NOTICE TO PARTICIPANTS OF BENEFIT CHANGE

TO: Participants of the
Northern California Tile Industry Defined Benefit Plan

FROM: Board of Trustees

The Board of Trustees is happy to announce a benefit change extension that is favorable to our participants.

**Special Unreduced Early Retirement Window Extended**
We have extended the special early retirement window which is available for retirement effective dates starting April 1, 2019 and continuing through March 1, 2021.

To qualify for the Special Unreduced Early Retirement Window the following requirements must be satisfied at the time of the retirement effective date:

a. Participant has attained age 55; and

b. The sum of the Participant’s age at retirement and his or her Years of Credited Service for Vesting (counting partial years for both purposes) is at least 85; and

c. The Participant accrued 3 Years of Credited Service for Vesting in the five years preceding retirement, or if the Participant is disabled, the Participant had accrued 3 Years of Credited Service for Vesting in the five plan years preceding the year he or she became disabled.

If you qualify, you can retire early and receive your Normal Retirement Benefit without any reduction for early retirement. Please note the effective date is retroactive to April 1, 2019, and you may apply for that date if you meet all the requirements, including not having performed any work in Industry Service in the Tile Industry on or after April 1, 2019.

The above Notice of Benefit Changes provides you with a summary of changes to the Northern California Tile Industry Defined Benefit Plan. This Notice supplements the Summary Plan Description (SPD). Please read it carefully and retain it with your copy of the SPD for future reference. If you have any questions, call or write the Administrative Office at: BeneSys, Inc., 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566, (925-398-7060)

Language Access Services:
SPANISH (Español): Para obtener asistencia en Español, llame al 1-888-877-8363
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