

DATE: February 2025

TO: All Participants in the Cornell Hart Pension Plan

FROM: Board of Trustees

RE: Summary of Material Modifications to the April 1, 2018 Summary Plan Description – PLEASE READ.

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 April 1, 2018 Summary Plan Description. This document is a Summary of Material Modifications to the April 1, 2018 Summary Plan Description. If you cannot locate your April 1, 2018 Summary Plan Description, call the Administrative Office at (800) 547-4457 and request a copy.

Changes to the April 1, 2018 Summary Plan Description

The changes to the April 1, 2018 Summary Plan Description described in this notice are as follows:

- Change in the required distribution age;
- SECURE Act 2.0 withdrawal changes;
- Change in 401(k) distributions for terminated participants; and
- Change in “small” account cash-out rules (former Local 970 members).

REQUIRED DISTRIBUTION AGE

The required minimum distribution rules have changed. The Plan adopts the new required beginning date of April 1 after attaining age 73. This applies to anyone who turns age 72 in 2023 or later. The required minimum distribution age is when a participant who has terminated employment (or is a 5% owner) must begin to commence distributions from their account.

SECURE ACT 2.0 WITHDRAWALS

The Plan has added three withdrawal reasons as permitted by the Secure Act 2.0. Withdrawals are permitted for the following:

- Birth or Adoption of a Child. Up to \$5,000 may be withdrawn to pay for the costs of birth or adoption of a child. A withdrawal can only be made within a year of the birth or adoption.
- Victim of Domestic Violence. Up to \$10,000 may be withdrawn by a victim of domestic violence.
- Federal Declared Disasters. Up to \$22,000 may be withdrawn by a participant impacted by a federally declared disaster. A withdrawal can only be made within 180 days of the disaster.

A participant will need to verify their eligibility for a withdrawal in accordance with legal standards. In addition, a withdrawal described above may be repaid within three years of the withdrawal.

DISTRIBUTION OF 401(k) ACCOUNT ON TERMINATION OF EMPLOYMENT

A Participant may take a distribution of their 401(k) Elective Deferral Account if the Participant has not worked for any Contributing Employer for at least six months.

SMALL ACCOUNT DISTRIBUTIONS (former Local 970 participants)

A Participant who is a former Local 970 member and has an employer contribution account of \$10,000 or less may take a distribution of the entire account when they have a termination of employment with any Contributing Employer.

Conclusion

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