

Locals 302 and 612 of the International Union of Operating Engineers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc.

November 10, 2021

SUMMARY PLAN INFORMATION FOR THE PLAN YEAR JANUARY 1 - DECEMBER 31, 2020

LOCALS 302 AND 612 OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS- EMPLOYERS CONSTRUCTION INDUSTRY RETIREMENT PLAN

EIN: 91-6028571
Plan Number 001

This notice is intended to provide a summary of plan information to participating employers and employee representatives of the Locals 302 and 612 of the International Union of Operating Engineers-Employers Construction Industry Retirement Plan ("Plan"). This notice is required to be provided by Section 104(d) of the Employee Retirement Income Security Act ("ERISA"). It summarizes information for the January 1 through December 31, 2020 Plan Year.

Description of the Plan's Contribution Schedule and Benefit Formulas

Contributions to the Plan are made monthly by employers pursuant to the terms of the collective bargaining agreements and special agreements (for non-bargaining employees). The contribution rate varies by agreement.

Accrued benefits are based upon a percentage of contributions made or required on behalf of the individual participant during the Plan Year. The Future Service Benefit for Plan Years on or after January 1, 2004 (including the 2010 Plan Year) is 1.5% of contributions made during the Plan Year. Effective January 1, 2010, 12% of the negotiated employer contribution rate as of January 1, 2010 is not benefit accruing. The remaining 88% of the negotiated employer contribution rate as of January 1, 2010 will continue to receive benefit accrual credit. One hundred percent (100%) of contribution rate increases occurring after January 1, 2010 and through December 31, 2012 are benefit accruing. Effective January 1, 2013, 12% of **all** employer contributions for covered hours of employment on and after January 1, 2013 are used solely for funding the Plan and participants accrue benefits on the remaining 88% of employer contributions. Effective January 1, 2017, 25% of all employer contributions for covered hours of employment on and after January 1, 2017 are used solely for funding the Plan and participants accrue benefits on the remaining 75% of employer contributions. During January 1, 2017 to March 31, 2017, the non-accruing contributions will not exceed \$1.00 of the hourly contribution rate plus 20% of the remaining contribution rate balance.

Participants with at least five Years of Service or 7,500 Covered Hours of Employment, with at least one Covered Hour of Employment on or after January 1, 1997 without a termination of service, are generally eligible to retire beginning at Normal Retirement Age. Participants who do not qualify under this rule must earn 10 Years of Service or 15,000 Covered Hours of Employment to retire at Normal Retirement Age. The Plan's Normal Retirement Age increased from age 60 to age 62 for benefits accrued on and after January 1, 2013.

Participants with at least 10 Years of Service or 15,000 Covered Hours of Employment may also elect to retire at Early Retirement Age; however, the Accrued Benefit is reduced to take into account the Participant's age at retirement. The age-based reduction factor was increased effective January 1, 2010. This larger reduction for early retirement benefits applies to benefits earned after January 1, 2010. The Plan also provides Disability Retirement and pre-retirement death benefits for participants who qualify. The Disability Retirement benefits have been reduced as of January 1, 2010.

The Plan's earliest eligible retirement age increased from age 52 to age 55 for benefits accrued for hours worked on and after January 1, 2013.

The Accrued Benefit for unmarried participants is paid as a life annuity with 60 monthly payments guaranteed. For married participants, the Accrued Benefit is paid as a 50% joint and survivor option. Participants, with the consent of their spouse (if applicable), may also elect an optional form of payment. For a full description of the benefit formulas, please refer to the Plan document.

The late retirement increase for benefits earned before Normal Retirement Age was eliminated for benefits accrued on and after January 1, 2013.

Contributing Employers

There were 535 employers obligated to contribute to the Plan during the 2020 Plan Year.

Employers Contributing More than 5% of Total Contributions

No employer contributed more than 5% of the total contributions for the 2020 Plan Year.

Inactive Participants on Whose Behalf Contributions Were Not Made

The number of deferred vested and retired participants whose contributing employer is no longer making contributions as of the beginning of each of the 2020, 2019, and 2018 Plan Years is:

2020 Plan Year: 3,795
2019 Plan Year: 3,883
2018 Plan Year: 3,243

Plan's 2020 Funded Status

The Plan was not in endangered, critical, or critical and declining status for the 2020 Plan Year.

Withdrawals and Assessments of Withdrawal Liability During Preceding Year

There were no employers that withdrew from the Plan during the preceding Plan Year (2019). No withdrawal liability has been assessed or is estimated to be due from the withdrawn employers.

Transfers from Other Plans

There were no transfers or mergers of assets or liabilities from another plan during the 2020 Plan Year.

Amortization Extension/Shortfall Funding Method

The Trust did not seek or receive an amortization extension under ERISA § 304(d) or use the shortfall funding method as that term is used in ERISA § 305 for the 2020 Plan Year.

Right to Request Information

Upon written request to the Trust Office, any contributing employer or local union is entitled to receive a copy of the Plan's Form 5500 filing, summary plan description, and/or summary of any material modification to the Plan. You may contact the Trust Office at the address listed below. A recipient is not entitled to receive more than one copy of any such document during any one 12-month period. The Trust Office may make a reasonable charge to cover copying, mailing and other costs of furnishing copies of this information.

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