

Roman Catholic Archdiocese of Boston

Roman Catholic Archdiocese of Boston
Pension Plan

Actuarial Valuation Report

Plan Year

July 1, 2015 – June 30, 2016

January 2016





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January 2016

Roman Catholic Archdiocese of Boston
Roman Catholic Archdiocese of Boston Pension Plan

The Roman Catholic Archdiocese of Boston retained Buck Consultants, LLC (Buck) to complete the July 1, 2015 actuarial valuation of the Roman Catholic Archdiocese of Boston Pension Plan (Plan). This report presents the results of the valuation for the plan year ending June 30, 2015 and documents the funded status of the plan as of July 1, 2015. Appendix D, Key Terms, contains definitions of terms used in this report.

Purpose of This Report

Buck has prepared this report for the Archdiocese of Boston for use in review of the operation of the Plan and as a source of information for the financial statements of the Plan. The plan sponsor may also use the report in the preparation of various regulatory filings as well as the Plan's audited financial statements.

Use of this report for any other purpose may not be appropriate and may result in mistaken conclusions due to failure to understand applicable assumptions, methodologies, or inapplicability of the report for that purpose. Because of the risk of misinterpretation of actuarial results, you should ask Buck to review any statement you wish to make on the results contained in this report. Buck will not accept any liability for any such statement made without prior review by Buck.

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the economic and demographic assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report.

Data Used

Buck performed the valuation using participant data supplied by the Plan Administrator and financial data supplied by the Archdiocese of Boston. Buck reviewed the data for reasonableness and consistency with data for the prior valuation, but performed no audit of the data. The accuracy of the results of the valuation is dependent on the accuracy of the data. Appendix B contains a summary of the data used in the valuation.

Plan Provisions

The Plan was last amended and restated effective January 1, 2011. The Plan was frozen effective December 31, 2011. Appendix B contains a summary of the plan provisions reflected in the valuation.

Assumptions and Methods

Appendix A contains a summary of the actuarial assumptions and methods used in the valuation.

Actuarial Certification

The Plan's Trustees selected the actuarial assumptions used to calculate the present value of accrued liabilities. Except as noted in the next sentence, we believe these assumptions are appropriate for this purpose. We are unable to determine if the mortality table is appropriate without performing substantial additional work outside the scope of this project.

The report was prepared under the supervision of Thomas M. Sablak, the Plan's Actuary and a Member of the American Academy of Actuaries, who has met the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

BUCK CONSULTANTS, LLC

A handwritten signature in blue ink that reads "Thomas M. Sablak".

Thomas M. Sablak, EA, FSA, MAAA
Principal, Retirement Consulting Actuary

A handwritten signature in blue ink that reads "Hilja Viidemann".

Hilja Viidemann, EA, FSA, MAAA
Senior Consultant, Retirement Actuary

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RCAB 012016 TS.HV_AVR2015

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Summary of Funded Status

	July 1, 2015	July 1, 2014
A. Present value of accrued benefits (PVAB)		
1. Active participants	\$54,700,372	\$59,268,518
2. Deferred vested participants	31,518,518	30,900,467
3. Retired participants and beneficiaries	<u>155,421,828</u>	<u>156,834,696</u>
4. Total, [A.1. + A.2. + A.3.]	\$241,640,718	\$247,003,681 *
B. Market value of assets	<u>215,991,574</u>	<u>224,816,420</u> *
C. (Deficit)/Surplus [B. - A.4.]	(\$25,649,144)	(\$22,187,261)
D. Funded status, [B. / A.4.]	89.4%	91.0%

*Both the present value of accrued benefits and the assets as of July 1, 2014 include those from St. Mary's Center for Women and Children, a participating employer that transferred from the Caritas Christi Retirement Plan to the Roman Catholic Archdiocese of Boston Pension Plan at the end of April 2014 (and was first reported in the July 1, 2014 actuarial valuation).

Reconciliation of Funded Status

July 1, 2014 to July 1, 2015

A.	(Deficit)/Surplus as of July 1, 2014	(\$22,187,261)
B.	(Increase)/Decrease due to	
1.	Benefit accruals	0
2.	Contributions	7,799,992
3.	Net interest	(1,197,438)
4.	Liability gain/(loss)	1,067,321
5.	Asset gain/(loss)	(11,139,953)
6.	Assumption changes*	(379,971)
7.	Plan amendments**	443,753
8.	Annuity purchase ***	(55,587)
9.	Other	0
10.	Net (increase)/decrease	(\$3,461,883)
C.	(Deficit)/Surplus as of July 1, 2015	(\$25,649,144)

*The mortality table was changed from the 2014 IRS Static Mortality Table to the 2015 IRS Static Mortality Table effective July 1, 2015, which increased the deficit by \$379,971.

**Voluntary lump sum opportunities offered to certain active and deferred vested participants reduced the deficit by \$443,753.

***The annuity purchase for Propagation of the Faith reduced assets by \$269,558 and reduced the present value of accrued benefits by \$213,971, for a net increase in the deficit of \$55,587 for the plan year ending June 30, 2015.

Summary of Assets Available for Plan Benefits

	July 1, 2015	July 1, 2014
A. Fair value of assets in the Roman Catholic Archbishop of Boston Collective Investment Partnership	\$211,337,970	\$221,481,214
B. Cash and cash equivalents	3,293,296	4,680,766
C. Expense of Principal annuity purchase	0	(2,636,220)
D. Receivable contributions	48,417	50,786
E. Net prepaid/(accrued) expenses	1,331,959	1,239,874
F. Due from/(to) related organizations	<u>(20,068)</u>	<u>0</u>
G. Market value of assets available for plan benefits, [A.+ B. + C. + D. + E. + F.]	\$215,991,574	\$224,816,420

Reconciliation of Assets by Funding Location

	Market Value of Assets 7/1/2014	Contributions 7/1/2014 to 6/30/2015	Benefits Paid 7/1/2014 to 6/30/2015	Allocated Investment Return 7/1/2014 to 6/30/2015	Market Value of Assets 7/1/2015	Investment Return	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$13,373	\$0	(\$1,444)	\$200	\$12,129	1.41%	(\$652)
ACHS (New)	5,212	614	(276)	95	5,645	1.41%	(267)
Life Resources	2,248	91	(142)	37	2,234	1.41%	(112)
Cemetery Pool	6,594	97	(585)	103	6,209	1.41%	(325)
St. Sebastian's	3,321	103	(202)	55	3,277	1.41%	(166)
Open Parishes	119,118	4,428	(10,242)	2,023	115,327	1.41%	(5,944)
Closed Parishes	2,532	0	(978)	25	1,579	1.41%	(113)
Central Admin	13,721 *	512	(1,224)	220	13,229	1.41%	(680)
All Other Active Locations	19,073 *	913	(1,673)	309	18,622	1.41%	(949)
Under Agreement	38,961	790	(2,630)	620	37,741	1.41%	(1,940)
Annuitized**	<u>663 **</u>	<u>252</u>	<u>(314) ***</u>	<u>(601) ****</u>	<u>0</u>	N/A	<u>7</u>
Total	\$224,816	\$7,800	(\$19,710)	\$3,086	\$215,992	1.41%	(\$11,141)

*Beginning of year value differs from the amount shown in the July 1, 2014 actuarial valuation report to reflect the annuity placement in December 2014.

**Includes Propagation of the Faith and unallocated surplus from prior annuity placements.

***Includes an annuity placement with Principal in the amount of \$269,558 and monthly pension payments of \$44,872.

****Includes allocation of surplus assets remaining after the annuity placement.

Reconciliation of Liabilities by Funding Location

	Actual PVAB 7/1/2014	Expected Accruals 7/1/2014 to 6/30/2015	Benefits Paid 7/1/2014 to 6/30/2015	Interest 7/1/2014 to 6/30/2015	Other Changes 7/1/2015***	Expected PVAB 7/1/2015	Actual PVAB 7/1/2015	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$18,080	\$0	(\$1,444)	\$1,128	\$26	\$17,790	\$17,680	\$110
ACHS (New)	4,762	0	(276)	301	(11)	4,776	4,770	6
Life Resources	2,251	0	(142)	142	3	2,254	2,232	22
Cemetery Pool	5,939	0	(585)	367	3	5,724	5,654	70
St. Sebastian's	3,997	0	(202)	253	8	4,056	3,950	106
Open Parishes	128,890	0	(10,242)	8,045	(39)	126,654	126,295	359
Closed Parishes	9,987	0	(978)	617	14	9,640	9,684	(44)
Central Admin	14,505 *	0	(1,224)	903	(5)	14,179	14,084	95
All Other Active Locations	18,779 *	0	(1,673)	1,166	(40)	18,232	17,939	293
Under Agreement	39,590	0	(2,630)	2,488	21	39,469	39,352	117
Annuitized**	<u>224 *</u>	<u>0</u>	<u>(45)</u>	<u>13</u>	<u>(258)</u>	<u>(66)</u>	<u>0</u>	<u>(66)</u>
Total	\$247,004	\$0	(\$19,441)	\$15,423	(\$278)	\$242,708	\$241,640	\$1,068

*Beginning of year value differs from the amount shown in the July 1, 2014 actuarial valuation report to reflect the annuity placement in December 2014.

**Includes Propagation of the Faith.

***Combined impact of mortality assumption change, voluntary lump sum opportunity, and annuity purchase.

Summary of Funded Status by Funding Location

(\$000s)	Active PVAB 7/1/2015	Deferred Vested PVAB 7/1/2015	Retired and Beneficiary PVAB 7/1/2015	Total PVAB 7/1/2015	Market Value of Assets 7/1/2015	(Deficit)/ Surplus 7/1/2015	Funded Status 7/1/2015	Funded Status 7/1/2014
ACHS (Frozen)	\$0	\$4,645	\$13,035	\$17,680	\$12,129	(\$5,551)	68.6%	74.0%
ACHS (New)	2,129	335	2,306	4,770	5,645	875	118.3%	109.5%
Life Resources	0	961	1,271	2,232	2,234	2	100.1%	99.9%
Cemetery Pool	1,222	100	4,333	5,655	6,209	554	109.8%	111.0%
St. Sebastian's	1,799	483	1,668	3,950	3,277	(673)	83.0%	83.1%
Open Parishes	31,758	13,159	81,378	126,295	115,327	(10,968)	91.3%	92.4%
Closed Parishes	0	1,595	8,089	9,684	1,579	(8,105)	16.3%	25.3%
Central Admin	2,154	1,900	10,030	14,084	13,229	(855)	93.9%	94.6% *
All Other Active Locations	5,270	1,674	10,995	17,939	18,622	683	103.8%	101.6% *
Under Agreement	10,369	6,666	22,317	39,352	37,741	(1,611)	95.9%	98.4%
Annuitized**	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	N/A	296.0% *
Total	\$54,701	\$31,518	\$155,422	\$241,641	\$215,992	(\$25,649)	89.4%	91.0%

*Beginning of year value differs from the amount shown in the July 1, 2014 actuarial valuation report to reflect the annuity placement in December 2014.

**Includes Propagation of the Faith.

ASC 960 (formerly SFAS No. 35)

Measurement Date	July 1, 2015	July 1, 2014
A. Actuarial present value of vested accumulated plan benefits		
1. Vested benefits		
a. Participants currently receiving benefits	\$155,421,828	\$156,834,696
b. Other participants	<u>85,967,652</u>	<u>89,575,002</u>
c. Subtotal	\$241,389,480	\$246,409,698
2. Non-vested benefits	<u>251,238</u>	<u>593,983</u>
3. Total accumulated plan benefits	\$241,640,718	\$247,003,681
B. Market value of assets	\$215,991,574	\$224,816,420
C. Unfunded accumulated plan benefits	(\$25,649,144)	(\$22,187,261)
D. Funded status [B. ÷ A.3.]	89.4%	91.0%
E. Key assumptions		
1. Interest rate	6.50%	6.50%
2. Mortality	2015 IRS Static Mortality Table (Based on RP-2000)	2014 IRS Static Mortality Table (Based on RP-2000)

Changes in Actuarial Present Value of Accumulated Plan Benefits (PVAB)

A. PVAB as of July 1, 2014	\$247,003,681
B. Changes during the plan year attributable to:	
1. Benefits accumulated (including noninvestment experience)	(\$1,067,321)
2. Interest (decrease in the discount period)	15,423,397
3. Benefits paid	(19,441,286)
4. Change in plan assumptions*	379,971
5. Change in plan provisions**	(443,753)
6. Annuity purchase***	(213,971)
7. Transfer	<u>0</u>
8. Net change	(\$5,362,963)
C. PVAB as of July 1, 2015	\$241,640,718

*The mortality table was changed from the 2014 IRS Static Mortality Table to the 2015 IRS Static Mortality Table effective July 1, 2015, which increased the liability by \$379,971.

**Voluntary lump sum opportunities offered to certain active and deferred vested participants reduced the liability by \$443,753.

***The annuity purchase for Propagation of the Faith reduced the present value of accrued benefits by \$213,971.

Summary of Participants Included in the Valuation

Valuation Date	July 1, 2015	July 1, 2014
A. Active participants		
1. Number	1,859	2,089
2. Average age	51.4	50.9
3. Average service	14.2	13.2
4. Sum of benefits (annual)	\$8,391,811	\$9,393,903
5. Average benefit (annual)	\$4,514	\$4,497
B. Terminated vested participants		
1. Number	1,251	1,322
2. Average age	52.1	51.9
3. Sum of benefits (annual)	\$4,870,226	\$4,963,384
4. Average benefit (annual)	\$3,893	\$3,754
C. Retired participants and beneficiaries receiving payments		
1. Number	3,347	3,331
2. Average age	74.5	74.1
3. Sum of benefits (annual)	\$16,275,427	\$16,117,757
4. Average benefit (annual)	\$4,863	\$4,839
D. Total number of participants [A.1. + B.1. + C.1.]	6,457	6,742

Active Participants by Funding Location

	Headcount		Statistics		Accrued Benefits (annual)		
	Count	Change from Last Year	Average Age	Average Service	Total	Average	Change from Last Year
ACHS (Frozen)	0	0.0%	0.0	0.0	\$0	\$0	0.0%
ACHS (New)	105	-14.6%	52.6	13.6	321,399	3,061	4.4%
Life Resources	0	0.0%	0.0	0.0	0	0	0.0%
Cemetery Pool	23	-4.2%	49.7	19.1	229,961	9,998	2.3%
St. Sebastian's	25	0.0%	52.6	24.7	251,065	10,043	0.0%
Open Parishes	1,153	-12.7%	52.0	13.6	4,877,191	4,230	0.0%
Closed Parishes	0	0.0%	0.0	0.0	0	0	0.0%
Central Admin.	80	-12.1%	52.5	10.1	351,611	4,395	5.7%
All Other Active Locations	213	-12.0%	47.6	12.3	917,957	4,310	3.2%
Under Agreement	260	1.2%	51.3	18.3	1,442,627	5,549	-8.7%
Total	1,859	-11.0%	51.4	14.2	\$8,391,811	\$4,514	0.4%

Reconciliation of Active Participants by Funding Location

	Count (7/1/14)	New Hires	Rehires	Trans. In	Vested Terms	Non- Vested Terms	In Pay Status	Paid Lump Sum	Died	Trans. Out	Count (7/1/15)
ACHS (Frozen)	0	0	0	0	0	0	0	0	0	0	0
ACHS (New)	123	0	0	0	(6)	(2)	(4)	(6)	0	0	105
Life Resources	0	0	0	0	0	0	0	0	0	0	0
Cemetery Pool	24	0	0	0	0	0	0	(1)	0	0	23
St. Sebastian's	25	0	0	0	0	0	0	0	0	0	25
Open Parishes	1,321	0	1	4	(63)	(21)	(24)	(63)	(2)	0	1,153
Closed Parishes	0	0	0	0	0	0	0	0	0	0	0
Central Admin	91	0	0	0	(2)	(3)	(1)	(5)	0	0	80
All Other Active Locations	242	0	1	0	(11)	(4)	(2)	(11)	(2)	0	213
Under Agreement	257	0	34	0	(22)	0	(3)	(6)	0	0	260
Annuitized	6	0	0	0	0	0	0	0	0	(6)	0
Total	2,089	0	36	4	(104)	(30)	(34)	(92)	(4)	(6)	1,859

Summary of Deferred Vested Participants by Funding Location

	Headcount		Statistics	Accrued Benefits (annual)		
	Count	Change from Last Year	Average Age	Total	Average	Change from Last Year
ACHS (Frozen)	105	-9.5%	55.1	\$601,091	\$5,725	2.5%
ACHS (New)	29	3.6%	45.8	79,243	2,733	1.6%
Life Resources	33	-2.9%	53.3	136,302	4,130	1.9%
Cemetery Pool	4	-20.0%	56.9	16,826	4,207	-30.9%
St. Sebastian's	12	-7.7%	52.4	77,332	6,444	7.6%
Open Parishes	563	1.8%	51.7	2,053,217	3,647	2.8%
Closed Parishes	66	-1.5%	57.1	208,056	3,152	4.2%
Central Admin.	70	-11.4%	51.6	366,667	5,238	-2.8%
All Other Active Locations	98	-2.0%	46.7	293,403	2,994	-7.6%
Under Agreement	271	-16.9%	52.8	1,038,089	3,831	15.9%
Total	1,251	-5.4%	52.1	\$4,870,226	\$3,893	3.7%

Reconciliation of Deferred Vested Participants by Funding Location

	Count (7/1/14)	Vested Terms	Trans. In	Alt. Payee/ Surv. Spouse	Non- Vested Terms	In Pay Status	Rehires	Paid Lump Sum	Trans. Out	Died	Count (7/1/15)
ACHS (Frozen)	116	0	0	0	0	(8)	0	(3)	0	0	105
ACHS (New)	28	6	0	0	0	(2)	0	(3)	0	0	29
Life Resources	34	0	0	0	0	0	0	(1)	0	0	33
Cemetery Pool	5	0	0	0	0	0	0	(1)	0	0	4
St. Sebastian's	13	0	0	0	0	0	0	(1)	0	0	12
Open Parishes	553	63	2	0	0	(19)	0	(35)	0	(1)	563
Closed Parishes	67	0	2	0	0	(3)	0	0	0	0	66
Central Admin	79	2	0	0	0	(9)	0	(2)	0	0	70
All Other Active Locations	100	11	1	0	0	(6)	0	(8)	0	0	98
Under Agreement	326	22	0	0	(1)	(11)	(34)	(31)	0	0	271
Annuitized	1	0	0	0	0	0	0	(1)	0	0	0
Total	1,322	104	5	0	(1)	(58)	(34)	(86)	0	(1)	1,251

Summary of In Pay Status Participants by Funding Location

	Headcount		Statistics	Accrued Benefits (annual)		
	Count	Change from Last Year	Average Age	Total	Average	Change from Last Year
ACHS (Frozen)	246	0.0%	73.1	\$1,361,856	\$5,536	0.4%
ACHS (New)	84	7.7%	70.1	200,693	2,389	2.3%
Life Resources	36	-2.7%	73.1	128,073	3,558	-0.2%
Cemetery Pool	55	-1.8%	75.4	507,316	9,224	-1.7%
St. Sebastian's	24	-4.0%	76.0	191,343	7,973	2.0%
Open Parishes	1,724	0.1%	74.5	8,395,223	4,870	1.7%
Closed Parishes	276	-1.8%	77.2	904,737	3,278	-1.8%
Central Admin.	175	4.2%	75.1	1,064,523	6,083	-1.3%
All Other Active Locations	282	1.4%	74.4	1,208,448	4,285	-3.1%
Under Agreement	445	2.1%	74.4	2,313,215	5,198	0.3%
Total	3,347	0.5%	74.5	\$16,275,427	\$4,863	0.5%

Reconciliation of In Pay Status Participants by Funding Location

	Count (7/1/14)	In Pay Status	New Benes.	Trans. In	Rehires	Died	Trans. Out	Other	Count (7/1/15)
ACHS (Frozen)	246	8	0	0	0	(8)	0	0	246
ACHS (New)	78	6	0	0	0	0	0	0	84
Life Resources	37	0	0	0	0	(1)	0	0	36
Cemetery Pool	56	0	1	0	0	(2)	0	0	55
St. Sebastian's	25	0	0	0	0	(1)	0	0	24
Open Parishes	1,722	43	5	0	(1)	(45)	0	0	1,724
Closed Parishes	281	3	1	0	0	(8)	0	(1)	276
Central Admin	168	10	1	0	0	(4)	0	0	175
All Other Active Locations	278	8	3	0	(1)	(8)	0	2	282
Under Agreement	436	14	3	0	0	(11)	0	3	445
Annuitized	4	0	0	0	0	0	(4)	0	0
Total	3,331	92	14	0	(2)	(88)	(4)	4	3,347

Appendix A: Actuarial Assumptions and Methods

The following assumptions were selected by the Plan's Trustees. The asset valuation method was also selected by the Plan's Trustees.

Economic Assumptions

Investment return/discount rate

6.50%.

Provisions for expenses

4.00% load on the present value of accrued benefits.

Demographic Assumptions

Mortality

2015 IRS Static Mortality Table (based on RP-2000) for healthy lives; PBGC 1980 Social Security Disability Mortality Table for disabled lives.

Marital percentage

80% of males and 50% of females are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement age

Age 65. Terminated vested participants are assumed to commence benefits at age 65.

Annual termination rates (sample)

Age	Rates
25	31.8%
35	17.0%
45	8.9%
55	0.0%

Annual disability rates (sample)

Age	Rates
25	0.134%
35	0.146%
45	0.208%
55	0.435%

Form of payment

Life annuity.

Appendix A: Actuarial Assumptions and Methods (continued)

Calculation of Liabilities

Actuarial liabilities in this report were computed using the unit credit cost method. Under this method, the liability is the value of the accrued pension benefit using service and frozen accrued benefits as of the valuation date. There is no reflection of benefits which a participant might receive in the future due to advancement in age or service.

Actuarial Value of Assets

Assets were valued at market value as of June 30, 2015 as provided by the Archdiocese of Boston.

Summary of Changes from the July 1, 2014 Valuation

- The mortality assumption was changed from the 2014 IRS Static Mortality Table (sex distinct, based on RP-2000) to the 2015 IRS Static Mortality (sex distinct, based on RP-2000), effective July 1, 2015.

Appendix B: Summary of Plan Provisions

Effective Date

The original effective date of the Roman Catholic Archdiocese of Boston Pension Plan was January 1, 1963. The Plan was last amended and restated effective January 1, 2011. The Plan was frozen December 31, 2011.

Eligibility

Employees of the Participating Employers in the Plan. The eligibility date is the first day of the month following the later of:

- 1.) the date on which the Employer begins participating in the Plan, and
- 2.) the earlier of 3 Years of Service or age 21 with 1 year of Service. Participation was closed to employees effective December 31, 2011.

Employee Contributions

No current contributions, but contributions were required prior to July 1971.

Participating Employer

Employer listed in the plan document and/or voted by the Trustees as being qualified for inclusion under the Plan.

Year of Service

One year of service is credited for each calendar year of employment with a Participating Employer in which the Participant completes at least 1,000 hours.

Eligible Earnings

Regular, basic earnings from a Participating Employer, including pre-tax deferrals under IRC sections 125, 402(e)(3), 402(h), 403(b), 457, and 132(f)(4), but excluding overtime pay and earnings in excess of the annual compensation limit under IRC 401(a)(17).

Accrued Pension

The sum of (1), (2), (3), and (4):

- 1.) Current formula (for service after January 1, 2004):
2% of Eligible Earnings up to \$20,000 per Year of Service plus 1% of Eligible Earnings in excess of \$20,000 per Year of Service.
- 2.) Prior formula (for service after June 30, 1987 through December 31, 2003):
2% of Eligible Earnings plus 0.47% of Eligible Earnings in excess of the Integration Level (two times the Covered Compensation amount) for that year.
- 3.) Accrued benefit as of June 30, 1987:
133-1/3% of the Accrued Pension accumulated for each year through June 30, 1987 based on earnings up to the wage base, plus 100% of the remaining Accrued Pension earned in those years.
- 4.) Past Service Benefit:
A benefit, approved by the Trustees, that reflects an Employee's service before the date his Employer begins participation in the Plan.

Accruals in the plan ceased, and participants' accrued benefits were frozen, effective December 31, 2011.

Appendix B: Summary of Plan Provisions (continued)

Normal Retirement

Eligibility

The first of the month following the later of:

- 1.) Age 65, or
- 2.) 5 Years of Service

Benefit

Accrued Pension determined as of the Normal Retirement Date.

Early Retirement (by election or disability)

Eligibility

The first of the month following the attainment of age 55 with 5 Years of Service.

Benefit

Accrued Pension determined as of the Early Retirement Date, reduced by the following representative factors specified in the Plan.

Age	Factor
55	40.2%
56	43.7%
57	47.5%
58	51.8%
59	56.6%
60	61.9%
61	67.8%
62	74.4%
63	81.9%
64	90.4%

Delayed Retirement

Eligibility

Any date after Normal Retirement eligibility.

Benefit

Accrued Pension determined as of the Delayed Retirement Date.

Vested Terminations

Eligibility

5 years of Service. However, benefits attributable to Employee Contributions are 100% vested.

Benefit

Accrued Pension determined as of the termination date, reduced by factors specified in the Early Retirement section. The pension payable to a vested terminated participant may not commence prior to age 55.

Appendix B: Summary of Plan Provisions (continued)

Pre-retirement Death Benefit

Eligibility

Death in service, or death after becoming eligible for a Vested Pension.

Benefit

50% of the Accrued Pension determined as of the earlier of the termination date or death date, reduced by the factors specified in the Early Retirement section (if applicable), as if the Participant had survived to age 55 (or current age if later), elected a 50% joint and survivor annuity, and died immediately.

Post-retirement Death Benefit

Eligibility

Death after commencement of pension benefit, if participant satisfied the eligibility for an early, normal, or delayed retirement benefit upon termination of employment.

Benefit

Upon death, \$10,000 prorated for service less than 10 years, in addition to any death benefits provided by the optional form of benefit elected.

Normal Form of Payment

Married Participants

50% joint and survivor annuity.

Single Participants

Life annuity.

Optional Form of Payment

For married participants who obtain the proper consent, a life annuity option is available.

If, upon termination, the present value of a Participant's Accrued Pension is less than \$5,000, the plan administrator may direct the payment of such benefit in one lump sum.

Certain participants in the RCAB Pension Plan were offered a one-time, voluntary lump sum distribution related to the value of the accrued benefit under the RCAB Pension Plan.

Summary of Changes from the July 1, 2014 Valuation

None.

Appendix C: Funding Locations

ACHS (Frozen) – Accruals Stopped on August 31, 2004

1. St. Clare Catholic High School
2. Archbishop Williams High School
3. Bishop Fenwick High School
4. Cardinal Spellman Central High School
5. Cathedral High School
6. Marian High School
7. Matignon High School
8. Cristo Rey High School
9. Pope John XXIII Central High School

ACHS (New) – Accruals Started on September 1, 2004

10. Archbishop Williams High School, Inc.
11. Bishop Fenwick High School, Inc.
12. Cardinal Spellman High School, Inc.
13. Marian High School, Inc.
14. Matignon High School, Inc.
15. Pope John XXIII High School, Inc.

Life Resources

16. Life Resources, Inc.

Cemetery Pool

17. Cemetery Association (various locations)

St. Sebastian's

18. St. Sebastian's School, Inc.

RCAB Corp. Sole

19. Open Parishes
20. Closed Parishes
21. Central Administration
22. Clergy Support & Formation¹
23. Child Advocacy, Implementation¹
24. Office of Volunteer Resources¹
25. The Catholic Foundation¹
26. Delegate for Healing and Asst. Ministries¹
27. Charismatic Renewal Services¹

¹ Part of Central Administration

Appendix C: Funding Locations (continued)

All Other Active Locations

28. Boston Catholic TV Center
29. Catholic Purchasing Services
30. Propagation of the Faith (Boston)¹
31. Franciscan Center (Andover)
32. Glastonbury Abbey-Benedictine (Hingham)
33. Lowell Catholic High School
34. Mass. Catholic Conference
35. Missionary Sisters Society of Mary
36. Monastery of St. Clare (Andover)
37. National Catholic Bioethics Center (Barrington)
38. Planning Office For Urban Affairs
39. Blessed John XXIII National Seminary
40. Regina Cleri
41. Elizabeth Seton Residence, Inc. (Wellesley Hills)
42. Marillac Residence, Inc. (Wellesley)
43. Sisters of Charity (Halifax)
44. Sisters of Good Shepherd (Marlboro)
45. Sisters of Notre Dame – Ipswich Province
46. Society of St. James the Apostle
47. St. John’s Seminary
48. St. Joseph Provincial House (Lowell)
49. St. Patrick School & Education Center
50. Trinity Catholic Academy
51. Youville Place, Inc.
52. Quincy Catholic Academy
53. St. Joseph’s Cemetery
54. St. Clement’s Shrine

Under Agreement

55. Boston College High School
56. Champion Health Center, Inc.
57. Champion Residence & Renewal Center, Inc.
58. Catholic Charitable Bureau
59. Central Catholic High School
60. New England Province of Jesuits (Society of Jesus of New England)
61. St. Mary’s Center for Women and Children

¹ Annuities were purchased for this group from Principal in December 2014.

Appendix D: Key Terms

Funding

Actuarial Value of Assets (AVA)

The fair market value of the assets (FMV) as of the valuation date.

Present Value of Accumulated Plan Benefits (PVAB)

The present value of anticipated future pension payments to all current plan participants and their beneficiaries excluding benefits expected to be earned in the future.