



May 29, 2018

SOUND RETIREMENT TRUST

SUMMARY OF MATERIAL MODIFICATIONS

The Board of Trustees of the Sound Retirement Trust ("Trust") has adopted the following changes to the Revised Pension Plan of the Sound Retirement Trust ("Plan") effective April 1, 2018. These changes provide you with more information on how the Trust reviews certain disability benefits. Please keep this document with your Summary Plan Description ("SPD").

1. Effective for claims filed after April 1, 2018, the following language is added after the second paragraph under the section entitled "Claim and Appeal Procedures" beginning on page 46 of the SPD:

Initial Denial Involving Discretionary Determination of Disability by the Trust

In the case of a denial of your claim for disability benefits that is based on a determination by the Trust that you are not disabled under the Plan rules, you will receive a written notice that includes the following:

(a) A discussion of the decision, including an explanation of the Trust's basis for disagreeing with or not following:

(i) The views you presented to the Trust of health care professionals treating you and vocational professionals who evaluated you (if any);

(ii) The views of any medical or vocational experts whose advice was obtained on behalf of the Trust in connection with the denial of your claim, even if the advice was not relied upon in making the determination; and

(iii) A disability determination made by the Social Security Administration, if you provided it to the Trust;

(b) A copy of the specific internal rules, guidelines, protocols, standards, or other similar criteria of the Plan relied upon in making the adverse benefit determination or, alternatively, a statement that such rules, guidelines, protocols, standards, or other similar criteria of the Plan do not exist;

(c) A statement that you are entitled to receive, upon request, and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits; and

(d) A statement of your right to bring an action under Section 502(a) of ERISA after you exhaust the Plan's appeal procedures, including a description of any contractual limitations period that applies to your right to bring an arbitration, including the calendar date on which this limitations period expires for the claim.

(e) The written notice of denial will be provided in a culturally and linguistically appropriate manner clearly indicating how to access the language services provided by the Plan, if this applies to your claim.

2. Effective for claims filed after April 1, 2018, the following language is added at the end of the "Review by Appeals Committee" subsection of the section entitled "Claim and Appeal Procedures" beginning on page 46 of the SPD:

Decision on Appeal Involving Discretionary Determination of Disability by the Appeals Committee

Prior to issuing a denial of an appeal of a claim for a disability benefit that is based on a determination by the Appeals Committee that you are not disabled under the Plan rules, the Administrative Office will provide you, free of charge, with any new or additional evidence considered, relied upon, or generated by the Trust in connection with the claim, and/or with any new or additional rationale for denying the claim, as soon as possible and sufficiently in advance of the date the appeal is to be considered to give you a reasonable opportunity to respond prior to the date the appeal will be considered.

In the case of a denial of your appeal to the Appeals Committee involving claim for a disability benefit that is based on a determination by the Appeals Committee that you are not disabled under the Plan rules, you will receive a written notice of denial that includes all of the information provided in the Initial Denial Involving Discretionary Determination of Disability by the Trust (explained on page #1).

3. Effective for claims filed after April 1, 2018, the following language is added at the end of the "Appeal to Hearings Committee" subsection of the section entitled "Claim and Appeal Procedures" beginning on page 46 of the SP:

Decision on Appeal Involving Discretionary Determination of Disability by the Hearings Committee

Prior to issuing a denial of an appeal of a claim for a disability benefit that is based on a determination by the Hearings Committee, that you are not disabled under the Plan rules, the Administrative Office will provide you, free of charge, with any new or additional evidence considered, relied upon, or generated by the Trust in connection with the claim, and/or with any new or additional rationale for denying the claim, as soon as possible and sufficiently in advance of the date the appeal is to be considered to give you a reasonable opportunity to respond prior to the date the appeal will be considered.

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In the case of a denial of your appeal to the Hearings Committee involving this type of disability benefits, you will receive a written notice of denial that includes all of the information provided in the Initial Denial Involving Discretionary Determination of Disability by the Trust (explained on page #1).

If you have any questions about this notice or want further information about these rules, please contact the Administrative Office at 206.282.4500 or 800.225.7620, option 2 then option 3.