



Roman Catholic Archdiocese of Boston

Roman Catholic Archdiocese of Boston
Pension Plan
Actuarial Valuation Report

Plan Year July 1, 2022 – June 30, 2023

October 2022



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Thomas M. Sablak
Principal, Wealth Practice
thomas.sablak@buck.com
tel 617.448.5582

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

The Roman Catholic Archdiocese of Boston retained Buck Global, LLC (Buck) to complete the July 1, 2022 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, 2023 and documents the funded status of the plan as of July 1, 2022. 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 accept no 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. A summary of the data used in the valuation is provided on pages 8-11.

Plan Provisions

The Plan is a church plan and is exempt from certain ERISA requirements. 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.

Use of Models

Actuarial Standard of Practice No. 56 ("ASOP 56") provides guidance to actuaries when performing actuarial services with respect to designing, developing, selecting, modifying, using, reviewing, or evaluating models. Buck uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the accounting standards specified in this report. Further, the model applies those accounting standards to the liabilities derived and other inputs, such as plan assets, to generate many of the exhibits found in this report. Buck has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other accounting outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Buck also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable accounting rules as well as the manner in which the model generates its output.

Actuarial Certification

The Plan Sponsor selected and prescribed the demographic assumptions with the advice of the Plan's Actuary, and the Plan Sponsor selected and prescribed the economic assumptions with the advice of the Plan's Trustees and advisers. I believe these assumptions are reasonable for financial accounting purposes. Given the assumptions selected, I believe the actuarial exhibits for accounting purposes presented in this report have been prepared in accordance with the requirements of ASC 960.

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 Global, LLC



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



Hilja Viidemann, EA, FSA, MAAA
Director, Retirement Actuary

TS/HV/kc

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Roman Catholic Archdiocese of Boston Pension Plan

Summary of Funded Status

	July 1, 2022	July 1, 2021
A. Present value of accrued benefits (PVAB)		
1. Active participants	\$7,640,051	\$12,442,624
2. Deferred vested participants	16,327,892	20,006,084
3. Retired participants and beneficiaries	<u>69,178,159</u>	<u>88,821,183</u>
4. Total, [A.1. + A.2. + A.3.]	\$93,146,102	\$121,269,891
B. Market value of assets	<u>69,243,279</u>	<u>117,221,642</u>
C. (Deficit)/Surplus [B. - A.4.]	(\$23,902,823)	(\$4,048,249)
D. Funded status, [B. / A.4.]	74.3%	96.7%

Roman Catholic Archdiocese of Boston Pension Plan
Reconciliation of Funded Status

July 1, 2021 to July 1, 2022

A.	(Deficit)/Surplus as of July 1, 2021	(\$4,048,249)
B.	(Increase)/Decrease due to	
1.	Contributions	\$8,550,219
2.	Net interest	10,802
3.	Liability gain/(loss)	24,946
4.	Asset gain/(loss)	(20,956,956)
5.	Assumption changes*	(276,402)
6.	Plan changes**	(7,207,183)
7.	Other	0
8.	Net (increase)/decrease	(\$19,854,574)
C.	(Deficit)/Surplus as of July 1, 2022	(\$23,902,823)

*The mortality improvement scale was updated from Buck modified scale MP2020 to Buck modified scale MP2021.

**The voluntary lump sum opportunity decreased the deficit by \$18,637, and the group annuity purchase increased the deficit by \$7,225,820.

Summary of Assets Available for Plan Benefits

	July 1, 2022	July 1, 2021
A. Fair value of assets in the Roman Catholic Archbishop of Boston Collective Investment Partnership	\$55,978,844	\$112,399,475
B. Cash and cash equivalents	10,753,175	51,524,721
C. Prepaid expenses	2,552,698	3,738,606
D. Participating employers' net receivables	22,572	103,340
E. Accounts payable and accrued expenses	<u>(64,010)</u>	<u>(50,544,500)</u>
F. Market value of assets available for plan benefits, [A. + B. + C. + D. + E.]	\$69,243,279	\$117,221,642

Roman Catholic Archdiocese of Boston Pension Plan

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

	Market Value of Assets 7/1/2021	Contributions 7/1/2021 to 6/30/2022	Benefits Paid 7/1/2021 to 6/30/2022	Transfers and Annuity Purchases 7/1/2021 to 6/30/2022	Allocated Investment Return 7/1/2021 to 6/30/2022	Market Value of Assets 7/1/2022	Investment Return	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$5,561	\$0	(\$1,686)	\$0	(\$758)	\$3,117	-12.1%	(\$1,065)
Cemetery Pool	5,828	332	(397)	(5,277)	39	525	-12.1%	(338)
Parishes	69,471 *	6,896	(7,193)	(22,318)	(7,455)	39,402	-12.1%	(11,953)
Central Admin	14,784 **	515	(1,251)	(55)	(2,528)	11,465	-12.1%	(3,465)
All Other Active Locations	6,351 ***	107	(671)	(2,753)	(346)	2,688	-12.1%	(744)
Under Agreement	<u>15,226</u>	<u>700</u>	<u>(1,444)</u>	<u>(9)</u>	<u>(2,427)</u>	<u>12,046</u>	-12.1%	<u>(3,392)</u>
Total	\$117,221	\$8,550	(\$12,642)	(\$30,412)	(\$13,475)	\$69,243		(\$20,957)

*Lower than the amount reflected in the July 1, 2021 actuarial valuation report to reflect reallocation to Central Admin on account of certain "orphaned" parishes/schools (approximately \$358,000) and to All Other Active Locations on account of reflecting St. Mary-Immaculate Conception Cemetery's separately incorporated status (approximately \$1,039,000).

**Higher than the amount reflected in the July 1, 2021 actuarial valuation report on account of certain orphaned parishes/schools, as noted above.

*** Higher than the amount reflected in the July 1, 2021 actuarial valuation report on account of the separately-incorporated status of St. Mary-Immaculate Conception Cemetery, as noted above.

Roman Catholic Archdiocese of Boston Pension Plan

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

	Actual PVAB 7/1/2021	Expected Accruals 7/1/2021 to 6/30/2022	Benefits Paid 7/1/2021 to 6/30/2022	Interest 7/1/2021 to 6/30/2022	Other Changes 7/1/2022*	Expected PVAB 7/1/2022	Actual PVAB 7/1/2022	Actuarial Gain/ (Loss)
ACHS (Frozen)	\$13,742	\$0	(\$1,686)	\$838	\$40	\$12,934	\$13,246	(\$312)
Cemetery Pool	4,203	0	(397)	260	(4,094)	(28)	0	(28)
Parishes	71,943	0	(7,193)	4,442	(17,815)	51,377	51,129	248
Central Admin	11,754	0	(1,251)	723	10	11,236	11,374	(138)
All Other Active Locations	4,334	0	(671)	260	(1,105)	2,818	2,838	(20)
Under Agreement	<u>15,294</u>	<u>0</u>	<u>(1,444)</u>	<u>947</u>	<u>36</u>	<u>14,833</u>	<u>14,559</u>	<u>274</u>
Total	\$121,270	\$0	(\$12,642)	\$7,470	(\$22,927)	\$93,171	\$93,146	\$25

*Combined impact of mortality assumption change, voluntary lump sum opportunity, and group annuity purchase. It also includes a reallocation of approximately \$936,000 from Parishes to All Other Active Locations to reflect the separately-incorporated status of St. Mary-Immaculate Conception Cemetery.

Roman Catholic Archdiocese of Boston Pension Plan

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

	Active PVAB 7/1/2022	Deferred Vested PVAB 7/1/2022	Retired and Beneficiary PVAB 7/1/2022	Total PVAB 7/1/2022	Market Value of Assets 7/1/2022	(Deficit)/ Surplus 7/1/2022	Funded Status 7/1/2022	Funded Status 7/1/2021
ACHS (Frozen)	\$0	\$1,838	\$11,408	\$13,246	\$3,117	(\$10,129)	23.5%	40.5%
Cemetery Pool	0	0	0	0	525	525	N/A	138.7%
Parishes	4,922	8,009	38,198	51,129	39,402	(11,727)	77.1%	98.5%
Central Admin	1,087	3,152	7,135	11,374	11,465	91	100.8%	122.7%
All Other Active Locations	921	439	1,478	2,838	2,688	(150)	94.7%	122.6%
Under Agreement	<u>710</u>	<u>2,891</u>	<u>10,958</u>	<u>14,559</u>	<u>12,046</u>	<u>(2,513)</u>	82.7%	99.6%
Total	\$7,640	\$16,329	\$69,177	\$93,146	\$69,243	(\$23,903)	74.3%	96.7%

Roman Catholic Archdiocese of Boston Pension Plan
Plan Financial Disclosures Under ASC 960

Measurement Date	July 1, 2022	July 1, 2021
A. Actuarial present value of vested accumulated plan benefits		
1. Vested benefits		
a. Participants currently receiving benefits	\$69,178,159	\$88,821,183
b. Other participants	23,967,943	32,448,708
c. Subtotal	\$93,146,102	\$121,269,891
2. Non-vested benefits	0	0
3. Total accumulated plan benefits	\$93,146,102	\$121,269,891
B. Market value of assets	\$69,243,279	\$117,221,642
C. Unfunded accumulated plan benefits	(\$23,902,823)	(\$4,048,249)
D. Funded status [B. ÷ A.3.]	74.3%	96.7%
E. Key assumptions		
1. Interest rate	6.50%	6.50%
2. Mortality	RP2014	RP2014
	Buck modified MP2021	Buck modified MP2020
	with experience adjs.	with experience adjs.

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

A. PVAB as of July 1, 2021	\$121,269,891
B. Changes during the plan year attributable to:	
1. Benefits accumulated (including noninvestment experience)	(\$24,946)
2. Interest (decrease in the discount period)	7,471,669
3. Benefits paid	(12,642,243)
4. Change in plan assumptions*	276,402
5. Change in plan provisions**	(23,204,671)
6. Other	0
7. Net change	(\$28,123,789)
C. PVAB as of July 1, 2022	\$93,146,102

*The mortality improvement scale was updated from Buck modified scale MP2020 to Buck modified scale MP2021.

**The voluntary lump sum opportunity decreased the liability by an additional \$18,637, and the group annuity purchase decreased the liability by \$23,186,034.

Summary of Participants Included in the Valuation

Valuation Date	July 1, 2022	July 1, 2021
A. Active participants		
1. Number	222	374
2. Average age	57.6	55.9
3. Average service	21.5	20.5
4. Sum of benefits (annual)	\$935,324	\$1,577,345
5. Average benefit (annual)	\$4,213	\$4,218
B. Terminated vested participants		
1. Number	563	708
2. Average age	56.6	55.5
3. Sum of benefits (annual)	\$2,139,395	\$2,726,026
4. Average benefit (annual)	\$3,800	\$3,850
C. Retired participants and beneficiaries receiving payments		
1. Number	1,755	2,227
2. Average age	77.5	76.7
3. Sum of benefits (annual)	\$8,726,575	\$11,068,972
4. Average benefit (annual)	\$4,972	\$4,970
D. Total number of participants [A.1. + B.1. + C.1.]	2,540	3,309

Summary of 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*
Parishes	156	-43.7%	59.5	22.0	664,172	4,258	-2.0%
Central Administration	27	-18.2%	58.7	18.2	125,118	4,634	7.2%
All Other Active Locations	9	-52.6%	60.5	27.6	59,304	6,589	6.3%
Under Agreement	30	-11.8%	49.2	21.4	86,730	2,891	-16.8%
Total	222	-40.6%	57.6	21.5	\$935,324	\$4,213	-0.1%

*based on average accrued benefit

Reconciliation of Active Participants by Funding Location

	Count (7/1/21)	New Hires	Withdraw., Rehires	Corr.	Vested Terms	Non- Vested Terms	In Pay Status	Paid Lump Sum	Annuity		Count (7/1/22)
									Died	Purchase	
Cemetery Pool	10	0	0	0	0	0	0	0	0	(10)	0
Parishes	278	0	0	(4)	(28)	0	(10)	(6)	(2)	(72)	156
Central Admin	33	0	2	0	(6)	0	(1)	(1)	0	0	27
All Other Active Locations	19	0	0	0	(2)	0	0	(4)	0	(4)	9
Under Agreement	34	0	0	4	(2)	0	(2)	(4)	0	0	30
Total	374	0	2	0	(38)	0	(13)	(15)	(2)	(86)	222

Summary of Terminated Vested Participants by Funding Location

	Headcount		Statistics	Accrued Benefits (annual)		
	Count	Change from Last Year		Total	Average	Change from Last Year*
ACHS (Frozen)	52	-1.9%	57.9	\$227,814	\$4,381	3.6%
Parishes	312	-28.2%	56.5	1,068,213	3,424	-3.0%
Central Administration	86	4.9%	56.2	441,006	5,128	-7.9%
All Other Active Locations	10	-52.4%	54.1	42,611	4,261	7.4%
Under Agreement	103	-6.4%	56.8	359,751	3,493	3.5%
Total	563	-20.5%	56.6	\$2,139,395	\$3,800	-1.3%

Reconciliation of Terminated Vested Participants by Funding Location

	Count (7/1/21)	Vested Terms	Withdraw., Corr.	Alt. Payee/ Surv. Spouse	Non- Vested Terms	In Pay Status	Rehires	Paid Lump Sum	Annuity Purchase	Died	Count (7/1/22)
ACHS (Frozen)	54	0	(1)	0	0	(1)	0	0	0	0	52
Cemetery Pool	5	0	0	0	0	0	0	0	(5)	0	0
Parishes	436	28	(6)	0	0	(24)	0	(20)	(99)	(3)	312
Central Admin	82	6	4	0	0	(5)	0	(1)	0	0	86
All Other Active Locations	21	2	1	0	0	(2)	0	(1)	(11)	0	10
Under Agreement	110	2	1	0	0	(5)	0	(4)	0	(1)	103
Total	708	38	(1)	0	0	(37)	0	(26)	(115)	(4)	563

Summary of In Pay Status Participants by Funding Location

	Headcount		Statistics	Accrued Benefits (annual)		
	Count	Change from Last Year		Total	Average	Change from Last Year*
ACHS (Frozen)	240	-2.4%	76.3	\$1,398,424	\$5,827	-0.2%
Parishes	992	-27.9%	78.0	4,898,185	4,938	0.8%
Central Administration	189	2.2%	78.2	923,572	4,887	-5.9%
All Other Active Locations	31	-57.5%	78.3	172,749	5,573	3.0%
Under Agreement	303	0.7%	76.7	1,333,645	4,401	-3.8%
Total	1,755	-21.2%	77.5	\$8,726,575	\$4,972	0.0%

*based on average accrued benefit

Reconciliation of In Pay Status Participants by Funding Location

	Count (7/1/21)	In Pay Status	New Benes.	Withdraw., Corr.	Rehires	Annuity Died	Purchase	Other	Count (7/1/22)
ACHS (Frozen)	246	2	1	0	0	(8)	(1)	0	240
Cemetery Pool	47	0	0	0	0	(1)	(46)	0	0
Parishes	1,375	34	6	(16)	0	(48)	(358)	(1)	992
Central Admin	185	6	2	12	(2)	(13)	(1)	0	189
All Other Active Locations	73	1	1	0	0	(6)	(38)	0	31
Under Agreement	301	7	3	6	0	(12)	(2)	0	303
Total	2,227	50	13	2	(2)	(88)	(446)	(1)	1,755

Appendix A: Actuarial Assumptions and Methods

The assumptions were selected by the plan sponsor. The asset valuation method and actuarial cost method are prescribed by ASC 960.

Actuarial Standard of Practice No. 27 ("ASOP 27") provides guidance to actuaries on economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 ("ASOP 35") provides guidance to actuaries on demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement and that the actuary has selected or advised the plan sponsor to select, the actuary should disclose the information and analysis that led the actuary to advise the plan sponsor to select it. For each assumption that has a significant effect on the measurement that the plan sponsor selected without the actuary's advice, the actuary should disclose the information and analysis that led the actuary to determine that the assumption does not significantly conflict with what the actuary, in his or her professional judgment, would have selected for the purpose of the measurement.

The accounting assumptions that have a significant effect on the measurement of the pension obligations are the discount rate, mortality and future mortality improvement. The discount rate reflects the expected annual rate of return on assets of 6.50% based on analysis completed by the Plan's investment advisors. The assumptions for mortality and future mortality improvement are based on the Society of Actuaries' most recent reports on mortality experienced under US pension plans. The actuary has determined that these economic and demographic assumptions are reasonable for the purpose of the measurement. The gains and losses by source are reviewed annually to confirm this reasonability.

Economic Assumptions

Investment return/discount rate

6.50%.

Provisions for expenses

2.00% load on the present value of accrued benefits.

Demographic Assumptions

Mortality

Healthy participants not yet in payment	RP-2014 mortality table with Buck modified MP2021 mortality improvement scale
Healthy participants and beneficiaries in payment	RP-2014 mortality table with Buck modified MP2021 mortality improvement scale with a 2.6% increase in mortality rates
Disabled lives	RP-2014 disabled mortality table with Buck modified MP2021 mortality improvement scale

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.

Appendix A: Actuarial Assumptions and Methods (continued)

Demographic Assumptions (continued)

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

Calculation of Liabilities

Actuarial liabilities in this report were computed using the accrued benefit 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, 2022 as provided by the Archdiocese of Boston.

Summary of Changes from the July 1, 2021 Valuation

The mortality improvement scale was changed from Buck modified MP2020 to Buck modified MP2021. This change decreased the valuation basis liability by \$348,201.

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.

The death benefit obligation for retired participants in pay status as of December 1, 2018 was transferred to an insurance company. For all other participants eligible for the death benefit after December 1, 2018, the accrued benefit will be increased by the actuarial equivalent value of the death benefit, and this obligation remains in the present value of accrued benefits.

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, 2021 Valuation

In April 2022, an annuity purchase for Cemetery Pool, Catholic Purchasing, Youville Place, and certain parishes and schools was completed.

Appendix C: Funding Locations

ACHS (Frozen) – Pre-August 31, 2004 Accruals Only

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

RCAB Corp. Sole

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

All Other Active Locations

19. Mass. Catholic Conference
20. National Catholic Bioethics Center (Barrington)
21. Regina Cleri
22. St. Joseph's Cemetery
23. St. Mary-Immaculate Conception Cemetery

Under Agreement

24. Catholic Charitable Bureau

¹ Part of Central Administration.

Appendix D: Key Terms

Accounting

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 accrued pension payments to all current plan participants and their beneficiaries.

