

**Annual Funding Notice
For
Northern California Electrical Workers Pension Plan**

Introduction

This notice provides key details about your multiemployer pension plan (the “Plan”) for the plan year beginning January 1, 2024 and ending December 31, 2024 (“Plan Year”).

This is an informational notice. You do not need to respond or take any action.

This notice includes:

- Information about your Plan’s funding status.
- Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

What if I have questions about this notice, my Plan, or my benefits?

Contact your plan administrator at:

- Nancy Finegan
- **Phone:** 415-263-3670
- **Address:** EISB, Inc., 720 Market Street, Suite 700, San Francisco, CA 94102
- **Email:** Plan.Manager@eisb.org

To better assist you, provide your plan administrator with the following information when you contact them:

- **Plan Number:** 001
- **Plan Sponsor Name:** Board of Trustees, Northern California Electrical Workers Pension Plan
- **Employer Identification Number:** 94-6062674

What if I have questions about PBGC and the pension insurance program guarantees?

Visit www.pbgc.gov/prac/multiemployer for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

How Well Funded Is Your Plan?

The law requires the Plan’s administrator to explain how well the Plan is funded, using a measure called the “funded percentage.” The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the plan. The chart below shows the Plan’s funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan’s assets and liabilities for those years.

Funded Percentage			
	2024	2023	2022
Valuation Date	January 1	January 1	January 1
Funded Percentage	97%	96%	97%
Value of Assets	\$687,629,233	\$669,177,808	\$657,446,494
Value of Liabilities	\$709,200,121	\$695,259,228	\$674,293,005

Year-End Fair Market Value of Assets

To provide further insight into the Plan’s financial position, the chart below shows the fair market value of the Plan’s assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan’s assets on January 1.

- **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.
- **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan’s funding status.

	December 31, 2024	December 31, 2023	December 31, 2022
Fair Market Value of Assets	\$691,814,525	\$654,981,252	\$611,621,462

The value as of December 31, 2024 is unaudited and subject to change.

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan’s funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

- **Endangered:** The plan’s funded percentage drops below 80 percent. The plan’s trustees must adopt a funding improvement plan.
- **Critical:** The plan’s funded percentage falls below 65 percent or meets other financial distress criteria. The plan’s trustees must implement a rehabilitation plan.
- **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent—meaning it will no longer have enough assets to pay out benefits—within 15 years (or within 20 years under a special rule). The plan’s trustees must continue to implement the rehabilitation plan. The plan’s sponsor may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the Plan Year.

Participant and Beneficiary Information

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years. The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate.

Number of participants and beneficiaries on last day of relevant plan year	2024	2023	2022
1. Last day of plan year	12/31	12/31	12/31
2. Participants currently employed	1,498	1,593	1,670
3. Participants and beneficiaries receiving benefits	1,361	1,339	1,330
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	288	263	250
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	3,147	3,195	3,250

Funding & Investment Policies

Funding Policy

Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan's funding policy is to provide for contributions that are appropriate to the level of benefits provided under the Plan, but in no event less than the minimum amount annually required by law.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan's investment policy is to (i) preserve capital, (ii) achieve a total rate of return that meets or exceeds its actuarial assumptions by 1.5% over a market cycle (typically, a 3-to-5-year period), and (iii) maintain sufficient liquidity for payment of Plan benefits and expenses.

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	1.50%
2. U.S. Government securities	8.35%
3. Corporate debt instruments (other than employer securities): Preferred	4.85%
4. Corporate stocks (other than employer securities): Common	9.72%
5. Value of interest in common/collective trusts	21.57%
6. Value of interest in registered investment companies	10.27%
7. Other	43.74%

The average return on assets for the Plan Year was 10.5%.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations. For the plan year beginning on January 1, 2025 and ending on December 31, 2025, there were no such events.

Right to Request a Copy of the Annual Report

Pension plans must file an annual report, called the **Form 5500**, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

- **Online:** Visit www.efast.dol.gov to search for your Plan's Form 5500
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call [\(202\) 693-8673](tel:(202)693-8673) to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.