016 unless identified as having been terminated.

13. Assets

Provided by the independent auditors' report as of December 31, 2015.

The Actuarial Value of Assets is based on the Market Value with an adjustment to smooth appreciation or depreciation in the Market Value over the past five years.

80% of the net appreciation or depreciation for the most recently completed plan year is removed from the value of the assets, 60% of the appreciation or depreciation for the year prior to that is removed, etc., until the fifth year prior to this plan year for which none of the appreciation or depreciation is removed. The Actuarial Value of Assets is adjusted, if necessary, to be within 80% to 120% of the Market Value of the Assets.

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14. Rehabilitation Plan Benefit Schedule

In preparing our report and valuation results, all participating employers were valued under the Preferred Schedule as of January 1, 2016

15. Choice of Assumptions

Economic: The expected investment return was chosen by comparing long term real portfolio returns with inflation expectations. For a portfolio weighted 60% in US Large Cap equity and 40% in investment grade bonds the 25-year return ending on the valuation date was 8.65%, or a return in excess of inflation of approximately 6%. The Fund's investments are invested more diversely than the model portfolio in expectation of generating higher returns but today's inflation targets adopted by the Federal Reserve are lower than the experience over the last 25 years. A long-term rate return of a little over 8% would be indicated by history and Fed policy.

Demographic: The demographic assumptions were last changed with the 2012 valuation. The gains and losses from demographic experience have been minor since then with the exception of a large number of actives becoming terminated vested due to their employer withdrawing from the Fund which is not part of a demographic assumption set. A quinquennial experience study will be performed in conjunction with the 2017 valuation.

16. Changes in Assumptions since Last Valuation

The administrative expense assumption was changed from \$303,874 to \$310,041 to better reflect recent experience.

The RPA '94 Current Liability interest rate was changed from 3.51% to 3.28% and the RPA '94 Current Liability mortality table was changed from the IRS 2015 Static Mortality Table to the IRS 2016 Static Mortality Table to comply with appropriate guidance.

B. Actuarial Methods

1. Asset Valuation Method

The Actuarial Value of Assets is determined in accordance with Section 3.16 of Revenue Procedure 2000-40 using a five-year smoothing period. Specifically, the Actuarial Value of Assets as of January 1, 2006 is set equal to the Market Value of Assets. For each subsequent plan year, the Actuarial Value shall be the Market Value minus a decreasing fraction (4/5, 3/5, 2/5, 1/5) of each gain or loss for each of the preceding four plan years except for 2008 market losses which are recognized at 10% a year due to funding relief. Gains or losses prior to January 1, 2006 are ignored.

The resulting Actuarial Value of Assets is then limited to be no greater than 120% and no less than 80% of the Market Value of Assets on the valuation date.

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APPENDIX C - ACTUARIAL ASSUMPTIONS AND METHODS

2. Funding Method: Entry Age Normal Cost Method

Under the Entry Age Normal Cost Method, the individual Entry Age Normal cost is determined for each participant by calculating the level annual contribution required to fund that individual's expected benefits based on the current Plan provisions over the participant's expected active working lifetime with the Fund at entry.

At the valuation date, the present value of future normal cost is calculated for each individual participant by multiplying the Entry Age Normal cost by the present value of the participant's expected future active working lifetime with the Fund. The cost for each participant is then summed to yield the present value of future normal costs.

The excess of the present value of future benefits for all individuals at the valuation date over the present value of future normal costs is called the Actuarial Liability, or past service liability.

The excess, if any, of the Actuarial Liability over the Actuarial Value of Assets is known as the unfunded Accrued Liability. If the Actuarial Value of Assets exceeds the Actuarial Liability, the Fund may have a surplus.

3. PRA 2010 Funding Relief

The Fund's Board of Trustees elected funding relief under §431(b)(8) of the Code and §304(b)(8) of ERISA, specifically:

- The "special amortization rule," which allows the Fund's investment losses for the plan year ended December 31, 2008 be separately amortized over 29 years.
- The "special asset valuation rule" in determining the actuarial value of Fund assets which allows the Fund to recognize the 2008 investment loss over ten years, at 10% per year.
- The "special asset corridor" which allows the upper limit on the Actuarial Value of Assets to be raised from 120% to 130% of market value of assets for plan years beginning January 1, 2009 and January 1, 2010.

4. Changes in Actuarial Methods Since Last Valuation

None.



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