



FREQUENTLY ASKED QUESTIONS REGARDING AMENDMENT TO PENSION PLAN DOCUMENT

Why is the pension plan being amended?

The 2020 Clergy Laity Conference resolved that the ABC review the plan document for inconsistencies between how the plan is operating as opposed to the language in the plan restated on January 1, 2020.

What operational changes?

The plan amendment aligned the definition of clergy compensation used to determine plan benefits along with the definition of the participant contribution formula used to provide those benefits set forth in 2018.

What minor changes were made?

Make up and duties of the Plan Administrative Committee and Plan Investment Committee?

What changes were made to benefit the plan participants?

The funding method was revised to make the Archdiocese responsible for paying the current and past liabilities to the plan in a way to fully fund the plan over time. This amount was determined by the Actuarial Firm of Mercer. Before no obligation to pay was in force.

The termination clause was changed to put the authority to terminate the plan in the hands of the Archdiocese as Employer. Since it has the responsibility to fund, it has the responsibility to terminate. Language was put in place to allow the ABC to guarantee 100% of the benefits earned to date of termination would be paid out.

Are these changes more beneficial to the plan participants than before?

YES. The plan participants get a better sense of security knowing that discretionary decisions have been replaced with concrete actions.

Will the plan participants receive a plain language document of the new document with the changes through the plan amendment?

Yes. Summary Plan Description is being prepared that will be given to all plan participants.