



IMPORTANT NOTICE

Summary of Material Modifications (No. 2)

To: All Interested Parties

From: The Board of Trustees

Date: July 2025

Re: After-Tax Roth Salary Deferral Contributions and In-Service Rollovers

This notice summarizes changes to the UFCW Local 1189 and St. Paul Food Employers Defined Contribution Plan (“Plan”) to permit after-tax Roth salary deferral contributions and certain in-service rollovers.

Elective Roth Salary Deferral Contributions

Effective July 1, 2025, if permitted by your employer, the Plan now offers the option to make Roth after-tax contributions to the Plan in addition to and upon the same basis as the existing traditional pre-tax contributions. Roth salary deferrals are taxed at the time when you make the contribution. Roth contributions and the earnings attributable to them are not taxed when they are distributed to you if certain requirements are met. Annual contribution limits apply to your combined Roth and pre-tax contributions. While this limit generally changes from year to year, in 2025, your combined pre-tax and Roth contributions cannot exceed \$23,500.00. You are 100% vested in your Roth contributions.

If you are interested in making Roth contributions to the Plan, please contact the Fund Office or your employer to determine if your employer offers this option. If the Roth option is offered, you will need to complete a salary deferral form indicating the amount of Roth contributions you elect to make per pay period. The investment options and allocation percentages you choose for your pre-tax contributions will also apply to your Roth contributions. Roth contributions, withdrawals, earnings, and losses will be separately tracked by Milliman, the Plan’s record keeper. For informational purposes only, attached is a flyer from Milliman regarding pre-tax and Roth contributions.

In Service Rollovers

Effective July 1, 2025, if you have attained the age of 59 1/2 and you are employed by a contributing employer, you may rollover some or all of your Account A, K, or R balances into an eligible individual retirement account.

Please keep this Summary of Material Modifications with your Summary Plan Description. If you should have any further questions or questions in general, feel free to contact the Plan Administrator, Wilson-McShane Corporation, by calling 952-854-0795.