

Kaiser Aluminum Salaried Retirees VEBA Plan
Summary of Material Modifications—COVID-19 Extended Deadlines

This notice constitutes the “Summary of Material Modifications” (“SMM”) for the Kaiser Aluminum Salaried Retirees VEBA Plan (the “Plan”) and supplements the Summary Plan Description (the “SPD”) for the Plan. In the event of any conflict between the terms of this notice and any other document or representation (oral or otherwise), this notice shall control. Moreover, unless otherwise specified herein, all other portions of the Plan continue to apply. The Plan can be amended or terminated in whole or in part at any time by the Board of Trustees of the Kaiser Aluminum Salaried Retirees VEBA Trust.

Summary. The new deadline to file a claim for 2019 is October 15, 2021. This is due to a change in law, which is described below.

COVID-19. With the rapid spread of the COVID-19 virus, the government has issued new guidance that requires plans to disregard the “Outbreak Period” when determining the deadline to file a claim or an appeal. The “Outbreak Period” is from March 1, 2020 until sixty (60) days after the Secretary of Health and Human Services has announced the end of the COVID-19 National Emergency Period. As of the time that this SMM was drafted, the government stated that the Outbreak Period will end as of December 22, 2020. (However, this date could be extended.) An explanation of how this extension applies to the Plan is provided below.

Extended Time Period to File Claims and Appeals

As stated above, as of the date this SMM was drafted, the Outbreak Period is scheduled to end on December 22, 2020. Below is an example of how disregarding the Outbreak Period will work under the Plan, assuming that the Outbreak Period ends on December 22, 2020.

Filing a claim:

- Participant A would normally have 365 days after the close of the preceding plan year—until December 31, 2020—to submit a claim for 2019.
- The Outbreak Period of March 1, 2020 to December 22, 2020—296 days—is disregarded when determining the deadline to file a claim.
- Participant A now has until October 15, 2021 (296 days after December 22, 2020) to submit a claim for 2019.

Filing an appeal:

- Participant B files a claim under the Plan and receives a denial letter on April 1, 2020. Normally, for that claim, Participant B would have 180 days to file an appeal (by September 28, 2020).
- Participant B now has 180 days after the end of the Outbreak Period (until June 20, 2021—which is 180 days after December 22, 2020) to file an appeal under the Plan because the Outbreak Period is disregarded (from March 1, 2020 to December 22, 2020).

Please Note: It remains encouraged that claims for 2019 are submitted as soon as possible. There are several ways to file your claim:

- 1) Send Via Mail: Kaiser Aluminum Salaried Retirees VEBA Plan
P.O box 2308
Stockton, CA 95201-2308
- 2) Send Via Fax: 1 (209) 940-5135
- 3) Send Via Email: VEBA@deltafund.com

If you have any questions regarding this Summary of Material Modifications, please contact Delta Fund Administrators at 1 (888) 344-8322 or at VEBA@deltafund.com and they will be happy to assist you.