CONNECTICUT LABORERS' PENSION FUND
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Connecticut Laborers' Pension Fund
Annual Funding Notice

For the Plan Year
Beginning January 1, 2023 and Ending December 31, 2023

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, 2023 and ending December 31, 2023 ("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 obtains the percentage for a plan year by dividing its assets by its liabilities on the Valuation Date (i.e., the beginning of the respective plan year). In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the 2023 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.

	2023 Plan Year	2022 Plan Year	2021 Plan Year
Valuation Date	January 1, 2023	January 1, 2022	January 1, 2021
Funded Percentage	99.2%	98.5%	96.0%
Value of Assets	$576,102,880	$562,329,815	$528,638,029
Value of Liabilities	$580,801,244	$570,939,820	$550,569,278

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," not market 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 noted directly in the chart below are market values and are measured on the last day of the applicable Plan Year. The chart includes the year-end fair market value of the Plan's assets for each of the 2023 Plan Year and the two preceding Plan years.

	December 31, 2023	December 31, 2022	December 31, 2021
Fair Market Value of Assets	*$568,357,346	$532,059,890	$608,228,018

* Estimated amount subject to change.

Please note that the December 31, 2023 fair market value of assets disclosed in the above chart is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress. The fair market values of assets reported in the above chart includes investments and other assets, reduced by liabilities, and are labeled as Net Assets Available for Benefits on the Plan's financial statements.

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 (which is also known as being in the "Green Zone") in the 2023 Plan Year. It was also in the Green Zone as of January 1, 2024.

Participant information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date (January 1, 2023) was 6,927. Of this number, 2,423 were current employees, 3,004 were retired and receiving benefits, and 1,500 were retired or no longer working for the employer and have a right to future benefits.

Funding & 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 funding policy of the Plan is to assure that annual contributions to the Plan will be made in the amount not less than minimum funding requirement under the Employee Retirement Income Security Act of 1974, as amended (ERISA) 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 union that represents Plan participants.

Once money is contributed to the Plan, the money is invested by plan officials called fiduciaries. Plan Trustees delegate this responsibility to investment managers hired with the help of the Plan's investment consultant. Pension plans also have investment policies under which specific investments are made. These generally are written guidelines or general instructions for making investment management decisions concerning the various types or categories of investments that are permitted to be made. The investment policy of the Plan is to maximize the total rate of return subject to the preservation of capital. During the Plan Year, the investment policy of the Plan was designed to maintain sufficient diversification and reasonable risk levels. In preparing the Actuarial Valuation and Review as January 1, 2023, the Fund's Actuary used an investment return assumption of 7.00%.

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. Interest-bearing cash	0.21%
2. Investment receivables	0.00%
3. U.S. Government securities	0.51%
4. Corporate debt instruments (other than employer securities):	
a. Preferred	0.00%
b. All other	3.58%
5. Corporate stocks (other than employer securities):	
a. Preferred	0.00%
b. Common	9.38%
6. Partnership/joint venture interests	35.42%
7. Value of interest in common/collective trusts	43.81%
8. Mutual Funds	6.76%
9. Municipal Bonds	0.33%
10. 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 Ms. Susan Henderson, Executive Director, Connecticut Laborers' Pension Fund, 435 Captain Thomas Boulevard, West Haven, CT, 06516-5896, Telephone: (203) 934-7991.

Events having a material effect on assets or liabilities

By law, this notice must contain a written explanation of new events that have a material effect on plan liabilities or assets. This is because such events can significantly impact the funding condition of a plan. The hourly contribution rate increased from \$6.84 to \$7.44 on April 1, 2023.

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 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/prac/multiemployer. The PBGC's regular website is www.pbgc.gov, and its toll-free telephone number is 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). Please contact the 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:

Board of Trustees c/o Susan Henderson
Connecticut Laborers' Pension Fund
435 Captain Thomas Boulevard
West Haven, CT 06516-5896
Telephone: (203) 934-7991

For identification purposes, the official Plan number is 001 and the Plan sponsor's employer identification number or "EIN" is 06-6044348.