



Northern California Tile Industry Trust Funds

Health & Welfare • Vacation & Holiday • Defined Benefit Pension • Defined Contribution Pension

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

TO: All Participants and Beneficiaries of the Northern California Tile Industry Defined Contribution Plan
FROM: Board of Trustees
DATE: March 1, 2025

The purpose of this letter is to notify you of an important change to the Northern California Tile Industry Defined Contribution 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 Trustees have made the following changes to the Plan:

1. Hardship Distributions

The Board of Trustees have approved temporarily changing the time period for applying for a hardship distribution. Effective January 1, 2025 through December 31, 2025 only, the following rules will apply regarding hardship distributions:

- If you are below age 59 ½ on the date of your hardship distribution application, you are not allowed to take more than one hardship distribution ***per calendar year***; and
- If you are age 59½ or older on the date of your hardship distribution application, you may apply for a second hardship distribution in the ***same calendar year***, provided that the second distribution does not exceed \$10,000, and meets all other eligibility requirements.

This is a temporary change and this provision is set to terminate on December 31, 2025. Once this provision terminates, the original rules stated below will govern. We will notify you though if this provision is extended past December 31, 2025.

Previously, the original rules are:

- If you are below age 59 ½ on the date of your hardship distribution application, you are not allowed to take more than one hardship distribution ***per 12-month period***; and
- If you are age 59½ or older on the date of your hardship distribution application, you may apply for a second hardship distribution in the ***same 12-month period***, provided that the second distribution does not exceed \$10,000, and meets all other eligibility requirements.

As a reminder, below is a list of the allowable types of financial hardship:

- Medical expenses for you, your spouse, domestic partner, or dependents not covered or paid for through insurance or any other third party;
- Financing the cost of education beyond the secondary level for you, your spouse or domestic partner, or one or more of your dependents;
- The cost of preventing eviction or foreclosure on your principal residence;

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- The cost of any other demonstrated bill which causes you, your spouse, domestic partner or dependents present or impending want or privation; and
- Burial or funeral expenses for your spouse, domestic partner or dependent.

If you need another copy of the SPD or if you have any questions about this notice, please contact 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

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