SUMMARY OF MATERIAL MODIFICATION

to the

NORTHERN CALIFORNIA TILE INDUSTRY DEFINED CONTRIBUTION PLAN

TO: All Plan Participants

FROM: Board of Trustees

DATE: March 1, 2020

The purpose of this letter is to notify you of an important change to the Northern California Tile Industry Defined Contribution Plan (the “Plan”). You should take the time to read this Summary of Material Modifications carefully and keep it with the copy of the Summary Plan Description (SPD) that was previously provided to you. The Trustees have made the following change to the Plan:

Effective March 1, 2020, the Board has expanded the ability for Participants to obtain a financial hardship distribution. Specifically, the Plan now allows Participants to receive a hardship distribution relating to reasonable expenditures for the basic necessities of life, such as food, rent, or mortgage payments, which is caused by the Participant’s loss of income stemming from work place closure or reduced hours due to COVID-19.

If you need another copy of the SPD or if you have any questions regarding this change to the Plan, please contact the Administrative Office by telephone during normal business hours at 925-208-9995 or in writing to the Northern California Tile Industry Defined Contribution Plan c/o Benesys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566

Language Access Services:
SPANISH (Español): Para obtener asistencia en Español, llame al 1-888-208-0250
CHINESE (中文): 如果需要中文的帮助，请拨打这个号码 1-888-208-0250