



FOX VALLEY & VICINITY LABORERS

HEALTH AND WELFARE AND PENSION FUNDS

DATE: June 15, 2026

TO: Participants

FROM: Board of Trustees

SUBJECT: Fox Valley and Vicinity Laborers Pension Fund
Summary of Material Modifications

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This letter is a Summary of Material Modifications to the Plan Document. Please read this letter carefully and keep it with your copy of the June 2016 Edition of the Summary Plan Description booklet. The letter contains information on the June 1, 2026 pension contribution rate and benefit calculation.

Pension Contribution Rate and Benefit Accrual

Effective June 1, 2026, the Employer pension contribution increased by \$1.17 per hour from \$19.80 to \$20.97. For each hour worked, your Employer contributes \$20.97 to the Pension Fund.

Additionally, effective June 1, 2026, the amount of the contribution rate credited toward the benefit accrual increased by \$0.25 per hour from \$9.00 to \$9.25.

To determine the amount credited towards your monthly pension benefit, multiply the first \$9.25 per hour worked by .015 (or 1.5%). For example, if you worked 1,200 hours in a Plan Year (June 1st through May 31st), your monthly Normal Retirement Benefit would be calculated as follows:

$$1,200 \text{ hours worked} \times \$9.25 / \text{hour} \times .015 = \$166.50 \text{ per month}$$

Note that the remaining pension contribution rate not credited towards your monthly benefit is set aside in a Pension Reserve Account. This reserve could be used for such things as helping overall plan funding or for future retiree benefit increases.

Your annual pension statement shows the pension credit you have accrued to date for each Plan Year in the Fox Valley and Vicinity Laborers Pension Fund. Contact the Fund Office for a statement or prepare one on the Participant Dashboard at www.fvlab.com.

If you have any questions regarding this notice, please contact the Fund Office.

SUMMARY OF MATERIAL MODIFICATIONS – June 2026 – EIN: 36-6147409 – PLAN NO. 001. This announcement contains highlights of certain features of the Fox Valley and Vicinity Laborers Pension Plan. Full details are contained in the documents that establish the Plan provisions. If there is a discrepancy between the language contained in this announcement and the documents that establish the Plan, the document language will govern and control. The Trustees reserve the right to amend, modify or terminate the Plan at any time. Receipt of this announcement does not guarantee eligibility.

