



Pension Benefit Guaranty Corporation
445 12th Street SW, Washington, DC 20024-2101

Office of the Director

July 14, 2025

The Honorable Tim Walberg
Chairman
Committee on Education and Workforce
U.S. House of Representatives
Washington, D.C. 20515

Re: 2023 ERISA Section 4010 Report

Dear Mr. Chairman:

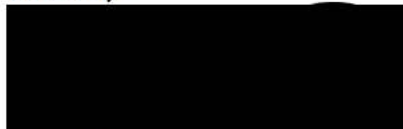
ERISA Section 4010 requires that sponsors of certain single-employer underfunded qualified defined benefit pension plans provide specified financial and actuarial information to the Pension Benefit Guaranty Corporation (PBGC) annually. ERISA Section 4010 also requires that PBGC submit a summary report, in the aggregate, of the information submitted under ERISA Section 4010 to the four committees of jurisdiction of the Senate and House of Representatives.

On behalf of PBGC, I am pleased to transmit the 2023 report.

Please note, in recognition of the atypical market conditions of late 2022 and early 2023, PBGC provided a one-time waiver of the ERISA Section 4010 filing requirement for filers meeting certain specified conditions (Technical Update 23-1). This is the first report impacted by the one-time filing waiver and information associated with the plans qualifying for the waiver is not included.

We would be happy to discuss this ERISA Section 4010 report with you.

Sincerely,



Alice Maroni
Acting Director

Enclosure



Pension Benefit Guaranty Corporation
445 12th Street SW, Washington, DC 20024-2101

Office of the Director

July 14, 2025

The Honorable Robert C. Scott
Ranking Member
Committee on Education and Workforce
U.S. House of Representatives
Washington, D.C. 20515

Re: 2023 ERISA Section 4010 Report

Dear Ranking Member Scott:

ERISA Section 4010 requires that sponsors of certain single-employer underfunded qualified defined benefit pension plans provide specified financial and actuarial information to the Pension Benefit Guaranty Corporation (PBGC) annually. ERISA Section 4010 also requires that PBGC submit a summary report, in the aggregate, of the information submitted under ERISA Section 4010 to the four committees of jurisdiction of the Senate and House of Representatives.

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July 14, 2025

The Honorable Mike Crapo
Chairman
Committee on Finance
United States Senate
Washington, DC 20510

Re: 2023 ERISA Section 4010 Report

Dear Mr. Chairman:

ERISA Section 4010 requires that sponsors of certain single-employer underfunded qualified defined benefit pension plans provide specified financial and actuarial information to the Pension Benefit Guaranty Corporation (PBGC) annually. ERISA Section 4010 also requires that PBGC submit a summary report, in the aggregate, of the information submitted under ERISA Section 4010 to the four committees of jurisdiction of the Senate and House of Representatives.

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July 14, 2025

The Honorable Ron Wyden
Ranking Member
Committee on Finance
United States Senate
Washington, D.C. 20510

Re: 2023 ERISA Section 4010 Report

Dear Ranking Member Wyden:

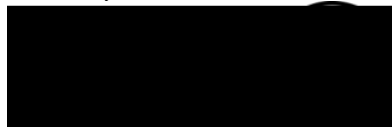
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July 14, 2025

The Honorable Bill Cassidy
Chairman
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

Re: 2023 ERISA Section 4010 Report

Dear Mr. Chairman:

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July 14, 2025

The Honorable Bernie Sanders
Ranking Member
Committee on Health, Education, Labor, and Pensions
United States Senate
Washington, DC 20510

Re: 2023 ERISA Section 4010 Report

Dear Ranking Member Sanders:

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July 14, 2025

The Honorable Jason Smith
Chairman
Committee on Ways and Means
U.S. House of Representatives
Washington, D.C. 20515

Re: 2023 ERISA Section 4010 Report

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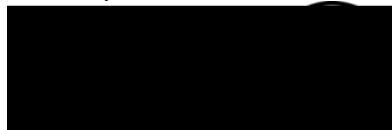
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The Honorable Richard E. Neal
Ranking Member
Committee on Ways and Means
U.S. House of Representatives
Washington, D.C. 20515

Re: 2023 ERISA Section 4010 Report

Dear Ranking Member Neal:

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2023 PBGC

SECTION 4010 SUMMARY REPORT

July 2025

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FREQUENTLY USED ABBREVIATIONS

ERISA	Employee Retirement Income Security Act of 1974 as Amended
FTAP	Funding Target Attainment Percentage
4010 FTAP	Funding Target Attainment Percentage Determined Without Regard to the Interest Rate Stabilization Rules
PPA	The Pension Protection Act of 2006, P.L. 109-280
PBGC	Pension Benefit Guaranty Corporation

2023 PBGC SECTION 4010 REPORT

OVERVIEW

Sponsors of certain single-employer qualified defined benefit pension plans with significant underfunding are required to provide specified financial and actuarial information about the plans and employers in the plan sponsors' controlled group to PBGC under the Employee Retirement Income Security Act (ERISA). ERISA Section 4010(e) requires PBGC to annually submit to certain committees of the Senate and House of Representatives a summary report in the aggregate of the information submitted to PBGC under Section 4010. This report summarizes Section 4010 information submitted for information years ending in 2014 through 2023.^{1,2} We refer to this report as the "2023 4010 Report" because the most recent filings included relate to information years ending in 2023.

Due to the limitations on who files, the plans for which this information is reported are not representative of the defined benefit plan universe, nor are they representative of PBGC's insurance exposure. Readers are cautioned against extrapolating this information to the much broader population of companies and plans in the defined benefit plan system or using this information to draw conclusions about historic trends.

WHO FILES SECTION 4010 REPORTS?

ERISA Section 4010 provides that reporting is required if any of the following conditions apply:

1. One or more plans sponsored by a member of the controlled group³ had a funding target attainment percentage (FTAP), determined without regard to the interest rate stabilization rules,⁴ below 80%;
2. One or more controlled group members failed to make a required contribution to a plan within 10 days after its due date and such failure met the conditions for imposition of a lien under ERISA Section 303(k) or Internal Revenue Code Section 430(k);⁵ or
3. One or more plans maintained by a controlled group member has been granted a minimum funding waiver totaling in excess of \$1 million, any portion of which is still outstanding.

With respect to the first condition, PBGC waives reporting for controlled groups with aggregate underfunding of less than \$15 million⁶ or fewer than 500 defined benefit plan participants. With respect to the other two conditions, unless reporting is required by the first condition (and not waived), PBGC waives reporting if a missed contribution triggering a lien or a minimum funding waiver application was reported to PBGC (as required by ERISA Section 4043) before the Section 4010 filing was otherwise due. In almost all circumstances, the reason a Section 4010 filing is required is because of the first condition noted above. In addition, in recognition of the atypical market conditions of late 2022 and early 2023, on August 7, 2023, PBGC provided a one-time waiver of the Section 4010 filing requirement for filers meeting certain specified conditions.⁷

¹ The "information year" is generally the employer's fiscal year. Plan related information is measured as of the last day of the plan year ending within the information year.

² Section 4010 information prior to 2014 can be found in previously published reports ([ERISA 4010 Reports](#)).

³ The term "controlled group" is defined in ERISA Section 4001(a)(14). In general, a controlled group is a group of two or more corporations or businesses that are under some sort of common control (e.g., parent-subsidiary).

⁴ The "interest rate stabilization" rules, under which the discount rate used to determine certain liabilities is adjusted to the extent it falls outside a specified corridor, are provided in ERISA Section 303(h)(2)(C)(iv).

⁵ Generally, aggregate missed contributions in excess of \$1 million trigger this lien.

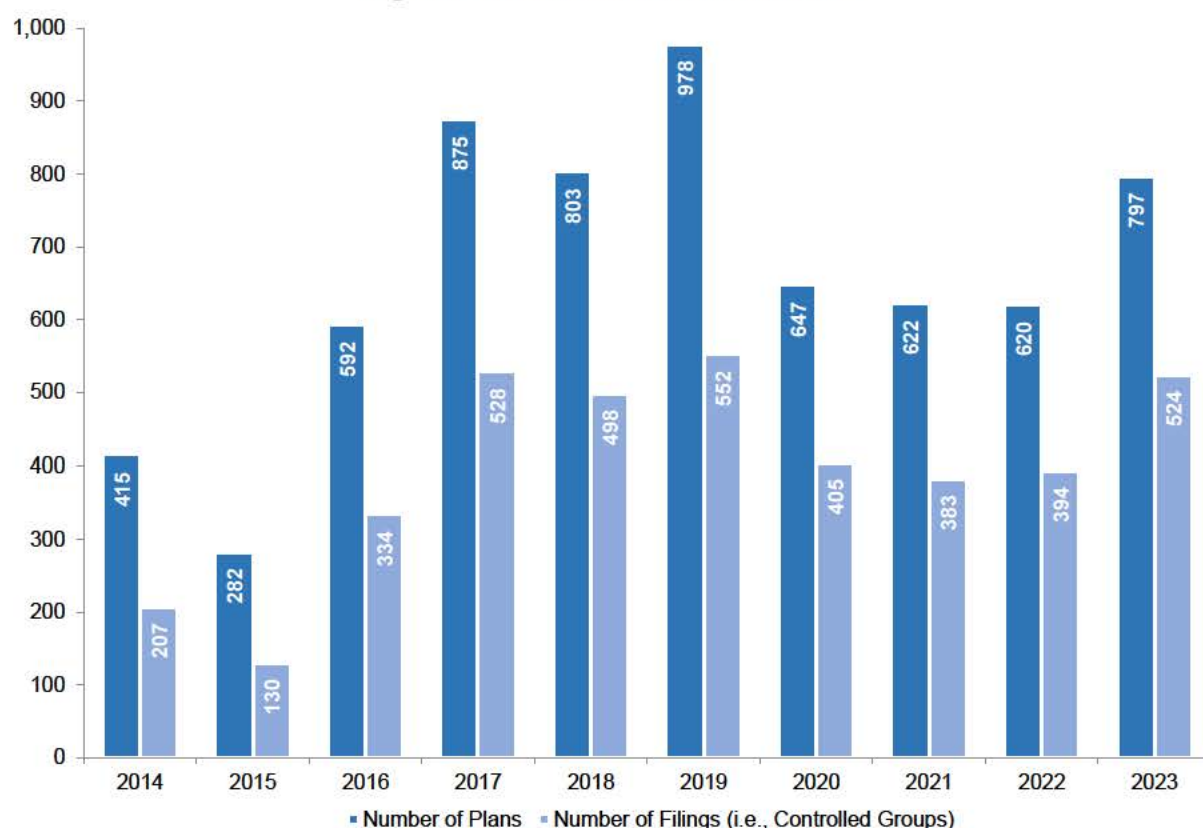
⁶ From 2012, when the interest rate stabilization rules were implemented for funding purposes, through 2015, stabilized rates were used for purposes of determining whether the \$15 million waiver applied. Starting with 2016, the determination is based on non-stabilized rates (i.e., the same rates used for the first condition). As a result, several companies that previously qualified for the waiver were required to file Section 4010 information for 2016.

⁷ Details about the one-time waiver, including the conditions that had to be satisfied to qualify for the waiver, are provided in [Technical Update Number 23-1](#).

NUMBER OF FILERS

Figure 1 shows how many filings PBGC has received from 2014 through 2023.⁸ Because filings are done on a controlled group basis, it is common for one filing to contain information on more than one plan. For that reason, Figure 1 also provides information on the number of plans reported in Section 4010 filings.⁹ The plans reported in 4010 filings represent only a small percentage of the plans in the PBGC-insured single-employer plans universe. For example, the 797 plans reported in the 2023 4010 filings represent about 3.4% of the single-employer plans insured by PBGC at the end of FY 2023. Those 797 plans cover approximately 6.8 million participants, just over 33% of the number of participants in single-employer plans insured by PBGC at the end of FY 2023.

Figure 1 – Number of Section 4010 Filers



The number of filers increased significantly in 2016, primarily because of the change noted in footnote 6.

Plans that are included in reports filed under Section 4010 tend to be larger than average. For example, for 2023, the median number of participants in those plans was about 2,100. This contrasts with the universe of PBGC-insured single-employer plans where most plans cover far fewer participants.¹⁰

⁸ If not for the one-time waiver provided in [Technical Update 23-1](#), PBGC would have received an additional 174 filings for 2023.

⁹ The number of plans shown in Figure 1 exclude certain small plans sponsored by companies required to submit Section 4010 information classified as “exempt plans” because Section 4010 filers are not required to report actuarial information for these plans. See section 4010.8(c) of PBGC’s Section 4010 regulation.

¹⁰ In 2023, over 78% of plans had fewer than 100 participants (Table S-31 of [PBGC’s Pension Insurance Data Tables](#)). Note that, while most plans are considered small (fewer than 100 participants), the majority (just under 70%) of all single-employer system participants are in plans that cover 10,000 or more participants, as shown in Table S-30 of [PBGC’s Pension Insurance Data Tables](#).

BENEFIT LIABILITIES DETERMINED USING PBGC ASSUMPTIONS AND METHODS

ERISA Section 4010 requires that, for each plan included in a Section 4010 filing, “the amount of benefit liabilities ... determined using the assumptions used by the corporation in determining liabilities” is reported. For this purpose, assets are valued at fair market value and liabilities are measured on a termination basis (i.e., using assumptions provided in PBGC’s Section 4044 regulations) and therefore, this amount is commonly called “termination liability.”

Figure 2 shows the funded liability, unfunded liability and total liability reported (all plans combined) in each of the post-PPA years from 2014 through 2023.

Figure 2 – Aggregate Benefit Liabilities (Termination Basis) Reported in Section 4010 Filings

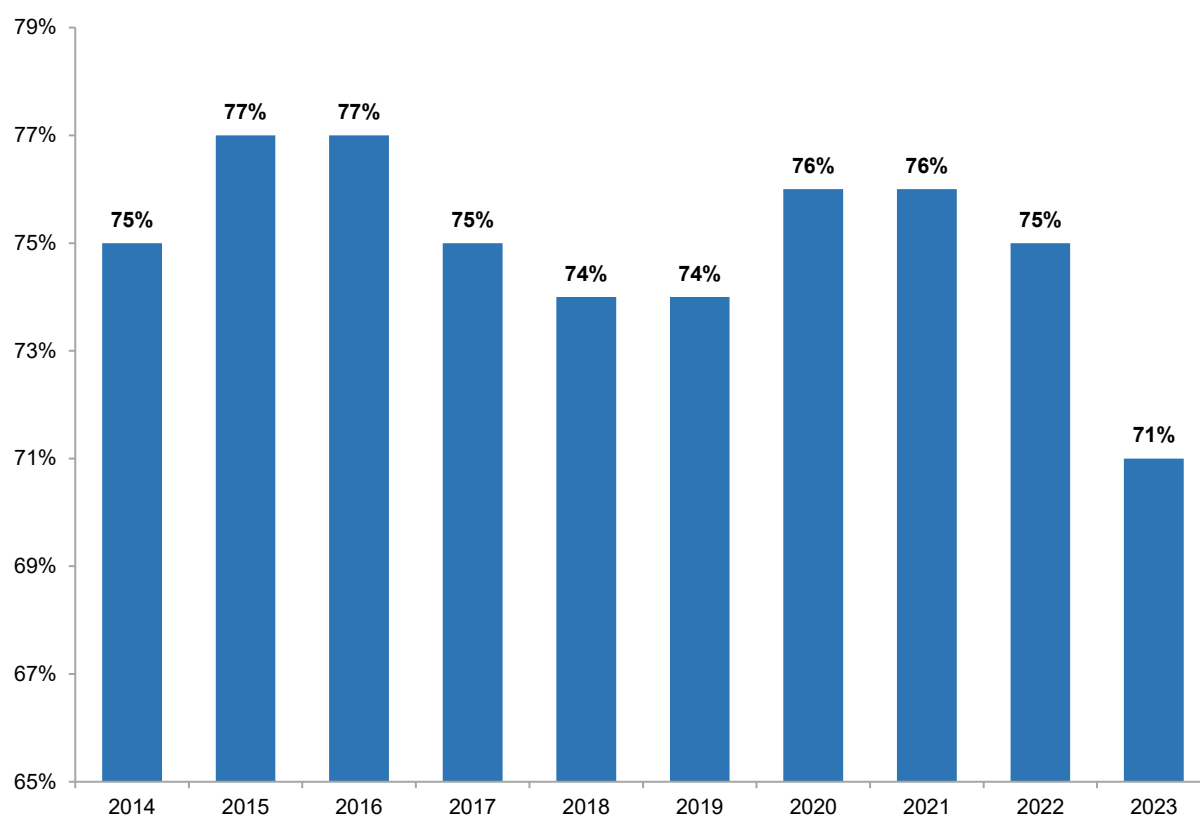


Additional information about benefit liabilities reported in 4010 filings for 2023, including breakdowns of the \$883 billion amount by plan size and funded status, is provided in the Appendix.

ADDITIONAL ACTUARIAL CALCULATIONS

ERISA Section 4010(d)(1)(C) requires that filers report the funding target attainment percentage (4010 FTAP), determined without regard to the interest rate stabilization rules (see footnote 4). Figure 3 shows the aggregate average 4010 FTAP (i.e., the sum of each plan’s reported 4010 FTAP divided by the total number of plans) for plans required to submit Section 4010 information in each of the post-PPA years from 2014 through 2023.

Figure 3 – Average 4010 Funding Target Attainment Percentage Reported in Section 4010 Filings



Although the average 4010 FTAP of plans reported in filings for each of the years shown in Figure 3 is below 80%, it is possible for that average for a given year to be above 80%. For example, in 2008, the average was 84%. This can happen because a 4010 filing includes the 4010 FTAP for all plans sponsored by any member of a filer's controlled group, even those plans with 4010 FTAPs above 80%.

ERISA Section 4010(d)(1)(B) also requires that plans report the funding target of the plan recalculated as if the plan has been in at-risk status, as defined in ERISA Section 303(i), for at least 5 plan years, even if the plan was not in at-risk status. PBGC does not typically need or use this information. However, because it is burdensome and costly for companies to calculate this amount, PBGC amended its Section 4010 regulation to provide that, starting with 2016, this amount need not be reported as part of a Section 4010 submission. Rather, if a situation arises where PBGC determines it needs that information from a particular plan (that is subject to Section 4010 reporting), PBGC may request the plan submit that data item at a later date. Because of this change, PBGC no longer includes this at-risk information in the 4010 Report.

CONCLUSION

The Section 4010 filings provide PBGC with more current underfunding information for single-employer pension plans than any other source. They are the only way that sponsors report plan underfunding on a termination basis, as no other reporting requirement uses this measure, and they are one of the few sources of financial information for all members of a controlled group, not just the plan sponsor. The Section 4010 data enhance PBGC's ability to identify and monitor potential risks to the single-employer pension insurance system, to focus PBGC resources on situations that pose the greatest risks to the system, to assert appropriate claims in bankruptcy against members of a controlled group of the plan sponsor of a terminated plan, and have been used in the preparation of PBGC's financial statements.

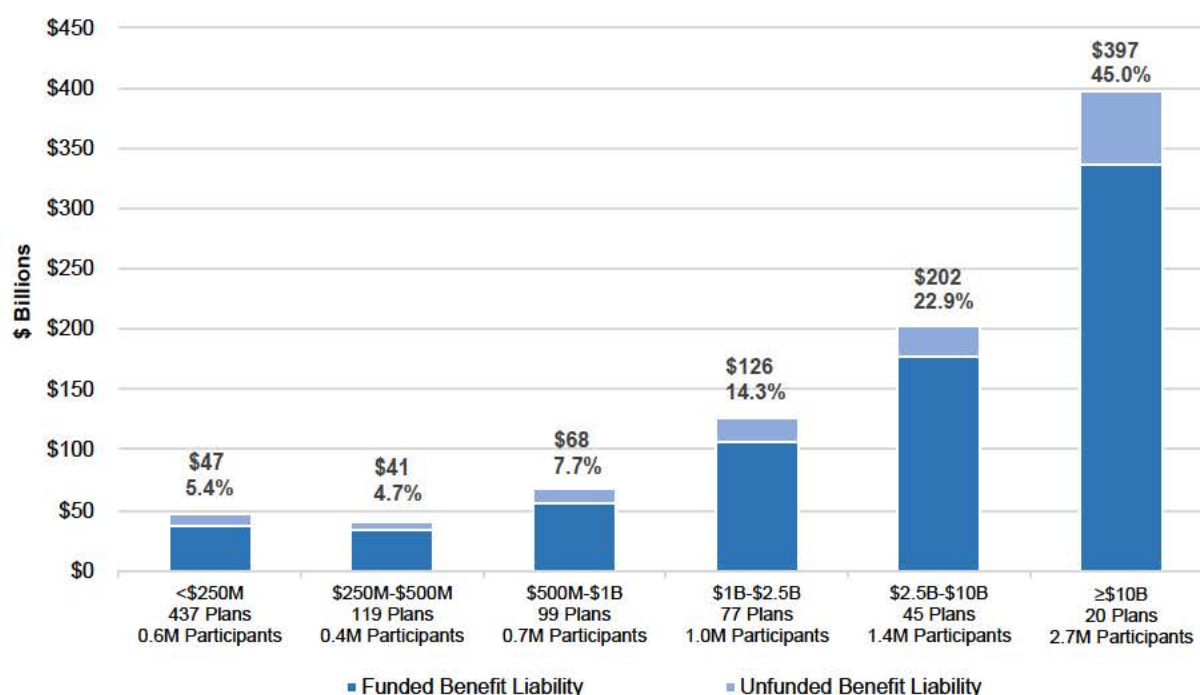
APPENDIX

Additional Information about Aggregate Benefit Liabilities Reported in 2023 4010 Filings

Figure 4 below shows a breakdown of the 2023 information from Figure 2 by plan size, using benefit liabilities as a proxy for plan size. Figure 5 below shows a breakdown of that same information by funded status, using the reported 4010 FTAP as the funded status measure.

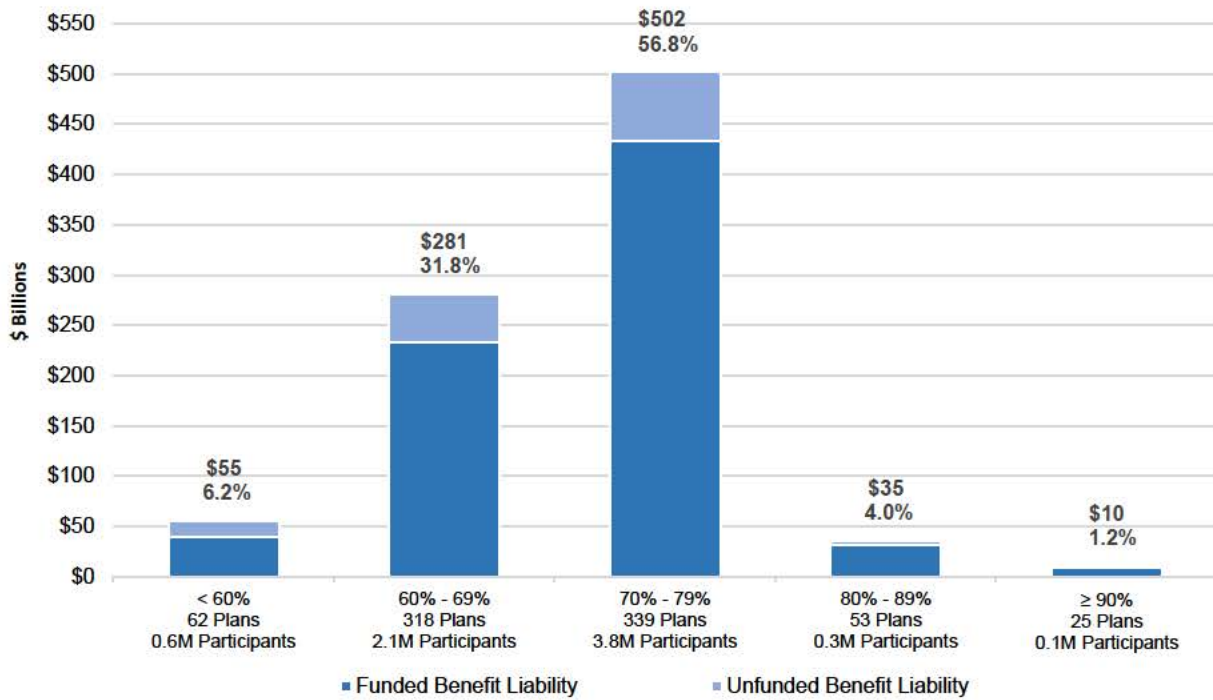
The labels above each column represent the aggregate benefit liability for plans in that grouping and the percentage of the total aggregate benefit liability it represents.

Figure 4 – 2023 Aggregate Benefit Liabilities (Termination Basis) Broken Down by Plan Size



Twenty plans account for about 45% of both the aggregate benefit liabilities and the total unfunded benefit liabilities reported for 2023 (see far-right column). Also, over half of the plans that reported for 2023 have benefit liabilities less than \$250 million (see far-left column).

**Figure 5 – 2023 Aggregate Benefit Liabilities (Termination Basis)
Broken Down by Funded Status (4010 FTAP Basis)**



Although the far-left bar represents plans with 4010 FTAPs below 60%, only 6 of the plans reported for 2023 have a 4010 FTAP below 50% with the lowest being about 42%. Additionally, over 56% of the liability reported for 2023 is attributable to plans with a 4010 FTAP from 70% to 79%.