

**Date:** October 2023  
**To:** **Participants of the Holy Cross Retirement Plan For Non-Exempt Employees**  
**From:** Marymichele Delaney, Plan Administrator for the Holy Cross Retirement Plan For Non-Exempt Employees  
**Subject:** **Holy Cross Retirement Plan For Non-Exempt Employees Annual Funding Notice**

The Pension Protection Act (PPA), enacted in 2006 requires sponsors of qualified pension plans, such as the Holy Cross Retirement Plan For Non-Exempt Employees (Plan), to provide plan participants with certain information about the funded status of their plan. The attached **“Annual Funding Notice for the Holy Cross Retirement Plan For Non-Exempt Employees”** (Notice) meets this annual requirement. This cover memo should help you better understand the Notice.

This Notice is not a notice of any intention on the College’s part to change in any way your benefits accrue under the plan.

***No Impact on Your Accrued Benefits***

*The benefits under the Holy Cross Retirement Plan For Non-Exempt Employees have not changed.*

*If you are a retiree or beneficiary and are currently receiving benefits from the Plan, your rights to those benefits have not changed.*

***Understanding the Annual Funding Notice***

Defined benefit plans are designed to provide plan participants with a benefit at retirement based on the plan’s formula. In order to ensure sufficient funds exist to pay for these future retirement benefits, the College of the Holy Cross makes contributions to a trust fund and that money is set aside for plan benefits and invested based on the established investment guidelines. The timing of contributions is determined by federal guidelines and based on how much is in the trust (assets) and future obligations for benefits (liabilities). The Plan’s investment and funding policies are outlined in the attached Notice.

The asset and liability measures used to determine the company’s annual contribution to the Plan for 2020, 2021 and 2022 are summarized in the **“Funding Target Attainment Percentage”** section on page 1 of the Notice. These values are as of July 1 of the respective year.

On page 2 of the Notice, you’ll see the **“Year-End Assets and Liabilities”** section. This section shows the Plan’s assets and liabilities as of June 30, 2023. This is a different measure of the Plan’s financial status than those used to determine the Funding Target Attainment Percentages shown on page 1.

***Our Commitment to Your Benefits***

We have not yet determined the Plan’s funded status as of July 1, 2023. We want to assure you, though, that no matter the Plan’s updated funded status, we have every intention of continuing to fund the Plan as required by law.