



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

**IMPORTANT NOTICE TO PARTICIPANTS
IN THE CATEGORY OF SIGN SHOP EMPLOYMENT
WITH THE
ELECTRICAL CONSTRUCTION INDUSTRY
PENSION PLAN**

Dear Participant:

August 15, 2013

As you know, the contribution rate to the Electrical Construction Industry Pension Plan (the "Plan") under your collective bargaining agreement is being reduced for work performed on or after June 1, 2013. As a result of this change in the contribution rate under your collective bargaining agreement, your benefit rate under the Plan will decrease for work performed on or after September 1, 2013. **This change will NOT affect any benefits you earned for work performed prior to September 1, 2013.** The remainder of this letter describes the change being made to your benefit rate as of September 1, 2013.

BENEFIT RATE

Your benefit rate will be reduced from \$16 to \$14 for years of employment with Lemberg on and after September 1, 2013.

The amendment will not reduce the benefit rate for Benefit Credit you earned prior to September 1, 2013. The following examples illustrate this change.

Example: If a Sign Shop Participant employed by Lemberg worked sufficient hours to earn a full year of Benefit Credit from June 1, 2011 through August 31, 2013, the Participant would have accrued a monthly benefit for those years payable upon attainment of age 62 of \$36 (\$16 per year for those 2.25 years).

If the Participant continued to earn Benefit Credit after August 31, 2013 as a Sign Shop Participant employed by Lemberg, the Participant's monthly benefit payable upon attainment of age 62 would increase by \$14 for Benefit Credit earned September 1, 2013 and after, instead of \$16 per year of Benefit Credit. Thus, the same Participant described above who earned an

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additional year of Benefit Credit after September 1, 2013 would earn a monthly benefit for those 3.25 years payable upon attainment of age 62 of \$50 after the benefit rate change, instead of \$52, had the benefit rate not changed.

Again, this reduction means that for each full year of Benefit Credit a Sign Shop Participant earns after August 31, 2013, 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 rate.

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 TRUSTEES