



## PLUMBERS AND PIPEFITTERS LOCAL NO. 172 FRINGE BENEFIT FUNDS

Plumbers and Pipefitters Local 172 Welfare Fund  
Plumbers and Pipefitters Local 172 Pension Fund  
Plumbers and Pipefitters Local 172 Voluntary 401(k) Fund

Managed for the Trustees by  
TIC International Corporation

### IMPORTANT NOTICE

Dear Participants:

One March 27, 2020, the President of the United States signed into law the Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”). The CARES Act, among other things, is designed to promote economic relief by including changes that impact how you can use your qualified retirement plan. As a result of the CARES Act, the Board of Trustees (“Trustees”) of the Plumbers and Pipefitters Local 172 Voluntary 401(k) Fund (“Fund”) has made the following changes.

#### CARES ACT DISTRIBUTION FOR QUALIFIED INDIVIDUALS

If you meet the definition of a “Qualified Individual,” you may take a distribution from your Individual Account before December 31, 2020, up to a maximum amount of **\$25,000.00** (“CARES Act Distribution”). You are considered a “Qualified Individual” if you satisfy one of the following requirements:

1. You are diagnosed with SARS-CoV-2 or with coronavirus disease 2019 (“COVID-19”) by a test approved by the Centers for Disease Control and Prevention (“CDC”);
2. Your spouse or dependent is diagnosed with COVID-19 by a test approved by the CDC; or
3. You experience adverse financial consequences as a result of being quarantined, being furloughed or laid off or having work hours reduced due to such virus or disease, being unable to work due to lack of child care due to such virus or disease, closing or reducing hours of a business you own or operate due to such virus or disease, or other factors as determined by the Secretary of the Treasury (or the Secretary’s delegate).

#### FAVORABLE TAX IMPLICATIONS OF CARES ACT DISTRIBUTIONS

CARES Act distributions are subject to an automatic 10% federal tax withholding. However, you can waive the withholding completely or elect a greater value than 10% on the CARES Act Distribution Form. Any amount included in your gross income from a CARES Act distribution may be spread over a three-year period beginning with the taxable year in which the distribution is made, unless you elect otherwise. Additionally, CARES Act distributions are not subject to the 10% penalty on early distributions.

#### REPAYMENT OF CARES ACT DISTRIBUTIONS

If you receive a CARES Act distribution, you may repay the distribution to the Plan. This repayment must be made within three years beginning on the day after the date on which your distribution was received. You may repay the distribution in one or more installments and this amount will not count towards any IRS deferral limits.

**(See Reverse Side)**

## **GENERAL INFORMATION ON CARES ACT DISTRIBUTIONS**

If you are married, your spouse's consent is required before taking a CARES Act Distribution. Similarly, if you are divorced the Fund must receive a copy of your divorce decree or QDRO before your eligibility for a distribution can be determined.

To apply for a CARES Act Distribution, you must complete and return a CARES Act Distribution Form prepared by the Fund. The Form will be available on the Fund's website, [www.ualocal172benefits.org](http://www.ualocal172benefits.org) under the DC/401(k) link. There is a \$75 fee to process the application for a CARES Act Distribution. CARES Act Distributions are only available from April 20, 2020 until December 31, 2020.

Please keep this notice with your Summary Plan Description ("SPD") booklet for future reference. Please contact the TIC with any questions regarding these new provisions.

Sincerely,

Board of Trustees  
Plumbers and Pipefitters Local 172 Voluntary  
401(k) Fund