IRONWORKERS DISTRICT COUNCIL OF NEW ENGLAND WELFARE, PENSION AND VACATION FUNDS

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Iron Workers District Council of New England Pension Fund Annual Funding Notice-Supplemental Information

Dear Participant:

In April of each year, we provide you with information about the funded status of the Iron Workers District Council of New England Pension Fund. In addition to providing you information on the previous plan year, we inform you of the funded status of the Fund at the beginning of the year. We are very pleased to report to you that as of January 1, 2021, the Fund is in the "Green Zone." The Plan's funded percentage has increased from 76.9% as of January 1, 2020 to 81.6% as of January 1, 2021.

The enclosed "**Annual Funding Notice**" provides information on the Plan for the last three plan years and explains the legislation that has been put in place to protect plans like ours. Because the Plan is now in the "Green Zone", you will no longer receive the separate notice on the Plan's funded status that you have received for the last several years.

The Board of Trustees will continue to protect the long-term financial stability of the Plan. If you have any questions, please contact the Plan Administrator by calling (617) 265-3757.

Sincerely,

The Board of Trustees

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ANNUAL FUNDING NOTICE
For
Iron Workers District Council of New England Pension Fund

Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 ("Plan Year").

How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

	2020 Plan Year	2019 Plan Year	2018 Plan Year
Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
Funded Percentage	76.9%	75.2%	73.4%
Value of Assets	$491,614,442	$464,850,651	$442,901,790
Value of Liabilities	$638,932,169	$618,236,110	$603,580,954

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years.

	December 31, 2020	December 31, 2019	December 31, 2018
Fair Market Value of Assets	$555,865,274*	$502,137,819	$422,591,501

* Estimated amount subject to change.

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). 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 or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was in "endangered" status in the Plan Year ending December 31, 2020 because the funded percentage was less than 80%. In an effort to improve the Plan's funding situation, the trustees adopted a funding improvement plan on October 21, 2009 and continue to monitor the status of the Plan. The funding improvement period for the Plan is the 18-year period beginning January 1, 2011. The Plan's funded percentage must be at least 70.42% by the end of the funding improvement period. You may get a copy of the Plan's funding improvement plan, any update to such plan and the actuarial and financial data that demonstrate any action taken by the Plan toward fiscal improvement. You may get this information by contacting the plan administrator.

As of January 1, 2021, the Plan is in neither critical nor endangered status. In other words, the Plan is in the "Green Zone."

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 4,783. Of this number, 2,057 were current employees, 2,125 were retired and receiving benefits, and 601 were retired or no longer working for the employer and have a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to assure that annual contributions to the Plan will be made in an amount not less than the ERISA minimum funding requirement and not more than the amount that would be deductible for federal income tax purposes. Contributions to the Plan are made by participating employers at rates established by collective bargaining agreements with the unions that represent Plan participants.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The Investment Policy Statement ("IPS") of the Pension Fund is a written document which the Board of Trustees has adopted to establish a framework for investing the assets in a manner consistent with the fiduciary standards of ERISA. The IPS provides that the Trustees have the responsibility to prudently guide the Fund's investment program, establishing its investment policies and a suitable asset allocation, and to invest the assets in a manner consistent with the Fund's investment objectives, asset allocation policy, tolerance for risk, appropriate portfolio diversification and liquidity needs. The IPS also provides that the Trustees will select appropriate professionals to invest assets, and to assist in prudently measuring and evaluating investment performance on a regular basis.

The long term investment objectives set forth in the Investment Policy are several: to maintain sufficient income, liquidity, diversification and controlled volatility to facilitate the payment of benefits and expenses; to earn a long term, competitive rate of return that equals or exceeds the Fund's policy index (pre-established percentages of market indices that represent the Fund's asset allocation); and to establish an asset allocation that is reasonably designed to achieve a rate of return that equals or exceeds the actuarially assumed return. The Fund's target asset allocations are as follows:

Investment Category	Target Allocation
Domestic Equity	32%
Developed Market Equity	6%
Emerging Market Equity	9%
Global Equity	12%
Real Estate	8%
Infrastructure	7%
Fixed Income	16%
Private Equity	10%
Cash Equivalents	0%

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest bearing and non-interest bearing)	2.15%
2. U.S. Government securities	0.00%
3. Corporate debt instruments (other than employer securities):	
Preferred	0.00%
All other	0.00%
4. Corporate stocks (other than employer securities):	
Preferred	0.00%
Common	23.16%
5. Partnership/joint venture interests	14.61%
6. Real estate (other than employer real property)	0.00
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common/collective trusts	41.71%
10. Value of interest in pooled separate accounts	1.56%
11. Value of interest in 103-12 investment entities	0.00%
12. Value of interest in registered investment companies (*e.g.*, mutual funds)	16.81%
13. Value of funds held in insurance co. general account (unallocated contracts)	0.00%
14. Employer-related investments:	
Employer Securities	0.00%
Employer real property	0.00%
15. Buildings and other property used in plan operation	0.00%
16. Other	0.00%

For information about the Plan's investment in any of the following types of investments- common/ collective trusts, pooled separate accounts, or 103-12 investment entities – contact:

Veronica Dyer, Fund Administrator
161 Granite Avenue
Dorchester, MA 02124
Telephone: (617) 265-3757

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. The Annual Report for the 2020 plan year will not be available until mid-October of 2021. Your plan administrator is identified below under "Where to Get More Information."

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see "Benefit Payments Guaranteed by the PBGC," below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first $11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next $33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is $35.75 per month times a participant's years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of $600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ($600/10), which equals $60. The guaranteed amount for a $60 monthly accrual rate is equal to the sum of $11 plus $24.75 (.75 x $33), or $35.75. Thus, the participant's guaranteed monthly benefit is $357.50 ($35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of $200, the accrual rate for purposes of determining the guarantee would be $20 (or $200/10). The guaranteed amount for a $20 monthly accrual rate is equal to the sum of $11 plus $6.75 (.75 x $9), or $17.75. Thus, the participant's guaranteed monthly benefit would be $177.50 ($17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at www.pbgc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information," below.

Where to Get More Information

For more information about this notice, you may contact:

Veronica Dyer, Fund Administrator
161 Granite Avenue
Dorchester, MA 02124
Telephone: (617) 265-3757

For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" is Iron Workers District Council of New England Pension Fund, EIN 04-2591016.