

AMENDMENT No. 6
to the
WASHINGTON STATE PLUMBING AND PIPEFITTING INDUSTRY PENSION PLAN,
JANUARY 1, 2018 Restatement

In accord with the SECURE Act 2.0 and action taken by the Board of Trustees of the Washington State Plumbing and Pipefitting Industry Pension Plan at their meeting on January 31, 2023, the Plan is hereby amended to update and change Sections 4.01, 6.06, and 11.01 of the Washington State Plumbing and Pipefitting Industry Pension Plan, January 1, 2018 Restatement as follows:

Section 4.01: NORMAL RETIREMENT BENEFITS.

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(c) Commencement – Non-Retired Participant.

(i) Five Percent Owner.

If a Participant is a 5% owner as defined in Section 416 of the Internal Revenue Code and is eligible to receive his Normal Retirement Benefits, and has reached age 70-1/2 before January 1, 2020 but has not retired, then the Participant's benefits shall commence as of the first day of the month following the month in which he/she reaches 70-1/2 years of age. If a participant does not reach age 70-1/2 before January 1, 2020 then participant's benefits shall commence no later than April 1 of the year after participant reaches age 72. Effective January 1, 2023, a Participant's benefits shall commence no later than April 1 of the year after Participant reaches age 73. Effective January 1, 2033, a Participant's benefits shall commence no later than April 1 of the year after the participant reaches age 75.

(ii) Non-Five Percent Owner.

If a Participant who is not receiving benefits under the Plan, is eligible to receive his/her Normal Retirement Benefits, and has reached the age of 70-1/2 years between December 31, 1995 and January 1, 2020, but has not retired, then he/she shall have the option to begin receiving benefits as of the first day of the month following the month in which he/she reaches 70-1/2 years of age or to defer those benefits to no later than the first day of the month following the month in which he/she retires. Once a Participant who has not retired, has elected to begin to receive those benefits he/she may not elect to defer payment of those benefits in the future. If Participant is not age 70-1/2 before January 1, 2020, then this paragraph shall apply

beginning April 1 following the year Participant reaches age 72. Effective January 1, 2023, this paragraph shall apply beginning April 1 of the year following the year in which Participant reaches age 73. Effective January 1, 2033, this paragraph shall be apply beginning April 1 of the year after Participant reaches age 75.

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Section 6.06: PROVISIONS PERTAINING TO ALL JOINT AND SURVIVOR ANNUITY PAYMENTS OR OTHER OPTIONS.

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- (h) If a Participant first retires after December 31, 1981, and:
- after reaching the age of 65, or
 - if a working Participant who has reached age 70-1/2 before January 1, 2020 first receives a benefit after age 70-1/2, or
 - if a working Participant is not age 70-1/2 before January 1, 2020 and has reached age 72 prior to January 1, 2023,
 - effective January 1, 2023 until December 31, 2032 if Participant has reached age 73, or
 - effective January 1, 2033 if Participant has reached age 75,

(except a Disability Retirement Benefit that was terminated before the Participant reached age 65), and elects a joint and survivor annuity with his/her spouse, then for purposes of calculating the amount of the annuity payable to the Participant, it will be assumed that the Participant was 65 years of age and his/her spouse was the same age that she/he was when the Participant was 65 years of age; provided, however, if the Participant married his/her spouse after reaching the age of 65, then the terms of this Paragraph (h) shall not apply in calculating the joint and survivor annuity.

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Section 11.01: NOTICES.

- (a) **To a Participant Reaching the age of required minimum distribution.**

The Trust shall provide a notice in writing to a Participant, who is about to reach 72 years of age (or 70-1/2 if you reached 70-1/2 before January 1, 2020), informing the Participant that he/she may be eligible for a Normal Retirement Benefit and providing the Participant with a description of any steps necessary to commence receiving benefits at such date. Effective on and after January 1, 2023, this notice will be provided to Participants about to reach age

73; and effective on and after January 1, 203, this shall apply to Participants about to reach age 75.

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All provisions of the Plan not modified by this Amendment No. 6 remain in full force and effect.

Approved by action of the Board of Trustees and dated this 31st day of January, 2023.



Jeffery J. Owen, Chairman



Ed Kommers, Secretary