

HEAVY AND GENERAL LABORERS' FUNDS OF NEW JERSEY

Local 472 . Local 172

Joseph P. Madden Building . 700 Raymond Boulevard
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Beverly Ceaser

July 21, 2019

Dear Participant:

As you know, the Pension Protection Act (PPA) of 2006 requires multiemployer pension plans, such as ours, to provide all Plan participants with notices regarding Plan funding. In the past, we have sent you two notices—an Annual Funding Notice and a Zone Certification Notice. This year, we are only distributing an Annual Funding Notice—because **our Plan is in the “Green” zone** and no longer required to send out a Zone Certification Notice.

Because the Annual Funding Notice may be confusing, we are providing you with additional background to help put this information in its proper context.

Heavy and General Laborers’ Local Unions 472 and 172 of New Jersey Pension Fund Certified a “Green Zone” Plan for 2018

In 2008, our Plan was first certified by our actuary as a “Yellow zone” (endangered status) pension plan. At that time, the Trustees adopted a Funding Improvement Plan (FIP) as required and a notice was sent to all participants. It is important to note, however, that the FIP did not require changes to the plan of benefits and was expected to guide the Plan into the “Green zone” by 2020. The Plan remained in the “Yellow zone” through 2013.

Thanks to the careful guidance and oversight of the Trustees, Fund Administrator and staff, and our professional advisors (actuary, counsel and investment advisors), we are pleased to announce that the Plan has been certified by our actuary to be a “Green zone” plan starting in 2014. The Plan is considered to be once again in good financial health—*six years ahead of schedule!*

Background

The **Pension Protection Act of 2006** was enacted to stabilize the financial condition of pension funds. Many of the PPA’s provisions relate to funding—how much money a plan has coming in, how much is going out, and what is in reserve (or “in the bank”) for the future.

The PPA requires multiemployer pension funds like ours to have their financial status certified each year. Depending on the status, the plans are assigned a zone category:

- ❖ “**Green zone**” pension plans are considered to be in good financial health,
- ❖ “**Yellow zone**” pension plans are considered to be in endangered status; seriously endangered plans are in “**Orange zone**” status, or
- ❖ “**Red zone**” pension plans are considered to be in critical status.

Trustees of plans in Yellow, Orange or Red zones are required to take corrective action to restore the financial health of the plan over time. Plans in the Green zone are not required to take any action.

Annual Funding Notice

To comply with the PPA notice requirement—notices must be sent to participants, beneficiaries, participating unions, contributing employers and other interested parties—enclosed is the *Annual Funding Notice*. This detailed notice “looks back” at the 2017 Plan Year. It reports on the assets and liabilities of the Fund for the Plan year April 1, 2018 through March 31, 2019, and explains the legislation that has been put in place to protect funds like ours.

In Closing

It is important to note that the Board of Trustees remains committed to protecting the long-term financial stability of the Plan. Historically, our strategy has been to fund the Plan and invest its assets in a way that could weather most storms in the investment market without having to take corrective action, and to improve the Plan when we were in a position to do so. The decline in the financial markets in 2008 and part of 2009, while more severe than any in recent memory, reinforces the importance of this long-term funding approach.

We will continue to monitor the financial markets closely and manage the Plan in a manner that will help preserve its future health. Please take some time to review the enclosed notice. If you have any questions, contact the Fund Office by calling (973)589-5050.

Sincerely,

The Board of Trustees

ANNUAL FUNDING NOTICE

For
Heavy and General Laborers' Local Unions 472 and 172
of New Jersey 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 April 1, 2018 and ending March 31, 2019 (“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.

Funded Percentage			
	2018 Plan Year	2017 Plan Year	2016 Plan Year
Valuation Date	April 1, 2018	April 1, 2017	April 1, 2016
Funded Percentage	91.7%	88.2%	90.2%
Value of Assets	\$870,269,106	\$789,833,802	\$723,177,254
Value of Liabilities	\$948,961,621	\$895,623,351	\$802,089,558

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.

	March 31, 2019	March 31, 2018	March 31, 2017
Fair Market Value of Assets	*942,723,343	\$871,981,064	\$760,970,449

*Note: The asset value as of March 31, 2019 is a preliminary number since the Plan does not yet have audited asset values as of that date. As such, this asset value is subject to confirmation when the audit for the 2018 Plan Year is finalized.

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

Participant Information

The total number of participants and beneficiaries covered by the Plan on the valuation date was 11,610. Of this number, 6,137 were current employees, 4,276 were retired and receiving benefits, and 1,197 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 as follows: The Plan is funded by contributions made by employers pursuant to collective bargaining agreements with the unions that represent the Plan’s participants.

Once money is contributed to the Plan, the money is invested by plan officials 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 who are responsible for plan investments with guidelines or general instructions concerning various types or categories of investment management decisions.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to create moderate capital growth with some focus on income. Specifically, the Plan seeks to achieve an absolute annual return of 7.5%. In order to minimize risk, the plan diversifies its investments by targeting an asset allocation of 55% - 65% equity investments, 20% - 35% fixed income investments, 5% - 10% Real Estate and 0% - 5% cash. The Trustees review the Plan's actual allocation versus the target allocation no less frequently than each calendar quarter and, if the Plan's investment consultant so recommends, the Trustees rebalance the actual allocation to meet the target allocation. The investment consultant also advises the Trustees regarding modifications to the target allocation based on periodic changes in market conditions. The Trustees hire numerous investment managers to invest the Plan's assets within each discrete asset class. These managers are selected through a search process conducted by the Plan's investment consultant and, after a manager is appointed, the Trustees monitor the performance of the manager on a regular basis but in no case less frequently than each calendar quarter. In addition, the Trustees give each manager a set of objectives and restrictions to follow in the execution of their investment duties. If certain managers underperform or violate these restrictions, the Plan's investment consultant so advises the Trustees and, with the advice of the consultant, the Trustees determine whether to terminate the manager and, in the case of a terminated manager, whether to appoint a replacement manager or place the assets with existing managers.

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)	10.4
2. U.S. Government securities	8.8
3. Corporate debt instruments (other than employer securities):	
Preferred	4.3
All other	4.8
4. Corporate stocks (other than employer securities):	
Preferred	0.0
Common	23.7
5. Partnership/ joint venture interests	6.1
6. Real estate (other than employer real property)	0.0
7. Loans (other than to participants)	0.0
8. Participant loans	1.9
9. Value of interest in common/ collective trusts	9.0
10. Value of interest in pooled separate accounts	7.9
11. Value of interest in 103-12 investment entities	1.3
12. Value of interest in registered investment companies (e.g., mutual funds)	19.3
13. Value of funds held in insurance co. general account (unallocated contracts)	0.0
14. Employer-related investments:	
Employer Securities	0.0
Employer real property	0.0
15. Buildings and other property used in plan operation	0.0
16. Other	2.5

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 the

Plan's Administrator, Robert Calamari, at:

Heavy and General Laborers' Local Unions 472 and 172
of New Jersey Pension Fund
700 Raymond Boulevard
Newark, New Jersey 07105
Attention: Robert Calamari
(973) 589-5050

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. 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 ($.75 \times \$33$), or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

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 ($.75 \times \$9$), or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10). 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 About Your Plan," below.

Where to Get More Information

For more information about this notice, you may contact Robert Calamari at (973) 589-5050 or Heavy and General Laborers' Local Unions 472 and 172 of New Jersey Pension Fund, 700 Raymond Boulevard, Newark, New Jersey 07105. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 22-6032103.