

NOTICE TO INTERESTED PARTIES

1. Notice to: All Employees Covered by a Collective Bargaining Agreement Between Their Employer and the International Brotherhood of Electrical Workers Local 306 and Employees of the Union and the Akron Area Electrical Joint Apprenticeship Committee

An Application will be made to the Internal Revenue Service for an advance determination on the qualification of the following employee benefit pension plan:

2. Name of Plan: Local 306 I.B.E.W. Pension-Annuity Plan
3. Plan Identification Number: 001
4. Name and Address of Applicant: Board of Trustees
Local 306 I.B.E.W. Pension-Annuity Plan
Compensation Programs of Ohio, Inc.
33 Fitch Boulevard
Austintown, Ohio 44515
5. Applicant's Employer Identification Number: 34-6689590
6. Name and Address of Plan Administrator: Compensation Programs of Ohio, Inc.
33 Fitch Boulevard
Austintown, Ohio 44515
7. The application will be filed on January 29, 2010 for an advance determination as to whether the plan meets the qualification requirements of § 401 or 403(a) of the Internal Revenue code of 1986, with respect to the plan's restated plan and any applicable amendments. The application will be filed with:

EP Determinations
Internal Revenue Service
P.O. Box 192
Covington, KY 41012-0192

8. The employees eligible to participate under the Plan are those employees working in job categories under collective bargaining agreements and participation agreements requiring contributions to the Plan.
9. The Internal Revenue Service has previously issued a determination letter with respect to the qualification of this Plan.

RIGHTS OF INTERESTED PARTIES

10. You have a right to submit to the EP Determinations, at the above address, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code.

You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to the EP Determinations regarding the qualification of

the Plan. If the Department declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the Department jointly, submit your comments on these matters directly to the EP Determinations.

**REQUESTS FOR COMMENTS BY THE
DEPARTMENT OF LABOR**

11. The Department of Labor ("Department") may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10% of the employees who qualify as interested parties. The number of persons needed for the Department of Labor to comment with respect to this Plan is 10. If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

- (1) the information contained in items 2 through 5 of this Notice; and
- (2) the number of persons to needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Pension and Welfare Benefits Administration
Attention: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you to the EP Determinations must be in writing and received by him by March 16, 2010. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to the EP Determinations to be received by him within 15 days from the time that the Department notifies you that it will not comment on a particular matter, or by March 16, 2010 whichever is later, but not after March 30, 2010. A request to the Department to comment on your behalf must be received by it by February 13, 2010 if you wish to preserve your right to comment to the EP Determinations, on a matter upon which the Department declines to comment, or by February 23, 2010 if you wish to waive that right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in Sections 17 and 18 of the Revenue Procedure 2004-6. Additional information concerning this application (including, where applicable, and updated copy of the Plan and related Trust; the application for determination; any additional document dialog with the application that have been submitted to the Service; and copies of Section 17 of Revenue Procedure 2004-6 are available at during the hours of for inspection and copying) are available at the I.B.E.W. Local 306 Union Hall, 2650 South Main Street, Suite 200, Akron, Ohio 44319, between 9:00 a.m. to 4:00 p.m., Monday through Friday, for inspection and copying. (There is a normal charge for copying and/or mailing.)