

**Northern California Electrical Workers Pension Plan**  
**Notice of Pension Plan Benefit Improvement**  
**Effective January 1, 2021**

This Notice explains new Amendment No. 4 to the Northern California Electrical Workers Pension Plan (the “Plan”) that was recently approved by the Plan’s Board of Trustees. For Plan Years beginning on and after January 1, 2021, a year of Future Service earned by a Plan Participant will provide an additional monthly accrued benefit of \$230 replacing the previous amount of \$180. As explained below, this enhanced accrual rate will apply so long as the Plan maintains a specified level of funding.

**Calculating the Normal Pension Benefit**

A Participant’s monthly Normal Pension benefit under the Plan is determined generally by multiplying a Participant’s Years of Future Service by an Applicable Pension Factor that applies when that year is earned and that ranges from \$35 for service earned before June 1, 1979, then increases gradually to \$180 for service earned after 2013 and through 2020.

If you earn at least 3,000 hours of Covered Employment after December 31, 2009, your Applicable Pension Factor for all of your Years of Future Service earned through 2020 adjusts upward to \$180. Under new Amendment No. 4, your Applicable Pension Factor for Years of Future Service earned after 2020 is \$230. The Plan does not adjust years earned after 2009 and before 2021 to \$230 if you meet the 3,000-hour requirement before retirement; those years continue to be adjusted upward only to \$180.

**Benefit Rate Reverts if Plan Experiences Significant Funding Reductions**

If the Plan’s funding percentage, as determined at the end of each year through 2025 applying a fair market value-based method developed by the Plan actuary and agreed upon by the bargaining parties, should fall to less than 90%, or if the hourly contribution rate is reduced below the current rate of \$12.02, then the \$230 Pension Factor reverts back to \$180 until the funding percentage improves to 95% and the hourly contribution rate is at least \$12.02. If the Plan enters a particularly difficult funding status that the law refers to as “endangered” or “critical,” then the \$230 Pension Factor reverts to \$180 with no automatic restoration to \$230 when the Plan’s status improves. Any reversion to the \$180 Pension Factor will occur beginning with the year following the year in which the actuary certifies that the Plan’s funding requirements were not met, and will not affect previously-earned benefits. If the Plan does not experience these funding reductions through 2025, then the \$230 Pension Factor will cease to be subject to the reversion rule.

**Where to Get More Information**

If it is determined that this Notice is incorrect in any way, the terms of the Plan, as amended, apply. If you have any questions or concerns after reviewing this notice, please contact the Pension Department at EISB, Inc., 720 Market Street, Suite 700, San Francisco, CA 94102, Tel: 415-263-3670.