

**AIRCONDITIONING AND REFRIGERATION INDUSTRY
HEALTH AND WELFARE TRUST**

NOTICE TO PARTICIPANTS AND DEPENDENTS

This Notice will advise you of important changes to the Airconditioning and Refrigeration Industry Health and Welfare Trust Fund.

In Section I, Eligibility Rules for Active Participants, Initial and Continuing Employee Eligibility of the Summary Plan Description, a new sub-section entitled "Temporary COVID-19 Eligibility Extension" has been added immediately after the last paragraph of the sub-section entitled "For Active Employees". The new sub-section has been updated to read as follows:

Temporary COVID-19 Eligibility Extension:

If (i) due to a COVID-19 Reason (as defined below), you did not work enough hours in March 2020, April 2020, May 2020, June 2020 and/or July 2020 to maintain eligibility for the months of May 2020, June 2020, July 2020, August 2020 and/or September 2020, (ii) you do not have enough hours in your hour bank to make up the hours for March and/or April for purposes of continuing eligibility, and (iii) your Employer is not required to make a health and welfare contribution under the FMLA, Families First Coronavirus Response Act, or any other form of protected leave for those months, then the Trust will make up the extra hours that you need during the months of March 2020, April 2020, May 2020, June 2020 and/or July 2020 so that you may continue eligibility in the months of May 2020, June 2020, July 2020, August 2020 and/or September 2020, as applicable.

Example: If you only worked 80 hours in the month of April 2020 due to a COVID-19 Reason and you do not have any hours in your hour bank to satisfy the 100 hour eligibility requirement, then the Trust will credit you with 20 hours so that you are able to continue eligibility in the month of June 2020. In the same example, if you only worked 80 hours and had 10 hours in your hour bank, then the Trust will use the 10 hours in your hour bank and will credit you with 10 additional hours so that you are able to continue eligibility.

To qualify for the temporary COVID-19 extension, you will need to provide evidence satisfactory to the Plan that you were prevented from working sufficient qualifying hours due to one of the following COVID-19 Reasons. Please contact the Trust Fund Office to obtain a form to apply for a COVID-19 Eligibility Extension.

COVID-19 Reasons:

- You have been diagnosed with COVID-19 and are under mandatory quarantine.

- You are under mandatory quarantine without a COVID-19 diagnosis (i.e., due to travel to impacted area, contact with diagnosed individual or waiting for COVID-19 test result).
- You are laid off or have reduced hours because of reasons related to COVID-19. Note that this eligibility extension shall not apply to you if you were terminated from employment for cause for reasons unrelated to COVID-19.
- You are a “high risk” individual as defined by the Center for Disease Control, and you are in voluntary quarantine or have been furloughed by your Employer. For the definition of “high risk,” see <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html>. (The following individuals are included in the definition of “high risk”: individuals who (i) are age 65 and older, (ii) have chronic lung disease or moderate to severe asthma, (iii) are immunocompromised, (iv) have severe obesity, (v) have a serious heart condition, (v) have liver disease, (vi) are diabetic, or (vii) have chronic kidney disease and are undergoing dialysis)
- You are unable to work because you are caring for a family member or member of your household who has been diagnosed with COVID-19.
- You are unable to work due to your child’s school closure, childcare facility closure, or unavailability of childcare providers.

Effective October 1, 2020, the last paragraph of Section I, Eligibility Rules for Active Participants, Initial and Continuing Employee Eligibility, subsection “For Active Employees” shall be replaced with:

An hour bank will not be established for the first six months of your eligibility. After six months of eligibility, an hour bank will begin to accumulate for all hours reported and paid to this Plan in excess of 100 hours per month, subject to a maximum hour bank limitation of 300 hours. Effective October 1, 2020, the maximum hour bank limitation is 600 hours. For all individuals who are eligible and have established an hour bank as of October 1, 2020, the Trust Office will apply, up to the 600 hour maximum, all hours reported and paid in excess of 100 hours per month, and not previously applied to the hour bank, from January 1, 2020 through July 31, 2020, provided the individual has met the six-month eligibility requirement prior to such month.

This Notice constitutes your summary of material modifications as required by section 104(b) of the Employee Retirement Income Security Act of 1974 as amended, or ERISA, and should be kept with your copy of the SPD and other important Plan documents. The information in this notice is also in the Plan document, and the Plan document controls if there is any conflict with this notice. If you have any questions about this notice or need a copy of the SPD, please contact the Trust Fund Office at (714) 917-6100.