CARPENTERS SERVICES ADMINISTRATIVE CORPORATION
445 South Figueroa Street, Suite 1500
Los Angeles, CA 90071-3203
Tel: 213-386-8590 • **Toll Free:** 800-293-1370
csacbenefits.org

April 2026

WESTERN STATES CARPENTERS PENSION PLAN

2025 ANNUAL FUNDING NOTICE

Introduction

This notice provides key details about your multiemployer pension plan (the "Plan") for the plan year beginning January 1, 2025, and ending December 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:
- **Carpenters Services Administrative Corporation**
- **Phone:** (800) 293-1370
- **Address:** 445 South Figueroa Street, Suite 1500, Los Angeles, CA 90071-3203
- **Website:** csacbenefits.org

To better assist you, provide your plan administrator with the following information when you contact them:
- **Plan Number:** 001
- **Plan Sponsor Name:** Joint Board of Trustees Western States Carpenters Pension Plan
- **Employer Identification Number:** 95-6042875

Aviso a los participantes que hablan español: Si tiene alguna pregunta sobre este aviso, por favor de comunicarse con la Oficina Administrativa al (213) 386-8590 o (800) 293-1370, donde habrá varios representantes bilingües que le ayudarán.

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

Visit www.pbgc.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.

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			
	2025 Plan Year	2024 Plan Year	2023 Plan Year
Valuation Date	January 1, 2025	January 1, 2024	January 1, 2023
Funded Percentage	99%	104%	104%
Value of Assets	$11,286,623,961	$7,122,522,388	$6,843,466,479
Value of Liabilities	$11,365,416,132	$6,866,337,424	$6,596,163,787

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 January 1.

- **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.

	December 31, 2025	December 31, 2024	December 31, 2023
Fair Market Value of Assets	$14,308,367,256*	$11,336,607,271	$6,824,831,603

** 12/31/2025 audited results are not available at this time. The value listed above represents the Plan's best estimate of assets and reflects the mergers of Carpenters Labor-Management Pension Fund, Tri-State Carpenters and Joiners Pension Plan, and CIC-TOC Pension Plan into the Western States Carpenters Pension Plan.*

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.
- **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.

For the 2026 Plan Year, the actuary has also certified the Plan as neither being in endangered, critical nor critical and declining status (the Plan is in the "green zone").

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	2025	2024	2023
1. Last day of plan year	December 31, 2025*	December 31, 2024	December 31, 2023
2. Participants currently employed	56,155	46,225	32,836
3. Participants and beneficiaries receiving benefits	61,314	42,449	30,005
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	38,992	29,307	20,945
5. Total number of covered participants and beneficiaries (*Lines 2 + 3 + 4 = 5*)	156,461	117,981	83,786

** The participant counts as of December 31, 2025, are estimated and include the participant counts from Carpenters Labor-Management Pension Fund, Tri-State Carpenters and Joiners Pension Plan, and CIC-TOC Pension Plan.*

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 funding policy of the Plan is to fund the Plan through a combination of contributions received from contributing employers and investment income generated by the Plan's investments. The funding level is designed to comply with the requirements of the Employee Retirement Income Security Act of 1974, as amended, and the Internal Revenue Code of 1986, as amended. These requirements include minimum funding levels and maximum limits on the contributions that may be deducted by contributing employers for federal income tax purposes. The Trustees develop and implement the funding policy and monitor the funding level with the assistance of the Plan's actuary.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. The investment policy of the Plan states that investments shall be made solely in the interest of the participants and beneficiaries and for the exclusive purposes of providing their benefits and defraying the reasonable expenses of administering the Plan. Plan assets shall be invested with the care, skill, prudence, and diligence under the circumstances prevailing from time to time that a prudent man acting in a like capacity and familiar with such matters would use in the investment of a Plan of like character and with like aims. Investments shall be diversified so as to minimize the risk of large losses, unless under particular circumstances it is clearly prudent not to do so. Investment decisions shall be made taking into consideration both risk and return, where risk is measured on an overall basis and not how it relates to each particular investment. The Plan shall maintain adequate liquidity to service its obligations.

As of December 31, 2025, the Trustees have adopted the following guidelines for asset allocation targets and ranges:

Asset Class	Minimum	Target	Maximum
Fixed Income	15.0%	20.0%	30.0%
Private Debt	0.0%	10.0%	15.0%
Domestic Public Equity	37.5%	42.5%	52.5%
Private Equity	0.0%	10.0%	15.0%
Real Estate	5.0%	10.0%	15.0%
Infrastructure	0.0%	7.5%	12.5%

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets:

Asset Allocations		Percentage
1. Interest-bearing cash*	$ 745,989,308	5.22
2. U.S. government securities	489,253,967	3.42
3. Corporate debt instruments (other than employer securities):		
Preferred	227,928,201	1.59
All other	102,522,239	0.72
4. Corporate stocks (other than employer securities):		
Preferred	117,061	0.00
All other		0.00
5. Partnership/joint venture interests	2,803,679,091	19.60
6. Real estate (other than employer real property)	538,550,493	3.76
7. Loans (other than to participants)		0.00
8. Value of interest in common/collective trusts	8,750,969,172	61.16
9. Value of interest in pooled separate accounts	44,989,662	0.31
10. Value of interest in registered investment companies	604,368,062	4.22
11. Buildings and other property used in plan operation		0.00
12. Other		0.00
TOTAL	$ 14,308,367,256	100.00%

**Includes accrued interest, receivables, payables, STIF, and money market.*

The fair market value of plan assets as of December 31, 2025 is preliminary and is subject to change upon completion of the audited financial statements. 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 administrator using the contact information provided at the beginning of the notice.

Based on the investment consultant's performance report, the average return on assets for the Plan Year ending December 31, 2025 was 11.3%. The final return on assets for the Plan Year will be calculated and reported once the audited financial statements are completed later this year.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan's liabilities or assets. These events could affect the Plan's financial health or its ability to meet its obligations.

For the plan year beginning on January 1, 2025, and ending on December 31, 2025, the following events have such an effect: On June 30, 2025, the Carpenters Labor-Management Pension Fund merged into the Western States Carpenters Pension Plan. The merger involved an estimated $1.017 billion in liabilities and $1.212 billion in assets. On December 31, 2025, the Tri-State Carpenters and Joiners Pension Plan merged into the Western States Carpenters Pension Plan. The merger involved an estimated $429.0 million in liabilities and $507.4 million in assets. On December 31, 2025, the CIC-TOC Pension Plan merged into the Western States Carpenters Pension Plan. The merger involved an estimated $163.5 million in liabilities and $191.7 million in assets.

With the three mergers, the estimated funded ratio as of January 1, 2026, is 103%.

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.

Please note that the Plan's annual report for the 2025 Plan Year will not be available for review until mid-October 2026.

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

The rules applicable to this notice require that a description be provided of the law that is applicable to plans that are in serious financial difficulty. The Plan is not in financial difficulty and therefore the following explanation does not apply to the Plan.

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 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 health insurance, life insurance, death benefits, vacation pay, or severance pay.

Determining Guarantee Amounts

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 x 10 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 x 10 years = $177.50

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