

MASSACHUSETTS SERVICE EMPLOYEES' PENSION FUND

REPORT OF SUMMARY PLAN INFORMATION

2020 Plan Year

The Trustees of the Massachusetts Service Employees' Pension Fund ("Fund" or "Plan") are providing the following Report of Summary Plan Information to unions that represent Plan participants and employers obligated to contribute to the Plan in accordance with ERISA §104(d).

Except as otherwise specified, all information in this Report pertains to the 2020 Plan Year.

1. Description of Contribution Schedules and Benefit Formulas

Employers who are required to contribute to the Plan do so as agreed upon in collective bargaining agreements with the SEIU Local 32BJ or a participation agreement. For 2020, employers were required generally to contribute \$.55 per hour for all hours worked by regularly scheduled employees. A slightly different contribution rate is required for eligible participants working at Harvard University, the O'Neill Federal Building, and the John F. Williams Coast Guard Building under the respective applicable collective bargaining agreements. Contributions begin on the first day of the month following 180 days of continuous employment of the covered employee.

For each year or creditable fraction of a year of benefit service earned through December 31, 2014, the Plan provides a benefit of \$27.00, plus a benefit of \$30.00 for each year or creditable fraction of a year of benefit service earned beginning January 1, 2018. A lower benefit amount was effective for certain prior years, and a different benefit amount applies to eligible participants working at Harvard University, the O'Neill Federal Building, the John F. Williams Coast Guard Building, and Tavern 103, Limited (for past years only). A participant with at least 1,800 hours of service receives full credit toward a year of benefit. There is a scale that applies to crediting participants who have between 1,000 and 1,800 hours of service, with a participant with a minimum of 1,000 hours of service receiving 50% credit towards a year of benefit service.

2. Number of Contributing Employers

For the Plan Year ending December 31, 2020, 76 employers were obligated to contribute to the Plan.

3. Employers Contributing More than 5%

During the 2020 Plan Year, the employers listed below contributed more than 5% of total contributions to the Plan:

- C&W Facility Services, Inc.
- Janitronics
- ABM Janitorial Services, Inc.
- UG2, LLC
- American Cleaning Co

4. Participants for Whom No Contributions Were Made

For the 2020, 2019, and 2018 plan years, there were no (0) participants with respect to whom no employer contributions were made by an employer as the participant's employer.

5. Plan Funding Status

The Plan was not in endangered, critical, or critical and declining status under ERISA §305 during the 2020 plan year.

6. Number of Employers That Withdrew in Preceding Plan Year

The Plan is aware of no employers that withdrew or may have withdrawn from the Plan during the 2019 plan year.

7. Transaction Information

The Plan did not merge with another plan and did not receive a transfer of the assets and liabilities of any other plan during the 2020 Plan Year.

8. Amortization Extension or Shortfall Funding Method Information

The Plan did not apply for or receive an amortization extension under ERISA §304(d) or Code §431(d) for the 2020 plan year. The Plan did not use the shortfall funding method as described in ERISA §305 for the 2020 plan year.

9. Right to Additional Information

As a contributing employer or participating employee organization you have the right to request a copy of the Fund's annual Form 5500 report, summary plan description, and summaries of material modifications. You are entitled to only one copy in every 12-month period and the Fund may charge for the cost of providing such documents (including copying and postage). For 2009 and subsequent plan years, you may obtain an electronic copy of the plan's annual report by going to www.efast.dol.gov and using the Form 5500 search function. For identification purposes, the official Plan Number is 001 and the Employer Identification Number (EIN) is 04-6344921.

In order to request the documents described in this Notice, you may contact Ms. Regine Breton, Director of Retirement Services, 25 West 18th Street, New York, NY 10011, (212) 388-3500, rbreton@32bjfunds.com.