

Alaska Carpenters Trust Funds

Health and Welfare – Defined Benefit – Defined Contribution

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Administered by
Labor Trust Services, Inc.

June 15, 2022

TO: All Participants of the Alaska Carpenters Defined Contribution Trust Fund

RE: Conversion to a 401(k) Plan

The purpose of this notice is to advise you of changes to the Alaska Carpenters Defined Contribution Trust Fund (“Plan”). At its June meeting, the Board of Trustees amended the Plan, effective July 1, 2022, to convert it from a money purchase Pension Plan to a 401(k) Plan. The description of the Plan conversion follows on this page below.

What Is Not Changing On July 1, 2022

You are eligible to participate in the Plan if you are either:

- A bargaining unit employee working under a collective bargaining agreement between your employer and the Pacific Northwest Regional Council of Carpenters (Regional Council) that requires a contribution to the Plan; or
- A non-bargained employee working for an employer that has entered into an associate agreement with the Board of Trustees that requires a contribution to the Plan.

Retirement contributions are generally made on your behalf for each hour worked under a collective bargaining agreement or associate agreement. This will not change. As a result, your employer contributions will continue under the terms of either a collective bargaining agreement or associate agreement following the conversion of the Plan on July 1, 2022.

Other terms of the Plan, including the current distribution options, and your ability to direct investment of your accounts will not change.

What *Is* Changing On July 1, 2022

Effective July 1, 2022, the Plan will convert to a discretionary defined contribution plan. This change allows the Trustees to provide a new pre-tax retirement savings option for participants – 401(k) contributions. You will have an opportunity to make this election during the Plan’s first “open enrollment” period later this year.

Employee Pre-Tax 401(k) Contributions Will be Available Later this Year

Effective later this year, you will have the option during a special Open Enrollment to elect to make pre-tax 401(k) contributions to the Plan to supplement contributions made by your employer(s). You will be provided with forms by the Trust Office in advance of the Open Enrollment period to make this election, which you will need to provide to your employer so that they can implement your election.

Next Steps

Later this summer, more details will be provided about the July 1, 2022 changes including education about employee pre-tax versus after-tax contributions and the process to use, to start, or continue contributing pre-tax from your salary into the Retirement Savings Plan. If you have any questions about this conversion, its effect on your employer's contributions to the Plan, or any other aspect of the Plan, please contact the Trust Office at (800) 478-4431, option 2.

Communication of this July 1, 2022 change is intended to meet the requirements of ERISA Section 204(h).

Important Reminder - You must advise the Administration Office of any changes in your basic demographic data, including changes in your name, marital status, designated beneficiary, home address, email address and telephone number. Provide information changes by completing and sending a new Enrollment Form or Beneficiary Designation Form to the Administration Office. If you divorce your spouse, please also provide a complete filed copy of your divorce decree and any accompanying court orders.

Failure to update your information on file may delay the timely payment of your benefits, and communication of important Plan information.