NOTICE OF MATERIAL MODIFICATION

to the

B.A.C. LOCAL NO. 3 DEFINED CONTRIBUTION PENSION PLAN
(As amended and restated effective January 1, 2019)

TO: All Participants of the B.A.C. Local No. 3 Defined Contribution Pension Plan

FROM: Board of Trustees

DATE: March 30, 2020

This document is a Summary of Material Modification (“Summary”) intended to notify you of an important change made to the B.A.C. Local No. 3 Defined Contribution Pension Plan (“the Plan”) since the Summary Plan Description (“SPD”) was last distributed to you.

You should take the time to read this Summary carefully and keep it with the copy of the SPD that was previously provided to you. If you need another copy of the SPD or if you have any questions regarding these changes to the Plan, please contact the Administration Office by telephone during normal business hours at (925) 208-9995 or in writing at B.A.C. Local No. 3 Defined Contribution Pension Plan, c/o BeneSys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566.

The Trustees of the Plan have made the following changes 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 workplace 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 925-398-7060 or in writing to the B.A.C. Local No. 3 Defined Contribution Pension Plan, c/o Benesys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, CA 94566

This Summary is intended to provide you with an easy-to-understand description of certain changes to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this Summary cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this Summary and the Plan, or if any point is not discussed in this Summary or is only partially discussed, the terms of the Plan will govern in all cases.

The Trustees of the Plan reserve the right, in their sole and absolute discretion, to interpret, amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Trust agreement establishing the Plan.

This document has been uploaded and is available on the participant website at:

www.BAC3-brickbenefits.org

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