

Bryan J. Donovan, Jr., Union Trustee
Frank A. Rossi, Union Trustee

Robert M. Sullivan Jr., Employer Trustee
Larry Keefe, Employer Trustee

Summary Annual Report for
TEAMSTERS HEALTH SERVICES & INSURANCE PLAN LOCAL 404

This is a summary of the annual report for the TEAMSTERS HEALTH SERVICES & INSURANCE PLAN LOCAL 404, (Employer Identification No. 04-2589472, Plan No. 501) for the period July 1, 2022 to June 30, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$10,055,522. These expenses included \$1,155,791 in administrative expenses and \$8,899,731 in benefits paid to participants and beneficiaries. A total of 1,372 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$166,684,491 as of June 30, 2023 compared to \$144,963,766 as of July 1, 2022. During the plan year the plan experienced an increase in its net assets of \$21,720,725. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$31,776,247, including employer contributions of \$15,526,713, employee contributions of \$141,466, gains of \$268,400 from the sale of assets, earnings from investments of \$15,839,015 and other income of \$653.

The plan has a contract with Anthem Life Insurance Company which allocates funds toward individual policies. The total premiums paid for the plan year ending June 30, 2023 were \$90,006.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment; and
3. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Teamsters Health Service & Insurance Plan of Local Union 404, 115 Progress Avenue, Springfield, MA 01104, (413-733-2191).

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan: Teamsters Health Service & Insurance Plan of Local Union 404, 115 Progress Avenue, Springfield, MA 01104 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Sincerely,

Board of Trustees