

This Form is required to be filed under Internal Revenue Code (IRC) Section 432(b)(3)  
Complete all entries in accordance with the instructions

For calendar plan year 2026 or fiscal plan year beginning \_\_\_\_\_ and ending \_\_\_\_\_

**Part I – Basic Plan Information**

1a. Name of plan Western Conference of Teamsters Pension Plan	1b. Three-digit plan number (PN) 001
1c. Plan sponsor’s name Western Conference of Teamsters Pension Trust Fund Board of Trustees	1d. Employer identification number (EIN) 916145047
1e. Plan sponsor’s telephone number 2063294900	1f. Plan sponsor’s address, city, state, ZIP code 2323 Eastlake Avenue E, Seattle, Washington (WA), 98102-3305

**Part II – Plan Actuary’s Information**

2a. Plan actuary’s name Kenneth Grant Camp	2b. Plan actuary’s firm name Milliman
2c. Plan actuary’s firm address, city, state, ZIP code 19200 Von Karman Ave Ste 950, Irvine, California (CA), 92612	
2d. Plan actuary’s enrollment number 2307456	2e. Plan actuary’s telephone number 7146348337

**Part III – Plan Status**

3. Check the appropriate box to indicate the plan’s IRC Section 432 status

<input checked="" type="checkbox"/> Neither endangered nor critical	<input type="checkbox"/> Not endangered due to special rule in IRC Section 432(b)(5)
<input type="checkbox"/> Endangered	<input type="checkbox"/> Critical due to election under IRC Section 432(b)(4)
<input type="checkbox"/> Seriously endangered	<input type="checkbox"/> Plans that are not currently in critical status, but are projected to be in critical status within the next five years under 432(b)(3)(D)(v)
<input type="checkbox"/> Critical	
<input type="checkbox"/> Critical and declining	

**Part IV – Scheduled Progress in Funding Improvement Plan or Rehabilitation Plan**

4. Check the appropriate box to indicate whether the plan is making the scheduled progress in meeting the requirements of an applicable funding improvement plan (FIP) or rehabilitation plan (RP)

	Yes	No	N/A
Funding Improvement Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rehabilitation Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Part V – Sign Here**

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. As required by IRC Section 432(b)(3)(B)(iii), the projected industry activity is based on information provided by the plan sponsor. The projections are based on reasonable actuarial estimates, assumptions and methods that (other than projected industry activity) offer my best estimate of anticipated experience under the plan.

Actuary’s signature KENNETH CAMP 2026.03.17 22:53:27 +0000	Date 2026.03.17 22:53:27 +0000
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March 17, 2026

Department of the Treasury  
Internal Revenue Service  
Employee Plans  
CHI-7602 – 25<sup>th</sup> Floor  
230 S. Dearborn Street  
Chicago, IL 60604

Board of Trustees  
Western Conference of Teamsters Pension Plan  
2323 Eastlake Avenue East  
Seattle, Washington 98102-3305

**Re: Pension Protection Act (PPA) Actuarial Certification –  
Western Conference of Teamsters Pension Plan**

In accordance with IRC Section 432(b)(3)(A), I have prepared the attached actuarial certification for the plan year beginning January 1, 2026 for the Western Conference of Teamsters Pension Plan.

In my opinion, the assumptions used for the actuarial certification are individually reasonable based on the experience of the plan and on reasonable expectations of anticipated experience under the plan. The projections in this certification are dependent on the assumptions used. Differences between these projections and actual amounts depend on the extent to which future experience conforms to the assumptions made for this analysis. It is certain that actual experience will not conform exactly to the assumptions to be used in this analysis. Actual amounts will differ from projected amounts to the extent that actual experience is better or worse than expected.

I am a member of the American Academy of Actuaries (AAA) who meets the Qualification Standards of the AAA to render the actuarial opinion contained herein, I hereby certify that, to the best of my knowledge and belief, this certification is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices.

Sincerely,

Grant Camp, FSA, EA, MAAA  
Principal and Consulting Actuary

encl.

cc: Plan Administrator  
Plan Counsel  
Plan Auditor  
Plan Investment Consultant

**Western Conference of Teamsters Pension Plan**  
**Actuarial Certification Under PPA for Plan Year Beginning January 1, 2026**

**Plan Identification**

Plan Name: Western Conference of Teamsters Pension Plan  
Plan Sponsor: Western Conference of Teamsters Pension Trust Fund Board of Trustees  
Plan Year: Plan Year beginning January 1, 2026  
EIN/PN: 91-6145047/001  
Address: 2323 Eastlake Avenue East  
Seattle, Washington 98102-3305  
Telephone Number: (206) 329-4900

**Enrolled Actuary Identification**

Name: Kenneth Grant Camp  
EA Number: 23-07456  
Firm: Milliman, Inc.  
Address: 19200 Von Karman Avenue  
Suite 950  
Irvine, California 92612-8553  
Telephone Number: (714) 634-8337

**Information on Plan Status**

Based on the actuarial assumptions and methods, financial and participant data, and Plan provisions, as described in the actuarial report for the plan year ended December 31, 2025, except as noted below, I hereby certify that the Western Conference of Teamsters Pension Plan is not “endangered”, “seriously endangered”, “critical”, nor “critical and declining” status for the plan year beginning January 1, 2026, as those terms are defined in Internal Revenue Code Section 432. Furthermore, I certify that the Plan is not projected to be in “critical” status in any of the succeeding five plan years. In addition, the Plan is not currently subject to any funding improvement nor rehabilitation period or plan as described in IRC Sec. 432(c), (d), (e), and (f).

I hereby certify that to the best of my knowledge and belief, the actuarial assumptions used in preparing this certification are individually reasonable and represent my best estimate of future experience. Supporting information for this certification is provided on the following pages.



\_\_\_\_\_  
Kenneth Grant Camp, FSA, EA, MAAA  
Enrolled Actuary #23-07456

\_\_\_\_\_  
March 17, 2026

Date

**Western Conference of Teamsters Pension Plan**  
**Actuarial Certification Under PPA for Plan Year Beginning January 1, 2026**  
**Summary of Assumptions/Methods**

The IRC Section 432(b) funding measurements are based on:

- Participant data and plan provisions as stated in the January 1, 2025, Actuarial Valuation report, dated August 25, 2025, except as follows:
  - The benefit accrual rate for 2026 is 1.60%.
- The January 1, 2026, unaudited market value of assets was estimated based on the following:
  - An estimated 2025 investment return on the Plan's non-dedicated assets of 7.8%, as reported by the Plan's investment consultant.
  - December 31, 2025 market value of the Western Conference of Teamsters Dedicated Bond Portfolio (WDBP) of \$30.5 billion, as reported by the portfolio's investment manager.
  - December 31, 2025 market value of the Strategic Bond Account (SBA) bond dedication of \$1.5 billion, as reported by the portfolio's investment manager.
- The summary of contributions received for the year ended December 31, 2025, provided by the Plan Administrator.
- Market value rates of return for 2026 and subsequent years were assumed to be:
  - 6.50% for non-dedicated assets,
  - The net internal rate of return at December 31, 2025 of 4.08% is assumed to remain constant for the SBA, and
  - The net internal rate of return at December 31, 2025 of 5.225% is assumed to remain constant for the WDBP.

No future asset gains or losses other than the gains or losses related to the asset smoothing method are reflected.

- The active population is assumed to remain stable as used in the January 1, 2025 actuarial valuation for each plan year after December 31, 2025.
- Based on input from the Plan Administrator, the projected annual contributions for 2026 and all subsequent years will be \$2.700 billion. Future annual contributions do not include ERISA 4235 funding only contributions and withdrawal liability payments.
- All other assumptions and methods used in this analysis are the same as those specified in the January 1, 2025 Actuarial Valuation.
- The actuarial certification is based on: 1) the proposed Multiemployer Plan Funding Guidance provided by the IRS on March 18, 2008, 2) the December 2007 Practice Note issued by the Multiemployer Plans Subcommittee of the Pension Committee of the American Academy of Actuaries, 3) the "Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010" (PRA 2010), and 4) IRS Notice 2010-83, 5) the "Multiemployer Pension Reform Act of 2014" (MPRA), and 6) action taken by the Board of Trustees prior to the mailing of this certification.
- Section 6 of the January 1, 2025 actuarial valuation includes a risk assessment, disclosure, and key plan maturity metrics applicable to these calculations.
- The valuation results were developed using models intended for valuations that use standard actuarial techniques.

**Western Conference of Teamsters Pension Plan**  
**Actuarial Certification Under PPA for Plan Year Beginning January 1, 2026**  
**IRC Section 432(b) Funding Measurements**

**Projection of Credit Balance (millions)**

Plan Year Beginning	Contribution	Credit Balance at End of Year
1/1/2025	\$ 2,700	\$ 6,259
1/1/2026	2,700	6,133
1/1/2027	2,700	6,371
1/1/2028	2,700	6,673
1/1/2029	2,700	6,976
1/1/2030	2,700	7,299
1/1/2031	2,700	7,633
1/1/2032	2,700	7,979
1/1/2033	2,700	8,340
1/1/2034	2,700	8,715
1/1/2035	2,700	9,106

An accumulated funding deficiency is not projected to occur at the end of the 2026 plan year nor at the end of the next-following nine plan years.

**Funded Percentage**

The funded percentage as of January 1, 2026 is projected to be 95.7%.

**Solvency Tests**

The Plan is projected to pass the “solvency tests” to determine whether the Plan is critical as required under IRC Section 432(b)(2) for the current Plan Year and the next following five Plan Years (refer to attached appendix).

**Conclusion**

The Plan is not in “endangered”, “seriously endangered”, “critical”, or “critical and declining” status for the Plan Year beginning January 1, 2026 as those terms are defined in Internal Revenue Code Section 432. Furthermore, the Plan is not projected to be in “critical” status in any of the succeeding five plan years.

**Western Conference of Teamsters Pension Plan**  
**Actuarial Certification Under PPA for Plan Year Beginning January 1, 2026**  
**Summary of Zone Status Definitions under PPA as Amended by MPRA**

**Critical (“Red Zone”) Status - IRC Section 432(b)(2) and 432(b)(4)**

Any one of four “solvency” tests under IRC Section 432(b)(2):

- Test 1 Less than 65% funded and market value of assets plus contributions for current year plus next following 6 plan years is less than present value of projected benefit payments and administrative costs over that 7-year period or
- Test 2 Projected funding deficiency in current year or next following 3 plan years (4 plan years if 65% funded or less)<sup>1</sup> or
- Test 3 Present value of vested benefits (actives) is less than present value of benefits (inactives), and present value of projected contributions is less than the unit credit normal cost plus interest on the unfunded present value of accrued benefits and projected funding deficiency in current or next 4 plan years<sup>1</sup> or
- Test 4 Market assets plus projected contributions over current year plus next 4 plan years is less than the present value of benefit payments plus administrative costs over same 5 year period.

Within 30 days after the date of this certification, a plan that is not in critical status but is projected to be in critical status in any of the succeeding 5 plan years *may* elect under IRC Section 432(b)(4) to be in critical status effective for the current plan year.

**Critical and Declining (“Deep Red Zone”) Status – IRC Section 432(b)(6)**

In critical status and either:

- Projected insolvency in current year or any of the 14 following plan years or
- Projected insolvency in current year or any of the 19 following plan years if:
  - Ratio of ratio of inactive participants to active participants exceeds 2 to 1 or
  - Less than 80% funded

**Endangered (“Yellow Zone”) Status – IRC Section 432(b)(1)**

Not in critical status and either:

- Less than 80% funded or
- Projected funding deficiency in current plan year or next following 6 plan years<sup>2</sup>

**Seriously Endangered (“Orange Zone”) Status - IRC Section 432(b)(1)**

Not in critical status and both:

- Less than 80% funded and
- Projected funding deficiency in current plan year or next following 6 plan years<sup>2</sup>

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<sup>1</sup> Not taking into account an extension of amortization periods under IRC Section 431(d), if any

<sup>2</sup> Taking into account an extension of amortization periods under IRC Section 431(d), if any