

## SUMMARY OF MATERIAL MODIFICATIONS

This Notice, known as a Summary of Material Modifications (“SMM”), describes changes to the Plan adopted by the Trustees since the Summary Plan Description (“SPD”) was issued in April 2010. It amends the SPD you previously received. You should keep this SMM with the SPD for future reference. The changes to the SPD are as follows:

**Effective June 1, 2012**, the 2011 negotiated increase in the hourly Employer Contribution of 7.5% will be treated as a non-credited increase for all future hours worked.

**Effective January 1, 2014**, the Plan was amended to provide that the statute of limitation to bring an action against the Fund, Board of Trustees any of the Trustees individually, or any agent of any of the foregoing under or relating to the Plan will be three years from the date the participant first receives a determination of his rights and/or benefits under the terms of the Fund’s Plan. Previously the statute of limitations was three years from the date the right of action accrued.

**Effective January 1, 2014**, the Plan was amended to provide that any action in law or equity brought by a participant or beneficiary against the Fund, the Board of Trustees, any of the Trustees individually, or any agent of any of the foregoing under or relating to this Plan shall be brought in the United States District Court where the Plan is administered.

**Effective May 1, 2017**, generally, for participants retiring on or after April 1, 2017, the early retirement reduction factor for an Active Participant’s Benefit will be reduced from 0.5% per month for each month before age 61 to 0.5% per month for each month before age 62.

**Effective May 1, 2017**, generally, for participants retiring on or after April 1, 2017, the Plan was amended to eliminate the Early Retirement Supplemental Benefits. Before this change, the Early Retirement Supplemental Benefits was available to each participant who retired on or after the date he reached age fifty-seven (57), but before he reached age sixty-two (62), calculated as 50% of his reduced monthly benefit.

**Effective May 1, 2017**, generally, for participants retiring on or after April 1, 2017, the early retirement reduction factor for an Inactive Participant’s Vested Benefit will be reduced from 0.5% per month for each month before age 61 to an actuarial equivalent reduction from age 65. This reduction will remain in place for an Inactive Participant who later returns to covered work for that portion of his benefit accrued prior to returning to work unless he earns three Years of Service during a five Plan Year period after he was last Inactive (including the year in which he retires).

**Effective June 1, 2017**, the full amount of Employer Contributions will be treated as Credited Employer Contributions and will be used to calculate a participant’s Future Service Benefit Credit and benefit accruals.

### The Board of Trustees as of the date of this notice is as follows:

#### Union Trustees

Sean Egan  
*Chairman*  
IBEW Local 275  
140 North 64<sup>th</sup> Avenue  
Coopersville, MI 49404

John Bond, Jr  
IBEW Local 948  
1251 West Hill Road  
Flint, MI 48507

Thomas Eastwood  
IBEW Local 665  
5205 S. Pennsylvania Ave.  
Lansing, MI 48911

#### Employer Trustees

Richard Markee  
*Secretary*  
Markee Electric, Inc.  
2410 Kansas Avenue  
Flint, MI 48507

Ted Anton  
Newkirk Electrical Associates, Inc.  
1875 Robert Street  
Muskegon, MI 49442-6094

Paul Kelley  
Michigan Chapter, NECA  
1025 North Washington Avenue  
Lansing, MI 48906-4839

David Fashbaugh  
IBEW Local 498  
3912 Blair Townhall Road West  
Traverse City, MI 49685

Russ Smith  
Master Electric, Inc.  
2550 W. M-61  
Gladwin, MI 48624

Administered for the Trustees by:  
TIC International Corporation

Legal Counsel  
Derek Watkins  
Sachs Waldman, Professional Corporation  
1423 East Twelve Mile Road  
Madison Heights, Michigan 48071