



UA LOCAL 190 FRINGE BENEFIT FUNDS
P.O. Box 328 • Troy, MI 48099

(888) 390-7473 ext. 3



To: All Participants in the UA Local 190 Pension Plan ("Pension Plan")
Re: Benefit Rate Increase and One-Time Benefit Payment

WHAT IS THIS NOTICE ABOUT?

This Summary of Material Modifications ("SMM") is to inform you that the Pension Plan has been amended to change the rate by which Years of Benefit Credit are multiplied ("Benefit Rate") for certain Participants and to provide a one-time benefit payment for certain Participants, Beneficiaries, Surviving Annuitants and alternate payees, as described below. The changes will take effect on **June 1, 2025**.

CHANGES IN BENEFIT RATE FOR CERTAIN PARTICIPANTS

Under the terms of the Pension Plan, a Participant earns Years of Benefit Credit based on his or her Hours of Work in each Plan Year. A Participant's Years of Benefit Credit are multiplied by the Benefit Rate in effect during certain periods, which depends on the Participant's date of retirement and any periods of inactivity. Effective June 1, 2025, the Benefit Rate will be increased to \$110 for Participants who:

- (1) Were an Active Participant on May 31, 2025; and
- (2) Were credited with at least 375 Hours of Work for which an Employer is required to make contributions to the Plan in either of the Plan Years ending May 31, 2024 or May 31, 2025.

Pursuant to the Plan, if you were an Inactive Participant on May 31, 2025, but you again become an Active Participant after that date, your Accrued Benefit will be calculated separately with respect to your periods of activity based on the Benefit Rates in effect during such periods. The Benefit Rates used in calculating your Accrued Benefit will depend on the dates on which you were an Active Participant, any periods of inactivity, and the provisions of the Plan pertaining to Benefit Rates. Because this Benefit Rate increase only applies to Participants who are active on May 31, 2025 (and those persons who first become an Active Participant after that date), if you are an Inactive Participant on May 31, 2025, you are not eligible for the Benefit Rate increase with respect to Years of Benefit Credit already credited. However, under the terms of the Pension Plan, if you are an Inactive Participant as of May 31, 2025 and later become an Active Participant again, you will be treated as if you are an Active Participant for the first time and therefore be eligible for the Benefit Rate then in effect, but only with respect to Years of Benefit Credit credited for the new period of Active Participant status.

Solely for purposes of determining eligibility for the June 1, 2025 Benefit Rate increase, if a disability prevented you from being credited with at least 375 Hours of Work during the Plan Years ending May 31, 2024

or May 31, 2025, you will be deemed to have satisfied the Hours of Work requirement for the Benefit Rate increase.

ONE-TIME BENEFIT PAYMENT FOR CERTAIN INDIVIDUALS

If, on May 31, 2025, you are (1) a Retired Participant, (2) a Disabled Participant, (3) a Deceased Participant's Beneficiary or a Surviving Annuitant who is receiving a survivor annuity; or (4) a qualified alternate payee receiving benefits pursuant to a Qualified Domestic Relations Order, you will receive an additional, one-time benefit payment for the month of December 2025.

IMPORTANT REMINDERS

This SMM is a summary and is **not** an official plan document. The actual terms of the Plan are contained in the plan document, which is available at the Fund Office. In the event of any ambiguity in or omission from this SMM, or any conflict between this SMM and the official plan document, the official plan document will govern. If you have any questions regarding this SMM, your benefits, or wish to obtain an updated copy of the Plan Document or SPD, please contact the Fund Office at (888) 390-7473 ext. 3.

Sincerely,

The Board of Trustees