

Cascade Pension Trust

DATE: April 2020
TO: All Participants in the Cascade Pension Plan
FROM: Board of Trustees
RE: **Summary of Material Modifications to the June 1, 2016 Summary Plan Description – PLEASE READ. THIS NOTICE REVIEWS CHANGES DUE TO COVID-19**

Introduction

The Employee Retirement Income Security Act requires a Summary of Material Modifications be distributed to describe any material change to the information in the June 1, 2016 Summary Plan Description. This document is a Summary of Material Modifications to the June 1, 2016 Summary Plan Description. If you cannot locate your June 1, 2016 Summary Plan Description, call the Administrative Office at (800) 547-4457 and request a copy.

On March 27, 2020 the Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law. The CARES Act contains provisions that may offer additional relief through your retirement plan. In response, the Board of Trustees have made the following changes to the Plan.

It may be tempting to access your long-term retirement savings to help you through difficult times, especially when your personal financial situation may be tight due to circumstances beyond your control. The Board of Trustees ask that you consider all sources of income before relying on your Cascade Pension Plan, as it is an important part of your long-term future retirement.

Changes to the June 1, 2016 Summary Plan Description

The primary changes to the June 1, 2016 Summary Plan Description described in this notice are as follows:

- Update to Loans and Required Minimum Distribution requirements relating to the CARES Act.

The changes are detailed below.

DEFINITION OF QUALIFIED INDIVIDUAL

Under the temporary CARES Act provisions relating to loans, you are considered a Qualified Individual, if you satisfy one of the following and provide a written statement certifying that:

- You are diagnosed with the COVID-19 virus by a test approved by the Centers for Disease Control (“CDC”); or
- Have a spouse or dependent who is diagnosed with the COVID-19 virus by a test approved by the CDC; or
- Experience adverse financial consequences due to COVID-19 as a result of being quarantined, furloughed or laid off, or having reduced work hours, being unable to work due to lack of childcare, closing or reduction of work hours of a business you own or operate, or other factors as determined by the Secretary of Treasury.

DEFERRED LOAN REPAYMENTS

Effective March 27, 2020 through December 31, 2020, certain Qualified Individuals who have a Plan loan(s) outstanding on or after March 27, 2020 may have their loan payments deferred for up to one year, or 12 monthly repayments. Your loan term will be extended by up to one year and your remaining payments will be adjusted to reflect the delay in repayment. Your loan(s) will continue to accrue interest during the deferment that you will still be required to pay after the deferment period ends, and normal loan maintenance fees will apply. Please contact the Trust Office if you are interested in deferring your loan repayments.

REQUIRED MINIMUM DISTRIBUTION (“RMD”) FOR 2020

All required minimum distributions that would have been due in 2020 may be waived. The waiver applies to both 2019 required minimum distributions due by April 1, 2020 and the required minimum distributions due by December 31, 2020, or for a Participant’s initial RMD payment due April 1, 2021. If you receive a required minimum distribution in 2020, then such distribution is eligible for rollover. If you desire to roll any such payment back into the Plan, the Board of Trustees encourages you to do so within sixty days of your receipt of that payment, in order to ensure eligibility for rollover treatment. For any 2020 RMDs not already made on the date this notice was mailed to you, the Trust Office will assume your 2020 RMD will be waived unless you request a distribution by contacting the Trust Office.

Conclusion

If you have any questions regarding this Summary of Material Modifications, contact the Trust Office at www.cascadebenefits.org.