

IMPORTANT NOTICE ABOUT YOUR BENEFIT PLAN

November 2023

To Participants in Plan:

This notice summarizes important changes to the NECA/IBEW Family Medical Care Plan. If you have any questions regarding the changes summarized in this Summary of Material Modifications (“SMM”), you should contact the Benefits Office. Please keep a copy of this SMM with your Summary Plan Description for future reference.

Weekly Disability Benefits

(If applicable)

Effective January 1, 2024, if your Plan includes Weekly Disability Benefits as a provided benefit, the weekly disability benefit amounts shall increase to the following:

- 1) \$600 per week for non-occupational injuries, up to twenty-six (26) weeks; or
- 2) \$300 per week for occupational injuries, up to twenty-six (26) weeks.

Coverage of these benefits is subject to all other provisions in the Plan.

Life Insurance Benefits

(If applicable)

Effective January 1, 2024, if your Plan provides a Life Insurance Benefit to you, the life insurance benefit amount shall increase as stated below:

- | | |
|-------------------------------|------------------------|
| 1) Current Benefit: \$5,000 | New Benefit: \$10,000 |
| 2) Current Benefit \$7,500 | New Benefit: \$15,000 |
| 3) Current Benefit : \$10,000 | New Benefit: \$20,000 |
| 4) Current Benefit: \$20,000 | New Benefit: No Change |

Coverage of these benefits is subject to all other provisions in the Plan.

Working Spouse Rule – Hardship Exemption

Under the Plan’s Working Spouse Rule, if your spouse works and is eligible for coverage through his or her employer, then your spouse is required to enroll in the employer’s health plan. If your spouse fails to enroll in the employer’s plan, this Plan will only pay 20% of covered medical and prescription drug expenses your spouse incurs. If your spouse has already declined his/her employer’s plan at the time you become eligible, the penalty reduction will not apply to your spouse’s claims as long as he/she opts into his/her employer’s plan during the next open enrollment period. For more information on the Working Spouse Rule, please see your Summary Plan Description.

Effective January 1, 2024, the Working Spouse Rule's **Hardship Exemption** is modified so that the Working Spouse Rule will NOT apply if your spouse:

1. Has gross annual wages of less than \$29,000; or
2. Has gross annual wages greater than \$29,000 but less than \$44,000 and must pay more than \$200 per month toward the cost of the least expensive health plan offered by his/her employer.

Virtual Physical Therapy Services

Effective January 1, 2024, the Fund will now offer coverage of virtual physical therapy services through its new vendor, SWORD. SWORD offers telehealth-based physical therapy services provided by licensed professionals around the country using innovative telehealth technology and training. Coverage of these benefits is subject to all other provisions in the Plan.

If you have any questions or are interested in finding out more about this new benefit, please contact the Benefits Office.

Preventive Services Coverage

An updated list of preventive services can be found at www.nifmcp.com under "Plan Notices." These services are covered by the Plan at 100% of the allowable charge with no cost-sharing to you. The Plan may revise its list of covered preventive services pending additional guidance from the federal government from time to time, but any changes will apply prospectively. You may also request a paper copy free of charge by contacting the Benefit Office at 877-937-9602.

Fund Trustees

Below is a list of the Plan's current Trustees as of November 1, 2023.

Kenneth Cooper

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900 7th Street NW
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Please keep this notice with your Summary Plan Description booklet for future reference.

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