

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	

A This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)

☐ a single-employer plan ☐ a DFE (specify) _____

B This return/report is: ☐ the first return/report ☐ the final return/report

☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ☒

D Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program

☐ special extension (enter description) _____

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ☐

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan	1b	Three-digit plan number (PN) ▶ <u>001</u>
	<u>BAC - SALARIED EMPLOYEES PENSION PLAN</u>	1c	Effective date of plan <u>01/01/1957</u>
	2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN</u> <u>620 F STREET, NW</u> <u>WASHINGTON, DC 20004-1618</u>	2b	Employer Identification Number (EIN) <u>47-2695752</u>
		2c	Plan Sponsor's telephone number <u>202-783-3788</u>
		2d	Business code (see instructions) <u>813930</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/29/2022	GARY FARRALL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	07/29/2022	ROBERT ARNOLD
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 574
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).	
a(1) Total number of active participants at the beginning of the plan year.....	6a(1) 186
a(2) Total number of active participants at the end of the plan year	6a(2) 178
b Retired or separated participants receiving benefits.....	6b 245
c Other retired or separated participants entitled to future benefits	6c 120
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 543
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 36
f Total. Add lines 6d and 6e	6f 579
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h 5
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7 4
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B	
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☒ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>BAC - SALARIED EMPLOYEES PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN</u>	D Employer Identification Number (EIN) <u>47-2695752</u>

E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)

1a Enter the valuation date: Month 01 Day 01 Year 2021

b Assets

(1) Current value of assets.....	1b(1)	<u>164928736</u>
(2) Actuarial value of assets for funding standard account	1b(2)	<u>162505325</u>
c (1) Accrued liability for plan using immediate gain methods	1c(1)	
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases	1c(2)(a)	
(b) Accrued liability under entry age normal method	1c(2)(b)	<u>207089326</u>
(c) Normal cost under entry age normal method	1c(2)(c)	<u>3093844</u>
(3) Accrued liability under unit credit cost method	1c(3)	<u>195709136</u>
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)	
(2) "RPA '94" information:		
(a) Current liability.....	1d(2)(a)	<u>369087175</u>
(b) Expected increase in current liability due to benefits accruing during the plan year.....	1d(2)(b)	<u>9456835</u>
(c) Expected release from "RPA '94" current liability for the plan year.....	1d(2)(c)	<u>13938069</u>
(3) Expected plan disbursements for the plan year.....	1d(3)	<u>13944757</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	<u>07/27/2022</u>
Signature of actuary	Date
<u>PETER HARDCASTLE, FSA, EA, MAAA</u>	<u>20-05197</u>
Type or print name of actuary	Most recent enrollment number
<u>CHEIRON, INC.</u>	<u>703-893-1456</u>
Firm name	Telephone number (including area code)
<u>8300 GREENSBORO DR, SUITE 800, MCLEAN, VA 22102</u>	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule MB (Form 5500) 2021
v. 201209

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	164928736
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	274	211165038
(2) For terminated vested participants	124	23587329
(3) For active participants:		
(a) Non-vested benefits.....		15507535
(b) Vested benefits.....		118827273
(c) Total active	183	134334808
(4) Total	581	369087175
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	44.69 %

3 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/01/2021	11365254	612977			
			Totals ▶	3(b)	11365254 3(c) 612977
(d) Total withdrawal liability amounts included in line 3(b) total					3(d) 0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	83.0 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan? ☐ Yes ☐ No		
d If the plan is in critical status or critical and declining status, were any benefits reduced (see instructions)? ☐ Yes ☐ No		
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the rehabilitation plan projects emergence from critical status or critical and declining status, enter the plan year in which it is projected to emerge. If the rehabilitation plan is based on forestalling possible insolvency, enter the plan year in which insolvency is expected and check here	4f	

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

- a** ☐ Attained age normal
b ☐ Entry age normal
c ☐ Accrued benefit (unit credit)
d ☒ Aggregate
e ☐ Frozen initial liability
f ☐ Individual level premium
g ☐ Individual aggregate
h ☐ Shortfall
i ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?.....	☐ Yes ☒ No	
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?	☐ Yes ☐ No	
m If line k is "Yes," and line l is "No," enter the date (MM-DD-YYYY) of the ruling letter (individual or class) approving the change in funding method.....	5m	

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability.....			6a	2.43 %
	Pre-retirement		Post-retirement	
b Rates specified in insurance or annuity contracts.....	☐ Yes ☐ No ☒ N/A		☐ Yes ☐ No ☒ N/A	
c Mortality table code for valuation purposes:				
(1) Males	6c(1)	8	8	
(2) Females	6c(2)	8F	8F	
d Valuation liability interest rate	6d	7.50 %	7.50 %	
e Expense loading	6e	4.0 % ☐ N/A	%	☒ N/A
f Salary scale	6f	3.26 % ☐ N/A		
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	8.2 %		
h Estimated investment return on current value of assets for year ending on the valuation date	6h	7.5 %		

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM-DD-YYYY) of the ruling letter granting the approval.....	8a	
b(1) Is the plan required to provide a projection of expected benefit payments? (See the instructions.) If "Yes," attach a schedule.....	☒ Yes ☐ No	
b(2) Is the plan required to provide a Schedule of Active Participant Data? (See the instructions.) If "Yes," attach a schedule.....	☒ Yes ☐ No	
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?	☐ Yes ☒ No	
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?	☐ Yes ☐ No	
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No	
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2)).....	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No	
e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s)	8e	

9 Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date.....	9b	8767976
c Amortization charges as of valuation date:	Outstanding balance	
(1) All bases except funding waivers and certain bases for which the amortization period has been extended	9c(1)	
(2) Funding waivers	9c(2)	
(3) Certain bases for which the amortization period has been extended	9c(3)	
d Interest as applicable on lines 9a, 9b, and 9c.....	9d	657598
e Total charges. Add lines 9a through 9d.....	9e	9425574

Credits to funding standard account:

f Prior year credit balance, if any.....	9f	5077850
g Employer contributions. Total from column (b) of line 3.....	9g	11365254
	Outstanding balance	
h Amortization credits as of valuation date.....	9h	
i Interest as applicable to end of plan year on lines 9f, 9g, and 9h	9i	799331
j Full funding limitation (FFL) and credits:		
(1) ERISA FFL (accrued liability FFL)	9j(1)	56712372
(2) "RPA '94" override (90% current liability FFL)	9j(2)	176350326
(3) FFL credit	9j(3)	
k (1) Waived funding deficiency	9k(1)	
(2) Other credits	9k(2)	
l Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)	9l	17242435
m Credit balance: If line 9l is greater than line 9e, enter the difference	9m	7816861
n Funding deficiency: If line 9e is greater than line 9l, enter the difference	9n	

9o Current year's accumulated reconciliation account:

(1) Due to waived funding deficiency accumulated prior to the 2021 plan year	9o(1)	
(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:		
(a) Reconciliation outstanding balance as of valuation date	9o(2)(a)	
(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))	9o(2)(b)	
(3) Total as of valuation date	9o(3)	

10 Contribution necessary to avoid an accumulated funding deficiency. (See instructions.)	10	
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11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions.....	☒ Yes ☐ No
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan BAC - SALARIED EMPLOYEES PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN	D Employer Identification Number (EIN) 47-2695752	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
GROSVENOR CAPITAL MANAGEMENT	900 NORTH MICHIGAN AVENUE CHICAGO, IL 60611

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
AMERICAN REALTY ADVISORS	
33-0123114	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
THE ROCK CREEK GROUP LP	
04-3648062	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
HAMILTON LANE	
23-2962336	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

IUBAC

53-0038250

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50	AFFILIATE	310226	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SEGAL ADVISORS INC

13-2646110

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	75919	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CHEIRON

13-4215617

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE	49758	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CALIBRE CPA GROUP PLLC

47-0900880

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	31200	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

THE UNION LABOR LIFE INSURANCE COMP

13-1423090

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	17395	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

COMERICA BANK

42-1741646

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 49 72	NONE	12621	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NEW TOWER TRUST COMPANY

30-0872552

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28	NONE	10135	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

INVESTMENT PERFORMANCE SERVICES, LL

58-2432390

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	NONE	8855	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2021 This Form is Open to Public Inspection.	
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021					
A Name of plan BAC - SALARIED EMPLOYEES PENSION PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN				D Employer Identification Number (EIN) 47-2695752	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: IUBAC MASTER TRUST					
b Name of sponsor of entity listed in (a): INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS					
c EIN-PN 53-0038350-004		d Entity code M		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 192935597	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan BAC - SALARIED EMPLOYEES PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN	D Employer Identification Number (EIN) 47-2695752	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	1549107	1317125
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)	114503	67131
(3) Other	1b(3)	2626	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	163364096	192935597
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e	11262	11939
f Total assets (add all amounts in lines 1a through 1e)	1f	165041594	194331792

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	60377	65480
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	52481	61409
k Total liabilities (add all amounts in lines 1g through 1j)	1k	112858	126889

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	164928736	194204903
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	11365254	
(B) Participants	2a(1)(B)	612977	
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		11978231
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	8	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		8
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		30602513
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		34164
c Other income.....	2c		7015
d Total income. Add all income amounts in column (b) and enter total.....	2d		42621931
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	12782201	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		12782201
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	91677	
(2) Contract administrator fees.....	2i(2)	310226	
(3) Investment advisory and management fees.....	2i(3)	119560	
(4) Other.....	2i(4)	42100	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		563563
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		13345764
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		29276167
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CALIBRE CPA GROUP PLLC

(2) EIN: 47-0900880

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1250000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 430780 _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan BAC - SALARIED EMPLOYEES PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN	D Employer Identification Number (EIN) 47-2695752

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 52-6034193		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	2

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☒ No	☐ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer INTERNATIONAL MASONRY INSTITUTE

b EIN 52-0907999 **c** Dollar amount contributed by employer 2657487

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☒ Other (specify): FLAT AMOUNT

a Name of contributing employer INTERNATIONAL PENSION FUND

b EIN 52-6127745 **c** Dollar amount contributed by employer 685312

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☒ Other (specify): FLAT AMOUNT

a Name of contributing employer INTERNATIONAL UNION OF BRICKLAYERS

b EIN 53-0038250 **c** Dollar amount contributed by employer 7467559

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☒ Other (specify): FLAT AMOUNT

a Name of contributing employer INT'L MASONRY TRAINING AND ED FUND

b EIN 27-1494284 **c** Dollar amount contributed by employer 554896

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☒ Other (specify): FLAT AMOUNT

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☒ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

**INTERNATIONAL UNION OF BRICKLAYERS AND
ALLIED CRAFTWORKERS SALARIED EMPLOYEES
PENSION PLAN**

FINANCIAL STATEMENTS

DECEMBER 31, 2021



**INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS
SALARIED EMPLOYEES PENSION PLAN**

FINANCIAL STATEMENTS WITH SUPPLEMENTARY INFORMATION

YEARS ENDED DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of the
International Union of Bricklayers and Allied
Craftworkers Salaried Employees Pension Plan

Opinion

We have audited the accompanying financial statements of the International Union of Bricklayers and Allied Craftworkers Salaried Employees Pension Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, information regarding the Plan's net assets available for benefits as of December 31, 2021 and changes therein for the year then ended, and its financial status as of December 31, 2020 and changes therein for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Plan management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.





Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Calibre CPA Group, PLLC

Bethesda, MD
July 20, 2022

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS SALARIED EMPLOYEES PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments - at fair value		
Plan interest in the Master Trust	\$ 192,935,597	\$ 163,364,096
Receivables		
Participant contributions receivable	67,131	114,503
Accounts receivable - other	-	2,626
Total receivables	<u>67,131</u>	<u>117,129</u>
Prepaid expenses	<u>11,939</u>	<u>11,262</u>
Cash	<u>1,317,125</u>	<u>1,549,107</u>
Total assets	<u>194,331,792</u>	<u>165,041,594</u>
Liabilities		
Accounts payable	65,480	60,377
Due to International Union	<u>61,409</u>	<u>52,481</u>
Total liabilities	<u>126,889</u>	<u>112,858</u>
Net assets available for benefits	<u>\$ 194,204,903</u>	<u>\$ 164,928,736</u>

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS SALARIED EMPLOYEES PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2021 AND 2020

	2021	2020
Additions		
Investment income		
Plan interest in the Master Trust	\$ 30,602,513	\$ 11,644,626
Interest and dividends	8	218
Less: investment expenses	<u>(119,560)</u>	<u>(123,575)</u>
Investment income - net	<u>30,482,961</u>	<u>11,521,269</u>
Contributions		
Employer	11,365,254	10,468,412
Employee	<u>612,977</u>	<u>609,534</u>
Total contributions	<u>11,978,231</u>	<u>11,077,946</u>
Transfers of assets from Local Union of Officers and Employees Pension Plan for prior service cost	<u>-</u>	<u>566,873</u>
Currency translation adjustment	<u>33,897</u>	<u>46,015</u>
Other income	<u>7,282</u>	<u>-</u>
Total additions	<u>42,502,371</u>	<u>23,212,103</u>
Deductions		
Benefits		
Monthly retirement payments	12,733,316	11,695,187
Withdrawal of employee contributions, including interest of \$770 and \$824 for 2021 and 2020, respectively	<u>48,885</u>	<u>39,142</u>
Total benefits	<u>12,782,201</u>	<u>11,734,329</u>
Administrative expenses		
Administrative services from International Union	310,226	267,716
Audit and accounting fees	31,200	30,700
Actuarial fees	49,758	49,744
Consulting fees	8,855	5,052
Legal fees	1,864	144
Insurance and bonding	16,835	15,491
Miscellaneous	7,471	4,761
Pension Benefit Guaranty Corporation premiums	<u>17,794</u>	<u>17,130</u>
Total administrative expenses	<u>444,003</u>	<u>390,738</u>
Total deductions	<u>13,226,204</u>	<u>12,125,067</u>
Net change	29,276,167	11,087,036
Net assets available for benefits		
Beginning of year	<u>164,928,736</u>	<u>153,841,700</u>
End of year	<u>\$ 194,204,903</u>	<u>\$ 164,928,736</u>

See accompanying notes to financial statements.



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS SALARIED EMPLOYEES PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2021 AND 2020

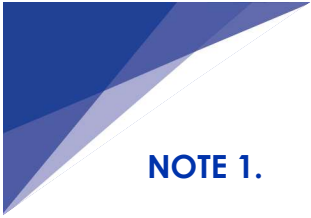
NOTE 1. DESCRIPTION OF THE PLAN

The International Union of Bricklayers and Allied Craftworkers Salaried Employees Pension Plan (the Plan) was established January 1, 1957 to provide retirement, disability and death benefits for eligible participants. The Plan covers all regular, full-time officers and employees of the International Union of Bricklayers and Allied Craftworkers (IUBAC), the Bricklayers and Trowel Trades International Pension Fund, and some of the employees of the International Masonry Institute and the International Masonry Training and Education Foundation. The Plan is a defined benefit pension plan and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

A participant is eligible for a normal pension at age 63 or later with 5 years of continuous service; or if hired after December 31, 2008, age 65 with 5 years of continuous service. A participant hired before January 1, 2009 is eligible to retire from active service on an unreduced early retirement at age 60 with at least 5 years of continuous service; or at any age with at least 35 years of continuous service. Vesting of benefits is attained for participants with at least 5 years of continuous service. The vested pension is payable in a reduced amount as early as 10 years prior to the date on or after 60 but no later than age 63 upon which the participant would have had 15 years of continuous service; or if hired after December 31, 2008, as early as age 55 with 10 or more years of continuous service.

The Plan also provides for a termination benefit for participants with less than 5 years of continuous service or for those participants hired after December 31, 2008, which is equal to 100% of their employee contributions to the Plan plus interest computed at 120% of the applicable Federal mid-term rate. The termination benefit for participants hired before January 1, 2009, with 5 or more years of continuous service, is equal to 200% of their employee contributions to the Plan without interest, if greater than 100% of their employee contributions to the Plan plus interest. If the actuarial equivalent of their benefit accrued through the date of termination exceeds the termination benefit, the difference is paid as an annuity deferred until normal retirement age.

The normal pension benefit for a participant hired before January 1, 2009 will be a monthly amount for life equal to one twelfth (1/12) of 3.5 percent of average annual compensation for each year of the first twenty (20) years of the participant's continuous service, and one twelfth (1/12) of one percent of average annual compensation for each year of continuous service in excess of twenty (20) up to a maximum of thirty (30) years.



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

The normal pension benefit for a participant hired after December 31, 2008 will be a monthly amount for life equal to one twelfth (1/12) of 3.0 percent of average annual compensation for each year of the first twenty (20) years of the participant's continuous service, and one twelfth (1/12) of 2.0 percent of average annual compensation for each year of continuous service in excess of twenty (20) up to a maximum of (30) years.

Participants in the Plan, who were also participants of the International Union of Bricklayers and Allied Craftworkers Local Union Officers and Employees Pension Plan ("LOEPF"), who retire on or after May 15, 1999 are allowed to transfer credit earned under LOEPF to this Plan as past service credit. The past service credit shall be treated as continuous service for purposes of eligibility and for those participants hired before January 1, 2004, the calculation of benefits. The present value of the participant's benefit to which the participant was entitled from LOEPF shall be computed by LOEPF and the value of this accrued benefit shall be transferred in assets to this Plan at the time of the participant's retirement. This provision does not apply to participants entering this plan on or after January 1, 2004. Those participants will receive a pro-rata pension from this plan as well as a separate pro-rata pension from LOEPF. The present value of the accrued benefit of participants retiring in 2021 and 2020 was \$-0- and \$566,873, respectively.

The Pension Protection Act of 2006 (PPA) added a significant layer of new considerations related to the Plan's PPA funded status. For the Plan year beginning January 1, 2021, the Plan was not in endangered or critical status, but was certified to be in safe status (Green Zone).

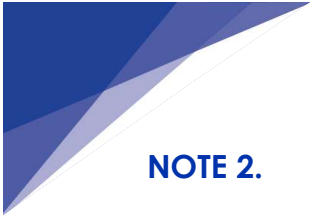
Participants should refer to the summary plan description for more complete information.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investments - The fair value of the Plan interest in the International Union of Bricklayers and Allied Craftworkers Master Trust (Master Trust or Trust) is based on the beginning of the year value of the Plan's interest in the Trust, plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. Investments in the Trust are stated at estimated fair value based upon the audited unit value per share of the respective investment except for short-term investments which are stated at cost, which approximates fair value.

Contributions Receivable - Employer and employee contributions due and not paid prior to the year-end are recorded as contributions receivable. Allowance for uncollectible accounts is considered unnecessary and is not provided.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Actuarial Present Value of Accumulated Plan Benefits - Accumulated plan benefits are those future periodic payments, including lump-sum distributions, which are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Canadian Currency - The Plan maintains a checking account in Canada. For financial statement purposes, this asset is expressed in its U.S. dollar equivalent. Canadian currency included in the statements of net assets available for benefits is translated at the exchange rate in effect on the last day of the year. Unrealized gains or losses from fluctuations in the exchange rate are included in "currency translation adjustment" in the statements of changes in net assets available for benefits.

Funds received and disbursed in Canada are stated in Canadian dollars without considering exchange rates when reported in the additions and deductions included in the statements of changes in net assets available for benefits. However, the net changes in the statements of changes in net assets available for benefits is adjusted to the U.S. dollar equivalent and this adjustment is also included in the "currency translation adjustment."

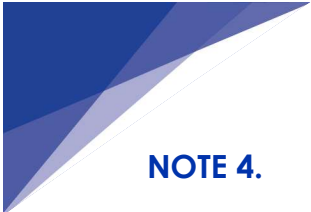
Payments to Pensioners - Payments to pensioners are recorded when paid.

Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results may differ from those estimates.

NOTE 3. TAX STATUS

The Plan obtained its latest determination letter on November 6, 2015 in which the Internal Revenue Service (IRS) stated that the Plan, as then designed, was in compliance with the applicable requirements under Section 401(a) of the Internal Revenue Code (IRC) and was, therefore, exempt from Federal income taxes under the provisions of Section 501(a). The Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

Accounting standards provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Plan performed an evaluation of uncertain tax positions for the years ended December 31, 2021 and 2020, and determined that there were no matters that would require recognition in the financial statements.



NOTE 4. PRIORITIES UPON TERMINATION

It is the intent of the Board of Trustees to continue the Plan in full force and effect; however, the right to discontinue the Plan is reserved to the Trustees. Termination shall not permit any part of the Plan assets to be used for or diverted to purposes other than the exclusive benefit of the pensioners, beneficiaries and participants. In the event of termination, the net assets of the Plan will be allocated to pay benefits in priorities as prescribed by ERISA and its related regulations.

Whether or not a particular participant will receive full benefits should the Plan terminate at some future time will depend on the sufficiency of the Plan's net assets at that time and the priority of those benefits.

In addition, certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (PBGC) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. The PBGC does not guarantee all types of benefits and the amount of any individual participant's benefit protection is subject to certain limitations, particularly with respect to benefit increases as a result of plan amendments in effect for less than five years. Some benefits may be fully or partially provided for while other benefits may not be provided at all.

NOTE 5. ACTUARIAL INFORMATION

Actuarial valuation of the Plan was made by the Plan's actuaries as of January 1, 2021. Information shown in the report included the following:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants or beneficiaries currently receiving payments	\$ 130,493,908
Other participants	<u>60,101,342</u>
	190,595,250
Nonvested benefits	<u>5,113,886</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 195,709,136</u>

NOTE 5. ACTUARIAL INFORMATION (CONTINUED)

As reported by the actuary, the changes in the present value of accumulated plan benefits during the year ended December 31, 2020 were as follows:

Actuarial present value of accumulated plan benefits at beginning of year		\$ 185,594,168
Change during the year attributable to		
Benefits accumulated, net experience gain or loss and changes in assumptions	\$ 7,641,154	
Benefits paid	(11,734,329)	
Interest	13,777,011	
Transfer from LOEPF	<u>431,132</u>	
Net change		<u>10,114,968</u>
Actuarial present value of accumulated plan benefits at end of year		<u>\$ 195,709,136</u>

The actuarial valuations were made using the aggregate cost without supplemental liability method. Some of the more significant actuarial assumptions used in the January 1, 2021 valuation were:

Life expectancy of participant - Pri.H-2012 Mortality with a custom projection scale equivalent to MP-2019 with ultimate convergence in 2017. Likewise, for Disabled Retirees, Pri.H-2012 Disabled Mortality with a custom projection scale equivalent to MP-2019 with ultimate convergence in 2017.

Retirement age assumptions - Earliest of: age 65; age 63 with 8 years of service; after 37 years of service; or, if hired after December 31, 2008: age 65 with 5 years of continuous service.

Investment rate of return - 7.5% per year.

Compensation scale -

Salaries were assumed to increase as follows in 2021:

 Inflation Component: 2.50%

 Additional Merit Component:

 Under Age 30 1.50%

 Age 30 to 40 1.00%

 Over Age 40 0.50%

Provision for ongoing administrative expenses - \$350,000 payable at the middle of the year.

The above actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate different actuarial assumptions and other factors might be applicable in determining actuarial results. Pension benefits in excess of the present assets of the Plan are dependent upon contributions received under the Agreement and Declaration of Trust of the Plan and income from investments.

NOTE 5. ACTUARIAL INFORMATION (CONTINUED)

The computation of the actuarial present value of accumulated plan benefits was made as of January 1, 2021. Had the valuation been performed as of December 31, 2020, there would be no material differences.

Since information on the accumulated plan benefits at December 31, 2021 and the changes therein for the year then ended are not included above, these financial statements do not purport to present a complete presentation of the financial status of the Plan as of December 31, 2021 and the changes in its financial status for the year then ended, but a presentation of the net assets available for benefits and the changes therein as of and for the year ended December 31, 2021. The complete financial status is presented as of December 31, 2020.

NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST

All of the Plan's investments are in the Master Trust which was established July 1, 2005 for the investment of assets of the Plan and another IUBAC sponsored retirement plan. Each of the participant retirement plans has an undivided interest in the Master Trust. The assets of the Master Trust are held by Comerica (Trustee). At December 31, 2021 and 2020, the Plan's interest in the net assets of the Master Trust was \$192,935,597 and \$163,364,096 or approximately 57% and 56% for 2021 and 2020, respectively. Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon average monthly balances invested by each plan.

The following is the Plan's interest in each category of the Master Trust's assets and liabilities at December 31, 2021 and 2020:

	2021	
	Master Trust Balances	Plan's Interest in Master Trust
Assets		
Investments - at fair value		
Short-term investments	\$ 11,795,947	\$ 6,720,609
Insurance pooled separate accounts	4,642,374	2,638,261
Real estate investment funds	32,877,445	18,684,252
Limited partnership	39,694,052	22,558,130
Common collective trust	94,067	53,458
Pooled trust funds	249,672,247	141,888,738
Hedge funds	558,263	317,261
Total investments at fair value (forward)	<u>339,334,395</u>	<u>192,860,709</u>

NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST (CONTINUED)

	2021	
	Master Trust Balances	Plan's Interest in Master Trust
Investments - at fair value (forwarded)	<u>\$ 339,334,395</u>	<u>\$ 192,860,709</u>
Receivables		
Due from brokers	841,777	463,064
Accrued income	369	210
Total receivables	<u>842,146</u>	<u>463,274</u>
Total assets	<u>340,176,541</u>	<u>193,323,983</u>
Liabilities		
Cash overdraft	532,223	302,462
Due to brokers	151,194	85,924
Total liabilities	<u>683,417</u>	<u>388,386</u>
Net assets	<u>\$ 339,493,124</u>	<u>\$ 192,935,597</u>
	2020	
	Master Trust Balances	Plan's Interest in Master Trust
Assets		
Investments - at fair value		
Short-term investments	\$ 5,776,728	\$ 3,252,845
Insurance pooled separate accounts	4,510,021	2,526,063
Real estate investment funds	25,710,172	14,400,267
Limited partnership	40,129,931	22,476,774
Common collective trust	436,349	244,399
Pooled trust funds	214,341,772	120,052,826
Hedge funds	799,843	447,992
Total investments at fair value	<u>291,704,816</u>	<u>163,401,166</u>
Receivables		
Due from brokers	632,357	317,077
Accrued income	62	35
Total receivables	<u>632,419</u>	<u>317,112</u>
Total assets	<u>292,337,235</u>	<u>163,718,278</u>

NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST (CONTINUED)

	2020	
	Master Trust Balances	Plan's Interest in Master Trust
Liabilities		
Cash overdraft	\$ 520,152	\$ 291,337
Due to brokers	112,204	62,845
Total liabilities	<u>632,356</u>	<u>354,182</u>
Net assets	<u>\$ 291,704,879</u>	<u>\$ 163,364,096</u>

The following is the breakout of the Plan's Master Trust's investment income as reported on the statements of changes in net assets available for benefits for the years ended December 31, 2021 and 2020:

	2021	2020
Net appreciation of investments	\$ 30,309,808	\$ 11,466,126
Interest income	<u>292,705</u>	<u>178,500</u>
	<u>\$ 30,602,513</u>	<u>\$ 11,644,626</u>

Accounting standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Master Trust has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST (CONTINUED)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of observable inputs and minimize the use of unobservable inputs.

The following tables set forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2021 and 2020:

Description	Total Investments at 12/31/21	Quoted Market Price for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term investments	\$ 11,795,947	\$ 11,795,947	\$ -	\$ -
Investments measured at net asset value *	327,538,448			
Total Master Trust investments	<u>\$ 339,334,395</u>			

Description	Total Investments at 12/31/20	Quoted Market Price for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term investments	\$ 5,776,728	\$ 5,776,728	\$ -	\$ -
Investments measured at net asset value *	285,928,088			
Total Master Trust investments	<u>\$ 291,704,816</u>			

*In accordance with Accounting Standards Codification, investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy.

Following is a description of the valuation methodology used for assets measured at fair value. There have been no changes in the methodology used at December 31, 2021 and 2020.

Short-term investments: Stated at estimated fair values, which equal their cost.

Hedge funds, common collective trusts, pooled trust funds, real estate investment trusts and pooled separate accounts: Valued at net asset value (NAV) as of the last day of the year which is calculated as the net assets reported in the entities' audited financial statements divided by the total number of shares/units at the end of the year.

Limited partnerships: The fair values of limited partnerships are calculated by the ownership percentage multiplied by the net assets in the financial statements received by the Plan from the limited partnerships. These financial statements are audited by independent accountants other than the Plan's independent auditors. The entities in which the Plan invests prepare their financial statements stating their investment fair value as determined in good faith by the general partner or by a third-party valuator based on the best information available, in the absence of readily ascertainable market values.

NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST (CONTINUED)

The following table summarizes the Master Trust's investments in certain entities that calculate NAV per share as fair value measurement as of December 31, 2021 and 2020 by investment strategy:

	Fair Value (in millions)		Unfunded Commitments (in millions)		Redemption Frequency	Redemption Notice Period
	2021	2020	2021	2020		
a. Hedge funds	\$ 0.56	\$ 0.80	\$ -	\$ -	monthly, quarterly, three years	11 to 95 days, last day of first quarter following 3 year anniversary
b. Common collective trust	0.09	0.44	-	-	quarterly	1 year
c. Pooled trust funds	249.67	214.34	-	-	daily, monthly	2 days, 7 days
d. Real estate investment trusts	32.88	25.71	4.72	6.87	quarterly	1 year, 10 days
e. Limited partnerships	39.70	40.13	2.03	2.18	none	N/A
f. Insurance pooled separate accounts	4.64	4.51	-	-	monthly	last day of the quarter and without notice
	<u>\$ 327.54</u>	<u>\$ 285.93</u>	<u>\$ 6.75</u>	<u>\$ 9.05</u>		

The following summarizes the investment strategy for each of the Master Trust's investments in the table presented above which do not report as a direct filing entity (DFE) to the Department of Labor:

- The Master Trust's investment in hedge funds is concentrated in a master fund and a completion strategies fund. The master fund invests in a diversified group of alternative investment funds which invest in securities in the fixed income, equity commodities, currency, and derivative markets following a variety of strategies. This investment was fully redeemed during the year ended December 31, 2020. The completion strategies fund uses strategies such as Global Macro which invests in forms of derivative securities that trade across all asset types and geographies to express global and thematic views. This fund does not allow periodic redemptions. The fund's directors reserve the right, at their discretion, to effect the compulsory redemption of any or all shares held by any shareholder at any time upon five days' notice, or shorter as the fund's directors may deem are advisable for the protection of the fund.
- The common collective trust reports as a DFE and can be redeemed quarterly.
- The Master Trust's investment in pooled trust funds consists of three investments, all of which report as DFEs.
- The Master Trust's investments in real estate investment trusts, which do not file as DFE's, is comprised of three commingled real estate trust, established as a means for the collective investment in real estate loans and properties.

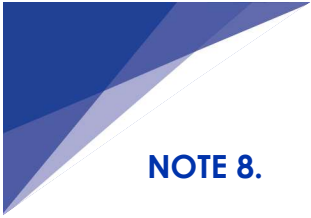
NOTE 6. INTEREST IN THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS MASTER TRUST (CONTINUED)

- e. The Master Trust's investments in limited partnerships consists of eight individual investments. These investments seek to achieve long-term growth of capital through diversification. Two investments which combined represent 20% of the category, invest in direct private equity, established venture capital funds and other equity related investments. Another investment, representing 18%, seeks to invest across multiple asset classes including credit, real assets and private equity investments. Another investment, representing 23%, seeks to take advantage of the 3-8 year investment horizon that generally falls between traditional hedge fund investments and private markets of fund investments through a mix of hedge fund and private equity investments. These investments are generally only redeemable through the sale or transfer of the limited partnership interest. Two investments which combined represent 28% of the category specializes in lending to middle-market companies with a focus on senior secured loans with a concentration in first liens with a loan-to-value target of 40-55%, although opportunistic investments may include second liens, asset-backed securities, unitranche loans and mezzanine loans. The final investments representing 11% of the category focus on a diversified portfolio of equity and equity related securities in a portfolio of companies with the potential for significant equity appreciation.
- f. The insurance company pooled separate account reports as a DFE and can be redeemed monthly.

NOTE 7. ADMINISTRATIVE SERVICES - RELATED PARTY

Administrative services are provided to the Plan by IUBAC. The Plan reimburses IUBAC based on the actual costs incurred to administer the Plan. The following is a breakdown of the total cost of the services:

	Year Ended December 31,	
	2021	2020
Plan administration	\$ 194,051	\$ 163,903
Accounting and financial services	116,175	103,167
Data processing services	-	646
	<u>\$ 310,226</u>	<u>\$ 267,716</u>



NOTE 8. FUNDING POLICY

The Plan is funded with contributions from both the employers and the participants. Participants are required to contribute 3% of their annual compensation. Employer contributions, determined in consultation with the Plan actuary, are at least equal to the contributions necessary to meet the minimum funding requirements of the Plan in accordance with ERISA. Accumulated contributions of active employees were \$13,062,341 and \$12,449,364, respectively, as of December 31, 2021 and 2020. The Plan's actuary has advised that the minimum funding requirements are currently being met as of January 1, 2021.

NOTE 9. SIGNIFICANT UNCERTAINTIES

The COVID-19 pandemic, whose effects first became known in January 2020, is having a broad and negative impact on commerce and financial markets around the world. The extent of the impact of the pandemic on the Plan's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impacts on the Plan's sponsor, participants, and vendors, all of which, at present, cannot be determined. Accordingly, the extent to which the pandemic may impact the Plan's financial position and changes in net assets available for benefits is uncertain and the accompanying financial statements include no adjustments relating to the effects of this pandemic.

NOTE 10. SUBSEQUENT EVENTS

Subsequent events have been evaluated through July 20, 2022, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.

Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Summary of Plan Provisions

Schedule MB, line 6 – Summary of Plan Provisions

The following is a summary of the major provisions. Please refer to the plan document for a more complete description.

1. Effective Date

January 1, 1957.

The Fund was restated and amended effective January 1, 2009.

2. Benefit and Vesting Service

Continuous Service. One year of unbroken service as a regular full-time employee working at a rate of at least 1,000 hours of service per 12-month period beginning the month after the date of hire.

3. Employee Contributions

Employees are required to contribute 3% of Compensation.

4. Normal Retirement

Average Annual Compensation: The average of the highest 36 months of a Participant's Annual Compensation during the 60 consecutive months immediately preceding his actual retirement date.

Participants hired before January 1, 2009

Eligibility:

- (a) The later of age 63 and 5th anniversary of Plan participation; or
- (b) Age 60 with 5 years of Continuous Service; or
- (c) Any age with 35 years of Continuous Service.

Benefit: 3.5% of Average Annual Compensation per year of service up to a maximum of 20 years, plus 1% of Average Annual Compensation per year in excess of 20 years up to a maximum of 30 years.

Participants hired after December 31, 2008

Eligibility: Age 65 and 5th anniversary of Plan participation

Benefit: 3.0% of Average Annual Compensation per year of service up to a maximum of 20 years, plus 2% of Average Annual Compensation per year in excess of 20 years up to a maximum of 30 years.

Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Summary of Plan Provisions

5. Early Retirement

Participants hired before January 1, 2009

Eligibility: Age 50 and 15 years of Continuous Service. If a Participant does not have 15 years of Continuous Service, then they can retire on an Early Retirement Pension ten years before “regular retirement”. “Regular retirement” is the date on or after age 60 where the employee would have 15 years of Continuous Service had they not retired early, but not after age 63.

Benefit:

- (a) Normal pension accrued reduced by 0.25% for each month of age between “regular retirement” and age 55 and 0.5% for each month of age between age 50 and age 55; or
- (b) If commencing on the “regular retirement” date without a reduction.

Participants hired after December 31, 2008

Eligibility: Age 55 and 10 years of Continuous Service.

Benefit: Normal pension accrued reduced by 0.5% for each month of age between Normal Retirement Age, 65, and age 55.

6. Disability Retirement

Eligibility: Age 35 with 10 years of Continuous Service.

Benefit: The accrued benefit payable immediately.

7. Thirteenth Check

Eligibility: Participants who retire on or after May 15, 1999 and hired before January 1, 2010. Deferred pensioners who retire on or after January 1, 2003 are not eligible.

Benefit: 1% of the annual pension times the number of full years since the Annuity Starting Date, with a minimum amount of \$25.

8. Termination Benefit

Eligibility: Less than five years of Continuous Service.

Benefit: Return of employee’s contribution with interest;

Or if hired before January 1, 2009.

Eligibility: Five years of Continuous Service.

Benefit: Maximum of 1) Return of employee’s contribution with interest or 2) 200% of the employee’s contribution without interest; plus a deferred benefit payable at Normal Retirement Age if the present value of the accrued benefit exceeds the value of the above lump sum. The amount of the deferred benefit shall be equal in value to the difference between the present value of the accrued benefit and the amount of the lump sum taken.



Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Summary of Plan Provisions

9. Deferred Vested Pension

Eligibility: Five years of Continuous Service and does not choose to take a termination benefit. Payments begin at age 63 if hired before January 1, 2009 and age 65 if hired after December 31, 2008, or earlier if you meet the Early Retirement Pension requirements.

Benefit: The benefit amount earned as of the date of termination, with adjustments for early retirement if applicable.

10. Pre-Retirement Survivor Benefit

Eligibility: A benefit is payable to the spouse of any Participant who dies with five years of Continuous Service providing they have been married for at least one year prior to the Participant's death.

Benefit:

Participants hired before January 1, 2009

a. Death while Eligible for Early Retirement:

100% of the benefit that would have been payable had the Participant retired early on the first of the month following or coincident with the date of death.

b. Death while Active Participant but prior to becoming Eligible for Early Retirement:

100% of the benefit that would have been payable if the Participant had terminated employment on the date of

death, survived to age 50 and then retired, and then died.

c. Deaths while not Active Participant but Eligible for Deferred Vested Benefit:

100% of the benefit that would have been payable if the Participant had survived to the earliest retirement date, retired on such date, and then died.

Participants hired after December 31, 2008

a. Death while Eligible for Early Retirement (age 55)

75% of the benefit that would have been payable had the Participant retired early on the first of the month following or coincident with the date of death.

b. Death while Active Participant but prior to becoming Eligible for Early Retirement:

75% of the benefit that would have been payable if the Participant had terminated employment on the date of death, survived to age 55 and then retired, and then died.

c. Deaths while not Active Participant but Eligible for Deferred Vested Benefit:

75% of the benefit that would have been payable if the Participant had survived to the earliest retirement date, retired on such date, and then died.



Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Summary of Plan Provisions

11. Pre-Retirement Lump Sum Death Benefit

Eligibility: Not eligible for a Pre-Retirement Survivor Benefit.

Benefit: Same as Termination Benefit.

12. Benefit Forms

- 100% J&S for married participants with no charge, if hired before January 1, 2009.
- 75% J&S for married participants with no charge, if hired after December 31, 2008.
- Straight Life Annuity for single participants, with payments guaranteed to equal the amount of the termination benefit that would otherwise be payable.

13. Changes to Plan Provisions since Last Valuation

None.



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS SALARIED EMPLOYEES PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2021

Form 5500, Schedule H, Item 4i

E.I.N. 53-0038250
Plan No. 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investments Including Maturity Date, Rate of Interest, Collateral, Par Value/Number of Shares				(d) Cost	(e) Current Value
		Description	Collateral	Maturity Date	Rate of Interest	Par Value/ Number of Shares	
	Master trust Comerica Short-term Fund Series C	STIF	N/A	N/A	Variable	N/A	\$ 39,901
	Interest in International Union of Bricklayers and Allied Craftworkers Master Trust	Master Trust	N/A	N/A	N/A	N/A	<u>92,817,624</u>
	Total assets (held at end of year)						<u>\$ 92,857,525</u>

Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 8b(2) – Schedule of Active Participant Data

Schedule MB, line 8b(2) – Schedule of Active Participant Data

Age / Service Distribution of Active Participants as of January 1, 2021										
Age	Vesting Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	2	0	0	0	0	0	0	0	0	2
25-29	4	1	0	0	0	0	0	0	0	5
30-34	5	2	0	0	0	0	0	0	0	7
35-39	6	3	7	0	1	0	0	0	0	17
40-44	5	3	3	4	1	0	0	0	0	16
45-49	6	6	6	7	3	0	0	0	0	28
50-54	8	2	5	6	8	2	2	0	0	33
55-59	8	4	4	9	7	6	1	1	0	40
60-64	2	3	1	4	2	3	4	2	2	23
65-69	2	2	1	0	1	1	2	0	0	9
70 & Over	1	0	0	0	1	1	0	0	0	3
Total	49	26	27	30	24	13	9	3	2	183

Average Age = 50.6

Average Vesting Service = 13.9

Average Benefit Service = 12.8



FOR PLAN YEAR COMMENCING JANUARY 1, 2021

**ANNUAL CERTIFICATION OF PLAN STATUS UNDER SECTION 432(b) OF THE
INTERNAL REVENUE CODE, (SEC. 305(b) OF THE EMPLOYEE RETIREMENT
INCOME SECURITY ACT OF 1974)**

FOR

**INTERNATIONAL UNION BRICKLAYERS
AND ALLIED CRAFTWORKERS
SALARIED EMPLOYEES PENSION FUND**

EIN: 47-2695752

PN: 001

Plan Year 1/1/2021

**Fund Contact
Mr. Gary Farrall
Executive Director
(202) 383-3179**

March 31, 2021

International Union of Bricklayers and Allied Craftworkers
Salaried Employees Pension Fund
c/o Gary Farrall
620 F Street, N.W.
Washington, DC 20004

March 31, 2021
EIN: 47-2695752
PN: 001
Tel: (202) 383-3179

Re: Annual Certification of Plan Status under Internal Revenue Code §432(b) and Employee Retirement Income Security Act of 1974 §305(b)

Dear Board of Trustees:

CERTIFICATION

As required by Section 432(b)(3) of the Internal Revenue Code (“Code”) and Section 305(b)(3) of the Employee Retirement Income Security Act of 1974 (“ERISA”), we certify, for the plan year beginning January 1, 2021, that the Fund is classified as being NOT in Endangered, Seriously Endangered, or Critical status as these terms are defined in Section 432(b) of the Code and Section 305(b) of ERISA as amended by the Multiemployer Pension Reform Act of 2014. Also, the Fund is not projected to be classified as being in Critical status within the next five plan years.

This certification is complete and has been prepared in accordance with the requirements of Section 432 of the Code, Section 305 of ERISA, and generally recognized and accepted actuarial principles and practices and our understanding of the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board as well as applicable laws and regulations. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained herein. This certification does not address any contractual or legal issues. We are not attorneys, and our firm does not provide any legal services or advice.

This certification was prepared exclusively for the Trustees of the Fund and the Secretary of Treasury. It only certifies the condition of the Fund under Code Section 432 as added by the Pension Protection Act of 2006 and should be used only for that purpose. Other users of this certification are not intended users as defined in the Actuarial Standards of Practice, and Cheiron assumes no duty or liability to any other user.

In preparing this certification, we have relied on information (some oral and some written) supplied by the Fund Office staff and by the Financial Management Unit. This information includes, but is not limited to, plan provisions, employee data, financial information, and expectations of future industry activity. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23. The material presented is based on the same plan provisions, actuarial assumptions, and data used in preparing the January 1, 2020 actuarial valuation of the Fund, unless otherwise noted.

Board of Trustees

March 31, 2021

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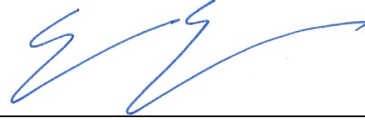
The attached appendices show the results for the statutory tests and describe the methodologies and assumptions used to perform the tests. Please contact the undersigned with any questions.

Sincerely,

Cheiron



Peter R. Hardcastle, CFA, FSA, EA (20-5197)
Principal Consulting Actuary



Elizabeth Wiley, FSA, FCA, EA (20-7631)
Consulting Actuary

Attachments: Appendix I: Test for Fund Status
Appendix II: Detail for Actuarial Certification
Appendix III: Methodology and Assumptions

cc: Secretary of the Treasury

APPENDIX I – TEST FOR FUND STATUS

Critical Status – The Fund will be certified as Critical if it meets the conditions of any one of the five following tests: **Condition Met?**

1 The Fund has a funded ratio of less than 65%, and the value of fund assets plus projected contributions is less than the value of projected fund benefits and expenses to be paid for the current and six succeeding plan years.	NO
2 The Fund has a funded ratio of less than 65%, and is projected to have an accumulated funding deficiency for the current year or the next four plan years.	NO
3 The Fund is projected to have an accumulated funding deficiency for the current plan year or the next three plan years.	NO
4 Normal cost plus interest on the unfunded liabilities exceeds contributions, the present value of vested benefits of inactive exceeds the present value of vested benefits of active, and the Fund is projected to have a funded deficiency for the current plan year or the next four plan years.	NO
5 The value of fund assets plus projected contributions is less than the value of projected benefits and expenses to be paid for the current and four succeeding plan years.	NO

Critical and Declining Status – The Fund will be certified as Critical and Declining if it meets test 6.

6 The Fund is Critical and projected to become insolvent within the current or the next 14 (19 if the Fund's number of inactive is more than twice the number of active or if the funding level is below 80%) plan years.	N/A
---	-----

Projected Critical Status – If the Fund is not in Critical status, it will be eligible to elect to be in Critical status for the year if it meets test 7 below:

7 The Fund is projected to meet one of the tests above (1-5) in the following five plan years.	NO
--	----

Endangered Status – The Fund will be certified as Endangered if it is not in Critical status and it meets either test 8 or test 9 below:

8 The ratio of assets to liabilities is less than 80% on the first day of the plan year.	NO
9 The Fund is projected to have an accumulated funding deficiency for the current plan year or in any of the six succeeding plan years.	NO

Seriously Endangered Status – The Fund will be certified as Seriously Endangered if it is not in Critical status and meets both test 8 and test 9 above.

The Fund is certified not to be in Endangered, Seriously Endangered or Critical status for 2021. In addition, the Fund is not projected to be classified as being in Critical status for the following five plan years.

APPENDIX II – DETAIL FOR ACTUARIAL CERTIFICATION

A. DETERMINATION OF FUNDED RATIO as of January 1, 2021 (used in Tests 1, 2, and 8)

Most Recent Reported Market Value of Plan Assets ¹	\$ 164,928,735
Development of Actuarial Value of Assets:	
1. Market Value of Plan Assets:	\$ 164,928,735
2. 80% of 2020 gain / (loss) based on reported assets	33,325
3. 60% of 2019 gain / (loss)	6,838,926
4. 40% of 2018 gain / (loss)	(5,801,520)
5. 20% of 2017 gain / (loss)	<u>1,339,979</u>
6. Amount not recognized (2. + 3. + 4. + 5.)	\$ 2,410,710
7. Preliminary Actuarial Value of Assets, January 1, 2021 (1. – 6.)	\$ 162,518,025
8. Adjustment to remain within 20% of market value	<u>0</u>
9. Actuarial Value of Assets, January 1, 2021 (7. – 8.)	\$ 162,518,025
Development of Unit Credit Liabilities:	
1. Liabilities from Actuarial Valuation, January 1, 2020	
a. Active liability	\$ 60,692,931
b. Inactive liability	124,901,237
2. Adjustments ²	
a. To active liability	1,565,198
b. To inactive liability	<u>3,221,054</u>
	\$ 190,380,420
3. TOTAL January 1, 2021 (1a. + 1b. + 2a. + 2b.)	

FUNDED RATIO = Actuarial Value of Assets/Liabilities = **85.36%**

¹ The market value of plan assets is based on the preliminary financial statements as of December 31, 2020 provided by the Fund Office.

² The liabilities have been adjusted for the following:

Accrual of benefits
Accrual of interest
Benefit payments

APPENDIX II – DETAIL FOR ACTUARIAL CERTIFICATION

B. PROJECTIONS

1. Funding Standard Account Credit Balance (used in Tests 2, 3, 4, 7, and 9)

<u>Date</u>	<u>Credit</u>	adjusted with interest to end of year		
	<u>Balance</u>	<u>Charges</u>	<u>Credits</u>	<u>Contributions</u>
01/01/2021	5,077,850	9,176,962	0	11,825,219
01/01/2022	8,106,946	8,602,354	0	12,837,117
01/01/2023	12,949,730	8,261,607	0	12,837,117
01/01/2024	18,496,470	7,538,336	0	12,837,117
01/01/2025	25,182,486	7,191,714	0	12,837,117
01/01/2026	32,716,576	6,911,536	0	12,837,117
01/01/2027	41,095,900	6,681,528	0	12,837,117
01/01/2028	50,333,681	6,454,136	0	12,837,117
01/01/2029	60,491,688	6,240,575	0	12,837,117
01/01/2030	71,625,106	6,070,112	0	12,837,117
01/01/2031	83,763,994	5,826,396	0	12,837,117
01/01/2032	97,057,015			

The projected funding standard account is based on the methods and assumptions set out in Appendix III. In addition, the projection of future contributions is based on the Trustees' estimate of future industry activity and the commitment of the employers to avoid funding deficiencies. Projected contributions in the above exhibit include only employer contributions.

APPENDIX II – DETAIL FOR ACTUARIAL CERTIFICATION

2. Asset Projection (used in Tests 1, 5, and 7)

<u>Date</u>	Market Value Assets	Projected Contributions (includes Employee)	Projected Benefits and Expenses	Projected Investment Earnings
01/01/2021	164,928,735	12,030,026	13,231,858	12,325,401
01/01/2022	176,052,305	13,021,607	13,718,589	13,178,259
01/01/2023	188,533,581	13,037,616	14,398,676	14,089,902
01/01/2024	201,262,424	13,054,026	14,746,817	15,032,350
01/01/2025	214,601,983	13,070,847	15,338,375	16,011,654
01/01/2026	228,346,108	13,088,088	16,121,417	17,014,265
01/01/2027	242,327,043	13,105,759	16,691,191	18,042,505
01/01/2028	256,784,117	13,123,873	17,294,572	19,105,235
01/01/2029	271,718,652	13,142,439	18,208,659	20,192,350
01/01/2030	286,844,782	13,161,470	18,338,723	21,322,722
01/01/2031	302,990,251	13,180,976	18,966,631	22,511,229
01/01/2032	319,715,825	13,200,970	19,515,131	23,746,186
01/01/2033	337,147,850	13,221,464	19,668,354	25,048,701

Projected benefit payments and contributions reflect projected changes in industry activity provided by the Trustees. The projections use the assumptions set out in Appendix III. They also incorporate the benefit accrual reductions, if any, which become effective January 1, 2021. Projected contributions in the above exhibit include both employer and employee contributions.

APPENDIX III – METHODOLOGY AND ASSUMPTIONS

A. Actuarial Assumptions

1. Investment Return

Funding purposes: 7.50% per year

2. Salary Scale

Inflation Component: 2.50%

Additional Merit Component:

Age	Rates
Under 30	1.50%
30 to 40	1.00%
Over 40	0.50%

3. Interest Crediting Rate

3.5% annual interest crediting rate on Participant's contribution account balances.

4. Administrative Expenses

\$350,000, payable at the middle of the year and are assumed to increase by 3% per year.

5. Rates of Mortality

Funding and FAS35:

Healthy lives – Pri.H-2012 Mortality with custom projection scale based on the RPEC-2014-v2019 model published with MP-2019 using the same parameters as MP-2019 except for having ultimate convergence at 2017.

Disabled lives – Pri.H-2012 Disabled Mortality with custom projection scale based on the RPEC-2014-v2019 model published with MP-2019 using the same parameters as MP-2019 except for having ultimate convergence at 2017.

APPENDIX III – METHODOLOGY AND ASSUMPTIONS

6. Rates of Turnover

Sample rates shown below.

Age	Rates
20	0.212
25	0.158
30	0.116
35	0.084
40	0.062
45	0.042
50	0.026
55	0.010
60	0.000

The probability of withdrawal ceases when a participant first becomes eligible for an immediate pension.

7. Rate of Retirement

Active Participants

Earliest of:

- Age 65
- Age 63 with eight years of service
- 37 years of service

If hired after December 31, 2008: Age 65 with five years of Continuous Service.

Inactive Participants

Earliest of:

- Age 65 if terminated prior to 5/15/1999; otherwise
- Age 63 with five years of service
- Age 60 with 15 years of service
- 35 years of service

APPENDIX III – METHODOLOGY AND ASSUMPTIONS

8. Disability

Sample illustrative rates of disablement are shown below:

Age	Rates
20	0.0002
25	0.0002
30	0.0003
35	0.0004
40	0.0006
45	0.0009
50	0.0015
55	0.0025
60*	0.0041

*Disability rates at age 60 and above are only for Participants hired on or after January 1, 2009.

9. Spouse's Age

Female spouses are assumed to be three years younger.

10. Percentage Married

80% of males and 50% of females are assumed to be married.

11. Projected Industry Activity:

As required by Internal Revenue Code Section 432, assumptions with respect to projected industry activity are based on information provided by the Trustees. It is the Board's expectation that employment is expected to remain level in 2021 and for all future years thereafter.

APPENDIX III – METHODOLOGY AND ASSUMPTIONS

B. Actuarial Methods

1. Actuarial Cost Method

Minimum Funding Purposes:

The cost method for determining the minimum funding amount for this valuation is the Aggregate Cost method. Under this method, all experience gains and losses are incorporated into future normal costs. The actuarial present value of future normal costs is allocated over the future salary of the participants.

Measuring the Financial Condition:

Under the aggregate actuarial cost method, the total normal cost is determined by allocating the actuarial present value of future normal costs over the future salary of the participants. There is no actuarial accrued liability with this method.

2. Asset Valuation Method

The Actuarial Value of Assets (AVA) is determined using an adjusted market value. Under this method, a preliminary AVA is determined as the market value of assets on the valuation date less a decreasing fraction ($4/5$, $3/5$, $2/5$, $1/5$) of the gain/(loss) in each of the preceding four years. The gain/(loss) for a given year is the difference between the actual investment return (on a Market Value of Assets basis) and the assumed investment return based on the Market Value of Assets at the beginning of the year and actual cash flow.

The AVA is adjusted, if necessary, to remain between 80% and 120% of the Market Value of Assets.

3. Models

Cheiron utilizes and relies on the actuarial software program known as ProVal for the intended purpose of calculating liabilities and projected benefit payments. ProVal is a product of Winklevoss Technologies.

As part of the review process for this actuarial valuation, we have performed a number of tests to verify that the results are reasonable and appropriate. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations or known weaknesses that would affect this report.

Projections in this certification were developed using P-scan, our proprietary tool for the intended purpose of developing projections. This certification includes projections of future cash flows and funded status for the purpose of determining a zone status for the Fund. The projections are based on the January 1, 2020 actuarial valuation and preliminary and unaudited December 31, 2020 assets. These projections also assume the continuation of the plan provisions and actuarial assumptions in effect as of January 1, 2020. The projections assume that all future assumptions are met. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of

APPENDIX III – METHODOLOGY AND ASSUMPTIONS

assumptions, material limitations, or known weaknesses that would affect the projections shown in this certification.

Plan Name: IUBAC – Salaried Employees Pension Fund

Plan Sponsor EIN: 47-2695752

Plan Number: 001

Schedule MB, Line 4b – Illustration Supporting Actuarial Certification of Status

Schedule MB, line 4b - Illustration Supporting Actuarial Certification of Status

The following pages demonstrate that the plan was not in Endangered, Seriously Endangered or Critical condition for the 2021 plan year.

Plan Name: IUBAC – Salaried Employees Pension Fund

Plan Sponsor EIN: 47-2695752

Plan Number: 001

Schedule MB, Line 11 – Justification for Change in Actuarial Assumptions

Schedule MB, line 11 – Justification for Change in Actuarial Assumptions

Changes in Assumptions Since Last Valuation

The RPA '94 current liability interest rate and mortality table were changed to comply with the law and regulations.

Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Statement of Actuarial Assumptions and Methods

Schedule MB, line 6 – Statement of Actuarial Assumptions and Methods

A. Actuarial Assumptions

1. Investment Return

Funding purposes: 7.50% per year
Current Liability under RPA 1994: 2.43% per year

The long-term expectation for the return on the policy portfolio based on capital market assumptions was developed from the 2020 Horizon survey of investment consultants.

2. Salary Scale

Inflation Component: 2.50%

Additional Merit Component:

Age	Rates
Under 30	1.50%
30 to 40	1.00%
Over 40	0.50%

The inflation component for pay is consistent with the long-term investment return of 7.50% yielding a real return on investments of 5.00% per year.

Merit increases reflect our expectation of a career with the International based on an experience study carried out in 2019.

3. Interest Crediting Rate

3.5% annual interest crediting rate on Participant's contribution account balances.

This assumption has no material impact on the valuation results.

4. Administrative Expenses

\$350,000, payable at the middle of the year. This figure is based on the prior year's costs.

5. Rates of Mortality

Funding and FAS35:

Healthy lives – Pri.H-2012 Mortality with custom projection scale based on the RPEC-2014-v2019 model published with MP-2019 using the same parameters as MP-2019 except for having ultimate convergence at 2017.

Disabled lives – Pri.H-2012 Disabled Mortality with custom projection scale based on the RPEC-2014-v2019 model published with MP-2019 using the same

parameters as MP-2019 except for having ultimate convergence at 2017.

RPA '94 Current Liability:

2021 Static Mortality Table under IRS regulation 1.430(h)(3)-1(e), pursuant to IRS regulation 1.431(c)(6)-1

The mortality was studied in 2019 as part of an experience study. As a result of this study an updated standard mortality table and a fully generational projection scale were adopted to allow for future increases in longevity.

6. Rates of Turnover

Sample rates shown below.

Age	Rates
20	0.212
25	0.158
30	0.116
35	0.084
40	0.062
45	0.042
50	0.026
55	0.010
60	0.000

The probability of withdrawal ceases when a participant first becomes eligible for an immediate pension.

These rates of turnover have been used for an extended period and have covered a deep recession in the building trade where turnover has been higher as staff numbers have been reduced. Recent experience is therefore not likely a good indicator of future experience and so no change has been made to the turnover assumptions.

7. Rate of Retirement

Active Participants

Earliest of:

- Age 65
- Age 63 with eight years of service
- 37 years of service

If hired after December 31, 2008: Age 65 with five years of Continuous Service.

Inactive Participants

Earliest of:

- Age 65 if terminated prior to 5/15/1999; otherwise
- Age 63 with five years of service
- Age 60 with 15 years of service
- 35 years of service

The retirement assumptions match the ages at which the unreduced accrued benefit is payable as an immediate pension.

8. Disability

Sample illustrative rates of disablement are shown below:

Age	Rates
20	0.0002
25	0.0002
30	0.0003
35	0.0004
40	0.0006
45	0.0009
50	0.0015
55	0.0025
60*	0.0041

*Disability rates at age 60 and above are only for Participants hired on or after January 1, 2009.

The disability decrement is a hold-over from prior valuations. The value of the benefit is not material and there is no credible plan experience on which to base a plan specific set of rates.

9. Spouse's Age

Female spouses are assumed to be three years younger.

10. Percentage Married

80% of males and 50% of females are assumed to be married.

11. Changes in Assumptions since Last Valuation

The RPA '94 current liability interest rate and mortality table were changed to comply with the law and regulations.

B. Models

Cheiron utilizes and relies on the actuarial software program known as ProVal for the intended purpose of calculating liabilities and projected benefit payments. ProVal is a product of Winklevoss Technologies

As part of the review process for this actuarial valuation, we have performed a number of tests to verify that the results are reasonable and appropriate. We are not aware of any material inconsistencies, unreasonable output resulting from the aggregation of assumptions, material limitations or known weaknesses that would affect this report.

Plan Name: IUBAC – Salaried Employees Pension Fund
Plan Sponsor EIN: 47-2695752
Plan Number: 001
Schedule MB, Line 6 – Statement of Actuarial Assumptions and Methods

C. Actuarial Methods

1. Actuarial Cost Method

Minimum Funding Purposes: The cost method for determining liabilities for this valuation is the Aggregate Cost method. Under this method, all experience gains and losses are incorporated into future normal costs. The actuarial present value of future normal costs is allocated over the future salary of the participants.

2. Asset Valuation Method

The actuarial value of assets (AVA) is determined using an adjusted market value. Under this method, a preliminary AVA is determined as the market value of assets on the valuation date less a decreasing fraction ($\frac{4}{5}$, $\frac{3}{5}$, $\frac{2}{5}$, $\frac{1}{5}$) of the gain/(loss) in each of the preceding four years. The gain/(loss) for a given year is the difference between the actual investment return (on a market-to-market basis) and the assumed investment return based on the market value of assets at the beginning of the year and actual cash flow.

Unlike the gain/(loss) in all other years, the 2008 investment loss is being recognized over 10 years, at 10% per year, due to the Fund's Board of Trustees elected funding relief under § 431(b)(8)(B) of the Code and § 304(b)(8)(B) of ERISA.

The AVA is adjusted, if necessary, to remain between 80% and 120% of the market value.

3. Changes in Method since Last Valuation

None.

Plan Name: IUBAC – Salaried Employees Pension Fund

Plan Sponsor EIN: 47-2695752

Plan Number: 001

Schedule MB, Line 8b(1) – Schedule of Projection of Expected Benefits

Schedule MB, line 8b(1) – Schedule of Projection of Expected Benefits

Plan Year	Expected Annual Benefit Payments
2021	\$13,588,069
2022	13,802,866
2023	14,073,219
2024	14,321,544
2025	14,780,083
2026	15,245,967
2027	15,602,313
2028	15,988,585
2029	16,595,269
2030	16,617,635

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210 - 0110 1210 - 0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A	This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instr.)
B	This return/report is: ☐ a single-employer plan ☐ a DFE (specify) _____
	☐ the first return/report ☐ the final return/report
	☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here ☒
D	Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program
	☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ☐

Part II Basic Plan Information - enter all requested information		
1a Name of plan BAC - SALARIED EMPLOYEES PENSION PLAN	1b Three-digit plan number (PN) ►	001
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) BD OF TRUSTEES IUBAC SALARIED EMPL PEN PLAN 620 F STREET, NW WASHINGTON DC 20004-1618	1c Effective date of plan 01/01/1957	2b Employer Identification Number (EIN) 47-2695752
	2c Plan Sponsor's telephone number 202-783-3788	2d Business code (see instructions) 813930

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	 Gary F. Farrall (Jul 29, 2022 12:48 EDT)	07/29/2022	GARY FARRALL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	 Robert E. Arnold	07/29/2022	ROBERT ARNOLD
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN
	3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
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5 Total number of participants at the beginning of the plan year	5	574
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a (1) Total number of active participants at the beginning of the plan year	6a(1)	186
a (2) Total number of active participants at the end of the plan year	6a(2)	178
b Retired or separated participants receiving benefits	6b	245
c Other retired or separated participants entitled to future benefits	6c	120
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	543
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	36
f Total. Add lines 6d and 6e	6f	579
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	5
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	4

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1B

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) ☐ Insurance	(1) ☐ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust	(3) ☒ Trust
(4) ☐ General assets of the sponsor	(4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
(2) ☒ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1)** ☒ **H** (Financial Information)
(2) ☐ **I** (Financial Information - Small Plan)
(3) ☐ **A** (Insurance Information)
(4) ☒ **C** (Service Provider Information)
(5) ☒ **D** (DFE/Participating Plan Information)
(6) ☐ **G** (Financial Transaction Schedules)

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
► Round off amounts to nearest dollar. ► Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.		
A Name of plan BAC - Salaried Employees Pension Plan	B Three-digit plan number (PN) ► <u>001</u>	
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Board of Trustees IUBAC Salaried Employees Pension Plan	D Employer Identification Number (EIN) <u>47-2695752</u>	
E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)		
1a Enter the valuation date: Month <u>1</u> Day <u>1</u> Year <u>2021</u>		
b Assets		
(1) Current value of assets	1b(1)	164,928,736
(2) Actuarial value of assets for funding standard account	1b(2)	162,505,325
c (1) Accrued liability for plan using immediate gain methods		
(2) Information for plans using spread gain methods:	1c(1)	
(a) Unfunded liability for methods with bases	1c(2)(a)	
(b) Accrued liability under entry age normal method	1c(2)(b)	207,089,326
(c) Normal cost under entry age normal method	1c(2)(c)	3,093,844
(3) Accrued liability under unit credit cost method	1c(3)	195,709,136
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)	
(2) "RPA '94" information:		
(a) Current liability	1d(2)(a)	369,087,175
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b)	9,456,835
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c)	13,938,069
(3) Expected plan disbursements for the plan year	1d(3)	13,944,757
Statement by Enrolled Actuary To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.		
SIGN HERE	 Signature of actuary PETER HARDCASTLE, FSA, EA, MAAA Type or print name of actuary CHEIRON, INC. Firm name 8300 GREENSBORO DR SUITE 800 MCLEAN VA 22102 Address of the firm	<u>7/27/2022</u> Date 20-05197 Most recent enrollment number (703) 893-1456 Telephone number (including area code)
If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.		

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	164,928,736
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	274	211,165,038
(2) For terminated vested participants	124	23,587,329
(3) For active participants:		
(a) Non-vested benefits		15,507,535
(b) Vested benefits		118,827,273
(c) Total active	183	134,334,808
(4) Total	581	369,087,175
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	44.69 %

3 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07-01-2021	11,365,254	612,977			
Totals ▶			3(b)	11,365,254	612,977
(d) Total withdrawal liability amounts included in line 3(b) total					3(d) 0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	83.0 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan? ☐ Yes ☐ No		
d If the plan is in critical status or critical and declining status, were any benefits reduced (see instructions)? ☐ Yes ☐ No		
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the rehabilitation plan projects emergence from critical status or critical and declining status, enter the plan year in which it is projected to emerge. If the rehabilitation plan is based on forestalling possible insolvency, enter the plan year in which insolvency is expected and check here ☐	4f	

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

- a** ☐ Attained age normal
b ☐ Entry age normal
c ☐ Accrued benefit (unit credit)
d ☒ Aggregate
e ☐ Frozen initial liability
f ☐ Individual level premium
g ☐ Individual aggregate
h ☐ Shortfall
i ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?		☐ Yes ☒ No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		☐ Yes ☐ No
m If line k is "Yes," and line l is "No," enter the date (MM-DD-YYYY) of the ruling letter (individual or class) approving the change in funding method	5m	

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability.....	6a	2.43 %
	Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts.....	☐ Yes ☐ No ☒ N/A	☐ Yes ☐ No ☒ N/A
c Mortality table code for valuation purposes:		
(1) Males	6c(1)	8P
(2) Females	6c(2)	8FP
d Valuation liability interest rate	6d	7.50 %
e Expense loading	6e	4.0 % ☐ N/A ☒ N/A
f Salary scale	6f	3.26 % ☐ N/A
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	8.2 %
h Estimated investment return on current value of assets for year ending on the valuation date	6h	7.5 %

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM-DD-YYYY) of the ruling letter granting the approval.....	8a	
b(1) Is the plan required to provide a projection of expected benefit payments? (See the instructions.) If "Yes," attach a schedule.....		☒ Yes ☐ No
b(2) Is the plan required to provide a Schedule of Active Participant Data? (See the instructions.) If "Yes," attach a schedule.....		☒ Yes ☐ No
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?.....		☐ Yes ☒ No
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?		☐ Yes ☐ No
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?		☐ Yes ☐ No
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2)).....	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?		☐ Yes ☐ No
e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s)	8e	

9 Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date.....	9b	8,767,976
c Amortization charges as of valuation date:		
(1) All bases except funding waivers and certain bases for which the amortization period has been extended	9c(1)	
(2) Funding waivers	9c(2)	
(3) Certain bases for which the amortization period has been extended	9c(3)	
d Interest as applicable on lines 9a, 9b, and 9c.....	9d	657,598
e Total charges. Add lines 9a through 9d.....	9e	9,425,574

Credits to funding standard account:

f Prior year credit balance, if any.....	9f	5,077,850
g Employer contributions. Total from column (b) of line 3.....	9g	11,365,254
	Outstanding balance	
h Amortization credits as of valuation date.....	9h	
i Interest as applicable to end of plan year on lines 9f, 9g, and 9h.....	9i	799,331
j Full funding limitation (FFL) and credits:		
(1) ERISA FFL (accrued liability FFL).....	9j(1)	56,712,372
(2) "RPA '94" override (90% current liability FFL)	9j(2)	176,350,326
(3) FFL credit	9j(3)	
k (1) Waived funding deficiency	9k(1)	
(2) Other credits.....	9k(2)	
l Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)	9l	17,242,435
m Credit balance: If line 9l is greater than line 9e, enter the difference	9m	7,816,861
n Funding deficiency: If line 9e is greater than line 9l, enter the difference.....	9n	

9o Current year's accumulated reconciliation account:

(1) Due to waived funding deficiency accumulated prior to the 2020 plan year	9o(1)	
(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:		
(a) Reconciliation outstanding balance as of valuation date	9o(2)(a)	
(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))	9o(2)(b)	0
(3) Total as of valuation date	9o(3)	0

10 Contribution necessary to avoid an accumulated funding deficiency. (See instructions.)	10	
11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions.....	☒ Yes ☐ No	