



Electrical Construction Industry
PENSION PLAN
11001 W. Plank Court, Suite 120
Wauwatosa, WI 53226
(414) 778-0068

IMPORTANT NOTICE TO PARTICIPANTS

Dear Participant:

May 7, 2010

Your benefit rate under the Plan will decrease for work performed on and after June 1, 2010. **This change will NOT affect any benefits you earned for work performed prior to June 1, 2010.** The remainder of this letter describes the change being made to your benefit rate as of June 1, 2010.

The Trustees took this action for the long-term benefit of the Plan and its participants. The Trustees have adjusted the benefit rate over time as financial conditions and Plan funding levels warrant. Given the turmoil in the financial markets that occurred in 2008 and the current environment in the industry (the effects of which are still being felt), the Trustees believe this change was appropriate at this time. Going forward, the Trustees will continue to monitor the Plan and determine if and when it is possible to make positive changes to the Plan's benefits.

BENEFIT RATE

Your benefit rate will be reduced for periods of employment after May 31, 2010 as follows:

Category	Rate Immediately Prior to June 1, 2010	Rate on or After June 1, 2010
Inside Wiremen	\$92	\$75
Inside Journeyman Wiremen	\$92	\$75
Residential Wiremen	\$46	\$38
Sound and Communication	\$63	\$51
AT&T Sound	\$76	\$32
Material Handler	\$55	\$45
Sign Shop	\$20	\$16

The amendment will not reduce the benefit rate for Benefit Credit you earned prior to June 1, 2010. The following examples illustrate this change for Inside Wiremen and Residential Wiremen (and the same methodology would apply to all groups of participants).

Example: Inside Wireman Participant. If an Inside Wireman Participant worked sufficient hours to earn a full year of Benefit Credit during the 2008 and 2009 Plan years, the Participant would have accrued a monthly benefit for those years payable upon attainment of age 62 of \$184 (\$92 per year for those two years).

(Over)

If the Participant continued to earn Benefit Credit after May 31, 2010 as an Inside Wireman, the Participant's monthly benefit payable upon attainment of age 62 would increase by \$75 for Benefit Credit earned in the 2010 Plan year and after, instead of \$92 per year of Benefit Credit. Thus, the same Participant described above who earned an additional year of Benefit Credit in 2010 would earn a monthly benefit for those three years payable upon attainment of age 62 of \$259 after the benefit rate change, instead of \$276, had the benefit rate not changed.

Example: Residential Wireman Participant. If a Residential Wireman Participant worked sufficient hours to earn a full year of Benefit Credit during the 2008 and 2009 Plan years, the Participant would have accrued a monthly benefit for those years payable upon attainment of age 62 of \$99 (\$53 for 2008 and \$46 for 2009).

If the Participant continued to earn Benefit Credit after May 31, 2010 as a Residential Wireman, the Participant's monthly benefit payable upon attainment of age 62 would increase by \$38 for Benefit Credit earned in the 2010 Plan year and after, instead of \$46 per year of Benefit Credit as was in effect for the 2009 Plan year. Thus, the same Participant described above who earned an additional year of Benefit Credit in 2010 would earn a monthly benefit for those three years payable upon attainment of age 62 of \$137 after the benefit rate change, instead of \$145, had the benefit rate not changed.

Again, this reduction means that for each full year of Benefit Credit a Participant earns after May 31, 2010, the Participant's monthly pension benefit paid in the form of a monthly income for life at age 62 will be less under the new accrual rates.

Lastly, your benefit rate is determined based on your category of employment. If you move between categories of employment during a Plan year, your benefit rate for that year will be a proportionate amount of each applicable rate. For example, if during the 2010 Plan year, you receive five months of contributions as a Residential Wireman and seven months of contributions as an Inside Wireman, your benefit rate for the that year would be calculated as follows: $(5/12 \text{ times } \$38 = \$15.83)$ Plus $(7/12 \text{ times } \$75 = \$43.75) = \underline{\$59.58}$.

You should place this Notice with your Summary Plan Description and save it for future reference. If you have questions concerning this notice, please contact the Plan Administrative Office at 414-778-0068.

Very truly yours,

BOARD OF TRUSTEE