

Pension Plan for the Local Union No. 131 International Brotherhood of Electrical Workers

IMPORTANT NOTICE TO APPRENTICES REGARDING EMPLOYEE CONTRIBUTIONS

November 2013

This is to notify you that, effective January 1, 2014, employees categorized as apprentices under the applicable collective bargaining agreement will now be eligible to make voluntary employee 401(k) contributions to the Plan. The Trustees implemented this in order to allow you to increase your retirement savings. In the past, the Internal Revenue Service nondiscrimination rules limited the ability of apprentices to make voluntary contributions under the Plan. Those rules no longer prevent apprentices from making voluntary contributions. The enclosed Plan Highlights document provides more information on making voluntary contributions. You can also consult your Summary Plan Description. Last, the Plan will provide you a safe harbor notice each year addressing your right to make voluntary contributions.

The employer contribution requirements are unchanged. Apprentices will continue to receive the employer contributions provided for under the collective bargaining agreement for periods on and after January 1, 2014.

If you have any questions regarding this notice, please contact the Plan Office.

This notice is a Summary of Material Modifications (SMM), within the meaning of Section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. An SMM describes changes to the information provided in the most recent plan document. An SMM is not the SPD, nor is it the plan document itself; rather, it is a supplemental document to your SPD. If there is a discrepancy between the wording here and the documents that establish the Plan, the document language will govern.