

IBEW LOCAL NO. 117 PENSION FUND

TO: Participants, Beneficiaries and Contributing Employers of the
International Brotherhood of Electrical Workers Local No. 117 Pension Fund (the “Plan”)

FROM: Plan Board of Trustees

RE: Plan Amendment

DATE: October, 2023

Due to recent elections by some Participants to not reciprocate out of jurisdiction retirement contributions to the Plan, the Trustees believe it is in the best interest of Participants and Beneficiaries to amend the Plan to recover the existing unfunded benefit liability under the Plan for these Participants. Attached please find a Summary of Material Modifications to the Summary Plan Description explaining that future Variable Benefit Pension Plan (VBPP) benefit accruals for such an electing Participant will be reduced for the amounts that would have been received had the retirement contributions been reciprocated and credited against these unfunded benefit liabilities. Also attached is the required notice regarding the VBPP accrual reduction.

Please contact the Plan administrator with any questions.

Sincerely,

Board of Trustees
IBEW Local No. 117 Pension Plan

IBEW LOCAL NO. 117 PENSION FUND

SUMMARY OF MATERIAL MODIFICATIONS TO THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 117 PENSION PLAN As Amended and Restated Effective January 1, 2014

The Summary Plan Description of the International Brotherhood of Electrical Workers Local No. 117 Pension Plan is hereby modified as follows effective November 1, 2023:

The discussion of Variable Benefit on page 10, is revised to read as follows:

Variable Benefit

Your Variable Benefit means your Normal Retirement Benefit expressed as the monthly amount payable under the Standard Payment Form (Life Only Annuity) as of any given date.

The Variable Benefit is first calculated based on the Accrued Benefit earned in a Plan Year and is then adjusted for investment performance above or below the Hurdle Rate. The Accrued Benefit earned in a Plan Year, subject to adjustment, is calculated as follows: The Variable Benefit Pension Plan ("VBPP") Employer Contributions multiplied by 1.50%. Your VBPP Employer Contributions Accrued Benefit will be reduced by an amount equal to the Legacy Accrued Benefit Contributions the Plan would have received for any period when you elected to not reciprocate retirement contributions to the Plan and will be credited as Legacy Accrued Benefit Contributions.

During 2022 and 2023, your Variable Benefit will consist of the Accrued Benefit you earned during 2022 and 2023. Thereafter, your Variable Benefit will consist of your Variable Benefit earned as of the beginning of the prior Plan Year ("A") multiplied by the Annual Adjustment for the Plan Year ("B"), plus the Accrued Benefit earned for the prior Plan Year and current Plan Year ("C"). This formula can be stated as follows:

$$(A * B) + C = \text{Your Variable Benefit}$$

This Summary of Material Modifications should be kept with the Summary Plan Description previously distributed to you.

IBEW LOCAL NO. 117 PENSION FUND

TO: IBEW Local No. 117 Pension Plan Participants, Alternate Payees Whose Benefit May Be Affected, Participants' Representatives, and Contributing Employers

FROM: Board of Trustees of the International Brotherhood of Electrical Workers
Local No. 117 Pension Fund

RE: ERISA Section 204(h) Notice of Amendment to the IBEW Local No. 117 Pension Plan

DATE: October, 2023

I. Overview.

The Board of Trustees of the IBEW Local No. 117 Pension Fund is providing this notice ("Notice") to inform you of an amendment to the International Brotherhood of Electrical Workers Local No. 117 Pension Plan (the "Plan") effective November 1, 2023 to credit as Participant Legacy Accrued Benefit Contributions the portion of Variable Benefit Pension Plan (VBPP) Contributions a Participant may be entitled to equal to the Legacy Accrued Benefit Contributions that would have been received for any period when the Participant was not working in the Union jurisdiction and elected to not reciprocate contributions to the Plan.

This change will only apply to contributions made to the Plan for work performed after October 31, 2023, and does not change the retirement benefits payable under the Plan for contributions made for work performed prior to November 1, 2023.

This Notice is legally required to inform you of the amendment to the Plan and to help you understand the impact on future benefit accruals under the Plan. The benefits under the Plan that Participants have already earned before October 31, 2023 will not be affected by the amendment.

II. Benefit Change.

A. Legacy Accrued Benefit. Prior to January 1, 2022, retirement benefits were based on a "multiplier" applied to contributions. This multiplier changed from time to time, and ranged from 1.8% to 4.6% depending on when the work was performed.

B. Variable Benefit. The new VBPP formula is based on both a 1.5% multiplier and the 5-year average annual rate of investment return calculated by the actuary from the audited financial statements for the Plan. This could raise or lower the VBPP. The Trustees have established a "hurdle rate" of 5% for the investment return. If the actual average return is higher than 5%, the accruals under the VBPP formula will increase, if it is less than 5%, the accruals under the VBPP formula will decrease.

C. Retirement Benefits. After December 31, 2021, retirement benefits for current members will be a combination of the benefit based on contributions for work performed prior to January 1, 2022 (the "legacy benefit"), which will not vary with investment returns, and the benefit earned under the VBPP formula for work performed after December 31, 2021, which will vary with investment returns as amended.

D. Future Contributions. A portion of the contributions for work performed after December 31, 2021 are used to fund the legacy benefit. Initially, \$9.50 of the contribution rate will be used to fund the legacy benefit, with the remainder being used to calculate benefits under the VBPP formula. As the legacy benefit becomes better funded, the \$9.50/hr. may be reduced and reallocated to the VBPP or other benefits.

E. VBPP Reciprocation Reduction. Effective November 1, 2023, the Plan is amended to credit as Participant Legacy Accrued Benefit Contributions the portion of Variable Benefit Pension Plan (VBPP) Contributions a Participant may be entitled to equal to the Legacy Accrued Benefit Contributions that would have been received for any period when the Participant was not working in the Union jurisdiction and elected to not reciprocate contributions to the Plan.

III. General Provisions.

Except as modified by the Plan amendment, your retirement benefits will remain subject to the same terms and conditions under the Plan, as it may be amended from time to time. This Notice is intended to summarize the effect that the Plan amendment will have on your retirement benefits and is provided pursuant to Section 204(h) of the Employee Retirement Income Security Act of 1974 (ERISA). If there is any conflict between the summary of the Plan amendment and the actual amendment, the actual amendment will control.

For further information see the Plan Summary of Material Modifications enclosed with this Notice. You are entitled to receive copies of the latest Summary Plan Description under ERISA Section 104(b). If you need to obtain copies of the Summary Plan Description, please submit your request in writing to the Plan Administrator at the address below.