



North Atlantic States Carpenters
Benefit Funds

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**NOTICE TO AFFECTED NEW YORK PARTICIPANTS AND BENEFICIARIES IN THE
NORTHEAST CARPENTERS PENSION PLAN**

Dear Northeast Carpenters Pension Fund Participant:

Beginning January 1, 2021, your pension benefits will be administered by the North Atlantic States Carpenters Pension Fund (the "North Atlantic Fund"). The North Atlantic Fund will provide you with more detailed information about this change in the coming weeks but in the meantime, this notice provides you with information about changes that have been made to the Northeast Carpenters Pension Plan that will go into effect prior to the transfer to the North Atlantic Fund. In preparation for this transition, the Trustees have made these changes in order to align the benefits of the New York participants with the North Atlantic participants.

Plan Changes

Effective December 1, 2020 the Northeast Carpenters Pension Plan has been amended to reflect (1) a change in the annual pension accrual rules, and (2) a change in the early retirement pension rules. In addition, consistent with the transfer of assets and benefit liabilities to the North Atlantic Fund discussed above, your benefit accruals under the Northeast Fund will cease as of December 31, 2020, and the responsibility for administering your benefit will be transferred to the North Atlantic Fund as of December 31, 2020. Your benefit accruals after December 31, 2020 will be earned under the North Atlantic Fund. As of the date of the transfer, the North Atlantic Fund has agreed to provide the same plan benefits that are available under the Northeast Fund as of the date of transfer; December 31, 2020.

The changes described below apply to you only if you were a participant in the Empire State Carpenters Pension Plan or the Albany/Adirondack Fund as of December 31, 2015, or if you earned a benefit under the Northeast Fund for service with a New York employer ("New York Participant") after December 31, 2015.

The changes for a New York Participant described in this notice will not apply to you if you are already receiving benefit payments unless you return to work and become eligible for future benefit accruals. If you return to work, only your future benefit accruals earned on or after December 1, 2020 will be affected by these changes. Please keep this notice with your Summary Plan Description.

The impact of these changes on your benefit amount at retirement will vary depending on a variety of factors, including your age at retirement, how much of your benefit is earned before and after December 1, 2020, the Hours of Service you work each year, the employer contributions made on your behalf, and the date on which you terminate Covered Employment. **Please note that none of the changes described in this notice will reduce the benefits you accrued under the Northeast Fund prior to December 1, 2020.**

CHANGE IN PENSION ACCRUAL RULES

Currently, the monthly benefit payable at Normal Retirement Date for a New York Participant (your “Regular Pension”) is earned at the rate of 1% of the contributions made on your behalf. For Hours of Service worked on or after December 1, 2020, you will earn increases in your Regular Pension at the rate of 0.85% of the contributions made on your behalf.

Example:

You had contributions made to the Northeast Fund on your behalf in 2020 and to the *North Atlantic Fund* in 2021 of \$5,000 each year, with no contributions made on your behalf in December 2020. For 2020, your monthly normal retirement benefit grew by \$50 ($\$5,000 \times 1.00\%$), since the multiplier through November 2020 was 1.00%. For 2021, your monthly normal retirement benefit will grow by \$42.50 ($\$5,000 \times 0.85\%$), because the multiplier after December 1, 2020 was reduced to 0.85%.

CHANGE IN EARLY RETIREMENT PENSION RULES

Currently, the Regular Pension of a New York Participant is payable in full at age 65 if you have at least 5 years of participation or at age 62 if you have at least 10 years of Vesting Service. You can retire after age 55 and before age 62 if you have earned at least 10 years of Vesting Service. If you retire before age 62, your Regular Pension is reduced by $\frac{1}{3}$ rd of 1% for each month (4% per year) that your retirement date precedes your 62nd birthday. For benefits earned on or after December 1, 2020, the plan has been amended and your Regular Pension will be reduced by one-half of 1% for each month (6% per year) that your retirement date precedes your 62nd birthday.

Example:

You are age 60 with 20 years of service on January 1, 2022. You earned a Regular Pension of \$2,000 per month as of November 30, 2020. Contributions made on your behalf in 2021 increased your Regular Pension by \$100 to \$2100 per month through December 2021. You wish to retire on January 1, 2022.

Prior to the amendment to the early retirement pension rules described above, your Early Retirement Benefit earned for the hours of service worked through 2021 would be \$1,932.00 per month, calculated as follows:

(a) Monthly accrued benefit earned for service through 2021 ($\$2,000 + \100):	\$2,100
(b) Reduction for early retirement commencement: $(100\% - 24 \text{ months early} \times \frac{1}{3}\%)$	92%
(c) Monthly benefit payable at age 60 on January 1, 2022: (a) x (b)	\$1,932.00

After the amendment described above, your Early Retirement Benefit earned for the hours of service through 2021 would be \$1,928.00 per month payable on January 1, 2022 at age 60, calculated as follows:

(a) Monthly accrued benefit earned for service through November 30, 2020:	\$2,000
(b) Reduction for early retirement commencement: (100% - 24 months early*1/3%)	92%
(c) Monthly benefit payable at age 60 on January 1, 2022 on this piece: (a) x (b)	\$1,840.00
-----PLUS-----	PLUS
(d) Monthly accrued benefit earned for service December 2020 - December 2021:	\$100
(e) Reduction for early retirement commencement: (100% - 24 months early*1/2%)	88%
(f) Monthly benefit payable at age 60 on January 1, 2022 on this piece: (d) x (e)	\$88.00
(g) Total monthly benefit payable at age 60 on January 1, 2022: (c) + (f)	\$1,928.00

Notice Requirement

This notice for a New York Participant is intended to satisfy the requirements of Section 204(h) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and is being provided because the amendment to the Northeast Fund's plan document impacts the rate of your future benefit accruals.

Questions

This notice is intended only as a summary of the changes being made to the Northeast Fund's plan of benefits and does not describe all details of the Northeast Carpenters Pension Fund or its operation. The Northeast Fund's plan documents will govern your eligibility for benefits under the Northeast Fund and the North Atlantic Fund's documents will govern your future eligibility for benefits after December 31, 2020. In the event of a discrepancy between the information contained in this notice and the Northeast Fund's documents, the terms of the Northeast Fund documents will always govern.