MACRC PENSION FUND

MERGER MATERIALS

for St. Louis Shops Plan Participants

Effective October 1, 2026

MID AMERICA CARPENTERS BENEFITS

September 2026

Pension Fund Merger Notice – Additional Plan Information for Certain Grandfathered Participants

If you became a participant on or after May 1, 2013, the below information does not apply to you. You may continue to the Notice of Benefit Changes Effective October 1, 2026 on the following page.

This booklet includes a legally required *Notice of Benefit Changes Effective October 1, 2026*, related to the merger of the Carpenters' Pension Trust Fund of St. Louis ("St. Louis Fund") into the Mid-America Carpenters Regional Council Pension Fund ("MACRC Fund"). We want to provide some important context before you read this notice. **This *Notice of Benefit Changes* <u>should not be interpreted</u> to mean that grandfathered benefit rights under the St. Louis Fund will end.**

This letter is about a specific group of St. Louis Fund participants who have the right to begin certain pension benefits at age 55 while continuing to work in covered employment. You are in this group if you were a participant in the St. Louis Fund on or before April 30, 2013.[1]

If you first became a participant after that date, this in-service option does not apply to you, and you must stop working in covered employment before your pension can begin prior to normal retirement age.

Eligible[1] participants have historically been permitted to begin receiving certain pension benefits as early as age 55 while continuing to work in covered employment (<u>i.e</u>., an in-service pension) under a special Internal Revenue Code rule that applies to the St. Louis Fund. The MACRC Fund does not qualify for this special rule; MACRC Fund participants must retire in order to receive their pensions prior to normal retirement age.

The MACRC Fund has submitted a formal request to the Internal Revenue Service (IRS) to confirm that this in-service retirement option may continue for the eligible participants for both their pre- and post-merger benefits following the October 1 merger. Specifically, the MACRC Fund has requested confirmation that:

1. Eligible participants' existing right to the in-service retirement option remains protected following the merger for benefits earned under the St. Louis Fund; and
2. Eligible participants may continue to use the in-service retirement option for benefits earned after the merger under the MACRC Fund.

Why, then, does the enclosed notice discuss a possible change to this benefit?

Federal law requires the MACRC Fund to provide the notice in advance of the October 1 merger. Because the IRS has not yet issued its final ruling on the MACRC Fund's formal request, the Fund cannot assume the request will be granted when preparing the required notice.

In other words, this is a timing issue. The MACRC Fund must provide the required notice now, even though the IRS ruling remains pending. The MACRC Fund's legal counsel in its formal request to the IRS identified

[1] An eligible participant: 1) was a Participant in the St. Louis Fund on or before April 30, 2013, 2) did not stop being a participant due to a forfeiture of service, 3) has not commenced an Early Monthly Pension, 4) has earned at least 10 years of Credited Service in Covered Employment under the St. Louis Fund, and 5) has attained age 55.

legal positions that should permit the IRS to conclude that the MACRC Fund can continue the in-service distribution rule following the merger.

The MACRC Board of Trustees continues to actively pursue the requested IRS ruling and will preserve the grandfathered in-service retirement option to the extent permitted by the IRS.

What Happens Next

We will notify affected participants once we receive a final ruling from the IRS. In the meantime, please read the enclosed notice carefully, keeping in mind that the information described in the notice reflects the MACRC Fund's current legal requirements while the IRS ruling remains pending.

Learn More

Our goal is to provide you with answers to your questions before the merger on October 1. Please watch for information by mail and on our website over the next month.

1. Review details about the merger online at ***macbenefits.org/STLmerger***
2. Register and attend an informational meeting hosted at the Carpenters Health Fair. The meeting will be held in Carpenters Hall located at 1401 Hampton Ave, St. Louis MO, 63139. A link to sign up is available on the website listed above.

Type	Date	Time	How to Register
Retiree Meeting	Saturday, 09/26/2026	10:00 am	Visit *macbenefits.org/STLmerger*
Active Meeting	Saturday, 09/26/2026	10:30 am	Visit *macbenefits.org/STLmerger*

Unable to attend? A recording will be posted on our website: ***macbenefits.org/STLmerger***

Should you have any questions, please contact our Retirement Benefits Department at (314) 644-4802, Option 2. If you have any pension fund merger questions, we encourage you to attend one of our informational sessions listed in this letter or watch the recording posted on our website.

Sincerely,

The Board of Trustees

Inside this Booklet: Notice of Benefit Changes Effective October 1, 2026

An Important Message from the Trustees of the Mid-America Carpenters Regional Council Pension Fund and Carpenters Pension Trust Fund of St. Louis

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 Trust Fund of St. Louis (the "STL Fund") about the merger of the STL 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 STL 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 STL 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 STL Fund, which generally will take effect October 1, 2026. Following the merger, each participant in the STL Fund will become a participant in the MACRC Fund, and the STL 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 STL Fund accrued through September 30, 2026. The benefits accrued as of September 30, 2026 under the STL 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 STL Fund benefits that you are entitled to receive and for administering the pre-merger version of the STL Fund Plan Document (the "STL Plan"). The changes discussed in this notice apply prospectively to new accruals that occur on or after October 1, 2026.

For participants in the STL 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 STL 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 STL 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 STL 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.

Note also that the STL Fund provides different rules depending on whether an individual is a participant in the Outside Plan or the Shops Plan. While many of the rules are similar, specific differences between the Outside Plan and the Shops Plan, and the impact of the merger on each, will be specifically identified by referring to the rules of either the Outside Plan or the Shops Plan.

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 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 STL 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, please contact the Fund Office at (314)644-4802 or visit *macbenefits.org*.

MEASURING SERVICE: VESTING, BENEFIT ELIGIBILITY AND BENEFIT ACCRUAL

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

STL Fund: The STL Fund measures service using the terms “Hours of Service” and "Years of Vesting Service” to determine your entitlement (*i.e.*, your vested right) to a benefit. Both terms include hours worked for which an employer is required to contribute to the STL Fund on your behalf, as well as certain hours worked for such employer that do not require contributions to the STL Fund.

For participants in the Outside Plan, the STL Fund also uses the term “Credited Service” to determine the amount of benefit accruals that you earn in a year, eligibility for certain types of benefits, and vesting in certain cases. Credited Service includes “Future Service Credit” (as well as “Past Service Credit,” a legacy term); however, for ease of reference in this notice, only the term “Credited Service” will be used. Credited Service is earned based on work for which an employer is required to contribute to the STL Fund on your behalf.

For participants in the Shops Plan, the STL Fund uses both “Hours of Service” and “Years of Vesting Service” to determine entitlement to a benefit. The Shops Plan Hours of Service includes hours for which your employer was required to contribute to the Shops Plan; however, certain hours worked for your employer that do not require contributions to the STL Fund also count for vesting purposes. The Shops Plan uses the term “Credited Service” to determine the amount of benefit accruals that you earn in a year and eligibility for certain types of benefits, and in certain cases for vesting. Credited Service is treated the same as Hours of Service and Years of Vesting Service under the Shops Plan.

The STL Fund measures service and credit on a Plan Year basis; the STL Fund’s Plan Year begins May 1 and ends April 30.

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 your pension benefits. Hours of Service and Years of Vesting Service earned under the STL 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 STL Fund before the merger (your "STL 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 STL Fund or the MACRC Fund, or under the two Funds combined, you are 100% vested in your STL Fund Benefit and your MACRC Fund Benefit. Years of Vesting Service that were forfeited by a Permanent Break in Service do not count toward this total, and vesting in your MACRC Fund Benefit does not restore an STL Fund Benefit that was previously forfeited.

Under both the MACRC Fund and the STL Fund, you earn a Year of Vesting Service by working at least1,000 Hours of Service in the relevant computation period.

Following the merger, the MACRC Fund's rules for earning vesting service will generally apply with some exceptions. In addition to Years of Vesting Service, participants in the STL Fund may become vested by earning sufficient years of Credited Service. The MACRC Fund will continue to track your years of Credited Service for purposes of determining whether you are vested in your STL Fund Benefit based on the applicable charts below. However, in the event you are vested in either your STL Fund Benefit or your MACRC Fund Benefit, you will be deemed to be vested in both.

Pre-Merger: Participants in the Outside Plan were awarded a full Year of Vesting Service for earning 1,000 Hours of Service in a Plan Year (May 1 to April 30). Additionally, a participant in the Outside Plan could become vested in the STL Fund Benefit by earning five years of Credited Service. The amount of Credited Service earned depends upon when participation in the STL Fund began:

- Outside Plan "Grandfathered Participant": Participation in the STL Fund (following any forfeiture of service) began before May 1, 2020.
- Outside Plan "Nongrandfathered Participant": Participation in the STL Fund began on or after May 1, 2020.

The following charts describe how Credited Service is earned based on the Outside Plan participant categories:

Grandfathered Participant

Contributory Hours of Service in a Plan Year	Years of Credited Service
Less than 400	0
400 but less than 1,000	0.10 years + 0.0015 years for each hour over 400
1,000 and over	1.00 years + 0.0005 years for each hour over 1,000

Nongrandfathered Participant

Contributory Hours of Service in a Plan Year	Years of Credited Service (Maximum of 1 Credit Per Plan Year)
1 to 999	0.001 year for each hour over 0
1,000 and over	1.0

Participants in the Shops Plan were awarded a full Year of Vesting Service for earning 1,000 Hours of Service in a Plan Year (May 1 to April 30). Additionally, a participant in the Shops Plan could become vested in the STL Fund Benefit by earning five years of Credited Service. Under the Shops Plan, years of Credited Service are awarded as follows:

Contributory Hours of Service in a Plan Year	Years of Credited Service
Less than 400	0
400 hours but less than 1,000 hours	0.10 years + 0.0015 years for each hour over 400
1,000 hours and over	1.00 years + 0.0005 years for each hour over 1,000

Post-Merger: 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. You can also earn partial Years of Vesting Service based on Hours of Pension Credit. 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 Credited Service, for purposes of vesting and benefit eligibility (i.e., not for benefit accrual) for your STL Fund Benefit, determined under the applicable pre-merger STL Fund tables above and measured on the STL Fund's pre-merger Plan Year (May 1 to April 30).

Transition Rule for Vesting Service Computation Period. Under the merger, the MACRC Fund has agreed that during the transition of the STL Fund's Plan Year (May 1-April 30) computation period to the MACRC Fund's calendar year computation period, participants in the STL Fund will be credited with at least the amount of vesting service had the provisions of the STL Fund applied throughout the entire STL Fund Plan Year ending April 30, 2027. Absent the merger, you would have had until April 30, 2027 to earn enough Hours of Service to earn a Year of Vesting Service. Therefore, during the transition period, if you work at least 1,000 Hours of Service from May 1, 2026 through April 30, 2027, you will earn 1 Year of Vesting Service (under the STL Fund vesting rules).

For the 2026 calendar year, only your Hours of Service from October 1, 2026 through December 31, 2026 will be counted toward a MACRC Fund Year of Vesting Service, and you will earn a partial Year of Vesting Service based on those hours in accordance with the Post-Merger table above.

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).

In other words, it is possible to earn more than two Years of Vesting Service from May 1, 2026 through December 31, 2027. The STL Fund's rules for granting credited Service (for vesting and benefit eligibility purposes only, i.e., not for benefit accrual) will also remain in effect under this transition rule.

This Transition Rule and other rules reflected in this Notice apply to current STL Fund participants and future participants working in the STL Fund's jurisdiction who would have become STL Fund participants in the absence of the merger; individuals working in the STL Fund's jurisdiction who are participants in a different "Home Fund" for reciprocity purposes are not subject to the STL Fund provisions. Further, the transition rules apply to individuals that have earned service prior to October 1, 2026 under the STL Fund that has not been forfeited. If all service earned under the STL Fund has been forfeited, only the MACRC Fund rules will apply to you.

Breaks in Service

The STL 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."

Under the STL Fund for the Outside Plan, a one-year Break in Service means a Plan Year (May 1 to April 30) in which a participant fails to earn 1) 500 Hours of Service or more, and 2) at least 400 contributory Hours of Service or more . In other words, you must earn at least 500 Hours of Service in a Plan Year, of which no more than 100 Hours of Service may be non-contributory, to avoid incurring a one-year Break in Service.

Under the STL Fund for the Shops Plan, a Permanent Break in Service occurred at the end of seven consecutive Plan Years in which the participant did not earn any contributory 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 STL Fund prior to October 1, 2026 and you don't earn an Hour of Service under the MACRC Fund after September 30, 2026, the STL Fund rules will apply to determine whether you incurred a Permanent Break in Service under the STL Fund without becoming, or before becoming, a participant under the MACRC Fund. If you incur a Permanent Break in Service under the STL Fund rules, you would lose service earned under the STL Fund.

If you are not vested but you did not incur a Permanent Break in Service under the STL 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. However, to the extent the STL Fund's requirement for avoiding a Break in Service is more liberal than the MACRC Fund's rules, the STL Fund's rules will continue to determine whether you experience a Permanent Break in Service that forfeits your STL Fund Benefit.

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

Benefit Eligibility Service

As further explained below, service earned under the STL Fund and the MACRC Fund will be combined to determine whether you meet eligibility requirements for certain benefits available under (i) the STL Fund for payment of your STL 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 STL 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 Credited Service earned under the STL 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 years of Credited Service earned under the STL Fund and Years of Pension Credit earned under the MACRC Fund.

STL Fund: See tables included in the Pre-Merger Vesting Service section above.

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 years of Credited Service based on the STL Fund rules for purposes of determining certain benefit eligibility for your STL Fund Benefit. To determine benefit eligibility for your MACRC Fund Benefit, your years of Credited Service earned for work performed before October 1, 2026 under the STL 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 work 2,000 contributory Hours of Service, you will earn 1.5 years of Credited Service for purposes of benefit eligibility for your STL Fund Benefit and 1 Year of Pension Credit for purposes of benefit eligibility for your MACRC Fund Benefit. If you had 15 years of Credited Service at the time of the merger, at the end of the 2027 calendar year, you would have 16.5 years of Credited Service for purposes of benefit eligibility for your STL Fund Benefit and 16 combined years of Credited Service and Years of Pension Credit for purposes of benefit eligibility your for MACRC Fund Benefit. This separate tracking is used solely for STL Fund Benefit 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 STL Fund’s rules.

Annual Service Requirement for Benefit Accrual

Pre-Merger: Under the STL Fund:

- Grandfathered Participants were required to earn at least 400 contributory Hours of Service in a Plan Year to earn benefit accruals during that particular Plan Year.
- Nongrandfathered Participants and participants in the Shops Plan were not required to work a minimum number of contributory Hours of Service to accrue benefits in a 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. Because the STL Fund utilized a Plan Year (May 1 to April 30) for its computation period for minimum service requirements for benefit accruals and the MACRC Fund utilizes a calendar year for such purposes, the following will apply during the transition period.

- Grandfathered Participants will be entitled to earn a benefit accrual for their STL Fund Benefit for contributory Hours of Service earned between May 1, 2026 and September 30, 2026 if they earn at least 166 contributory Hours of Service (5/12ths of the 400 hour requirement) between May 1, 2026 and September 30, 2026.
- For Hours of Pension Credit that you earn between October 1, 2026 and December 31, 2026 under the MACRC Fund, the MACRC Fund's minimum 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) from October 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 as your age when your pension payments begin) and payment form you elect for your monthly pension benefit.

The STL Fund utilizes contribution formulas based upon the number of contributory Hours of Service that were worked in a Plan Year. These contribution formulas differ depending on whether you are a Grandfathered Participant in the Outside Plan, a Nongrandfathered Participant in the Outside Plan, or a participant in the Shops Plan. The MACRC Fund uses a "percentage of contributions" benefit accrual formula, meaning hourly contributions made or required to be made on your behalf in a calendar year (provided you have met the annual service requirement for benefit accrual, as applicable) are multiplied by a set percentage to determine your benefit accruals for that year.

Pre-Merger: Under the STL Fund for the Outside Plan, benefit accruals are determined differently for Grandfathered Participants and Nongrandfathered Participants.

The following chart provides the benefit accrual rates that currently apply for Grandfathered Participants:

Grandfathered Participants

Number of Contributory Hours of Service in a Plan Year	**Amount of Benefit Accruals in a Plan Year** (different amounts applied for Plan Years commencing prior to May 1, 2001)
1,800 and over	\$101.06 + \$0.0497 for each hour over 1,800
At least 1,000 but less than 1,800	\$50.42 + \$0.0633 for each hour over 1,000
At least 400 but less than 1,000	\$10.04 + \$0.0673 for each hour over 400
Less than 400	\$0.00

The benefit accrual rate for Nongrandfathered Participants is \$0.055 for each contributory Hour of Service.

For participants in the Shops Plan, benefit-bearing contributions (i.e. not funding contributions) are used to calculate benefit accrual. Benefit-bearing hourly contributions made on behalf of Shops Plan participants are multiplied by 1.5%.

Post-Merger: Provided you have met the annual service requirement for benefit accrual (described above), benefit-bearing (i.e. not funding contributions) hourly contributions made or required to be made on your behalf post-merger are multiplied by 1.25%.

As of the merger date, $0.03 of the hourly contribution rate required to be paid to the MACRC Fund for former STL Fund Outside Plan participants <u>(or post-merger MACRC Fund participants who would have been STL Fund Outside Plan participants)</u> will be non-benefit-bearing under the Merger Agreement. Non-benefit bearing contributions will cease when the accrual rate for all MACRC Fund participants equals or exceeds 1.5%.

Under the MACRC Fund, Shops Plan Participants will receive contributions in an amount that will ensure they will continue to accrue benefits equal to what would have been accrued at a rate of 1.5% of benefit-bearing contributions until such a time that the benefit accrual rate of all participants in the MACRC Fund equals or exceeds 1.5% of benefit-bearing contributions.

The impact of post-merger benefit accruals will vary depending on the number of Hours of Service worked for contributing employers and the contribution rate those employers are required to contribute on your behalf. The following examples are provided to illustrate what future benefit accruals under the MACRC Fund may look like for different scenarios. The examples below are based on the current benefit accrual rates and do not account for potential future increases or decreases in accrual rates.

<u>Example</u>: The most common STL Fund hourly contribution rate for Outside Plan participants is $9.50 per hour. An Outside Plan participant (either a Grandfathered Participant or Nongrandfathered Participant) earning 400 contributory Hours of Service/Hours of Pension Credit in a calendar year under the MACRC Fund following the merger will accrue a $47.35 benefit under the MACRC Fund (400 hours x [$9.50 - $0.03] x 1.25%). A Grandfathered Participant would have accrued a $10.04 benefit under the STL Fund based on 400 contributory Hours of Service and a Nongrandfathered Participant would have accrued a $22 benefit under the STL Fund based on 400 contributory Hours of Service. If the Outside Plan participant had instead earned 1,800 contributory Hours of Service in a calendar year under the MACRC Fund following the merger, they would accrue a $213.08 benefit (1,800 x [$9.50 - $0.03] x 1.25%). A Grandfathered Participant would have accrued a $101.06 benefit under the STL Fund based on 1,800 contributory Hours of Service and a Nongrandfathered participant would have accrued a $99 benefit under the STL Fund based on 1,800 contributory Hours of Service. For Shops Plan participants the amount of benefit accruals will be equal under the STL Fund and MACRC Fund.

<u>RETIREMENT AGE & EARLY RETIREMENT REDUCTION</u>

As noted above, the STL Plan benefit rules generally apply to the benefit accruals earned under the STL 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 STL Fund Benefit and your MACRC Fund Benefit being paid at different times and/or in different payment forms.

Normal Retirement Age / Normal Retirement Benefits

The STL Fund and the MACRC Fund use different terms for the date you are eligible to retire and begin receiving a regular pension benefit. For the STL Fund's Outside Plan, provided you are vested in your STL Fund Benefit, the Normal Retirement Date is the later of the date you attained age 62 or the date you became a participant. For the STL Fund's Shops Plan, the Normal Retirement Date is the month following the date you attained age 62 and the date you have earned at least 400 Hours of Service. Under the MACRC Fund, Normal Retirement Age is the later of age 65 or the fifth anniversary of becoming a participant.

After the merger, for your STL Fund Benefit, you may be eligible to begin receiving a regular pension benefit upon attaining your Normal Retirement Date under the STL Plan rules, subject to applicable suspension of benefits rules (discussed below). For your MACRC Fund Benefit, you may be eligible to begin receiving a regular pension benefit upon attaining your Normal Retirement Age (age 65).

Early Retirement Age / Early Retirement Benefits

The STL 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 or Normal Retirement Date) depending on the participant's age and the amount of service earned at retirement.

STL Fund Benefit: For STL Fund participants, you are generally eligible to begin receiving an early retirement benefit upon attaining age 55, subject to certain conditions. For participants in the Outside Plan, to receive an early retirement benefit, you must have completed 10 years of Credited Service and severed covered employment. For participants in the Shops Plan, to receive an early retirement benefit, you must have completed 10 Years of Vesting Service/years of Credited Service and severed covered employment.

If you were a participant in either the Outside Plan or Shops Plan, you became a participant on or before April 30, 2013, you did not stop being a participant due to a forfeiture of service, and you have not already commenced an early retirement benefit, you are eligible to begin receiving an early retirement benefit without severing covered employment. If your participation began on or after May 1, 2013, or you stopped being a participant due to a forfeiture of service, you are required to sever covered employment to be eligible to receive early retirement benefits under both the Outside Plan and the Shops Plan.

The early retirement benefits described above are subject to reductions. Special rules that are described below apply if you have earned at least 30 years of Credited Service.

Additionally, for Grandfathered Participants and Shops Plan participants, if the sum of your age and earned years of Credited Service is at least 90 (e.g. you are age 55 and have earned 35 years of Credited Service), the early retirement benefit is not reduced.

Note: the MACRC Fund will continue to track your years of Credited Service based upon the STL Fund formula, discussed above, for determining eligibility for these benefits.

MACRC Fund Benefit: For benefits earned under the MACRC Fund after September 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.

Special Note: For participants in the STL Fund who were participants on or before April 30, 2013, did not stop being a participant due to a forfeiture of service, and have not already commenced an early retirement benefit, your ability to receive an early retirement benefit without severing covered employment is permitted due to a special rule in the Internal Revenue Code. The STL Fund qualified for this special rule, but the MACRC Fund may not. The Merger Agreement provides that the qualifying STL Fund participants will be eligible to receive an early retirement benefit for their STL Fund Benefit without severing covered employment. It is unclear at this time whether the special rule that applies to the STL Fund will apply to the MACRC Fund after the merger. The Trustees of the MACRC Fund have requested a ruling from the Internal Revenue Service as to whether the special rule can be applied to MACRC Fund Benefits. It is unlikely that the Internal Revenue Service will provide a ruling by the time the merger occurs. In order to comply with the Internal Revenue Code, the special rule for eligible participants will only apply to your STL Fund Benefit. If the Internal Revenue Service determines that the MACRC Fund is permitted to apply the special rule for the qualifying participants, the MACRC Fund intends to permit the qualifying participants to receive both their STL Fund Benefit and MACRC Fund Benefit without leaving covered employment, subject to the other eligibility requirements.

Early Retirement Reduction

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

STL Fund Benefit:

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

- For Grandfathered Participants in the Outside Plan, if a participant retires after earning 30 years of Credited Service and has not reached age 62, 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 60.
- For Participants in the Shops Plan, if a participant retires after earning 30 years of Credited/Vesting Service, the participant's pension benefit amount will be reduced by 0.25% for each month (3% per year) the early retirement benefit is paid before the participant reaches age 62.
- For all STL Fund participants, if a participant retires after reaching age 55 and before earning 30 years of Credited 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 62.

Note: the MACRC Fund will continue to track your years of Credited Service based upon the STL Fund formula, discussed above, for determining eligibility for these benefits.

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 forms of benefit payments are available for your STL 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 STL Fund Benefit and your MACRC Fund Benefit at different times and/or in different payment forms.

Normal Form of Payment

STL Fund Benefit:

For benefit accruals earned under the STL Fund before October 1, 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). If the participant's spouse predeceases the participant, the participant's monthly payment will increase to the single life annuity with 60-month guarantee amount (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").

Important: Under the STL Fund before the merger, Grandfathered Participants and Shops Plan participants were eligible to elect that any of the above STL Fund forms of payment be made as either a 3% cost-of-living adjustment ("COLA") form of payment (i.e., your benefit would increase by 3% annually each May 1) or as an Increased Level Income form of payment that would be actuarily equivalent to the 3% COLA form of payment. Nongrandfathered Participants were only eligible to receive a level form of benefit. The 3% COLA feature and actuarial equivalent options are not available for your post-merger MACRC Fund benefit accruals.

Example: The STL Fund's COLA increased an eligible participant's previous monthly retirement benefit by 3% annually (on May 1 of each year) and the Increased Level Amount reflected the actuarial equivalent of the COLA benefit (and was therefore adjusted based on the age of the participant at retirement). A participant earning a $100 monthly pension at age 62 based on their MACRC Fund post-merger accruals will be entitled to receive a $100 monthly benefit for their life based on that service. If that $100 accrual had been earned under the STL Fund by a Shops Plan participant or a Grandfathered participant, the participant could have elected either (1) a 3% annual COLA that would increase the previous monthly benefit by 3% annually (i.e., if the $100 benefit commenced May 1, 2029, it would increase to $103 May 1, 2030, and by 3% for each year thereafter); or (2) an Increased Level Amount which is actuarially adjusted and would have increased the $100 lifetime benefit by a factor of 1.2839 to $128.39 at age 62.

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 STL Fund participants, subject to applicable requirements being met (*e.g.*, spousal consent requirements):

STL Fund Benefit: For benefit accruals earned under the STL Fund before October 1, 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 STL 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). If a married participant's spouse predeceases the participant, the participant's monthly payment will increase to the amount of a single life annuity with 60-month guarantee (commonly referred to as a "pop-up").

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 (spousal consent is required) 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.

Important: As noted above, the STL Fund's 3% COLA feature is not available for your post-merger MACRC Fund benefit accruals.

BENEFIT SUSPENSION FOR PROHIBITED EMPLOYMENT

The STL 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 STL Fund Benefit but not your MACRC Fund Benefit, and vice versa.

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

Continued Representation for the STL Fund Geographic Area

The Merger Agreement between the STL Fund and the MACRC Fund allows STL 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 STL Fund Benefit and the MACRC Fund Benefit) for participants working in the former STL 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 employment (as applicable to your STL Fund Benefit and your MACRC Fund Benefit, as described below) your STL 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 STL 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 STL Fund Benefit and/or MACRC Fund Benefit may be suspended. You will be allowed to present evidence refuting any such assumption.

Prohibited Employment

The STL Fund and the MACRC Fund define the types of employment that would result in a suspension of benefits ("Prohibited Employment") differently. Under the STL Fund, generally, if your participation began on or after May 1, 2013, your benefit may be suspended if you work 40 or more hours in covered employment during a month prior to reaching age 62. If your participation began on or before April 30, 2013 and you have not had a forfeiture of service before retirement, your STL Fund benefits will not be suspended for work in covered employment. This applies to participants in both the Shops Plan and Outside Plan. After attaining age 62, work in covered employment is not Prohibited Employment for your STL Fund Benefit.

The MACRC Fund's definition of Prohibited Employment 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 STL Fund's benefit suspension rules are less restrictive than the MACRC Fund's rules, the STL Fund's rules will continue to apply to your STL Fund Benefit only, and the MACRC Fund's rules will apply to your MACRC Fund Benefit. In cases when the MACRC Fund's benefit suspension rules are less restrictive than the STL Fund's rules, the MACRC Fund's rules will apply to both your STL Fund Benefit and your MACRC Fund Benefit.

STL Fund Benefit: For participants that began participation on or after May 1, 2013, for benefit accruals earned under the STL Fund before October 1, 2026, your benefit may be suspended before you reach age 62 if you work 40 or more hours in covered employment in any calendar month. For Participants that began participation on or before April 30, 2013, and did not have a forfeiture of service, your STL Fund benefits are not suspended before you reach age 62 if you work in covered employment.

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

- For participants who <u>have reached age 65 but have not yet reached age 70-½</u>, 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 <u>have not reached age 65</u>:

- 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 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 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.

See Special Note above regarding potential future application of the STL Fund's special rule.

DISABILITY PENSIONS

Disability pension benefits are available for your STL 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 STL 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 <u>on an annual basis</u>; you will be notified when and what type of proof must be submitted. STL Fund participants already receiving a disability pension on September 30, 2026 are not subject to this annual verification requirement; but may be required to periodically submit evidence acceptable to the Trustees that they are still receiving SSDI 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 Credited Service and contributory Hours of Service earned under the STL Fund will be combined with Years/Hours of Pension Credit earned under the MACRC Fund for determining your eligibility for a disability pension for your STL Fund Benefit and MACRC Fund Benefit.

Form and Amount of Disability Pension

Pre-Merger: STL Fund participants who applied for and were awarded a disability pension under the STL Fund before October 1, 2026 will continue to receive their STL Fund disability pension payments pursuant to the STL 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 STL Fund and MACRC Fund. However, a participant will elect to have his/her

STL Fund Benefit paid in a form available under the STL 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

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 STL 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 STL 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 STL 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 forms are different for the STL Fund Benefit and the MACRC Fund Benefit:

STL Fund Benefit: For benefit accruals earned under the STL Fund before October 1, 2026, the amount of the pre-retirement spouse's benefit depends on whether you are a Grandfathered Participant, a Nongrandfathered Participant, or a participant in the Shops Plan.

- For Grandfathered Participants and participants in the Shops Plan, the benefit is the amount that would have been paid to the surviving spouse if the participant had elected a 100% joint and survivor annuity.
- For Nongrandfathered Participants, the benefit is the amount that would have been paid to the surviving spouse if the participant had elected a 50% joint and survivor annuity.

If a participant dies before they were eligible to retire, the surviving spouse may elect to begin immediately receiving the pre-retirement spouse benefit without the benefit being deferred to the date the participant would have been eligible to retire. Generally, for all participants, the pre-retirement spouse's benefit ends when the eligible surviving spouse dies. However, in lieu of a benefit payment for the eligible spouse's life, an eligible spouse may elect to receive the surviving spouse benefit in 60 or 120 guaranteed monthly payments, and the benefit will be actuarially equivalent to the amount they would have received for their lifetime. If a surviving spouse elects the guaranteed payment option, the remainder of any payments that have not been made at the time of the surviving spouse's death will be made to a designated beneficiary. Additionally, for all participants, the surviving spouse may make elections related to the amount of benefits that would have been payable as a pre-retirement death benefit if the participant had died unmarried. If the amount of the pre-retirement surviving spouse benefit is less than the amount that would be payable to a designated beneficiary of an unmarried participant, the surviving spouse may elect either a lump sum or monthly benefit for the amount of that would be payable to a designated beneficiary of a surviving spouse. If the amount of the pre-retirement surviving spouse benefit is greater than the benefit payable to a designated beneficiary of an unmarried participant, the surviving spouse may elect to receive a lump sum payment equal to the amount payable to a designated beneficiary of an unmarried participant and receive the excess of the surviving spouse benefit as a monthly payment.

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 100% 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. A participant is not permitted to waive their pre-retirement spouse's benefit for their STL Fund Benefit.

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 <u>was eligible for a retirement benefit</u> (as applicable with respect to the STL 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 STL 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 <u>was not eligible for a retirement benefit</u> (as applicable with respect to the STL 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 Credited Service/Years of Pension Credit or (ii) at least 10 years of Credited 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 STL Fund years of Credited Service 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: Active, non-vested participants were eligible to receive a death benefit based upon their years of Future Service Credit (Outside Plan) or total employer contributions (Shops Plan). For deaths occurring after September 30, 2026, these death benefits are no longer available.

Post-Merger: Regardless of when a former STL 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.

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