JANUARY 1, 2027 – OPEN ENROLLMENT

NCPT Supplemental 401(k) Retirement, HRA & Credit Union Deductions

Enrollment applications for the Supplemental 401(k) Retirement Plan, Health Reimbursement Account (HRA), and Voluntary UA Credit Union deduction program are now available. These applications will take effect with January 2027 hours. If you would like to enroll or make changes to your existing classification pursuant to the Collective Bargaining Agreement, please use the enclosed application or come in to fill one out in person. **No action is required if you are not making changes or enrolling at this time.** The deadline for accepting 401(k) and HRA applications is a postmark date of Monday, November 30, 2026. All changes will be effective with January 2027 hours.

Please note: Changes to your Voluntary UA Credit Union Deduction (only) can be made at any time and are generally effective the 1st day of the month following receipt of your application. However, all changes made on this Open Enrollment Form will be made effective January 1, 2027. If you wish to make a change effective December 1, 2026, please contact the Business Office for a 2026 Enrollment Application. **Note:** You must maintain an open account with the Credit Union.

Northern California Pipe Trades (NCPT) Supplemental 401(k) Retirement Plan
This Plan complies with IRS guidelines. Under the 401(k) Plan, an Employee will be given the option of deferring a portion of his or her wages to the 401(k) Plan. However, as explained below, there are certain limits established by Congress and the Internal Revenue Service ("IRS") that the Plan must follow.

1. Election to Defer a Portion of your Wages to the 401(k) Plan. You will be permitted to elect a specific amount to be deferred to the 401(k) Plan. The deferral amounts effective January 1, 2027, will be: No Deduction, $2.00; $4.00; $6.00; $8.00; $10.00; and $11.00 per hour (subject to the maximum limits summarized in number 2 below). There are also deferral amount options available to members who are age 50 or older, during the 2027 calendar year, in the amount of $12.00; $14.00; $15.00, and $16.00 per hour (*subject to the maximum limits summarized in number 2 below*).

The current enrollment period in which you will be able to elect to change amounts deferred to the 401(k) Plan will take place through November 30, 2026, and will be effective with January 2027 hours. An Employee's election will remain in place until the next election period. Any deferral amounts will be in addition to the "Mandatory" Employer Contribution as referenced in the Collective Bargaining Agreement (such as the Master Labor Agreement).

ALERT: If you previously designated an amount to be allocated to the NCPT Supplemental 401(k) Retirement Plan and wish to make a change, A NEW FORM IS REQUIRED and must be submitted no later than November 30, 2026, to make a change effective with January 2027 hours.

2. $24,500, $32,500, and $35,750 Deferral Limits for 2026 Imposed by the IRS. In accordance with IRS guidelines, the maximum deferral amount for a 401(k) Plan for the calendar year 2026 was set at $24,500. For employees aged 50 and older, the IRS allows an additional catch-up contribution of up to $8,000. Consequently, individuals in this age group can defer a total of $32,500 for the 2026 calendar year. For those employees aged 60-63 during the calendar year, the IRS allows an additional super catch-up contribution of up to $11,250. Consequently, individuals in this age group can defer a total of $35,750 for the 2026 calendar year. The IRS is expected to review and potentially adjust these maximum amounts for the year 2027 later this year.

The Record Keeper, John Hancock, will monitor your deferrals to ensure that the maximum deferral amounts are not exceeded during the calendar year. Any amounts received in excess of the IRS guideline maximums will be reversed by the Record Keeper and paid to you as wages. When determining deferral maximums, this will not include any "Mandatory" Employer contributions required by your Collective Bargaining Agreement. *However, since you are the* ***only party who knows the actual number of hours that you have worked and the total deduction that has been remitted on your behalf, you will need to monitor your deferrals to prevent headaches come tax time. Your balance can be obtained by logging into your account at www.johnhancock.com/myplan, individual pay stubs and/or ISITE.***

3. FICA/FUTA Withheld from Deferral Amounts. Pursuant to IRS guidelines, amounts deferred by an Employee to a 401(k) Plan are subject to Social Security and Medicare withholdings ("FICA") and Federal Unemployment taxes ("FUTA"). As a result, FICA and FUTA taxes will be deducted by your Employer from the deferral amounts.

4. Investment Options. The Plan's Qualified Default Investment Alternative ("QDIA") was changed from the Balanced Pooled Fund with an age-appropriate Target Date Retirement Fund, effective February 1, 2022, with new contributions. Your Plan assets will continue to be invested in this Target Date Retirement Fund or as individually directed. While your Statements show both a 401(k) and a Mandatory 401(a) balance, the funds are invested together. Please note if you do not provide investment instructions to the Plan, your assets will continue to be invested in the Plan's QDIA. For questions about the Plan's investments, please contact the Investment Advisor, Mammini Company at (888) 547-6952, info@mammini.com.

Health Reimbursement Account (HRA)

Anyone under a classification that provides for mandatory HRA contributions may have additional contributions made to their HRA as outlined on the Enrollment Application. The HRA contribution hourly rate is excluded from the taxable wage. Pursuant to IRS guidelines; as these are considered employer contributions.

Any eligible participants and/or eligible dependent with an account balance may use their HRA account balance to pay for IRS qualified health and welfare expenses that are not otherwise covered by the health plan, including Active or Retiree self-payments and COBRA premiums.

The HRA Claim Form requires you to read and understand the Plan prior to applying. You can access the information at the Northern California Pipe Trades Trust Funds for UA Local 342's website at https://www.ua342.org/trust_funds.aspx or by contacting The HRA Plan Administrator, Northwest Plan Services (NWPS) at (855) 512-1170.

Voluntary UA Credit Union Deduction

The UA Local 342 Agreements provide for a Voluntary UA Credit Union Deduction for active working members, provided that at the time of deposit you have an open account with the Credit Union.

The Voluntary UA Credit Union Deduction will be deducted from your paycheck and remitted by your employer, along with your fringes, to the Northern California Pipe Trades Trust Funds for UA Local 342. The Trust Funds Office, in turn, will remit a monthly report with your payroll deduction to the UA Credit Union on your behalf. For example, when you work during the month of January, the January hours are reported to the Trust Funds Office by your employer late in February and transferred in March to the UA Credit Union. As a result, UA Credit Union Deductions will be in your account approximately 45-60 days following the work month.

Voluntary UA Credit Union Deductions must be designated in flat dollar amounts. The deduction amounts effective January 1, 2027, will be: No Deduction, $1.00; $2.00; $3.00; $4.00; $5.00; $6.00; $7.00; $8.00; $9.00; and $10.00 per hour. Please note: Changes to your Credit Union Deduction (only) can be made at any time and are generally effective the 1st day of the month following receipt of your application by UA Local 342. However, during this enrollment period, unless a separate *2026 Enrollment Application* is submitted, changes to your Credit Union Deduction will be effective with January 2027 hours.

You must maintain an open account with the UA Credit Union. Should you close your UA Credit Union account, Voluntary Payroll Deductions will no longer be permitted, and you will be re-dispatched accordingly.

If you have any questions, please contact the UA Local 342 Business Office at (925) 686-5880 or email dispatch@ua342.org.