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Michael Roy  
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## IMPORTANT NOTICE

May 31, 2022

*labor trustees*

Keith Brothers  
Joseph K. Ambrosini

Dear Plan Participant:

This is intended as a Summary of Material Modifications to the Connecticut Laborers' Annuity Plan, as of January 1, 2014.

### **In-Service Distributions**

The Annuity Plan was amended, effective July 1, 2022, to include In-Service Distributions. An "In-Service Distribution" means that, subject to the following guidelines, Participants will be able to withdraw a portion of their Account Balance in the Annuity Fund while they are employed:

1. To be eligible for an In-Service Distribution, the Participant's Account Balance must exceed \$5,000 as of the date of the distribution.
2. An In-Service Distribution is limited to 50% of a Participant's Account Balance up to a maximum of \$20,000.00.
3. The Plan will only provide for ONE In-Service Distribution per Plan Year (January 1<sup>st</sup> through December 31<sup>st</sup>);
4. In-Service Distributions cannot be rolled over to a qualified plan.

It should be noted that all In-Service Distributions are subject to federal and state taxes, but Participants who take an In-Service Distribution who are younger than 59 ½ will be subject to a 10% early withdrawal tax penalty, *in addition to* the applicable Federal and State taxes.

Please contact the Fund Office to request an In-Service Distribution Application.

### **Di Minus Account Balances**

The Annuity Plan was amended, effective July 1, 2022, to remove the requirement for spousal consent in order to distribute in a lump sum Account Balances that do not exceed \$5,000.00.

### **Required Beginning Date**

The Annuity Plan was amended, effective January 1, 2020, as allowed by the SECURE Act of 2020 to change a Participant's Required Beginning Date (the date when a Participant's benefits *must* begin to be distributed) to April 1<sup>st</sup> of the Calendar Year following the year in which the Participant reaches age 72 – this only applies to Participants who turned 70 ½ on or after January 1, 2020.

Prior to this change, the Required Beginning Date was required to be April 1<sup>st</sup> of the Calendar Year following the year in which the Participant reached age 70 ½.

### **Nonforfeitability of Accounts**

The Annuity Plan was amended, effective April 1, 2016, to confirm that each Participant is immediately 100% vested in the value of their Account Balance from the first contributions

received on his or her behalf, subject to adjustments for earnings and losses as well as for allocation of expenses.

If a Participant dies and the Fund Office cannot locate a Beneficiary, his/her Account balance will be forfeited, after two (2) consecutive years. If a Beneficiary is located in the future and should that Beneficiary make an application for benefits, the amount forfeited shall be reinstated (without interest or fees) and shall be payable to the Beneficiary.

**Distribution Upon Retirement or Disability**

The Annuity Plan was amended, effective April 1, 2016, to state that if a Participant is terminated in the Plan upon his/her retirement in a related Pension Plan, or if a Participant is terminated at an earlier age due to a disability, or if the Participant attains Normal Retirement Age (65) (even if he/she is still working in Covered Employment), he/she shall be entitled to receive the entire amount credited to his Account Balance as of the prior Valuation Date.

**Distribution Upon Termination of Covered Employment for Other Reasons**

The Annuity Plan was amended, effective April 1, 2016, to state that a Participant, upon termination of Covered Employment, may receive a distribution, provided that both of the following conditions are met:

1. A period of three (3) consecutive full calendar months up to and including the date of distribution has elapsed since the date contributions (including reciprocal contributions) were last received, with certain exceptions for contributions more than 6 months delinquent.
2. A period of four (4) consecutive full calendar months up to and including the date distributions has elapsed since the Participant last worked in Covered Employment.

Note that a Participant who engages in continuous work as a laborer in non-Covered Employment will not be eligible for a distribution until one year after he/she terminates employment as a laborer in non-Covered Employment.

Board of Trustees

This Notice is intended to provide you with an easy-to-understand description of certain important changes to the Fund's rules and plan of benefits. While every effort has been made to make this description as complete and accurate as possible, this Notice, of course, cannot contain a full restatement of the terms and provisions of the plan. For a full description of your rights under the Fund, please refer to the plan documents (including the SPD). If any conflict should arise between this Notice and the plan documents, or if any point is not discussed in this Notice or is only partially discussed, the terms of the plan documents (including the SPD) will govern in all cases.

The Board of Trustees reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Fund, or any benefits provided under the Fund, in whole or in part, at any time and for any reason, in accordance with the amendment procedures established under the plan and the trust agreement establishing the plan. The formal plan documents and trust agreement are available at the Fund Office and may be inspected by you during normal business hours. No individual other than the Board of Trustees (or its duly authorized designee) has any authority to interpret the plan documents, make any promises to you about benefits under the plan, or to change any provision of the plan. Only the Board of Trustees (or its duly authorized designee) has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the plan and decide all matters arising under the plan.