

SUMMARY OF MATERIAL MODIFICATION

Electrical Workers Local 294 401(k) Plan and Electrical Workers Local 242 401(k) Plan

Effective June 21, 2017, the Summary Plan Descriptions for the Electrical Workers Local 294 401(k) Plan and the Electrical Workers Local 242 401(k) Plan both dated January 1, 2017 is hereby amended as follows:

1. By adding a new bullet point at page 5 under the section entitled “When Benefits are Paid” to read as follows:
 - **You reach age 59½ and apply for an in-service distribution.**
2. By adding a new Section at page 6 to read as follows:

IN-SERVICE DISTRIBUTIONS ON OR AFTER AGE 59½.

You may apply for a distribution of all or a portion of your 401(k) account upon the attainment of age 59½ even if you are continuing to work for an employer that contributes to the Plan.

SUMMARY OF MATERIAL MODIFICATIONS

Electrical Workers Local 294 401(k) Plan

Effective December 21, 2018

This Summary of Material Modifications amends the Electrical Workers Local 294 401(k) Plan's Summary Plan Description dated January 1, 2017 as follows:

- 1. Delete the section on the top of page 2 entitled "Pre-Tax Contributions" and replace it with the following:**

CONTRIBUTIONS

You may select whether you wish to make before tax (traditional) or after tax (Roth) contributions to your account. Before tax contributions and their earnings and Roth contributions and their earnings are kept in separate accounts.

Before Tax or Traditional Contributions

Your before tax contributions are deducted from your wages before state and federal income taxes are calculated. Before tax contributions are subject to Social Security and Medicare taxes, so contributing to your 401(k) account does not reduce your future Social Security benefits. Your before tax contributions plus investment earnings are generally included in your taxable income when you receive a distribution from the 401(k) Plan.

After Tax or Roth Contributions

Your Roth contributions are deducted from your wages after income taxes, Social Security and Medicare taxes are withheld. Investment earnings on Roth contributions are tax deferred until you withdraw them from the 401(k) Plan and will not be subject to tax when distributed from the 401(k) Plan if the date you made your first Roth contribution is at least five years prior to when you receive a distribution and you are over age 59½ or disabled.

- 2. Add a new subsection on page 12 as follows:**

TAX TREATMENT OF ROTH 401(K) DISTRIBUTIONS

The tax treatment of Roth 401(k) contributions and investment earnings depends upon whether the distribution is a "qualified Roth distribution" or a "nonqualified Roth distribution". If the distribution is a "qualified Roth distribution," then the entire amount distributed is tax-free, even the portion attributable to investment earnings on the Roth 401(k) contributions. To be considered a "qualified Roth distribution," the following two conditions must be met:

- You have satisfied the 5-year rule (also known as the 5-year clock); and
- The distribution is made after you have reached age 59 ½, died or become disabled.

The 5-year rule is satisfied if the Roth 401(k) distribution occurs at least five (5) years following the year the first Roth 401(k) Contribution is made to the plan. For example, if you first make Roth 401(k) contributions in 2019, you will satisfy the 5-year rule as of January 1, 2025. It is not necessary that you make a Roth 401(k) contribution in each of the five (5) years.

A “non-qualified Roth distribution” is any distribution that is not a “qualified Roth distribution.” Non-qualified Roth distributions are subject to taxation (and in some cases, a 10% early distribution penalty) on the portion of the distribution which is attributable to investment earnings, unless you roll over the distribution as described below.

You may elect to make a rollover of your Roth 401(k) contributions and earnings to a Roth IRA. The tax treatment of any subsequent distribution from the Roth IRA will be governed by the tax rules attributable to Roth IRA distributions. Please note that the 5-year clock for a Roth IRA distribution will not include the portion of time that the Roth 401(k) contributions were in the Plan.

You may also elect to make a rollover to an eligible retirement plan that accepts rollovers and agrees to separately account for Roth 401(k) Contributions. To the extent that you make a plan-to-plan rollover (direct rollover), you will be provided a statement indicating the amount of your Roth 401(k) Contribution (basis) and the year that your 5-year clock started. This information must generally be provided to the recipient plan in conjunction with your rollover. Please note that the 5-year clock in the recipient plan will include the portion of time that you made Roth 401(k) contributions to this Plan.

When a Participant rolls over a Roth 401(k) balance to a new Roth IRA, the five-year qualification period begins again. This may impact the rollover decision. If the Participant has an established Roth IRA, then the qualification period is calculated from the initial deposit into the IRA and the rollover will be eligible for tax-free withdrawals when that five-year period has ended (and the age qualifier has been met).

**SUMMARY MATERIAL MODIFICATION
TO THE ELECTRICAL WORKERS PENSION PLAN
PARTS B AND C
THE
LOCAL 294 401(K) PLAN AND Local 242 401(K) PLAN
NEW CORONAVIRUS-RELATED DISTRIBUTIONS**

May 2020

On March 27, 2020, Congress passed and the President signed the Coronavirus, Aid, Relief and Economic Security Act (CARES Act) into law. The CARES Act allows increased access to retirement plan accounts (and related tax breaks) for those affected by the current crisis. The Electrical Workers Pension Fund, Part B, the Electrical Workers Pension Fund, Part C, the IBEW Local 242 401(k) Plan and the IBEW Local 294 401(k) Plan have all been amended to provide for the availability of coronavirus-related distributions effective immediately. The Summary Plan Descriptions of all four Plans have been amended effective May 7, 2020 as follows:

Coronavirus-Related Distributions: The following rules apply to any distribution from the combined plans that qualify as a coronavirus-related distribution:

For Local 242 members the “combined plans” are the Electrical Workers Pension Fund, Part B (including both Self Directed and Trustee Directed components) and the IBEW Local 242 401(k) Plan.

For Local 294 members the “combined plans” are the Electrical Workers Pension Fund, Part C (including both Self Directed and Trustee Directed components) and the IBEW Local 294 401(k) Plan.

A “coronavirus-related distribution: of up to \$25,000 will be available to you from the combined plans if you meet the criteria listed below. (Note: A coronavirus-related distributions is a new type of distribution that is technically different than a traditional hardship distribution. Traditional hardship distributions will also continue to be available under pre-CARES Act rules.)

You may withdraw your distribution from either of the plans making up the “combined plans” or a combination of the two, so long as the total does not exceed \$25,000. You must apply for coronavirus related distributions by December 15, 2020 and such distributions will not be made after December 31, 2020.

You qualify for a coronavirus-related distribution if you have any of the following circumstances:

A personal diagnosis of COVID-19 by a test approved by the CDC,

A spouse or dependent who has been so diagnosed, or

Adverse financial consequences due to being furloughed, quarantined, or laid off, or having your paid work hours reduced due to coronavirus or the close or reduction of a business due to coronavirus, or being unable to work due to lack of childcare due to coronavirus.

If you are requesting a coronavirus-related distribution, you will be asked to sign a certification that you meet the criteria listed above.

The 10% early distribution tax that normally applies to distributions taken before age 59½ is waived for any coronavirus-related distribution.

The 20% Federal Income tax withholding does not apply. Instead, 10% Federal income tax withholding applies unless you elect no withholding or another amount of withholding.

Ordinary income tax will apply to any coronavirus-related distribution. However, that tax can be spread evenly over three (3) years.

Alternatively, to avoid income tax, a coronavirus-related distribution can be repaid to our plan (or to another plan or IRA), in single or multiple payments, within three (3) years. Any repayment will be treated as a rollover contribution to the receiving plan or IRA.

Please feel free to contact the Fund Office with any questions at 218-728-4231 or 1-800-570-1012.