

Northern California Tile Industry Trust Funds

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SUMMARY OF MATERIAL MODIFICATION to the NORTHERN CALIFORNIA TILE INDUSTRY DEFINED BENEFIT PLAN

TO: All Participants of the Northern California Tile Industry Defined Benefit Plan
FROM: Board of Trustees
DATE: March 28, 2025

The purpose of this letter is to notify you of an important change to the Northern California Tile Industry Defined Benefit Plan (the "Plan"). You should take the time to read this Summary of Material Modifications carefully and keep it with the copy of the Summary Plan Description (SPD) that was previously provided to you. If any conflict should arise between this Summary and the Plan, or if any point is not discussed in this Summary or is only partially discussed, the terms of the Plan will govern in all cases. The Board of Trustees have made the following change:

Special Unreduced Early Retirement Window Terminated

The Board of Trustees previously offered participants the temporary option to elect a Special Unreduced Early Retirement benefit upon retirement through March 31, 2025. **Effective April 1, 2025, this benefit option will no longer be offered.**

As a reminder, the Special Unreduced Early Retirement benefit, also known as the Rule of 85, allowed you to retire early and receive your Normal Retirement Benefit without any reduction for early retirement, if eligible, through March 31, 2025. This provision is no longer being offered as of April 1, 2025, however we will notify you if this provision is ever offered in the future.

The above Notice of Benefit Changes provides you with a summary of changes to the Northern California Tile Industry Defined Benefit Plan. This Notice supplements the Summary Plan Description (SPD). Please read it carefully and retain it with your copy of the SPD for future reference. If you have any questions, call or write the Administrative Office at:

BeneSys, Inc.
7180 Koll Center Parkway, Suite 200
Pleasanton, CA 94566
1-888-208-0250

Language Access Services:

SPANISH (Español): Para obtener asistencia en Español, llame al 1-888-208-0250

CHINESE (中文): 如果需要中文的帮助, 请拨打这个号码 1- 888-208-0250

This document has been uploaded and is available on the participant website at:
www.bac3tilebenefits.org

7180 Koll Center Parkway, Suite 200 Pleasanton, CA 94566
P.O. Box 1607 San Ramon, CA 94583
Phone 925.208.9995 • Toll Free 888.208.0250 • Facsimile 925.462-0108
www.bac3tilebenefits.org • staff@bac3tilebenefits.org