

IATSE LOCAL 38 AND LOCAL 812 PENSION FUND

30700 Telegraph Road, Suite 2400
Bingham Farms, MI 48025 (248) 645-6550
www.iatse38and812pension.org

Administered for the trustees by:
TIC International Corporation

IMPORTANT NOTICE

To: ALL PLAN PARTICIPANTS OF
IATSE LOCAL 38 AND LOCAL 812 PENSION PLAN

RE: Summary of Material Modifications – *Temporary and Emergency
Hardship Distribution Program Changes*

Dear Plan Participants:

In light of the health and employment emergency created by the Coronavirus (COVID-19), we have *temporarily* amended the Pension Plan's *Hardship Distribution Program (HDP)*, *effective April 1, 2020*.

Under this *temporary* change, you can qualify for a hardship distribution *if you've lost work, been laid off or have had other losses or expenses due to COVID-19*.

Below are questions and answers that summarize and explain our *temporary* change in the HDP.

Q. How has the HDP changed?

A. We have *temporarily* added a new condition that will permit you to take a hardship distribution. This condition is related *solely* to the disastrous impact of COVID-19.

Q. What is the additional condition that will *temporarily* permit me to take a hardship distribution?

A. Before our *temporary* and emergency change, the *Hardship Distribution Program* permitted distributions only to prevent evictions, and to pay for certain medical expenses, child support, funeral and burial expenses, disability, or certain damage repairs to your principal residence.

Now, with our *temporary* change, you're also eligible for a hardship distribution *if you have lost work, been laid off, or have had other losses or expenses due to the COVID-19 virus.*

Q. To qualify for this new COVID-19 related hardship distribution, must I have a minimum account balance?

A. Yes. You must have a minimum account balance of **\$12,500**.

Q. Is there a minimum distribution amount related to this COVID-19 hardship distribution?

A. Yes. The minimum distribution amount is **\$2,500**. That is, there will be no COVID-19 related distributions *under \$2,500*.

Q. Is there a cap on how much hardship distribution is available under this temporary COVID-19 related criteria?

A. Yes, there's a cap. For this COVID-19 related hardship distribution, you can only take the *lesser of \$15,000, or twenty percent (20%) of your vested account balance.*

So, in no case can anyone take more than \$15,000 in a hardship distribution under this *temporary* COVID-19 related measure.

Q. When does this new temporary COVID-19 related change take effect?

A. It is effective April 1, 2020.

Q. When does this temporary COVID-19 related change expire?

A. It expires on June 30, 2020.

Q. If I qualify for this COVID-19 related hardship distribution, can I be paid directly from the Pension Fund?

A. Yes. We'll pay you directly if you qualify for this *temporary* COVID-19 related hardship distribution.

Q. How do I establish eligibility for this COVID-19 related hardship distribution?

A. You must simply certify, in writing, that *you have lost work, been laid off, or had other losses or expenses due to the COVID-19 virus*. But, we could require additional proof to confirm your eligibility.

Q. Will taxes be applied to this *temporary* COVID-19 related distribution?

A. Yes.

Q. Is my spouse's consent required before I can collect this *temporary* hardship distribution?

A. Yes, like *all other* hardship distributions, your spouse *must* consent to this distribution.

Q. What if I'm divorced?

A. If you're divorced, we *must* review your divorce decree or QDRO before you can collect this hardship distribution. This is the same procedure that is followed for *all other* hardship distributions.

Q. Does this *temporary* change affect any of the other, existing criteria for a hardship distribution?

A. No. This emergency and temporary change does *NOT* change any of the other rules related to the HDP.

Q. What if I took a hardship distribution within the last twelve (12) months for a reason other than COVID-19?

A. If that's the case, you *may* still qualify for the COVID-19 related hardship distribution.

But, if your earlier distribution is already at the maximum amount permitted under the *Hardship Distribution Program* -- *i.e.*, half of your account balance or \$75,000 -- you're ineligible for this COVID-19 related distribution.

Q. How do I apply?

A. You must submit the application on a form prepared by the Fund Office.

The application will be available on the Fund's website, www.iatse38and812pension.org, under the Forms link.

Q. Is there any cost connected with this hardship distribution?

A. Yes. Like all other hardship distributions, there is a \$100 fee to process your application.

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

Sincerely,

Board of Trustees of the
IATSE Local 38 and Local 812 Pension Fund