

SIGN, PICTORIAL AND DISPLAY UNION LOCAL NO. 591 AFL-CIO DISPLAY GROUP SUPPLEMENTAL PENSION PLAN

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Administered for the Trustees by:
TIC International Corporation

SUMMARY OF MATERIAL MODIFICATIONS

To: All Active Vested Participants in the Sign, Pictorial and Display Union Local 591 AFL-CIO Display Group Supplemental Pension Plan (Plan)

Re: **Special COVID 19/SARS-Co-v-2 Partial Distribution Option.**

The Board of Trustees of the Sign, Pictorial and Display Union Local 591 Display Group Supplemental Pension Fund (Fund) amended the Plan's distribution options to permit a special limited termination distribution. Beginning April 1, 2020, Active Vested Participants can make a one-time election to receive a distribution of up to the lesser of:

- Twenty-five percent (25%) of their account balance, as determined by the Fund or
- Twenty Five Thousand Dollars (\$25,000).

Distribution elections must be made **before** August 1, 2020.

COVID 19/SARS-Co-v-2 Distributions are subject to all of the distribution rules that apply to all Plan distributions. To receive a distribution you must:

- Complete the Fund's distribution application and elect a COVID 19/SARS-Co-v-2 Distribution. If you are married, you must obtain your spouse's consent to your distribution request; and
- Provide required documentation such as:
 - Copies of your marriage and divorce documents, and
 - Copies of your Driver's License and Spouse's Driver's License, and
 - Complete the COVID 19/SARS-Co-v-2 Certification included as part of your benefit application package.

COVID 19/ SARS-Co-v-2 distributions are subject to taxation and taxes. But, the recently passed Coronavirus Aid, Relief and Economic Security Act (CARES Act) exempts the distribution from ordinarily applicable federal tax withholding. Because the distribution will be taxable, you should consider whether you want to elect voluntary federal tax withholding. Because Michigan has not yet exempted COVID 19/ SARS-Co-v-2 distributions from tax withholding, 4.25% of the elected distribution amount as state income tax still will be withheld from your distribution.

CARES Act relief also may provide you with the ability to spread out your federal income tax payments over two years. And, if you are under age 59 and one-half, the distribution will not be subject to the ordinarily applicable ten percent additional tax imposed on most pre-normal retirement Plan distributions as long as your distribution is related to you or your family member being diagnosed with COVID/19 SARS-Co-v-2 or your loss of employment is related to a COVID 19/SARS-Co-v-2 related stoppage or reduction of business operations.

In addition, under CARES Act relief you may repay the distribution by making voluntary contributions to the Plan at any time during the three years following the date on which you receive your distribution.

State law currently limits most businesses operations, including those of the Fund's administrator. So, for your protection and that of Fund Office employees, the Fund will accept your application via mail or email: kmobley@tici.com. Fund Office personnel will contact you if they have questions about your application or you must provide additional information or documents for your COVID 19/SARS-Co-v-2 distribution to be processed.

Board of Trustees
Sign, Pictorial and Display Union Local No. 591
AFL-CIO Display Group Supplemental Pension Fund