

Plumbing and Pipefitting Industry Retirement Plan of Kansas

To: Participants in the Plumbing and Pipefitting Industry Retirement Plan of Kansas

From: The Trustees of the Plan

Date: August 18, 2020

Re: Addition of Coronavirus-Related Distribution Option for Qualified Individuals

The Trustees of the Plan have added a new distribution option for certain Plan participants who have been adversely affected by the COVID-19 pandemic. This temporary distribution option was made possible by the Coronavirus Aid, Relief and Economic Security (“CARES”) Act.

If you are a “Qualified Individual” as defined below, you may take up to two Coronavirus-Related Distributions (“CRDs”) from your account under the Plan for the period beginning on August 21, 2020, through December 30, 2020.

You are a “Qualified Individual” if:

- You are diagnosed with the Coronavirus by a Center for Disease Control approved test;
- Your spouse or dependent is diagnosed with the Coronavirus by a Center for Disease Control approved test; or
- You experience adverse financial consequences due to:
 - Quarantine,
 - Furlough or lay off or a reduction in work hours due to the Coronavirus,
 - Being unable to work due to lack of child care due to the Coronavirus, or
 - Closing or reducing hours of a business owned or operated by you due to the Coronavirus.

The Plan will rely on your self-certification regarding whether you satisfy one of these conditions.

The total amount of each CRD that you may receive from the Plan is the lesser of (i) \$20,000 or (ii) 50% of your vested account balance at the time you request the CRD. You may request a second CRD, subject to the same limit, no earlier than 60 days after you receive your first CRD. The total amount that you may receive from the Plan in CRDs is therefore the lesser of (i) \$40,000 or (ii) 50% of your vested account balance.

Any CRDs from the Plan will be distributed pro-rata from all of your vested Accounts.

The normal 10% penalty on early distributions from the Plan does not apply to CRDs. The amount you receive as a CRD is included in your 2020 gross income, but you may elect to spread the taxation across three years.

You may elect to repay all or any portion of the CRDs that you receive from the Plan (or any other eligible retirement plan). Such repayment may be made at any time during the three-year period after you receive the CRD and may be made in the form of one lump-sum payment or multiple payments. The Plan will treat any such repayments as rollover amounts.

You will file a request for a CRD with the Plan's third-party administrator, Benefit Management Group, Inc. ("BMGI"). To receive a distribution request form, you may call BMGI at 1-620-232-3799 or email BMGI at pension@bmgweb.com.

If you are married, your spouse must consent to your CRD distribution request.