

SUMMARY PLAN DESCRIPTION
DEFERRED SALARY PLAN
OF THE ELECTRICAL INDUSTRY



MAY 10, 2007

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This booklet contains the Summary Plan Description (“SPD”) of the Deferred Salary Plan of the Electrical Industry (Plan). This Summary Plan Description sets forth what benefits are available under the Plan, who may receive benefits, how to apply for benefits and what your rights are under the Plan and under the Employee Retirement Income Security Act of 1974, as amended (ERISA). This information applies to the Plan effective on and after May 10, 2007, unless specifically stated otherwise.

GENERAL INFORMATION

Name of Plan: Deferred Salary Plan of the Electrical Industry

**Plan Sponsor
Identification No:** 11-2656063

Plan Number: 004

Plan Year: January 1st to December 31st, except for the short Plan Year that started October 1, 2007 and ended December 31, 2007. Previously, the Plan Year started October 1st and ended September 30th.

**Plan
Administrator
and Agent for
Legal Process:** Joint Industry Board of the Electrical Industry
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365
(718) 591-2000

Service may also be made on any Trustee at
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365
(718) 591-2000

Type of Plan: This is a Defined Contribution Profit-Sharing Plan. Your benefits are based upon the amount of money in your Contribution Account, which consists of your salary deferral contributions, Employer contributions and income thereon.

Type of Administration: The Plan is maintained by a Board of Trustees made up of an equal number of Employer and Union Trustees. The names and office addresses are listed below:

GINA ADDEO
GMA Electrical
201 Edward Curry Avenue
Staten Island, NY 10314

SAL ANELLI
Inner City Elecl Contractors
160 21 Street
Brooklyn, NY 11232

STEVEN LAZZARO
Hellman Electric Corp.
855 Brush Avenue
Bronx, NY 10465

MICHAEL M. MAZZEO, JR.
Mazzeo Electric
41-24 24th Street
Long Island City, NY 11101

DAVID B. PINTER
Zwicker Electric Company, Inc.
360 Park Avenue South
New York, NY 10010

JOHN PINTO
Pinto & Teger Electrical Corp.
32-24 111 Street
E. Elmhurst, NY 11369

DAVID I. SAMUELS
Robert B. Samuels, Inc.
48 West 25th Street
New York, NY 10010

JOSEPH R. BECHTOLD
Recording Secretary
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

CHRISTOPHER ERIKSON
Business Manager
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

WILLIAM HOFVING
Business Representative
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

JOHN E. MARCHELL
President
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

VINCENT McELROEN
Financial Secretary
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

RAYMOND MELVILLE
Assistant Business Manager
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

LANCE VAN ARSDALE
Assistant Business Manager
Local Union No. 3, I.B.E.W.
158-11 Harry Van Arsdale Jr. Ave.
Flushing, NY 11365

ESTABLISHMENT OF PLAN

The Plan was established and is maintained pursuant to Collective Bargaining Agreements (CBAs) between Local Union No. 3, International Brotherhood of Electrical Workers, AFL-CIO, 158-11 Harry Van Arsdale Jr. Avenue, Flushing, NY 11365 (Union); New York Electrical Contractors Association, Inc., 1430 Broadway, 8th Floor, New York, NY 10018, Association of Electrical Contractors, Inc., 11-51 47 Ave., PO Box 1707, Long Island City, NY 11101; and other employers who are not members of the two associations but who are obligated pursuant to their CBAs or Participation Agreements to participate in the Plan (collectively referred to as Employer). Upon a written request from any Participant or beneficiary, the Plan Administrator will state in writing whether a particular Employer is a participating Employer in the Plan and provide the Employer's principal business address. The Plan Administrator will also provide, upon a written request from a Participant or beneficiary, a copy of the CBA or Participation Agreement between the Union and the Participant's Employer. Copies of CBAs and Participation Agreements are available for inspection at the office of the Plan Administrator during normal business hours.

ELIGIBILITY AND PARTICIPATION IN THE PLAN

You are eligible to be a Participant in this Plan on the first day you work for a participating Employer, as an "A" Rated Journeyperson or in any other form of employment covered by a CBA providing for Employer contributions to the Plan, including salary deferral contributions. All Participants who are obligated or elect to participate in the Plan will complete an enrollment form, which will be provided by your Employer, setting forth the applicable percentage of your compensation to be deferred and contributed to the Plan. If you fail to complete an enrollment form, the amount, if any, set forth in your CBA will be deferred and contributed to the Plan where it will be invested in the default fund. (See pages 6-9 for more information about investments). If your CBA provides for your Employer to make additional contributions to the Plan on your behalf, you are eligible to receive those contributions at the time specified in the CBA regardless of whether you elect to defer a portion of your compensation into the Plan. Note, that for purposes of contributions to the Plan, your compensation is limited by federal law, and if these limits apply to you, you will be notified.

CONTRIBUTIONS TO PARTICIPANTS' ACCOUNTS

Salary Deferral Contributions

As a Participant in the Plan, you may elect to defer up to 100% of your wages in whole percentage points, subject to the limits on the amount of deferrals set by the Internal Revenue Code, as described below. Your Employer will reduce your weekly gross wages by the amount of the applicable deferral and contribute that amount to the Plan. These contributions will be credited to a bookkeeping account maintained by the Plan on your behalf.

If you are an "A" rated Journey person, or if you work in certain other divisions, you may be required by the applicable CBA to defer and have contributed to the Plan a minimum of 1% of your wages.

The deferral election may be made for the first payroll period during which a Participant is employed by the Employer. Changes in the initial election may be made as of January 1, April 1, July 1 or October 1, provided the participating Employer receives the election form 30 days prior to the effective date. In addition, individual employers may, but are not required to permit employees to change more frequently. A deferral election in excess of a required contribution may be revoked at any time by delivering a written notice to the participating Employer at least 30 days prior to the beginning of the payroll period as of which such revocation is to become effective.

During a taxable year, which is the calendar year for most taxpayers, the amount of your salary deferral contributions may not exceed the dollar limitation under the Internal Revenue Code. For 2007 and 2008, the legal limit on salary deferral contributions is \$15,500. This dollar limit is adjusted by the Internal Revenue Service periodically for inflation. If you defer more than the annual dollar amount permitted under the Internal Revenue Code, the Plan will return the excess contributions to you, along with any earnings, or reduced by any losses thereon within two and a half months following the end of the calendar year.

In addition to the limit on salary deferral contributions, the Internal Revenue Code also imposes a limit on total contributions to your account under this Plan, and any other defined contribution pension plan sponsored by your Employer in which you participate, excluding the Annuity Plan of the Electrical Industry and other multiemployer plans.

For 2008, this limit is \$46,000. Total contributions for this purpose include salary deferrals and employer contributions. This amount was \$45,000 for 2007.

In addition to the foregoing dollar limitations, the tax law also limits contributions to the Plan to ensure that highly paid Participants do not benefit from the Plan disproportionately when compared to lower paid Participants. If these limits are exceeded, the Plan will make corrective distributions to the affected Participants.

If you will be over 50 years old by the end of the calendar year, you may elect to make additional pre-tax contributions, called "catch-up contributions" to the Plan for that year and each subsequent year. This additional amount is not subject to any of the limits described above. Catch-up contributions are limited to \$5,000 in 2007 and 2008. The limit on catch-up contributions is also subject to adjustment for inflation for future years.

Employer Contributions

Depending on the terms of your CBA, your Employer may be obligated to make contributions to the Plan on your behalf regardless of the amount of your salary deferral contributions or whether you elect to make any salary deferral contributions at all. Employer contributions and salary deferral contributions are tracked in separate sub-accounts. Any general reference in this SPD to your "account" covers all your sub-accounts.

Rollover Contributions

You may be permitted to deposit into the Plan distributions from other tax qualified pension or profit-sharing plans and IRAs. Such a deposit is called a "rollover" and may result in tax savings to you. You may ask your prior plan administrator to transfer directly to this Plan (a "direct rollover") all or a portion of any amount which you are entitled to receive as a distribution from a prior plan. Alternatively, if you receive a distribution from a prior plan, you may elect to deposit in this Plan any amount eligible for rollover within 60 days of your receipt of the distribution. You should consult qualified counsel to determine if a rollover is permitted and is in your best interest.

Rollover contributions will be held in a separate sub-account and may be invested by you in the same options as available for all other contributions to the Plan.

All Contributions

To the extent allowed by law, salary deferral contributions to the Plan will be excluded from your gross income and will not be subject to federal (and most state and local) income taxes until they are paid from the Plan to you. However, your salary deferral contributions are subject to FICA taxes, and withholding for FICA will be computed by including these contributions with your other wages. Employer contributions are not subject to FICA.

If you are a Participant in this Plan, you have an immediate 100% vested and nonforfeitable interest in your account balance representing all your salary deferral contributions and employer contributions, as well as any rollover contributions you transferred to this Plan.

INVESTMENT OF ACCOUNTS

Employer Contributions

The Trustees control how Employer contributions are invested. Employer contributions are currently invested in the JIB Capital Preservation Fund. Earnings and losses and applicable expenses are allocated to all Participants' accounts on the basis of the balances in the accounts.

Salary Deferral Contributions

Salary deferral contributions to the Plan are forwarded by your Employer directly to the Plan's investment manager and record keeper, Putnam Investments. You select the investments for your salary deferral account from among a number of different investment products chosen by the Trustees.

You will receive an investment selection kit from Putnam Investments when you become eligible to participate in the Plan. The kit includes an offering statement with regard to each investment product offered under the Plan. You should read the applicable information prior to making any investment election. You have the right to request a prospectus at any time.

The investment products currently offered by the Plan are:

Capital Preservation Fund

JIB Capital Preservation Fund

Income Fund

SSGA Bond Index Strategy Fund

Growth and Income Funds

Putnam Equity Income Fund

The George Putnam Fund of Boston

Asset Allocation Funds

Putnam Asset Allocation Growth Portfolio

Putnam Asset Allocation Balanced Portfolio

Putnam Asset Allocation Conservative Portfolio

Growth Funds

Putnam New Opportunities Fund

Putnam Investors Fund

Putnam S&P 500 Index Fund

Royce Total Return Fund

Vanguard Mid-Cap Index Fund

Default

If you do not submit an investment election, your account balance and any future contributions made on your behalf will be invested in the JIB Capital Preservation Fund until you make an investment election.

You may call Putnam Investments automated line at 1-877-JIB-401K (1-877-542-4015) 24 hours a day, 7 days a week to obtain account balance information, to change investment funds, or to request a distribution or loan.

Putnam has additional information about the investment funds available under the Plan. For example, Putnam can provide you with:

- A description of the annual operating expenses of each investment fund which reduce the rate of your return (*e.g.*, investment management fees, administration fees, transaction costs) and the aggregate amount of such expenses expressed as a percentage of the average net assets of the investment fund;
- Copies of any prospectuses, financial statements and reports, and any other materials relating to the investment funds available under the Plan, to the extent such information is

provided to the Plan;

- A list of assets comprising the portfolio of each investment fund which constitute Plan assets within the meaning of ERISA regulations, the value of each such asset (or the proportion of the investment fund which it comprises) and, with respect to each such asset which is a fixed-rate investment issued by a bank, savings and loan association, or insurance company, the name of the insurer of such contract, the term of the contract, and the rate of return on the contract;
- Information concerning the value of shares or units in each of the investment funds, as well as the past and current investment performance of such funds, determined net of expenses, on a reasonable and consistent basis; and
- Information concerning the value of shares in an investment fund held in your account.

You may speak with a Putnam representative between 8:00 a.m. and 10:00 p.m. Eastern time on any business day. Putnam Investments will provide all Participants with quarterly investment performance statements, including the value of your account balance. You may also review account balance information and may make investment transactions by accessing Putnam's website at www.ibenefitcenter.com. Your Social Security Number and personal identification number (PIN) are required. Any written inquiries may be sent to Putnam Investments at P.O. Box 9740, Providence, R.I. 02940-9740.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one industry, your savings may not be properly diversified. Although diversification is not a

guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. It is also important periodically to review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

The salary deferral component of the Plan is designed to comply with the rules described in Section 404(c) of the Employee Retirement Income Security Act (ERISA); the Employer contribution component is not. Complying with Section 404(c) of ERISA means that the Plan allows each Participant to choose from a broad range of investment funds, and each Participant has the responsibility to determine how to invest the assets in his or her salary deferral account under the Plan. By operating under Section 404(c) of ERISA, the Trustees and other Plan fiduciaries are relieved of liability for any losses sustained that are the direct result of a Participant's exercise of control over the investment of assets in his or her salary deferral account under the Plan, although the Trustees are responsible for the prudent selection and monitoring of the investment manager and the investment products offered under the Plan.

This Plan is a defined contribution plan. Under this type of plan, your benefit is always fully funded by the money credited to your account. Therefore, it is not insured by the Pension Benefit Guaranty Corporation.

BENEFITS UNDER THE PLAN

Definitions for Benefit Distributions

“Retire” under this Plan generally means to separate from Covered Employment after reaching age 65. You may, however, elect to retire early by ceasing Covered Employment or any employment with a Contributing Employer at any time after you reach age 55.

“Totally and Permanently Disabled” means that you have been approved by Social Security for a disability award.

“Terminate employment” means that you are not working in the Electrical Industry due to a reason other than retirement or permanent disability.

When Benefits May Be Paid: You may apply to have your entire account balance distributed to you when one of the following events happens:

1. You retire;
2. You become totally and permanently disabled;
3. You terminate employment;
4. You reach age 59 ½ ; or
5. You request a “hardship withdrawal,” which is approved by the Plan. (See below for requirements.)

Your beneficiary may apply for a distribution of your entire account following your death.

In-Service Distributions of Employer Contributions

In addition to the events listed above, you may apply for and receive a distribution from your Employer Contribution sub-account if any of the events listed below occur. Distributions due to one of these events are: a) limited to the lesser of your Employer Contribution sub-account balance or the limits stated below, and b) available only if you are not eligible to receive a similar benefit from another benefit plan administered by the Joint Industry Board of the Electrical Industry.

1. Supplementary Unemployment Benefits

In the event that you become unemployed, the Trustees, to the extent that funds are available in your employer contribution sub-account shall authorize the payment of up to \$600 per week to you from your employer contribution sub-account for each week during which you are unemployed. For purposes of eligibility for this benefit, “unemployed” may be defined in the same manner as it is defined in the New York State Unemployment Insurance Law. The Plan may require evidence to substantiate that unemployment benefits have been received from New York State prior to distributing benefit payments. If you are required to receive supplementary unemployment benefits from the Vacation / Holiday / Unemployment Plan but do not have sufficient funds available in that Plan, you may elect to receive distribution from this Plan.

2. Supplementary Workers' Compensation Benefits

In the event that you are injured while employed and are entitled to Workers' Compensation benefits, the Trustees, to the extent that funds are available in your employer contribution sub-account for this purpose, shall authorize a payment of up to \$175 per week from your account for the same period during which you receive Workers' Compensation benefits. Those Participants who are not eligible for the Supplemental Workers' Compensation benefit payable from the Electrical Employers Self Insurance Safety Plan may withdraw up to \$400 weekly from this Plan.

3. Supplementary Disability Benefits

In the event that you become entitled to Disability benefits, as provided for by the New York State Disability Benefits Law, the Trustees, to the extent that funds are available in your employer contribution sub-account, shall authorize a payment of up to \$200 per week from your employer contribution sub-account for the same period during which you receive Disability benefits. In the event you exhaust the statutory maximum Disability benefit, satisfactory medical evidence of continuing disability must be submitted to continue payments. Those Participants who are not eligible for the Supplemental Disability benefit payable from the Electrical Employers Self Insurance Safety Plan may receive up to \$400 weekly from this Plan.

4. Supplementary Economic Assistance Benefits

In the event that you require economic assistance to pay hospitalization, medical, surgical, prescription drug, approved over-the-counter drug or dental bills, which are not otherwise covered under a health plan covering you and your family (unmarried children up to 19 years of age; and for full-time, unmarried dependent students attending accredited institutions of higher learning, up to age 25) the Trustees, to the extent that funds are available in your employer contribution sub-account, shall authorize payment to you for said expenses in accordance with the following rules:

Participants may submit reimbursement claims for certain over-the-counter medications pursuant to IRS regulations. Example categories of

medicines that are eligible for reimbursement under IRS Code 213 (a) (1) include:

Allergy Medicine	Motion Sickness Pills
Analgesics	Muscle/Joint Pain Relief (e.g. Ben Gay)
Antacids	Nicotine Gum/Patches
Anti-Diarrhea Medication	Pain Reliever
Antihistamines	Reading Glasses
Aspirin	Rubbing Alcohol
Cold Medicine	Sinus Medications
Contact Lens Solution	Sleeping Aids
Cough Drops	Smoking Cessation Products
First Aid Cream (e.g., bactine, diaper rash ointments, bug bite medication)	Throat Lozenges
Hemorrhoid Medication	Visine
Laxatives	Wound Care Products

Participants must submit an original itemized receipt detailing the name of the medicine when applying for reimbursement for prescription and approved over-the-counter medicines.

Participants should not make an application for prescription and over-the-counter drug reimbursements until the aggregate of their claim is at least one hundred dollars (\$100.00). If a lesser amount than one hundred dollars (\$100.00) is accumulated during the calendar year, the Participant may submit for such lesser amount at the beginning of each December.

Ineligible Medical Expenses: *A Partial List*

Expenses that are not considered medical care expenses for purposes of the Supplementary Economic Assistance Benefit provided by this Plan include:

- **Costs of certain over-the-counter medications or products (see below)**
- **Costs of cosmetic services**
- **Expenses you deduct on your income tax return**
- **Expenses that are not tax-deductible**
- **Expenses that are reimbursed by other sources, such as insurance plans**
- **Fees for exercise or health clubs, unless medically necessary**
- **Costs of hair transplants**
- **Costs of illegal treatments, operations or drugs**
- **Most insurance premiums (other than COBRA, Medicare Part B and Long Term Care premiums) (see below)**
- **Postage and handling fees**
- **Cost of weight loss programs that are not medically necessary**

The following over-the-counter products are not considered medical care expenses, and will not be considered as Supplementary Economic Assistance Benefits reimbursed by the Plan:

Cosmetics	Moisturizers
Cotton Balls/Swabs	Nutritional Supplements/Vitamins (unless recommended by a Doctor for a specific condition)
Face Cream	Suntan lotion
Hair loss products (e.g., Rogaine)	Toothbrush/toothpaste/tooth whitener
Medicated Shampoo/Soap	

Any exclusion under this section will not apply to the extent that coverage is otherwise specifically provided in this document. Excluded charges will not be used when determining reimbursement.

The above list of exclusions is provided for illustrative purposes and is not all-inclusive. You may call the Joint Industry Board for verification as to a covered expense.

COBRA Premium, Medicare Part B Premium and Long-Term Care Premium distributions of Employer Contributions based on 2-Year/ 5-Year Rule

If you have been a Participant in the Plan for at least five years, you may apply for and receive a distribution from your Employer Contribution sub-account for the amount necessary to reimburse you for the following expenses, provided you cannot be reimbursed for the expense from any other source:

- a) COBRA premiums,
- b) Medicare Part B premiums, and
- c) eligible long-term care premiums (as described in §213(d)(10) of the Internal Revenue Code) paid to an insurance company.

If the premium was paid by or on behalf of an ex-spouse or dependent child, you must submit to the Plan a copy of the cancelled check to document the remittance in order to claim the reimbursement.

If you have been a Participant for less than 5 years, you may still apply for and receive a distribution for the three reasons listed above, but only from Employer Contributions that were made on your behalf at least 2 years prior to the distribution, plus earnings thereon.

Upon approval by the Internal Revenue Service and acceptance by the Trustees, this restriction will no longer apply.

Retirees and their spouses who pay the Medicare Part B premium will be eligible for reimbursement upon the submission of Form SSA-1099, which is the annual benefit statement furnished by the Social Security Administration. Reimbursements will be distributed on an annual basis and may be made to the extent that funds are available from the Participant's account.

5. Supplementary Financial Assistance Benefits

In the event that you require financial assistance to make delinquent mortgage or rental payments for a primary residence only in order to avoid foreclosure or eviction, the Trustees shall authorize payment from your Participant's Employer Contribution sub-account to you, to the extent that funds in the Participant's Employer Contributions sub-account in excess of \$2,000 are available. You are required to demonstrate that the delinquency arose from your unemployment for a minimum of five consecutive working days in the applicable month, disability or injury for which workers' compensation was payable in order to qualify for this benefit. An original coupon and/or letter from the lending institution is required as proof that mortgage payments are in arrears. An original notarized statement from the landlord is required to verify that rent payments are delinquent.

6. Holiday Benefits

Eligible Participants may receive a holiday payment from this Plan at a rate equal to their daily wages, based on the applicable CBA, unless the holiday pay is available from another benefit plan administered by the Joint Industry Board. A Participant may elect to receive distribution from this Plan to the extent that funds are available from the Participant's Employer Contribution sub-account.

Holiday Benefit Distributions of Employer Contributions Based on 2-year / 5-year Rule

If you have been a Participant in the Plan for at least five years, you may apply for and receive a distribution of Holiday Benefits from your Employer Contribution sub-account. If you have been a Participant for less than 5 years, you may still apply for and receive a distribution for Holiday Benefits but only from Employer Contributions that were made on your behalf at least 2 years prior to the distribution, plus earnings thereon.

Upon approval by the Internal Revenue Service and acceptance by the Trustees, this restriction will no longer apply.

7. Vacation Benefits

An eligible Participant who has a sufficient account balance in his or her Employer Contribution sub-account may apply to the Plan for a distribution of this benefit unless it is available from another benefit plan administered by the Joint Industry Board in accordance with the following:

“A” DIVISION

During a Period When Furlough is not Required

“A” rated Journeypersons covered under the CBA between the Union and the New York Electrical Contractors Association, Inc. and the Association of Electrical Contractors, Inc. or Westchester/Fairfield Division New York Electrical Contractors Association, Inc., New York City Chapter, NECA, Inc. will be eligible for a gross weekly wage replacement benefit of up to \$1,500 for vacations and/or a supplementary weekly vacation benefit of up to \$1000. The number of weeks is based on the schedule in the CBA. Payment will be made to the extent that funds are available from the Participant’s Employer Contribution sub-account.

“A” DIVISION

During a Period When Furlough is Required

“A” rated Journeypersons covered under the CBA between the Union and the New York Electrical Contractors Association, Inc. and the Association of Electrical Contractors, Inc. will not be eligible for a weekly wage replacement benefit for vacations, or a supplementary vacation benefit when the furlough or work-sharing plan is in effect, since vacations are cancelled.

ADMINISTRATIVE DIVISION

Participants in the Administrative Division (“ADM”) will be eligible to apply for a gross weekly wage replacement benefit of up to \$1,500 for vacations and/or a supplementary weekly vacation benefit of up to \$1,000, to the extent funds are available from the Participant’s Employer contribution sub-account. The benefit will be based on the number of vacation weeks earned according to the schedule contained in the ADM Collective Bargaining Agreement.

APPRENTICE, “M” AND EXPEDITOR DIVISIONS

All Participants in the Apprentice, “M” and Expeditor Divisions are eligible for a weekly wage replacement amount for vacations that is proportionately related to their applicable daily wage plus a weekly supplementary vacation amount of up to \$1,000, based on the number of weeks specified in the applicable CBA and to the extent that funds are available from their Employer Contribution sub-account.

ALL OTHER DIVISIONS

All Participants who are not “A” rated Journeypersons or not in the ADM, Apprentice, “M” and Expeditors Divisions may request a supplementary vacation amount of up to \$1,000 per week for each week of vacation received pursuant to the applicable CBA.

Vacation Benefit Distributions of Employer Contributions Based on 2-year / 5-year Rule

If you have been a Participant in the Plan for at least five years, you may apply for and receive a distribution from your Employer Contribution sub-account for Vacation Benefits. If you have been a Participant for less than 5 years, you may still apply for and receive a distribution for Vacation Benefits but only from Employer Contributions that were made on your behalf at least 2 years prior to the distribution, plus earnings thereon.

Upon approval by the Internal Revenue Service and acceptance by the Trustees, this restriction will no longer apply.

8. College Tuition Reimbursement Benefit

In the event you require assistance to pay for college tuition for unmarried children up to the age of 25, the Trustees may authorize payment of up to \$6,000 per semester, per child for this purpose, to the extent that funds in your Employer Contribution sub-account in excess of \$2,000 are available. Reimbursement may be requested on a semi-annual or annual basis.

9. Non-College Private School Tuition Reimbursement Benefit

In the event you require assistance to pay tuition for a private school, other than college, for unmarried children up to the age of 25, the Trustees may authorize payment of up to \$6,000 per school year, per child to the extent funds in your Employer Contribution sub-account in excess of \$2,000 are available. Reimbursement may be requested on a semi-annual or annual basis. This benefit is for primary education only and does not extend to tutoring services, learning centers or any other extra-curricular educational services.

10. Jury Duty Benefit

A Participant who is not eligible for reimbursement of jury duty service from the Educational and Cultural Trust Fund of the Electrical Industry or from the Employer may withdraw up to \$200 per day for each day served, to the extent that funds are available from the Participant's Employer Contribution sub-account. The Participant must provide the Plan with proof of jury service.

11. Funeral Leave Benefit

A Participant may request benefits for an unpaid funeral leave up to a maximum of \$2,000, to the extent that funds are available from the Participant's Employer Contribution sub-account. This benefit may be paid with respect to the death of the Participant's spouse, parent, spouse's parent, child (natural, adopted or dependent), grandchild, brother or sister.

12. Adoption Expenses

A Participant may request to receive reimbursement for qualified adoption expenses directly related to the legal adoption of each child who has not reached the age of eighteen, when the adoption has been successfully completed to the extent that funds in excess of \$2,000 are available from the Participant's Employer Contribution sub-account. The maximum amount of the eligible reimbursable expenses shall not exceed \$10,000. Eligible reimbursable expenses include adoption fees, court costs, attorney fees and other directly related expenses.

Taxation of In-Service Distributions

In-service distributions are taxable in the year received and will be subject to an additional 10% early withdrawal penalty if you have not reached age 59½, unless an exception applies such as payments for certain medical expenses. In-service distributions are also eligible for rollover distribution and therefore are subject to a 20% mandatory income tax withholding at date of distribution unless rolled over. The distribution amount you receive may, in some cases include the amount of anticipated taxes, as provided above, and be subject to the foregoing limits.

Hardship Distributions

You may also apply for and receive hardship distributions from your account (including both salary deferral and Employer contributions sub-accounts, other than income allocable to salary deferral contributions made after December 31, 1988) under the following circumstances. Distributions on account of “hardship” will be approved by the Plan only if you show to the Plan’s satisfaction that the distribution will be used to meet your immediate and heavy financial needs as allowed by the IRS. Such needs include, but are not limited to:

1. Payment of medical expenses for you, your spouse, your children or other tax dependents, or your designated beneficiary, which are not payable by any medical benefits coverage or any other insurance.
2. Payment to prevent a foreclosure on your principal residence.
3. Payment to prevent your eviction from your principal residence.
4. Payment of tuition for the next semester of post-secondary education for you, your spouse, your children or other tax-dependents, or your designated beneficiary.
5. Purchase of primary residence subject to the Plan’s safe harbor rules.
6. Payment of burial and funeral expenses for your deceased parent, spouse, children or other tax dependents, or your designated beneficiaries.
7. Payment for expenses for the repair of damages to your principal residence that would qualify for the casualty deduction under Code Section 165 (without regard to whether the loss exceeds 10% of employee’s adjusted gross income).

A distribution will be deemed necessary to satisfy an immediate and heavy need if it meets certain requirements, including, but not limited to the following:

1. The distribution will not exceed the amount needed to satisfy the immediate and heavy financial need including taxes;
2. You have obtained all distributions, other than hardship distributions, and all non-taxable loans currently available to you under the Deferred Salary Plan, under any other plan administered by the Joint Industry Board of the Electrical Industry and under all plans maintained by your employer.

You will be required to submit proof of hardship as requested by the Trustees. Hardship distributions shall be made based upon uniform and nondiscriminatory standards.

Taxation of Hardship Distributions

Hardship distributions are taxable in the year received and will be subject to an additional 10% early withdrawal penalty if you have not reached age 59½, unless an exception applies such as disability or payment of medical expenses. Hardship distributions are not eligible for rollover distribution and therefore are not subject to the 20% mandatory income tax withholding.

DESIGNATION OF BENEFICIARIES

A married Participant must designate his or her spouse as beneficiary to receive benefits upon the Participant's death, unless the Participant and spouse provide the Plan Administrator with a signed, notarized statement on the approved Designation of Beneficiary form in which both designate one or more other persons as beneficiary. A Participant and spouse must submit another signed, notarized statement on the approved Designation of Beneficiary form every time they wish to change beneficiaries unless the Participant alone elects to make his or her spouse the only beneficiary.

If a Participant is not married, is legally separated from his or her spouse, was abandoned by his or her spouse and has a court order to such effect, or cannot locate his or her spouse, then the Participant may designate any

one or more persons as beneficiary. The Plan may require evidence to substantiate these facts.

A married Participant's surviving spouse is the Participant's beneficiary and will receive 100% of any remaining account balance following the Participant's death, unless the surviving spouse has waived his or her right as the sole beneficiary as described above. Participants who wish to change their beneficiary following a divorce, or for other reasons, must submit to the Plan Administrator a new Designation of Beneficiary form. **Note that a divorce does not automatically revoke a previous beneficiary designation, unless the Participant remarries.** The Plan will not pay benefits based upon a Designation of Beneficiary form submitted to any other employee benefit plan.

For purposes of this Plan, a spouse is the person to whom you are legally married under applicable law; provided, however, that pursuant to Federal law, the Plan does not recognize same-sex marriages. The Plan will comply with a Qualified Domestic Relations Order ("QDRO") regardless of the beneficiary designation or marital status.

Designation of Beneficiary forms can be obtained from the Plan Administrator. A designation of beneficiary shall only become effective upon its receipt by the Plan Administrator. The last effective designation form actually received by the Plan Administrator shall replace all prior designations. A designation of a beneficiary shall remain in effect only if the designated beneficiary survives the Participant.

If a Participant fails to designate a beneficiary, or a beneficiary dies before the Participant, the benefits shall be paid to a survivor of the highest priority as listed below:

1. surviving spouse
2. children of the deceased Participant
3. grandchildren of the deceased Participant
4. parents of the deceased Participant
5. brothers and sisters of the deceased Participant
6. estate of the deceased Participant

If there is more than one eligible priority survivor in the same class, benefit payments will be equally divided among such persons.

LOANS

Upon your written application and in accordance with loan rules adopted by the Trustees, you may take one or more loans from the Plan. The Loan Program is administered directly by Putnam Investments. The rules and procedures governing Plan loans are summarized as follows:

Types of Loans

General Purpose - Loans are available for any lawful purpose and must be repaid within 1 to 5 years, with the exception of a loan to buy or build your principal residence. In that case, the minimum repayment period is 5 years but repayment may be allowed for up to 30 years.

Number of Loans

You may have no more than two (2) general purpose loans, and one primary residence loan outstanding at any given time. If you default on repayment of a loan, you may not take any other loans unless and until you repay the defaulted loan.

Amount of Loans

- a. The minimum amount of a loan is \$500.
- b. The maximum amount is equal to 50% of your account balance but not greater than \$50,000 minus your highest outstanding loan balance in the last 12 months. The amount borrowed will be deducted from your account balance and an investment account for the amount of the loan will be established. As you repay the loan, your payments will reduce your loan account. To the extent the loan amount came from your salary deferral account, your repayments will be allocated to that account and will be reinvested in accordance with the instructions previously given to Putnam Investments relating to your future salary deferral contributions.

Interest Rate

Interest is charged at a fixed rate based on the prime rate published in the Wall Street Journal on the last business day of the month preceding the date of the loan. The interest rate is fixed for the duration of the loan.

Repayment

Repayment must be made through weekly payroll deductions. The

weekly repayments will be in equal amounts calculated to include the principal and interest for the term of the loan. In the event your Employer does not make a payroll deduction for a given week, you must make the repayment directly to the Plan. If you are not employed, the maximum allowable grace period is 30 days. After this 30-day period, you must make monthly payments by check. Early repayment of the entire amount of a loan is allowed at any time without a pre-payment penalty; partial pre-payments are not allowed. All loans, regardless of original terms, are payable in full as of one day before any lump sum or partial lump sum withdrawal or distribution from your account after you are no longer working in Covered Employment, and any unpaid amounts will be deducted from any such withdrawal or distribution.

Default

A default is the failure to repay the loan in accordance with the schedule agreed to with your loan application or in accordance with the “Repayment” rules set forth above. A default will occur at the end of the calendar quarter following the calendar quarter when a required weekly repayment was first not made if it remains unpaid. In the case of a default, the amount of your outstanding loan balance will be treated as a “deemed distribution” and reported as taxable income to you and the IRS. Deemed distributions are taxable in the year received and will be subject to an additional 10% early withdrawal penalty if you have not reached age 59 ½. If you default on a loan, you must repay the loan and interest before you can receive another loan from the Plan, and you will be required to wait 12 months before receiving another loan.

Putnam Investments will issue all loans and will be responsible for the administration of the loan program, including the receipt of loan repayments from employers and direct payments from Participants. If you have any questions regarding Plan loans, contact Putnam Investments at 1-877-JIB 401k (1-877-542-4015).

Fees

If you receive a loan, you will be charged a one-time origination fee of \$20 and a \$10 annual maintenance fee for each outstanding loan.

REQUIRED DISTRIBUTIONS

You must commence distribution of your account balance by April 1 of the calendar year following the year in which you attain age 70½, or the

April 1 of the calendar year following the calendar year in which you retire, whichever occurs later.

WITHHOLDING TAXES ON DISTRIBUTIONS

Plan distributions are generally subject to a 20% federal tax withholding unless the distribution is directly rolled over to an IRA or another qualified plan. You will receive information regarding the tax consequences of payments made from this Plan prior to your distribution. Such information is available by calling or writing to Putnam Investments.

CLAIMS PROCEDURE

The Plan Administrator will make each claim determination in a uniform and non-discriminatory manner. Within 90 days after the Plan Administrator receives the claim, the Plan Administrator will grant the claim, deny the claim, or notify you or your beneficiary (claimant) that special circumstances require an extension of time to process the claim. The extension of time cannot exceed 180 days from the date of the original request. The Plan Administrator shall send the claimant written notice by certified mail to the claimant's last address of record with the Plan before the end of the 90 (or 180 day) period. The notice must state that the claim for benefits was denied. It must also state the specific reasons for denial, making reference to the Plan provisions upon which the denial was based. It must also describe the materials or information which, if provided, would allow the claimant to perfect the claim and must also state why this information is needed. You or your beneficiary may file a written appeal of the denial within 60 days after receiving the notice of denial. In pursuing an appeal, you or your beneficiary or your representative may review pertinent documents and submit issues and comments in writing. Within 60 days after receipt of the appeal, the Plan Administrator must notify you or your beneficiary, in writing, of its decision on the appeal, or that special circumstances require an extension of time to process the appeal. The extension cannot exceed 120 days from the date the claimant files the appeal.

If you do not agree with the decision on appeal, you may file suit under ERISA Section 502(a) against the Plan, but you must have appealed any adverse determination first.

ALIENATION OF BENEFITS

As a general rule, neither you nor your beneficiary may assign, sell, dispose of or transfer any amounts in your account before receiving them. If you do so, your actions will have no effect.

The Plan may, however, be required to pay all or a part of your contribution account balance to your spouse, ex-spouse, children or other dependents if ordered to do so by a court of law or a government agency dealing with child support as part of a divorce, separation, support or other domestic relations proceeding. The Trustees of the Plan have adopted procedures to determine whether an order served upon the Plan is a “Qualified Domestic Relations Order” with which it must comply. You may obtain a copy of these procedures from the Plan Administrator at no charge. If an order is received with respect to your benefits, you will be notified. The Plan Administrator, the Trustees and Putnam with respect to determinations it or they make each have full discretionary authority to determine eligibility for benefits and to interpret, according to the Plan’s terms. The decision of the Plan Administrator, the Trustees or Putnam, as applicable shall be conclusive and binding on all parties.

PLAN AMENDMENT

The Trustees may amend the Plan at any time provided, however, that no amendment shall reduce your account balance. Notice of all amendments will be provided to Participants.

PLAN TERMINATION

Although the Trustees intend to maintain the Plan indefinitely, they reserve the right to terminate the Plan at any time. Upon termination, no further contributions will be made to the Plan. The Trustees will direct the distribution of your accounts in a manner permitted by the Plan as soon as practicable. You will be notified of any termination of the Plan.

STATEMENT OF ERISA RIGHTS

As a Participant in the Deferred Salary Plan of the Electrical Industry – Pension Trust Fund you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan Participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.
- Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each Participant with a copy of this summary annual report.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan Participants ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan Participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Right

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$ 110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

THE MATERIAL CONTAINED IN THIS SUMMARY PLAN DESCRIPTION IS FOR INFORMATION PURPOSES. TO THE EXTENT ANY OF THE INFORMATION CONTAINED IN THIS BOOKLET IS INCONSISTENT WITH THE PLAN DOCUMENT, THE PROVISIONS OF THE PLAN DOCUMENT WILL GOVERN.

THE TERMS OF THIS PLAN, ESPECIALLY THE PROVISIONS FOR LOANS, HARDSHIP DISTRIBUTIONS AND DESIGNATION OF BENEFICIARIES, MAY BE CHANGED BY REGULATIONS OR RULINGS WHICH THE SECRETARY OF THE TREASURY OR THE SECRETARY OF LABOR MAY PROMULGATE. TO THE EXTENT ANY OF THE INFORMATION CONTAINED IN THIS BOOKLET IS INCONSISTENT WITH SUCH REGULATION OR RULING, THE REGULATION OR RULING WILL GOVERN.

PLEASE NOTE THAT COPIES OF THE PLAN DOCUMENT AND TRUST AGREEMENT ARE AVAILABLE FOR YOUR INSPECTION DURING REGULAR BUSINESS HOURS IN THE OFFICE OF THE PLAN ADMINISTRATOR.

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**DEFERRED SALARY PLAN
OF THE ELECTRICAL INDUSTRY**

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OFFICERS AND TRUSTEES

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