
Document to Help
Employers Comply with the
“FASB Accounting Standards
Update No. 2011-09,
September 2011
Compensation - Retirement
Benefits - Multiemployer
Plans (Subtopic 715-80)
Disclosures about an
Employer’s Participation in a
Multiemployer Plan”

Multi-Employer Defined Benefit Pension Funds in
Collectively Bargained Agreements (CBAs)
Negotiated by the Indiana Constructors, Inc. – Labor
Relations Division (ICI-LRD) or the Building Division
– ICA, Inc.

Indiana Constructors, Inc. – Labor Relations Division
One North Capitol Avenue, Suite 1000
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(317) 634-7547



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26, 2014, Oct. 16, 2015, Jan. 26, 2016, May 6, 2016 and Jan. 25, 2017*

Note: **Blue text** indicates new or updated information since this publication
was last updated and published on May 6, 2016.

Plan Name	Indiana Carpenters Pension Fund				
Union	Carpenters				
EIN	35-6057648, Plan No.: 001				
Plan Funding Status	2015 Green	2014 Green	2013 Green	2012 Green	2011 Green
	<i>Green Zone = 80% or more funded</i>				
Funding Improvement/ Rehabilitation Plan	No				
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc. or the Indiana Constructors, Inc. – Labor Relations Division				
Fiscal Year	January 1 through December 31				
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 1/1/2015 through 12/31/2015				
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	<p>HEAVY & HIGHWAY AGREEMENT Between Indiana Constructors, Inc – Labor Relations Division (ICI-LRD) and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – 3/31/2019 – 86 Indiana counties (Contributions for work performed in Zones 3A, 3B, 3C and 3D go to this pension fund.)</p> <p>WORKING AGREEMENT Between BUILDING DIVISION - ICA, INC. And INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – 5/31/2017 – Central Indiana (Contributions for work performed in Zones 1, 2, 3 and 4 go to this pension fund.)</p>				
<i>Note: Separate agreements (negotiated by entities other than the AGC of Indiana or Indiana Constructors, Inc. - LRD) may include contributions to this fund.</i>					
Plan Contact Information	Indiana Carpenters Pension Fund P.O. Box 421789 Indianapolis, IN 46242-1789 Phone: 317-248-2140 No website as of January 24, 2017				

Plan Name	Indiana State Council of Carpenters Pension Fund				
Union	Carpenters				
EIN	35-6060378				
Plan Funding Status	<table> <tr> <td>2016 Yellow</td> <td>2015 Red</td> <td>2014 Red</td> <td>2013 Red</td> </tr> </table> <p><i>Red Zone = "Critical Status" less than 65% funded</i> <i>Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i></p>	2016 Yellow	2015 Red	2014 Red	2013 Red
2016 Yellow	2015 Red	2014 Red	2013 Red		
Funding Improvement/ Rehabilitation Plan	Trustees adopted a Rehabilitation Plan on June 24, 2010.				
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc. or the Indiana Constructors, Inc. – Labor Relations Division				
Fiscal Year	April 1 through March 31				
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 4/1/2015 through 3/31/2016				
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	<p>HEAVY & HIGHWAY AGREEMENT Between Indiana Constructors, Inc – Labor Relations Division (ICI-LRD) and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – 3/31/2019 – 86 Indiana counties (Contributions for work performed in Zones 2A, 2B, 2C, 4A, 4B, 4C and 4D go to this pension fund.)</p> <p>INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS SOUTHERN AREA AGREEMENT NEGOTIATED by and between BUILDING DIVISION – ICA, INC. and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS Of the United Brotherhood Of Carpenters and Joiners of America Indianapolis, Indiana – 3/31/2018 – Southern Indiana (Contributions for work performed in Zones 5, 6, 7A, 7B and 8 go to this pension fund.)</p> <p><i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Indiana Constructors, Inc. – Labor Relations Division) may include contributions to this fund.</i></p>				
Plan Contact Information	<p>Indiana State Council of Carpenters Pension Fund 5420 West Southern Avenue, Suite 407 Indianapolis, IN 46241-5569 Phone: 317-248-2140 No website as of January 24, 2017</p>				

Plan Name	Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund <i>Pension fund created by merging four pension funds into one fund on July 1, 2012.</i>			
Union	Carpenters			
EIN	51-6123713			
Plan Funding Status	2015 Green	2014 Green	2013 Green	2012 N/A
	<i>Green Zone = 80% or more funded</i>		<i>N/A = not available</i>	
Funding Improvement/ Rehabilitation Plan	No			
Surcharge Imposed	No, not for contractors represented by Indiana Constructors, Inc. – Labor Relations Division (ICI-LRD) or the Building Division – ICA, Inc.			
Fiscal Year	July 1 through June 30			
Most Recent, Publicly Available Form 5500	Fiscal Year 2014 – 7/1/2014 through 6/30/2015			
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	<p>HEAVY & HIGHWAY AGREEMENT Between INDIANA CONSTRUCTORS, INC. – LABOR RELATIONS DIVISION (ICI-LRD) and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – 3/31/2019 – 86 Indiana counties (Contributions for work performed in Zone 1B go to this pension fund.)</p> <p>INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS SOUTHERN AREA AGREEMENT NEGOTIATED by and between BUILDING DIVISION – ICA, INC. and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS Of the United Brotherhood Of Carpenters and Joiners of America Indianapolis, Indiana – 3/31/2018 – Southern Indiana (Contributions for work performed in Zone 9 go to this pension fund.)</p> <p><i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Indiana Constructors, Inc. Labor Relations Division) may include contributions to this fund.</i></p>			
Plan Contact Information	Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund 5420 West Southern Avenue, Suite 407 Indianapolis, IN 46241-5569 Phone: 800-221-7129 <i>No website as of January 24, 2017</i>			
Additional Note	<p><u>Predecessor Funds:</u></p> <ol style="list-style-type: none"> 1. Lower Ohio Valley District Council Pension Trust Fund 2. Kentucky State District Council of Carpenters Pension Trust Fund 3. Carpenters Local Union No. 215 Pension Fund 4. Northwest Indiana Regional Council of Carpenters Pension Fund <p><i>On July 1, 2012, four above-noted multi-employer Taft-Hartley Defined Benefit Pension Funds merged, creating the “Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund” as a successor pension fund. The surviving fund has the same EIN: 51-6123713 as the Northwest Indiana Regional Council of Carpenters Pension Trust Fund, one of the four predecessor funds.</i></p>			

Plan Name	Carpenters Local Union No. 215 Pension Fund <i>Effective July 1, 2012 this fund merged into the new Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund EIN: 51-6123713.</i>			
Union	Carpenters			
EIN	35-6244812			
Plan Funding Status	2012 Fund Merged into another fund. Refer to "Additional Note" (below)	2011 Green	2010 Yellow	2009 Green
	<i>Green Zone = 80% or more funded Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i>			
Funding Improvement/ Rehabilitation Plan	No			
Surcharge Imposed	No, not for contractors represented by Highway, Heavy, and Utility Division – ICA, Inc.			
Fiscal Year	April 1 through March 31			
Most Recent, Publicly Available Form 5500	Fiscal Year 2012 – 4/1/2012 through 6/30/2012 – <i>Final return/report filed March 7, 2013</i> Fiscal Year 2011 – 4/1/2011 through 3/31/2012			
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	HEAVY & HIGHWAY AGREEMENT Between HIGHWAY, HEAVY, AND UTILITY DIVISION – ICA, Inc. and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS – 3/31/2016 – 86 Indiana counties (Contributions for work performed in Zone 1B go to this pension fund.)			
<i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i>				
Plan Contact Information	Carpenters Local Union No. 215 Pension Fund PO Box 50440 Indianapolis, IN 46250-0440 Phone: 317-554-9000			
Additional Note	<i>On July 1, 2012, this fund merged the new Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund, EIN: 51-6123713. Refer to page 4 of this document.</i>			

Plan Name	Iron Workers District Council of Southern Ohio & Vicinity Pension Trust				
Union	Iron Workers				
EIN	31-6038516 for Plan Years 2013 and future (31-6127229 for Plan Years 2012 and earlier)				
Plan Funding Status	2015 Yellow	2014 Yellow	2013 Yellow	2012 Yellow	2011 Yellow
	<i>Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i>				
Funding Improvement/ Rehabilitation Plan	Trustees adopted a Funding Improvement Plan in 2008. Trustees most recently updated it for the 2011 plan year.				
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc.				
Fiscal Year	February 1 through January 31				
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 2/1/2015 through 1/31/2016				
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	JOINT AGREEMENT Between AGC of Indiana, INC. And BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS LOCAL UNION NO. 22 Indianapolis, Indiana – 5/31/2021				
<i>Note: Separate agreements (negotiated by entities other than the AGC of Indiana) may include contributions to this fund.</i>					
Plan Contact Information	Iron Workers District Council of Southern Ohio & Vicinity Pension Trust Main PO Box 398 Dayton, OH 45401-0398 Phone: 800-331-4277 www.ironworkersbenefits.com				

Plan Name	Indiana Laborers Pension Fund				
Union	Laborers				
EIN	35-6027150				
Plan Funding Status	<table> <tr> <td>2015 Yellow</td> <td>2014 Red</td> <td>2013 Yellow</td> <td>2012 Yellow</td> </tr> </table> <p style="text-align: center;"><i>Red Zone = "Critical Status" less than 65% funded</i> <i>Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i></p>	2015 Yellow	2014 Red	2013 Yellow	2012 Yellow
2015 Yellow	2014 Red	2013 Yellow	2012 Yellow		
Funding Improvement/ Rehabilitation Plan	Trustees adopted an initial Funding Improvement Plan on March 18, 2009. They updated it and adopted it with the update on March 17, 2011. On June 18, 2014 Trustees adopted a Rehabilitation Plan.				
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc. or AGC of Indiana, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.				
Fiscal Year	June 1 through May 31				
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 6/1/2015 through 5/31/2016				
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund <i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or AGC of Indiana, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i>	<p>LABORERS' WORKING AGREEMENT BY AND BETWEEN BUILDING DIVISION – ICA, INC. AND THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, STATE OF INDIANA DISTRICT COUNCIL, LOCAL UNION #561 Evansville, Indiana – 3/31/2018 – Southwestern Indiana</p> <p>THE COLLECTIVE BARGAINING AGREEMENT NEGOTIATED BY AND BETWEEN AGC of Indiana, Inc. AND THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA STATE OF INDIANA DISTRICT COUNCIL FOR AND ON BEHALF OF ITS AFFILIATED LOCAL UNIONS #120, #204, #274, #741, #1047, #1112 – 5/31/2019 – Central Indiana</p> <p>AGREEMENT BY AND BETWEEN HIGHWAY, HEAVY, AND UTILITY DIVISION – ICA, INC. and LOCAL UNIONS OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA STATE OF INDIANA DISTRICT COUNCIL – 3/31/2017 – Statewide</p> <p><i>Note: Some Local 41 and 81 employees working under the statewide highway CBA are covered by this fund. Most Local 41 and 81 members are covered by the Construction Workers Pension Fund of Lake County and Vicinity Pension Fund.</i></p>				
Plan Contact Information	Indiana Laborers Pension Fund PO Box 1587 Terre Haute, IN 47808-1587 Phone: 812-238-2551 www.indianalaborers.org				

Plan Name	Central Pension Fund of the IUOE & Participating Employers			
Union	Operating Engineers			
EIN	36-6052390			
Plan Funding Status	2015 Green	2014 Green	2013 Green	2012 Green
	<i>Green Zone = 80% or more funded</i>			
Funding Improvement/ Rehabilitation Plan	No			
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.			
Fiscal Year	February 1 through January 31			
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 2/1/2015 through 1/31/2016			
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund <i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i>	<p>HIGHWAY, HEAVY RAILROAD AND UTILITY CONSTRUCTION AGREEMENT by and between Highway, Heavy, and Utility Division – ICA, Inc. and OPERATING ENGINEERS LOCAL UNION 103 – 3/31/2018 – Central and Northeastern Indiana</p> <p>HIGHWAY, HEAVY & RAILROAD CONSTRUCTION AGREEMENT between HIGHWAY, HEAVY, AND UTILITY DIVISION - ICA, INC. and INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 181 – 3/31/2018 – Southern Indiana</p> <p>INDIANA HIGHWAY AND UTILITY AGREEMENT BETWEEN INDIANA CONSTRUCTION ASSOCIATION HIGHWAY, HEAVY, AND UTILITY DIVISION – ICA, INC. AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 841 – 3/31/2018 – West Central Indiana</p> <p>BUILDING CONSTRUCTION AGREEMENT between BUILDING DIVISION – ICA, INC. And LOCAL UNION NO. 103 INTERNATIONAL UNION OF OPERATING ENGINEERS – 3/31/2018 – Central Indiana and Northeastern Indiana</p> <p>INDIANA BUILDING, SEWER, WATERLINE and UTILITY AGREEMENT Negotiated By and Between Building Division – ICA, Inc. and International Union of Operating Engineer Local 181 – 3/31/2018 – Southern Indiana</p> <p>INDIANA BUILDING AGREEMENT International Union of Operating Engineers, Local Union No. 841 and Building Division - ICA, Inc. – 3/31/2018 – West Central Indiana</p>			
Plan Contact Information	Central Pension Fund of the IUOE and Participating Employers 4115 Chesapeake Street, NW Washington, DC 20016-4665 Phone: 202-362-1000 www.cpfuoe.org			

Plan Name	Midwest Operating Engineers Pension Trust Fund					
Union	Operating Engineers					
EIN	36-6140097					
Plan Funding Status	<table> <tr> <td>2015 Yellow</td> <td>2014 Yellow</td> <td>2013 Yellow</td> <td>2012 Yellow</td> <td>2011 Green</td> </tr> </table> <p style="text-align: center;"><i>Green Zone = 80% or more funded</i> <i>Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i></p>	2015 Yellow	2014 Yellow	2013 Yellow	2012 Yellow	2011 Green
2015 Yellow	2014 Yellow	2013 Yellow	2012 Yellow	2011 Green		
Funding Improvement/ Rehabilitation Plan	Yes, Funding Improvement Plan adopted January 8, 2013.					
Surcharge Imposed	No, not for contractors represented by the Highway, Heavy, and Utility Division – ICA, Inc.					
Fiscal Year	April 1 through March 31					
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 4/1/2015 through 3/31/2016					
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund <i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i>	HIGHWAY, HEAVY AND RAILROAD CONSTRUCTION AGREEMENT BY AND BETWEEN HIGHWAY, HEAVY AND UTILITY DIVISION ICA, INC AND INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 150, AFL-CIO – 3/31/2017 – Northern Indiana 10 County (Newton, Jasper, Starke, Pulaski, Marshall, Fulton, Elkhart, Kosciusko, LaGrange and Noble Counties)					
Plan Contact Information	Midwest Operating Engineers Pension Trust Fund 6150 Joliet Road Countryside, IL 60525-3994 Phone: 708-482-7300 www.moefunds.com					

Plan Name	Central States Southeast and Southwest Areas Pension Plan					
Union	Teamsters					
EIN	36-6044243					
Plan Funding Status	<table> <tr> <td>2016 Red</td> <td>2015 Red</td> <td>2014 Red</td> <td>2013 Red</td> <td>2012 Red</td> </tr> </table> <p><i>Red Zone = "Critical Status" less than 65% funded</i></p> <p><i>On March 30, 2016 this fund was Certified as in "Critical and Declining Status"</i></p>	2016 Red	2015 Red	2014 Red	2013 Red	2012 Red
2016 Red	2015 Red	2014 Red	2013 Red	2012 Red		
Funding Improvement/ Rehabilitation Plan/Rescue Plan	<p>Trustees adopted a Rehabilitation Plan March 25, 2008. The trustees amended the Rehabilitation Plan to include a Distressed Employer Schedule in 2011.</p> <p>April 27, 2015 Central States issued a "Notice of Critical and Declining Status" and on September 25, 2015, the Pension Fund filed an application with the U.S. Department of the Treasury seeking approval for a pension rescue plan under the Multiemployer Pension Reform Act of 2014 (MPRA). For more information, visit "The Rescue Plan" page http://www.cspensionrescue.com/.</p>					
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc. or Highway, Heavy, and Utility Division – ICA, Inc.					
Fiscal Year	January 1 through December 31					
Most Recent, Publicly Available Form 5500	Fiscal Year 2015 – 1/1/2015 through 12/31/2015					
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	<p>AGREEMENT BETWEEN BUILDING CONSTRUCTION COMPANIES AND CHAUFFEURS, TEAMSTERS WAREHOUSEMEN AND HELPERS LOCAL UNION NO. 135 – 3/31/2019 – West Central Indiana (Vermillion, Parke, Putnam, Vigo, Clay, Sullivan, Knox and Pike Counties)</p> <p>HIGHWAY, HEAVY, RAILROAD AND UNDERGROUND UTILITY CONTRACTING AGREEMENT between HIGHWAY, HEAVY AND UTILITY DIVISION – ICA, INC. and TEAMSTERS JOINT COUNCIL NO. 69 April 1, 2014 to March 31, 2017 – (90 Indiana counties)</p> <p>COLLECTIVE BARGAINING AGREEMENT By and Between BUILDING DIVISION – ICA, INC. and CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 215 Evansville, Indiana – 3/31/2018 – Southwestern Indiana</p> <p><i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i></p>					
Plan Contact Information	<p>Central States, Southeast and Southwest Areas Pension Plan 9377 West Higgins Road Rosemont, IL 60018-4938 Phone: 847-518-9800 www.centralstatesfunds.org</p>					

Plan Name	Lower Ohio Valley District Council Pension Trust Fund <i>Effective July 1, 2012 this fund merged into the new Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund EIN: 51-6123713.</i>			
Union	Carpenters			
EIN	35-6077238			
Plan Funding Status	2012 Fund Merged into another fund. Refer to "Additional Note" (below)	2011 Yellow	2010 Yellow	2009 Green
	<i>Green Zone = 80% or more funded Yellow Zone = "Endangered Status" less than 80% funded, but greater than 65% funded</i>			
Funding Improvement/ Rehabilitation Plan	No			
Surcharge Imposed	No, not for contractors represented by Building Division – ICA, Inc.			
Fiscal Year	October 1 through September 30			
Most Recent, Publicly Available Form 5500	Fiscal Year 2011 – 10/1/2011 through 9/30/2012 – <i>Final return/report filed April 11, 2013.</i>			
Agreement Name, Expiration Date and Geographic Area of CBA(s) Negotiated by an ICA Division with Contributions to this Fund	INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS SOUTHERN AREA AGREEMENT NEGOTIATED by and between BUILDING DIVISION – ICA, INC. and INDIANA/KENTUCKY/OHIO REGIONAL COUNCIL OF CARPENTERS Of the United Brotherhood Of Carpenters and Joiners of America Indianapolis, Indiana – 3/31/2019 – Zone 9 in Kentucky			
<i>Note: Separate agreements (negotiated by entities other than the Building Division – ICA, Inc. or the Highway, Heavy, and Utility Division – ICA, Inc.) may include contributions to this fund.</i>				
Plan Contact Information	Lower Ohio Valley District Council Pension Trust Fund 620 East 22 nd Street Owensboro, KY 42303 Phone: 270-926-8775			
Additional Note	<i>On July 1, 2012, this fund merged the new Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund, EIN: 51-6123713. Refer to page 4 of this document.</i>			

**Defined Contribution
Plans (401-ks) in CBAs**

1. Central Indiana Millwrights, Carpenters and Affiliated Trades Money Purchase Pension Plan
2. Indiana State Council of Plasterers' and Cement Masons' Pension Fund
3. I.U.O.E. Local 841 Qualified Savings Plan Trust
4. Indiana Laborers Defined Contribution Trust Fund