

**IMPORTANT INFORMATION CONCERNING APPLICATION FOR A
DISABILITY PENSION BENEFIT:**

BY NOT FOLLOWING TIMELY FILING RULES FOR A DISABILITY PENSION YOU MAY LOSE THE RIGHT TO APPLY FOR A DISABILITY PENSION. PLEASE READ THIS SECTION VERY CAREFULLY IF YOU ARE TOTALLY DISABLED!

If you are collecting Workers' Compensation benefits, you must apply for a Disability Pension from the Pension Plan no later than two years after the effective date of your first Workers' Compensation payment. If you are not receiving Workers' Compensation payments, but *are* totally disabled and not employed by a contributing employer immediately prior to the application for a Disability Pension, you must apply to the Pension Plan within two years after the initial date of disability.

You should not wait until you have received your total and permanent disability award from Social Security to file your application with the Pension Department. Receipt of the Social Security award may take longer than two years and if you have not applied for the Disability Pension within the two years stated above, you will no longer be eligible for a Disability Pension.

Because you will not be eligible to apply for a Disability Pension if your pension application is filed more than two years after the effective date of your first Workers' Compensation payment or initial date of disability, it is very important that you call the Pension Department and/or schedule an appointment 30 to 90 days prior to the expiration of the two-year deadline.



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To All Active Employees and Their Alternate Payees:

Purpose of This Notice

This is an important notice concerning amendments to the Pension Trust Fund of the Pension, Hospitalization Benefit Plan of the Electrical Industry (the “Plan”) which may result in a reduction in the rate of your future accruals under the Plan. This notice is issued pursuant to Section 204(h) of the Employee Retirement Income Security Act of 1974, as amended, and Section 4980F of the Internal Revenue Code of 1986, as amended.

1. This notice also serves as a Summary of Material Modifications with respect to the Twelfth Amendment to the Plan, adopted on June 23, 2010 (the “Amendment”). The Amendment changed Plan Section 2.03, effective for participants who apply for retirement benefits on and after January 1, 2011, by limiting a participant’s Pension Credits to the greater of forty (40) or the number of Pension Credits the participant will have accrued as of January 1, 2011. The Amendment thus revises the information contained in the May 10, 2007 Summary Plan Description (the “SPD”), at pages 6 through 21. Please read this notice carefully as it concerns your benefits under the Plan. You should keep this notice with your copy of the SPD.

Explanation of the Amendment

Effective January 1, 2011, Pension Credits for A-rated journeypersons will be capped at a maximum of 40 Pension Credits *provided, however, that if you have earned more than 40 Pension Credits as of January 1, 2011, you will not lose those credits; you will simply not earn any additional Pension Credits if you continue to work after January 1, 2011.* The following examples illustrate the effect of the Amendment.

Example 1:

John, an A-rated journeyperson, has earned a total of 45 Pension Credits as of January 1, 2011. John continues to work for a contributing employer in the electrical industry after January 1, 2011 and decides to retire as of December 2012.

Prior to the Amendment, John’s pension benefit would have been calculated as follows:

Pension Credits as of January 1, 2011	45
Pension Credits earned January 2011 through December 2012	2
Total Pension Credits at retirement	47
Multiplied by the A-rated journeyperson Pension Credit Rate	\$80
Monthly Pension Benefit payable at age 65 as a single life annuity	\$3,760

After the Amendment, John's pension benefit will be calculated as follows:

Pension Credits as of January 1, 2011	45
Pension Credits earned January 2011 through December 2012	0
Total Pension Credits at retirement	45
Multiplied by the A-journeyperson Pension Credit Rate	\$80
Monthly Pension Benefit payable at age 65 as a single life annuity	\$3,600

Example 2:

Joe, an A-rated journeyperson, has earned a total of 38 Pension Credits as of January 1, 2011. Joe continues to work for a contributing employer in the electrical industry for an additional 5 years and decides to retire as of December 2015.

Prior to the Amendment, Joe's pension benefit would have been calculated as follows:

Pension Credits as of January 1, 2011	38
Pension Credits earned January 2011 through December 2015	5
Total Pension Credits at retirement	43
Multiplied by the A-journeyperson Pension Credit Rate	\$80
Monthly Pension Benefit payable at age 65 as a single life annuity	\$3,440

After the Amendment, Joe's pension benefit will be calculated as follows:

Pension Credits as of January 1, 2011	38
Pension Credits earned January 2011 through December 2015	2
Total Pension Credits at retirement	40
Multiplied by the A-rated journeyperson Pension Credit Rate	\$80
Monthly Pension Benefit payable at age 65 as a single life annuity	\$3,200

Credits will be valued at the applicable Pension Credit Rate in effect at the time of actual retirement. In addition, the amount of monthly benefits will depend on payment option chosen and your age and the age of your spouse, if you are married.

Please contact the Pension Department for an interview at least 3 months prior to the date you wish to retire.

II. This notice also serves as a Summary of Material Modifications with respect to the Eleventh Amendment to the Plan, adopted on February 24, 2010 (the "Disability Amendment"). The Disability Amendment changed Plan Section 4.04, effective for participants whose date of disability as determined by the Social Security Administration ("SSA"), occurs on or after March 1, 2010.

The change in Section 4.04 limits the number of additional Pension Credits that are granted to a disabled participant for computing the amount of his or her Disability Pension. Prior to the Disability Amendment, a Participant who qualified for a Disability Pension as described in Section 1, pages 11-13, inclusive, in the Summary Plan Description, received the greater of (i) the total amount of Pension Credits earned while a Plan participant, or (ii) 25 Pension Credits. Prior to the Disability Amendment, if a Participant did not actually earn 25 Pension Credits, he or she was still credited with a minimum of 25 Pension Credits, regardless of his or her age upon retirement.