



SHEET METAL WORKERS'

International Association • Local Union No. 73

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Welfare, Pension and Annuity Funds

SHEET METAL WORKERS' LOCAL 73 ANNUITY FUND SUMMARY OF MATERIAL MODIFICATIONS

Employer Identification Number: 20-5002115

Plan Number: 003

PLEASE READ THIS NOTICE VERY CAREFULLY. THIS NOTICE IS VERY IMPORTANT. YOU SHOULD INSERT THIS NOTICE INTO YOUR FUND BENEFIT BOOKLET. YOU SHOULD RETAIN THIS NOTICE PERMANENTLY FOR YOUR RECORDS.

This notice is a Summary of Material Modification, also called an "SMM." An SMM updates your Fund's benefit booklet (also called the Summary Plan Description or "SPD"). This SMM describes important changes to the Sheet Metal Workers' Local Union No. 73 Annuity Plan (the "Plan").

I. Temporary suspension of Plan loan repayments during approved leave

The Trustees amended the Plan to allow a temporary suspension of Plan loan repayments for Participants who are on an approved bona fide leave of absence due to short-term disability, medical leave, workers' compensation leave, or qualified military leave (an "Approved Leave"). This amendment is intended to prevent unintended loan defaults and related tax consequences when a Participant experiences a temporary, medically related absence from covered employment.

If you are on an Approved Leave, the Plan may permit you to temporarily suspend your required loan repayments, subject to all Plan requirements and applicable tax rules:

1. Suspension is limited to 12 months. The suspension cannot exceed twelve (12) consecutive months for any Approved Leave.
2. Interest continues to accrue. Interest still accrues during the suspension at the rate stated in your loan agreement.
3. Repayments restart and the loan is re-amortized. When you return from Approved Leave (or when the 12-month maximum ends, whichever comes first), payments resume and the balance (including accrued interest) is re-amortized so that payments are in substantially level installments, made no less frequently than quarterly, and paid off by the latest permissible repayment date under federal tax law (26 U.S.C. § 72(p)), which is five years from the date the loan was issued.
4. For non-military Approved Leave, the suspension does not extend the maximum repayment term except as specifically permitted by law. However, military service is handled differently. Under federal law, the maximum repayment period may be tolled (i.e., paused), during all periods of qualified military service.
5. Tax compliance controls. No suspension will be approved if it would cause the loan to be treated as a taxable distribution under federal law.

If the Plan approves your repayment suspension during an Approved Leave:

- missed payments during the approved suspension do not count as a Plan default;
- the Plan's default cure period is tolled (paused) during the approved suspension; and
- default monitoring and cure periods resume when repayments restart.

For Plan administration purposes, a Participant on an Approved Leave is not treated as separated from employment or terminated solely because employer contributions stop during the Approved Leave.

This amendment also clarifies that temporary disability or medical leave that qualifies as an Approved Leave is not treated as a termination event for loan administration or distribution purposes. Permanent disability remains governed by the Plan's existing terms.

The Trustees (and the Plan's service providers, as directed) will administer these suspensions and re-amortizations and may require reasonable documentation to verify an Approved Leave.

This rule was adopted effective November 18, 2025 (the "Effective Date"). This Amendment applies to prospective loans only, meaning loans made on or after the Effective Date, consistent with Plan administration.

II. Hardship withdrawals for domestic abuse victims

Effective January 1, 2026, Participants who have been subject to physical, psychological, sexual, emotional, or economic abuse, including efforts to control, isolate, humiliate, or intimidate the Participant, or to undermine the Participant's ability to reason independently (including by means of abuse of the Participant's child or another family member living in the household) ("domestic abuse"), may take a distribution to offset this hardship without obtaining any otherwise applicable spousal consent.

A domestic abuse victim must apply for the distribution during the one-year period beginning on any date on which the individual is a victim of domestic abuse by a spouse or domestic partner. The distribution amount is limited to the lesser of (a) \$10,000 (as indexed for inflation), or (b) 50 percent of the present value of the individual's nonforfeitable accrued benefit (vested accrued benefit) under the Plan.

During the three-year period beginning on the day after the date the distribution is received, the Participant may repay any portion of the domestic abuse victim distribution (up to the entire amount) to the Plan, subject to Plan procedures.

If you have questions about your benefits or want to request a loan repayment suspension or a domestic abuse victim distribution, please contact the Fund Office at 708-449-7373.

Please insert this notice into your Summary Plan Description (SPD) booklet and keep it for your records.

Sincerely,

The Board of Trustees
Sheet Metal Workers' Local Union No. 73 Annuity Fund