

**NOTICE REGARDING EMPLOYEE'S RIGHTS AND OBLIGATIONS
UNDER
CORNELL-HART EMPLOYEE ELECTIVE 401(K) PLAN
February 2025**

The IRS requires that all employees eligible to participate in the Cornell-Hart Pension Plan Employee Elective 401(k) Plan (the "Plan") receive the following information regarding their rights and obligations under the Plan. This notice is required because the Plan relies on the safe harbor of IRC § 401(k)(12) that relieves the Plan from performing the actual deferral percentage test of IRC § 401(k)(3)(A)(ii):

- **401(k) Elective Deferral Contributions.** Each employee for whom employer contributions are made to the IBEW District No. 9 Pension Plan may elect to make a 401(k) contribution within the limits set by the Trustees and allowed by law. For 2025, you can elect to make a 401(k) contribution anytime by written notice to your employer to have your deferrals withheld from your paycheck and contributed to the Plan. You can stop anytime, by written notice to your employer. You can re-start, or re-stop, as often as you choose. For 2025, the contribution amounts are:

J Journeyman and Apprentice ¹	\$1 per hour or greater up to the maximum allowed amount. The maximum contribution total for 2025 is \$23,500 if you are under the age of 50, for age 50 or older an additional \$7,500 is allowed.
Non-bargaining Unit Employee ¹	\$1 per hour or greater up to the maximum allowed amount. The maximum contribution total for 2025 is \$23,500 if you are under the age of 50, for age 50 or older an additional \$7,500 is allowed.

- **Safe Harbor Plan.** The Plan is a Safe Harbor Plan under Internal Revenue Code Section 401(k)(12). The Plan meets the Safe Harbor by classifying a portion of the employer contribution to a Non-Highly Compensated Participant's basic account with the IBEW District No. 9 Pension Plan equal to 3% of the Non-Highly Compensated Participant's compensation as a qualified non-elective contribution under IRC § 401(k)(12)(C).

¹ Journeymen, Apprentices, and Non-Bargaining Unit Employees individually select the per hour deferral amount. Rates are subject to change by the Trustees.

- **Vesting.** You are 100 percent vested at all times in all amounts in your 401(k) account and voluntary account, even if you stop working for a contributing employer.
- **Benefit Distributions.** Distribution of your account balances will begin upon approval of an application for benefits made after:
 - (1) Your retirement from covered employment at the regular retirement age of 55 or older; or
 - (2) Your permanent disability or death at any age; or
 - (3) Your termination of covered employment for 12 months at any age provided your 401(k), voluntary and rollover accounts total \$10,000 or less.
 - (4) 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. Any employment by a Participant with a Contributing Employer will not qualify for cessation of work (whether the Participant is eligible to make Elective Deferrals or not). In addition, a Participant who does not work for a Contributing Employer for six months and then returns to such employment shall not be eligible for a distribution under this 6.02-3 until the Participant again ceases such employment for a period of six months.
- **Cornell-Hart Pension Trust Booklet.** Your Plan booklet has a summary of the Plan's rules. The Plan Document which contains the full text of the Plan determines your actual rights and benefits. This summary notice is required for the limited purpose of satisfying the safe harbor testing rules of IRC § 401(k)(12). You should refer to your booklet to answer any questions. If you do not have a booklet, you may view and print the booklet at www.cornellbenefits.org or contact the Trust Office at 800-547-4457 or 503-224-0048 and request a copy.