



WISCONSIN LABORERS' PENSION FUND

Feel the Power

Wisconsin Laborer's Pension Fund
4633 LIUNA Way Suite 201
DeForest, WI 53532

Pension...608 842-9103

September 2024

Dear Participant:

The Trustees of the Wisconsin Laborers' Pension Fund (the "Trustees") would like to inform you of changes reflected in an Amendment they recently adopted to the Wisconsin Laborers' Pension Fund Pension Rules and Regulations (the "Plan") to comply with the SECURE 2.0 Act of 2022. The changes are described in this notice.

I. Change to the Required Beginning Date

The SECURE 2.0 Act changed the age by which the Plan must begin making required minimum distributions to you as previously described in the "Mandatory Commencement of a Pension" section on page 10 of the 2016 Summary Plan Description and as subsequently amended.

Under the **Old Rule**, the Plan was required to begin making required minimum distributions to a participant at the participant's required beginning date (RBD) as follows:

1. For a participant who **is not** a 5-percent owner, no later than the April 1 of the calendar year following the later of (a) the calendar year in which the participant attained (i) age 70½ for a participant who attained age 70½ prior to January 1, 2020, or (ii) age 72 for a participant who attained age 70½ on or after January 1, 2020, or (b) the calendar year in which the participant ceased working in covered employment.
2. For a participant who **is** a 5-percent owner, no later than the April 1 of the calendar year following the calendar year in which the participant attained (i) age 70½ for a participant who attained age 70½ prior to January 1, 2020, or (ii) age 72 for a participant who attained 70½ on or after January 1, 2020.

Under the **New Rule**, effective January 1, 2023, the RBD is as follows:

1. For a participant who **is not** a 5-percent owner, no later than the April 1 of the calendar year following the later of the calendar year in which the participant (a) attains age (i) 70½ for a participant who attained age 70½ prior to January 1, 2020, (ii) 72 for a participant who attained age 70½ on or after January 1, 2020 **and attained age 72 prior to January 1, 2023**, or (iii) **73 for a participant who attains age 72 on or after January 1, 2023**, or (b) ceases work in covered employment.
2. For a participant who **is** a 5-percent owner, no later than the April 1 of the calendar year following the calendar year in which the participant attains age (i) 70½ for a participant who attained age 70½ prior to January 1, 2020, (ii) 72 for a participant who attained age 70½ on or after January 1, 2020 **and attained age 72 prior to January 1, 2023**, or (iii) **73 for a participant who attains age 72 on or after January 1, 2023**.

Effect of Plan Change

If you reached age 72 **after** December 31, 2022, and had not begun receiving your pension distribution, the Plan will start making required minimum distributions to you as follows:

- a. **Example for a Non-5-Percent Owner:**

Darrin reached age 73 on December 1, 2024. Had Darrin not been working in covered employment in 2024, his Required Beginning Date would be April 1 of the calendar year following the calendar year he attained age 73, which is April 1, 2025. However, Darrin continued working in covered employment until March 1, 2025. Since Darrin worked after he attained age 73, the Plan is not required to make required minimum distribution payments until April 1, 2026, which is the April 1 following the year he ceased working in covered employment.

b. **Example for a 5-Percent Owner:**

Jarrett reached age 73 on January 25, 2024, and continued working in covered employment through January 31, 2025. Because he is a 5% owner the Plan is required to begin making his required minimum distribution payments no later than April 1 of the calendar year following the calendar year in which he attains age 73, regardless of employment status. The Plan will begin his required minimum distribution payments on April 1, 2025.

II. **Change to Lump Sum Distributions**

The SECURE 2.0 Act allowed the Plan to change the maximum amount that must be distributed as a lump sum rather than other benefit payment options as previously described in the “Small Benefits” section on page 24 of the 2016 Summary Plan Description.

Under the **Old Rule**, if the actuarial value of a benefit payable under the Plan is \$5,000 or less as of the annuity starting date, the Trustees shall pay the benefit in a single lump sum.

Under the **New Rule**, if the actuarial value of a benefit payable under the Plan is \$7,000 or less as of the annuity starting date, the Trustees shall pay the benefit in a single lump sum.

If you have any questions regarding this Plan change, please contact the Fund Office at the address or telephone number shown above.

Sincerely,

Board of Trustees
Wisconsin Laborers’ Pension Fund

This notice is a Summary of Material Modifications (SMM), within the meaning of Section 104 of the Employee Retirement Security Act of 1974 (ERISA), as amended, and it describes an important change to the Plan. You may find full details in the most recent Plan Document that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan, the document language will govern. The Trustees reserve the right to amend, modify, or terminate the Plan at any time.