

Roman Catholic Archdiocese of Boston

Roman Catholic Archdiocese of Boston Pension Plan Actuarial Valuation Report

Plan Year July 1, 2017 – June 30, 2018

September 2017



September 2017

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

The Roman Catholic Archdiocese of Boston retained Conduent HR Consulting, LLC (Conduent HR Consulting) to complete the July 1, 2017 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, 2017 and documents the funded status of the plan as of July 1, 2017. Appendix D, Key Terms, contains definitions of terms used in this report.

Purpose of This Report

Conduent HR Consulting 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 Conduent HR Consulting to review any statement you wish to make on the results contained in this report. Conduent HR Consulting will accept no liability for any such statement made without prior review by Conduent HR Consulting.

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

Conduent HR Consulting performed the valuation using participant data supplied by the Plan Administrator and financial data supplied by the Archdiocese of Boston. Conduent HR Consulting 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. A summary of the data used in the valuation is provided on pages 8-14.

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. We believe the actuarial assumptions used are appropriate for this purpose.

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.

CONDUENT HR CONSULTING, LLC



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TS/HV/kc

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Summary of Funded Status

	July 1, 2017	July 1, 2016
A. Present value of accrued benefits (PVAB)		
1. Active participants	\$45,417,937	\$50,197,615
2. Deferred vested participants	27,123,524	30,759,395
3. Retired participants and beneficiaries	<u>148,098,775</u>	<u>156,408,191</u>
4. Total, [A.1. + A.2. + A.3.]	\$220,640,236	\$237,365,201
B. Market value of assets	<u>192,992,296</u>	<u>191,880,292</u>
C. (Deficit)/Surplus [B. - A.4.]	(\$27,647,940)	(\$45,484,909)
D. Funded status, [B. / A.4.]	87.5%	80.8%

Reconciliation of Funded Status

July 1, 2016 to July 1, 2017

A.	(Deficit)/Surplus as of July 1, 2016	(\$45,484,909)
B.	(Increase)/Decrease due to	
1.	Benefit accruals	0
2.	Contributions	8,005,087
3.	Net interest	(2,848,733)
4.	Liability gain/(loss)	1,974,251
5.	Asset gain/(loss)	11,558,328
6.	Assumption changes*	1,994,734
7.	Plan amendments**	(2,846,698)
8.	Other	0
9.	Net (increase)/decrease	<u>\$17,836,969</u>
C.	(Deficit)/Surplus as of July 1, 2017	(\$27,647,940)

*The mortality table was changed from the RP2014 mortality table with Buck modified mortality improvement scale MP2015 to the RP2014 mortality table with Buck modified mortality improvement scale MP2016 effective July 1, 2017, which decreased the deficit by \$1,994,734.

**Voluntary lump sum opportunities offered to certain active and deferred vested participants decreased the deficit by \$298,306 and the group annuity purchase for certain locations increased the deficit by \$3,145,004.

Summary of Assets Available for Plan Benefits

	July 1, 2017	July 1, 2016
A. Fair value of assets in the Roman Catholic Archbishop of Boston Collective Investment Partnership	\$184,112,993	\$188,258,613
B. Cash and cash equivalents	8,402,474	2,239,022
C. Other receivables and payables	(300)	5,674
D. Receivable contributions	15,775	111,897
E. Net prepaid/(accrued) expenses	482,558	1,262,079
F. Due from/(to) related organizations	<u>(21,204)</u>	<u>3,007</u>
G. Market value of assets available for plan benefits, [A. + B. + C. + D. + E. + F.]	\$192,992,296	\$191,880,292

Reconciliation of Assets by Funding Location (\$000s)

	Market Value of Assets 7/1/2016	Contributions 7/1/2016 to 6/30/2017	Benefits Paid 7/1/2016 to 6/30/2017	Annuity Purchases 7/1/2016 to 6/30/2017	Allocated Investment Return 7/1/2016 to 6/30/2017	Market Value of Assets 7/1/2017	Investment Return	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$10,020	\$0	(\$1,495)	\$0	\$1,196	\$9,721	13.03%	\$593
ACHS (New)	5,726	599	(348)	(4,891)	532	1,618	13.03%	293
Life Resources	2,087	1,075	(148)	(2,917)	(97)	0	13.03%	88
Cemetery Pool	5,373	97	(523)	0	661	5,608	13.03%	326
St. Sebastian's	2,923	103	(270)	0	340	3,096	13.03%	156
Parishes	105,113	4,367	(10,616)	0	13,133	111,998	13.03%	6,432
Central Admin	12,004	512	(1,164)	0	1,498	12,850	13.03%	738
All Other Active Locations	17,293	879	(1,336)	(1,657)	1,975	17,154	13.03%	1,051
Under Agreement	31,341	373	(2,484)	(2,585)	3,808	30,453	13.03%	1,882
Unallocated	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>494</u> *	<u>494</u>	13.03%	<u>0</u>
Total	\$191,880	\$8,005	(\$18,384)	(\$12,050)	\$23,540	\$192,992		\$11,559

*Unallocated surplus resulting from group annuity purchase for certain locations.

Reconciliation of Liabilities by Funding Location (\$000s)

	Actual PVAB 7/1/2016	Expected Accruals 7/1/2016 to 6/30/2017	Benefits Paid 7/1/2016 to 6/30/2017	Interest 7/1/2016 to 6/30/2017	Other Changes 7/1/2017*	Expected PVAB 7/1/2017	Actual PVAB 7/1/2017	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$17,507	\$0	(\$1,495)	\$1,089	(\$164)	\$16,937	\$16,946	(\$9)
ACHS (New)	4,827	0	(348)	303	(3,585)	1,197	1,211	(14)
Life Resources	2,197	0	(148)	138	(2,201)	(14)	0	(14)
Cemetery Pool	5,565	0	(523)	345	(63)	5,324	5,385	(61)
St. Sebastian's	3,886	0	(270)	244	(10)	3,850	3,802	48
Parishes	135,156	0	(10,616)	8,440	(1,378)	131,602	130,002	1,600
Central Admin	13,998	0	(1,164)	872	(150)	13,556	13,423	133
All Other Active Locations	17,890	0	(1,336)	1,119	(1,411)	16,262	16,125	137
Under Agreement	<u>36,339</u>	<u>0</u>	<u>(2,484)</u>	<u>2,281</u>	<u>(2,236)</u>	<u>33,900</u>	<u>33,746</u>	<u>154</u>
Total	\$237,365	\$0	(\$18,384)	\$14,831	(\$11,198)	\$222,614	\$220,640	\$1,974

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

Summary of Funded Status by Funding Location (\$000s)

	Active PVAB 7/1/2017	Deferred Vested PVAB 7/1/2017	Retired and Beneficiary PVAB 7/1/2017	Total PVAB 7/1/2017	Market Value of Assets 7/1/2017	(Deficit/ Surplus 7/1/2017	Funded Status 7/1/2017	Funded Status 7/1/2016
ACHS (Frozen)	\$0	\$3,588	\$13,358	\$16,946	\$9,721	(\$7,225)	57.4%	57.2%
ACHS (New)	397	117	697	1,211	1,618	407	133.5%	118.6%
Life Resources	0	0	0	0	0	0	N/A	95.0%
Cemetery Pool	1,134	87	4,164	5,385	5,608	223	104.1%	96.6%
St. Sebastian's	1,521	423	1,858	3,802	3,096	(706)	81.4%	75.2%
Parishes	28,045	13,724	88,233	130,002	111,998	(18,004)	86.2%	77.8%
Central Admin	1,725	2,210	9,488	13,423	12,850	(573)	95.7%	85.8%
All Other Active Locations	4,960	1,850	9,315	16,125	17,154	1,029	106.4%	96.7%
Under Agreement	7,636	5,124	20,986	33,746	30,453	(3,293)	90.2%	86.2%
Unallocated	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>494</u>	<u>494</u>	N/A	N/A
Total	\$45,418	\$27,123	\$148,099	\$220,640	\$192,992	(\$27,648)	87.5%	80.8%

ASC 960

Measurement Date	July 1, 2017	July 1, 2016
A. Actuarial present value of vested accumulated plan benefits		
1. Vested benefits		
a. Participants currently receiving benefits	\$148,098,775	\$156,408,191
b. Other participants	72,541,461	80,957,010
c. Subtotal	<u>\$220,640,236</u>	<u>\$237,365,201</u>
2. Non-vested benefits	<u>0</u>	<u>0</u>
3. Total accumulated plan benefits	\$220,640,236	\$237,365,201
B. Market value of assets	\$192,992,296	\$191,880,292
C. Unfunded accumulated plan benefits	(\$27,647,940)	(\$45,484,909)
D. Funded status [B. ÷ A.3.]	87.5%	80.8%
E. Key assumptions		
1. Interest rate	6.50%	6.50%
2. Mortality	RP2014 Mortality Table with MP2016	RP2014 Mortality Table with MP2015

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

A. PVAB as of July 1, 2016	\$237,365,201
B. Changes during the plan year attributable to:	
1. Benefits accumulated (including noninvestment experience)	(\$1,974,251)
2. Interest (decrease in the discount period)	14,831,272
3. Benefits paid	(18,383,688)
4. Change in plan assumptions*	(1,994,734)
5. Change in plan provisions**	(9,203,564)
6. Transfer	<u>0</u>
7. Net change	<u>(\$16,724,965)</u>
C. PVAB as of July 1, 2017	\$220,640,236

*The mortality table was changed from the RP2014 mortality table with Buck modified mortality improvement scale MP2015 to the RP2014 mortality table with Buck modified mortality improvement scale MP2016 effective July 1, 2017, which decreased the liability by \$1,994,734.

**Voluntary lump sum opportunities offered to certain active and deferred vested participants decreased the liability by \$298,306 and the group annuity purchase for certain locations decreased the liability by \$8,905,258. The group annuity purchase decreased assets by \$12,050,262.

Summary of Participants Included in the Valuation

Valuation Date	July 1, 2017	July 1, 2016
A. Active participants		
1. Number	1,349	1,621
2. Average age	53.5	52.6
3. Average service	16.6	15.3
4. Sum of benefits (annual)	\$6,553,036	\$7,399,516
5. Average benefit (annual)	\$4,858	\$4,565
B. Terminated vested participants		
1. Number	1,130	1,263
2. Average age	52.8	52.5
3. Sum of benefits (annual)	\$4,075,949	\$4,617,695
4. Average benefit (annual)	\$3,607	\$3,656
C. Retired participants and beneficiaries receiving payments		
1. Number	3,143	3,327
2. Average age	75.8	75.2
3. Sum of benefits (annual)	\$15,840,614	\$16,290,822
4. Average benefit (annual)	\$5,040	\$4,897
D. Total number of participants [A.1. + B.1. + C.1.]	5,622	6,211

Summary of Active Participants by Funding Location

	<u>Headcount</u>		<u>Statistics</u>		<u>Accrued Benefits (annual)</u>		
	Count	Change from Last Year	Average Age	Average Service	Total	Average	Change from Last Year*
ACHS (Frozen)	0	0.0%	NA	NA	NA	NA	0.0%
ACHS (New)	18	-80.2%	51.7	11.8	\$55,729	\$3,096	-0.9%
Cemetery Pool	15	-11.8%	52.9	23.6	186,635	12,442	6.5%
St. Sebastian's	22	-8.3%	53.5	25.5	230,497	10,477	9.1%
Parishes	892	-10.9%	54.1	16.1	3,999,773	4,484	3.2%
Central Administration	54	-21.7%	53.1	12.6	259,414	4,804	7.3%
All Other Active Locations	150	-22.3%	52.3	15.6	777,235	5,182	15.9%
Under Agreement	198	-12.8%	51.7	20.0	1,043,753	5,271	3.2%
Total	1,349	-16.8%	53.5	16.6	\$6,553,036	\$4,858	6.4%

*based on average accrued benefit

Reconciliation of Active Participants by Funding Location

	Count (7/1/16)	New Hires	Rehires	Trans. In	Vested Terms	Non- Vested Terms	In Pay Status	Paid Lump Sum	Died	Trans. Out	Count (7/1/17)
ACHS (Frozen)	0	0	0	0	0	0	0	0	0	0	0
ACHS (New)	91	0	0	0	(7)	0	(2)	(8)	(1)	(55)	18
Life Resources	0	0	0	0	0	0	0	0	0	0	0
Cemetery Pool	17	0	0	0	(2)	0	0	0	0	0	15
St. Sebastian's	24	0	0	0	0	0	(1)	(1)	0	0	22
Parishes	1,000	2	3	0	(66)	(1)	(8)	(31)	(7)	0	892
Central Admin	69	0	0	0	(7)	0	(4)	(4)	0	0	54
All Other Active Locations	193	0	0	0	(10)	(1)	0	(5)	0	(27)	150
Under Agreement	227	0	0	0	(1)	0	(4)	(7)	0	(17)	198
Annuitized	0	0	0	0	0	0	0	0	0	0	0
Total	1,621	2	3	0	(93)	(2)	(19)	(56)	(8)	(99)	1,349

Summary of Deferred Vested Participants by Funding Location

	<u>Headcount</u>		<u>Statistics</u>	<u>Accrued Benefits (annual)</u>		
	Count	Change from Last Year	Average Age	Total	Average	Change from Last Year*
ACHS (Frozen)	84	-10.6%	55.5	\$457,507	\$5,447	-3.2%
ACHS (New)	12	-62.5%	43.5	25,631	2,136	-22.3%
Cemetery Pool	5	-28.6%	48.5	15,218	3,044	-4.0%
St. Sebastian's	11	0.0%	52.0	67,283	6,117	0.0%
Parishes	652	-3.6%	52.5	2,076,563	3,185	-4.4%
Central Administration	75	1.4%	52.5	395,743	5,277	0.4%
All Other Active Locations	89	-16.0%	52.1	290,094	3,259	15.7%
Under Agreement	202	-13.3%	53.8	747,910	3,703	0.7%
Total	1,130	-10.5%	52.8	\$4,075,949	\$3,607	-1.3%

*based on average accrued benefit

Reconciliation of Deferred Vested Participants by Funding Location

	Count (7/1/16)	Vested Terms	Trans. In	Alt. Payee/ Surv. Spouse	Non- Vested Terms	In Pay Status	Rehires	Paid Lump Sum	Trans. Out	Died	Count (7/1/17)
ACHS (Frozen)	94	0	0	0	0	(9)	0	0	0	(1)	84
ACHS (New)	32	7	0	0	0	(2)	0	(1)	(24)	0	12
Life Resources	30	0	0	0	0	(1)	0	(1)	(27)	(1)	0
Cemetery Pool	7	2	0	0	0	(1)	0	(3)	0	0	5
St. Sebastian's Parishes	11	0	0	0	0	0	0	0	0	0	11
Central Admin	676	65	0	0	0	(33)	(3)	(47)	0	(6)	652
All Other Active Locations	74	7	0	0	0	(4)	0	(2)	0	0	75
Under Agreement	106	10	0	0	0	(2)	0	(10)	(15)	0	89
Annuitized	233	1	0	0	0	(5)	0	(7)	(20)	0	202
Annuitized	0	0	0	0	0	0	0	0	0	0	0
Total	1,263	92	0	0	0	(57)	(3)	(71)	(86)	(8)	1,130

Summary of In Pay Status Participants by Funding Location

	<u>Headcount</u>		<u>Statistics</u>	<u>Accrued Benefits (annual)</u>		
	Count	Change from Last Year	Average Age	Total	Average	Change from Last Year*
ACHS (Frozen)	246	0.4%	74.2	\$1,427,870	\$5,804	3.0%
ACHS (New)	28	-68.5%	69.6	60,884	2,174	-9.3%
Cemetery Pool	53	0.0%	76.4	492,489	9,292	-1.0%
St. Sebastian's	25	0.0%	76.6	197,049	7,882	0.0%
Parishes	1,968	-1.0%	75.9	9,353,647	4,753	0.9%
Central Administration	175	1.2%	76.1	1,029,180	5,881	-2.0%
All Other Active Locations	235	-15.2%	77.3	1,061,413	4,517	6.3%
Under Agreement	413	-6.1%	75.3	2,218,082	5,371	2.7%
Total	3,143	-5.5%	75.8	\$15,840,614	\$5,040	2.9%

*based on average accrued benefit

Reconciliation of In Pay Status Participants by Funding Location

	Count (7/1/16)	In Pay Status	New Benes.	Trans. In	Rehires	Died	Trans. Out	Other	Count (7/1/17)
ACHS (Frozen)	245	7	2	0	0	(8)	0	0	246
ACHS (New)	89	4	0	0	0	(2)	(63)	0	28
Life Resources	37	1	0	0	0	(1)	(37)	0	0
Cemetery Pool	53	1	0	0	0	(1)	0	0	53
St. Sebastian's	25	1	0	0	0	(1)	0	0	25
Parishes	1,988	43	1	0	0	(63)	0	(1)	1,968
Central Admin	173	8	2	0	0	(8)	0	0	175
All Other Active Locations	277	2	0	0	0	(11)	(33)	0	235
Under Agreement	440	9	1	0	0	(12)	(25)	0	413
Annuitized	0	0	0	0	0	0	0	0	0
Total	3,327	76	6	0	0	(107)	(158)	(1)	3,143

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

2.00% load on the present value of accrued benefits.

Demographic Assumptions

Mortality

RP-2014 mortality table with Buck modified RP2016 mortality improvement scale 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, 2017 as provided by the Archdiocese of Boston.

Summary of Changes from the July 1, 2016 Valuation

The mortality assumption was changed from the RP-2014 mortality table with Buck modified RP2015 mortality improvement scale effective July 1, 2016 to the RP-2014 mortality table with Buck modified RP2016 mortality improvement scale effective July 1, 2017.

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 the \$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, 2016 Valuation

In the fourth quarter of the plan year, certain locations, listed below, were part of a group annuity purchase that transferred the obligation for paying their benefits to an annuity provider.

Archbishop Williams High School, Inc.

Bishop Fenwick High School, Inc.

Cardinal Spellman High School, Inc.

Marian High School, Inc.

Life Resources

Campion Health Center, Inc.

Campion Residence & Renewal Center, Inc.

Marillac Residence, Inc.

Sisters of Charity – Halifax

Society of Jesus of New England

Trinity Catholic Academy

Quincy Catholic Academy

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. Maignon High School
8. Cristo Rey High School
9. Pope John XXIII Central High School

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

10. Maignon High School, Inc.
11. Pope John XXIII High School, Inc.

Cemetery Pool

12. Cemetery Association (various locations)

St. Sebastian's

13. St. Sebastian's School, Inc.

RCAB Corp. Sole

14. Parishes (Open and Closed)
15. Central Administration
16. Clergy Support & Formation¹
17. Child Advocacy, Implementation¹
18. Office of Volunteer Resources¹
19. The Catholic Foundation¹
20. Delegate for Healing and Asst. Ministries¹
21. Charismatic Renewal Services¹
22. Franciscan Center (Andover)¹

¹ Part of Central Administration

Appendix C: Funding Locations (continued)

All Other Active Locations

23. Boston Catholic TV Center
24. Catholic Purchasing Services
25. Glastonbury Abbey-Benedictine (Hingham)
26. Lowell Catholic High School
27. Mass. Catholic Conference
28. Missionary Sisters Society of Mary
29. Monastery of St. Clare (Andover)
30. National Catholic Bioethics Center (Barrington)
31. Planning Office For Urban Affairs
32. Blessed John XXIII National Seminary
33. Regina Cleri
34. Elizabeth Seton Residence, Inc. (Wellesley Hills)
35. Sisters of Good Shepherd (Marlboro)
36. Sisters of Notre Dame – Ipswich Province
37. Society of St. James the Apostle
38. St. John's Seminary
39. St. Joseph Provincial House (Lowell)
40. St. Patrick School & Education Center
41. Youville Place, Inc. (includes Grey Nuns Charities, Inc.)
42. St. Joseph's Cemetery
43. St. Clement's Shrine

Under Agreement

44. Boston College High School
45. Catholic Charitable Bureau
46. Central Catholic High School
47. St. Mary's Center for Women and Children

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.