

Michigan Laborers' Fringe Benefit Funds

Physical Mailing Address: 6452 Millennium Dr, Ste 100, Lansing, MI 48917-7881
Phone: 1 (877) 645-2267 (MI-LABOR) • Fax: (517) 689-6016 • Website: www.michiganlaborers.org

January 2026

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

This notice includes the Pension Fund's, Annual Funding Notice and other Notices for the Plan Year ended August 31, 2025.



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- Important Notice to Plan Participants Who Begin Receiving Pension Payments Before Age 55 Page 8 – 9
- Notice of Suspension of Benefits Provisions to Retired Participants Page 9 – 10
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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 Board of Trustees of the Michigan Laborers' Pension Fund, at (877) 645-2267, or 6452 Millennium Drive, Suite 100, Lansing, MI 48917-7881.

Fraternally,
Boards of Trustees, Michigan Laborers' Pension Fund



NOTICE OF YOUR RESPONSIBILITY TO KEEP RECORDS

The Fund has set up an Employer audit and collection program to make sure that your Employers pay the pension contributions owed to the Fund for your Hours of Work. But, it is your responsibility to keep records of your employment, including the names of your Employers, your pay stubs, and other information that proves you worked and for how many hours, so that if one of your Employers fails to pay the required contributions or keep records of your work, the Fund will have the information necessary to grant you the Years of Service and benefits to which you are entitled. Each year you will receive a Benefit Estimate Statement, which provides you with information concerning your pension benefits based on information available to the Pension Fund. If you believe that information is incorrect or incomplete, you must notify the Fund in writing immediately. Any action in law or equity brought against the Fund, the Board of Trustees, any of the Trustees individually, or any agent of any of the foregoing is barred unless the complaint is filed within three years from the date the incorrect information was first reported in the Statement; however, you must first go through the Fund's claim and appeal process before you can bring a suit in Court.

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ANNUAL FUNDING NOTICE FOR MICHIGAN LABORERS' PENSION FUND

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the Plan Year beginning September 1, 2024 and ending August 31, 2025 ("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:

- **Board of Trustees, Michigan Laborers' Pension Fund**
- **Phone:** 1 (877) 645-2267
- **Address:** 6452 Millennium Drive, Suite 100, Lansing, MI 48917-7881

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, Michigan Laborers' Pension Fund
- **Employer Identification Number:** 38-6233976.

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

Visit www.pbtc.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.



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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	September 1	September 1	September 1
Funded Percentage	86.7%	85.9%	84.3%
Value of Assets	\$1,275,186,227	\$1,200,310,719	\$1,145,763,305
Value of Liabilities	\$1,471,618,030	\$1,397,921,957	\$1,359,736,015



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 the Valuation Date.

- **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.

	August 31, 2025	August 31, 2024	August 31, 2023
Fair Market Value of Assets	\$1,309,203,413 (unaudited)	\$1,253,011,659	\$1,146,615,564

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.



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- **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			
1. Last day of plan year	August 31, 2025	August 31, 2024	August 31, 2023
2. Active Participants	10,041	9,786	9,974
3. Participants and beneficiaries receiving benefits	7,003	6,430	6,591
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	11,259	11,100	9,241
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	28,303	27,316	25,806



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:

1. Annual employer contributions to the Plan will equal or exceed the minimum amount that will be in compliance with the minimum funding requirement of the Internal Revenue Code, the Employee Retirement Income Security Act of 1974 (ERISA), the Pension Protection Act of 2006 (PPA) and the Worker, Retiree, and Employer Recovery Act of 2008 (WRERA), including all amendments to these Acts.
2. Annual employer contributions to the Plan will not exceed the tax-deductible limits according to Section 404 of the Internal Revenue Code as amended.

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Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. These generally are written guidelines or general instructions concerning investment management decisions. The investment policy of the Plan is, generally, to invest the assets of the Plan among several asset classes and within permitted allocation ranges. 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.

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
Public Equity	48.7%
Private Equity	25.9%
Investment grade debt investments	18.8%
High-yield debt investments	3.0%
Real estate	2.0%
Cash and cash equivalents	1.3%
Other	0.3%

The average return on assets for the Plan Year was 5.8%.

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 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.

Summary of Rules Governing Insolvent Plans

Federal law has 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



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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 PBGC, below), the plan must apply to PBGC for financial assistance. 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 PBGC

Only vested benefits—those that you've earned and cannot forfeit—are guaranteed.

What PBGC Guarantees

PBGC guarantees "basic benefits" including:

- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of Plan participants.
- Disability benefits for disabilities that occurred before the earlier of the date the Plan terminated or the sponsor's bankruptcy date.

What PBGC Does Not Guarantee

PBGC does not guarantee certain types of benefits, including:

- A participant's pension benefit or benefit increase until it has been part of the Plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- Any benefits above the normal retirement benefit.
- Disability benefits in non-pay status.
- Non-pension benefits, such as death benefits.

Determining Guarantee Amounts



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The maximum benefit PBGC guarantees is set by law. Your plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is \$35.75 per month, multiplied by a participant's years of credited service.

PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service. The guarantee is calculated as follows:

1. Take 100 percent of the first \$11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next \$33 of the accrual rate.
3. Add both amounts together.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

Example 1: Participant with a Monthly \$600 Benefit and 10 Years of Service.

1. Find the accrual rate: $\$600/10 = \60 accrual rate.
2. Apply PBGC formula:
Take 100 percent of the first \$11 = \$11
Take 75 percent of the next \$33 = \$24.75
3. Add the two amounts together: $\$11 + \$24.75 = \$35.75$
4. Multiply by years of credited service: $\$35.75 \times 10 \text{ years} = \357.50

In this example, the participant's guaranteed monthly benefit is \$357.50.

Example 2: Participant with a \$200 Monthly Benefit and 10 Years of Service.

1. Find the accrual rate: $\$200/10 = \20 accrual rate.
2. Apply PBGC formula:
Take 100 percent of the first \$11 = \$11
Take 75 percent of the next \$9 = \$6.75
3. Add the two amounts together: $\$11 + \$6.75 = \$17.75$
4. Multiply by years of credited service: $\$17.75 \times 10 \text{ years} = \177.50

In this example, the participant's guaranteed monthly benefit is \$177.50



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NOTICE TO PLAN PARTICIPANTS APPROACHING NORMAL RETIREMENT AGE

This notice applies only to Plan Participants who do **NOT** elect to retire at the normal retirement age and who may choose to continue working. "Normal Retirement Age" under the Pension Plan is age 65.

If you continue to work after reaching the normal retirement age, your Plan's Suspension of Benefit Rules will be applied even though you have not actually retired.

Under the Suspension of Benefit Rules, no benefits are payable for any month in which you work 40 hours or more in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of any Participating Local whether within or without the State of Michigan. This suspension is applicable until the April 1st following the calendar year in which you reach age 73, unless waived on a temporary basis by the Board of Trustees. Thereafter, you may both work and receive your monthly pension.

If you continue to work after reaching the normal retirement age, but work less than 40 hours per month or do not work at all, no pension benefits will be paid during such months. However, when you do retire, you may be entitled to additional benefits for those months between your normal retirement age and your actual date of retirement if you did not work at least 40 hours in the same industry, same trade or craft, and within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan.

Be assured that application of the Suspension of Benefits Rules while you are working after reaching the normal retirement age will in no way affect your current vesting or benefit accrual status under the Plan. When a Participant who continues to work after his normal retirement age decides to actually retire, his normal retirement benefit will be determined in accordance with the regular Plan provisions. Such provisions give credit for work performed under the Plan prior to actual retirement if the requirement of a minimum 435 hours of work in a Plan Year is met.

If you disagree with how the Suspension of Benefit Rules is being applied to your particular case, you have the right to appeal to the Board of Trustees. The Appeal Procedure is set forth on Page 27 of the Summary Plan Description.

IMPORTANT NOTICE TO PLAN PARTICIPANTS WHO BEGIN RECEIVING PENSION PAYMENTS BEFORE AGE 55

Like many other construction industry pension plans, the Michigan Laborers' Pension Fund will, in accordance with the Pension Fund's plan document and Department of Labor regulations, suspend your monthly pension benefits if, *after retiring*, you return to work for 40 or more hours per month in the same trade in the construction industry in Michigan ("suspendable service") unless these provisions have been waived by Plan Modification.

LIUNA!

Feel the Power



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In addition, if your pension payments are suspended before you have both reached age 59 ½ and received pension payments for five years, you may be required, under the Federal Tax Code, to pay an additional 10% "penalty" income tax on all or a portion of the pension payments you previously received.

Accordingly, if you consider returning to work in the same trade in the construction industry in Michigan, you should first contact both: (1) the Pension Department at the Fund Office to learn what the Fund's suspension-of-benefits rules are at that time; and (2) your tax advisor to consider the potential income tax effects of returning to work and having your pension benefits suspended at that time.



NOTICE OF SUSPENSION OF PENSION BENEFITS PROVISIONS TO RETIRED PARTICIPANTS

This Notice is to remind you of the provisions of the Pension Plan governing Suspension of Pension Benefits for returning to work as a laborers after you have Retired (separated from service). Under these provisions, Pension Benefits being paid to a Retiree may be suspended only if **ALL** of the following conditions are met:

1. A Retiree is working **forty** (40) or more hours during any given month (or during the payroll periods ending within that month); and
2. The work is in the same industry as the type of business activity engaged in by Employers that contribute to the Plan even though the employer may not be a contributing Employer (e.g., non-union); and
3. The work is at the same trade or craft in which the Retiree was working when earning benefits under the Plan. (Self-employed work, as well as supervisory or managerial work can be considered as a return to work so long as the Retiree is using the same skill or skills acquired while working under a union collective bargaining agreement); and
4. The work is performed within the State of Michigan, or within the jurisdiction of a Participating Local whether within or without the State of Michigan.

This rule is applicable until the date required under the minimum distribution rule of Section 401(a)(9) of the Internal Revenue Code (currently April 1st following the calendar year in which you reach age 73). Thereafter, you may both work and receive your monthly pension.

Notwithstanding the above, the Board of Trustees has adopted a number of limited waivers of the Suspension of Benefit provision which generally provide that certain retirees performing certain types of work will continue to receive the monthly benefit that would have otherwise been suspended.

Under the Plan provisions, every Retiree is required to immediately notify the Pension Department at the Fund Office if he or she returns to work in **any capacity** regardless of whether the Retiree returns to work for a non-contributing employer (e.g., non-union) or in a

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self-employed, supervisory, or managerial capacity. Failure to notify the Pension Department in a timely manner of a return to work may subject the Retiree to possible suspension of current and/or future Pension Benefits. Should a Retiree who returns to employment without notifying the Trustees be discovered on a job, the Trustees may presume that the Retiree has been re-employed under the conditions set forth above for the entire period that his employer has been working on that particular jobsite and suspend his monthly benefits for such period. This presumption shall be rebuttable but it shall be the responsibility of the Retiree to submit evidence to rebut said presumption.

Note: Returning to work for fewer than 40 hours a month after you Retire may not result in a suspension of your monthly Retirement benefit, but it could, depending on the circumstances, be evidence that you did not intend to Retire and is likely to result in a determination that you were not eligible to begin receiving Retirement Benefits.



DELAYING THE DATE YOUR PENSION STARTS COULD AFFECT YOUR BENEFIT AMOUNT

Normal Retirement Benefit: If you are an Active Participant and you retire at or after age 65 with at least 5 Years of Service, you are eligible for a Normal Retirement Benefit. The Normal Retirement Benefit is calculated based on the Hours of Work credited to you and Year of Service you earn. You will find information about how to estimate your monthly Pension Benefit in the Summary Plan Description and any subsequent announcement letters. You may also request that the Fund Office calculate your Pension Benefit.

If your retirement date is after your Normal Retirement Age, age 65, then your monthly Pension Benefit will be actuarially increased for each month after your Normal Retirement Age that you do not receive your Pension Benefits or earn additional Benefits by continuing to work.

Unreduced Early Retirement Benefit: If you are an Active Participant and you retire when your age plus your Years of Service equals at least $79\frac{1}{2}$ or 85^1 , or if you have accrued $29\frac{1}{2}$ Years of Service, if you have 15 Years of Service with the Michigan Laborers' Pension Fund and 15 Years of Service in another Laborers Fund or if you have accrued 5 Years of Service and have reached age 60, you will be eligible for an Unreduced Early Retirement Benefit, as explained in the Summary Plan Description. Your Benefit will be calculated exactly the same way your Normal Retirement Benefit would be calculated without any reduction for retiring early.

Example of an Unreduced Early Retirement Benefit:

Jim is retiring at age 56 with at least 29 Years of Service. His age plus his Years of Service equals 85, so he is eligible for an Unreduced Early Retirement Benefit. His Normal Retirement Benefit is calculated to be \$3,700 per month, so Jim's Unreduced Early Retirement Benefit is \$3,700 per month.

Early Retirement Benefit: If you are an Active Participant and you retire at or after age 55 with at least $9\frac{1}{2}$ Years of Service, you may be eligible for an Early Retirement Benefit, as explained

¹ The Index $79\frac{1}{2}$ and Index 85 Unreduced Early Retirement Benefit apply to benefits accrued prior to or after December 31, 2011, respectively.

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in the Summary Plan Description. The amount of the reduction is 6% per year of age less than age 60 (½ of one percent for each complete calendar month you are under age 60 when your Pension Benefits begin).

Example of an Early Retirement Benefit:

Tom is retiring at age 58 with 13 Years of Service, so he is **not** eligible for an Unreduced Early Retirement Benefit due to his age. His Normal Retirement Benefit is calculated to be \$2,500 per month. Because Tom is retiring two years before age 60, his Benefit is reduced by 12% (2 years x 6%). So, Tom's Early Retirement Benefit is \$2,200 per month.

Delaying Retirement Will Increase Your Pension: If you continue to work at the trade and delay your retirement, the monthly Pension amount you will receive when you retire will increase because you are earning additional Benefits.

If you are eligible for a Vested Retirement Benefit that is subject to reduction for early payment, the closer you are to age 65 when you start receiving your Pension the higher your monthly Pension amount will be when you retire because the reduction will be smaller.

Vested Retirement Benefit: If you terminate covered employment before age 65 with at least 5 Years of Service, you may be eligible for a Vested Retirement Benefit, as explained in the Summary Plan Description. The Vested Retirement Benefit is payable at age 65 or later, unless you have at least 10 Years of Service. If your retirement date is after your Normal Retirement Age, age 65, then your monthly Pension Benefit will be actuarially increased for each month after your Normal Retirement Age that you do not receive your Pension Benefits.

Example of a Vested Retirement Benefit:

Frank worked in covered employment from age 22 to age 31 and earned 7 Years of Service thorough Plan Year ending August 31, 2005. He then pursued a career as a building inspector and did not return to covered employment. His Normal Retirement Benefit is calculated to be \$475 per month. When Frank reaches age 65, he will be entitled to a Vested Retirement Benefit based on the benefit rate in effect when he became an Inactive Participant (at the end of the second consecutive Plan Year during which he did not earn a Year of Service) and the amount of his vesting. If Frank waits until after age 65 to receive his Pension, his Benefit will be actuarially increased to account for the delay.

If you have any questions about this information, please review the Summary Plan Description or contact the Fund Office at (877) 645-2267.

SOCIAL SECURITY NUMBER PRIVACY POLICY

The Michigan Laborers' Pension Fund 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



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retirement 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, WPAS, will use alternate identification numbers wherever feasible, including on monthly notices of contributions. WPAS 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. The Fund's website is secure and permits participants to access information through use of a password other than their Social Security number.

Only WPAS' employees and agents and employees and agents of other Fund service providers may access the Social Security numbers of Fund participants and family members and only as necessary to provide services to the Fund. WPAS 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. WPAS 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. WPAS' 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 Fund 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.

