



Annuity Fund of Local No. One, I.A.T.S.E.

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SUMMARY OF MATERIAL MODIFICATIONS TO THE ANNUITY FUND OF LOCAL NO. ONE, I.A.T.S.E.

To: All Participants in the Annuity Fund of Local No. One, I.A.T.S.E.
From: Scott Cool, Director of Fund Administration
Date: November 9, 2020
Re: ADDITIONAL CARES ACT RELIEF FOR PLAN PARTICIPANTS

This document is a Summary of Material Modifications ("SMM") intended to notify you of important changes made to the Annuity Fund of Local No. One, I.A.T.S.E. (the "Plan"). You should take the time to read this SMM carefully and keep it with the copy of the Summary Plan Description ("SPD") that was previously provided to you. If you need another copy of the SPD or if you have any questions regarding these changes to the Plan, please contact the Fund Office during normal business hours at 320 West 46th Street, 6th Floor, New York, New York, 10036, telephone number (212) 247-5225, or visit our web site at www.FundOneIATSE.com.

As you know, the Board of Trustees previously amended the Plan to permit eligible participants to apply for and receive coronavirus-related hardship distributions of up to \$60,000 in total on a tax-favored basis through December 30, 2020. The Trustees have determined to amend the parameters of that distribution as described below.

Effective October 1, 2020, coronavirus-related hardship distributions of up to \$100,000 in total (inclusive of any income tax withholding) will be available to eligible participants on a tax-favored basis through December 30, 2020.

An eligible participant is one who meets one or more of the following criteria:

- Is diagnosed with or who has a spouse or dependent who is diagnosed with the virus SARS-CoV-2 or with the coronavirus disease 2019 (COVID-19) by a test approved by the Centers for Disease Control and Prevention (CDC), or
- Who experiences (or whose spouse or a household member (defined as someone who shares the participant's principal residence) experiences) adverse financial consequences as a result of:
 - being quarantined, furloughed or laid off, or having work hours reduced due to COVID-19;
 - being unable to work due to lack of child care due to COVID-19;
 - having a reduction in pay (or self-employment income) due to COVID-19 or having a job offer rescinded or start date for a job delayed due to COVID-19;
 - a business owned or operated by the participant (or the participant's spouse or household member) closed or reduced hours due to COVID-19; or
 - other factors determined by the Secretary of Treasury.

These distributions qualify for the following favorable tax treatment:

- Distributions are not subject to the 10% penalty for early withdrawals
- Distributions are not subject to mandatory withholding
- Distributions are subject to ordinary income tax, which can be paid in equal amounts over three-years
- Distributions may be repaid in one or more installments to an eligible retirement plan within three years of receipt, in which case the participant may seek a refund for any ordinary income tax paid on repaid amounts.
- The repayments will not count toward the annual contribution limits of the receiving plan.

Please contact the Fund Office if you meet the eligibility criteria discussed above and are interested in a distribution of this type.

This SMM is intended to provide you with an easy-to-understand description of certain changes to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this SMM, of course, cannot contain a full restatement of the terms and provisions of the Plan. If any conflict should arise between this SMM and the Plan, or if any point is not discussed in this SMM or is only partially discussed, the terms of the Plan will govern in all cases.

The Board of Trustees or its duly authorized designee, reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason, in accordance with the applicable amendment procedures established under the Plan and the Agreement and Declaration of Trust establishing the Plan (the "Trust Agreement"). The Trust Agreement is available at the Fund Office and may be inspected by you free of charge 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.