

**SUMMARY MATERIAL MODIFICATION  
TO THE ELECTRICAL WORKERS PENSION PLAN  
PARTS B AND C  
THE  
LOCAL 294 401(K) PLAN AND Local 242 401(K) PLAN  
  
CORONAVIRUS-RELATED DISTRIBUTIONS  
(increasing combined limit to \$75,000)**

August 2020

In April 2020 the Electrical Workers Pension Fund, Part B, the Electrical Workers Pension Fund, Part C, the IBEW Local 242 401(k) Plan and the IBEW Local 294 401(k) Plan were all amended to allow Coronavirus-related distributions with a combined limit of up to \$25,000 as authorized by the Coronavirus Aid, Relief and Economic Security Act (CARES Act). Recently the Board of Trustees resolved to increase the combined limit to \$75,000 for Coronavirus-related distributions. If you already received a distribution of up to \$25,000 and you apply for a second distribution, the amount you already received counts towards the \$75,000 combined limit. Roth balances in the 401(k) Plans are not eligible for CARES Act distributions. To reflect the newly adopted combined limit of \$75,000 the Summary Plan Descriptions of all four Plans has been amended effective July 10, 2020 as follows:

**Coronavirus-Related Distributions:** The following rules apply to any distribution from the combined plans that qualify as a coronavirus-related distribution:

For Local 242 members the “combined plans” are the Electrical Workers Pension Fund, Part B (including both Self Directed and Trustee Directed components) and the IBEW Local 242 401(k) Plan.

For Local 294 members the “combined plans” are the Electrical Workers Pension Fund, Part C (including both Self Directed and Trustee Directed components) and the IBEW Local 294 401(k) Plan.

A “coronavirus-related distribution” of up to \$75,000 will be available to you from the combined plans at any time before December 31, 2020, if you meet the criteria listed below. (Note: A coronavirus-related distributions is a new type of distribution that is technically different than a traditional hardship distribution. Traditional hardship distributions will also continue to be available under pre-CARES Act rules.)

You qualify for a coronavirus-related distribution if you certify that:

- (1) I was diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 (referred to collectively as COVID-19) by a test approved by the Centers for Disease Control and Prevention (including a test authorized under the Federal Food, Drug, and Cosmetic Act);

- (2) My spouse or my dependent was diagnosed with COVID-19 by a test approved by the Centers for Disease Control and Prevention (including a test authorized under the Federal Food, Drug, and Cosmetic Act), or
- (3) I have experienced adverse financial consequences because:
  - (i) I, my spouse, or a member of my household was quarantined, furloughed or laid off, or had work hours reduced due to COVID-19;
  - (ii) I, my spouse, or a member of my household was unable to work due to lack of childcare due to COVID-19;
  - (iii) a business owned or operated by me, my spouse, or a member of my household closed or reduced hours due to COVID-19; or
  - (iv) I, my spouse, or a member of my household had a reduction in pay (or self-employment income) due to COVID-19 or had a job offer rescinded or start date for a job delayed due to COVID-19.

If you are requesting a coronavirus-related distribution, you will be asked to sign a certification that you meet the criteria listed above.

The 10% early distribution tax that normally applies to distributions taken before age 59½ is waived for any coronavirus-related distribution.

Ordinary income tax will apply to any coronavirus-related distribution. However, that tax can be spread evenly over three (3) years.

Alternatively, to avoid income tax, a coronavirus-related distribution can be repaid to our plan (or to another plan or IRA), in single or multiple payments, within three (3) years. Any repayment will be treated as a rollover contribution to the receiving plan or IRA.

Please feel free to contact the Fund Office with any questions at 218-728-4231 or 1-800-570-1012.