MACRC PENSION FUND

MERGER MATERIALS

for Kansas City Pension Plan Participants

Effective October 1, 2026

MID AMERICA CARPENTERS BENEFITS

An Important Message from the Trustees of the Mid-America Carpenters Regional Council Pension Fund and Carpenters Pension Fund of Kansas City

You previously received notice from the Boards of Trustees of the Mid-America Carpenters Regional Council Pension Fund (the "MACRC Fund") and the Carpenters Pension Fund of Kansas City (the "KC Fund") about the merger of the KC Fund into the MACRC Fund, which will be effective September 30, 2026 (the "merger date"). The Boards of Trustees of the MACRC Fund and the KC 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 KC 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 KC Fund, which generally will take effect October 1, 2026. Following the merger, each participant in the KC Fund will become a participant in the MACRC Fund, and the KC 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 KC Fund accrued through September 30, 2026. The benefits accrued as of September 30, 2026 under the KC 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 KC Fund benefits that you are entitled to receive and for administering the pre-merger version of the KC Fund Plan Document (the "KC Plan"). The changes discussed in this notice apply prospectively to new accruals that occur on or after October 1, 2026.

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

- <u>Before October 1, 2026</u>, the provisions of the KC Plan generally will govern, except as otherwise indicated below.
- <u>On or after October 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 KC and MACRC Funds for purposes of determining eligibility for both pre- and post-merger benefits.

Throughout this notice, references to service, hours, Years of Vesting Service, Pension Credits, and contributions mean only those that have not already been cancelled under the KC Fund's or the MACRC Fund's break-in-service rules. Service and benefits forfeited because of a Permanent Break in Service before October 1, 2026 are not restored by the merger or by service earned after it.

This Notice generally identifies plan rules currently in effect that are impacted by the merger; different rules may have applied to service earned in the past, and these rules would be reflected in your Summary Plan Description.

Notice of Benefit Changes Effective October 1, 2026

This notice provides a summary of benefit changes effective October 1, 2026. The notice is intended to explain the changes in non-technical terms. To the extent there is a significant reduction in future benefit accruals or a significant reduction in early retirement benefits (including subsidized early retirement benefits), this notice qualifies as an ERISA section 204(h) notice. Any and all benefits available under the KC 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:

- Before October 1, 2026, please contact the KC Fund Benefit Office at (816) 756-3313.
- On and after October 1, 2026, please contact the MACRC Fund Benefit Office at (314) 644-4802 or visit *macbenefits.org*.

MEASURING SERVICE: VESTING, BENEFIT ELIGIBILITY AND BENEFIT ACCRUAL

The KC Fund and MACRC Fund use slightly different terms to describe service (*i.e.*, your work with an employer that currently contributes to the KC 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.

KC Fund: The KC 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 KC Fund on your behalf, as well as certain hours worked for such employer that do not require contributions to the KC Fund.
- "Pension Credits" determine your eligibility for certain types of benefits, and only include hours worked for which an employer is required to contribute to the KC Fund on your behalf.

The KC Fund measures service and credit on a Plan Year basis; the KC Fund's Plan Year begins April 1 and ends March 31.

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 (although Years of Pension Credit have less impact on the calculation of benefits under the MACRC Fund's benefit formula described below), and only include hours worked for which an employer is required to contribute to the MACRC Fund on your behalf.

The MACRC Fund measures service and credit on a calendar year basis (i.e., January 1 to December 31).

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 for service under the KC Fund and future service under the MACRC Fund (the KC Fund provides an alternative to this requirement, which is described below). Hours of Service and Years of Vesting Service earned under the KC Fund and Hours of Service 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 KC Fund before the merger (your "KC 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 KC Fund or the MACRC Fund, or under the two Funds combined, you are 100% vested in your KC Fund Benefit and your MACRC Fund Benefit. Years of Vesting Service that were cancelled by a Permanent Break in Service do not count toward this total, and vesting in your MACRC Fund Benefit does not restore a KC Fund Benefit that was previously forfeited.

The KC Fund and MACRC Fund have different requirements for earning a Year of Vesting Service. However, in the event you are deemed vested in either your KC Fund Benefit or your MACRC Fund Benefit, you will be deemed to be vested in both your KC Fund Benefit and your MACRC Fund Benefit.

KC Fund: A Year of Vesting Service is earned for each KC Fund Plan Year (12-month period beginning April 1) in which you completed at least 400 Hours of Service.

Alternatively, you may become vested in your KC Fund Benefit without earning the requisite Years of Vesting Service and instead earning at least 7,500 contributory Hours of Service that have not been forfeited under the KC Fund rules (described below).

MACRC Fund: A full Year of Vesting Service is earned for each calendar year (January 1 to December 31) in which you completed 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
1,000 or more	1.00

After the merger, you will continue earning Years of Vesting Service for each calendar year in which you earn at least 400 Hours of Service for purposes of vesting in your KC Fund Benefit.

<u>Transition Rule for Vesting Service Computation Period</u>. Under the merger, you will be credited with at least the amount of vesting service had the KC Fund rules applied throughout the entire KC Fund Plan Year ending March 31, 2027. Absent the merger, you would have had until March 31, 2027 to work enough Hours of Service to earn a Year of Vesting Service. Therefore, during the transition period, if you work at least 400 Hours of Service from April 1, 2026 through March 31, 2027, you will earn 1 Year of Vesting Service (under the KC Fund vesting rules). In addition, if you work at least 1,000 Hours of Service from

January 1, 2027, through December 31, 2027, you will earn 1 Year of Vesting Service (under the MACRC Fund vesting rules). Thus, it is possible to earn two Years of Vesting Service from April 1, 2026 through December 31, 2027.

Transition Rule for Alternative Vesting. Participants in the KC Fund who have worked an hour of service before October 1, 2026 (and have not lost the service due to a forfeiture), will be eligible to become vested by working a total of 7,500 contributory Hours of Service (that have not been lost to a forfeiture), regardless of the number of Years of Vesting Service the participant earns. The MACRC Fund will use Contributory Hours of Service worked under both the KC Fund before October 1, 2026 and under the MACRC Fund on or after October 1, 2026 to determine if a participant has earned 7,500 contributory Hours of Service.

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

Breaks in Service

The KC 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 one-year "Breaks in Service", but a Break in Service is determined differently under the KC Fund and MACRC Fund rules. Under the KC Fund, a participant incurs a one-year Break in Service on the last day of the Plan Year (April 1 to March 31) in which the participant did not earn 400 Hours of Service. Under the MACRC Fund, a participant incurs a one-year Break in Service (referred to as a "Temporary Break in Service") on the last day of a calendar year in which a participant did not earn at least 250 Hours of Pension Credit or 500 Hours of Service.

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

If you are not vested but you did not incur a Permanent Break in Service under the KC Fund prior to October 1, 2026, and you earn an Hour of Service under the MACRC Fund after September 30, 2026, the MACRC Fund rules will generally apply to determine whether you later incur a Permanent Break in Service forfeiting any benefits you earn after the merger under the MACRC Fund. However, the MACRC Fund will continue applying the KC Fund's requirement for avoiding a Break in Service (i.e., at least 400 Hours of Service) for determining whether a KC Fund participant experiences a Permanent Break in Service that forfeits their KC Fund Benefit.

Transition Rule for Breaks in Service Computation Periods: As noted, the KC Fund's computation period for measuring whether a participant experienced a one-year Break in Service is the 12-month period beginning April 1, while the MACRC Fund's computation period is the calendar year. As a result of the merger, the MACRC Fund's calendar year will apply. However, a KC Fund participant shall not incur more than a single one-year Break in Service during the vesting transition period from April 1, 2026 through December 31, 2027.

Benefit Eligibility Service

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

When benefit eligibility is based on vesting service, Years of Vesting Service earned under the KC 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), Pension Credits earned under the KC 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).

Different requirements apply to Pension Credits earned under the KC Fund and Years of Pension Credits earned under the MACRC Fund.

KC Fund: A Pension Credit is earned for each KC Fund Plan Year (12-month period beginning April 1) in which you completed at least 400 contributory Hours of Service.

Solely for purposes of determining eligibility for the KC Fund's Service Pension (described below), a "Special Service Pension Credit" is earned for each KC Fund Plan Year in which you completed at least 700 contributory Hours of Service.

MACRC Fund: A full Year of Pension Credit is earned for each calendar year (January 1 to December 31) in which you completed at least 1,000 contributory Hours of Service. Partial Years of Pension Credit are awarded as follows:

Hours of Pension Credit in a Calendar Year	Partial Year of Pension Credit
Less than 250	0
250-499	0.25
500-749	0.50
750-999	0.75
1,000 or more	1.00

Following the merger, the MACRC Fund will continue tracking your Pension Credits based on the KC Fund rules for purposes of determining certain benefit eligibility for your KC Fund Benefit. To determine benefit eligibility for your MACRC Fund Benefit, your Pension Credits earned for work performed before October 1, 2026 under the KC Fund will be combined with your Years of Pension Credit earned for work performed after September 30, 2026 under the MACRC Fund.

For example, if during the 2027 calendar year you worked 800 contributory Hours of Service, you would earn 1 Pension Credit for purposes of benefit eligibility for your KC Fund Benefit and 0.75 Year of Pension Credit for purposes of benefit eligibility for your MACRC Fund Benefit. If you had 15 Pension Credits at the time of the merger, at the end of 2027, you would have 16 Pension Credits for purposes of benefit eligibility for your KC Fund Benefit, and 15.75 Years of Pension Credit for purposes of benefit eligibility for your MACRC Fund Benefit. In contrast, if you worked 1,000 contributory Hours of Service in 2027, you would have earned 1 Pension Credit for your KC Fund Benefit and 1 Year of Pension Credit for your MACRC Fund Benefit, and would have 16 Pension Credits for your KC Fund Benefit and 16 Years of Pension Credit for your MACRC Fund Benefit. This separate tracking is used for eligibility purposes for your early retirement benefits and pre-retirement death benefits but is not used for eligibility purposes for disability benefits.

EARNING AND CALCULATING BENEFIT ACCRUALS

Following the merger, the MACRC Fund's rules for earning and calculating monthly pension benefits will apply. However, benefit accruals that you earned for contributory Hours of Service performed on or before September 30, 2026 will continue to be determined under the KC Fund's rules.

Annual Service Requirement for Benefit Accrual

Pre-Merger: Under the KC Fund, there was no annual requirement to work a minimum number of hours to be eligible to earn benefit accruals in a particular year.

Post-Merger: Following the 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 Hours of Pension Credit that you earn between October 1, 2026 and December 31, 2026 under the MACRC Fund, the MACRC Fund's annual service requirement for earning benefit accrual in a calendar year will be satisfied if you earn either 250 contributory Hours of Service during the calendar year ending December 31, 2026, or 62 Hours of Pension Credit (3/12ths of the 250 hour requirement) between October 1, 2026 and 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 as your age when your pension payments begin) and payment form you elect for your monthly pension benefit.

The KC Fund and the MACRC Fund use a "percentage of contributions" benefit accrual formula, meaning hourly contributions made on your behalf in a calendar year are multiplied by a set percentage to determine your benefit accruals.

Pre-Merger: Under the KC Fund, benefit-bearing contributions are multiplied by the respective benefit accrual percentages in the following chart to determine the amount of your KC Fund Benefit. As of the merger date, 67% of KC Fund contributions are benefit-bearing.

Time period benefit-bearing contribution was made	Percentage of Contribution for Benefit Accrual
April 1, 1968 to March 31, 2000	3.65%
April 1, 2000 to March 31, 2005	3.35%
April 1, 2005 to March 31, 2006	2.5%
April 1, 2006 to March 31, 2007	2.3%
April 1, 2007 and thereafter	1.5%

Post-Merger: Provided you have met the annual service requirement for benefit accrual (described above), hourly contributions made or required to be made on your behalf post-merger are multiplied by 1.25%. All post-merger contributions for former KC Fund participants will be deemed benefit bearing.

The following examples are provided for illustrative purposes based on the current benefit accrual rates and do not account for potential future increases or decreases in accrual rates.

Example A: Assume for the 2027 calendar year that the hourly contribution rate your employer is required to contribute on your behalf for pension benefits is $8 per hour and the benefit-bearing portion of those contributions is $5.36 per hour, and you earn 1,000 Hours of Service at that rate. Under the pre-merger KC Fund formula, your benefit accrual for 2027 would be $80.40 ((1,000 x $5.36) x 1.5%). Under the post-merger MACRC Fund formula, your benefit accrual for 2027 would be $100 ((1,000 x $8) x 1.25%).

Example B: Assume for the 2027 calendar year that the hourly contribution rate your employer is required to contribute on your behalf for pension benefits is $8 per hour and the benefit-bearing portion of those contributions is $5.36 per hour, and you earn 2,000 Hours of Service at that rate. Under the pre-merger KC Fund formula, your benefit accrual for 2027 would be $160.80 ((2,000 x $5.36) x 1.5%). Under the post-merger MACRC Fund formula, your benefit accrual for 2027 would be $200 ((2,000 x $8) x 1.25%).

Example C: Assume for the 2026 calendar year that the hourly contribution rate your employer is required to contribute on your behalf for pension benefits is $8 per hour and the benefit-bearing portion of those contributions is $5.36 per hour. Also assume that you earned 1,000 Hours of Service at that rate between January 1, 2026, and September 30, 2026, and 500 Hours of Service at that rate between October 1, 2026 and December 31, 2026. Under this scenario, your KC Fund Benefit would accrue $80.40 ((1,000 x $5.36) x 1.5%) and your MACRC Fund Benefit would accrue $50.00 ((500 x $8) x 1.25%) for a total benefit accrual under both the KC Fund and the MACRC Fund of $130.40. If the merger had not occurred, for the same time period using only the KC Fund pension formula you would have accrued $120.60 ((1,500 x $5.36) x 1.5%).

RETIREMENT AGE & EARLY RETIREMENT REDUCTION

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

Normal Retirement Age

The KC 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 Pension Benefits

The KC Fund and the MACRC Fund permit participants to retire before Normal Retirement Age, 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. However, specific rules for reduced and unreduced early pension benefits differ.

KC Fund Benefit: For benefits earned under the KC Fund prior to October 1, 2026:

- You are eligible for a reduced early retirement pension when you reach age 55 and you have earned at least i) five Pension Credits with at least one contributory Hour of Service after March 31, 1997, and 1,200 contributory

Hours of Service (that have not been lost to a forfeiture) have been paid on your behalf in any three-consecutive year period; ii) ten Pension Credits (with no contributory Hours of Service after March 31, 1997) and 1,200 contributory Hours of Service (that have not been lost to a forfeiture) have been paid on your behalf in any three-consecutive year period; or iii) 7,500 contributory Hours of Service (that have not been lost to a forfeiture) paid on your behalf.

- You are eligible for an unreduced early retirement pension when you reach age 61 and you have earned at least i) five Pension Credits with at least one contributory Hour of Service after March 31, 1997 and 1,200 contributory Hours of Service (that have not been lost to a forfeiture) have been paid on your behalf in any three-consecutive year period or ii) 7,500 contributory Hours of Service (that have not been lost to a forfeiture) paid on your behalf.
- You may be eligible for an unreduced early retirement pension benefit (the KC Plan refers to this benefit as the "Service Pension") if you have earned at least 31 Special Service Pension Credits (described above). If your first contributory Hour of Service was earned before April 1, 2013 (and have not been subject to a forfeiture), you are eligible for the Service Pension regardless of your age. If your first contributory Hour of Service was earned on or after April 1, 2013, you must attain age 55 to be eligible for the Service Pension.

Note: As described above, the MACRC Fund will continue to track your KC Fund Pension Credits for determining eligibility for reduced early retirement benefits (400 hours required to earn a Pension Credit) and unreduced early retirement benefits (700 hours required to earn a Pension Credit) for your KC Fund Benefit.

MACRC Fund Benefit: For benefits earned under the MACRC Fund after September 30, 2026, you are eligible for an early retirement pension when you reach age 55 and have earned at least 5 Years of Vesting Service.

You may be eligible for an unreduced early retirement pension if you are (i) at least age 55 and have earned at least 30 Years of Vesting Service or (ii) at least age 60 and have earned at least 5 Years of Vesting Service.

Early Retirement Reduction

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

KC Fund Benefit: For benefit accruals earned under the KC Fund before October 1, 2026, if a participant retires before reaching age 61 and before earning 31 Special Service Pension Credits, the participant's pension benefit amount will be reduced by 5% per year (rounded to the nearest full year) the early retirement benefit is paid before the participant reaches age 61.

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after September 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.

BENEFIT PAYMENT FORMS

Different benefit payment forms are available for your KC 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 KC Fund Benefit and your MACRC Fund Benefit at different times and/or in different payment forms.

Normal Form of Payment

KC Fund Benefit: For benefit accruals earned under the KC Fund before October 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). If the participant's spouse predeceases the participant, the participant's monthly payment will increase to a single life annuity (commonly referred to as a "pop-up").

MACRC Fund Benefit: For benefit accruals earned under the MACRC Fund after September 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 September 30, 2026, the following optional benefit forms are available to former KC Fund participants, subject to applicable requirements being met (*e.g.*, spousal consent requirements):

KC Fund Benefit:	For benefit accruals earned under the KC Fund before October 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 KC 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) with spousal consent. If the participant's spouse predeceases the participant, the participant's monthly payment will increase to a single life annuity amount (commonly referred to as a "pop-up").

Note: Prior to the merger, the KC Fund offered participants whose accrued benefit had an actuarial present value greater than $5,000 but less than $10,000 at the time of retirement the option to elect a lump sum payment instead of the optional benefit forms described above; that option is not available for benefits earned under the MACRC Fund. However, KC Fund participants whose KC Fund accrued benefit has an actuarial present value greater than $5,000 but less than $10,000 as of September 30, 2026 may still elect to have their KC Fund Benefit paid in a lump sum.

MACRC Fund Benefit:	For benefit accruals earned under the MACRC Fund after September 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) with spousal consent. 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 KC Fund and MACRC Fund both suspend benefits for working in Prohibited or Disqualifying Employment (as described below); however, rules differ regarding work that is considered to be Prohibited/Disqualifying Employment. Thus, it is possible that post-retirement work could result in suspension of your KC Fund Benefit but not your MACRC Fund Benefit, and vice versa.

In general, if the MACRC Fund's rules are more favorable to benefits being paid than the KC Fund rules, the MACRC Fund rules will apply to both your KC Fund Benefit and your MACRC Fund Benefit. However, to the extent they are more favorable to your benefits being paid, certain KC Fund rules will continue to apply to your KC Fund Benefit only and the MACRC Fund rules will apply to your MACRC 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 KC Fund Geographic Area

The Merger Agreement between the KC Fund and the MACRC Fund allows KC 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 KC Fund Benefit and the MACRC Fund Benefit) for participants working in the former KC Fund's geographic area with an employer obligated to contribute to the MACRC Fund.

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/Disqualifying Employment (as applicable to your KC Fund Benefit and your MACRC Fund Benefit, as described below) your KC 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 KC Fund), you must notify the Fund Office 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 KC Fund Benefit and/or MACRC Fund Benefit may be suspended. You will be allowed to present evidence refuting any such assumption.

Prohibited/Disqualifying Employment

The KC Fund used the term "Disqualifying Employment," and the MACRC Fund uses the term "Prohibited Employment," to define employment that may result in a suspension of your benefits; both terms are defined differently depending on the age of the participant.

In cases when the KC Fund's Disqualifying Employment definition is less restrictive, it will continue to apply to your KC Fund Benefit only and the MACRC Fund's rules will apply to your MACRC Fund Benefit.

KC Fund Benefit:

For benefit accruals earned under the KC Fund before October 1, 2026:

- <u>For participants before they reach age 55</u>:

  Subject to the exceptions below, as applicable, Disqualifying Employment is any employment or self-employment for wages or profit in the type of work covered by the collective bargaining agreement, work in the construction industry, or work for an employer that is required to contribute to the MACRC Fund on the participant's behalf (a "contributing employer").

  - For participants age 55 and prior to age 61:

    The following will not be considered Disqualifying Employment, provided the work is i) performed for a contributing employer and ii) is not in an occupation that the participant worked for which contributions were received by the KC Fund, an occupation covered by the collective bargaining agreement, or any type of bargaining unit work for either a contributing or non-contributing employer: employment in positions that are traditionally outside the scope of covered employment (e.g., superintendent, estimator, sales, safety officer, training director/coordinator) and work that has not traditionally been considered "Disqualifying Employment."

  - For participants age 61 and prior to age 65:

    Work in any position for a contributing employer is not considered Disqualifying Employment.

- <u>For participants age 65 and prior to age 70-½</u>:

  Work in any position for any contributing employer is not considered Disqualifying Employment.

  Disqualifying Employment is employment or self-employment of 40 hours or more in one month with a non-contributing employer that is i) in the industry covered by the KC Fund when the participant's pension began, ii) in the geographic area covered by the KC Fund when the participant's pension began, and iii) in any occupation that the participant worked under the KC Fund or any occupation covered by the KC Fund when the participant's pension began. However, if a participant only worked in covered employment in a skilled trade or craft (e.g., as a carpenter), only employment that directly (or, for supervisory work, indirectly) involves the skill(s) of that trade or craft is deemed to be Disqualifying Employment.

  Benefits will not be suspended for work in Disqualifying Employment until after a participant has worked more than 400 hours in Disqualifying Employment in a calendar year.

- For participants over age 70-½:

  As of April 1 of the calendar year following the calendar year in which a participant reaches age 70-½, no employment is considered to be Disqualifying Employment.

Special rules may apply for KC Fund Benefit accruals earned prior to November 1, 1999. Contact the Fund Office for details.

MACRC Fund Benefit:

For benefit accruals earned under the MACRC Fund after September 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 i) 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), ii) the same trade or craft (or supervisory activities) in which you were employed at any time while covered under the MACRC Fund and iii) 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 (a "contributing employer"), Prohibited Employment is 40 hours or more of such work in a month.
  - If work is not performed for a contributing employer, Prohibited Employment is any employment or self-employment in the same geographic area covered by the MACRC Fund when your pension benefits commenced, in work regularly performed by persons in the trade or craft of carpentry.
- The following work is excluded from the definition of Prohibited Employment:
  - 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 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, provided you do not engage in work covered by a collective bargaining agreement
- Officer of a corporation, provided you do not engage in work covered by a collective bargaining agreement
- 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 KC Fund Benefit and your MACRC Fund Benefit, and different rules apply to each. However, disability pension applications received after September 30, 2026 will be subject to the MACRC Fund's disability pension rules, including its rules for determining whether you have earned sufficient service and whether you meet the "total and permanent disability" requirement to be eligible for the KC Fund Benefit disability pension and the MACRC Fund Benefit disability pension.

Determination of Total and Permanent Disability

Effective for disability pension applications received after September 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 Social Security Disability Insurance (SSDI) benefits under Title II, 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 October 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 until such requirements are met.

The MACRC Fund's Board of Trustees currently requires MACRC Fund participants to submit proof of continued total and permanent disability on an annual basis; you will be notified when and what type of proof must be submitted. KC Fund participants already receiving a disability pension on September 30, 2026 are not subject to the annual verification requirement; but may be required to periodically submit to a reexamination to verify eligibility for disability benefits.

If you recover and no longer meet the total and permanent disability requirement, your disability pension will be terminated. If your disability pension was terminated and you later meet the total and permanent disability requirement, you will need to reapply for a disability pension and meet the MACRC Fund's disability pension eligibility requirements and annual verification requirements that are in effect when you reapply, regardless of the requirements that were in place when you first commenced a disability pension.

Eligibility Requirements for Disability Pension

Effective for disability pension applications received after September 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 Vesting Service/Years of Pension Credit; or
- You must earn at least 10 Years of Vesting 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 any of the immediately preceding 5 calendar years.

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

Form and Amount of Disability Pension

Pre-Merger: KC Fund participants who applied for and were awarded a disability pension under the KC Fund before October 1, 2026 will continue to receive their KC Fund disability pension payments pursuant to the KC Fund's disability rules.

Post-Merger: For disability pension applications submitted after September 30, 2026, the MACRC Fund's disability pension rules control and the disability pension will be based on benefits accrued under both the KC Fund and MACRC Fund. However, a participant will elect to have his/her KC Fund Benefit paid in a form available under the KC Fund and his/her MACRC Fund Benefit paid in a form available under the MACRC Fund.

The MACRC Fund's 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 any other pension benefit for which they qualify).

DEATH BENEFITS

Death benefits are available for your KC Fund Benefit and your MACRC Fund Benefit, and different rules apply to each. However, for participant deaths occurring after September 30, 2026, the MACRC Fund's death benefit rules control, unless otherwise noted below, and the death benefit will be based on your KC Fund Benefit and your MACRC Fund Benefit.

Pre-Retirement Death Benefits – Surviving Spouses

Surviving spouses of vested participants who die before retirement benefits begin are entitled to receive a pre-retirement 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 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 retired with a joint and survivor annuity (reduced for early retirement as applicable), calculated as follows:

- If the participant was eligible for a retirement benefit (as applicable with respect to the KC Fund Benefit and MACRC Fund Benefit) on the date of death, the amount of the pre-retirement 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 was not eligible for a retirement benefit (as applicable with respect to the KC Fund Benefit and MACRC Fund Benefit) on the date of death, the amount of the pre-retirement spouse's benefit is determined as though the participant reached age 55, reduced accordingly for age (the unreduced benefit available at age 55 with 30 Years of Vesting Service does not apply to pre-retirement death benefits), and retirement benefits began on the first day of the month in which the participant died.

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

KC Fund Benefit:	For benefit accruals earned under the KC Fund before October 1, 2026, the pre-retirement spouse's benefit is the amount that would have been paid to the surviving spouse had the participant elected a 50% joint and survivor annuity.
MACRC Fund Benefit:	For benefit accruals earned under the MACRC Fund after September 30, 2026, the pre-retirement spouse's benefit is the amount that would have been paid had the participant elected a 100% joint and survivor annuity and 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 spouse's benefit and designate a non-spouse beneficiary, provided the participant's spouse consents to that designation in writing on a form provided by the Fund Office.

Pre-Retirement Death Benefits – Non-Spouse Designated Beneficiaries

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 pre-retirement spouse's benefit in the manner described above.

If a participant was eligible for a retirement benefit (as applicable with respect to the KC Fund Benefit and 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 with respect to the KC Fund Benefit and MACRC Fund Benefit, the unreduced benefit available at age 55 with 30 Years of Vesting Service does not apply to pre-retirement death benefits) 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 was not eligible for a retirement benefit (as applicable with respect to the KC Fund Benefit and 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 Vesting Service/Years of Pension Credit or (ii) at least 10 Years of Vesting 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 sum of the participant's KC Fund Pension Credits and MACRC Fund Years of Pension Credit, divided by 60.

> *Example*: 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).

Other Changes to Available Death Benefits

Pre-Merger: For deaths occurring after September 30, 2026, the death benefit that has been available for non-vested KC Fund participants is no longer available.

Post-Merger: Regardless of when a former KC 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.