

**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 January 1, 2022:

1. Under the discussion of NORMAL RETIREMENT BENEFITS on page 11,

A. A new section heading and introduction is added before the “*Future Service Benefit*” discussion, to read as follows:

“Legacy Accrued Benefit

Your pre-January 1, 2022 monthly Normal Retirement Benefit shall equal the sum of your Future Service Benefit and Past Service Benefit, as defined below:”

The language following thereafter shall remain the same and a new bullet shall be added to the end prior to the “*Supplemental Benefit*” discussion to read as follows:

- “Your maximum Future Service Benefit shall be calculated for work through December 31, 2021.”

B. A new section heading and section is added after the “*Example Calculation*” discussion and before the “*Benefit Limits*” discussion on page 12, to read as follows:

“Variable Benefit

Your post-December 31, 2021 monthly Normal Retirement Benefit shall be as defined below:

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%.

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:

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

Investment Rate of Return

The term “Investment Rate of Return” means the market rate of return on the investment of the Plan’s assets as determined annually by the Plan’s Actuary.

The Annual Adjustment

General Description of the Annual Adjustment

Beginning January 1, 2024, your Variable Benefit will be adjusted at a variable rate which is referred to as the “Annual Adjustment.” The Annual Adjustment is based on the difference between the Plan’s five-year average Investment Rate of Return and the Plan’s investment returns benchmark that is referred to as the Hurdle Rate. The Plan’s Hurdle Rate is 5%.

Date of Annual Adjustment

The Annual Adjustment occurs on January 1 of each Plan Year.

The Annual Adjustment Formula

The formula used to determine the Annual Adjustment for the Plan Year is:

((1 + the average annual Investment Rate of Return during the 5 years ending December 31 of the second preceding Plan Year) divided by (1 + the Hurdle Rate))

Examples

Before you retire, your Variable Benefit is adjusted each January 1. In the following example, assume that you have a Variable Benefit of \$3,000 per month as of January 1, 2036 and you earn an additional \$197.04 due to work performed in 2036. Also assume that the average annual Investment Rate of Return during the 5 years ending December 31, 2035 is 7%. Listed below is an example of how your Variable Benefit would be calculated as of January 1, 2037.

“A”	Variable Benefit at 1/1/2036	\$3,000/mo
“B”	Annual Adjustment	1.07/1.05
	Adjusted benefit (“A” x “B”)	\$3,057.14/mo
“C”	Additional Benefit earned in 2036	\$197.04/mo
	Variable Benefit at 1/1/2037 (“A” x “B” + “C”)	\$3,254.18/mo

After you retire, your Variable Benefit is adjusted each January 1. In the following example, assume that you retired on January 1, 2045 with a Variable Benefit of \$5,000 per month. Also assume that the average annual Investment Rate of Return during the 5 years ending December 31, 2044 is 10%. Listed below is an example of how your Variable Benefit would change starting January 1, 2046.

"A"	Variable Benefit at 1/1/2045	\$5,000/mo
"B"	Annual Adjustment	1.10/1.05
	Adjusted Benefit ("A" x "B")	\$5,238.10/mo
"C"	Additional Benefit earned in 2045	\$0/mo
	New Variable Benefit payable beginning 1/1/2046 ("A" x "B" + "C")	\$5,238.10/mo

“

C. A new section heading and section is added after the “*Variable Benefit*” discussion to read as follows:

“Total Retirement Benefit

Effective January 1, 2022, a Participant's monthly Normal Retirement Benefit shall be the sum of his Legacy Accrued Benefit and his Variable Benefit. The Legacy Accrued Benefit will not vary.”

2. Under the discussion of **3% Increasing Annuity Option** on page 14, a new sentence is added to the end thereof to read as follows:

“The 3% increasing annuity option shall not be available for the Variable Benefit.”

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