SIGN, PICTORIAL AND DISPLAY UNION LOCAL NO. 591 AFL-CIO

August 2024

To: All Participants, Beneficiaries, Alternate Payees, Employers and Bargaining Parties

This notice includes the Pension Fund's Summary of Material Modifications, Annual Funding Notice and other Notices for the Plan Year ended April 30, 2024.

We encourage you to read these Notices in their entirety. If you want any information about the Plan or you wish to file a claim for benefits, contact the Fund Office.

Fraternally,
Boards of Trustees, Sign, Pictorial and Display Union Local No. 591 AFL-CIO Pension Plan

SUMMARY OF MATERIAL MODIFICATIONS

A summary plan description was distributed to participants in August 2022, which reflected the provisions of the Pension Plan in effect on May 1, 2021. It has continued to be distributed to new participants. If you have not received one, contact your local union or the Plan's administrative office.

ANNUAL FUNDING NOTICE
Sign, Pictorial and Display Union Local No. 591 AFL-CIO Pension Plan
Plan Year Beginning May 1, 2023

Introduction

This notice includes important funding information about the Sign, Pictorial and Display Union Local No. 591 AFL-CIO 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 May 1, 2023 and ending April 30, 2024 (referred to hereafter as "Plan Year").

Funded Percentage

The funded percentage of the Plan is a measure of how well the Plan is funded. This percentage is obtained by dividing the Plan's assets by its liabilities on the valuation date for the Plan Year. 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 set forth in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

	2023	2022	2021
Valuation Date	May 1	May 1	May 1
Funded Percentage	87.3%	87.5%	85.2%
Value of Assets	$19,998,206	$20,037,338	$19,545,450
Value of Liabilities	$22,914,286	$22,902,345	$22,945,026

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They are also "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 predicable 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.

	April 30, 2024	April 30, 2023	April 30, 2022
Fair Market Value of Assets	$19,088,116 (unaudited)	$18,681,141	$19,452,408

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 “critical” status in the Plan Year beginning May 1, 2023, because of an estimated funded ratio of 86.0%, a projected funding deficiency in the funding standard at the end of the 2024-25 plan year, at least 8 years of benefit payments within plan assets, and other results. Note, “projected funding deficiency” means that contributions would be insufficient to satisfy Federal requirements; it does not mean that the Fund would become bankrupt or run out of money.

Since the Plan was in critical status in 2022, the trustees adopted an all reasonable measures rehabilitation plan on September 21, 2022. The Board of Trustees determined that no further plan changes or contribution rate increases should be made, and the rehabilitation plan represents an exhaustion of all reasonable measures that can be taken by the Plan. Therefore, the rehabilitation plan is considered acceptable.

Participant Information

The total number of Participants in the Plan as of May 1, 2023, or the beginning of the Plan Year, was 257. Of this number, 51 were active participants, 79 were retired or separated from service and receiving benefits, 106 were retired or separated from service and entitled to future benefits, and 21 were beneficiaries of deceased participants receiving or entitled to receive benefits.

Funding and Investment Policies

The law requires that every pension plan have a procedure for establishing a funding policy to carry out the plan objectives. A funding policy relates to the level of contributions needed to pay for benefits promised under the plan currently and over the years. The Plan is funded entirely by employer contributions as specified in collective bargaining agreements. Contributions for the Plan Year ending April 30, 2024 exceeded the minimum funding requirements of ERISA.

Once money is contributed to the Plan, the money is invested by the Plan’s Trustees, who are called “Fiduciaries”. Specific investments are made in accordance with the Plan’s investment policy. Generally speaking, an investment policy is a written statement that provides the Fiduciaries that are responsible for Plan investments with guidelines or general instructions concerning various types or categories of investment management decisions. The Plan’s investment policy can be summarized as follows:

The Plan’s Trustees are responsible for investing the assets of the Plan. To assist them in carrying out this responsibility, the Trustees have delegated authority to manage the assets, as permitted by federal law, to Investment Managers with the skills and specialized research capabilities needed to assure expertise in financial market investments. The Trustees have also engaged the services of an Investment Consultant that provides the Trustees with investment advice and assists in selecting and evaluating the performance of the Investment Managers. The Trustees, Investment Managers and Investment Consultant must adhere to the safeguards and diversification standards for the sole interest of Fund participants and their beneficiaries. The long-term goal of the Plan is to:

1. Generate a net of fee return in excess of the Plan’s actuarial assumed rate of return within acceptable levels of volatility,
2. Maintain sufficient liquidity to fund benefit payments, and
3. Preserve the principal value of the Plan.

In accordance with 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. Interest-bearing cash	1.6%
2. U.S. Government securities	7.9%
3. Corporate Debt:	
Preferred	
All Other	4.5%
4. Corporate stocks (other than employer securities):	
Preferred	
Common	65.0%
5. Value of interest in registered investment companies (e.g., mutual funds)	19.8%
6. Other	1.2%

Right to Request a Copy of the Annual Report

A pension plan is required to file with the U.S. Department of Labor an annual report (i.e., Form 5500) containing financial and other information about the plan. 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 are available from the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 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 Board of Trustees. Contact information for the Board of Trustees is provided on the next page 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 it 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 notification of the insolvency 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 as a result of the insolvency, including loss of a lump sum option. This information will be provided for each year the plan is insolvent.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only vested benefits are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer 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 a 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 $500, 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 ($500/10), which equals $50. The guaranteed amount for a $50 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 PGBC 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 the 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 pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the participant dies after the plan terminates, 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 the Board of Trustees of the Sign, Pictorial and Display Union Local No. 591 AFL-CIO Pension Plan at (248) 645-6550 or 30700 Telegraph Road, Suite 2400, Bingham Farms, Michigan 48025. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 51-6079899. For more information about the PBGC and benefit guarantees, go to PBGC's website, www.pbgc.gov, or call PBGC toll-free at 1-800-400-7242 (TTY/TDD users may call the Federal relay service toll free at 1-800-877-8339 and ask to be connected to 1-800-400-7242).

SOCIAL SECURITY NUMBER PRIVACY POLICY
(Effective January 1, 2006)

The Sign, Pictorial and Display Union Local No. 591 AFL-CIO Pension Plan is required by Michigan law to make sure that your Social Security number and the Social Security numbers of your family members are kept private as set forth in that law.

The law permits the Fund to use Social Security numbers to verify your identity and the identities of your family members and to perform other functions related to providing benefits under the Fund's Plan. Therefore, the Fund will continue to require Social Security numbers on application and other forms. When your employer pays contributions on your behalf, the law permits your employer to provide the Fund with your Social Security number so that the Fund may determine your eligibility status. The law also permits the Fund to use Social Security numbers when authorized or required to do so by state or federal statute, by court order, or pursuant to legal discovery or process. The Fund will ensure to the extent practicable the confidentiality of those Social Security numbers.

In order to protect your privacy and in compliance with the law, the Fund's third-party administrator, TIC International Corporation ("TIC"), will use alternate identification numbers wherever feasible, including on monthly notices of contributions. TIC does not print Social Security numbers on the exterior of any envelope or package sent through the mail or in a manner that can be seen from the exterior of such envelope or package.

Only TIC's employees and agents and employees and agents of other service providers may access the Social Security numbers of the Fund's participants and family members and only as necessary to provide services to the Fund. TIC uses practical means to limit access to written and electronic records in its possession that contain Social Security numbers to those employees and agents whose job duties require such access, such as securing areas where Social Security number information is located when not in use and requiring the use of passwords for access to electronic files containing Social Security numbers. TIC disposes of documents that contain Social Security numbers that the Fund is not actively using or is not otherwise obligated to retain by shredding and other processes that protect the confidentiality of the Social Security numbers. TIC's employees and agents must not disclose Social Security numbers by publicly displaying more than four sequential digits of a Social Security number or in any other manner prohibited by law.

The Fund notifies all service providers that they must ensure, to the extent practicable, the confidentiality of all Social Security numbers related to the Fund's participants and their families as required by law. The Fund may take action regarding service providers who fail to protect adequately the confidentiality of those Social Security numbers, including the termination of contracts.