

U.A. Locals No. 375 and 367 Supplemental Pension Plan

Summary of Material Modification

April 1, 2024

This Summary of Material Modification (SMM) for the U.A. Locals No. 375 and 367 Supplemental Pension Plan (Plan), Plan No. 001, describes a material modification to the Plan and a change in the information required to be included in the Plan's Summary Plan Description (SPD). You should read this SMM carefully and keep it with the 2018 SPD.

Description of the Modification: Terminal Illness Distributions

Starting April 1, 2024, you may request distribution of up to 100% of your account balance if you are diagnosed with a terminal illness. To request a Terminal Illness Distribution, you must submit:

- A written application to the Fund Office in which you:
 - Certify that you have an immediate and heavy financial need; *or*
 - Confirm that you are disabled, as defined under the Plan; *or*
 - Confirm that you attained the age of 59½.
- and*
- A written Terminal Illness Certification, acceptable to the Trustees, that you are a terminally ill individual.

The Terminal Illness Certification that you submit must include a signed and dated attestation from a licensed physician (a licensed doctor of medicine or osteopathy) with the following: a statement that your illness or physical condition can reasonably be expected to result in death in 84 or fewer months; a narrative describing the evidence that the certifying physician used to reach this conclusion; the physician's name and contact information; and the date on which the physician examined you or reviewed the evidence you provided.

If you receive a Terminal Illness Distribution, you may repay that amount to your Plan account by making one or more contributions to the Plan at any time during the 3-year period after you receive the Terminal Illness Distribution.

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Questions? Contact the Fund Office

If you have any questions about these changes, please contact the Fund Office at

(503) 228-0149

or by writing

U.A. Locals No. 375 and 367 Supplemental Pension Plan

c/o BeneSys, Inc.

5331 S Macadam Ave, Suite 258

Portland, OR 97239

The official Plan document governs Participants' and beneficiaries' rights to benefits, benefit decisions, and Plan administration. If there are any differences between this SMM or the SPD and the official Plan document, the Plan document will control in all cases. If there are any errors in this SMM, the Trustees, the Plan Administrator, or its designee, reserves the right to correct such errors. The Trustees reserve the right to amend, modify, or terminate the Plan at any time and for any reason. Participation in the Plan is not a guarantee of continuing employment.