

**IBEW Local 347 Electrical Workers
Fringe Benefit Funds**

PO Box 26068
Salt Lake City, UT 84126-0068

CompuSys of Utah, Inc.

Toll Free (844) 347-IBEW (4239)
Fax (801)973-1007

**Summary of Material Modification No. 1
to the**

**IBEW Local 347 Retirement and 401(k) Plan
Summary Plan Description**

The purpose of this Summary of Material Modification (“SMM”) is to provide you with a summary of the changes that were made to the IBEW Local 347 Retirement and 401(k) Plan’s (“Plan”) Summary Plan Description (“SPD”) and provide you an updated list of the Plan’s Board of Trustees. We suggest you keep this SMM with your SPD. This SMM is also available at the website www.ibew347benefits.com.

The Board of Trustees has amended the Plan as follows:

- Effective during the period of April 27, 2020 through December 30, 2020, you may receive a coronavirus-related distribution from the Plan if you meet all of the requirements in the Section below titled, “Rules Related to Obtaining a Coronavirus-Related Distribution”.
- Effective January 1, 2020, hardship withdrawals may include earnings on Elective Deferrals and Employer Contributions that were remitted to the Plan on or after June 1, 2003. Moreover, if you receive a hardship withdrawal, you are no longer prohibited from remitting Elective Deferrals to the Plan during the six-month period following the date that you received the withdrawal.

These changes are explained in greater detail on the following pages.

1. Rules Related to Obtaining a Coronavirus-Related Distribution

To assist Participants in meeting needs that arise from the coronavirus pandemic, the Trustees have determined that the Plan will allow coronavirus-related distributions during the period of April 27, 2020 through December 30, 2020. Effective April 27, 2020, you are eligible to receive a coronavirus-related distribution if **ALL** of the following requirements are met:

- The distribution is made on or after April 27, 2020, but before December 31, 2020.
- The distribution does not exceed \$10,000 or, if your Individual Account balance is less than \$10,000 on the date of distribution, the distribution does not exceed the lesser of \$2,500 or your Individual Account balance (e.g. if your Individual Account balance is \$100,000, you can receive \$10,000; if your Individual Account balance is \$5,000, you can receive \$2,500; and if your Individual Account balance is \$1,000, you can receive \$1,000).*
- This is the first coronavirus-related distribution that you have received from the Plan (i.e. you are not allowed to receive more than one coronavirus-related distribution).
- The Plan receives a certification from you which states that you meet at least one of the following criteria:
 - You were diagnosed with the virus SARS-CoV-2 or with COVID-19 by a test approved by the Centers for Disease Control and Prevention;
 - Your Spouse or dependent was diagnosed with the virus SARS-CoV-2 or with COVID-19 by a test approved by the Centers for Disease Control and Prevention; or
 - You experienced adverse financial consequences as a result of at least one of the following:
 - You were advised to self-quarantine by a health care provider due to the virus SARS-CoV-2 or COVID-19;
 - You were furloughed or laid off due to the virus SARS-CoV-2 or COVID-19;
 - Your work hours were reduced due to the virus SARS-CoV-2 or COVID-19; or
 - You were unable to work due to a lack of child care that was caused by the virus SARS-CoV-2 or COVID-19.

The income tax rules that apply to coronavirus-distributions are more favorable than the income tax rules that generally apply to distributions from the Plan. The first advantage is that the 10% federal income tax penalty that typically applies to an early withdrawal does not apply to a coronavirus-related distribution. The second advantage is that you are allowed to pay the federal income taxes on a coronavirus-related distribution over a three-year period rather than paying these income taxes during the year that you received the distribution. The third advantage is that you are allowed to completely avoid the income taxes that typically apply to a distribution by repaying the Plan the amounts that you withdrew as part of a coronavirus-related distribution. If you choose to repay the Plan, you must make the repayment during the three-year period following the date you received the coronavirus-related distribution. If you repay the Plan, you will not have to pay income taxes on the distribution.

* A coronavirus-related distribution may only include Elective Deferrals and Employer Contributions that were remitted to the Plan on your behalf on or after June 1, 2003. This means a coronavirus-related distribution may not include any portion of your Individual Account balance that is attributable the following: (1) Employer Contributions that were remitted to the Plan prior to June 1, 2003; or (2) investment earnings.

To apply for a coronavirus-related distribution, either contact the Fund Office and request a form or visit the website www.ibew347benefits.com and click on the link for Important Coronavirus Disease 2019 Information.

If you have any questions regarding coronavirus-related distributions or wish to apply for a coronavirus-related distribution, please contact the Fund Office.

2. Changes in the Rules Regarding Hardship Withdrawals

The Trustees made two changes to the rules regarding hardship withdrawals. The first change involves the money that you are allowed to receive as part of a hardship withdrawal. Prior to January 1, 2020, a hardship withdrawal could only include Elective Deferrals and Employer Contributions that were remitted to the Plan on your behalf on or after June 1, 2003. This meant that a hardship withdrawal could not include any portion of your Individual Account balance that was attributable to the following: (1) Employer Contributions that were remitted to the Plan prior to June 1, 2003; or (2) investment earnings. Effective January 1, 2020, this rule was amended to provide that a hardship withdrawal may include investment earnings on Elective Deferrals and Employer Contributions that were remitted to the Plan on your behalf on or after June 1, 2003.

The second change involves the Elective Deferrals that you are allowed to remit to the Plan after you receive a hardship withdrawal. Prior to January 1, 2020, if you received a hardship withdrawal, you were prohibited from making Elective Deferrals to the Plan for at least six months after the date you received the hardship withdrawal. Effective January 1, 2020, this rule was eliminated. This means that effective January 1, 2020, you are allowed to remit Elective Deferrals to the Plan during the six-month period following the date that you received a hardship withdrawal.

3. Updated List of Trustees

Effective December 9, 2019, the names, titles, and addresses of the Plan’s Trustees are as follows:

| Union Trustees | Employer Trustees |
|--|---|
| Mr. Patrick H. Wells IBEW Local 347 850 18 th Street Des Moines IA 50314 | Ms. Angela Bowersox Iowa Chapter, NECA 8191 Birchwood Court, Suite G Johnston IA 50131 |
| Mr. Mike Jones IBEW Local 347 850 18th Street Des Moines IA 50314 | Mr. Jim Davis The Waldinger Corporation 1720 Fuller Road Des Moines IA 50265 |
| Mr. David Reid IBEW Local 347 850 18th Street Des Moines IA 50314 | Mr. Joe Porepp The Waldinger Corporation 1720 Fuller Road Des Moines IA 50265 |
| Mr. Adam Casady IBEW Local 347 850 18th Street Des Moines IA 50314 | Mr. Lee Cochran ABC Electrical Services, LCC 5299 NE 15 th Street Des Moines IA 50313 |
| Mr. Stephen Coxe (Alternative) IBEW Local 347 850 18th Street Des Moines IA 50314 | Mr. John Irving (Alternate) Tri-City Electric 500 Locust Street, Suite 111 Des Moines IA 50309 |

The Board of Trustees may be contacted at the following Fund Office address and phone number:

CompuSys of Utah, Inc.
 IBEW Local 347 Retirement and 401(k) Plan Fund Office
 PO Box 26068
 Salt Lake City, UT 84126-0068
 Toll Free: (844) 347-IBEW (4239)

If you have any questions regarding the above changes, please contact the Fund Office.

Sincerely,

BOARD OF TRUSTEES