



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

**NOTICE TO ALL PARTICIPANTS  
AND ALTERNATE PAYEES IN THE  
ELECTRICAL CONSTRUCTION INDUSTRY ANNUITY PLAN**

February 8, 2006

The Trustees of the Electrical Construction Industry Annuity Plan (the "Plan") have amended the Plan effective February 26, 2006 to change the legal designation of the Plan. Prior to February 26, 2006, the Plan was known as a "money purchase" plan. Effective February 26, 2006, the Plan will be known as a "profit sharing" plan.

This change in the formal designation of the Plan will not affect the rate of employer contributions that are made to the Plan. Employer contributions will still be required to be made on your behalf at the rate required by the collective bargaining agreement. The employer contribution rate has always been, and will continue to be, established by the bargaining parties in the collective bargaining agreement.

Employer contributions that are made to the Plan will continue to be allocated to the accounts of participants for whom such contributions are made. Employer contributions will continue to be held in trust and invested by you in the current investment options. There is also no change in the distribution options – both the timing/eligibility for distributions and the available forms of distribution remain the same.

The Trustees took this action based on input from the Plan's professional advisers. The Plan's professionals advised that a profit sharing plan is a more flexible design. In the future, the Trustees can now consider a wider range of options under the Plan than would have been permitted by the prior form of plan (such as the addition of a 401(k) feature to allow voluntary employee contributions).

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This notice is also intended to serve as a "Summary of Material Modifications" to your summary plan description ("SPD"). Please attach this notice to your SPD. The reference to "Type of Plan" on page 14 of the SPD is hereby amended as follows:

(Over)

- Type of Plan. The Plan is a defined contribution plan known as a profit sharing plan. The amount of money you may receive from the Plan depends on the amount of contributions allocated to your Account and the gains and losses earned by the Account. The Plan does not guarantee a benefit amount and benefits are not, therefore, insured by the Pension Benefit Guaranty Corporation, a federal corporation created to protect certain retirement benefits.

Also, the second sentence of the section titled "Transfer of Contributions" on page 4 of the SPD is revised as follows:

If you leave employment covered by the Plan for employment covered by another defined contribution plan participating in the IBEW-Electrical Industry Pension Reciprocal Agreement, you may elect to have contributions transferred to this Plan under the following conditions:

\* \* \* \* \*

Please contact the Plan Office if you have any questions regarding the Plan or this notice.

BOARD OF TRUSTEES