



**Electrical Construction Industry
ANNUITY PLAN**
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Important Notice to Participants in the Electrical Construction Industry Annuity Plan

February 2014

The Trustees of the Electrical Construction Industry Annuity Plan have amended the Plan regarding payouts of Annuity account balances \$1,000 or less. Previously the Plan required Mandatory Distributions of Account balances of \$1,000 or less.

Effective February 1, 2014, a participant may elect to receive a complete distribution of their account under the Electrical Construction Industry Annuity Plan (the "Plan") if (1) you have terminated employment, (2) your account is \$1,000 or less and (3) you have not received a contribution to the Plan for a period of 6 months

If the above criteria are met, a participant may elect either (1) a lump sum distribution, (2) a direct rollover to another plan or an IRA, or (3) a combination of a lump sum payment and a direct rollover.

If a participant is eligible to receive a complete distribution, and does not elect to receive a distribution, their account balance will remain in the Plan and will be charged administration fees until withdrawn.

You should be aware of the tax consequences of obtaining a distribution. Distributions will be subject to federal and state income tax in the year received unless rolled over to an IRA or another employer plan. In addition, you will also be subject to an additional 10% federal excise tax and a 3.3% Wisconsin excise tax if you are less than 55 years old and you do not roll over your distribution into an IRA or another employer plan. Finally, if your distribution is \$200 or more and you do not roll over your distribution, 20% of the distribution will be withheld for federal income tax. Please consult with a professional tax advisor before taking a distribution.

Contact the Plan Office for additional information or if you have questions regarding this change.

This Summary of Material Modifications ("SMM") is to notify you of an amendment to the Plan. Because this SMM reflects changes in your Summary Plan Description ("SPD"), you should keep this SMM with your copy of the SPD.