



Name
Address 1, Address 2
Address3/City, State Zip

Identification Number: U0-<Alt ID>

Required Minimum Distribution Notification

Dear Participant,

We're writing to you about the IRS Required Minimum Distribution rules. Under these rules, you may have to start withdrawing from your Plan account once you turn age 70½. Because you vested in the plan this year, these rules now apply to you.

An Application and Election form has been included for your convenience. **NOTE:** If you are still working and not terminated from Covered Employment in 2019, these rules do not apply to you **BUT YOU STILL MUST RETURN THE FORM TO INDICATE YOU DO NOT WISH TO TAKE A BENEFIT AT THIS TIME.**

1. If the balance of your retirement account is more than \$2,400.00 as of December 31, 2019, your required minimum distribution will be paid in monthly installments equal to the greater of:
 - \$100.00, or
 - An amount determined by dividing your Account balance at the time you begin payments by your life expectancy (determined by an IRS life expectancy table) and multiplying the result by one-twelfth (1/12th)

These payments will continue until the entire Account has been paid out to you. If there is a balance remaining in the Account when you die it is paid out in a single lump sum to your designated beneficiary.

You may receive monthly installments even if you are still working. Once established, they would satisfy future required minimum distributions if you terminate Covered Employment.

2. If the balance of your retirement account is \$2,400.00 or less on December 31, 2019, your required minimum distribution will be paid out to you in a single Lump Sum. **You must terminate covered employment to receive this payout.**

If our records indicate that no contributions have been made on your behalf in 2019 and you do not respond to this letter, your required minimum distribution will be sent automatically so that you don't incur any tax penalty. The IRS imposes an excise tax of 50% of your required but unpaid payment. Payments will be distributed to you prior to April 1, 2020.

Please contact the Trust office with questions by calling 1 (866) 770-1917 and selecting option 3. Our offices are open Monday through Friday from 8:00 a.m. to 5:00 p.m.

Zenith Signature

RMD1_2019