

# INLAND

## Refrigeration & Air Conditioning

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### INLAND REFRIGERATION AND AIR CONDITIONING HEALTH & WELFARE TRUST FUND

#### SUMMARY OF MATERIAL MODIFICATIONS

Date: June 1, 2017

To: All Plan Participants and Beneficiaries

From: Board of Trustees

Re: Changes to Plan Provisions Regarding Paid Time Off (PTO) Benefits

This “Summary of Material Modifications” (“SMM”) supplements or modifies the information presented in your Summary Plan Description (“SPD”) dated August 1, 2015. This document is important; please keep it with your copy of the SPD and other important plan documents for future reference.

As explained at page 8 of the SPD (as modified in April 2016), a Plan participant is allowed, in addition to the automatic annual payout in December, one interim withdrawal each year from his or her Paid Time Off (“PTO”) benefit account, not to exceed \$1,000.

Effective July 1, 2017 the Plan rules are changed such that a participant is allowed, in addition to the automatic annual payout in December, one interim withdrawal each calendar quarter, not to exceed the balance in his or her PTO account at the time of withdrawal.

Official plan documents control the actual payment of benefits and the administration of this Plan. This SMM merely highlights the changes and does not replace those documents. No other changes to the Plan or the SPD are intended by this SMM or the changes summarized herein.

