



Eighth District Electrical Fringe Benefit Funds

TO: Plan Participants (Active, Vested Terminated and Retired) Age 55 to 65
FROM: Board of Trustees of the Eighth District Electrical Pension Fund
RE: Summary of Material Modification – Plan Amendment 15
DATE: July 2025

The purpose of this Summary of Material Modification (“SMM”) is to summarize a recent change that the Board of Trustees made to the Eighth District Electrical Pension Plan (“Plan”) as restated and effective April 1, 2014. You should keep this notice with your current Summary Plan Description for the Plan. If you have any questions regarding this SMM, please contact the Administrative Office at (844) 989-2321. You may also visit the Plan’s website at <http://www.8thDistrictBenefits.org>.

This SMM describes changes made by Amendment 15 to the Plan, which provides for a temporary modification to the suspension of benefits rules for those Retirees who return to work for a Contributing Employer prior to Normal Retirement Age during calendar year 2025. This temporary modification to the suspension of benefits rules will end on December 31, 2025 unless the Trustees decide to further extend it.

For more information regarding the Plan’s suspension of benefits rules that are not described in this SMM, please review the applicable provisions in the Plan Document and Summary Plan Description or contact the Fund Office.

EXISTING RULE – RETURN TO WORK ALLOWANCE FOR ALL RETIREES THAT RETURN TO WORK FOR A CONTRIBUTING EMPLOYER PRIOR TO NORMAL RETIREMENT AGE

Under existing Plan rules, if a Retiree returns to work in any capacity for a Contributing Employer before (s)he reaches Normal Retirement Age, the Retiree may earn up to the maximum amount which the Social Security Administration allows Social Security recipients, who are not yet full retirement age, to earn without a loss of Social Security benefits (the “Social Security Maximum”) from such work on a calendar year basis before the Plan will suspend the Retiree’s benefits. Once the Retiree earns the Social Security Maximum through such work, the Retiree’s benefit will be suspended for each remaining month in the calendar year in which the Retiree continues to work any hours in Prohibited Employment, so long as the proper notice was given to the Plan.

TEMPORARY RULE UNDER PLAN AMENDMENT NO. 15 – RETURN TO WORK ALLOWANCE FOR ALL RETIREES THAT RETURN TO WORK FOR A CONTRIBUTING EMPLOYER PRIOR TO NORMAL RETIREMENT AGE DURING CALENDAR YEAR 2025

Under the temporary rule of Plan Amendment No. 15, if, *during calendar year 2025*, a Retiree returns to work in any capacity for a Contributing Employer before (s)he reaches Normal Retirement Age, the Retiree may work up to *the greater of*: 1) 600 hours; or 2) the date their earnings from such employment reach the maximum amount of earnings which the Social Security Administration allows Social Security recipients, who are not yet full retirement age, to earn without a loss of Social Security benefits (the “Social Security Maximum”), before the Plan will suspend the Retiree’s benefits. Once the Retiree has both: 1) worked at least 600 hours; AND 2) earned the Social Security Maximum, through work with a Contributing Employer, the Retiree’s benefit will be suspended for each remaining month in which the Retiree continues to work any hours in Prohibited Employment in calendar year 2025, so long as the proper notice was given to the Plan.

In summary, from January 1, 2025 through December 31, 2025, all Retirees that have not yet reached Normal Retirement Age may return to work in any capacity for a Contributing Employer and work up to the greater of 600 hours or the date their earnings from such employment equal the 2025 Social Security Maximum before their monthly benefits are subject to suspension by the Plan. Unless the Trustees decide to extend this temporary rule, beginning January 1, 2026, Retirees that have not yet reached Normal Retirement Age will only be able to work for a Contributing Employer up to the applicable Social Security Maximum before their monthly benefits will be suspended.

As a reminder, if you decide to go back to any kind of work after you retire, you must notify the Fund Office, in writing, within twenty-one (21) days after starting work of a type that is or may be Prohibited Employment that leads to a Suspension of Benefits. If you return to work in Prohibited Employment prior to Normal Retirement Age and do not provide such timely written notice, your pension benefits may be suspended for an additional period of six (6) months.

The Suspension of Benefit rules that apply to returning to work for a non-Contributing Employer (both Prior to and After Normal Retirement Age) remain the same.

If you have any further questions about these Plan changes, please contact the Administrative Office.