

March 29, 2018

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (SE:TEGE:EP)
Room 1700 – 17th Floor
230 S. Dearborn Street
Chicago, IL 60604

**Annual Certification of Multiemployer Plan Funding Status
under IRC Section 432(b)(3)(A)**

Plan name: I.B.E.W. Local No. 332 Pension Plan – Part A

Plan number: 004— EIN: 94-2688032

Name, address and telephone number of plan sponsor:

I.B.E.W. Local No. 332 Pension Trust
6800 Santa Teresa Blvd., Suite 100
San Jose, CA 95119
408-288-4550

Plan year for which certification is made: 2018

We have performed actuarial estimates and projections in the determination of the funding status of the above-named multiemployer pension plan.

We understand that under Internal Revenue Code Section 432(b)(1): A multiemployer plan is in endangered status if the plan is not in critical status and, as of the beginning of the plan year, (1) the plan's funded percentage for the plan year is less than 80 percent, or (2) the plan has an accumulated funding deficiency for the plan year or is projected to have an accumulated funding deficiency in any of the six succeeding plan years. A plan is not considered to be in "endangered status" if the plan is projected no longer to be in endangered status as of the end of the tenth plan year ending after the plan year of the actuary's certification without any further action (e.g., without increasing contribution rates or decreasing benefit accruals).

We further understand that under Section 432(b)(2): A multiemployer plan is in critical status if the plan meets any one of four specified tests:

Section 432(b)(2)(A): A plan is in critical status if, as of the beginning of the plan year: (1) the funded percentage of the plan is less than 65 percent and (2) the sum of the market value of plan assets, plus the present value of reasonably anticipated employer contributions for the current plan year and each of the six succeeding plan years is less than the present value of all nonforfeitable benefits projected to be payable under the plan in the current plan year and each of the succeeding six plan years.

Section 432(b)(2)(B): A plan is in critical status if the plan has an accumulated funding deficiency for the current plan year or is projected to have an accumulated funding deficiency for any of the three succeeding plan years.

Section 432(b)(2)(C): A plan is in critical status if (1) the plan's normal cost for the current plan year, plus interest for the current plan year on the amount of unfunded benefit liabilities under the plan as of the last day of the preceding plan year, exceeds the present value of the reasonably expected employer and employee contributions for the current plan year, (2) the present value of nonforfeitable benefits of inactive participants is greater than the present value of nonforfeitable benefits of active participants, and (3) the plan has an accumulated funding deficiency for the current plan year, or is projected to have an accumulated funding deficiency for any of the four succeeding plan years.

Section 432(b)(2)(D): A plan is in critical status for a plan year if the sum of the market value of plan assets, plus the present value of reasonably anticipated employer contributions for the current plan year and each of the succeeding four plan years is less than the present value of all benefits projected to be payable under the plan in the current plan year and each of the four succeeding plan years.

In accordance with that understanding, we have attached a summary of the plan's funding assumptions, and certify that in the determination of our findings:

Actuarial projections are based on reasonable actuarial estimates, assumptions and methods and offer our best estimate of anticipated experience under the plan;

In making the determinations and projections applicable under the foregoing endangered and critical status rules, we have made projections for the current and succeeding plan years of the assets of the plan and the present value of all liabilities to participants and beneficiaries under the plan for the current plan year as of the beginning of such year;

Our projection of activity in the industry covered by the plan, including future covered employment and contribution levels is based on information provided by the plan sponsor; and the projected present value of liabilities as of the beginning of the plan year is based on the actuarial valuation for the preceding plan year;

Our projection of plan assets assumes reasonably anticipated employer contributions for the current and succeeding plans years, assuming that the terms of the collective bargaining agreements pursuant to which the plan is maintained for the current plan year continue in effect for the succeeding plans years, including changes approved by the bargaining parties, and we have determined that there have been no significant demographic changes that would make this assumption unreasonable;

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Our determination of whether the plan is projected to have an accumulated funding deficiency in the determination of the plan's funding status is based on the plan's funding method; and

The unit credit funding method is used for purposes of determining the plan's funded percentage and the comparison of contributions with the sum of the plan's normal cost and interest on the amount of unfunded liability.

CERTIFICATION

We certify that the plan is neither in endangered nor critical status.

Respectfully submitted,

Kaufmann and Goble Associates



Sidney T. Kaufmann, enrollment number 17-02351

**I.B.E.W. Local Union No. 332
Pension Plan**

ACTUARIAL COST BASIS

The following assumptions and methods have been used in calculating the amounts set forth in the actuarial valuation summaries.

Actuarial Assumptions

- | | |
|-------------|--|
| Interest | <ul style="list-style-type: none">– 7.00% per annum, pre-retirement, and– 7.00% per annum, post-retirement.– 3.00% per annum, for RPA 94.– See attached Schedule 1. |
| Mortality | <ul style="list-style-type: none">– Funding Basis: RP-2014 Blue Collar Table – Males*.– FASB-35: RP-2014 Blue Collar Table – Males*.– RPA 94: RP-2017 Table.– *The RP-2014 Table is adjusted to the beginning of the valuation year for mortality improvement using MP-2016.– RP-2014 Total Dataset for Retired Employees. |
| Expenses | <ul style="list-style-type: none">– 4.00% of active liability. |
| Retirement | <ul style="list-style-type: none">– Unreduced benefits at age 65 and 10 years of service; or after age 58 with 22 years of service. See attached Schedule 1. |
| Termination | <ul style="list-style-type: none">– See attached Schedule 1. |
| Disability | <ul style="list-style-type: none">– See attached Schedule 2. |
| Marriage | <ul style="list-style-type: none">– No specific assumption for marriage/remarriage/divorce |
| Hours | <ul style="list-style-type: none">– Based on previous year experience with labor and management input. |

Actuarial Methods

The Unit Credit Normal Cost contribution was calculated on an individual basis and summed over the active member base. The individual factors were applied to individual attained age annuity values, on the service table, to develop the supplemental liability. Plan assets were valued at market value. The unfunded supplemental liability is assumed to be funded with level payment amounts.

Termination and Retirement Rates

(Annual rates per 1,000 Members)

<u>Age</u>	<u>Termination Rate</u>	<u>Age</u>	<u>Termination Rate</u>	<u>Retirement Rate</u>
20	66.39	45	35.73	
21	62.82	46	34.03	
22	59.75	47	31.70	
23	57.18	48	28.72	
24	55.10	49	25.19	
25	53.46	50	21.72	
26	52.18	51	19.00	
27	51.20	52	17.02	
28	50.43	53	15.61	
29	49.82	54	14.55	
30	49.30	55	13.78	100.00
31	48.81	56	13.42	100.00
32	48.29	57	13.47	150.00
33	47.69	58	13.84	200.00
34	46.97	59	14.54	200.00
35	46.11	60	15.55	100.00
36	45.10	61	16.87	150.00
37	43.96	62	18.35	350.00
38	42.75	63	20.07	200.00
39	41.94	64	22.07	100.00
40	40.41	65		1000.00
41	39.42			
42	38.59			
43	37.82			
44	36.93			

Disability Rates
(Annual rates per 1,000 Members)

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
25	0.6	45	2.2
26	0.6	46	2.5
27	0.6	47	2.8
28	0.6	48	3.3
29	0.6	49	3.8
30	0.6	50	4.6
31	0.6	51	5.7
32	0.6	52	6.9
33	0.6	53	8.0
34	0.7	54	9.1
35	0.7	55	10.2
36	0.8	56	11.3
37	0.8	57	12.5
38	0.9	58	13.7
39	1.0	59	14.9
40	1.1	60	32.0
41	1.3	61	35.5
42	1.5	62	40.0
43	1.7		
44	1.9		

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DETERMINATION OF WEIGHTED AVERAGE RETIREMENT AGE

Age	Rate of Decrement				Participants January 1st	Expected Retirements
	Death	Termination	Disability	Retirement		
55	0.00345	0.00000	0.01020	0.15000	1,000.000	150.000
56	0.00383	0.00000	0.01130	0.05000	836.350	41.818
57	0.00426	0.00000	0.01250	0.05000	781.877	39.094
58	0.00474	0.00000	0.01370	0.05000	729.677	36.484
59	0.00529	0.00000	0.01490	0.05000	679.736	33.987
60	0.00590	0.00000	0.00320	0.15000	632.027	94.804
61	0.00659	0.00000	0.00355	0.25000	531.472	132.868
62	0.00738	0.00000	0.00400	0.75000	393.213	294.910
63	0.00827	0.00000	0.00000	0.20000	93.828	18.766
64	0.00927	0.00000	0.00000	0.10000	74.287	7.429
65	0.01038	0.00000	0.00000	1.00000	66.170	66.170
Weighted average retirement age						59.998

