



NOTICE OF BENEFIT IMPROVEMENTS

To All Participants:

The Trustees of the Sheet Metal Workers Local No. 20 Gary Area Pension Fund are pleased to announce the following Plan improvement that was recently adopted and is described in this notice, which serves as a summary of material modification (SMM).

Accrual Rate Increase for Active Employees

The benefit accrual rate has been increased effective January 1, 2025, as follows:

- From \$78.00 to \$80.00 for all pension credits for participants in the A-level job classification
- From \$52.00 to \$53.33 for all pension credits for participants in the B-level job classification
- From \$26.00 to \$26.67 for all pension credits for participants in the C-level job classification

To qualify for this benefit increase, you must retire as a participant in the A-level job classification, B-level job classification or C-level job classification on or after **January 1, 2025** and work at least 870 hours in covered employment in 2024 or a subsequent plan credit year (i.e. the calendar year). If you qualify for this benefit increase, the accrual rate will be \$80.00, 53.33, or \$26.67, as applicable based on your job classification during the period the benefit accrual was earned.

Note that this increase does not change the Plan's "Period of Accrual" rule. If, over a period of three consecutive plan credit years, you earn less than 0.5 pension credit, the accrual rate for the pension credit you earned before the three-year period is fixed and is not affected by the increase in the accrual rate described in this notice.

Example

Charles retires on January 1, 2026 at the age of 62. Charles earned 30 pension credits during one period of accrual and worked at least 870 hours in 2024. Charles was a participant in the A-level job classification for 30 years. His monthly Regular Pension amount equals the sum of the amounts determined by multiplying his pension credits times the applicable accrual rate for his job classification as follows:

<u>Job Classification (A-level)</u>	<u>Old Formula</u>	<u>New Formula</u>
<i>Total monthly amount</i>	\$2,340.00* (30 x	\$2,400.00* (30 x \$80)

* This is the amount of Pensioner's pension in the single life form. If he receives his pension in a Joint and Survivor Pension form, the amount is reduced according to the applicable Joint and Survivor reduction factors.

(continued on next page)

The Trustees are pleased that the financial strength of the Plan enables them to provide this Plan improvement. If you have any questions regarding this benefit change, feel free to contact the Fund Office.

Sincerely,

Your Board of Trustees

Employer Trustees

Scott Vidimos, Tom Heckman, Joe Bloomfield III

Labor Trustees

Jesse Rippe, Kreg Homoky

This announcement serves as a Summary of Material Modifications (SMM) for the Sheet Metal Workers Local No. 20 Gary Area Pension Fund (EIN 35-6057213/ PN 001). Full details are contained in the documents that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan, the document language will govern. Please keep this SMM with your Summary Plan Description (SPD) for future reference.

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