

**SUMMARY DESCRIPTION OF MATERIAL MODIFICATION OF THE
I.B.E.W. LOCAL NO. 32 – N.E.C.A. PENSION PLAN**

I. INTRODUCTION.

This document is designed to describe modifications to the I.B.E.W. Local No. 32 – N.E.C.A. Pension Plan. (hereinafter "Pension Plan"). This document should be read in conjunction with the Summary Plan Description (hereinafter "SPD") which was provided to you previously. Information contained in this Summary Description of Material Modification (hereinafter "Summary Description") supersedes what is contained in the SPD. However, explanations which are not included in this Summary Description but are included in the SPD mean that the provisions in the SPD have not been materially modified.

II. ELIGIBILITY TO RECEIVE TOTAL AND PERMANENT DISABILITY RETIREMENT BENEFIT.

The Pension Plan's rules governing eligibility to receive a total and permanent disability retirement benefit have been changed. Effective July 1, 2013, to be eligible to receive a Total and Permanent Disability Retirement Benefit, you must qualify as an "Active Participant." To qualify as an Active Participant, you must satisfy certain requirements, including a service requirement under which you must have at least 320 Hours of Service in one of the two Plan Years immediately preceding your date of disability.

This Summary Description reflects this change in the Pension Plan's rules governing eligibility to receive a total and permanent disability retirement benefit and

should be included in the SPD as revised text in Section D of Article IV on page 13 of the SPD, entitled "What If I Become Totally and Permanently Disabled?", as follows:

D. What If I Become Totally and Permanently Disabled?

If you are suffering from a physical or mental condition which—

1. in the sole discretion of the Board of Trustees, based upon appropriate medical reports and examinations, has lasted or can be expected to last for a continuous period of not less than twelve (12) months, and
2. renders you incapable of performing any substantial gainful activity for employment,

then you are considered to be **Totally and Permanently Disabled**.

Effective July 1, 2013, you must be an **Active Participant** to be eligible to receive a Total and Permanent Disability Retirement Benefit. For this purpose, you are considered to be an Active Participant if, prior to applying for a Total and Permanent Disability Retirement Benefit, you satisfy all of the following conditions:

1. you have not yet retired, died, or otherwise terminated from service under the Plan on account of Total and Permanent Disability;
2. you have not yet incurred a Forfeiture of Service; and
3. you have at least 320 Hours of Service in one of the two (2) Plan Years immediately preceding your date of disability.

III. STARTING DATE FOR TOTAL AND PERMANENT DISABILITY RETIREMENT BENEFIT.

The Pension Plan's rules governing the date as of which your total and permanent disability retirement benefit may begin have been modified to permit payment of your total and permanent disability retirement benefit to be retroactive to the date of your Social Security disability award under certain circumstances. Effective July 1,

2013, if the date on which you apply for your total and permanent disability retirement benefit is later than the date of your Social Security disability award but within ninety (90) days after such award, your benefit will be payable retroactive to the date of your Social Security benefit. Prior to this change, the annuity starting date of your total and permanent disability retirement benefit was the later of:

- the date of your Social Security disability award; or
- the date of your application for a total and permanent disability retirement benefit.

This Summary Description reflects this change in the Pension Plan's rules governing the annuity starting date for a total and permanent disability retirement benefit and should be included in the SPD as revised text in Section E of Article IV on page 14 of the SPD, entitled "What If I Become Totally and Permanently Disabled?", as follows:

E. What Is My Total And Permanent Disability Benefit?

If you are determined to be Totally and Permanently Disabled, you will be eligible for a monthly **Total and Permanent Disability Benefit**. The amount of your Total and Permanent Disability Benefit depends in part on your Years of Vesting Service.

1. If you have five (5) or more Years of Vesting Service, you will receive a monthly benefit equal to your vested accrued benefit under the Plan as of the *later* of:
 - (i) the date of your Social Security disability award; or
 - (ii) the date of your application for a Total and Permanent Disability Benefit.

However, if the date on which you apply for your Total and Permanent Disability Retirement Benefit is later than the date of your Social Security disability award but within ninety (90) days after such award, your monthly benefit will be equal to your vested accrued benefit under the Plan as of the date of your Social Security disability award.

2. If you have at least one (1) Year of Vesting Service but fewer than five (5) Years of Vesting Service, you will receive a benefit equal to 100% of the Employer contributions made to the Fund on your behalf.

III. CONCLUSION.

As stated in the Introduction, this Summary Description should be read in conjunction with the SPD. Information contained in this Summary Description supersedes what is contained in the SPD. However, explanations which are not included in this Summary Description but are included in the SPD mean that the provisions in the SPD have not been materially modified.