

**BAKERY AND CONFECTIONERY UNION AND INDUSTRY
INTERNATIONAL PENSION FUND**

In September 2011, the Financial Accounting Standards Board issued Accounting Standards Update No. 2011-09, which revised the accounting disclosures required for employers participating in multiemployer plans.

The purpose of this notice is to assist employers contributing to the Bakery and Confectionery Union and Industry International Pension Fund (the “Plan”) by providing certain information about the Fund that may be necessary for reporting.

The relevant information is as follows:

Legal name of the Plan:

Bakery and Confectionery Union and Industry International Pension Fund

Employer Identification Number:

EIN: 52-6118572 PN: 001

Zone status:

The Plan is in critical and declining status (the “red zone”) for the Plan Year beginning January 1, 2024 and ending December 31, 2024 (the “2024 Plan Year”). Employer surcharges were required by law in the initial critical year and are effective June 1, 2012. The Board of Trustees adopted the Plan’s Rehabilitation Plan on November 7, 2012, and the Plan’s Amended and Restated Rehabilitation Plan on November 30, 2017 and December 2, 2021 and review the Plan annually. The Plan received Special Financial Assistance under the American Rescue Plan Act on July 22, 2024. Additional information can be found on the Funds website at www.bctrustfunds.org

Utilization of extended amortization provisions:

Pursuant to the Pension Relief Act, the Plan elected to change the asset valuation method to smooth the net 2008 investment losses over 10 years instead of 5 years and the upper limits on the actuarial value of assets for the plan years beginning January 1, 2009 and 2010 have been increased from 120% to 130% of the market value of assets.

Five percent contributors, or top-ten contributors:

For the Plan Year ended December 31, 2023, the Plan listed Bimbo Bakeries USA, Albertson’s Companies, LLC, United States Bakery, The Kroger Company, Alpha Baking Company, Inc., Lewis Brothers Bakeries, Inc., See’s Candies, Inc., Rich Products Corporation, Tootsie Roll Industries, LLC and Kellogg Company as having contributed

more than 5% of the Plan's total contributions, or as one of the top-ten highest contributors (measured in dollars) to the Plan. Further, for the Plan Year ended December 31, 2022, the Plan listed Bimbo Bakeries USA, Albertson's Companies, LLC, United States Bakery, The Kroger Company, Alpha Baking Company, Inc., Lewis Brothers Bakeries, Inc., Kellogg Company, Rich Products Corporation, See's Candies, Inc. and Tootsie Roll Industries, LLC as having contributed more than 5% of the Plan's total contributions, or as one of the top-ten highest contributors (measured in dollars) to the Plan. The total contributions to the Plan were \$138,944,788 from Employers and \$351,575 in withdrawal liability assessments for a total of \$139,296,363 for the Plan Year ended December 31, 2023 and \$141,036,657 from Employers and \$7,548,506 in withdrawal liability assessments for a total of \$148,585,163 for the Plan Year ended December 31, 2022.

The Form 5500 for the Plan Year ended December 31, 2024 is not yet available. We expect that it will be available on or about **October 15, 2025**.

Employer Obligations:

Employer contributions for a plan year can be derived by reviewing monthly remittances to the Plan. The expiration date(s) of the collective-bargaining agreement(s) as well as an employer's minimum contribution(s) required for future periods can be derived by review of the agreements negotiated between the employer and BCTGM Local Union, together with the most recent version of the Fund's Rehabilitation Plan..

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Please note that the Bakery and Confectionery Union and Industry International Pension Fund has provided this information as a courtesy to contributing employers. However, the Plan is not providing tax or accounting advice. In addition, the information above represents only a portion of the information required in accounting disclosures. Employers are encouraged to contact their tax and financial advisors regarding the scope, effective date and content of the reporting obligation as it applies to them.