

Summary of Material Modification to the Western States 401(k) Retirement Fund of the OPEIU

This Summary of Material Modification (“SMM”) modifies some of the information contained in the Summary Plan Description (“SPD”) for the Western States 401(k) Retirement Fund of the OPEIU (the “Plan”) that describes the Plan as of January 1, 2015.

Note: In the event of any discrepancy between this SMM and the SPD, the provisions of this SMM will govern.

Modification

When Benefits Will Be Paid. The Plan has been changed to require that distribution of your vested account must be made or begin no later than the April 1 following the year you attain age 72 or, if later, following the year you terminate employment.

Previously, the Plan required that this distribution occur after the year in which you reached age 70½. If you turned age 70½ before January 1, 2020, mandatory distribution of your vested account is determined using age 70½ instead of age 72.