



Indiana/Kentucky/Ohio Regional Council of Carpenters'

Fringe Benefit Funds

P.O. Box 969, Troy, MI 48099-0969
Phone: (800) 700-6756

INDIANA CARPENTERS PENSION FUND

Temporary Exception to Suspension of Benefits Rules

December 2021

Dear Participant:

The Board of Trustees of the Indiana Carpenters Pension Fund ("Plan") is required to provide each participant with notification of important changes made to the Plan. This notification, which is called a Summary of Material Modifications ("SMM"), is intended to update the Plan's current Summary Plan Description ("SPD").

The Board of Trustees is pleased to announce a temporary exception to the Plan's suspension of benefits rules, which applies only to participants who retired prior to January 1, 2022 and who return to work for a contributing Employer. The temporary exception is effective for the period January 1, 2022 to December 31, 2022.

Generally, a retired participant receiving a pension benefit under the Plan is subject to suspension and permanent forfeiture of his or her pension benefits for periods the participant is deemed to be engaged in Prohibited Employment. The term Prohibited Employment generally means any employment (including self-employment) in which a participant works 40 hours or more in a month, and that employment is in 1) the same industry covered by the Plan, 2) the same trade or craft (i.e., using the same skills) in which the participant was employed while covered under the Plan and 3) the same geographic area covered by the Plan. Please refer to your SPD for additional details regarding the Plan's suspension of benefits rules and the types of work that are deemed Prohibited Employment.

TEMPORARY EXCEPTION

Under the temporary exception to the Plan's suspension of benefits rules, during the period beginning January 1, 2022 and ending December 31, 2022 (the "Exception Period"), a participant may exceed the normal Prohibited Employment limit on hours worked (40 or more hours in a calendar month) by up to an aggregate of 600 hours during the Exception Period without being deemed as working in Prohibited Employment, and therefore without being subject to suspension and forfeiture of pension benefits, if:

- The participant retired before January 1, 2022, and
- The participant is employed by an Employer that contributes to the Plan.

The standard suspension of benefits and Prohibited Employment rules, including the normal Disqualifying Employment limit on hours worked (40 or more hours in a calendar month), will again apply if a participant surpasses the 600-hour limit during the Exception Period.



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Employment that meets the definition of Prohibited Employment and is with an employer that does not contribute to the Plan is not subject to this temporary 600-hour exception. Such employment will continue to result in suspension and forfeiture of monthly pension benefits.

UPDATE TO SPD

The paragraph with the heading "Temporary Exception" (added to SPD by the SMM dated December 2019), which is included in Section 8, "Suspension of Benefits," of the SPD has been updated as follows:

Temporary Exception: A temporary exception to the Prohibited Employment rules described in this section shall apply during the following periods (hereinafter each referred to, in part, as an "Exception Period"): January 1, 2017 to December 31, 2017; January 1, 2018 to December 31, 2018 (for participants who retired prior to January 1, 2018); January 1, 2019 to December 31, 2019 (for participants who retired prior to January 1, 2019); January 1, 2020 to December 31, 2020 (for participants who retired prior to January 1, 2020); January 1, 2021 to December 31, 2021 (for participants who retired prior to January 1, 2021); and January 1, 2022 to December 31, 2022 (for participants who retired prior to January 1, 2022). A participant may exceed the normal monthly Prohibited Employment limit on hours worked (40 or more hours) by up to an aggregate of 600 hours during an Exception Period without being considered as working in Prohibited Employment, and therefore without being subject to suspension and forfeiture of pension benefits, if the participant is working in the same industry, in the same trade or craft, in the geographical area covered by the Plan, for an employer who contributes to the Plan. After the participant's aggregate hours of such employment reaches 600 during an Exception Period, the general Prohibited Employment rules (including the suspension and forfeiture rule that applies if 40 or more hours of Prohibited Employment are performed in a month) will apply. Employment of 40 hours or more in a month with an employer that does not contribute to the Plan will continue to be considered Prohibited Employment and is not subject to this temporary exception. This exception does not apply if you are receiving disability benefits.

All other Plan provisions remain unchanged. The temporary exception will automatically end without further notice on December 31, 2022.

You should retain this SMM with your copy of the Plan's SPD. If you have any questions or would like to request a copy of the Plan's SPD, please feel free to contact the Plan Office at (800) 700-6756.

Sincerely,

The Board of Trustees of the Indiana Carpenters Pension Fund

This notice, which serves as an SMM, contains only highlights of certain features of the Plan. Full details are contained in the documents that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan provisions, the latter shall govern. The Trustees reserve the right to amend, modify, or discontinue all or part of the Plan at any time and for any reason.

<https://www.ourbenefitoffice.com/IndianaKentuckyCarpenters/Benefits/>

