

Northwest Ironworkers Retirement Trust

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May 8, 2026

SUMMARY PLAN INFORMATION FOR THE PLAN YEAR JULY 1, 2024 - JUNE 30, 2025

NORTHWEST IRONWORKERS RETIREMENT PLAN

EIN: 91-6123688

Plan Number 001

This notice is intended to provide a summary of plan information to participating employers and employee representatives of the Northwest Ironworkers Retirement Plan ("Plan"). This notice is required to be provided by Section 104(d) of the Employee Retirement Income Security Act ("ERISA"). It summarizes information for the July 1, 2024 through June 30, 2025 Plan Year (hereafter, "2025 Plan Year").

Description of the Plan's Contribution Schedule and Benefit Formulas

Contributions to the Plan are made monthly by employers pursuant to the terms of the collective bargaining agreements and special agreements (for non-bargaining employees).

Accrued benefits are based upon a percentage of contributions made or required on behalf of the individual participant during the Plan Year, subject to a maximum hourly contribution rate recognized in the accrual rate formula. The accrued benefit and the maximum contribution rate recognized in the accrual rate formula is shown in the schedule below, under the subheading, "Amounts Dedicated to Funding and Accrual."

Participants with at least five Years of Service accumulated without a Permanent Break in Service are generally eligible for Early Retirement beginning at age 55, and for Normal Retirement at age 65, provided that after June 30, 1998 the participant earned one or more Hours of Service in Covered Employment while a participant. Participants who do not qualify under this rule must generally earn 10 Years of Service to receive Early or Normal Retirement benefits.

The Plan also provides a Service Pension, Disability Retirement, and Pre-Retirement death benefit for participants who qualify.

The accrued benefit for unmarried participants is paid as a life annuity with 60 monthly payments guaranteed. For married participants, the accrued benefit is paid as a 50% joint and survivor option. Participants, with the consent of their spouse (if applicable), may also elect an optional form of payment.

Modifications made to the contribution schedule and modifications to the accrual formula during the 2025 Plan Year are included below, under the subheadings "Benefit Structure" and "Amounts Dedicated to Funding and Accrual."

For a full description of the benefit formulas, please refer to the Plan Document.

Contributing Employers

There were 201 employers obligated to contribute to the Plan during the 2025 Plan Year.

Employers Contributing More than 5% of Total Contributions

- Carr Construction
- Apex Steel
- CMC Steel Fabricators
- Skanska USA Building Inc.
- Garco Construction
- Sowles, Co.
- The Erection Company
- Corona Steel Inc.
- Waste Treatment Company
- JH Kelly LLC

Participants on Whose Behalf Contributions Were Not Made

The number of participants under the Plan on whose behalf no contributions were made by an employer of the participant for the 2024, 2023 and 2022 Plan Years is:

July 1, 2024 – June 30, 2025 Plan Year:	3646
July 1, 2023 – June 30, 2024 Plan Year:	3584
July 1, 2022 – June 30, 2023 Plan Year:	3537

Plan's 2025 Funded Status

The Plan was not in the endangered status in the Plan Year ending June 30, 2025.

Benefit Structure: The Trustees amended the Plan from time-to-time, most recently, the accrual rate was temporarily increased to 1.5% of contributions for all hours worked for all hours worked through June 30, 2025. Going forward the accrual rate is 1.0% unless otherwise announced by the Trustees. For a comprehensive list of contributions for benefit accrual and accrual rates see the table below.

Amounts Dedicated to Funding and Accrual: The contribution schedule, amounts dedicated to funding and the amounts used in the benefit accrual formula commencing July 1, 2005, including adjustments made subsequent to adoption of the Funding Improvement Plan, follow:

Period	Contribution Rate	Contributions for Benefit Accrual	Contributions for Funding	Accrual Rate
7/1/05 - 6/30/06	\$3.45	\$2.45	\$1.00	1.5%
7/1/06 - 6/30/07	\$4.20	\$2.45	\$1.75	1.5%
7/1/07 - 8/31/08	\$4.95	\$2.45	\$2.50	1.5%
9/1/08 - 10/31/08	\$5.70	\$3.20	\$2.50	1.5%
11/1/08 - 12/31/08	\$5.70	\$2.45	\$3.25	1.5%
1/1/09 - 6/30/09	\$6.70	\$2.45	\$4.25	1.5%
7/1/09 - 6/30/10	\$7.70	\$2.45	\$5.25	1.5%
7/1/10 - 6/30/12	\$8.95	\$2.45	\$6.50	1.5%

Period	Contribution Rate	Contributions for Benefit Accrual	Contributions for Funding	Accrual Rate
7/1/12 - 6/30/13	\$9.20	\$2.45	\$6.75	1.5%
7/1/13 - 6/30/17	\$9.95	\$2.45	\$7.50	1.5%
7/1/17 – 6/30/18	\$10.45	\$2.95	\$7.50	1.5%
7/1/18 – 6/30/19	\$10.45	\$2.95	\$7.50	1.5%
7/1/19 – 6/30/20	\$11.00	\$3.50	\$7.50	1.5%
7/1/20 – 6/30/20	\$11.00	\$3.50	\$7.50	1.5%
7/1/21 – 06/30/25	\$11.00	\$3.50	\$7.50	1.5%
7/1/25 – Current	\$11.00	\$4.75	\$6.25	1.5

Withdrawals and Assessments of Withdrawal Liability During Preceding Year

No employers withdrew from the Plan during the preceding Plan Year (2024). No withdrawal liability has been assessed or is estimated to be due from withdrawn employers.

Transfers from Other Plans

There were no transfers or mergers of assets or liabilities from another plan during the 2025 Plan Year.

Amortization Extension/Shortfall Funding Method

The Plan did not seek or receive an amortization extension under ERISA § 304(d) or §431(d) of the Internal Revenue Code of 1986 or use the shortfall funding method as that term is used in ERISA § 305 for the 2025 Plan Year.

Right to Request Information

Upon written request to the Trust Office, any contributing employer or local union is entitled to receive a copy of the Plan's Form 5500 filing, summary plan description, and/or summary of any material modification to the Plan. You may contact the Trust Office at the address listed below. A recipient is not entitled to receive more than one copy of any such document during any one 12-month period. The Trust Office may make a reasonable charge to cover copying, mailing and other costs of furnishing copies of this information.

Northwest Ironworkers Retirement Plan
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