PBGG

Special Financial Assistance Final Rule

SFA Applications Under the Final Rule



August 4, 2022



PBGC does not have information about individual benefits in multiemployer pension plans.

If you have questions about your benefits, please contact your plan administrator or your union.

To protect your personal information, do not share Social Security numbers or other identifying data during this webinar.



Agenda

- Recap of July 28, 2022 Webinar
- Application Process What Has Changed from the Interim Final Rule
- Application Process What Has Not Changed from the Interim Final Rule
- Application Walkthrough
 - General Information
 - MPRA Plans
 - Supplemented Applications for IFR Filers that have received SFA
- Expanded Assumptions Guidance
- Appendix



Recap of July 28, 2022 Webinar Special Considerations for Plans That Applied Under the Interim Final Rule and Other Plans Currently Eligible to Apply

Recap of July 28, 2022 Webinar

- Available on PBGC's ARP Webinars page at https://www.pbgc.gov/arp-sfa/webinars, as well as directly linked below:
 - Video: https://www.youtube.com/watch?v=e4Nsms9rXxo
 - Slides: https://www.pbgc.gov/sites/default/files/documents/sfa-final-rule-practitioner-briefing-28-july.pdf

Topics covered include:

- Special Financial Assistance Final Rule
- Special considerations for:
 - Plans that already received SFA
 - Plans with applications submitted under the Interim Final Rule currently under review, or withdrawn and not yet refiled
 - Other plans currently eligible to apply, but that have not yet applied
- Implementation of two interest rate structure
- MPRA plans



Overview of Final Rule

What has not changed:

- Plan eligibility requirements statutory criteria
- Basic definition of Special Financial Assistance consider all plan resources and obligations
- Basic application and review processes
- Reporting and monitoring post-SFA receipt



Overview of Final Rule

What has changed:

- Permissible investments for SFA assets
- Interest rates used to calculate SFA
- SFA amount for MPRA plans
- Certain conditions
- Certain application requirements



Application Process – What Has Changed from the Interim Final Rule

PBGC



What Has Changed from the IFR

	Interim Final Rule (IFR)	Final Rule	
Interest Rate(s)	Single rate	 Two rates Non-SFA rate: lower of plan's interest rate lowest third segment rate in a 4-month window + 200 bp SFA rate: lower of plan's interest rate lowest average of the three segment rates for a single month in a 4-month window + 67 bp 	The non-SFA and SFA rates do not have to be derived from the same month Refer to the July 28, 2022 webinar for more details





What Has Changed from the IFR

	Interim Final Rule (IFR)	Final Rule	
SFA Calculation Methodology	Present value of cash flows	 Non-MPRA: cash flow model that projects the SFA and non-SFA asset balances separately (basic method) MPRA: an additional cash flow method (increasing assets method) and a different present value method equal to the PV of the MPRA benefit suspensions 	
Templates	Templates 4, 5, 6	 Templates 4A, 5A, 6A Templates 4B, 5B, 6B (for MPRA plans using the Present Value Method) Template 9 (for Supplemented Applications) 	Also updated Filing Instructions and new Addendum C (for Supplemented Applications) and Addendum D (for MPRA plans)





	Interim Final Rule (IFR)	Final Rule	
Measurement Date	Last day of the calendar quarter immediately preceding the date the plan's initial application is filed	Last day of the third calendar month immediately preceding the date the plan's initial application is filed	The measurement date is part of a plan's base data and is fixed by the date the eligible plan's initial (or lock-in) application is filed, including for plans that initially filed under the IFR
Participant Census Data	 As of the first day of the plan year in which the plan's initial application is filed; or, If the initial filing date is less than 270 days after the beginning of the current plan year and the actuarial valuation for the current year is not complete, as of the first day of the preceding plan year 	 Used to prepare the plan's actuarial valuation report either For the plan year that includes the plan's SFA measurement date; or, If there is no such report for that plan year, for the preceding plan year 	The participant census data is part of a plan's base data and is fixed by the date the eligible plan's initial (or lock-in) application is filed, including for plans that initially filed under the IFR





What Has Changed from the IFR (continued)

	Interim Final Rule (IFR)	Final Rule
Contribution Rate Assumption	Per assumptions guidance, PBGC will accept a change in a plan's contribution rate assumption if the plan uses rates according to the terms of the current CBA, unless a substantial contribution rate decrease was negotiated after March 11, 2021	Removed from assumptions guidance, but under the Final Rule, can exclude contribution rate increases agreed to on or after July 9, 2021 (in which case, must exclude any benefit increases resulting from such contribution increases)



Application Process – What Has Not Changed from the Interim Final Rule

PBGC

What Has Not Changed from the IFR

- Mandatory use of e-Filing Portal
 - See Appendix for screenshots
 - Refer to the July 22, 2021 webinar at https://www.pbgc.gov/arp-sfa/webinars for a walkthrough

- Mandatory use of checklists and Excel-compatible templates
 - Templates 1, 2, 3, 7, 8 mostly unchanged
 - The idea of "Baseline" and "Reconciliation" has not changed



Application Walkthrough General Information

PBGC

"Must Have" Documents / Tools

Section 4262 of ERISA

Final Rule effective August 8, 2022

Assumptions Guidance

Application Instructions

Application Checklist

Application Templates



General Filing Instructions

Section A – Plan identifying information

- Basic information (plan name, EIN/PN, filer name and role)
- SFA amount requested

Section B – Plan documents

 Plan documentation, actuarial valuation reports (AVRs), rehabilitation plan, Form 5500, zone certifications, asset and financial statements, withdrawal liability policy/procedures, death audit information, payment enrollment form

Section C – Plan data

Templates – details in following slides



General Filing Instructions

Section D – Plan statements

- SFA request cover letter Optional except for MPRA plans that must identify which calculation method provided the greatest amount of SFA and, if applicable, a statement that the plan was partitioned under section 4233 of ERISA
- Identification of eligibility criteria satisfied, priority group (if applicable)
- Detailed supporting rationale for all assumption changes
- Detailed narrative description of projected future employer contributions and withdrawal liability payments and reinstatement of benefits, as applicable



General Filing Instructions

Section E – Checklist, certifications, and SFA-related plan amendments

- SFA checklist details in following slides
- Plan enrolled actuary certification of eligibility and priority group (if applicable)
- Plan enrolled actuary certification of SFA amount:
 - All applications must identify SFA amount requested
 - MPRA plans must identify additional information with respect to 'basic method', 'increasing asset method' and 'present value method'
- Plan sponsor certification:
 - Accuracy of assets used, including relevant supporting information
 - If SFA measurement date is later than the end of the plan year for most recent audited financial statements, must provide a reconciliation from that date to the SFA measurement date
- Executed plan amendment for SFA compliance and rescind partition order (as applicable)
- Proposed plan amendment to reinstate suspended benefits and make-up payments (as applicable)

 Pension Benefit Guaranty Corporation

Addendums

Addendum A – Instructions on additional information required for a plan that engaged in certain events between July 9, 2021 and its SFA measurement date

Addendum B – Instructions for notice of reinstatement of benefits required to be issued by a plan sponsor that suspended benefits (MPRA & reduction to PBGC guarantee due to insolvency)

Addendum C – Instructions for filing a supplemented application for plans that received payment of SFA under the IFR

Addendum D – Instructions on additional information to be filed for MPRA plans



Lock-In Application

Lock-in Application (Final Rule § 4262.10(g))

- Treated as a plan's initial application and locks in the plan's:
 - Measurement date
 - Participant census data
 - Non-SFA interest rate
 - SFA interest rate

When can eligible plans file a lock-in application?

On or Before March 11, 2023	After March 11, 2023
Haven't filed an initial application	Haven't filed an initial application
In Priority Group 5 or Priority Group 6 (and Priority Group is open)	
E-Filing Portal is temporarily closed	

Where to file?

Submit to <u>multiemployerprogram@pbgc.gov</u>, not through the e-Filing Portal



Summary of Templates

Template	Description	Required?
Checklist	List of items necessary for an application, including document type and file naming convention	Yes
1	Form 5500 projected benefit payments for plan years 2018+ (if applicable)	Depends on participant count
2	Top 15 contributing employers and amounts (if applicable)	Depends on participant count
3	Historical contributions for past 10 plan years	Yes
4A, 4B	SFA calculation – use all proposed assumption changes	Yes
5A, 5B	Baseline calculation – same as Templates 4A, 4B but uses specified assumptions	Depends on assumption changes
6A, 6B	Reconciliation details between assumptions used in Baseline and SFA calculations	Depends on assumption changes
7	Identification of projected assumption changes that differ from the most recent certification of plan status prepared before 1/1/2021 ("pre-2021 zone certification")	Depends on assumption changes
8	Projected employer contribution and withdrawal liability payments used in Basic Method (Templates 4A)	Yes



SFA Application Checklist

.⊿ A	В	C	D	E	F	G	Н	1	J
		of Special Financial Assistance (SFA)							v20220706p
2 APPLICAT	ION CHECKLIST				Do NOT use this Application Checklist fo	r a supplemented application. Instead use Application Checklist - Supplemented.			
3 Plan name:		Sample Plan			Do NOT use this Application Checklist to	i a supplemented ap	opileation. Instead use Application Checki	ist - Supplemented.	
4 EIN:		999999999							Unless otherwise specified:
5 PN:		001			Filers provide responses here for	each Checklist Item			YYYY = plan year
									Plan Name = abbreviated plan name
									ran rance aborevated pain mane
6 SFA Amoun		\$122,864,055.00							
		e considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 thro					Explain all N/A responses. Provide comments		
	event" (see Addendum	A of the SFA Filing Instructions), your application will be considered incomplete if No is entere	ed as a Plan Re	sponse for any	Checklist Items #39.a. through #48.b. If		where noted. Also add any other optional		
	there is a merger event	described in Addendum A, your application will also be considered incomplete if No is entered	as a Plan Resp	onse for any C	hecklist Items #49 through #62.		explanatory comments.		
7									
,									
Checklist	SFA Filing Instructions		Response	Plan		Page Number		In the e-Filing Portal, upload as	
Item #	Reference		Options	Response	Name of File(s) Uploaded	Reference(s)	Plan Comments	Document Type	Use this Filenaming Convention
Item #	Reference	▼	Options	Response	T	Reference(s)	-	Document Type	-
8			_		<u> </u>	•		· ·	<u> </u>
-	ation, Checklist, and Ce								
4.	Section B, Item (2)	Does the application include the actuarial valuation report for the 2018 plan year and each	Yes	Yes	2018AVR Sample Plan.pdf	N/A	4 reports in total, each one uploaded	Most recent actuarial valuation for the	YYYYAVR Plan Name
		subsequent actuarial valuation report completed before the filing date of the initial application?	No		2019AVR Sample Plan.pdf		separately	plan	
			N/A		2020AVR Sample Plan.pdf				
		Enter N/A if no actuarial valuation report was prepared because it was not required for any requested			2021AVR Sample Plan.pdf				
		year.							
		Is each report provided as a separate document using the required filename convention?							
19	5 t' C 7 (1)		37	Yes	Townslate 1 Councils Piles when	N/A	TT-1 ded sireds 61-	Pinancial and data and data at	Township I Plan Name
13.	Section C, Item (1)	Does the application include the plan's projection of expected benefit payments that should have	Yes	Yes	Template 1 Sample Plan.xlsx	N/A	Uploaded single file	Financial assistance spreadsheet	Template 1 Plan Name
		been attached to the Form 5500 Schedule MB in response to line 8b(1) on the Form 5500 Schedule	No					(template)	
		MB for plan years 2018 through the last year the Form 5500 was filed by the filing date of the initial	N/A						
		application?							
		Enter N/A if the plan is not required to respond Yes to line 8b(1) on the Form 5500 Schedule MB.							
		See Template 1.							
		Does the uploaded file use the required filenaming convention?							
31									
21.	Section D	Was the application signed and dated by an authorized trustee who is a current member of the board	Yes	Yes	SFA App Sample Plan.pdf	1	SFA App Sample Plan.pdf	Financial Assistance Application	SFA App Plan Name
		of trustees or another authorized representative of the plan sponsor and include the printed name and	No						
		title of the signer?							
51									
22.a.		For a plan that is not a MPRA plan, does the application include an optional cover letter?	Yes	Yes	N/A - included as part of SFA App Plan	1	For each Checklist Item #21 through	N/A	N/A - included as part of SFA App
22.a.		to a past and is not a ret rea plan, does me application include an optional cover letter?	N/A	103	Name	1	#28.c., identify the relevant page	17/0	Plan Name
	0 - 1' - D 7 - 1''	Enter N/A if the plan is a MPRA plan, or if the plan is not a MPRA plan and did not include an	IN/A		Name		number(s) within the single document.		Fian Name
	Section D, Item (1)						number(s) within the single document.		
		optional cover letter.							
52									
24.	Section D, Item (3)	Does the application identify the eligibility criteria in § 4262.3 that qualifies the plan as eligible to	Yes	Yes	N/A - included as part of SFA App Plan	2	The plan is in critical and declining	N/A	N/A - included as part of SFA App
		receive SFA, and include the requested information for each item that is applicable, as described in	No		Name		status within the meaning of section		Plan Name
		Section D, Item (3) of the SFA Filing Instructions?					305(b)(6) of ERISA for 2021		
		, , , , , , , , , , , , , , , , , , , ,							
55									
29.a.	Section E, Item (1)	Does the application include a fully completed Application Checklist, including the required	Yes	Yes	App Checklist Sample Plan.xlsx	N/A	Uploaded single file	Special Financial Assistance Checklist	App Checklist Plan Name
		information at the top of the Application Checklist (plan name, employer identification number	No						
		(EIN), 3-digit plan number (PN), and SFA amount requested)?							
65									
03	-								



Template 4A – SFA Calculation

Template 4A Instructions

4A-1 non-SFA Interest Rate and SFA Interest Rate

- Details of determination of interest rates used in SFA projection
- Refer to the July 28, 2022 webinar for more details

4A-2 SFA Benefit Payments

Projected benefit payments broken out by participant status (e.g., retiree/beneficiary, term vested, active) and new entrants

4A-3 SFA Participant Count and Administrative Expenses

 Projected participant counts, and administrative expenses broken out between PBGC Premiums and other

4A-4 SFA Details for Basic Method

- Deterministic cash flow model projecting the SFA and non-SFA asset balances separately through 2051
- Refer to the July 28, 2022 webinar for more details

4A-5 SFA Details for Increasing Asset Method

For MPRA plans only



Template 4A – SFA Calculation

		(1)	(2)	(3)	(4)	(5) Make-up Payments	(6)	(7)	(8)	(9)	(10)	(11)	(12) Projected Non-SFA
				Other Payments to Plan	P. St P.	Attributable to Reinstatement of Benefits Suspended	(excluding amount owed	Benefit Payments (from (4) and (5)) and Administrative Expenses	CEA I	Projected SFA Assets at End of Plan Year	Benefit Payments (from (4) and (5)) and Administrative Expenses	N. CEAT.	Assets at End of Plan Year
SFA Measurement Date	DI W. F.ID.	Contributions	Withdrawal Liability	(excluding financial	Benefit Payments (should match total from	through the SFA	ERISA; should match	(from (6)) Paid from	Based on SFA Interest	(prior year assets +	(from (6)) Paid from	Income Based on Non-	(prior year assets + (1) + (2) + (3) +
/ Plan Year Start Date	Plan Year End Date		Payments	assistance and SFA)	Sheet 4A-2)	Measurement Date	total from Sheet 4A-3)	SFA Assets	Rate	(7) + (8))	Non-SFA Assets	SFA Interest Rate	(10) + (11))
12/31/2021	12/31/2021	\$120,526,000	\$0	\$0		\$(***		*,,		\$00,500,353	\$1,595,340,000
01/01/2022	12/31/2022	\$139,526,000	\$21,175,000	\$0		\$(\$0 \$0	\$88,589,253	\$1,844,630,253
01/01/2023	12/31/2023	\$141,147,000	\$21,175,000	\$0		\$(, ,					\$101,819,031	\$2,108,771,284
01/01/2024	12/31/2024	\$140,455,000	\$21,175,000	\$0		\$(-\$206,663,310			4,	\$112,776,649	\$2,268,376,243
01/01/2025	12/31/2025	\$139,750,000	\$18,673,000	\$0		\$(\$0			***************************************	\$115,669,693	\$2,218,302,936
01/01/2026	12/31/2026	\$139,017,000	\$13,676,000	\$0		\$(\$0	**	**	4000,000,000	\$112,813,692	\$2,157,440,628
01/01/2027	12/31/2027	\$138,335,000	\$13,702,000	\$0		\$(\$0	***	**	4,,	\$109,543,110	\$2,091,355,738
01/01/2028	12/31/2028	\$137,706,000	\$13,702,000	\$0		\$(-\$327,847,000	\$106,026,045	\$2,020,942,783
01/01/2029	12/31/2029	\$137,135,000	\$13,681,000	\$0		\$(· ·			-\$327,185,000	\$102,303,028	\$1,946,876,811
01/01/2030	12/31/2030	\$136,576,000	\$13,631,000	\$0		\$(,				4,,	\$98,405,407	\$1,869,697,218
01/01/2031	12/31/2031	\$135,450,000	\$13,462,000	\$0		\$(**	4525,552,555	\$94,340,753	\$1,789,147,970
01/01/2032	12/31/2032	\$133,806,000	\$13,167,000	\$0		\$(4,,	\$90,104,762	\$1,705,322,733
01/01/2033	12/31/2033	\$132,202,000	\$13,167,000	\$0		\$(\$0			4,,	\$85,732,416	\$1,619,500,149
01/01/2034	12/31/2034	\$130,627,000	\$8,771,000	\$0		\$(\$0	***		4000,000,000	\$81,170,757	\$1,528,286,906
01/01/2035	12/31/2035	\$129,102,000	\$4,311,000	\$0		\$(\$0			-\$306,678,000	\$76,322,574	\$1,431,344,480
01/01/2036	12/31/2036	\$127,635,000	\$4,256,000	\$0		\$(4550,500,500	\$71,311,054	\$1,333,861,535
01/01/2037	12/31/2037	\$126,199,000	\$3,752,000	\$0		\$(\$0			4	\$66,275,353	\$1,235,982,887
01/01/2038	12/31/2038	\$124,782,000	\$1,247,000	\$0	-\$275,660,000	\$(**	**	420.,0.0,000	\$61,179,477	\$1,136,145,364
01/01/2039	12/31/2039	\$123,392,000	\$1,237,000	\$0	-\$267,907,000	\$(\$0			4-11,010,000	\$56,056,580	\$1,037,255,945
01/01/2040	12/31/2040	\$122,010,000	\$250,000	\$0		\$(\$0			4-1-1,,	\$50,963,918	\$938,581,862
01/01/2041	12/31/2041	\$120,636,000	\$55,000	\$0		\$(. , , , , , , , , , , , , , , , , , , ,	\$p	**	***	4205,050,000	\$45,918,442	\$841,541,304
01/01/2042	12/31/2042	\$119,279,000	\$55,000	\$0		\$(\$0			+,,	\$40,952,512	\$745,950,816
01/01/2043	12/31/2043	\$117,941,000	\$55,000	\$0		\$(4,	\$36,069,454	\$652,129,270
01/01/2044	12/31/2044	\$116,613,000	\$55,000	\$0		\$(\$0			4,,	\$31,282,844	\$560,283,114
01/01/2045	12/31/2045	\$115,297,000	\$55,000	\$0		\$(+,,	\$26,607,730	\$470,791,844
01/01/2046	12/31/2046	\$114,006,000	\$55,000	\$0		\$(\$0	***	7.7	+jj	\$22,069,016	\$384,244,861
01/01/2047	12/31/2047	\$112,736,000	\$55,000	\$0		\$(\$0	**		4212,212,000	\$17,684,620	\$300,741,480
01/01/2048	12/31/2048	\$111,476,000	\$55,000	\$0		\$(\$0			4200,200,000	\$13,462,614	\$220,497,094
01/01/2049	12/31/2049	\$110,229,000	\$55,000	\$0		\$(4,,	\$9,412,460	\$143,662,554
01/01/2050	12/31/2050	\$109,007,000	\$55,000	\$0		\$(+,,	\$5,536,369	\$70,169,923
01/01/2051	12/31/2051	\$107,808,000	\$55,000	\$0	-\$169,577,000	\$(-\$10,288,000	\$0	\$0	\$0	-\$179,865,000	\$1,832,077	\$0



Template 4A – SFA Calculation

(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non- SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
\$0	\$0	\$812,954,368	\$0	\$0	\$1,595,340,000
-\$316,263,000	\$19,351,180	\$516,042,548	\$0	\$88,589,253	\$1,844,630,253
-\$319,918,000	\$10,538,762	\$206,663,310	\$0	\$101,819,031	\$2,108,771,284
-\$206,663,310	\$0	\$0	-\$114,801,690	\$112,776,649	\$2,268,376,243
\$0	\$0	\$0	-\$324,166,000	\$115,669,693	\$2,218,302,936
\$0	\$0	\$0	-\$326,369,000	\$112,813,692	\$2,157,440,628
\$0	\$0	\$0	-\$327,665,000	\$109,543,110	\$2,091,355,738
\$0	\$0	\$0	-\$327,847,000	\$106,026,045	\$2,020,942,783
\$0	\$0	\$0	-\$327,185,000	\$102,303,028	\$1,946,876,811
\$0	\$0	\$0	-\$325,792,000	\$98,405,407	\$1,869,697,218
\$0	\$0	\$0	-\$323,802,000	\$94,340,753	\$1,789,147,970
\$0	\$0	\$0	-\$320,903,000	\$90,104,762	\$1,705,322,733
\$0	\$0	\$0	-\$316,924,000	\$85,732,416	\$1,619,500,149
\$0	\$0	\$0	-\$311,782,000	\$81,170,757	\$1,528,286,906



Templates 5A, 6A, and 7 – Assumption Changes

Identification and supporting rationale for changed assumptions

- Identify assumption changes
- Quantify assumption changes, as applicable
- Summarize rationale for assumption changes, as applicable
 - Should correspond to full rationale required in Section D of instructions



Template 5A – Baseline

Same Information and Structure as Template 4A

- Instructions, projected benefit payments, projected participant counts and administrative expenses, and SFA details
- Use "Baseline" assumptions

Baseline Assumptions

- Pre-2021 zone certification assumptions except:
 - If the plan proposed changed assumptions that are "acceptable", as described in Section III.A of PBGC's assumptions guidance (other than the "acceptable" assumption change for "missing" terminated vested participants described in Section III.E. of PBGC's assumptions guidance), use the proposed acceptable assumptions
 - If the plan's proposed CBU assumption or administrative expense assumption is not an "acceptable" extension, then use the "acceptable" extension in Template 5A

Template 5A is not required if the requested amount of SFA is determined using Baseline assumptions





Assumption	Pre-2021 Zone Certification	SFA Calculation (Template 4A)	Baseline (Template 5A)
Mortality	RP-2014, projection scale AA	Pri-2012 Blue Collar with recent projection scale	Pri-2012 Blue Collar with recent projection scale
CBU	3% decline per year	Used acceptable change in Section III.A of assumptions guidance	Used acceptable change in Section III.A of assumptions guidance
Administrative Expense	Level (0% assumed increase)	2% increase per year	See acceptable change in Section III.A of assumptions guidance
"Missing" Older Term Vesteds	Assumed all missing term vesteds over age 75 would not collect benefit	Assumed missing term vesteds over age 75 to age 85 will collect benefit	Measured based on same methodology and assumption used in pre-2021 zone certification
All Other	2019 AVR	Same as 2019 AVR	Same as 2019 AVR



Template 6A – Reconciliation

Template 6A Instructions

6A-1 Reconciliation

- Summary of changes in assumptions from Baseline (Template 5A) to SFA calculation (Template 4A)
- Total SFA amount and change in amount with each incremental change in assumption

6A-2 (through 6A-5) Reconciliation Details

- For each incremental change in assumption, provide cash flow projections
- Same structure as Templates 4A and 5A

Template 6A is not required if the requested amount of SFA is determined using Baseline assumptions



Template 6A – Sample Plan Reconciliation

Item number	Basis for Assumptions/Methods Change	Change in SFA Amount	SFA Amount	Comments
1	Baseline	N/A	\$100,000,000	From Template 5A
2	"Missing" term vested assumption change	\$12,000,000	\$112,000,000	See "6A-2 Reconciliation Details"
3	Increase in administrative expense assumption from 0% to 2%	\$2,000,000	\$114,000,000	From Template 4A



Template 7a – Assumption/Method Changes SFA Eligibility

Template 7a – Assumption/Method Changes for SFA Eligibility

- List assumptions/methods that differ from those used in the pre-2021 zone certification:
 - Must include brief explanations as to why using the original assumptions/methods is no longer reasonable
 - Must include brief explanations as to why the changed assumptions/methods are reasonable
 - This table should identify all changed assumptions/methods
 - Explanations should be an abbreviated version of information provided in Section D, Item (6)a of the general SFA filing instructions

Template 7a is not required if:

- Plan is eligible based on pre-2021 zone certification
- Plan had an approved MPRA suspension on or before March 11, 2021
- Plan became insolvent on or after December 16, 2014 and remained insolvent without terminating as of March 11, 2021
- Plan is eligible based on certification of plan status completed after December 31, 2020, and uses the same assumptions as the pre-2021 zone certification

 Pension Beneficial Pension Pension Beneficial Pension Pensio

Template 7b – Assumption/Method Changes SFA Amount

Template 7b – Assumption/Method Changes for SFA Amount

- List assumptions/methods that differ from those used in the pre-2021 zone certification:
 - Must include brief explanations as to why using the original assumptions/methods is no longer reasonable
 - Must include brief explanations as to why the changed assumptions/methods are reasonable
 - This table should identify all changed assumptions/methods (including those that are reflected in the Baseline provided in Template 5A or Template 5B)
 - Explanations should be an abbreviated version of information provided in Section D, Item (6)b of the general SFA filing instructions
 - Include an indicator as to whether the changed assumption falls under Section III.A, Acceptable Assumption Changes in the assumptions guidance

Template 7b is generally required



Template 8 – Contribution Details

Template 8 – Contribution and Withdrawal Liability Payment Details

- Provide details of projected contributions
 - Total CBUs assumed
 - Average contribution rate
 - Reciprocity contributions, if applicable
 - Additional rehabilitation plan contributions, if applicable
 - Other contributions, if applicable
- Provide details of projected withdrawal liability payments (if applicable)
 - Payments being made from employers who withdrew before the SFA measurement date
 - Withdrawal liability payments for projected future withdrawals
- Projected number of active participants at beginning of plan year
 - Including new entrants



Application Walkthrough MPRA Plans

PBGC

Three Methods of Determining SFA for MPRA Plans

- Amount of SFA payable to plans that implemented benefit suspensions under MPRA will be the greatest of three amounts:
 - Basic Method: SFA determined in the same manner as that used for non-MPRA plans
 - Increasing Assets Method: SFA determined as the lowest amount such that as of the end of the SFA coverage period, the sum of projected SFA assets and projected non-SFA assets is greater than the amount of such sum as of the end of the immediately preceding plan year
 - Present Value Method: SFA equal to the present value of the MPRA benefit suspensions

Refer to the July 28, 2022 webinar for more details



Additional Instructions / Templates for MPRA Plans

Addendum D – specific instructions for MPRA plans

Template 4A

- 4A-4 SFA Details for the Basic Method under § 4262.4(a)(1)
 - Must provide the Basic Method calculation regardless
- 4A-5 SFA Details for the Increasing Assets Method under § 4262.4(a)(2)(i)
 - Must also provide the Increasing Assets Method calculation, using all the same cash flows as in the Basic Method



Template 4B – Present Value Method

- Only required if the requested amount of SFA is determined using the Present Value Method
- If the requested amount of SFA is determined using the Increasing Assets Method, the plan is not required to submit Template 4B and should instead include a statement in the plan's enrolled actuary certification that the amount of SFA determined under the Present Value Method is not the greatest amount of SFA under § 4262.4(a)(2)



Template 4B – Present Value Method

Template 4B Instructions

4B-1 SFA Benefit Payments

- Projected benefit payments broken out by participant status (e.g., retiree/beneficiary, term vested, active) and new entrants
- Separately identify projected benefit payments after reinstatement, and the reduced benefit payments under the approved benefit suspension before any reinstatement

4B-2 SFA Details for Present Value Method

 PV of the difference in benefit payments due to reinstatement, plus the PV of make-up payments to be paid to restore the previously suspended benefits

4B-3 SFA Exhaustion Year for SFA amount determined under the Present Value Method

 Same cash flows and formulas as Template 4A, but with the SFA amount determined under the Present Value method





SFA Measurement Date:	12/31/2021
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	\$92,989,867
SFA Interest Rate:	2.95%

PRESENT VALUE as of the SFA Measurement Date of Projected Amounts for:		
PV of (1) PV of (2)		
	Make-up Payments	
	Attributable to	
	Reinstatement of	
Difference in Benefit	Benefits Suspended	
Payments due to	through the SFA	
Reinstatement	Measurement Date	
\$76,460,961	\$16,528,906	

On this Sheet, show all benefit payment amounts

		2	1 /			
		as positive amounts.				
CTA Manuscrat Date		(1) Difference in Benefit Payments due to Reinstatement (should	(2) Make-up Payments Attributable to Reinstatement of Benefits Suspended			
SFA Measurement Date		match total from Sheet	through the SFA			
/ Plan Year Start Date	Plan Year End Date	4B-1)	Measurement Date			
12/31/2021	12/31/2021	\$0	\$0			
01/01/2022	12/31/2022	\$4,500,000	\$3,552,000			
01/01/2023	12/31/2023	\$4,547,000	\$3,552,000			
01/01/2024	12/31/2024	\$4,571,000	\$3,552,000			
01/01/2025	12/31/2025	\$4,580,000	\$3,552,000			
01/01/2026	12/31/2026	\$4,586,000	\$3,552,000			
01/01/2027	12/31/2027	\$4,560,000	\$0			
01/01/2028	12/31/2028	\$4,483,000	\$0			
01/01/2029	12/31/2029	\$4,414,000	\$0			
01/01/2030	12/31/2030	\$4,395,000	\$0			
01/01/2031	12/31/2031	\$4,362,000	\$0			





Template 4B – Sample SFA Exhaustion

MPRA Plan?	Yes	Meets the definition of a MPRA plan described in § 426
If a MPRA Plan, which method yields the greatest amount of SFA?	Present Value Method	MPRA increasing assets method described in § 4262.4(a MPRA present value method described in § 4262.4(a)(2)
SFA Measurement Date:	12/31/2021	
Fair Market Value of Assets as of the SFA Measurement Date:	\$93,703,000	
SFA Amount as of the SFA Measurement Date under the method calculated in Sheet 4B-2:	\$92,989,867	
Projected SFA exhaustion year:	01/01/2026	Only required on this sheet if the requested amount of SI Plan Year Start Date of the plan year in which the sum o the year exceeds the beginning-of-year projected SFA as
Non-SFA Interest Rate:	5.29%	
SFA Interest Rate:	2.95%	

62.4(a)(3)?

SFA is based on the "present value method". of annual projected benefit payments and administrative expenses for

			On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.										
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments (should match total from Sheet 4A-2)	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA; should match total from Sheet 4A-3)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non- SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
12/31/2021	12/31/2021	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$92,989,867	\$0	\$0	\$93,703,000
01/01/2022	12/31/2022	\$9,944,000	\$0	\$0	-\$20,255,000	-\$3,552,000	-\$547,000	-\$24,354,000	\$2,386,590	\$71,022,457	\$0	\$5,216,518	\$108,863,518
01/01/2023	12/31/2023	\$9,944,000	\$0	\$0	-\$20,166,000	-\$3,552,000	-\$559,000	-\$24,277,000	\$1,739,679	\$48,485,136	\$0	\$6,018,510	\$124,826,028
01/01/2024	12/31/2024	\$9,944,000	\$0	\$0	-\$20,076,000	-\$3,552,000	-\$573,000	-\$24,201,000	\$1,075,941	\$25,360,078	\$0	\$6,862,926	\$141,632,954
01/01/2025	12/31/2025	\$9,944,000	\$0	\$0	-\$19,908,000	-\$3,552,000	-\$586,000	-\$24,046,000	\$396,022	\$1,710,099	\$0	\$7,752,013	\$159,328,967
01/01/2026	12/31/2026	\$9,944,000	\$0	\$0	-\$19,723,000	-\$3,552,000	-\$600,000	-\$1,710,099	\$0	\$0	-\$22,164,901	\$8,109,425	\$155,217,491
01/01/2027	12/31/2027	\$9,944,000	\$0	\$0	-\$19,498,000	\$0	-\$615,000	\$0	\$0	\$0	-\$20,113,000	\$7,945,501	\$152,993,992
01/01/2028	12/31/2028	\$9,944,000	\$0	\$0	-\$19,191,000	\$0	-\$629,000	\$0	\$0	\$0	-\$19,820,000	\$7,835,528	\$150,953,520
01/01/2029	12/31/2029	\$9,944,000	\$0	\$0	-\$18,913,000	\$0	-\$645,000	\$0	\$0	\$0	-\$19,558,000	\$7,734,428	\$149,073,948
01/01/2030	12/31/2030	\$9,944,000	\$0	\$0	-\$18,674,000	\$0	-\$660,000	\$0	\$0	\$0	-\$19,334,000	\$7,640,847	\$147,324,795



Templates 5A, 5B, 6A, 6B – Baseline and Reconciliation

- MPRA plans only have to complete the Baseline and Reconciliation for the calculation method under which the requested amount of SFA is determined
 - Templates 5A and 6A use if Increasing Assets is the "winning" method
 - Templates 5B and 6B use if Present Value is the "winning" method
- Same concept as under the Basic Method, but provide the SFA amount, change in amount, and projections for each incremental change in assumption using the "winning" method

Templates 5A and 6A are not required if the requested amount of SFA is determined using the Present Value Method and using Baseline assumptions

Templates 5B and 6B are not required if the requested amount of SFA is determined using the Increasing Assets Method and using Baseline assumptions



Supplemented Application Walkthrough IFR Filers that have received SFA

Contents of Supplemented Application

Must not change:

- Plan's SFA measurement date
- Fair market value of assets
- Participant census data
- Any projection assumptions except:
 - Implementation of the two interest rate structure, and
 - Exclusion of contribution rate increases agreed to on or after July 9, 2021

Refer to the July 28, 2022 webinar for more details on Supplemented Applications



Additional Instructions / Templates for Supplemented Applications

- Addendum C specific instructions for Supplemented Applications
- Application Checklist Supplemented
 - Simplified version of the Application Checklist
- Template 9
 - Reconciliation similar to Template 6A
 - Identify assumption/method changes in the applicable order described in Addendum C

If the plan is <u>not</u> seeking additional SFA under the Final Rule

- Very minimal information is required
 - Section A Plan identifying information
 - Section D SFA request cover letter
- No templates or checklists are required



Supplemented Applications – What to File

If the plan is seeking additional SFA under the Final Rule

- If the plan is not a MPRA plan
 - Provide Template 4A showing the Basic Method
- If the plan is a MPRA plan and the requested amount of SFA is determined using the Increasing Assets Method
 - Provide Template 4A showing the Basic Method and the Increasing Assets Method
- If the plan is a MPRA plan and the requested amount of SFA is determined using the Present Value Method
 - Provide Template 4A showing the Basic Method and the Increasing Assets Method
 - Provide Template 4B showing the Present Value Method
- All plans seeking additional SFA under the Final Rule must provide Template 9





Template 9 – Sample Plan Reconciliation

ltem number	Basis for Assumptions/Methods Change	Change in SFA Amount	SFA Amount	Comments
1	SFA amount from the approved IFR application	N/A	\$114,000,000	From Template 4 of the application that was approved under the IFR
2	Basic Method under Final Rule with no assumption changes other than using the non-SFA and SFA interest rates	\$750,000	\$114,750,000	See "9-2 Reconciliation Details"
3	Basic Method under Final Rule reflecting the assumption change related to excluded contribution increases agreed to on or after July 9, 2021	\$225,000	\$114,975,000	From "4A-4 SFA Details for the Basic Method under § 4262.4(a)(1)" of Template 4A
4	Increasing Assets Method under Final Rule	\$37,500,000	\$152,475,000	From "4A-5 SFA Details for the Increasing Assets Method under § 4262.4(a)(2)(i)" of Template 4A



Expanded Assumptions Guidance SFA 22-07

PBGC

Pre-2021 Zone Certification

Pre-2021 zone certification – This is the most recent certification of plan status ("zone certification") completed before January 1, 2021

- Identifies assumptions used to determine plan's zone status
 - Many zone certifications reference assumptions in the most recently published Actuarial
 Valuation Report (AVR) and identifies any assumptions that are different
 - Example for calendar year plan: Zone certification for 2020 plan year is completed on 3/25/2020. This is the pre-2021 zone certification and it references the 2019 AVR assumptions and separately identifies any assumptions that are different from the 2019 AVR
- Most zone certifications are for a period of 20 years or less



SFA Assumptions (except interest rates)

SFA Assumptions – Assumptions used to determine the SFA amount requested

- Mortality (healthy, disabled, improvement scale(s))
- Demographic assumptions (retirement, turnover, payment form, active population growth/decline, new entrant profile, percent married/age difference, etc.)
- Contribution base units
- Contribution rate(s)
- Withdrawal liability payments assumed (may reflect assumption to reflect amounts expected to be uncollectible)
- Administrative expenses
- Other as applicable



Is there a change in assumption?

Section 4262.5(c):

Identification &
Supporting Rationale

Assumptions Guidance (PBGC SFA 22-07):

Acceptable

Generally Acceptable

Generally Not Acceptable



Generally, all plans will have an assumption change

- Zone certification assumptions are generally not utilized for 30 years
- Extensions of a pre-2021 zone certification assumption is an assumption change (for example: CBUs, contribution rates, administrative expenses and withdrawal liability payments)

Section 4262.5(c) – Identification and Supporting Rationale

- Describe why the original assumption is no longer reasonable;
- Propose to use a different assumption (the changed assumption); and
- Demonstrate the changed assumption is reasonable (see Section D(6) of instructions for examples of supporting rationale)

Assumptions Guidance

- Provides acceptable extensions of assumptions beyond date of insolvency or 20 years, as applicable
- Provides examples
- Allows for minimal supporting rationale for specified acceptable assumption changes
- Is nonbinding Plans do not have to use the guidance to select assumptions used to determine the SFA amount



PBGC SFA 22-07 Expanded assumptions guidance has the following sections:

Section I: Table of Contents

Section II: Changes since prior publication

- Clarified guidance is related to the <u>extension</u> of the assumption and not to the unchanged assumption in the pre-2021 zone certification
- Clarified (see Example #1) that PBGC will accept an assumption extension listed in Section III
 ("acceptable" assumption changes) if PBGC determines that the pre-2021 zone certification
 assumption is reasonable



Section III: Acceptable assumption changes

- CBU assumption extension, administrative expense assumption extension
- Healthy and disabled mortality assumption, mortality improvement projection scale
- New entrant profile Identify the new entrant profile and include experience analysis separately for each of the last five plan years
- Contribution rate
 - Final Rule notes that any contribution increases agreed to after July 9, 2021 do not need to be reflected in the SFA determination



Section III: Acceptable assumption changes (continued)

- "Missing" terminated vested participants –If a plan proposes a change in assumptions that has
 the effect of including benefits for some or all participants previously excluded, PBGC will
 accept such a change provided benefits for participants older than 85 are excluded. In
 addition, applicant must provide the following:
 - A listing of the participants who were previously excluded but included for SFA purposes
 - Description of plan policies and procedures for locating missing participants and specific efforts the plan has made to locate such participants
 - Details of recent death audit (not earlier than one year prior to SFA measurement date)



Section IV: Generally acceptable assumption changes

- CBU assumption
 - The guidance applies to the total aggregated CBU assumption rather than projections for individual employers
 - Additional examples where the COVID period (3/1/2020 through 12/31/2021) falls within different 10-year historical period
 - Example #4 is an instance when PBGC will not accept a plan using the generally acceptable assumption change because of additional relevant facts that would impact the CBU projection
- Mortality assumption Reflecting partial or fully credible mortality experience, use 26 CFR 1.430(h)(3)-2 for single employer plans
- Reflect significant plan experience between participant census data and SFA measurement date



Section IV: Generally acceptable assumption changes (continued)

 Assumptions used in approved MPRA applications – PBGC will generally accept a change from the pre-2021 zone certification assumption to an assumption used in a plan's approved MRPA application

Section V: Generally **NOT** acceptable assumption changes

- CBU assumption extension that would include speculative industry changes
- Explicit investment expense assumption
- Changes to participant census data reflecting short term plan experience between the participant census date and the date SFA application is filed



Section VI: Additional information

- Withdrawal liability payment assumption consider reflecting a reasonable allowance for amount considered uncollectible
- "Missing" terminated vested participants If plan chooses to use an assumption other
 than the acceptable assumption noted in Section III of the assumptions guidance, then
 the plan should provide experience data that supports its assumption that those
 previously excluded but are included for SFA purposes will eventually apply for benefits



PBGG

Webpage: https://www.pbgc.gov/arp-sfa

Webinar series targeting trustees and practitioners

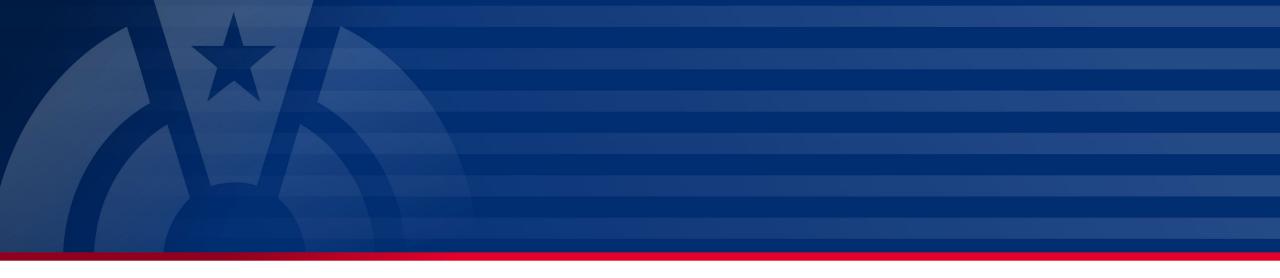
- July 28, 2022 focus is plans currently eligible to apply; decisions before August 8, 2022
- Today all eligible plans; overview of changes in the Final Rule, application process, and expanded assumptions guidance
- TBD permissible investments, conditions applicable to SFA recipients

For SFA Practitioner Related Questions or to Request a Pre-Application Consultation:

Email <u>multiemployerprogram@pbgc.gov</u>

Thank you!



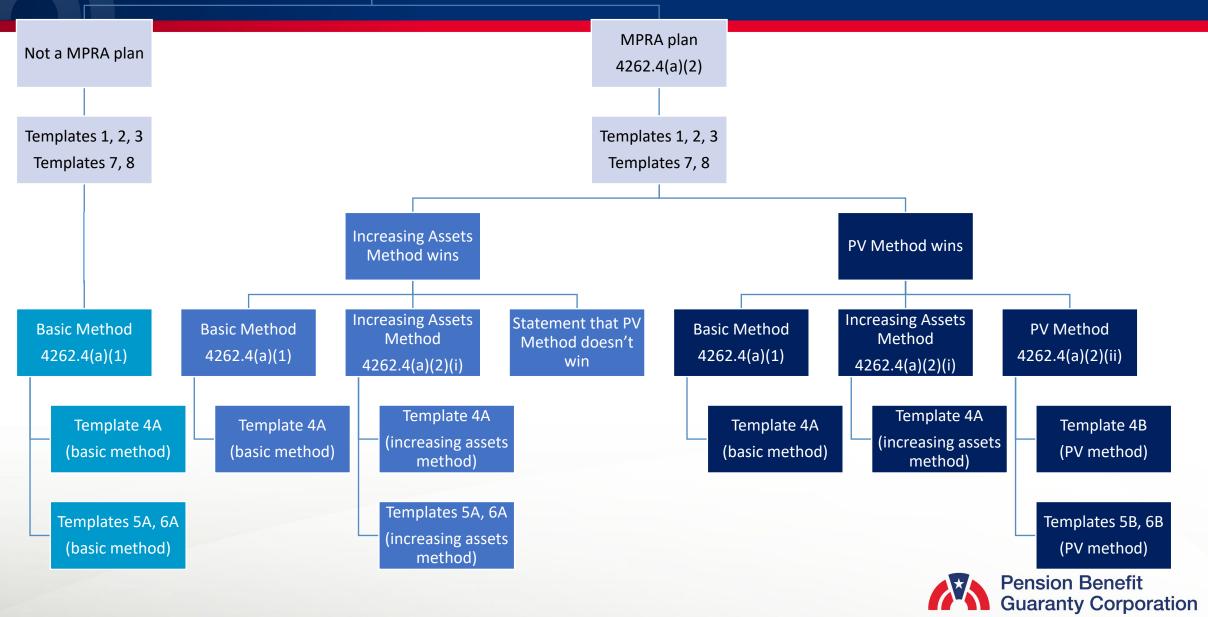


Appendix

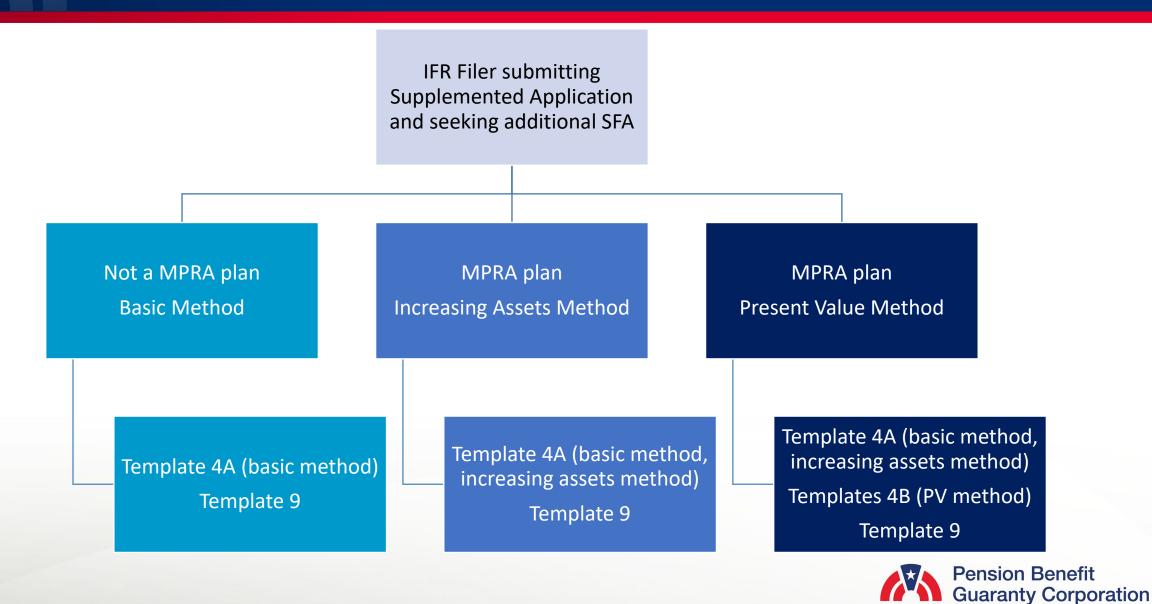
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Plan applying for SFA under Final Rule

Template Flow Chart



Template Flow Chart – Supplemented Applications



e-Filing Portal: Log In/Create Account

https://efilingportal.pbgc.gov/site/Login.aspx

Top of Page – Includes Link to SFA Instructions

Bottom of Page – Apply for an Account or Log in



New to e-Fil	ing Portal?	Apply for an A	<u>Account</u>
Already Hav	e an Accoui	nt? Log in.	
User ID:			Forgot your User ID?
Password:			Forgot your password?
		Login	

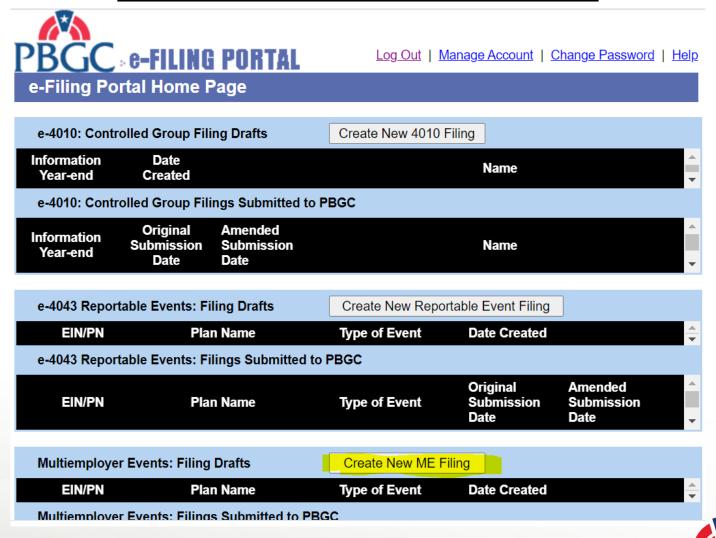




Pension Benefit

Guaranty Corporation

Screen to Create a New ME Filing after logging in:





Screen to select a filing type after clicking "Create New ME Filing" after logging in:

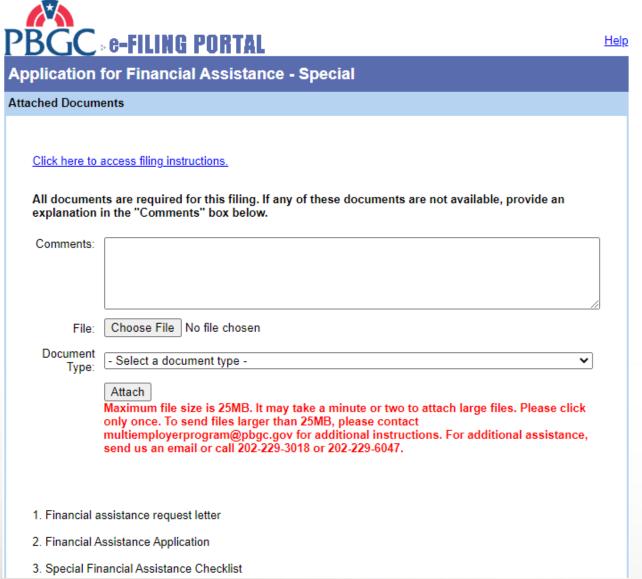
PBGC - e-FILING PORTAL	<u>Help</u>
Multiemployer - Filing Type Selection	
Select a filing type:	
Funding Notices:	
O Notice of Critical Status	
O Notice of Endangered Status	
O Notice of Seriously Endangered Status	
O Annual Funding Notice	
Financial Assistance:	
O Application for Financial Assistance - Initial	
O Application for Financial Assistance - Recurring	
O Application for Financial Assistance - Special	
Termination Notices:	
O Notice of Termination	
Withdrawal Liability Information	
O Actuarial Valuation Information	
Insolvency Notices:	
O Notice of Insolvency	
O Notice of Insolvency Benefit Level	
O Combined Notice of Insolvency and Notice of Insolvency Benefit Level	
	Cancel Next >



Basic Information Screen:

PBGC • e-FILING PORTAL
Application for Financial Assistance - Special
*Required fields
*Plan name:
*EIN: (ex. 33-333333) *PN: (ex. 333)
*Notice filer name:
*Role of filer: - select a value - 🕶
*Total amount requested: \$
< Back Cancel Save & Next

Document Uploading Page (partial – the full list of document types is shown in the screenshot on the next page):





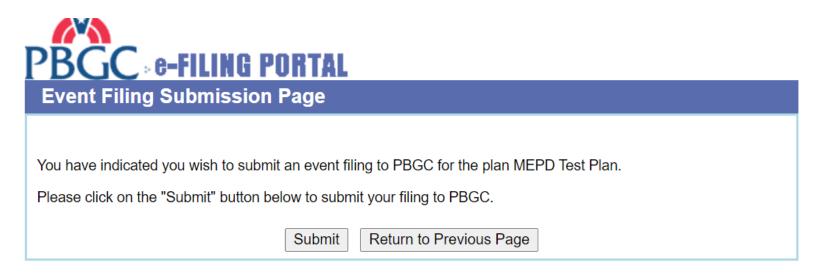
<u>Document Uploading Page (full list of document types):</u>

- 1. Financial assistance request letter
- 2. Financial Assistance Application
- 3. Special Financial Assistance Checklist
- 4. Financial assistance spreadsheet (template)
- 5. Plan's most recent financial statement (audited, or unaudited if audited not available)
- 6. List of all cash and investment accounts maintained for the plan
- 7. Bank/Asset statements for all cash and investment accounts
- 8. Rehabilitation plan (or funding improvement plan, if applicable)
- 9. Zone certification
- 10. Benefit calculations and supporting data (i.e. accrued benefit, years of service, and etc.)
- 11. Pension plan documents, all versions available, and all amendments signed and dated
- 12. Contributing Employers
- 13. Participant database
- 14. Latest annual return/report of employee benefit plan (Form 5500)
- 15. Most recent actuarial valuation for the plan
- 16. Projections for special financial assistance (estimated income, benefit payments and expenses)
- Historical Plan Financial Information (CBUs, contribution rates, contribution amounts, withdrawal liability payments)





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