

**HOTEL UNION & HOTEL INDUSTRY OF HAWAII
401(K) RETIREMENT SAVINGS PLAN**

NOTICE TO PARTICIPANTS

The Board of Trustees of the Hotel Union & Hotel Industry of Hawaii 401(k) Retirement Savings Plan ("Savings Plan") wish to announce the following changes that were effective as of January 1, 2019, unless otherwise noted, to the hardship distribution rules of the Savings Plan:

1. Hardship distributions due to medical expenses, tuition and related expenses and funeral and burial expenses on behalf of a Participant's "primary beneficiary" are now allowed.

For purposes of this provision, "primary beneficiary" means an individual that the Participant has named as a beneficiary of all or a portion of the Participant's account under the Savings Plan upon the death of the Participant.

2. Effective on and after January 17, 2019, Participants who receive a hardship distribution are no longer subject to a 6-month required suspension of Elective Deferrals to the Savings Plan.
3. Hardship distributions may also include Qualified Non-elective Employee Contributions ("QNEC"), Qualified Matching Contributions ("QMAC") and investment income of these contributions as well as investment income on Elective Deferrals.
4. Hardship distributions for federally declared disasters are allowed, even if such expenses do not qualify as deductible "casualty losses" in accordance with Internal Revenue Code §165(h)(5).
5. Hardship distributions due to disaster related expenses attributable to a FEMA declared disaster are allowed if the Participant's principal residence or principal place of employment is within the FEMA declared disaster zone.
6. Effective on and after January 1, 2020, a Participant who wishes to receive a hardship distribution from the Plan will need to provide a written representation that he/she has insufficient cash or other liquid assets to satisfy the need before a hardship distribution can be made by the Plan.

If you have an questions regarding this change, please contact Jhoana Delos Reyes at Group Plan Administrators, Inc., 222 South Vineyard Street, Penthouse #4, Honolulu, Hawaii 96813, telephone: (808) 523-9411.

BOARD OF TRUSTEES,

HOTEL UNION & HOTEL INDUSTRY OF HAWAII
401(K) RETIREMENT SAVINGS PLAN