



## PENSION HOSPITALIZATION AND BENEFIT PLAN JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365  
TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibe.org

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### Notice to All Active and Retired Participants New LightenUp! Weight-Loss Program Benefit Powered by FlyteHealth

June 1, 2026

Dear Participant:

The Trustees of the Pension, Hospitalization and Benefit Plan of the Electrical Industry – Welfare Plan (the “Plan”) are pleased to inform Participants of **LightenUp!**, an ongoing weight-loss and health management benefit offered through **FlyteHealth**.

#### About the LightenUp! Weight-Loss Program

LightenUp!, powered by FlyteHealth, is an online weight management program designed to help Participants, and their Eligible Dependents, manage weight and improve health outcomes. The program is available to Participants and Eligible Dependents age 18 and older who meet the eligibility criteria, including a body mass index (“BMI”) of 30 or higher, or a BMI of 27 or higher with qualifying comorbidities.

FlyteHealth was developed by Dr. Louis Aronne, Founder and Director of the Comprehensive Weight Control Center at Weill Cornell (“CWCC”) and a nationally recognized leader in weight management.

The program includes:

- Telehealth nutritional counseling sessions with a registered dietitian
- Educational sessions, videos and resources through the FlyteHealth app
- Secure, HIPAA compliant communication tools including text, email and video
- Nutrition and physical activity tracking
- Virtual consultation with a weight management physician, as clinically appropriate

#### Program Fee

To help reduce overall costs to the Plan, **effective August 1, 2026, all current and new Participants and Eligible Dependents enrolled in the LightenUp! program will pay an annual program fee of \$250.**

- The \$250 annual program fee is **non-refundable** and does not count toward your Plan deductible. **This fee replaces the co-payments for covered physician and dietitian services included in the LightenUp! program.**

- The \$250 annual program fee may be paid through your Health Reimbursement Account (HRA) for those who have a diagnosed condition of **obesity or a BMI of 27 and higher with qualifying comorbidities** including:
  - Hypertension
  - Heart disease
  - Obstructive sleep apnea
  - Diabetes

**JIB Medical will collect the program fee on behalf of the Plan:**

- At the time of initial enrollment in the program, and
- Annually for continued participation in the program
- If you are already enrolled, you will be required to pay the \$250 annual program fee to remain in the program. Those currently enrolled who choose not to pay the fee and thus leave the program will have a 60-day period from June 1, 2026 to make alternative arrangements before enrollment terminates on August 1, 2026.

**Medication options:**

- The Plan does **not** cover GLP 1 medications for active Participants or non-Medicare eligible retired Participants **unless** it is medically necessary for a type 2 diabetes diagnosis and the Plan’s criteria for coverage are met.
- GLP-1 medication coverage for Medicare eligible retirees is subject to Medicare Part D criteria.
- FlyteHealth physicians may prescribe **non-GLP-1** weight loss medications and also offer access to GLP-1 medication options through **self-pay** programs (e.g., Lilly Direct) that are not a part of the benefits provided by the Plan.

**Enrollment and Questions**

For details about the LightenUp! program, including enrollment, eligibility and program fees, please contact JIB Medical, P.C. at (718) 591-2000 Ext. 1408, or email: [wellness@jibe.com](mailto:wellness@jibe.com). For questions regarding HRA reimbursement, please contact the Annuity Department at 718-591-2000, ext. 2222.

Sincerely,  
Trustees of the Pension, Hospitalization and  
Benefit Plan of the Electrical Industry

***Summary of Material Modifications***

*This notice is considered a Summary of Material Modifications (“SMM”) under the Employee Retirement Income Security Act of 1974 (ERISA). You should keep this with your Summary Plan Description and other SMMs for the Pension, Hospitalization and Benefit Plan of the Electrical Industry. Please take the time to read this notice carefully and share it with your covered family members. This announcement contains only highlights of certain features of the Plan effective on or after August 1, 2026. This communication also serves as notice of material modifications to the Plan that impact the Summary of Benefits and Coverage that you previously received.*