An Important Message from the Trustees of the Mid-America Carpenters Regional Council Pension Fund and Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund

You previously received notice from the Boards of Trustees of the Mid-America Carpenters Regional Council Pension Fund (the "MACRC Fund") and the Indiana/Kentucky/Ohio Regional Council of Carpenters Pension Fund (the "IKORCC Fund") about the merger of the IKORCC Fund into the MACRC Fund, which will be effective July 1, 2026 (the "merger date"). The Boards of Trustees of the MACRC Fund and the IKORCC Fund are pleased to provide additional information to you regarding the merger.

Prior to approving the merger, the Boards of Trustees for the MACRC Fund and the IKORCC Fund, along with Fund professionals, conducted a thorough investigation into the merits of a merger, including multiple actuarial merger studies.

This Notice is intended to inform you of certain changes to your participation in the MACRC Fund relative to the IKORCC Fund, which generally will take effect July 1, 2026. Following the merger, each participant in the IKORCC Fund will become a participant in the MACRC Fund, and the IKORCC Fund will cease to exist as of the merger date. This merger does <u>not</u> reduce or decrease the vested benefit of any participant in the IKORCC Fund accrued through June 30, 2026. The benefits accrued as of June 30, 2026 under the IKORCC Fund will continue to be held in trust on your behalf as a participant in the MACRC Fund, and the MACRC Fund will become responsible for paying IKORCC Fund benefits that you are entitled to receive and for administering the pre-merger version of the IKORCC Fund Plan Document (the "IKORCC Plan").

For participants in the IKORCC Fund, the plan provisions that govern will depend on when the applicable service was performed. For service:

- <u>Before July 1, 2026</u>, the provisions of the IKORCC Plan generally will govern, except as otherwise indicated below. In addition:

  <u>Before January 1, 2013</u>, for former participants of the Northwest Indiana Regional Council of Carpenters Pension Fund, the Kentucky State District Council of Carpenters Pension Trust Fund, the Lower Ohio Valley District Council Pension Trust Fund or the Carpenters Local Union No. 215 Pension Fund (each referred to as a "Prior IKORCC Fund"), the provisions of the Plan Document of the Prior IKORCC Fund you participated in generally will govern, except as noted in prior communications from the IKORCC Fund.

- <u>On or after July 1, 2026</u>, the provisions of the MACRC Fund Plan Document (the "MACRC Plan") will govern.

The MACRC Fund will combine and recognize all service earned under both the IKORCC and MACRC Funds for purposes of determining eligibility for both pre- and post-merger benefits.

Retired participants and beneficiaries currently receiving monthly pension benefit payments from the IKORCC Fund will continue to receive the same benefits to which they are entitled. As of the merger date, those benefits will be paid from the MACRC Fund. **You should be aware that the MACRC Fund will pay pension benefits in the month to which the benefit relates, <u>on the first business day of that month</u>.** After the merger, if the first day of a month occurs on a non-business day, your IKORCC Fund pension benefit will be deposited to your bank account on the first business day <u>after</u> the first day of the month. For example, your August 2026 IKORCC Fund pension benefit will be deposited to your bank account on August 3, 2026, which is the first business day of August 2026. In contrast, prior to the merger, the IKORCC Fund paid pension benefits on the business day <u>before</u> the first day of the month when the first day of the month occurred on a non-business day.

Note also that this Notice generally identifies plan rules currently in effect; different rules may have applied to service earned in the past, and these rules would be reflected in your Summary Plan Description.

<u>Notice of Benefit Changes Effective July 1, 2026</u>

This notice, which is being issued to you pursuant to section 204(h) of a federal law known as the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), provides a summary of benefit changes effective July 1, 2026. The notice is intended to explain the changes in non-technical terms. Any and all benefits available under the IKORCC Fund or the MACRC Fund are governed by the terms of the applicable plan document. In the event of a conflict between this notice and the terms of the applicable plan document, the terms of the plan document control.

An updated Summary Plan Description booklet for the MACRC Plan will be sent to all participants and retirees when available.

If you have questions about this notice or your benefits:

- <u>Before July 1, 2026</u>, please contact the IKORCC Fund Benefit Office at (317) 851-4170.
- <u>On and after July 1, 2026</u>, please contact the MACRC Fund Benefit Office at (312) 787-9455 or visit macbenefits.org/IKORCC merger.

<u>MEASURING SERVICE: VESTING, BENEFIT ELIGIBILITY AND BENEFIT ACCRUAL</u>

The IKORCC Fund and MACRC Fund use different terms to describe service (*i.e.*, your work with an employer that currently contributes to the IKORCC Fund and will contribute to the MACRC Fund as of the merger date), and the requirements for earning certain types of service differ, as described below.

IKORCC Fund: The IKORCC Fund measures service using the terms "Hours of Service" and "Years of Eligibility Service" to determine your entitlement (*i.e.*, your vested right) to a benefit, your eligibility for certain types of benefits and whether you earn benefit accruals in a particular year. Both terms include hours worked for which an employer is required to contribute to the IKORCC Fund on your behalf, as well as certain hours worked for such employer that do not require contributions to the IKORCC Fund. However, only hours worked for which an employer is required to contribute on your behalf are considered Hours of Service for determining annual eligibility to earn benefit accruals in a particular year and calculating those benefit accruals.

MACRC Fund: The MACRC Fund measures service in two ways:

- "Hours of Service" and "Years of Vesting Service" determine your entitlement (*i.e.*, your vested right) to a benefit and include hours worked for which an employer is required to contribute to the MACRC Fund on your behalf, as well as certain hours worked for such employer that do not require contributions to the MACRC Fund.
- "Hours of Pension Credit" and "Years of Pension Credit" determine your eligibility for certain types of benefits, annual eligibility to earn benefit accruals in a particular year and calculation of those benefit accruals, and only include hours worked for which an employer is required to contribute to the MACRC Fund on your behalf.

Vesting Service

Vesting service is important because, in general, you must have at least five Years of Vesting Service to become entitled to, or "vested" in, a pension benefit earned after June 30, 2026, under the MACRC Fund. Likewise, in general, you must have at least five Years of Eligibility Service to become vested in a pension benefit earned before July 1, 2026, under the IKORCC Fund. Years of Eligibility Service earned under the IKORCC Fund and Years of Vesting Service earned under the MACRC Fund will be combined to determine whether you are vested in (i) any pension benefit earned under the IKORCC Fund before the merger (your "IKORCC Fund Benefit") and (ii) any pension benefit earned under the MACRC Fund after the merger (your "MACRC Fund Benefit"). In other words, once you have earned five total years of vesting service under either the IKORCC Fund or the MACRC Fund, or under the two Funds combined, you are 100% vested in your IKORCC Fund Benefit and your MACRC Fund Benefit.

Following the merger, the MACRC Fund's rules for earning vesting service will apply. While there will be no change to the number of years of vesting service required to be vested in either the IKORCC Fund Benefit or the MACRC Fund Benefit, the MACRC Fund determines how vesting service is earned differently than the pre-merger IKORCC Fund.

Pre-Merger: Under the IKORCC Fund, a full Year of Eligibility Service was earned for each calendar year (January 1 to December 31) in which you earned at least 500 Hours of Service. Partial Years of Eligibility Service were awarded as follows:

Hours of Service in a Calendar Year	Partial Year of Eligibility Service
Less than 125	0
125-249	0.25
250-374	0.50
375-499	0.75

Post-Merger: For hours worked after June 30, 2026, under the MACRC Fund, a full Year of Vesting Service is earned for each calendar year (January 1 to December 31) in which you earn at least 1,000 Hours of Service. Partial Years of Vesting Service are awarded as follows:

Hours of Pension Credit in a Calendar Year	Partial Year of Vesting Service
Less than 250	0
250-499	0.25
500-749	0.50
750-999	0.75

Transition Rule for Vesting Service. For the 2026 calendar year only, you will be credited with at least as much vesting service as you would have earned under the IKORCC Fund as if its rules applied until December 31, 2026. Therefore, if you earned at least 500 Hours of Service from January 1, 2026 to December 31, 2026, you will be credited with a full Year of Vesting Service for the 2026 calendar year.

For the 2027 calendar year and beyond, you will need to earn at least 1,000 Hours of Service to be credited with a full Year of Vesting Service pursuant to the MACRC Fund's rules.

This Transition Rule and other rules reflected in this Notice apply to current IKORCC Fund participants and future participants working in the IKORCC Fund's jurisdiction who would have become IKORCC Fund participants in the absence of the merger; individuals working in the IKORCC Fund's jurisdiction who are participants in a different "Home Fund" for reciprocity purposes are not subject to the IKORCC Fund provisions.

Breaks in Service

The IKORCC Fund and the MACRC Fund have different rules regarding when a participant incurs a "Permanent Break in Service." A Permanent Break in Service before a participant becomes vested results in the loss of service earned by the participant prior to the break. Generally, a Permanent Break in Service occurs when a participant is not vested and incurs five consecutive "Breaks in Service." Under the IKORCC Fund, a Break in Service means a calendar year in which a participant failed to earn at least 250 Hours of Service. Under the MACRC Fund, a Break in Service (referred to as a

"Temporary Break in Service") means a calendar year in which a participant failed to earn at least 250 Hours of Pension Credit or 500 Hours of Service.

If you are not vested in the IKORCC Fund prior to July 1, 2026 and you don't earn an Hour of Service under the MACRC Fund after June 30, 2026, the IKORCC Fund rules will apply to determine whether you incurred a Permanent Break in Service under the IKORCC Fund without becoming, or before becoming, a participant under the MACRC Fund. If you incurred a Permanent Break in Service under the IKORCC Fund, you would lose service earned under the IKORCC Fund.

If you are not vested but you did not incur a Permanent Break in Service under the IKORCC Fund prior to July 1, 2026, and you earn an Hour of Service under the MACRC Fund after June 30, 2026, the MACRC Fund rules will apply to determine whether you later incur a Permanent Break in Service. If you incur a Permanent Break in Service before becoming vested, you will lose service earned under both the IKORCC Fund and the MACRC Fund.

Benefit Eligibility Service

As further explained below, service earned under the IKORCC Fund and the MACRC Fund will be combined to determine whether you meet eligibility requirements for certain benefits available under (i) the IKORCC Fund for payment of your IKORCC Fund Benefit and (ii) the MACRC Fund for payment of your MACRC Fund Benefit.

When benefit eligibility is based on vesting service, Years of Eligibility Service earned under the IKORCC Fund and Years of Vesting Service earned under the MACRC Fund will be combined.

When benefit eligibility is based on contributory service (i.e., hours worked for which an employer is required to contribute on your behalf), contributory Hours of Service/Years of Eligibility Service earned under the IKORCC Fund and Hours of Pension Credit/Years of Pension Credit earned under the MACRC Fund will be combined solely for benefit eligibility purposes (not for benefit accrual purposes).

EARNING AND CALCULATING BENEFIT ACCRUALS

Following the merger, the MACRC Fund's rules for earning and calculating monthly pension benefits will apply.

Annual Service Requirement for Benefit Accrual

The IKORCC Fund and MACRC Fund both require participants to work a certain number of hours of contributory service (i.e., service for which an employer is required to make contributions on your behalf) in a calendar year to earn benefits in that particular year; however, the required number of hours differs.

Pre-Merger: Under the IKORCC Fund, you were required to earn at least 125 contributory Hours of Service in a calendar year to earn benefit accruals during that particular year.

Post-Merger: Under the MACRC Fund, you are required to earn at least 250 Hours of Pension Credit in a calendar year to earn benefit accruals during that particular year.

Transition Rule for Benefit Accrual Service Requirement. For the 2026 calendar year only, you will be subject to the IKORCC Fund's annual service requirement for benefit accrual. Therefore, if you earn at least 125 contributory Hours of Service from January 1, 2026 to December 31, 2026, you are eligible to earn benefit accruals i) under the IKORCC Fund for hours worked from January 1, 2026 through June 30, 2026 and ii) under the MACRC Fund for hours worked from July 1, 2026 through December 31, 2026.

For the 2027 calendar year and beyond, you will need to earn at least 250 Hours of Pension Credit in a calendar year to earn benefit accruals during that particular year, pursuant to the MACRC Fund's rules.

Calculating Benefit Accruals

Your benefit accruals are used to determine the amount your monthly pension benefit is based on, and that amount is adjusted to reflect the benefit type (including factors such your age when your pension payments begin) and payment form you elect for your monthly pension benefit.

The IKORCC Fund and MACRC Fund both use a "percentage of contributions" benefit accrual formula, meaning hourly contributions made on your behalf in a calendar year (provided you have met the annual service requirement for benefit accrual) are multiplied by a set percentage to determine your benefit accruals for that year. However, the specific benefit accrual formulas are different.

Pre-Merger: Under the IKORCC Fund, hourly contributions made on your behalf were multiplied as follows:

- The first $7.00 of an hourly contribution was multiplied by 1.2%; and
- Any amount of an hourly contribution that exceeds $7.00 was multiplied by 1.6%.

Post-Merger: Under the MACRC Fund, only benefit-bearing contributions are used to calculate benefit accrual. Hourly contributions for former IKORCC Fund participants are fully-benefit bearing. Therefore, hourly contributions made on your behalf are multiplied by 1.25%.

Example A: Assume that the hourly contribution rate your employer is required to contribute on your behalf for pension benefits is $4 per hour and you earn 1,000 Hours of Service in a calendar year at that rate. Under the pre-merger IKORCC Fund formula, your benefit accrual for this particular year would be $48 ((1,000 hours x $4) x 1.2%). Under the post-merger MACRC Fund formula, your benefit accrual for this particular year would be $50 ((1,000 x $4) x 1.25%).

Example B: Assume that the hourly contribution rate your employer is required to contribute on your behalf for pension benefits is $10 per hour and you earn 1,000 Hours of Service in a calendar year at that rate. Under the pre-merger IKORCC Fund formula, your benefit accrual for this particular year would be $132 (((1,000 hours x $7) x 1.2%) plus ((1,000 hours x $3) x 1.6%)). Under the post-merger MACRC Fund formula, your benefit accrual for this particular year would be $125 ((1,000 x $10) x 1.25%).

RETIREMENT AGE & EARLY RETIREMENT REDUCTION

As noted above, the IKORCC Plan benefit rules generally apply to the benefit accruals earned under the IKORCC Fund prior to July 1, 2026 and the MACRC Plan rules generally apply to the benefit accruals you earn under the MACRC Fund after June 30, 2026. Some of these rules are different, which could result in your IKORCC Fund Benefit and your MACRC Fund Benefit being paid at different times and/or in different payment forms.

Note: If you earned Hours of Service under a Prior IKORCC Fund before January 1, 2013, benefits attributable to those Hours of Service are generally subject to the Prior IKORCC Fund's benefit rules. You can find details regarding the Prior IKORCC Fund's benefit rules in the Prior IKORCC Fund's Plan document or Summary Plan Description.

Normal Retirement Age

The IKORCC Fund and the MACRC Fund have the same Normal Retirement Age, which is the later of age 65 or the fifth anniversary of becoming a participant.

Early Retirement Age

The IKORCC Fund and the MACRC Fund permit participants to retire at Early Retirement Age (described below), either with a reduced pension benefit or an unreduced pension benefit (i.e., the same pension benefit amount available at Normal Retirement Age) depending on the participant's age and the amount of service earned at retirement. Both permit participants who have earned at least five years of vesting service to retire at age 55. Other age and service rules differ.

IKORCC Fund Benefit: For benefits earned under the IKORCC Fund before July 1, 2026, Early Retirement Age is generally age 55 with at least 5 Years of Eligibility Service or, if earlier, when a participant has earned at least 30 Years of Eligibility Service.

If a participant is at least age 55 and has earned at least 30 Years of Eligibility Service, the participant's pension benefit amount will not be reduced for early retirement.

MACRC Fund Benefit: For benefits earned under the MACRC Fund after June 30, 2026, Early Retirement Age is age 55 with at least 5 Years of Vesting Service.

If a participant is either (i) at least age 55 and has earned at least 30 Years of Vesting Service or (ii) at least age 60 and has earned at least 5 Years of Vesting Service, the participant's pension benefit amount will not be reduced for early retirement.

Early Retirement Reduction

As mentioned above, the IKORCC Fund and the MACRC Fund provide reduced early retirement benefits for participants who retire before Normal Retirement Age and have not met the age and service requirements for unreduced early retirement benefits. However, the specific reduction rules are different.

IKORCC Fund Benefit: For benefit accruals earned under the IKORCC Fund before July 1, 2026:

- If a participant retires after earning 30 Years of Eligibility Service and has not reached age 55, the participant's pension benefit amount will be reduced by 0.5% for each month (6% per year) the early retirement benefit is paid before the participant reaches age 55.
- If a participant retires after reaching age 55 and before earning 30 Years of Eligibility Service, the participant's pension benefit amount will be reduced by 0.5% for each month (6% per year) the early retirement benefit is paid before the participant reaches age 65.

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after June 30, 2026, if a participant retires before reaching age 60 and before earning 30 Years of Vesting Service, the participant's pension benefit amount will be reduced by 0.4167% for each month (5% per year) the early retirement benefit is paid before the participant reaches age 60. The MACRC Fund's early retirement age is 55.

BENEFIT PAYMENT FORMS

Different benefit payment forms are available for your IKORCC Fund Benefit and your MACRC Fund Benefit. To the extent permitted by the governing Plan documents, you may be able to elect to begin receiving your IKORCC Fund Benefit and your MACRC Fund Benefit at different times and/or in different payment forms.

Normal Form of Payment

IKORCC Fund Benefit: For benefit accruals earned under the IKORCC Fund before July 1, 2026:

- The normal form of payment for an unmarried participant is a single life annuity (no monthly payments following participant's death).
- The normal form of payment for a married participant is an actuarially adjusted 50% joint and survivor annuity (following a participant's death, monthly payments to the surviving spouse continue for the surviving spouse's lifetime in an amount that's 50% of the amount the participant was receiving).

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after June 30, 2026:

- The normal form of payment for an unmarried participant is a single life annuity with a 60-month guarantee (if the participant dies before receiving 60 monthly payments, the participant's designated beneficiary will receive the remaining monthly payments).
- The normal form of payment for a married participant is an actuarially adjusted 50% joint and survivor annuity (following a participant's death, monthly payments to the surviving spouse continue for the surviving spouse's lifetime in an amount that's 50% of the amount the participant was receiving) with a 60-month guarantee (if the surviving spouse begins receiving monthly payments and dies before an aggregate of 60 monthly payments have been made to the participant and surviving spouse, the participant's designated beneficiary will receive the remaining monthly payments). If the participant's spouse predeceases the participant or the spouse's right to a benefit is terminated following a divorce, the participant's monthly payment will increase to the single life annuity with 60-month guarantee amount (commonly referred to as a "pop-up").

Optional Forms of Payment

Optional forms of payment will be actuarially adjusted to reflect that benefits could be paid following the participant's death. For retirement dates occurring after June 30, 2026, the following optional benefit forms are available to former IKORCC Fund participants, subject to applicable requirements being met (*e.g.*, spousal consent requirements):

IKORCC Fund Benefit: For benefit accruals earned under the IKORCC Fund before July 1, 2026:

- All participants (if married, spousal consent is required) may elect a single life annuity (no monthly payments following participant's death).

  Note: The single life annuity is the normal form of payment for benefits earned under the IKORCC Fund by unmarried participants.

- All participants (if married, spousal consent is required) may elect a single life annuity with a 120-month guarantee (if the participant dies before receiving 120 monthly payments, the participant's designated beneficiary will receive the remaining monthly payments).

- Married participants may elect a 75% or 100% joint and survivor annuity (following a participant's death, monthly payments to the surviving spouse continue for the surviving spouse's lifetime in an amount that's 75% or 100%, as applicable, of the amount the participant was receiving).
- In conjunction with the 50%, 75% or 100% joint and survivor annuity options, married participants (spousal consent is required) may elect to add a "pop-up" feature, which would increase the participant's monthly payment to the single life annuity amount if the participant's spouse predeceases the participant.

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after June 30, 2026:

- All participants (if married, spousal consent is required) may elect a single life annuity with a 60-month guarantee (if the participant dies before receiving 60 monthly payments, the participant's designated beneficiary will receive the remaining monthly payments).

  Note: The single life annuity with a 60-month guarantee is the normal form of payment for benefits earned under the MACRC Fund by unmarried participants.

- Married participants may elect a 75% or 100% joint and survivor annuity (following a participant's death, monthly payments to the surviving spouse continue for the surviving spouse's lifetime in an amount that's 75% or 100%, as applicable, of the amount the participant was receiving) with a 60-month guarantee (if the surviving spouse begins receiving monthly payments and dies before an aggregate of 60 monthly payments have been made to the participant and surviving spouse, the participant's designated beneficiary will receive the remaining monthly payments). If the participant's spouse predeceases the participant or the spouse's right to a benefit is terminated following a divorce, the participant's monthly payment will increase to the single life annuity with 60-month guarantee amount (commonly referred to as a "pop-up").
- In conjunction with the single life annuity with a 60-month guarantee or the 50%, 75% or 100% joint and survivor annuity options:
  - Eligible participants (see MACRC Fund Summary Plan Description for additional requirements) may elect the level income option, which provides higher monthly payments until the participant reaches the age he/she expects to begin receiving his/her retirement benefit from the Social Security Administration and lower monthly payments thereafter.
  - Eligible participants (if married, spousal consent is required) may elect the partial lump sum payment option, which provides a single lump sum equal to an elected percentage (1-10%) of the participant's MACRC Fund Benefit and reduces his/her monthly payments accordingly. The minimum amount for such a lump sum payment is $1,000.

BENEFIT SUSPENSION FOR PROHIBITED EMPLOYMENT

The IKORCC Fund and MACRC Fund both suspend benefits for working in Prohibited Employment (as described below); however, rules differ regarding work that is considered to be Prohibited Employment. Thus, it is possible that post-retirement work could result in suspension of your IKORCC Fund Benefit but not your MACRC Fund Benefit, and vice versa.

In general, if the MACRC Fund's rules are more liberal than the IKORCC Fund rules, the MACRC Fund rules will apply to both your IKORCC Fund Benefit and your MACRC Fund Benefit. However, to the extent they are more favorable, certain IKORCC Fund rules will continue to apply to your IKORCC Fund Benefit only.

Different rules apply to participants receiving disability pension benefits (refer to your Summary Plan Descriptions for additional information).

Continued Representation for the IKORCC Fund Geographic Area

The Merger Agreement between the IKORCC Fund and the MACRC Fund allows IKORCC Fund representatives serving on the MACRC Fund's Board of Trustees after the merger to adopt benefit suspension and prohibited employment rules that will apply to all benefit accruals (i.e., the IKORCC Fund Benefit and the MACRC Fund Benefit) for participants working in the former IKORCC Fund's geographic area.

You were previously notified that the IKORCC Fund Trustees approved a temporary exception to the benefit suspension rules that permits participants who retired before January 1, 2026 and return to work for an employer that is required to contribute to the IKORCC Fund on the participant's behalf, to exceed the normal limit on hours worked (40 or more hours in a calendar month) by up to an aggregate of 1,200 hours during the 2026 calendar year without being deemed as working in Prohibited Employment and therefore without having benefits suspended. *This temporary exception continues to apply until December 31, 2026 and also includes work for an employer that is required to contribute to the MACRC Fund on the participant's behalf*.

Additional exceptions may be approved by the Trustees from time to time; you will be notified if such an exception is approved.

Suspension of Benefits

For months you work in Prohibited Employment (as applicable to your IKORCC Fund Benefit and your MACRC Fund Benefit, as described below) your IKORCC Fund Benefit and/or MACRC Fund Benefit will be suspended.

If you are retired and receiving benefit payments from the MACRC Fund (including benefits earned under the IKORCC Fund), you must notify the MACRC Fund's Board of Trustees if you return to work. The notice must be provided within 30 days from the date employment began, regardless of the number of hours you intend to work in a month. Failure to provide timely notice may result in an assumption that you are working in Prohibited Employment and your IKORCC Fund Benefit and/or MACRC Fund Benefit may be suspended. You will be allowed to present evidence refuting any such assumption.

Prohibited Employment

The IKORCC Fund and the MACRC Fund define "Prohibited Employment" differently. The IKORCC Fund's definition is the same regardless of age and is not applied until a participant begins receiving pension benefits. The MACRC Fund's definition is different depending on whether you have reached Normal Retirement Age (age

65) and is applied when a participant begins receiving pension benefits or, if earlier, when a participant reaches Normal Retirement Age, and no longer applies when a participant reaches age 70-½. In cases when the IKORCC Fund's definition is less restrictive, it will continue to apply to your IKORCC Fund Benefit only.

IKORCC Fund Benefit: For benefit accruals earned under the IKORCC Fund before July 1, 2026, "Prohibited Employment" is work of 40 hours or more in a month in employment or self-employment in 1) the same industry in which employees were employed and accruing benefits under the IKORCC Fund when your pension benefits commenced, 2) the same trade or craft in which you were employed at any time while covered under the IKORCC Fund and 3) in the same geographic area covered by the IKORCC Fund when your pension benefits commenced.

The following work may be excluded from this definition if approved by the MACRC Fund's Board of Trustees in advance:

- Certain supervisory work with an employer that is required to contribute to the MACRC Fund;
- Certain limited work as an instructor employed by the Central Midwest Regional Council of Carpenters Joint Apprenticeship and Training Program or as a high school instructor.

Additional exceptions may be approved by the Trustees from time to time; you will be notified if such an exception is approved.

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after June 30, 2026:

- For participants who have reached age 65 but have not yet reached age 70-½, Prohibited Employment is work of 40 hours or more in a month in employment or self-employment in 1) the same industry in which employees were employed and accruing benefits under the MACRC Fund when your pension benefits commenced (or when you reached Normal Retirement Age if your pension benefits have not commenced), 2) the same trade or craft (or supervisory activities) in which you were employed at any time while covered under the MACRC Fund and 3) in the same geographic area covered by the MACRC Fund when your pension benefits commenced (or when you reached Normal Retirement Age if your pension benefits have not commenced).
- For participants who have not reached age 65:
  - If work is performed for an employer that is required to contribute to the MACRC Fund on the participant's behalf, Prohibited Employment is 40 hours or more of such work in a month.
  - If work is not performed for an employer that is required to contribute to the MACRC Fund on the participant's behalf, Prohibited Employment is any employment or self-employment in any geographic area in work regularly performed by persons in the trade or craft of carpentry.
- The following work may be excluded from the definition of Prohibited Employment if approved by the MACRC Fund's Board of Trustees in advance:
  - Certain supervisory work with an employer that is required to contribute to the MACRC Fund;

    - Certain work as a full-time instructor employed by the Central Midwest Regional Council of Carpenters Joint Apprenticeship and Training Program or the Mid-America Carpenters Regional Council Joint Apprenticeship and Training Program.
- The following work is specifically excluded from the definition of Prohibited Employment:
    - Building inspector for a state, a county or a municipality
    - Inspector for a) home purchase or sale, b) reviewing plans for code compliance or c) building or machinery repairs
    - Sales, provided you are not involved in any installation
    - Picket duty or serving as an officer of a union, provided you are not receiving a pension under the United Brotherhood of Carpenters Pension Plan
    - Draftsman/CAD designer
    - Safety director
    - Member of a corporate board of directors
    - Owner of a business in the construction industry
    - Officer of a corporation, provided you do not actively work with tools
    - Consultant regarding viability of a project
    - Officer or employee of the United Brotherhood of Carpenters and Joiners of America

Additional exceptions may be approved by the Trustees from time to time; you will be notified if such an exception is approved.

DISABILITY PENSIONS

Disability pension benefits are available for your IKORCC Fund Benefit and your MACRC Fund Benefit, and different rules apply to each. However, disability pension applications received after June 30, 2026 will be subject to the MACRC Fund's rules for determining whether you have earned sufficient service and whether you meet the "total and permanent disability" requirement to be eligible for the IKORCC Fund Benefit disability pension and the MACRC Fund Benefit disability pension.

Determination of Total and Permanent Disability

Effective for disability pension applications received after June 30, 2026, the MACRC Fund's Board of Trustees will determine, in its sole and absolute judgment, based on medical evidence (either a determination by the Social Security Administration that you are entitled to disability benefits, or an opinion issued by a medical consultant retained by the Trustees), whether you meet the following "total and permanent disability" requirement for disability pension eligibility purposes:

> You are unable to engage in any substantial gainful activity by reason of any medically determinable, physical or mental impairment that can be expected to result in death or that has lasted or can be expected to last for a continuous period of not less than 12 months, or in the case of a participant who has attained age 55 and is blind, inability by reason of such blindness to engage in any substantial gainful activity requiring skills and abilities comparable to those of any gainful activity in which the participant has previously engaged with some regularity in over a substantial period of time.

Determination of Continued Total and Permanent Disability

Effective July 1, 2026, all participants receiving a disability pension from the MACRC Fund, regardless of when disability pension payments began, may be required to periodically submit proof that a total and permanent disability continues, which may include having a medical examination conducted by a medical consultant retained by the Trustees. If you fail to comply with such requirements in a timely manner, your disability pension will be suspended. If your disability pension is suspended and you want to resume receiving it, you will need to reapply for the benefit and meet the MACRC Fund's disability pension eligibility requirements that are in effect when you reapply, regardless of the requirements that were in place when you first commenced the disability pension.

The MACRC Fund's Board of Trustees currently requires submission of such proof on an annual basis; you will be notified when and what type of proof must be submitted.

Eligibility Requirements for Disability Pension

Effective for disability pension applications received after June 30, 2026, you must meet one of the following service requirements to be eligible for a disability pension:

- You must earn at least 15 Years of Eligibility Service/Years of Pension Credit; or
- You must earn at least 10 Years of Eligibility Service/Years of Pension Credit, provided you earned at least 250 contributory Hours of Service/Hours of Pension Credit during the calendar year in which the total and permanent disability occurred or during the immediately preceding 5 calendar years.

As noted above, Years of Eligibility Service and contributory Hours of Service earned under the IKORCC Fund will be combined with Years/Hours of Pension Credit earned under the MACRC Fund for determining your eligibility for the IKORCC Fund disability pension and the MACRC Fund disability pension.

Form and Amount of Disability Pension

IKORCC Fund Benefit: For benefit accruals earned under the IKORCC Fund before July 1, 2026, the disability pension is payable as a monthly pension benefit in the form of a single life annuity (with no guaranteed payments) that, subject to the Trustees' approval of your disability pension application, begins on the first day of the month following the later of (i) the disability onset date or (ii) the application date. The disability pension will continue as follows:

- If disability pension payments begin before a participant has reached Early Retirement Age, the disability pension will terminate when the participant reaches Normal Retirement Age, at which time the participant may apply for a normal pension for his/her IKORCC Fund Benefit.
- If disability pension payments begin after a participant has reached Early Retirement Age, the disability pension will continue to be paid as a single life annuity (with no guaranteed payments) until the participant's death (unless the disability pension is terminated due to recovery, in which case the participant could then apply for a regular/reduced pension benefit when eligible).

  Spousal consent is required for married participants who elect to begin receiving disability pension payments after he/she has reached Early Retirement Age.

MACRC Fund Benefit:	For benefit accruals earned under the MACRC Fund after June 30, 2026, the disability pension is payable as a lifetime monthly pension benefit in any form of payment available for MACRC Fund Benefits (described above) except the Level Income Option. Subject to the Trustees' approval of your disability pension application, disability pension payments begin as of the first day of the fifth month following the month in which the Trustees determined your total and permanent disability occurred. Upon reaching Normal Retirement Age, the monthly amount of the disability pension payment is reduced by $1.00 and then continues to be paid until the participant's death (unless the disability pension is terminated due to recovery, in which case the participant could then apply for a reduced pension benefit when eligible).

DEATH BENEFITS

The death benefits described below apply to participant deaths occurring after June 30, 2026.

Pre-Retirement Death Benefits – Surviving Spouses

Surviving spouses of vested participants who die before retirement benefits begin are entitled to receive a pre-retirement 100% spouse's benefit, provided the surviving spouse and participant were married for at least one year prior to the participant's death. The pre-retirement 100% spouse's benefit provides monthly payments for the surviving spouse's lifetime equal to the monthly payments that would have been payable if the participant elected a 100% joint and survivor annuity (reduced for early retirement as applicable), calculated as follows:

- If the participant <u>was eligible</u> for a retirement benefit (as applicable with respect to the IKORCC Fund Benefit and MACRC Fund Benefit) on the date of death, the amount of the pre-retirement 100% spouse's benefit is determined as though retirement benefits began on the first day of the month in which the participant died.
- If the participant <u>was not eligible</u> for a retirement benefit (as applicable with respect to the IKORCC Fund Benefit and MACRC Fund Benefit) on the date of death, the amount of the pre-retirement 100% spouse's benefit is determined as though the participant reached age 55, reduced accordingly for age, and retirement benefits began on the first day of the month in which the participant died.

The pre-retirement 100% spouse's benefit is payable beginning on the first day of the month following the participant's death, subject to the surviving spouse applying for the benefit.

The pre-retirement 100% spouse's benefit payment form is slightly different for the IKORCC Fund Benefit and the MACRC Fund Benefit:

IKORCC Fund Benefit:	For benefit accruals earned under the IKORCC Fund before July 1, 2026, the pre-retirement 100% spouse's benefit ceases following the surviving spouse's death, regardless of the number of payments made while the surviving spouse was living.
MACRC Fund Benefit:	For benefit accruals earned under the MACRC Fund after June 30, 2026, the pre-retirement 100% spouse's benefit includes a 60-month guarantee (if the surviving spouse dies before receiving 60 monthly payments, the participant's surviving designated beneficiary will receive the remaining monthly payments).

Once a participant reaches Early Retirement Age (age 55), a participant may reject the pre-retirement 100% spouse's benefit for his/her MACRC Fund Benefit and designate a non-spouse beneficiary, provided the participant's spouse consents to that designation in writing. No such option is available for the IKORCC Fund Benefit.

Pre-Retirement Death Benefits – Non-Spouse Designated Beneficiaries

The IKORCC Fund does not provide pre-retirement death benefits for non-spouse beneficiaries. However, for benefit accruals earned under the MACRC Fund after June 30, 2026 only, former IKORCC Fund participants may designate a non-spouse beneficiary to receive a pre-retirement death benefit if the participant is not married or the participant and his/her spouse have rejected the MACRC Fund Benefit pre-retirement 100% spouse's benefit (as described above).

If a participant <u>was eligible for a retirement benefit</u> with respect to his/her MACRC Fund Benefit on his/her date of death, the participant's designated beneficiary would receive a pre-retirement 60-month certain death benefit, which provides 60 monthly payments equal to the monthly amount the participant would have been eligible to receive (subject to reduction for age as applicable to the MACRC Fund Benefit) if a single life annuity with 60-month guarantee benefit began on the first day of the month in which the participant died. The pre-retirement 60-month certain death benefit includes a 60-month guarantee (if the designated beneficiary dies before receiving 60 monthly payments, the participant's surviving designated beneficiary will receive the remaining monthly payments) and is payable beginning on the first day of the month following the participant's death, subject to the designated beneficiary applying for the benefit.

If the participant <u>was not eligible for a retirement benefit</u> with respect to his/her MACRC Fund Benefit on his/her date of death, the participant's designated beneficiary would receive a death benefit pension if the participant had earned either (i) at least 15 Years of Eligibility Service/Years of Pension Credit or (ii) at least 10 Years of Eligibility Service/Years of Pension Credit, provided the participant earned at least 500 contributory Hours of Service/Hours of Pension Credit in the calendar year in which the participant died or in the immediately preceding calendar year. The death benefit pension provides 60 monthly payments to the designated beneficiary, with each payment equal to $875 multiplied by the participant's Years of Pension Credit, divided by 60.

> *<u>Example</u>*: Participant had earned 10 Years of Pension Credit and died at age 50. The Participant's designated beneficiary would receive 60 monthly payments in the amount of $145.83 ($875 x 10 / 60).

Post-Retirement Death Benefit from the MACRC Fund

Regardless of when a former IKORCC Fund participant retires and begins receiving pension benefits (even if pension benefits began before the merger), and regardless of the benefit payment form(s) elected, a $3,000 lump sum death benefit will be payable to the participant's designated beneficiary upon the participant's death, provided the participant's retirement benefit is not suspended on his/her date of death.