

The Ironworkers District Council of the Pacific Northwest Field Ironworkers Annuity Trust Fund

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Administered by
Welfare & Pension Administration Service, Inc.

Date November 25, 2025

TO: All Participants of the
Ironworkers District Council of the Pacific Northwest Field Ironworkers Annuity Trust Fund

RE: Summary of Material Modification

The Ironworkers District Council of the Pacific Northwest Field Ironworkers Annuity Trust Fund (Annuity Fund) currently allows you take a distribution from the Fund if you have not had contributions in the prior six month (“six-month rule”) and the following conditions are met –

1. You have not had contributions made or required to be made to the Plan on your behalf (including money-follows-the-man reciprocity) in the six-month period preceding the distribution; and
2. You have not previously received a distribution or partial distribution under the six-month rule; and
3. You have not worked in the industry during the six-month period preceding the distribution.

“Industry” is defined as work for an employer that engages in any business activity of the type engaged in by employers that contribute to the Plan, regardless of whether the work is with an employer contributing to the Plan and regardless of where the work is performed.

At recent meetings of the Board of Trustees, the Board approved Plan changes which changed the six-month rule as follows –

1. **Working Outside the Jurisdiction of the Plan:** You may now request a onetime distribution under the six-month rule if you are working for a non-contributing employer outside of the Plan’s jurisdiction (Washington, Oregon, Idaho, Montana and Alaska).
2. **Owners:** You may also receive a onetime distribution under the six-month rule if you become an owner of a contributing employer.

Please note that to be eligible for a distribution under the six-month rule, you must still have not had contributions made on your behalf in the prior six-month period and you cannot have previously received a distribution under the six-month rule.

If you are not eligible for a distribution under the six-month rule, you may still be eligible for a distribution if you have had less than 250 hours reported to the Plan on your behalf of in the prior 18 months (18-month rule) (including money-follows-the-man reciprocity). The Plan will allow for a distribution under the 18-month rule regardless of whether you are working in non-covered employment. However, for any distribution before age 62, if you are continuing to work for the employer that made contributions to the Plan on your behalf, you must stop working as required by Internal Revenue Code Section 401(a) before receiving a distribution.

If you have any questions concerning the benefits described in this notice, or Plan benefits in general, please write or call the Administration Office at 866-986-1515 or 206-441-7226.

Board of Trustees The Ironworkers District Council of the Pacific Northwest Field Ironworkers Annuity Trust

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S:\Mailings\Individual Trust Fund Mailings (SMM, Benefit Changes, COBRA, etc.)\F15\F15-13 - Mailing - 2025 - 11.25 - SMM - Amendment 2 and 3.docx

This notice constitutes a summary of material modification to the 2009 Edition of the Summary Plan Description. Please keep this notice with your booklet.

Important Reminder - You must advise the Administration Office of any changes in your basic demographic data, including changes in your name, marital status, dependents, other insurance coverage available, designated beneficiary, home address, email address and telephone number. Provide information changes by completing and sending a new Enrollment Form to the Administration Office. If you have a change in dependents: divorce requires a complete filed copy of your divorce decree along with any accompanying court orders including the parenting plan. Marriage requires a copy of your marriage certificate, the parenting plan for stepchildren and their birth certificates.

Failure to update your information on file may interfere with our ability to process your benefits and provide timely communication of important Plan information.