

THE USW INDUSTRY 401(K) PLAN

Restated Effective January 1, 2024  
(except as otherwise provided herein)

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## THE USW INDUSTRY 401(K) PLAN

Pursuant to the Agreement and Declaration of Trust entered into between the United Paperworkers International Union, AFL-CIO and various employers, there was hereby established a deferred compensation plan for the benefit of eligible Employees effective as of July 1, 1994, which was known as The Paper Industry 401(k) Plan (the “Plan”). Effective April 24, 1999, the Plan became known as the PACE Industry 401(k) Plan, and effective July 1, 2005, the Plan became known as the USW Industry 401(k) Plan. This restatement is effective January 1, 2024 and unless otherwise provided herein, all provisions of the restated Plan are effective as of January 1, 2024.

### ARTICLE 1 - DEFINITIONS

Unless the context or subject matter otherwise requires, the following definitions apply:

**Section 1.1. Account or Accounts.** The term “Account” or “Accounts” means any one or more of the following Accounts maintained on behalf of a Participant: Pre-Tax Contribution Account, Roth Contribution Account, Employer Contribution Account, Matching Contribution Account, Rollover Contribution Account, or Voluntary Contribution Account.

**Section 1.2. Actual Contribution Percentage.** The term “Actual Contribution Percentage” means the ratio (expressed as a percentage) of the sum of a Participant’s Matching Contributions and Voluntary Contributions under the Plan to the Participant’s Earnings for the portion of the Plan Year during which the Participant is eligible to make Pre-Tax Contributions.

**Section 1.3. Actual Deferral Percentage.** The term “Actual Deferral Percentage” means the ratio (expressed as a percentage) of a Participant’s Elective Deferrals under the Plan to the Participant’s Earnings for the portion of the Plan Year during which the Participant is eligible to make Pre-Tax Contributions. The Actual Deferral Percentage is zero in the case of an Employee who is eligible to elect Pre-Tax Contributions under the Plan during the Plan Year but does not do so.

**Section 1.4. Annuity Starting Date.** The term “Annuity Starting Date” means (a) the first day of the first period for which an amount is payable as an annuity to a Participant, or (b) in the case of a benefit not payable in the form of an annuity, the first day on which all the events have occurred that entitle the Participant to such benefit.

**Section 1.5. Automatic Contribution Arrangement.** The term “Automatic Contribution Arrangement”, or ACA, is an arrangement described in Section 4.11, under which, in the absence of an affirmative election by an Employee, a certain percentage of compensation will automatically be withheld from the Employee's Earnings and contributed to the Plan as an Elective Deferral.

**Section 1.6. Average Deferral Percentage.** The term “Average Deferral Percentage” means the average (expressed as a percentage) of the Actual Deferral Percentages of the Participants in a defined group.

**Section 1.7. Beneficiary.** The term “Beneficiary” means a Participant’s beneficiary or beneficiaries designated on a form prescribed by the Trustees and on file with the Fund prior to the Participant’s death or, in the case of a married Participant, the Participant’s Spouse unless the Spouse has consented to the Participant’s designation of a non-Spouse beneficiary or beneficiaries in writing on a form prescribed by the Trustees and on file with the Fund prior to the Participant’s death. In the event the Participant dies without leaving a surviving designated Beneficiary, the Participant’s Account shall be paid to the first surviving person or persons in the following successive classes: Spouse, children, parents, brothers and sisters and then to the Participant’s estate.

A Beneficiary may also be designated in an entered court order that constitutes a qualified domestic relations order within the meaning of Code section 414(p) or section 206(d)(3) of the Employee Retirement Income Security Act.

The Trustees shall be the sole judges of the effectiveness of the designation, change or waiver of a Beneficiary pursuant to this Section.

**Section 1.8. Claimant.** The term “Claimant” means any person who has made a claim for benefits under this Plan.

**Section 1.9. Code.** The term “Code” means the Internal Revenue Code of 1986, as amended.

**Section 1.10. Collective Bargaining Agreement.** The term “Collective Bargaining Agreement” means an agreement between an Employer and the Union, or between an Employer and a union other than the Union requiring the Employer to contribute to the USW Industry 401(k) Plan.

**Section 1.11. Contributing Employer or Employer.** The term “Contributing Employer” or “Employer” means

- (a) any person, company, or business organization that is signatory to a Collective Bargaining Agreement with the Union or other union that requires the payment of Contributions to the Fund and for which there is a fully executed Participation Agreement in effect; or
- (b) any other employer that has entered into an agreement with the Trustees under which it agrees to make Contributions to the Fund on behalf of its employees.

The term Contributing Employer or Employer shall include any other corporation or trade or business that is required to be aggregated with the Contributing Employer under Code section 414(b), 414(c), 414(m) or 414(o) for purposes of Section 1.34, Article 6, or any other purpose required by law.

**Section 1.12. Contributions.** The term “Contributions” means, if applicable, Pre-Tax Contributions and Roth Contributions as described in Section 4.1; Employer Contributions as described in Section 4.2; Matching Contributions as described in Section 4.2; Rollover Contributions as described in 4.3; and Voluntary Contributions as described in Section 4.4.

### **Section 1.13. Earnings.**

Effective January 1, 2025, the term “Earnings” means all wages required to be reported in Box 1 of the Participant’s Form W-2, plus elective deferrals or contributions to a 401(k), 403(b), 457, Code section 125 cafeteria plan, or Code section 132(f)(4) transportation fringe benefit plan (or, before January 1, 2025, the total cash remuneration of the Participant paid by the Employer, including any overtime, sick, vacation, disability pay and any other form of additional compensation actually paid or made available by the Employer for the year, including any amounts deferred pursuant to Code section 125 or Code section 457, before any reductions for Pre-Tax Contributions, and amounts deferred pursuant to Code section 132(f)), provided that the definition of Earnings may be modified in accordance with a Participation Agreement, but in no instance may the definition of Earnings include Puerto Rico source income.

Earnings shall be determined based on Earnings received during the Plan Year. Earnings considered in any year shall not exceed the limitation set forth in Code section 401(a)(17).

Earnings shall include payments made after a Participant’s severance from employment provided that such payments are paid to the Participant by the later of two and one-half months after, or the end of the Limitation Year that includes, the date of the Participant’s severance from employment, and that such payments are:

- (i) a payment of regular compensation for services during the Participant’s regular working hours, or compensation for services outside the Participant’s regular working hours (such as overtime or shift differential), commissions, or similar payments, and such payments would have been made to the Participant if the Participant had continued in employment with the Employer;
- (ii) payment for unused accrued bona fide sick, vacation or other leave (but only if the Participant would have been able to use the leave if employment had continued).

Earnings shall also include amounts paid to a Participant who does not currently perform services for the Employer because of qualified military service (as defined in Code section 414(u)) to the extent those amounts do not exceed the amounts the Participant would have received if the Participant had continued to perform services for the Employer rather than entering qualified military service, or to a Participant who is permanently and totally disabled, as defined in Code section 22(e)(3), provided salary continuation applies to all Participants who are permanently and totally disabled for a fixed or determinable period, or the Participant was not a Highly Compensated Employee immediately before becoming disabled. Earnings shall also include back pay, within the meaning of section 1.415(c)-2(g)(8) of the Treasury regulations, for the Limitation Year to which the back pay relates to the extent the back pay represents wages and compensation that otherwise would be included in the definition of Earnings. Earnings shall not include amounts paid to a nonresident alien, as defined in Code section 7701, who is not a Participant to the extent



the payments are excludible from gross income and are not effectively connected with the conduct of a trade or business in the United States.

**Section 1.14. Elective Deferral.** The term “Elective Deferral” means the amount of Earnings that a Participant elects to contribute to his Pre-Tax Contribution Account and/or Roth Contribution Account pursuant to a salary reduction agreement with his Employer in accordance with Section 4.1.

**Section 1.15. Employee.** The term “Employee” means a person who is employed by an Employer and for whom an Employer Contribution is required or who is eligible to make Pre-Tax Contributions, Roth Contributions, or Voluntary Contributions under a Collective Bargaining Agreement or Participation Agreement.

The participation in the Plan by employees of a Contributing Employer who are not covered by a Collective Bargaining Agreement for each Plan Year is conditioned on the Employer’s compliance with the coverage and nondiscrimination requirements of the Plan and the requirements of Code sections 401(a)(4) and 410(b) for that Plan Year, the Employer’s cooperation in providing the Trustees with information required by the Trustees to monitor compliance with the coverage and nondiscrimination requirements of the Plan and the Code, and the Employer’s reimbursement to the Fund for all reasonable costs in determining compliance with the coverage and nondiscrimination requirements of the Plan and the Code. The Employer’s failure to provide information requested by the Trustees to determine such compliance, failure to comply with the coverage and nondiscrimination requirements of the Plan and the Code, or failure to reimburse the Plan for costs incurred in determining compliance will result in the termination of the Employer’s employees who are not covered by a Collective Bargaining Agreement from participation in the plan as of the beginning of the Plan Year for which it failed to comply or for which information to determine compliance was requested but not provided. If the Employer fails to reimburse the Plan for all reasonable costs in monitoring compliance with the coverage and nondiscrimination requirements of the Plan and the Code, such costs will be charged to the accounts of the Employer’s employees who are not covered by a Collective Bargaining Agreement.

**Section 1.16. Employer Contributions.** The term “Employer Contributions” means Employer contributions other than Matching Contributions made to the Fund made pursuant to Section 4.2 of the Plan.

**Section 1.17. Employer Contribution Account.** The term “Employer Contribution Account” means the account established for each Participant under the provisions of Section 3.1.

**Section 1.18. Fund.** The term “Fund” means the USW Industry 401(k) Fund and its trust estate.

**Section 1.19. Highly Compensated Employee.** The term “Highly Compensated Employee” means a Highly Compensated Employee as defined in Code section 414(q). The term “Highly Compensated Employee” includes Highly Compensated Active Employees and Highly Compensated Former Employees. A Highly Compensated Active Employee includes any employee who performs services for the Employer during the determination year and who during the look-back year received compensation from the Employer in excess of the limit set forth in

Code section 414(q)(1). The term Highly Compensated Employee also includes employees who are five percent owners (as defined in Code section 416(i)) at any time during the look-back year or determination year. For this purpose, the determination year shall be the Plan Year. The look-back year shall be the 12-month period immediately preceding the determination year. For purposes of this Section, “compensation” shall mean compensation as defined in Code section 415(c)(3). For purposes of this Section, “employee” shall mean any employee of the Employers maintaining the Plan or of any affiliated employer within the meaning of Code section 414(b), (c), (m) or (o) (including any Leased Employee deemed to be an employee of such Employers or affiliated employer as provided in Code section 414(n) or (o)).

A Highly Compensated Former Employee includes any employee who separated from service (or was deemed to have separated) prior to the determination year, performs no service for the Employer during the determination year, and was a Highly Compensated Active Employee for either the separation year or any determination year ending on or after the employee’s 55th birthday as determined based on the rules applicable for determining Highly Compensated Employee status as in effect for that determination year.

The determination of who is a Highly Compensated Employee, including the determination of the compensation that is considered, will be made in accordance with Code section 414(q) and the Treasury regulations thereunder.

#### **Section 1.20. Hour(s) of Service.**

- (a) The term “Hour of Service” or “Hours of Service” shall mean each hour for which an employee is directly or indirectly paid, or entitled to payment, by the Employer, for the performance of duties. Such hours shall be credited to the computation period in which the duties were performed.
- (b) The term “Hour of Service” shall also mean each regularly scheduled working hour for which an employee is directly or indirectly paid, or entitled to payment, by the Employer, for a period during which no duties were performed (irrespective of whether the employment relationship has terminated) due to vacation, holiday, illness, incapacity (including payments for disability), layoff, jury duty, military duty, or leave of absence. Such hours shall be credited to the computation period in which the hours occur.
- (c) The term “Hour of Service” shall also mean each hour which backpay, irrespective of mitigation of damages, is either awarded or agreed to by the Employer. Such hours shall be credited to the computation period to which the back pay award pertains.

Hours of Service shall not include any time compensated under a plan maintained solely to comply with a workers’ compensation or unemployment compensation or disability insurance law or which solely reimburses an employee for medical or medically-related expenses, and shall not include more than 501 hours (or such other periods as required by law) paid on account of any one continuous period during which no duties are performed.

The Trustees shall have the authority to provide that regularly scheduled working hours to be credited for non-working time or pursuant to back pay awards to an employee without a regular work schedule shall be determined on the basis of a 40-hour work week, or an 8-hour work day, or on any other reasonable basis which reflects the average hours worked by the employee or by other employees in the same job classification over a representative period of time.

Notwithstanding any provision of the Plan to the contrary, Contributions, benefits, Plan loan repayment, suspensions, and service credit with respect to qualified military service will be provided in accordance with Code section 414(u). In the case of a Participant who dies while performing qualified military service as defined in Code section 414(u)(5), the Participant's survivor shall be entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided by the Plan thus treating the Participant as if he had resumed employment with the Employer and then died while in active employment. Furthermore, a Participant who would otherwise qualify for reemployment rights under applicable federal law but who is not timely reemployed (or does not make himself available for reemployment) within the time limits established by applicable federal law due to the Participant's death while performing qualified military service, shall be treated as having been reemployed on the day preceding the date of death and then having terminated Covered Employment on the date of death for granting Employer Contributions or Matching Contributions, as applicable, to the maximum extent permitted by law.

**Section 1.21. Matching Contributions.** The Term "Matching Contributions" means Employer contributions to the Fund made pursuant to Section 4.2 of the Plan.

**Section 1.22. Matching Contribution Account.** The term "Matching Contribution Account" means the account established for each Employee under the provisions of Section 3.1.

**Section 1.23. Non-Highly Compensated Employee.** The term "Non-Highly Compensated Employee" means an Employee of the Employer who is not a Highly Compensated Employee as defined in Section 1.19.

**Section 1.24. Participant.** The term "Participant" means an Employee who meets the requirements for participation under the Plan as set forth in Article 2, or a former Employee who has a right to a benefit under the Plan.

**Section 1.25. Participation Agreement.** The term "Participation Agreement" means an agreement, acceptable to the Trustees, that evidences the obligation of the signatory Employer thereto to be bound by the terms of the Trust Agreement and the actions of the Board of Trustees, and to make Contributions to the Fund.

**Section 1.26. Plan or 401(k) Plan.** The term "Plan" or "401(k) Plan" means the rules and regulations set forth herein governing the operation and administration of the USW Industry 401(k) Plan, as it may be amended from time to time.

**Section 1.27. Plan Year.** The term "Plan Year" means the twelve (12) month period commencing

on each January 1st and ending on each subsequent December 31st.

**Section 1.28. Pre-Tax Contributions.** The term “Pre-Tax Contributions” means the amount of Elective Deferrals, other than Elective Deferrals designated as Roth Contributions, contributed to the Fund pursuant to Article 4. Such contributions must be non-forfeitable when made and distributed only as specified in this Plan.

**Section 1.29. Pre-Tax Contribution Account.** The term “Pre-Tax Contribution Account” means the account established for each Employee under the provisions of Section 3.1.

**Section 1.30. Rollover Contribution Account.** The term “Rollover Account” means the account established for each Employee under the provisions of Section 3.1.

**Section 1.31. Roth Contributions.** The term “Roth Contributions” means the amount of Elective Deferrals from a Participant’s Earnings contributed to the Fund and designated as Roth Contributions pursuant to Section 4.1. Such Roth Contributions must be non-forfeitable when made and distributed only as specified in this Plan. Unless specifically stated otherwise, Roth Contributions will be treated as Elective Deferrals for all purposes under the Plan.

**Section 1.32. Roth Contribution Account.** The term “Roth Contribution Account” means the account established for each Employee under the provisions of Section 3.1.

**Section 1.33. Spouse.** The term “Spouse” means a person to whom a Participant is legally married under applicable law and, if and to the extent provided in a Qualified Domestic Relations Order as defined in Code section 414(p)

**Section 1.34. Termination of Employment.** The term “Termination of Employment” means a severance of the employment relationship between the Participant and his employer that is or was a Contributing Employer.

**Section 1.35. Transferee Plan Participant.** A Transferee Plan Participant is a Participant whose Account includes contributions transferred from a plan described in Code section 401(a)(11)(B)(i) or (ii). See Appendix A for details.

**Section 1.36. Trust Agreement.** The term “Trust Agreement” means the USW Industry 401(k) Fund Agreement and Declaration of Trust, together with any amendments thereto.

**Section 1.37. Trustees.** The term “Trustees” means the persons who are acting as “Employer Trustees” and “Union Trustees” pursuant to the provisions of the Trust Agreement.

**Section 1.38. Union.** The term “Union” means the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union a.k.a. United Steelworkers, and its local unions.

**Section 1.39. Valuation Date.** The term “Valuation Date” means the date as of which the amount

of the Participant's Accounts are determined. This date shall be no less frequent than March 31, June 30, September 30 and December 31 of each calendar year.

**Section 1.40. Voluntary Contributions.** The term "Voluntary Contributions" means voluntary after-tax contributions made by a Participant.

**Section 1.41. Voluntary Contribution Account.** The term "Voluntary Contribution Account" means the account established for each Employee under the provisions of Section 3.1.

**Section 1.42. Year of Service.** The term "Year of Service" means a twelve (12) consecutive month period during which an Employee completes at least 1,000 Hours of Service.

## **ARTICLE 2 – ELIGIBILITY AND PARTICIPATION**

### **Section 2.1. Eligibility.**

- (a) The Employee shall become a Participant in the Fund on the first date on which Contributions are received by the Fund on his or her behalf (or, if earlier, the first date on which Pre-Tax Contributions, Roth Contributions, or Voluntary Contributions are due to the Fund in accordance with an election form in the form prescribed by the Fund in which the participant designates the rate or amount of Earnings to be deferred to the Fund and authorizes the Employer to make regular payroll deductions from Earnings).
- (b) A Participation Agreement may not condition eligibility for Contributions on the completion of a waiting period of more than 1,000 Hours of Service in the twelve-month consecutive period beginning on the Employee's date of hire (or any calendar year thereafter). In addition, a Participation Agreement that permits Employees not covered under a Collective Bargaining Agreement to make Elective Deferrals to the Plan may not condition eligibility for Elective Deferrals on completing a waiting period of more than three consecutive years of 500 Hours of Service on or after January 1, 2021, or two consecutive years on or after January 1, 2023.

### **Section 2.2. Deferral Elections.**

- (a) All elections made by a Participant are subject to the approval of the Trustees. All Contributions made to the Plan are subject to refund if such action is necessary to comply with Section 4.6 and/or Section 4.8.
- (b) Subject to the dollar limit on total Elective Deferrals described in Section 4.6, a Participant may change the rate or amount of Earnings to be deferred each time he completes a new election form.

**Section 2.3. Military Leave.** Notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit with respect to qualified military service will be provided in accordance with Code section 414(u)(4).

## ARTICLE 3 - ACCOUNTS

**Section 3.1. Creation of Accounts.** If applicable, a Pre-Tax Contribution Account, a Roth Contribution Account, an Employer Contribution Account and a Matching Contribution Account shall be created for each Employee as of the date the Trustees accept Pre-Tax Contributions, Roth Contributions, Employer Contributions, or Matching Contributions for that Employee. In addition, if applicable, a Rollover Contribution Account shall be created for each Employee as of the date the Trustees accept a Rollover Contribution under Section 4.3, and if applicable, a Voluntary Contribution Account shall be created for each Employee as of the date the Trustees accept Voluntary Contributions from the Participant under Section 4.4.

**Section 3.2. Amount Credited to Account.** Each Participant's Accounts shall be credited, as of each Valuation Date, with:

- (a) the balance in the Accounts as of the last Valuation Date, plus
- (b) Contributions received by the Fund on behalf of the Participant since the prior Valuation Date, minus
- (c) any amounts refunded to the Participant because they are in excess of the annual dollar limit under Section 4.6, minus
- (d) any other amounts withdrawn or paid out from the Account during the Plan Year, plus
- (e) Net Investment Earnings for the Plan Year as defined in Section 3.3 below.

**Section 3.3. Net Investment Earnings.**

- (a) The Net Investment Earnings are the investment earnings for the Plan Year attributable solely to gains or losses within the Participant's Accounts less any administrative charges payable from or on behalf of or otherwise chargeable against, the Participant's Accounts under this Plan.
- (b) Net Investment Earnings are determined for each Account as of each Valuation Date.

**Section 3.4. Nonforfeitureability.** Subject to the limitations on benefits and deferrals prescribed in this Plan, all amounts credited to any Participant's Roth Contribution Account shall be fully nonforfeitable at all times.

## **ARTICLE 4 – CONTRIBUTIONS**

### **Section 4.1. Elective Deferrals.**

Each eligible Participant may elect to have Elective Deferrals deducted from the Participant's Earnings and contributed to the Participant's Pre-Tax Contribution Account in the Plan. Contributions may be in multiples of 1% (or in dollar amounts if permitted by the Employer) up to 100% of the Earnings that would otherwise be payable to the Participant and subject to the provisions of Section 4.6, Section 4.8, and Section 4.10, and any other limitation provided for under the Plan.

A Participant who has made an Elective Deferral and attains age 50 before the close of a Plan Year shall be eligible to defer additional contributions to the Plan in accordance with, and subject to the limitations of, Code section 414(v) ("catch-up contributions"). Any catch-up contributions that do not satisfy the limitations of Code section 414(v) shall be treated as an Excess Deferral in accordance with Section 4.6(d). Catch-up contributions shall not be taken into account for purposes of Section 4.6 or Section 4.8 of the Plan implementing the required limitations of Code section 402(g) and 415, and the Plan shall not be treated as failing to satisfy Section 4.10 and other provisions of the Plan implementing the requirements of Code section 401(k)(3), 401(k)(12), 410(b) or 416, as applicable, by reason of accepting such additional contributions.

A Participant who is eligible to make Elective Deferrals to the Plan may designate some or all of his Elective Deferrals as Roth Contributions, at the time and in the manner determined by the Trustees, unless the Participation Agreement (or other agreement between the Employer and the Fund) provides otherwise and if the Participant's Employer includes the Roth Contributions in the Participant's gross income. A Roth Contribution is an Elective Deferral that is included in the Participant's gross income at the time deferred and is irrevocably designated as a Roth Contribution by the Participant in his deferral election. Notwithstanding anything in this Plan to the contrary, a Participant's Roth Contribution shall be credited to a separate account containing only the Participant's Roth Contributions, all investment earnings on such amounts, net of the amount of withdrawals and distributions by or to the Participant, if any, which shall be designated as the Roth Contribution Account. The same change in contributions, suspension, limitations, matching contribution, vesting, withdrawal, and distribution rules set forth in this Plan that apply to Pre-Tax Contributions shall apply to Roth Contributions. Notwithstanding anything in this Plan to the contrary, if a Participant has made deferrals in excess of the limit under Code section 402(g) for a Plan Year, a distribution of Excess Deferrals will consist of the Participant's Roth Contributions first, to the extent that such type of deferrals were made for the Plan Year.

**Section 4.2. Employer Contributions and Matching Contributions.** Pursuant to the terms of the Collective Bargaining Agreement and Participation Agreement, a Contributing Employer may make Employer Contributions on behalf of Participants and/or make Matching Contributions on behalf of Participants based on the amount of the Participants' Elective Deferrals and Voluntary Contributions, which shall be contributed to the Participants' Employer Contribution Account

and/or Matching Contribution Account(s), respectively. The amount of the Matching Contributions may be based on any formula as may be allowed by the Trustees.

**Section 4.3. Rollover Contributions.** Any Employee, whether or not a Participant, may transfer to (or have transferred to) the Fund a Rollover Contribution from a retirement plan that meets the requirements of Code section 402(c)(8) at the time of the transfer. As used herein, a Rollover Contribution is a contribution of an amount that satisfies the requirements for rollover treatment set forth in Code section 402(c)(5), 403(a)(4) or 408(d)(3) or the direct transfer to the Fund from the trustee of an eligible retirement plan of amounts attributable to the Employee under such plan. The Trustees may require such evidence as they deem appropriate to ensure that any amounts transferred to this Plan shall not adversely affect its tax-qualified status. Amounts accepted by the Trustees shall be placed in a Rollover Account established for the Employee and shall become part of the Fund's assets.

**Section 4.4. Voluntary Contributions.** At any time before his Termination of Employment, a Participant may make after-tax Voluntary Contributions to the Fund. These Voluntary Contributions may not be deducted from the Participant's gross income for Federal income tax purposes. Voluntary Contributions may be based on any formula as may be allowed by the Trustees. In no event may the Participant's Voluntary Contributions for any Plan Year, when added to the Participant's Elective Deferrals for the same Plan Year, exceed the lesser of the limit set forth in Code section 415(c)(1)(A) or 100% of his eligible Earnings for such Plan Year.

A Participant's request to start, change or stop his Voluntary Contributions must be in writing on a form furnished for that purpose. The form must be delivered to the Trustees or their designee before the date the Participant is to start, change or stop his Voluntary Contributions.

**Section 4.5. Change in Contributions.** The percentage designated by a Participant as his Elective Deferral or Voluntary Contributions shall automatically apply to increases and decreases in his Earnings. A Participant may change the percentage of his Elective Deferral or Voluntary Contributions or altogether cease to make contributions without penalty by giving prior written notice to the Trustees or their designee.

**Section 4.6. Dollar Limit on Elective Deferrals.**

- (a) No Participant may defer more than the amount permitted under Code section 402(g) in a calendar year in Elective Deferrals under the Plan.
- (b) Once a Participant's Elective Deferrals for a calendar year under the Plan reaches the dollar limit in subsection (a), any authorization on file for further Elective Deferrals commencing in that year shall be canceled, and the Fund will not accept additional Pre-Tax Contributions on behalf of that Participant. Any such amounts withheld from the Participant's Earnings and transmitted to the Fund will be returned to the Participant as promptly as possible.
- (c) Where a Participant's Elective Deferrals are suspended because they have reached the dollar limit under this Section, and if the Participant is otherwise eligible, the Participant's



existing election form will automatically go into effect in the next calendar year unless the Participant executes a new election form.

- (d) Any Elective Deferrals for a Plan Year in excess of the applicable dollar limit for that Plan Year (“Excess Deferral”) shall be distributed on or before April 15 of the year following the calendar year for which such Excess Deferrals were made. The amount of excess Elective Deferrals that may be distributed for a Plan Year shall be reduced by any excess contributions previously distributed with respect to the Participant for that Plan Year. Excess Deferrals shall be adjusted for any income or loss up to the last day of the Plan Year in which the Excess Deferrals were made, in accordance with applicable Treasury Regulations. The income or loss allocable to excess Elective Deferrals is the income or loss allocable to the Participant’s Pre-Tax Contribution Account (or Roth Contribution Account, as applicable) for the Plan Year multiplied by a fraction, the numerator of which is such Participant’s excess Elective Deferrals for the Plan Year and the denominator of which is the balance in the Participant’s Pre-Tax Contribution Account (or Roth Contribution Account, as applicable) without regard to any income or loss occurring during such Plan Year.
- (e) Any Matching Contributions related to Excess Deferrals (adjusted for earnings) will be forfeited and placed in an unallocated account to be used for the Employer’s future matching contributions.

**Section 4.7. Payment of Contributions.** The Employer shall forward Contributions, along with such records and reports as may be required by the Trustees in connection with those Contributions, to the Fund within the deadlines established by the Trustees for this purpose.

**Section 4.8. Maximum Benefit and Contribution Limitations.** The following limitations shall apply to all Participants:

- (a) Definitions. For purposes of this Section, the following words and phrases have the following meanings:
  - (i) “Annual Addition” means, with respect to a Participant covered under the Plan for any Limitation Year, the sum of Elective Deferrals, Employer Contributions, Matching Contributions and Voluntary Contributions made on the Participant’s behalf to the Fund and all other Defined Contribution Plans of the Employer. “Restorative payments” allocated to a Participant’s accounts shall not be treated as an Annual Addition. For this purpose, “restorative payments” includes payments made to restore losses to the Plan resulting from the action (or a failure to act) by a fiduciary for which there is a reasonable risk of liability under Title I of ERISA or under applicable federal or state law, where similarly situated Participants are similarly treated.
  - (ii) “Defined Benefit Plan” means any employee pension plan as defined in Code section 414(j) that has been established by an Employer and qualified under Code section 401.

- (iii) “Defined Contribution Plan” means the Fund and any other plan that is defined in Code section 414(i) and that is established by an Employer and qualified under Code section 401.
- (iv) “Limitation Year” means the calendar year.
- (b) Combining of Plans. For purposes of the limitations of this Section, all Defined Benefit Plans of the Employer under which the Participant has or may be entitled to receive a benefit (whether or not terminated) are to be treated as one Defined Benefit Plan, and all Defined Contribution Plans of the Employer under which the Participant has or may be entitled to receive a benefit (whether or not terminated) are to be treated as one Defined Contribution Plan. In aggregating the benefits under this Plan with any plan that is not a multiemployer plan maintained by any Employer, only the benefits under this Plan that are provided by such Employer shall be treated as benefits provided under a plan maintained by the Employer, to the maximum extent permitted by law.
- (c) Limitations for the Fund. A Participant’s Annual Additions shall in no event exceed the annual limit determined under Code section 415(c), which is hereby incorporated by reference into the Plan, and the Treasury regulations thereunder.
- (d) Distribution of Excess Annual Additions. If amounts that would otherwise be allocated to a Participant’s Accounts under the Plan must be reduced by reason of the limitations of this Section 4.8, such reduction shall be made by using any appropriate correction under the IRS’ Employee Plans Compliance Resolution System, or any successor thereto.

In the event that the Annual Additions of a Participant exceed the limit for the Limitation Year under Code section 415(c) as a result of the mandatory aggregation of this Plan with another plan maintained by the Employer that is not a multiemployer plan, the contributions to the other plan shall be reduced to the extent necessary to comply with Code section 415.

**Section 4.9. Investment of Contributions.** Each Participant shall have the right to elect to have all or a portion of the Participant’s Account invested among such funds or other investments (“Investment Funds”) as shall be designated by the Trustees. The Trustees shall promulgate specific rules and regulations with respect to the implementation and operation of the Participant-directed investment program and take such other steps in order for the Plan to qualify under Section 404(c) of ERISA. If a Participant fails to make an election as to the investment of the Participant’s Account, the Participant’s Account and future contributions shall be invested in the default investment fund or funds designated by the Trustees, which are intended to satisfy the requirements of a qualified default investment alternative within the meaning of Department of Labor Regulation Section 2550.404c-5. The Trustees also shall be authorized to take such actions as they, in their discretion, deem necessary and appropriate in connection with the operation of such investment program (including, without limitation, the retention of consultants or service providers to perform advisory, investment management, recordkeeping and/or custodial functions). The Trustees, from time to time, in their sole discretion, may increase or decrease the number of Investment Funds available, delete a current Investment Fund, add a new Investment

Fund, or replace a current Investment Fund with a new Investment Fund. The Trustees may also delegate any of the foregoing obligations to an investment manager (within the meaning of section 3(38) of ERISA).

#### **Section 4.10. Rules Applicable to Elective Deferrals.**

- (a) Average Deferral Percentage Test. The average of the Actual Deferral Percentages (“ADP”) for Highly Compensated Employees for each Plan Year must not exceed the greater of:
- (i) 1.25 times the ADP or ACP of the Non-Highly Compensated Employees for the Plan Year;
  - (ii) 2 percentage points higher than the ADP or ACP of the Non-Highly Compensated Employees for the Plan Year, up to 2 times such ADP or ACP.

The provisions of this Section 4.10(a) will be applied in a manner that satisfies the provisions of Code section 401(k)(3) and section 1.401(k)-2 of the Treasury regulations.

If the ADP for Participants who are Highly Compensated Employees is more than the amount permitted under the above restrictions for any Plan Year, the amount of the excess contributions for such Plan Year (plus any income and minus any loss allocable to such contributions) shall be distributed before the close of the following Plan Year. For this purpose, excess contributions mean with respect to a Plan Year, the excess of the aggregate amount of Elective Deferrals actually paid over to the Trust Fund on behalf of Highly Compensated Employees for such Plan Year, over the maximum amount of such contributions permitted under the ADP test (determined by reducing Pre-Tax Contributions and Roth Contributions made on behalf of Highly Compensated Employees in order of the ADPs beginning with the highest of such percentages). Any distribution of excess contributions for any Plan Year shall be made to Highly Compensated Employees on the basis of the amount of contributions made by, or on behalf of, each Highly Compensated Employee that is taken into account in determining the ADP for that Plan Year, beginning with the Highly Compensated Employee with the greatest amount of such contributions and continuing in descending order until all the excess contributions have been distributed. The amount of excess contributions to be distributed under this paragraph with respect to a Highly Compensated Employee for a Plan Year shall be reduced by any excess Elective Deferrals previously distributed to the Highly Compensated Employee for that Plan Year. The Trustees may use any reasonable method for computing the income or loss allocable to excess contributions for the entire period up to the date of distribution as long as the method is used consistently for all Participants and for all corrective distributions under the Plan for the Plan Year, and is used by the Plan for allocating income or loss to Participants’ Accounts. Regardless, the income or loss allocable to excess contributions shall include income or loss for only the Plan Year.

Any Matching Contributions related to Elective Deferrals in excess of the limit described above (adjusted for earnings) will be forfeited and placed in an unallocated account to be used for the Employer’s future matching contributions.

(b) Actual Contribution Percentage Test. The average of the Actual Contribution Percentages (“ACP”) for Highly Compensated Employees for each Plan Year may not exceed the greater of:

- (i) 1.25 times the ADP or ACP of the Non-Highly Compensated Employees for the Plan Year
- (ii) 2 percentage points higher than the ADP or ACP of the Non-Highly Compensated Employees for the Plan Year, up to 2 times such ADP or ACP.

If the ACP for Participants who are Highly Compensated Employees is more than the amount permitted under the above restrictions for any Plan Year, the amount of the excess aggregate contributions for such Plan Year (plus any income and minus any loss allocable to such contributions) shall be distributed before the close of the following Plan Year. For this purpose, excess aggregate contributions means with respect to a Plan Year, the excess of the aggregate amount of Matching Contributions and Voluntary Contributions actually paid over to the Trust Fund on behalf of Highly Compensated Employees for such Plan Year, over the maximum amount of such contributions permitted under the ACP test (determined by reducing Matching Contributions and Voluntary Contributions made on behalf of Highly Compensated Employees in order of the ACPs beginning with the highest of such percentages). Any distribution of excess aggregate contributions for any Plan Year shall be made to Highly Compensated Employees on the basis of the amount of contributions made by, or on behalf of, each Highly Compensated Employee that is taken into account in determining the ACP for that Plan Year, beginning with the Highly Compensated Employee with the greatest amount of such contributions and continuing in descending order until all the excess aggregate contributions have been distributed. The Trustees may use any reasonable method for computing the income or loss allocable to excess aggregate contributions for the entire period up to the date of distribution as long as the method is used consistently for all Participants and for all corrective distributions under the Plan for the Plan Year, and is used by the Plan for allocating income or loss to Participants’ Accounts. Regardless, the income or loss allocable to excess aggregate contributions shall include income or loss for only the Plan Year.

#### **Section 4.11. Automatic Contribution Arrangement (ACA).**

- (a) Any Participation Agreement entered into on and after January 1, 2025 (or such later date as may be determined by the Trustees) must include an Automatic Contribution Arrangement (“ACA”) that covers all Employees (or all new Employees, where a Collective Bargaining Agreement or Participation Agreement was in effect on December 31, 2024), unless the Participation Agreement is entered into in connection with a Collective Bargaining Agreement that became effective before January 1, 2025. The

ACA must provide for Elective Deferrals of at least 3% of Earnings and may, but is not required to, provide for an annual automatic escalation of the rate of Elective Deferrals.

- (b) Participation Agreements not covered by subsection (a) may reflect the selection of an ACA.
- (c) The Employer will provide each Employee to whom the ACA applies a notice of the Employee's rights and obligations under the ACA in the manner and at the time instructed by the Trustees from time to time.
- (d) For each Employee covered by an ACA, beginning on the date set forth in the Participation Agreement, Pre-Tax Contributions will be made for each pay period for which no affirmative election is in place regarding Elective Deferrals equal to the amount specified in the Participation Agreement multiplied by the Employee's Earnings for that pay period. An Employee will have a reasonable opportunity after receipt of the notice described in subsection (c) to make an affirmative election regarding Elective Deferrals (either to have no Elective Deferrals made or to have a different amount of Elective Deferrals made) before Elective Deferrals are made automatically on the Employee's behalf.
- (e) To the extent that any other provision of the Plan is inconsistent with the provisions of this Section 4.11, the provisions of this Section 4.11 shall govern.

## ARTICLE 5 - BENEFIT PAYMENTS

**Section 5.1. Amount of Accumulated 401(k) Share.** The benefit to which a Participant or Beneficiary shall be entitled under this Plan as of any date shall be the value of the Participant's Accounts as of the last preceding Valuation Date plus any additional Contributions received by the Fund under the Plan on behalf of the Participant after that date that were not credited to the Participant's Account as of that date. The total of these two items shall be known as the Participant's Accumulated 401(k) Share.

### **Section 5.2. Benefit Payments.**

- (a) Except as provided in Sections 5.8 or 5.9, no benefit shall be payable under this Plan prior to a Participant's death or Termination of Employment. A Participant whose employment with an Employer terminates as a result of Termination of Employment or disability (as described in Section 5.4 below) shall be entitled to receive a distribution equal to the Participant's Accumulated 401(k) Share, determined as of the Valuation Date coincident with, or immediately preceding, the date on which the distribution of benefits is made from the Fund. Such amounts shall be paid to the Participant in one of the forms described below as selected by the Participant.

In the event that a Participant elects an annuity form of payment, the annuity will be purchased through the Fund's existing arrangement with an insurance company.

- (b) Form of Payment – All Participants other than Transferee Plan Participants.

A Participant may elect to receive all or a portion of his or her Accumulated 401(k) Share in a single lump sum except as provided in subsection (c) below in the case of a Transferee Plan Participant.

- (c) Form of Payment – Transferee Plan Participants.

(1) In the case of a Transferee Plan Participant, the normal form of payment is a 50% joint and survivor annuity with the Transferee Plan Participant's Spouse as the joint annuitant (that is, monthly payments to the Transferee Plan Participant for life and, upon the death of the Transferee Plan Participant, monthly payments to the surviving Spouse equal to 50% of the monthly benefit paid to the Transferee Plan Participant) ("Qualified Joint and Survivor Annuity"), if the Transferee Plan Participant was married on the Transferee Plan Participant's annuity starting date as defined in Code section 417(f) ("Annuity Starting Date"), or a single life annuity (that is, monthly payments to the Transferee Plan Participant for life), if the Transferee Plan Participant was not married on the Transferee Plan Participant's Annuity Starting Date. If a valid election is made with the Trustees, the Transferee Plan Participant's Spouse may waive the normal benefit of a Qualified Joint and Survivor Annuity, and the Transferee Plan Participant may elect an alternate form of benefit provided in the Plan. For purposes of this provision a valid election shall not be deemed in effect unless (i) the Spouse of the Transferee Plan Participant consents in writing to such election, and the Spouse's consent acknowledges

the effect of such election and is witnessed by a notary public, or (ii) it is established to the satisfaction of a Plan representative that the consent required may not be obtained because there is no Spouse, because the Spouse cannot be located, or because of such other circumstances as may be promulgated under regulations.

At any time before benefits commence, the Transferee Plan Participant may revoke any prior valid election.

(2) Alternate Methods of Payment. If a Transferee Plan Participant (and Spouse, if applicable) waives the normal benefit pursuant to subsection (1) above, then one of the following methods of payment may be elected:

- (1) a single life annuity with five, ten or fifteen years of guaranteed payments;
- (2) a straight life annuity;
- (3) a 50% Joint and Survivor Option;
- (4) a 75% Joint and Survivor Option;
- (5) a 100% Joint and Survivor Option;
- (6) a Fixed Period Annuity Option that provides an annuity for any period of whole months, as elected by the Participant, that is not less than sixty and does not exceed the life expectancy of the Participant and Beneficiary;
- (7) a series of monthly, quarterly, semiannual, or annual installment payments for any period that does not exceed the life expectancy of the Participant and the Beneficiary;
- (8) a series of installment payments chosen by the Participant with a minimum payment each year beginning on the Participant's Required Beginning Date;
- (9) purchase of an annuity for any period; or
- (10) a lump-sum payment, equal to the Transferee Plan Participant's Accumulated 401(k) Share, determined as of the Valuation Date coincident with, or immediately preceding the date on which the distribution of benefits is made from the Fund, and paid as soon as practicable after the date of receipt of the application for distribution.

In the event that the Transferee Plan Participant dies before the exhaustion of his Accumulated 401(k) Share, the remainder of his monthly annuity payments, until his Accumulated 401(k) Share has been exhausted, shall be made to his Beneficiary.

(d) Small Benefit Payments. If a Participant's Account becomes payable for any reason (including retirement, separation from service, death or Disability) and the value of the Account is not in excess of \$1,000, the Plan Administrator shall pay the Participant (or if the payment is on account of the death of the Participant, his Spouse or other Beneficiary) such amount in a lump sum payment as soon as administratively practicable after such amount becomes payable. If at the time a Participant's Account is to be distributed under

the Plan to a Participant (or if the payment is on account of the death of the Participant, his Spouse or other Beneficiary) the value of his Account is not in excess of \$7,000, such amount shall be paid to the Participant (or his Spouse or other Beneficiary, as applicable) in a lump sum payment, and no other form of benefit payment will be permitted under the Plan.

(e) Minimum Distribution Requirements.

(1) **Definitions.** For purposes of this Section 5.2, the following definitions apply:

- (a) **Designated Beneficiary.** The individual who is designated as the Beneficiary under Section 1.7 of the Plan and is the Designated Beneficiary under Code section 401(a)(9) and Treas. Reg. §1.401(a)(9)-1, Q&A-4.
- (b) **Distribution calendar year.** A calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the first Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant's Required Beginning Date. For distributions beginning after the Participant's death, the first Distribution Calendar Year is the calendar year in which distributions are required to begin pursuant to subsection (3)(b). The required minimum distribution for the Participant's first Distribution Calendar Year will be made on or before the Participant's Required Beginning Date. The required minimum distribution for other Distribution Calendar Years, including the required minimum distribution for the Distribution Calendar Year in which the Participant's Required Beginning Date occurs, will be made on or before December 31 of that Distribution Calendar Year.
- (c) **Life Expectancy.** Life Expectancy as computed by use of the Single Life Table in Treas. Reg. §1.401(a)(9)-9.
- (d) **Participant's Account Balance.** The Account balance as of the last Valuation Date in the calendar year immediately preceding the Distribution Calendar Year ("Valuation Calendar Year") increased by the amount of any contributions made and allocated or forfeitures allocated to the Account balance as of dates in the Valuation Calendar Year after the Valuation Date and decreased by distributions made in the Valuation Calendar Year after the Valuation Date. The Account balance for the Valuation Calendar Year includes any amounts rolled over or transferred to the Plan either in the Valuation Calendar Year or in the Distribution Calendar Year if distributed or transferred in the Valuation Calendar Year.
- (e) **Required Beginning Date.** Required Beginning Date means the April 1 of the calendar year following the year in which the Participant (i) attains age 70 ½ (or 72, for Participants who attain age 70½ on or after January 1, 2020,



or 73, for Participants who attain age 72 on or after January 1, 2023, or 75, for Participants who attain age 74 on or after January 1, 2032) or (ii) has a Termination of Employment, if later.

(2) **General Rule.**

- (a) **Effective Date.** The provisions of this Section 5.2 will apply for purposes of determining required minimum distributions for calendar years beginning with the 2003 calendar year.
- (b) **Precedence.** The requirements of this Section 5.2 will take precedence over any inconsistent provisions of the Plan.
- (c) **Requirements of Treasury Regulations Incorporated.** All distributions required under this Section will be determined and made in accordance with the Treasury Regulations under Code section 401(a)(9).

(3) **Time and Manner of Distribution.**

- (a) **Required Beginning Date.** The Participant's entire interest will be distributed, or begin to be distributed, to the Participant no later than the Participant's Required Beginning Date.
- (b) **Death of a Participant Before Distributions Begin.** If the Participant dies before distributions begin, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:
  - (i) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, then distributions to the surviving Spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained his or her Required Beginning Date, if later.
  - (ii) If the Participant's surviving Spouse is not the Participant's sole Designated Beneficiary, then distributions to the Designated Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.
  - (iii) If there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire

interest will be distributed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

- (iv) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary and the surviving Spouse dies after the Participant but before distributions to the surviving Spouse begin, this subsection (3), other than subsection (b)(i), will apply as if the surviving Spouse were the Participant.

For purposes of this subsection (3) and subsection (5), unless subsection (b)(iv) applies, distributions are considered to begin on the Participant's Required Beginning Date. If subsection (b)(iv) applies, distributions are considered to begin on the date distributions are required to begin to the surviving Spouse under subsection (b)(i). If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's Required Beginning Date (or to the Participant's surviving Spouse before the date distributions are required to begin to the surviving Spouse under subsection (b)(i)), the date distributions are considered to begin is the date distributions actually commence.

- (c) **Forms of Distribution.** Unless the Participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum, as of the first Distribution Calendar Year distributions will be made in accordance with subsections (4) and (5) below. If the Participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of section 401(a)(9) of the Code and the Treasury Regulations.

(4) **Requirements for Minimum Distributions During Participant's Lifetime.**

- (a) **Amount of Required Minimum Distributions for each Distribution Calendar Year.** During the Participant's lifetime, the minimum amount that will be distributed for each Distribution Calendar Year is the lesser of:

- (i) the quotient obtained by dividing the Participant's Account Balance by the distribution period in the Uniform Lifetime Table set forth in section 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's age as of the Participant's birthday in the Distribution Calendar Year; or
- (ii) if the Participant's sole Designated Beneficiary for the Distribution Calendar Year is the Participant's Spouse, the quotient obtained by dividing the Participant's Account Balance by the number in the Joint and Last Survivor Table set forth in Treas. Reg. §1.401(a)(9)-9, using the Participant's and Spouse's attained ages as of the Participant's and Spouse's birthdays in the Distribution Calendar Year.

- (b) **Lifetime Required Minimum Distributions Continue Through Year of Participant's Death.** Required minimum distributions will be determined under this subsection (4) beginning with the first Distribution Calendar Year that includes the Participant's date of death.
- (5) **Required Minimum Distributions after Participant's Death.**
  - (a) **Death On or After Date Distributions Begin.**
    - (i) **Participant Survived by Designated Beneficiary.** If the Participant dies on or after the date distributions begin and there is a Designated Beneficiary, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the longer of the remaining Life Expectancy of the Participant or the remaining Life Expectancy of the Participant's Designated Beneficiary, determined as follows:
      - (ii) The Participant's remaining Life Expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.
        - (A) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, the remaining Life Expectancy of the surviving Spouse is calculated for each Distribution Calendar Year after the year of the Participant's death using the surviving Spouse's age as of the Spouse's birthday in that year. For Distribution Calendar Years after the year of the surviving Spouse's death, the remaining Life Expectancy of the surviving Spouse is calculated using the age of the surviving Spouse as of the Spouse's birthday in the calendar year of the Spouse's death, reduced by one for each subsequent calendar year.
        - (B) If the Participant's surviving Spouse is not the Participant's sole Designated Beneficiary, the Designated Beneficiary's remaining Life Expectancy is calculated using the age of the Beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.
      - (iii) **No Designated Beneficiary.** If the Participant dies on or after the date distributions begin and there is no Designated Beneficiary as of September 30 of the year after the year of the Participant's death, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the Participant's remaining Life Expectancy calculated using the age of

the Participant in the year of death, reduced by one for each subsequent year.

(b) **Death Before Date Distributions Begin.**

- (i) **Participant Survived by Designated Beneficiary.** If the Participant dies before the date distributions begin and there is a Designated Beneficiary, the minimum amount that will be distributed for each Distribution Calendar Year after the year of the Participant's death is the quotient obtained by dividing the Participant's Account Balance by the remaining Life Expectancy of the Participant's Designated Beneficiary, determined as provided in subsection (5)(a).
- (ii) **No Designated Beneficiary.** If the Participant dies before the date distributions begin and there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire interest will be completed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.
- (iii) **Death of Surviving Spouse before Distribution to Surviving Spouses are Required to Begin.** If the Participant dies before the date distributions begin, the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, and the surviving Spouse dies before distributions to the surviving Spouse are required to begin to the surviving Spouse under this subsection (b), Subsection (3) will apply as if the surviving Spouse were the Participant.

**Section 5.3. Proof of Death and Right of Beneficiary.** The Trustees may require and rely upon such proof of death and such evidence of the right of any Beneficiary or other person to receive any amounts distributable under Article 5 as the Trustees may deem proper, and the Trustees' determination of death and the right of any Beneficiary or other person to receive payments under the Plan shall be conclusive and entitled to the maximum deference permitted by law.

**Section 5.4. Benefit in Case of Total Disability.** If a Participant becomes totally and permanently disabled, he shall be eligible to receive his Accumulated 401(k) Share on the same terms and conditions provided in Section 5.2. Total and permanent disability within the meaning of this Section means any physical or mental condition for which the Participant has received a determination of disability by the Social Security Administration.

**Section 5.5. Direct Rollovers.**

- (a) A Recipient of a distribution may elect, at the time and in the manner prescribed by the Fund, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified by the Recipient in a Direct Rollover.

- (b) An Eligible Rollover Distribution is any distribution of at least \$200.00 of any portion of the balance to the credit of the Recipient distributed in accordance with the terms of the Plan, except that an Eligible Rollover Distribution does not include any distribution (1) that is one of a series of substantially equal periodic payments (not less frequently than annually), made over the life (or life expectancy) of the Participant or alternate payee under a qualified domestic relations order or the joint lives (or joint life expectancies) of the Participant, alternate payee or designated Beneficiary or for a specified period of ten years or more, or (2) required under Code section 401(a)(9), or (3) that is a hardship distribution.

A portion of a distribution shall not fail to be an Eligible Rollover Distribution merely because the portion consists of after-tax employee contributions that are not includible in gross income. However, such portion may be transferred only to an individual retirement account or annuity described in Code section 408(a) or (b), or to a qualified defined contribution plan described in Code section 401(a) or 403(a) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible.

- (c) An Eligible Retirement Plan is an individual retirement account described in Code section 408(a), an individual retirement annuity described in Code section 408(b), an individual retirement account described in Code Section 408(p), an annuity plan described in Code section 403 (a), or a qualified trust described in Code section 401(a), which accepts the Recipient's Eligible Rollover Distribution.

An Eligible Retirement Plan shall also mean an annuity contract described in Code section 403(b) and an eligible plan under Code section 457(b) that is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and that agrees to separately account for amounts transferred into such plan from this Plan. The definition of Eligible Retirement Plan shall also apply in the case of a distribution to a surviving Spouse, or to a Spouse or former Spouse who is the alternate payee under a qualified domestic relations order, as defined in Code section 414(p). In the case of an individual who is a designated beneficiary (as defined by Section 401(a)(9)(E) of the Code) and who is not the surviving spouse of such Participant or former Participant (a "nonspouse rollover distribution"), an "Eligible Retirement Plan" is an individual retirement account described in Code section 408(a) or an individual retirement annuity described in Code section 408(b) that was established for the purpose of receiving the distribution on behalf of such Recipient. The term "Eligible Retirement Plan" shall also mean a "Roth IRA" as defined in Code section 408A.

- (d) A Recipient includes a Participant, Participant's surviving Spouse, former Spouse who is an alternate payee under a qualified domestic relations order, as described in Code section 414(p), or a designated beneficiary (as defined by Code section 401(a)(9)(E)) of the Participant who is not the surviving Spouse.
- (e) A Direct Rollover is a payment by the Fund to the Eligible Retirement Plan specified by

the Recipient. In the case of a “nonspouse rollover distribution”, a Direct Rollover is only permitted if (1) a direct trustee-to-trustee transfer is made to such Eligible Retirement Plan and is treated as an eligible rollover distribution for purposes of the Code, (2) the individual retirement plan is treated as an inherited individual retirement account or individual retirement annuity (within the meaning of Code section 408(d)(3)(C)) for purposes of the Code, and (3) Code section 401(a)(9)(B) (other than clause (iv) thereof) applies to such plan.

- (f) Notwithstanding any provision in this Plan to the contrary, if any portion of an Eligible Rollover Distribution is attributable to payments or distributions from a Participant’s Roth Contribution Account, an Eligible Retirement Plan with respect to such portion shall include only another designated Roth Contribution Account and Roth IRA.
- (g) A Direct Rollover of distributions from a Participant’s Roth Contribution Account that are reasonably expected to total less than \$200.00 during a year will not be allowed. In addition, any distribution from a Participant’s Roth Contribution Account is not taken into account in determining whether distributions from the Participant’s other accounts are reasonably expected to total less than \$200.00 during a year, as required by Section 5.5(b) of this Plan.
- (h) A Recipient (other than a non-Spouse Beneficiary) may elect to have all or any portion of an Eligible Rollover Distribution from any Account (other than his Roth Contribution Account) rolled over or transferred to his Roth Contribution Account, in accordance with IRS Notice 2010-84, IRS Notice 2013-74 and administrative rules adopted by the Trustees.

#### **Section 5.6. Survivor Benefits.**

- (a) Except as provided in subsection (b) below, each Participant shall have the right to designate a Beneficiary to receive any death benefit payable under the Plan (and the right to revoke any such designation) by making an election on a form prescribed by the Trustees. Notwithstanding the foregoing, the Beneficiary of a Participant who is married on the date of his death shall automatically be the Participant’s Spouse with respect to 100% of the Participant’s Account unless the Spouse has consented in writing to such election, and the Spouse’s consent acknowledges the effect of such election and is witnessed by a Plan representative or a notary public (or it is established to the satisfaction of a Plan representative that such consent could not be obtained because there is no Spouse, because the Spouse cannot be located, or because of such other circumstances as are prescribed by regulations of the Secretary of Treasury). Any consent by a Spouse shall be effective only with respect to the immediate Beneficiary designation and not to any subsequent change in Beneficiary designation.

In the case of a Transferee Plan Participant who dies on or after his Annuity Starting Date, survivor benefits will be determined in accordance with the form of benefit in which his benefit is being paid.

(b) Preretirement Survivor Annuity.

- (i) Upon the death of a married Transferee Plan Participant subject to the provisions of this Section 5.6, prior to the commencement of benefits, the Transferee Plan Participant's Spouse shall be entitled to receive benefits in the form of a Qualified Preretirement Survivor Annuity equal to fifty percent (50%) of the deceased Participant's Account balance. The Transferee Plan Participant's Beneficiary shall be entitled to receive all remaining amounts of the Transferee Plan Participant's Account balance.
- (1) Upon the death of a married Transferee Plan Participant whose Spouse elects to waive the qualified Preretirement Survivor Annuity, the Transferee Plan Participant's Beneficiary shall be entitled to receive the entire Account balance.
- (2) A Qualified Preretirement Survivor Annuity shall be payable on the later of (1) sixty (60) days after the end of the Plan Year in which the Transferee Plan Participant's death occurs, or (2) sixty (60) days after the earliest date on which the amount of the monthly benefit can be ascertained, provided that the surviving Spouse shall have the option of:
  - (a) receiving the benefit in the form of a lump sum;
  - (b) receiving the benefit in a series of monthly, quarterly, semi-annual, or annual installment payments chosen by the Beneficiary for any period that does not exceed the life expectancy of the Beneficiary; or
  - (c) deferring payment of the Qualified Pre-retirement Survivor Annuity to a date no later than the date the Transferee Plan Participant would have attained age 60 (or had at least five (5) Years of Service, if later).

**Section 5.7. Loans to Participants.**

- (a) Participants Eligible for the Loan Program. The following Participants are eligible to make a written application to the Trustees for a loan:
  - (i) Participants who are employed by an Employer that agrees to institute payroll deduction for loan repayments.
  - (ii) Participants who are on an approved leave of absence (not to exceed 12 months) from an Employer that agrees to institute payroll deduction (upon the Participant's return to work) for loan repayments. Subject to Section 5.7(d)(iii), if a Participant is on an approved leave of absence at the time the Participant submits an application

for a loan, the Participant must consent to allow the Fund to regularly electronically debit repayment amounts from the Participant's bank account pursuant to an Automated Clearing House ("ACH") debit if their Employer has agreed to participate in the Fund's ACH debit program described in Section 5.7(g)(ii) below.

- (iii) Participants who are hired on a seasonal basis as reflected in their Employer's Participation Agreement and whose Employer has agreed to participate in the Fund's ACH debit program described in Section 5.7(g)(ii) below. A Participant described in this Section must agree to allow the Fund to regularly electronically debit repayment amounts from the Participant's bank account pursuant to the provisions of Section 5.7(g)(ii) below.
  - (iv) Participants who are employed by an Employer and are participating in a strike action against that Employer or who are prevented from working for the Employer due to a lock-out by the Employer.
- (b) Application Procedure. Participants must complete and sign a loan application and promissory note and forward the forms, with the required supporting documentation, to the Trustees or their designee.
- (c) Amount and Term of Loan: All loans issued prior to January 1, 2025 must be for at least five hundred (\$500) dollars. All loans issued on or after January 1, 2025 must be for at least one thousand dollars (\$1,000). The minimum loan term is one (1) year. The Trustees may make a loan or loans to such Participant as of any Valuation Date in an amount not to exceed the lesser of:
- (i) fifty thousand dollars (\$50,000) reduced by the excess, if any, of (1) the highest outstanding balance of loans from the Fund during the one year period ending on the day before the date on which such loan was made, or (2) the outstanding balance of loans from the Fund on the date on which such loan was made, or
  - (ii) fifty percent (50%) of the value of the Participant's Accounts.

For the purposes of the above limitation, all loans from all plans of the Employer and other members of a group described in Code sections 414(b), 414(c), and 414(m) are aggregated.

Loans shall be made available in a uniform, nondiscriminatory manner and all loans shall be subject to the approval of the Trustees, whose determination shall be final and conclusive.

- (d) Terms and Conditions. In addition to such other requirements, terms or conditions as the Trustees may prescribe, all loans shall comply with the following requirements, terms and conditions:
- (i) Subject to the provisions of Section 5.7(d)(viii) and, if applicable, any provisions



in the applicable Participation Agreement that provide to the contrary, only two loans shall be outstanding at any one time and will be evidenced by a promissory note setting forth the repayment terms of each loan. With regard to loans issued before October 28, 2022 or on or after October 14, 2024, a second loan will not be issued if an outstanding loan has been declared in default in accordance with Section 5.7(e). With regard to loans issued prior to April 1, 2019 or after September 12, 2024, and subject to any applicable provisions in a Participation Agreement to the contrary, a second loan will not be issued if the first loan was issued within the prior twelve-month period. A Participant may only have one loan outstanding with a repayment period exceeding five (5) years.

- (ii) The terms of each loan issued to a Participant prior shall require payment in equal installments, with no minimum amount. This rule is applied retroactively to loans issued on or after October 28, 2022.

A Participant may repay all or part of the outstanding balance of a loan at any time.

- (iii) The terms of each loan to a Participant shall require repayment over a period not to exceed five (5) years from the date the loan is made. A longer repayment period, up to fifteen (15) years, may be prescribed by the Trustees for any loan used to acquire, construct, reconstruct, or substantially rehabilitate any dwelling unit which within a reasonable time (determined at the time the loan was made) is to be used as a principal residence of the Participant.
  - (1) If a Participant is on an approved leave of absence, is on strike or has been prevented from working due to a lock-out, and has an outstanding loan balance, the Participant may discontinue payments for up to one year, provided the Participant is not receiving pay from the Employer or is receiving pay that is less than the amount of the scheduled loan payments. Upon return to employment or following a suspension of loan repayments for one year, whichever is earlier, the loan repayments will be recalculated so that the entire loan balance is repaid within the period of the original loan term.
  - (2) If a Participant is engaged in active military service, as that term is defined in reference to qualified military service defined in Code section 414(u)(5), and has an outstanding loan balance, the Participant may suspend loan payments for the period of his or her active military service. Upon return to employment from active military service, if the original loan period was for a term less than 5 (five) years, the loan period may be extended to a 5 (five) year term, except with regard to a loan used to acquire, construct, reconstruct or substantially rehabilitate a dwelling used as a principal residence, plus any additional period that the loan was suspended due to active military service. Such suspension for active military service shall not exceed a period of 5 (five) years, except as otherwise provided under Chapter 43 of the U.S. Code, Title 38, Section 4312(c)(1)-(4).

Upon return to employment from active military service, loan repayments may be continued in the same installment amount as before the suspension, with a balloon payment of the remaining balance payable at the end of the extended loan period, or installment repayment amounts may be increased so that the entire loan is repaid over the extended loan period.

Regardless of whether a Participant engaged in active military service has elected to suspend loan repayments, the maximum rate of interest the Plan may charge on a loan during a period of active military service is 6% compounded annually.

Loan repayments will be suspended under this Plan as permitted under Code section 414(u)(4).

- (iv) Each loan to a Participant shall be secured by 50% of the present value of the Participant's Accounts as security for the loan.

Because the loan will be secured by the Participant's Accounts, the loan must be consented to by the Participant's Spouse, if any, provided that such consent shall not be required if the Participant demonstrates, to the satisfaction of the Trustees, that the Participant is legally separated or abandoned, or the Spouse cannot be located. Effective for distributions on and after August 1, 2020, the foregoing sentence will apply only to Transferee Plan Participants.

- (v) The principal of each loan shall be taken (a) first, from the Participant's Voluntary Contribution Account; (b) second, from the Participant's Rollover Account; (c) third, from the Participant's Matching Contribution Account; (d) fourth, from the Participant's Employer Contribution Account, subject to any limitation in the applicable Participation Agreement; and (e) fifth, from the Participant's Pre-Tax Contribution Account.
- (vi) Each loan to a Participant shall bear interest at the prime rate reported in the Wall Street Journal plus one (1) percentage point. The interest rate will be updated on the first business day of each month.
- (vii) The principal amount of each loan repayment shall be allocated, as applicable, (a) first, to the Participant's Voluntary Contribution Account; (b) second to the Participant's Pre-Tax Contribution Account, (c) third, to the Participant's Employer Contribution Account, (d) fourth, to the Participant's Matching Contribution Account, and (e) fifth, to the Participant's Rollover Account. Principal and interest payments on each loan shall be allocated for investment among the investment funds described in Section 4.9 in accordance with the investment election made by such Participant with respect to his Accounts pursuant to Section 4.9 that is in effect at the time such payments are made.
- (viii) Employees of employers that participated in the PACE Savings and Investment Plan shall have no more than four (4) loans outstanding at any one time and each

will be evidenced by a promissory note setting forth the repayment terms of the loan.

(e) Default.

(i) The following events will constitute default of an existing loan:

- (1) Failure to make payment for more than 90 days, or such other period determined by the Trustees, with the exception of military leave.
- (2) Death of the Participant.
- (3) The 90<sup>th</sup> day following the Participant's ceasing to be employed by a Contributing Employer in a position for which the Participant is eligible to make Elective Deferrals, unless either (i) the Fund has received all forms necessary to implement an ACH debit as described in subsection (g) or (ii) the Employer continues to make regular payroll deductions for loan repayments.
- (4) Failure to re-negotiate loan if payments have been delinquent.
- (5) Approved leave of absence for a Participant exceeds 12 months.
- (6) The term of the loan has exceeded the regulatory limits allowed.

(ii) In the event an outstanding loan is declared in default, the following actions will take place:

- (1) If the Participant has had a Termination of Employment, the outstanding loan amount will be subtracted from the Participant's Accounts, as specified in subsection (d)(v), and will be taxable income to the Participant.
- (2) If a loan default is processed prior to the Participant's Termination of Employment, the loan will be considered a "deemed distribution," reported as a taxable distribution for the year of default, and remain part of the Participant's Accounts until a distributable event occurs for the Participant (and then be subtracted from the Participant's Accounts as specified in subsection (d)(v)).

The defaulted loan will be reported on Form 1099-R for the calendar year of default.

(f) Loan Refinancing. A Participant may refinance his or her loan subject to the terms of the Plan and only to the extent that (i) at least 12 months of payments remain due on the replaced loan and (ii) the repayment date of the replacement loan is no later than the longest permissible term of the replaced loan.

- (g) Loan Repayment by ACH. A Participant may make loan repayments in accordance with the Fund's ACH debit program if: (i) the Trustees permit the Employer to participate in the ACH debit program; (ii) the Participant is on an approved leave of absence or was hired on a seasonal basis and the requirements of subsection (a)(ii) or (a)(iii), as applicable, are satisfied; or (iii) the Participant has ceased to be employed by a Contributing Employer in a position for which the Participant is eligible to make Elective Deferrals, as described in subsection (e)(i)(3).
- (i) All Participants who consent to such an ACH debit must comply with and agree to the terms of Section 5.7(g)(ii).
- (ii) All Participants who consent to such an ACH debit must do so on such forms as are provided by or through the Fund, and Participants agree to be bound by any ACH Debit Procedures established by the Fund. By agreeing to the ACH debit, the Participant further agrees to allow periodic repayment amounts of his loan to be withdrawn by the Fund directly from his bank account, until the outstanding amount of the loan is satisfied. Furthermore, in the event that the Fund's demand for payment from a bank account through which an ACH debit is established is rejected by reason of insufficient funds or a closed account, or for any other reason, the loan will be deemed to be in default as of the date payment was due to the Fund, unless the rejected payment is cured within 10 business days. For these purposes, "cured" shall include either establishing an additional ACH debit with the Fund covering another bank account with sufficient funds to cover the payment, or addition of funds to the existing bank account sufficient to cover the payment and any penalties and fees that may be assessed by the Participant's bank.

#### **Section 5.8. Withdrawals Before Termination of Employment.**

- (a) A Participant may withdraw the amount in his Voluntary Contribution Account at any time.
- (b) A Participant who has attained age 59½ may withdraw all or any portion of his Pre-Tax Contribution Account, Employer Contribution Account, Matching Contribution Account and/or Rollover Account (subject to the provisions of Section 5.2(c), in the case of a Transferee Plan Participant). A Participant may make only two such withdrawals in any twelve-month period.
- (c) A Participant may withdraw all of any portion of his Rollover Account. A Participant may take only two such withdrawals in any twelve-month period.
- (d) Withdrawals During Periods of Military Service. A Participant who has been performing qualified military service as defined under Code section 414(u)(5) for a period of more than 30 days may withdraw all or any portion of his Pre-Tax Contribution Account, Matching Contribution Account, Employer Contribution Account and/or Rollover Account. However, for Participants who have not yet attained age 59 ½, a 10% early withdrawal penalty shall apply to any distribution made pursuant to this paragraph, to the extent required under applicable law. Further, any Participant who receives a distribution

of his Accounts pursuant to this paragraph shall be prohibited from making any Contributions to the Fund for six (6) months, beginning on the date of the distribution.

### **Section 5.9. Hardship Distributions.**

A Participant may withdraw all or any portion of his Account(s) which result from Elective Deferrals in the event of a hardship due to an immediate and heavy financial need in an amount no more than necessary to satisfy the financial need.

Immediate and heavy financial need shall be limited to:

- (a) costs directly related to the purchase (excluding mortgage payments) of a principal residence for the Participant;
- (b) the payment of tuition and related educational fees, and room and board expenses, for the next twelve months of post-secondary education for the Participant or his Spouse, children or other dependents, or the Participant's designated primary Beneficiary;
- (c) the payment of expenses to prevent the eviction of the Participant from his principal residence or foreclosure of a mortgage secured by the Participant's principal residence;
- (d) the payment of expenses incurred for Code Section 213(d) medical care (without regard to the limit on adjusted gross income) for the Participant or his Spouse or dependents or the Participant's designated primary Beneficiary or necessary to obtain such medical care;
- (e) the payment of burial or funeral expenses incurred as the result of the death of the Participant's parent, Spouse, children or other dependents, or the Participant's designated primary Beneficiary;
- (f) expenses for the repair of damage to the Participant's principal residence that would otherwise qualify for the casualty loss deduction under Code section 165 (without regard to the 10% floor); and
- (g) expenses incurred by the Participant on account of a disaster declared by the Federal Emergency Management Agency under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided that the Participant's principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

The determination of whether an expense is necessary to satisfy financial need will be made in accordance with the provisions of Code section 401(k)(14) and the regulations thereunder.

The Participant's request for a withdrawal shall be made in writing on forms provided by the Fund (and subject to the provisions of Section 5.2(c), in the case of a Transferee Plan Participant).

#### **Section 5.10. Payment of Expenses.**

All administrative expenses of the Plan (including, without limitation, the salaries, overhead and other expenses relating to the administrative staff, fees and retainers of the Plan's custodian, trustee, actuary, accountant, recordkeeper, counsel, consultant, administrator, or other specialist, and any expenses directly relating to the investments of the Trust Fund, including taxes, brokerage commissions and registration charges) will be paid from Plan assets, unless required to be paid by the Employer pursuant to the Collective Bargaining Agreement or Participation Agreement. The Trustees shall determine, in their discretion, the method for allocating expenses among the Accounts of Participants.

## ARTICLE 6 - TOP-HEAVY PROVISIONS

**Section 6.1. Top-Heavy Requirements.** Notwithstanding any other provision of the Plan, if for any Plan Year the Plan is determined to be a Top-Heavy Plan within the meaning of Code section 416(g), then the provisions of this Article 6 will supersede any conflicting provisions in the Plan, but will in no event apply with respect to an Employee included in a unit of Employees covered by a Collective Bargaining Agreement, if there is evidence that retirement benefits were the subject of good faith bargaining between the parties to such agreement, unless otherwise specifically required under Treasury Regulations.

**Section 6.2. Definitions.** For purposes of this Article 6, the following terms shall have the respective meanings set forth below:

- (a) “Key Employee” means an Employee or Former Employee who, at any time during the determination period, is either: (i) an officer of the Employer involved who has annual Compensation greater than \$160,000 (as adjusted under Code section 415(d) and 416(i)(1)), (ii) a 5% owner of the Employer, or (iii) a 1 % owner of the Employer having an annual Compensation from the Employer of more than \$150,000.
- (b) “Top-Heavy Plan” means any of the following conditions exist for any Plan Year:
  - (i) The Top-Heavy ratio for the Fund exceeds 60% and the Fund is not part of any Required Aggregation Group or Permissive Aggregation Group of plans.
  - (ii) The Fund is part of Required Aggregation Group of plans but not part of a Permissive Aggregation Group and the Top-Heavy ratio for the group of plans exceeds 60%.
  - (iii) The Fund is part of a Required Aggregation Group and part of a Permissive Aggregation Group of plans and the Top-Heavy ratio for the Permissive Aggregation Group exceeds 60%.
- (c) “Top-Heavy Ratio” means:
  - (i) If the Employer maintains one or more defined contribution plans, (including any Simplified Employee Pension Plan) and the Employer has not maintained any defined benefit plan, that during the one-year period ending on the Determination Date(s) has or had accrued benefits, the Top-Heavy ratio for the Fund alone or for the Required or Permissive Aggregation Group as appropriate is a fraction, the numerator of which is the sum of the account balances of all Key-Employees as of the Determination Date(s) (including any part of any account balance distributed in the one-year period ending on the Determination Date(s), and the denominator of which is the sum of all account balances (including any part of any account balance distributed in the one-year period ending on the Determination Date(s), both

computed in accordance with Code section 416 and the regulations thereunder. Both the numerator and denominator of the Top-Heavy Ratio are adjusted to reflect any contribution not actually made as of the Determination Date, but which is required to be taken into account on that date under Code section 416 and the regulations thereunder. If a distribution is made for a reason other than severance from employment, death or disability, a five-year look-back period applies.

- (ii) If the Employer maintains one or more defined contribution plans (including any Simplified Employee Pension Plan) and the Employer maintains or has maintained one or more defined benefit plans that during the one-year period ending on the Determination Date(s) has or had any accrued benefits, the Top-Heavy Ratio for any Required or Permissive Aggregation Group as appropriate is a fraction, the numerator of which is the sum of account balances under the aggregated defined contribution plan or plans for all Key Employees, determined in accordance with (i) above, and the Present Value of accrued benefits under the aggregated defined benefit plan or plans for all Key-Employees as of the Determination Date(s), and the denominator of which is the sum of the account balances under the aggregated defined contribution plan or plans for all Participants determined in accordance with (i) above, and the Present Value of accrued benefits under the defined benefit plan or plans for all Participants as of the Determination Date(s), all determined in accordance with Code section 416 and the regulations thereunder. The accrued benefits under a defined benefit plan in both the numerator and the denominator of the Top-Heavy Ratio are adjusted for any distribution of an accrued benefit made in the five-year period ending on the Determination Date. If a distribution is made for a reason other than severance from employment, death or disability, a five-year look-back period applies.
- (iii) For purposes of (i) and (ii) above, the value of account balances and the Present Value of accrued benefits will be determined as of the most recent Valuation Date that falls within or ends with the 12-month period ending on the Determination Date, except as provided in Code section 416 and the regulations thereunder for the first and second Plan Years of a defined benefit plan. The account balances and accrued benefits of a Participant (a) who is not a Key-Employee but who was a Key-Employee in a prior year, or (b) who has not been credited with at least one hour of service with an Employer maintaining the Fund at any time during the one-year period ending on the Determination Date will be disregarded. The calculation of the Top-Heavy ratio, and the extent to which distributions, rollovers, and transfers are taken into account will be made in accordance with Code section 416 and the regulations thereunder. Deductible Employee contributions will not be taken into account for purposes of computing the Top-Heavy Ratio. When aggregating plans, the value of account balances and accrued benefits will be calculated with reference to the Determination Date(s) that fall within the same calendar year.
- (d) “Permissive Aggregation Group” means a Required Aggregation Group (as defined in Section 6.2(e)) plus any and all other benefit plan or plans of the Employer that is, or are



not required, to be included in the Required Aggregation Group, provided that such Required Aggregation Group would continue to meet the requirements of Code sections 401(a)(4) and 410 with such Benefit Plan or Plans being taken into account.

- (e) “Required Aggregation Group” means each plan of the Employer in which a Key-Employee participates (in the Plan Year containing the Determination Date or any of the four preceding Plan Years) and each other plan that enables any plan in which a Key-Employee participates during the period tested to meet the requirements of Code sections 401(a)(4) or 410(b), are required to be aggregated for Top-Heavy testing purposes.
- (f) “Determination Date” means for any Plan Year subsequent to the first Plan Year, the last day of the preceding Plan Year. For the first Plan Year of the Plan, the last day of that year.
- (g) “Valuation Date” means the last day of the Fund’s Plan Year as of which account balances or accrued benefits are valued for purposes of calculating the Top-Heavy Ratio.
- (h) “Non-Key-Employee” means any Employee who is not a Key-Employee as defined in Section 6.2(a).
- (i) “Compensation” means all of the Participant’s earnings for the taxable year ending with or within the Plan Year that are subject to tax under the Code, but not including deferred compensation other than contributions through a salary reduction agreement to a cash or deferred plan under Code section 401(k) or a tax deferred annuity under Code section 403(b) and shall exclude any other fringe benefit program maintained by an Employer. Compensation considered in any year shall not exceed the limit prescribed by Code section 401(a)(17), adjusted for changes in the cost of living as provided by Code section 415(d).

### **Section 6.3. Minimum Allocation.**

- (a) In the event the Plan is Top-Heavy and except as otherwise provided in (c) and (d) below, the Employer contributions allocated on behalf of any Participant who is not a Key-Employee shall not be less than the lesser of three percent (3%) of such Participant’s Compensation (taking into account Employer Matching Contributions) or in the case in which the Employer has no defined benefit plan that designates the Fund to satisfy Code section 401, the largest percentage of Employer contributions, as a percentage of the first \$200,000 or such other limit prescribed by Code section 401(a)(17) (as indexed by the Code) of the Key-Employee’s Compensation, allocated on behalf of any Key-Employee for that year. The minimum allocation is determined without regard to any Social Security contribution.
- (b) For purposes of computing the minimum allocation, Compensation means Compensation defined in Section 6.2(i).
- (c) The provision in (a) above shall not apply to any Participant who is not employed by the Employer on the last day of the Plan Year.

- (d) The provision in (a) above shall not apply to any Participant to the extent the Participant is covered under any other plan or plans of the Employer and the Employer has provided in the plan documents of the other plans that the minimum allocation or benefit requirement applicable to Top-Heavy plans will be met in the other plan or plans.
- (e) For purposes of Top-Heavy allocation, contributions and forfeitures equal to 3% of each Non-Key-Employee's Compensation shall be allocated to the Employee's Account when the plan is Top-Heavy, if a Contribution is made for Key-Employees.

**Section 6.4. Non-Forfeitability of Minimum Allocation.** The minimum allocation required (to the extent required to be non-forfeitable under Code section 416(b)) may not be forfeited under Code sections 411(a)(3)(B) or 411(a)(3)(D).

**Section 6.5. Compensation Limitation.** For any Plan Year in which the Plan is Top-Heavy, only the first \$150,000 (or such larger amount as may be prescribed by the Secretary of Treasury or his delegate) of a Participant's annual Compensation shall be taken into account for purposes of determining Employer Contributions or Matching Contributions under the Plan.

**Section 6.6. Commencement of Benefits to Key-Employees in Top-Heavy Plan.** A distribution to a Participant who is a Key-Employee in a Top-Heavy Plan must commence no later than the Participant's Required Beginning Date.

**Section 6.7. Maximum Limits on Benefits.**

- (a) Defined Benefit and Defined Contribution Fraction. In the case of any Top-Heavy Plan, 100 percent shall be substituted for 125 percent of the dollar limitation in (1) the denominator of the defined benefit fraction described in Section 6.2(c)(ii) and (2) the denominator of the defined contribution fraction described in Section 6.2(c)(i), unless:
  - (i) "four percent" is substituted for "three percent" under Section 6.3(a), and
  - (ii) the Fund would not be a Top-Heavy Plan if "90 percent" is substituted for "60 percent" each place it appears in Section 6.2(b).
- (b) Minimum Benefits for Participants in a Defined Contribution Plan and Defined Benefit Plan. In any year in which the Fund is Top-Heavy and a Participant or other Non-Key-Employee is covered under a Top-Heavy defined benefit plan maintained by the Employer, such Participant shall receive a minimum contribution under the defined benefit plan as required by Code section 416(c)(1)(B).

## ARTICLE 7 - ADMINISTRATION

**Section 7.1. Accounts and Records of the Fund.** The accounts and records of the Fund shall be maintained by the Trustees and shall accurately disclose the status of the Accounts of each Participant or his Beneficiary in the Fund. Each Participant shall be advised from time to time, at least quarterly, as to the status of his Accounts and the portions thereof attributable to Pre-Tax Contributions, Roth Contributions, Employer Contributions, Matching Contributions, After-tax Contributions, and Rollover Contributions, as applicable.

**Section 7.2. Application for Benefits.** Each person eligible for a benefit under the Plan shall apply for such benefit by signing an application form to be furnished by the Trustees. Each such person shall also furnish the Trustees with such documents, evidence, data, or information in support of such application as determined by the Trustees to be necessary. A waiting period of thirty (30) days shall apply between the last day for which Contributions are made on the Participant's behalf and the date on which benefits are paid.

**Section 7.3. Benefit Claims Review Procedure.** The Trustees shall make a determination with respect to an application for benefits within 90 days after such application is filed with the Fund. If a Claimant's application for benefits is denied, in whole or in part (or if the Claimant's benefits are reduced or terminated), the Trustees shall notify the Claimant. Such notification shall be in writing and shall be delivered, by mail or otherwise, to the Claimant within ninety days (90) after such application is filed (or after the Claimant's benefits are reduced or terminated). If additional time is required because of special circumstances, the Fund shall notify the Claimant in writing of the reason for the delay and the date that the Fund expects to issue a final decision. A decision will be made with respect to each application no more than 180 days from the date the application is filed. If the application is denied in whole or in part, the written notification shall set forth, in a manner calculated to be understood by the Claimant: the specific reason or reasons for the denial; specific reference to pertinent provisions of the Plan on which the denial is based; any additional information necessary to reconsider the application; an explanation of the Plan's claim review and appeal procedures; and a statement that the Claimant has the right to bring an action under ERISA if he or she decides to appeal, and the appeal is denied.

A Claimant whose application for benefits has been denied in whole or in part may, within 60 days after written notification of such denial, file a written request for a review of his application by the Trustees. Such written request must include all facts regarding the application as well the reasons the Claimant feels that the denial was incorrect and shall be deemed filed upon receipt of it by the Fund.

A Claimant who timely files a request for review of his application for benefits may receive, upon request and free of charge, reasonable access to and copies of documents relevant to his or her application. A Claimant may also submit issues and comments to the reviewer in writing and may submit documents relating to the application.

A Claimant may name a representative to act on his or her behalf. To do so, the Claimant must notify the Fund in writing of the representative's name, address and telephone number. A Claimant

may also, at his or her own expense, have legal representation at any stage of these review procedures. However, neither the Fund nor the Board of Trustees will be responsible for paying any legal expenses incurred by the Claimant during the course of the appeal.

The Board of Trustees, in making its decisions on applications and appeals, will apply the terms of the Plan document and any applicable guidelines, rules and schedules, and will periodically verify that benefit determinations are made in accordance with such documents, and where appropriate, are applied consistently with respect to similarly situated Claimants. The Board of Trustees will also take into account all information that the Claimant submits.

The Board of Trustees will make its decision at the next regular meeting following receipt of the appeal, unless there are special circumstances, such as the need to hold a hearing, in which case the Board of Trustees will decide the case at its second regular meeting following receipt of the appeal. If the claimant submits an appeal less than 30 days before the next scheduled Board of Trustees meeting, the Board of Trustees will decide the case at the second regular meeting following receipt of the appeal or, if there are special circumstances, the third regular meeting following receipt of the appeal. If the Board of Trustees requires a postponement of the decision to the next meeting, the Claimant will receive a notice describing the reason for the delay and an expected date of the decision.

The Board of Trustees will send the Claimant a notice of its decision within 5 days of the decision. If the Board of Trustees denies the appeal, the notice will contain the reasons for the decision, specific references to the Plan provisions on which the decision was based, notice that the Claimant may receive, upon request and free of charge, reasonable access to and copies of all documents and records relevant to the claim, and a statement of the claimant's right to bring a lawsuit under ERISA.

A decision by the Board of Trustees is final and binding.

No person whose application for benefits under the Plan has been denied, in whole or in part, may bring any action in any court or file any charge, complaint or action with any state, federal or local government agency prior to exhausting his available appeals within the time limits as provided in this Section. A claimant whose claim for benefits and appeal has been denied who wishes to bring suit must do so within two (2) years from the date on which the Board of Trustees makes its final decision on the claimant's appeal. For all other actions, the claimant must commence that litigation within two (2) years of the date on which the violation of Plan terms is alleged to have occurred. A claimant includes, but is not limited to, a participant and his or her spouse, dependent, beneficiary, or alternate payee.

**Section 7.4. Incompetence of Participant.** Distributions payable to a Participant or any other person entitled to any distribution under the Plan who is unable to care for his affairs because of illness or accident or any other reason, may only be made to an individual other than such Participant or other person entitled to a distribution pursuant to a claim filed by a duly appointed guardian, conservator, or other such legal representative. Such distribution so made shall be a complete discharge of the liabilities of the Fund therefor.

**Section 7.5. Non-Alienation.** No benefit payable at any time under the Plan shall be subject to the

debts or liabilities of a Participant or his Beneficiary. Any attempt to alienate, sell, transfer, assign, pledge or otherwise encumber any such benefit, whether presently or thereafter payable, shall be void. No benefit under the Plan shall be subject in any manner to alienation, sale, transfer, assignment, pledge, attachment, garnishment or encumbrance of any kind. However, the above shall not apply in the case of a qualified domestic relations order as described in Code sections 401(a)(13) and 414(p). Where such a qualified domestic relations order has been received, it will be considered to have modified the terms and benefits of the Plan with respect to the Employee affected to the extent it requires certain benefits to be paid to specific individuals prior to death or Termination of Employment.

**Section 7.6. Unclaimed Accounts.** Notwithstanding any other provision of the Plan, if the Fund is unable to locate a Participant or Beneficiary to whom payment is due after following its lost participant procedures, the Participant's Account balance shall be allocated to a separate account and shall not be credited with further earnings or losses. If the payment remains unclaimed for one calendar year, the amount so distributable shall be applied toward the payment of administrative expenses under the Plan. In the event the Participant or Beneficiary is located, such benefit shall be restored without earnings and paid as an administrative expense.

## **ARTICLE 8 - AMENDMENT AND TERMINATION**

**Section 8.1. Amendments.** The Plan may be amended from time to time by the Trustees, consistent with the provisions of the Trust Agreement. Any such amendment shall be made by an instrument in writing, signed by the Trustees.

**Section 8.2. Limitations on Amendments.** The provisions of Section 8.1 above are subject to and limited by the following restrictions:

- (a) no amendment of this Plan shall operate directly or indirectly to give Employers or the Trustees any interest whatsoever in any funds or property held under the terms hereof, or to permit corpus or income of the Fund to be used for or diverted to purposes other than the exclusive benefit of persons who are at any time Participants or the Beneficiaries of such persons; and
- (b) except to the extent necessary to conform to law, no amendment shall operate either directly or indirectly to deprive any Participant of a right to his Account that is vested at the time of the adoption of the amendment.

**Section 8.3. Termination of the Plan.** The Plan may be terminated at any time by the Trustees in accordance with the Trust Agreement. Upon complete or partial termination of the Plan, or a complete discontinuance of contributions to the Plan, the value of each Participant's Accounts shall be determined as of the date of such termination or complete discontinuance of contributions. The Accounts of such Participants shall be one hundred percent vested and nonforfeitable, and thereafter distribution shall be made to such Participants as provided in Section 5.2.

**Section 8.4. Merger or Consolidation or Transfer.** No merger or consolidation of this Plan with, or any transfer of assets of the Plan to or from, any other plan shall occur unless each Participant would be entitled to receive a benefit immediately after the merger, consolidation, or transfer (if the Plan then terminated) which is equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation or transfer (if the Plan had then terminated). In connection with a merger, consolidation or transfer of assets to the Plan, the Trustees may accept forfeitures from any other plan. The use of such forfeitures shall be governed by the rules and regulations of the plan under which the forfeitures occurred.

## ARTICLE 9 - MISCELLANEOUS

**Section 9.1. Notice of Address.** Each person entitled to benefits under this Plan must file with the Trustees, in writing, his mailing address and each change of mailing address. Any communication, statement or notice addressed to such person at such address shall be deemed sufficient for all purposes of the Plan.

**Section 9.2. Interpretation of the Plan.** To the extent not preempted by ERISA or other federal law, the provisions and validity and construction of this Plan shall be subject to and governed by the laws of Tennessee.


**Section 9.3. Headings.** The headings of the Plan are inserted for convenience of reference only and shall have no effect upon the meaning of the provisions hereof.

**Section 9.4. Gender and Number.** All personal pronouns used herein, whether used in the masculine, feminine or neuter gender, shall include all other genders, and the singular shall include the plural and vice versa, unless the context clearly indicates otherwise.

**Section 9.5. Natural Disasters.** Each person entitled to benefits under this Plan shall be afforded any relief including Plan loan, withdrawal or other distribution relief, provided by federal guidance as a result of a natural disaster.

**IN WITNESS WHEREOF**, the Trustees of the USW Industry 401(k) Plan herewith affix our signatures on the dates as indicated below.

DATE: 03/01/25  
\_\_\_\_\_

  
\_\_\_\_\_  
John Shinn (Jan 3, 2025 08:20 EST)

John E. Shinn, Chair

DATE: 03/01/25  
\_\_\_\_\_

  
\_\_\_\_\_

Spencer Bolander, Secretary



## APPENDIX A - SPECIAL RULES FOR TRANSFeree PARTICIPANTS

Participants whose Accounts include contributions transferred from a plan described below (“Transferee Plan Participants”) are subject to the special rules described in Section 5.2 (Benefit Payments); Section 5.6 (Survivor Benefits); Section 5.7 (Loans to Participants); and Section 5.8 (Withdrawals Before Termination of Employment).

<b>Employer</b>	<b>Plan Name</b>	<b>Date of Transfer</b>
Diamond Brands	Paper Industry Union- Management Defined Contribution Plan	February 1, 1995
IKO Chicago	Paper Industry Union- Management Defined Contribution Plan	February 1, 1995
Timberline Packaging, Inc.	Paper Industry Union- Management Defined Contribution Plan	March 1, 1995
Mid Cities Paper Box Company	Paper Industry Union- Management Defined Contribution Plan	November 1, 1995
Loroco Products Company	Paper Industry Union- Management Defined Contribution Plan	February 1, 1996
Miami Valley Paper Co.	Paper Industry Union- Management Defined Contribution Plan	November 1, 1996
Ft. Orange Paper Co.	Paper Industry Union- Management Defined Contribution Plan	July 1, 1997
Victory Specialty Packaging, Inc.	Paper Industry Union- Management Defined Contribution Plan	August 1, 1998
White Pigeon	Paper Industry Union- Management Defined Contribution Plan	September 1, 1999
Uniroyal Engineered Products	Paper Industry Union- Management Defined Contribution Plan	March 1, 2000
Swanson Industries	Swanson Industries, Inc. Profit Sharing 401(k) Plan	January 1, 2001