



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

December 2014

In February 2010, participants were notified that the Trustees of the Electrical Construction Industry Annuity Plan had amended the Plan to permit you to elect to receive a distribution from your Plan account after you have terminated employment and no contributions have been made to the Plan on your behalf for three consecutive months. Prior to this amendment, the Plan required that no contributions be made for six months. The Trustees have again agreed to extend this window benefit, so that it will be in effect through December 31, 2015.

Under the Plan, there are several ways that you can become eligible to receive a distribution of your account (such as terminating employment after attaining age 55 or becoming disabled). Under one of the Plan's eligibility rules, if you terminate employment with an Employer that contributes to the Plan on your behalf at any age, you may elect to receive a distribution of your account if no contributions have been made to the Plan on your behalf for three consecutive months. Your account will be distributed as soon as administratively feasible following the date of your election (which election can be made after the 3-month lapse in contributions). For example, if you terminate employment with your Employer on November 29, 2014, and no contributions are made to the Plan on your behalf for three consecutive months (December 2014 through February 2015), you may elect to receive a distribution after February 2015.

This three-month rule is now effective only for distribution requests received between February 1, 2010 and December 31, 2015. After 2015, a six-month lapse in contributions will again be required.

As in the past, if you take a distribution under this rule and later return to employment with an Employer that contributes to the Plan on your behalf, then you will not be eligible to receive a subsequent distribution until age 60.

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. 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. 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.