**RESOLUTION**
**AMENDING THE CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Chicago Regional Council of Carpenters Supplemental Retirement Fund maintains a retirement plan entitled the Chicago Regional Council of Carpenters Supplemental Retirement Fund (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the St. Louis-Kansas City Regional Council of the United Brotherhood of Carpenters and Joiners of America and the Chicago Regional Council of Carpenters ("Council") were the subject of a restructure agreement in September 2021; and

WHEREAS, the Council has been renamed and is now known as the "Mid-America Carpenters Regional Council of the United Brotherhood of Carpenters and Joiners of America" to reflect the aforementioned restructure agreement; and

WHEREAS, the Trustees took action at their December 16, 2021 meeting to change the name of the Chicago Regional Council of Carpenters Supplemental Retirement Fund to "Mid-America Carpenters Regional Council Supplemental Retirement Fund" to reflect the Council's new name, effective January 1, 2022, and the Trustees desire to amend the Plan to reflect the related entities' new names, as applicable.

NOW, THEREFORE, BE IT RESOLVED, effective January 1, 2022, the Plan is renamed the "Mid-America Carpenters Regional Council Supplemental Retirement Fund" and applicable references to the Plan's name are amended accordingly.

IT IS FURTHER RESOLVED, that the Plan is hereby amended as set forth in Amendment 1, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, e-mail or other electronic means shall be deemed original signatures. Upon delivery via facsimile, e-mail or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their February 16, 2022 meeting to adopt Amendment 1 to the Plan.

[redacted]
Union Trustee

2/16/22
Date

[redacted]
Employer Trustee

2/16/22
Date

*Executed version on file with the Fund Office*

**EXHIBIT A**

## AMENDMENT 1

## TO THE RESTATED CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND (Restated Effective October 1, 2021)

Pursuant to section 11.1 of the Plan, the Trustees hereby amend the Plan as follows:

1. Effective January 1, 2022, section 1.1 is amended and restated in its entirety to provide as follows:

1.1 The Plan. Effective as of October 1, 2010, the Board of Trustees (the "Trustees") of the Chicago Regional Council of Carpenters Supplemental Retirement Fund (effective January 1 2022, renamed the "Mid-America Carpenters Regional Council Supplemental Retirement Fund") (the "Plan") adopted this profit sharing plan in accordance with a Closing Agreement, dated May 28, 2010, with the Internal Revenue Service as part of the Audit CAP Program under the Employee Plans Compliance Resolution System (EPCRS) under Revenue Procedure 2008-50. The Plan is a spin-off of the Chicago Regional Council of Carpenters Pension Fund Supplemental Annuity Plan (the "Supplemental Annuity Plan"), previously established effective July 1, 2000, under the Chicago Regional Council of Carpenters Pension Fund (effective January 1, 2022, renamed the "Mid-America Carpenters Regional Council Pension Fund"), to provide retirement benefits for eligible Employees. The Trustees intend the Plan to comply with Code section 401(a). The Plan was amended and restated, effective October 1, 2014 to reflect the amendments adopted to comply with recent changes and guidance under the 2013 Cumulative List of Changes in plan Qualification Requirements (IRS Notice 2013-84).

The Plan is now amended and restated, effective October 1, 2021 or such other dates specified within, to reflect the amendments adopted to comply with recent legal changes and guidance. This Article 1 and the following Articles, as amended from time to time, comprise the restated Plan. Except as otherwise expressly provided, the terms of the Plan as in effect at the time an individual terminates Employment shall be controlling with respect to that individual.

The St. Louis-Kansas City Regional Council of the United Brotherhood of Carpenters and Joiners of America and the Chicago Regional Council of Carpenters were the subject of a restructure agreement in September 2021. As a result, the Council was renamed and is now known as the "Mid-America Carpenters Regional Council of the United Brotherhood of Carpenters and Joiners of America" to reflect the aforementioned restructure agreement. To reflect the Council's new name, the Trustees renamed the Plan, effective January 1, 2022, as the "Mid-America Carpenters Regional Council Supplemental Retirement Fund."

2. Effective January 1, 2022, section 1.2(p) is amended and restated in its entirety to provide as follows:

(p) Fund Office. The business office established by the Trustees as the Administrator of this Plan, known as the Office of the Mid-America Carpenters Regional Council Benefit Funds (prior to January 1, 2022, the "Office of the Chicago Regional Council of Carpenters Benefit Funds"), located at 12 East Erie Street, Chicago, Illinois 60611, or any satellite offices established by the Trustees.

3. Effective January 1, 2022, section 1.2(v) is amended and restated in its entirety to provide as follows:

(v) Pension Fund. The Mid-America Carpenters Regional Council Pension Fund (prior to January 1, 2022, the "Chicago Regional Council of Carpenters Pension Fund") established under the Agreement and Declaration of Trust establishing the Chicago District Council of Carpenters Pension Fund originally dated May 31, 1957, and restated January 29, 1974, January 1, 2012, January 1, 2017, and as amended from time to time thereafter.

4. Effective January 1, 2022, section 1.2(w) is amended and restated in its entirety to provide as follows:

(w) Plan. The Mid-America Carpenters Regional Council Supplemental Retirement Fund (prior to January 1, 2022, the "Chicago Regional Council of Carpenters Supplemental Retirement Fund"), as stated in this document and as amended from time to time.

5. Effective January 1, 2022, section 1.2(z) is amended and restated in its entirety to provide as follows:

(z) Regional Council. The Mid-America Carpenters Regional Council, United Brotherhood of Carpenters and Joiners of America, formerly known as the "Chicago Regional Council of the United Brotherhood of Carpenters and Joiners of America," and earlier, the "Chicago and Northeast Illinois District Council of the United Brotherhood of Carpenters and Joiners of America."

6. Effective January 1, 2022, section 1.2(cc) is amended and restated in its entirety to provide as follows:

(cc) Trust Agreement. The Chicago Regional Council of Carpenters Supplemental Retirement Fund Trust Agreement entered into by and among the Trustees, the Regional Council and the Associations effective October 1, 2010, and restated January 1, 2017, as amended from time to time. Effective January 1, 2022, the

Trust Agreement is renamed the "Mid-America Carpenters Regional Council Supplemental Retirement Fund Trust Agreement."

7. Effective January 1, 2022, section 1.2(hh) is deleted in its entirety.

8. Effective January 1, 2022, section 7.1(a)(1) is amended and restated in its entirety to provide as follows:

(1) Qualifying for and commencing a retirement benefit distribution from the Pension Fund, the Mid-America Carpenters Regional Council Millmen Pension Plan (prior to January 1, 2022, the "Chicago Regional Council of Carpenters Millmen Pension Fund"), or other similar industry defined benefit pension fund;

**RESOLUTION**
**AMENDING THE CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Chicago Regional Council of Carpenters Supplemental Retirement Fund maintains a retirement plan entitled the Chicago Regional Council of Carpenters Supplemental Retirement Fund (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees are desirous of amending the Plan to permit charging administrative expenses that relate solely to a specific Participant's Account (e.g., administrative expenses relating to the review and processing of a qualified domestic relations order or application processing costs) to the Account that generated such expense.

NOW, THEREFORE, BE IT RESOLVED, effective January 1, 2023, the Plan is hereby amended as set forth in Amendment 2, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, e-mail or other electronic means shall be deemed original signatures. Upon delivery via facsimile, e-mail or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their February 22, 2023 meeting to adopt Amendment 2 to the Plan.

[redacted]
Gary Perinar, Chairman — 2-22-23 — Date

[redacted]
Gerald W. Thiel, Jr., Secretary — 2/22/2023 — Date

*Executed version on file with the Fund Office*

**EXHIBIT A**

# AMENDMENT 2

## TO THE RESTATED CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND (Restated Effective October 1, 2021)

Pursuant to section 11.1 of the Plan, effective January 1, 2023, the Trustees hereby amend and restate section 8.3 of the Plan in its entirety to provide as follows:

8.3 Compensation and Expenses. The expenses incurred by the Trustees in the proper administration of the Plan shall be paid from the Trust Fund. No Trustee shall receive any fee or compensation for services rendered, but the Trust Fund shall reimburse the Trustees for any necessary expenditures incurred in the discharge of their duties. Administrative expenses may also be paid from the Administrative Expense Account described in section 12.10 of the Plan.

The Trustees shall charge reasonable Plan administrative expenses to the Accounts of Participants on a per capita basis. Also, the Trustees may charge reasonable administrative expenses that relate solely to a specific Participant's Account (e.g., administrative expenses relating to the review and processing of a qualified domestic relations order or application processing costs) to the Account that generated such expense.

**RESOLUTION**
**AMENDING THE CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Chicago Regional Council of Carpenters Supplemental Retirement Fund maintains a retirement plan entitled the Chicago Regional Council of Carpenters Supplemental Retirement Fund (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees are desirous of amending the Plan to provide that Participants, Spouses and Beneficiaries residing outside of the United States in a country that is party to the Hague Apostille Convention (Convention of 5 October 1961 Abolishing the Requirement of Legalisation for Foreign Public Documents (HCCH 1961 Apostille Convention)) shall provide an Apostille certificate issued by a Competent Authority (as defined by the Hague Conference on Private International Law) authenticating notarization by a local foreign notary of a Participant's or Beneficiary's written consent in cases when written consent is required to be witnessed by a notary public or Plan representative.

NOW, THEREFORE, BE IT RESOLVED, effective January 1, 2023, the Plan is hereby amended as set forth in Amendment 3, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, e-mail or other electronic means shall be deemed original signatures. Upon delivery via facsimile, e-mail or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their August 23, 2023 meeting to adopt Amendment 3 to the Plan.

[redacted]
Union Trustee

8/23/23
Date

[redacted]
Employer Trustee

8/23/23
Date

*Executed version on file with the Fund Office*

**EXHIBIT A**

## AMENDMENT 3

## TO THE RESTATED CHICAGO REGIONAL COUNCIL OF CARPENTERS SUPPLEMENTAL RETIREMENT FUND

(Restated effective October 1, 2021)

Pursuant to section 11.1 of the Plan, effective January 1, 2023, the Trustees hereby amend the Plan as follows:

1. The second paragraph of section 7.1(c) of the Plan is amended and restated in its entirety to provide as follows:

> Unless the Participant can demonstrate that there is no Spouse or that the Spouse cannot be located, any election to receive a distribution of his Account shall not be effective unless and until the Spouse's written consent is obtained, the consent acknowledges the effect of such election, and the consent is witnessed by a notary public or a Plan representative or, if applicable, as set forth in section 7.9 of the Plan. With the exception of amounts attributable to assets transferred to the Plan from the Carpenters Retirement Savings Plan of Illinois, such Spousal consent is required for each distribution election. If a distribution is subject to Spousal consent, and if the Spouse does not consent, then the Participant may elect equal monthly installments over the joint and survivor life expectancy of the Participant and the Spouse, with the Spouse qualifying as the Beneficiary, pursuant to section 7.1(d)(3) of the Plan.

2. Section 7.2(a)(1) of the Plan is amended and restated in its entirety to provide as follows:

> (1) Married Participants. The Beneficiary as to 100% of the Account of a Participant married at the time of death shall be the Participant's surviving Spouse, unless the Participant's Spouse consents to the designation of an alternative Beneficiary or the Participant prior to death completes a beneficiary designation form and evidences to the satisfaction of the Trustees that the Spouse cannot be located. Spousal consent shall be in writing, acknowledging the effect of such election and witnessed by a notary public or Plan representative or, if applicable, as set forth in section 7.9 of the Plan. Any change in, or revocation of, a Participant's designated Beneficiary shall again require spousal consent.

3. A new section 7.9 is added to the end of Article 7 of the Plan and provides as follows:

> 7.9 Apostille Certificate. In cases when the Plan requires written consent from a Participant, Spouse, or Beneficiary to be witnessed by a notary public or Plan representative, a Participant, Spouse, or Beneficiary residing outside of the

United States in a country that is party to the Hague Apostille Convention (Convention of 5 October 1961 Abolishing the Requirement of Legalisation for Foreign Public Documents (HCCH 1961 Apostille Convention)) shall provide an Apostille certificate issued by a Competent Authority (as defined by the Hague Conference on Private International Law) authenticating notarization by a local foreign notary of such Participant's, Spouse's, or Beneficiary's written consent.

**RESOLUTION**
**AMENDING THE MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") maintains a retirement plan entitled the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees are desirous of amending the Plan to delay the age at which a Participant attains his or her "required beginning date," as permitted under the SECURE 2.0 Act of 2022; and

WHEREAS, the Trustees are desirous of amending the Plan to comply with provisions of the SECURE 2.0 Act of 2022 pertaining to overpayment recovery.

NOW, THEREFORE, BE IT RESOLVED, effective January 1, 2023, the Plan is hereby amended as set forth in Amendment 4, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, e-mail or other electronic means shall be deemed original signatures. Upon delivery via facsimile, e-mail or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their November 29, 2023 meeting to adopt Amendment 4 to the Plan.

[redacted]
Union Trustee

11/29/23
Date

[redacted]
Employer Trustee

11/29/23
Date

*Executed version on file with the Fund Office*

**EXHIBIT A**

# AMENDMENT 4

## TO THE RESTATED MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND

(Restated effective October 1, 2021 and formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund")

Pursuant to section 11.1 of the Plan, effective January 1, 2023, the Trustees hereby amend the Plan as follows:

1. Section 7.3(a) of the Plan is amended and restated in its entirety to provide as follows:

(a) Required Beginning Date. Distribution of a Participant's vested Account shall begin no later than his "required beginning date," determined as follows:

(1) Five-Percent Owners. The required beginning date of a Participant who is a Five-Percent Owner is the April 1 following the calendar year in which the Participant attains the applicable age, determined as follows:

(A) For a Participant who attains age 70-1/2 prior to January 1, 2020, the applicable age is 70-1/2.

(B) For a Participant who attains age 70-1/2 on or after January 1, 2020 and attains age 72 prior to January 1, 2023, the applicable age is 72.

(C) For a Participant who attains age 72 on or after January 1, 2023 and attains age 73 prior to January 1, 2033, the applicable age is 73.

(D) For a Participant who attains age 73 on or after January 1, 2033, the applicable age is 75.

Once distributions from the Plan have begun to a Five Percent Owner, such distributions shall continue, even if the Participant ceases to be a Five Percent Owner in a subsequent year.

(2) Participants Other Than Five-Percent Owners. The required beginning date of a Participant who is not a Five-Percent Owner is the April 1 following the later of the calendar year in which the Participant retires from employment or attains the applicable age, determined as follows:

(A) For a Participant who attains age 70-1/2 prior to January 1, 2020, the applicable age is 70-1/2.

(B) For a Participant who attains age 70-1/2 on or after January 1, 2020 and attains age 72 prior to January 1, 2023, the applicable age is 72.

(C) For a Participant who attains age 72 on or after January 1, 2023 and attains age 73 prior to January 1, 2033, the applicable age is 73.

(D) For a Participant who attains age 73 on or after January 1, 2033, the applicable age is 75.

2. Section 12.9 of the Plan is amended and restated in its entirety to provide as follows:

12.9 Offset. In the event any payment is made from the Plan to any individual who is not entitled to such payment, in whole or in part, the Trustees shall have the right to suspend, withhold payments of, or reduce future payments due to, or on behalf of, such individual by the amount of any such erroneous payment. This right of offset, however, shall not limit the rights of the Trustees to recover such overpayments in any other manner, including, but not limited to, commencing a restitution action under ERISA. The foregoing to the contrary notwithstanding, the Trustees shall pursue overpayments in a manner consistent with applicable law, including the SECURE 2.0 Act of 2022.

**RESOLUTION**
**AMENDING THE MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") maintains a retirement plan entitled the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees desire to amend the Plan to allow a surviving spouse to delay commencement of benefits until the surviving spouse attains his or her required beginning date as permitted under the SECURE 2.0 Act of 2022; and

WHEREAS, the Trustees desire to amend the Plan to clarify the period of payment for death benefits paid to a nonspouse beneficiary.

NOW, THEREFORE, BE IT RESOLVED, the Plan is hereby amended as set forth in Amendment 5, which is attached hereto and labeled as Exhibit A effective as of the dates set forth therein.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, email or other electronic means shall be deemed original signatures. Upon delivery via facsimile, email or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their February 26, 2025 meeting to adopt Amendment 5 to the Plan.

[redacted]
Union Trustee

2/26/25
Date

[redacted]
Employer Trustee

2/26/2025
Date

*Executed version on file with the Fund Office*

# AMENDMENT 5

## TO THE RESTATED MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND

(Restated effective October 1, 2021 and formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund")

1. Effective January 1, 2025, pursuant to Section 11.1 of the Plan, the Trustees amend and restate Section 7.2(b)(1)(B) of the Plan in its entirety to provide as follows:

(B) in an optional form that provides payments over a period exceeding five years from the calendar year in which the Participant died, then periodic distributions shall begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or the calendar year in which the surviving Spouse attains his or her required beginning date, as defined in Plan section 7.3(a), if later. Notwithstanding the foregoing, the date on which the distributions are required to begin under this section 7.2(b)(1)(B) shall not be earlier than the December 31 of the calendar year prior to the Participant's required beginning date as defined in Plan section 7.3(a).

2. Effective January 1, 2025, pursuant to Section 11.1 of the Plan, the Trustees amend and restate Section 7.2(c)(3) of the Plan in its entirety to provide as follows:

(3) If the Participant's surviving Spouse is not the Participant's sole designed Beneficiary, the designated Beneficiary's remaining life expectancy is calculated using the age of the Beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year. Notwithstanding the foregoing, unless the Participant's surviving Spouse is his or her sole designated Beneficiary, the Participant's Account must be distributed in full by the December 31 of the calendar year containing the tenth anniversary of the Participant's death.

**RESOLUTION**
**AMENDING THE MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") maintains a retirement plan entitled the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") (the "Plan");

WHEREAS, section 11.1 of the Plan authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees desire to amend the Plan to comply with applicable Internal Revenue Service regulations relating to forfeitures.

NOW, THEREFORE, BE IT RESOLVED, the Plan is hereby amended as set forth in Amendment 6, which is attached hereto and labeled as Exhibit A effective as of the dates set forth therein.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all of such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, email or other electronic means shall be deemed original signatures. Upon delivery via facsimile, email or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their May 21, 2025 meeting to adopt Amendment 6 to the Plan.

[redacted]
Union Trustee

5/21/25
Date

[redacted]
Employer Trustee

5/21/25
Date

*Executed version on file with the Fund Office*

# AMENDMENT 6

## TO THE RESTATED MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND

(Restated effective October 1, 2021 and formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund")

1. Effective October 1, 2024, pursuant to Section 11.1 of the Plan, the Trustees amend and restate Section 8.3 of the Plan in its entirety to provide as follows:

8.3 Compensation and Expenses. The expenses incurred by the Trustees in the proper administration of the Plan shall be paid from the Trust Fund. No Trustee shall receive any fee or compensation for services rendered, but the Trust Fund shall reimburse the Trustees for any necessary expenditures incurred in the discharge of their duties.

The Trustees shall charge reasonable Plan administrative expenses to the Accounts of Participant on a per capita basis. Also, the Trustees may charge reasonable administrative expenses that relate solely to a specific Participant's Account (e.g., administrative expenses relating to the review and processing of a qualified domestic relations order or application processing costs) to the Account that generated such expense.

An administrative expense account shall be established to hold administrative fees charged against Participant Accounts as well as other amounts generated from forfeitures, revenue sharing and other sources of income. The administrative expense account shall be used to fund Participant contributions for periods of military service as required under Code Section 414(u) and Plan Section 12.10, and then to pay reasonable administrative expenses of the Plan or Trust that are not related to a specific Participant's Account. Amounts held in the administrative expense account shall be allocated within 12 months of the close of the Plan Year in which the amount was contributed to the administrative expense account; such amounts will be allocated per capita among Participant Accounts as an additional contribution.

2. Effective October 1, 2024 pursuant to Section 11.1 of the Plan, the Trustees amend and restate Section 12.10(c) of the Plan in its entirety to provide as follows:

(c) All obligations for contributions and benefits under Code section 414(u) shall be satisfied by the Plan in an amount and manner consistent with the Uniformed Services Employment and Reemployment Rights Act and regulations issued thereunder ("USERRA"). Such benefits shall be allocated to an eligible Participant's account using the assets of the Plan's administrative expense account as described in Plan Section 8.3. In the event the assets of the Plan's administrative expense account are not sufficient to fund the contributions required under this Section, the Plan shall deduct the required contribution from

Employer contributions before such Employer contributions are allocated to Participant Accounts.

**RESOLUTION**
**AMENDING THE MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") maintains a retirement plan entitled the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") (the "Plan");

WHEREAS, Plan section 11.1 authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees desire to amend the Plan to clarify provisions regarding payment of benefits due to a Participant's or Beneficiary's estate.

NOW, THEREFORE, BE IT RESOLVED, effective January 1, 2025, the Plan is hereby amended as set forth in Amendment No. 7, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, email or other electronic means shall be deemed original signatures. Upon delivery via facsimile, email or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their August 27, 2025 meeting to adopt Amendment No. 7 to the Plan.

[redacted]
Gary Perinar, Chairman

8/27/25
Date

[redacted]
Gerald W. Thiel, Jr., Secretary

8/27/25
Date

*Executed version on file with the Fund Office*

**EXHIBIT A**

**AMENDMENT No. 7**

**TO THE RESTATED MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

(Restated effective October 1, 2021 and formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund")

Pursuant to Plan section 11.1, effective January 1, 2025, the Trustees hereby amend and restate Plan section 7.2(a)(2) in its entirety to provide as follows:

(2) No Beneficiary Designated. If, at the time of the Participant's death, no valid beneficiary designation is on file with the Trustees, the Plan shall distribute the Participant's Account to the Participant's surviving Spouse or, if none, to his surviving biological or legally adopted child or children, in equal shares or, if none, to his surviving parents, in equal shares, or if none, to the Participant's estate (in conjunction with a probate proceeding or, if there is no probate proceeding, in a manner consistent with applicable law of the state in which the Participant last resided) or the individual or entity authorized or eligible to receive the deceased Participant's property pursuant to small estate, transfer by affidavit or other applicable law.

**RESOLUTION**
**AMENDING THE MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND**

WHEREAS, the Board of Trustees (the "Trustees") of the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") maintains a retirement plan entitled the Mid-America Carpenters Regional Council Supplemental Retirement Fund (formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund") (the "Plan");

WHEREAS, Plan section 11.1 authorizes the Trustees to amend the Plan at any time and from time to time;

WHEREAS, the Trustees desire to amend the Plan, effective January 1, 2026, to provide mandatory distributions for Participants who have reached Normal Retirement Age, have not had contributions made to the Plan on their behalf for 24 consecutive months and have an Account balance of at least $200 but not more than $7,000;

WHEREAS, the Trustees desire to amend the Plan, effective January 1, 2026, to increase the Account balance threshold, from $5,000 to $7,000, for permitting Participants who have not had contributions made to the Plan on their behalf for 12 consecutive months to elect a lump sum distribution; and

WHEREAS, the Trustees desire to amend the Plan, effective January 1, 2026, to clarify provisions addressing lump sum payments and required minimum distributions.

NOW, THEREFORE, IT IS RESOLVED, effective January 1, 2026, the Plan is hereby amended as set forth in Amendment No. 8, which is attached hereto and labeled as Exhibit A.

IT IS FURTHER RESOLVED, this Resolution may be executed in any number of counterparts and in separate counterparts, each of which when so executed shall be deemed an original, but all such counterparts together shall constitute but one and the same instrument. Signatures affixed and transmitted by facsimile, email or other electronic means shall be deemed original signatures. Upon delivery via facsimile, email or other electronic means, a signature shall be deemed an original and shall be admissible evidence.

IN WITNESS WHEREOF, the undersigned hereby attest that the Trustees took action by resolution at their November 19, 2025 meeting to adopt Amendment No. 8 to the Plan.

[redacted]
Gary Perinar, Chairman

11/19/2025
Date

[redacted]
Gerald W. Thiel, Jr., Secretary

11/19/2025
Date

*Executed version on file with the Fund Office*

# AMENDMENT No. 8

## TO THE RESTATED MID-AMERICA CARPENTERS REGIONAL COUNCIL SUPPLEMENTAL RETIREMENT FUND

(Restated effective October 1, 2021 and formerly named the "Chicago Regional Council of Carpenters Supplemental Retirement Fund")

Pursuant to Plan section 11.1, effective January 1, 2026, the Trustees hereby amend the Plan as follows:

1. Section 7.1(a)(5) is amended and restated in its entirety to provide as follows:

(5) In the event that a Participant has separated from service and has not worked in employment or self-employment covered by a Collective Bargaining Agreement or Participation Agreement, and has failed to receive a Plan contribution for 12-consecutive months, he may elect to receive a lump sum distribution of his Account, provided his Account balance is $7,000 or less (prior to January 1, 2026, less than $5,000); or

2. Section 7.1(b) is amended and restated in its entirety to provide as follows:

(b) Postponing Distributions. Except as provided in section 7.1(f), the Participant may elect to postpone distribution of his vested Account until 60 days after the close of the Plan Year in which the latest of the following occurs:

(1) the Participant attains his Normal Retirement Age;

(2) the 10th anniversary of the year in which the Participant commenced participation in the Plan; or

(3) the Participant terminates employment.

Notwithstanding the preceding sentence, the Participant may elect to further defer the distribution of his vested Account to the Participant's required beginning date as defined in section 7.3, unless section 7.1(f) applies to the Participant. A Participant's failure to elect an immediate distribution shall be deemed an election to postpone distribution. If a Participant does not elect a distribution sufficient to meet the minimum required distribution requirement of section 7.3, the Trustees shall distribute the Participant's Account as set forth in section 7.1(f).

3. Section 7.1(c) is amended and restated in its entirety to provide as follows:

(c) Consent to Distribution. A Participant must consent in writing to any distribution of the Participant's vested Account. The Participant's consent to a distribution shall be effective only if made within the notice period no less than 30 days and no more than 180 days before the date the Account becomes payable. If a Participant affirmatively elects to receive a distribution, the Trustees are not required to delay the distribution until 30 days after the notice has been provided. The Participant's consent shall not be required if the distribution is necessary to satisfy a provision of the Code, including Code sections 401(a)(9) or 415, or if the distribution is made in accordance with section 7.1(f).

Unless the Participant can demonstrate that there is no Spouse or that the Spouse cannot be located, or section 7.1(f) applies to the Participant, any election to receive a distribution of his Account shall not be effective unless and until the Spouse's written consent is obtained, the consent acknowledges the effect of such election, and the consent is witnessed by a notary public or a Plan representative or, if applicable, as set forth in section 7.9 of the Plan. With the exception of amounts attributable to assets transferred to the Plan from the Carpenters Retirement Savings Plan of Illinois, such Spousal consent is required for each distribution election. If a distribution is subject to Spousal consent, and if the Spouse does not consent, then the Participant may elect equal monthly installments over the joint and survivor life expectancy of the Participant and the Spouse, with the Spouse qualifying as the Beneficiary, pursuant to section 7.1(d)(3) of the Plan.

4. The first paragraph of section 7.1(e) is amended and restated in its entirety to provide as follows:

(e) Direct Rollovers. The Trustees shall provide the Participant with notice of the right to elect payment in the form of a direct rollover of any Eligible Rollover Distribution. Such notice shall be provided at least 30 days, and no more than 180 days, before the date of distribution. The portion of any payment to be made in a direct rollover must equal at least $500, except as provided in section 7.1(f). Distribution of a Participant's vested Account may not be made prior to 30 days from the date the Trustees provides the Participant with this notice, unless the Participant makes an affirmative election as to the form of payment. Failure to elect a direct rollover within 30 days from the date the notice is provided to the Participant shall be deemed an election not to make a direct rollover.

5. A new subsection (f) is added to the end of section 7.1 to provide as follows:

(f) Mandatory Distributions. If a Participant has not elected to receive distribution of his vested Account or does not elect a distribution sufficient to meet the minimum required distribution requirement of section 7.3, the Trustees shall distribute the Participant's Account as described in subsection (1) or (2) below, whichever applies first. Payment of mandatory distributions as described in this subsection (f) shall not require consent from the Participant or from the Spouse of a married Participant. If a Participant's vested Account is valued at zero, the Participant shall be deemed to have received a distribution of the vested Account as of the date the Participant terminates employment with all Employers.

(1) Small Accounts. Effective January 1, 2026, if a Participant (a) has reached Normal Retirement Age, (b) has terminated employment with all Employers, (c) has not had any Employer contributions made to the Plan on his behalf for 24 consecutive months and (d) the value of the Participant's vested Account is at least $200 but not more than $7,000, the Participant shall receive a mandatory distribution of his entire vested Account. A mandatory distribution shall be made no earlier than 30 days from the date the Trustees provide notice of the mandatory distribution, including notice of the right to elect payment in the form of a direct rollover in accordance with subsection (e) above (except that the $500 minimum set forth in subsection (e) shall not apply for purposes of this section 7.1(f)), and no later than an administratively feasible date following the Valuation Date coincident with or immediately following the date the Participant meets all requirements set forth in the preceding sentence. If a Participant does not make an affirmative distribution election within 30 days of receiving the notice of mandatory distribution from the Trustees, the mandatory distribution shall be paid in the form of an automatic rollover to an individual retirement plan designated by the Trustees. A Participant's Account balance shall not include any amounts attributable to a Participant's Rollover Account for purposes of determining if the Account exceeds $7,000. However, amounts attributable to a Participant's Rollover Account shall be included in the mandatory distribution. Any automatic rollover made pursuant to this section is intended to satisfy the requirements of DOL Regulations section 2550.404a-2 as to the Trustees' selection of the individual retirement plan provider and the investment of the funds within the individual retirement plan.

Mandatory distribution to a Beneficiary following the death of a Participant, or to an alternate payee pursuant to a qualified domestic relation order, is not required to be paid in the form of an automatic rollover to an individual retirement plan. The Trustees shall make a mandatory distribution of these Plan interests in a single lump sum cash payment, unless the Participant's Beneficiary or an alternate payee elects payment in a direct rollover.

(2) Required Minimum Distributions. If a Participant does not elect a distribution sufficient to meet the minimum required distribution requirement of section 7.3, the Trustees shall distribute the Participant's Account as follows:

(A) Accounts $200 or More. If a Participant's vested Account is valued at $200 or more (prior to January 1, 2026, more than $500) as of the February 15 prior to the Participant's required beginning date as defined in section 7.3 or any subsequent November 15, the Trustees shall distribute the Participant's required minimum distribution to the Participant in a single lump sum no later than the date the required minimum distribution is due. Participant consent shall not be required.

(B) Accounts Less Than $200. If a Participant's vested Account is valued at $200 or less (prior to January 1, 2026, equal to or less than $500) as of the February 15 prior to the Participant's required beginning date as defined in section 7.3 or any subsequent November 15, the Trustees shall make a mandatory single lump sum distribution of the Participant's entire vested Account no later than the date the required minimum distribution is due.

6. Section 7.2(b)(4)(B) is amended and restated in its entirety to provide as follows:

(B) Death of Surviving Spouse Before Distributions to Surviving Spouse Are Required to Begin. If the Participant dies before the date distributions begin, the Participant's surviving Spouse is the Participant's sole designated Beneficiary, and the surviving Spouse dies before distributions are required to begin to the surviving Spouse under section 7.2(b)(1) above, then section (A) above will apply as if the surviving Spouse were the Participant.