

IBEW LOCAL NO. 9 FRINGE BENEFIT FUNDS

IBEW Local No. 9 and Line Clearance Contractors Health & Welfare Fund
IBEW Local No. 9 and Line Clearance Contractors 401(k) Retirement Fund

Managed for the Trustees by:
TIC INTERNATIONAL CORPORATION

IBEW Local No. 9 and Line Clearance Contractors Health & Welfare Fund

September 2023

IMPORTANT UPDATE ABOUT RETIREE BENEFITS

Dear Participant:

The Trustees of the IBEW Local No. 9 and Line Clearance Contractors Health & Welfare Fund (the Fund) are providing you with this notice to explain an important improvement to your benefits.

Extension of Coverage for Retirees

The Trustees approved extending retiree health coverage for an additional six months. The Fund currently provides 24 months of retiree health coverage at no charge. The Trustees have elected to extend the coverage to 30 months of coverage at no charge, effective July 1, 2023. The benefits available to retirees are the same as those offered to active participants, with the exception of weekly disability benefits, which are not offered to retirees.

Here is how the extension will work:

- All current and future retirees who retire on or after July 1, 2023 are eligible to continue coverage under the Plan for 30 months after retirement.
- If you retired on or before June 30, 2023 and have not yet exhausted your 24-month coverage extension, you are eligible to continue coverage under the Plan for up to a total of 30 months after retirement.
- If you retired on or before June 30, 2023 and have exhausted your 24-month coverage extension, you are not eligible for any further extension of coverage.

All other requirements for retiree coverage remain the same. See your Summary Plan Description (SPD) for more details.

A Final Note

This document update is intended to notify you of important changes being made to the Fund's plan of benefits. You should read this carefully and keep it with your copy of the Plan's SPD that was previously provided to you. If you have any questions regarding these changes, or about your benefits in general, please contact the Fund Office at (877) 423-9155.

Sincerely,

The Board of Trustees

(See Reverse Side)

Notice of Grandfathered Health Plan Status. The IBEW Local No. 9 and Line Clearance Contractors Health & Welfare Fund believes its entire plan of benefits, including the retiree option provided therein, is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the “Affordable Care Act”). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that the Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits, once those consumer protections become effective for the plan. Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator at (877) 423-9155. You may also contact the Employee Benefits Security Administration, U.S. Department of Labor at (866) 444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.

This announcement contains highlights of certain features of the IBEW Local No 9 and Line Clearance Contractors Health & Welfare Fund. Full details are contained in the documents that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan, the document language will govern. The Trustees reserve the right to amend, modify, or terminate the Plan at any time.