

SUMMARY OF MATERIAL MODIFICATIONS PLUMBERS AND STEAMFITTERS LOCAL UNION NO. 33 RETIREMENT TRUST

November 2024

This Summary of Material Modifications (SMM) describes a change made to the Pension Plan. This SMM is intended to supplement and update the most recent Summary Plan Description (SPD) for the Pension Plan. Please review this SMM carefully and keep it with your SPD for future reference. To the extent there is a conflict between this SMM or the SPD and the Pension Plan, the terms of the Pension Plan will control. If you have any questions about the change, please contact the Fund Office at (515) 243-3246.

NEW OPTION TO RECEIVE PENSION BENEFITS WHILE CONTINUING TO WORK

Effective January 1, 2025, the Pension Plan was amended to offer participants who have reached age 59 ½ the option to receive a distribution of pension benefits while the participant is actively employed. This is referred to as an "in-service distribution". Below are responses to some FAQs to help explain this new option.

1. Who is eligible for an in-service distribution?

To be eligible, you must have attained age 59 ½ with at least 10 pension credits or attained age 62 with 5 years of vesting service. If you begin an in-service distribution prior to Normal Retirement Age (62), your benefit will be subject to the applicable early-retirement reduction factors. In order to be eligible for the Plan's subsidized early retirement benefits accrued on or after January 1, 2021, you must have at least 25 Pension Credits and have completed at least 1,000 hours of service in either 1) each of the 3 Plan Years immediately prior to, or including, the Plan Year in which you attained age 55; or 2) each of the 3 Plan Years immediately prior to, or including, the Plan Year in which you begin an in-service distribution.

2. Why is the age requirement 59 ½?

The age requirement is a rule established by the IRS. Therefore, the Pension Plan cannot permit in-service distributions under the age of 59 ½.

3. How does an in-service distribution impact my future benefits?

You will continue to accrue benefits for work in covered employment after your in-service distribution began. Once you cease working and retire, the amount of your benefits will be adjusted to include additional pension credits you earned during the period between when your in-service distribution began and when you retire.

4. What payment options are available for an in-service distribution?

The payment options for in-service distributions are the same as the payment options offered to you upon retirement (lump sum and periodic). The form of payment elected for an in-service distribution is only binding on the in-service distribution. You can elect a new payment option for the pension credits earned after the in-service distribution.

5. How long will the in-service distribution option be available to participants?

The option is currently available until December 31, 2029. However, the availability of the option is subject to change as determined by the trustees of the Pension Plan.