

**PENSION PLAN FOR THE ARIZONA PIPE TRADES
PENSION TRUST FUND**

To All Participants:

This summary of material modifications (SMM) describes a change recently approved by the Trustees. You should read this notice carefully and keep it together with your copy of the Summary Plan Description (SPD).

2021 SUSPENSION RELIEF

Based on the conditions in the industry, the Trustees are announcing their decision to approve **relief in 2021** from the earnings limitations that the Plan otherwise imposes on Pensioners.

Without this temporary waiver of the “Maximum Annual Earnings” (as explained below in this announcement), these annual earnings limitations would otherwise be in effect in 2021.

Current Rules—Prohibited Employment for Pensioners

To be considered retired and entitled to benefits, Pensioners must withdraw from and refrain from prohibited employment. The definition of “prohibited employment” depends on whether you have attained Normal Retirement Age (“NRA”). NRA is generally age 65, but will be later if you do not begin participating in the Plan until after age 60.

Beginning April 1 of the calendar year following the calendar year in which you reach age 70-1/2, there is no “prohibited employment” and thus no suspension for work of any kind, location, duration, or earnings level.

Current Rules—Exception to Prohibited Employment rules—Maximum Annual Earnings

The Plan provides an exception to the Prohibited Employment rules described above. Employment covered by the Collective Bargaining Agreement will not be considered prohibited employment until and unless a Pensioner has earned more, in a given calendar year, than a specified annual limit (called “Maximum Annual Earnings”). Certain non-bargained employment (called “Special Classifications” of employment) also qualifies for an exception to the Plan’s suspension rules, assuming the Pensioner does not exceed the Maximum Annual Earnings.

For Pensioners who have attained age 65, the term “Maximum Annual Earnings” means an **unlimited** dollar amount if earned working in Covered Employment.

For Pensioners younger than age 65, the term “Maximum Annual Earnings” means **\$25,000.00** for work in Covered Employment.

For Pensioners working in Special Classifications, the term “Maximum Annual Earnings” means **\$90,000.00** for such work.

Again, as described above, these limitations do not apply on and after April 1 of the calendar year following the calendar year in which you reach age 70-1/2. There is no suspension of benefits on and after that April 1 date.

Waiver of Maximum Annual Earnings Limit in 2021

The Trustees have waived the limitation on Maximum Annual Earnings for the period beginning on January 1, 2021 and ending on December 31, 2021.

This waiver of the limitation on Maximum Annual Earnings applies both to the \$25,000.00 limit for work in Covered Employment and to the \$90,000.00 limit for work in Special Classifications.

Beginning January 1, 2022, this waiver will expire and the earnings limits will be back in effect. A similar waiver of the limitations on Maximum Annual Earnings limits—as previously approved by the Trustees—expired on December 31, 2020.

You should contact the Administrative Office if you have any questions about whether certain employment would be considered “prohibited employment” or would qualify for the exception to the suspension rules, as explained in this notice and in your Summary Plan Description.

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Please contact the Administrative Office if you have any questions about the benefit changes described in this notice.

Sincerely,

BOARD OF TRUSTEES

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This document has been uploaded and is available on the participant website at
www.ourbenefitoffice.com/Azpipe