

*Plumbers, Pipe Fitters & MES
Local Union No. 392 Pension Fund*

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May, 2021

Dear Participants:

The Trustees of the Plumbers, Pipe Fitters and Mechanical Equipment Service Local Union No. 392 Pension Fund have made changes to the plan of benefits. These changes are summarized as follows:

- Effective for deaths occurring on or after July 1, 2021, the Retiree Death Benefit will move from a \$10,000 Actuarially Equivalent Single Life Annuity to a \$5,000 lump-sum payment.
- In order to comply with the Setting Every Community Up for Retirement Enhancement Act of 2019 ("SECURE Act"), the Required Beginning Date increases from the April 1 of the calendar year following the calendar year you turn age 70 ½ to the April 1 of the calendar year following the calendar year you turn age 72 for Participants who turn age 70 ½ on or after January 1, 2020.

Please keep this notice with your Summary Plan Description (SPD) booklet for future reference. If you have any questions, please call the Fund Office.

Sincerely,

Board of Trustees

\$5,000 Lump Sum Retiree Death Benefit

Effective for deaths occurring on or after July 1, 2021, the Plan's Retiree Death Benefit will change from a \$10,000 Actuarially Equivalent Single Life Annuity paid for the life of the designated Beneficiary to a \$5,000 lump-sum payment paid to designated Beneficiary. This change allows designated Beneficiaries to receive a lump-sum benefit sooner instead of smaller monthly payments over the course of a lifetime, which are administratively costly to the Plan.

Required Minimum Distribution Changes

On December 20, 2019, the Setting Every Community Up for Retirement Enhancement Act of 2019 ("SECURE Act") was signed into law. The SECURE Act, among other things, changed the date that the Plan must begin making required minimum distributions, otherwise known as the Required Beginning Date. Your pension benefit must begin on your Required Beginning Date.

Before the SECURE Act, the Required Beginning Date was the April 1st following the later of the calendar year in which you attain age 70 ½ years. The SECURE Act increased the Required Beginning Date from age 70 ½ to age 72 for people who turn age 70 ½ on or after January 1, 2020.

In other words, if you reach age 70 ½ **on or after January 1, 2020**, your Required Beginning Date is the April 1st of the calendar year following the calendar year in which you attain age 72 years. However, if you reach age 70 ½ **before January 1, 2020**, your Required Beginning Date has not changed and will continue to be the April 1st of the calendar year following the calendar year in which you attain age 70 ½ years. Accordingly, the Plan has been amended to reflect the increase in the Required Beginning Date for distributions required to be made after December 31, 2019.

This announcement is intended to be a Summary of Material Modifications and comply with the notice requirements under federal law. If you have any questions about these benefit improvements, please contact the Fund Office.