

**A Notice to Participants of the
Board of Trustees Northwest Sheet Metal Workers
Supplemental Pension Plan**

Retirement plans are highly regulated by the Department of Labor, including communication to retirement plan participants about changes in their fees. Below is required information about recent fee changes for services connected with your retirement plan. These fees are updates to the fees shown in your plan's Fee Disclosure notice. The revised fees appear below and will be effective beginning October 1, 2026.

The change(s) will be incorporated into any subsequent Fee Disclosure notice that is distributed to you.

Modified Fees

Your Plan Administration Fees will be determined by the following schedule based on total assets in your plan.

Fee Type	Current Fee	New Fee
Asset-Based Fee	Tiered schedule ranging from 0.09% to 0.03% of plan assets	0.00%
Participant Fee	\$30.00 per participant per year	\$35.00 per participant per year

The asset-based fee currently charged to participant accounts will be eliminated. Instead, a participant fee of \$35.00 per participant per year will be charged to participant accounts. This fee will be deducted from participant accounts on a quarterly basis.

These fee changes will be reflected in your next annual notice. If you would like additional information, please call a customer service representative at 800.858.5420 or email savings@standard.com.

This Notice should be kept with your current Fee Disclosure notice.