



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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OCTOBER 2012

IMPORTANT NOTICE:

TO ALL PARTICIPANTS OF THE ADDITIONAL SECURITY BENEFIT PLAN OF THE ELECTRICAL INDUSTRY, THE HEALTH REIMBURSEMENT ACCOUNT PLAN OF THE ELECTRICAL INDUSTRY AND THE DEFERRED SALARY PLAN OF THE ELECTRICAL INDUSTRY

The Trustees of the Additional Security Benefits Plan of the Electrical Industry, the Health Reimbursement Account Plan of the Electrical Industry, and the Deferred Salary Plan of the Electrical Industry ("The Plans") have adopted the following changes to the Plans to be effective immediately. This Notice supplements and replaces corresponding material in your Summary Plan Descriptions.

Please read this Notice carefully to determine how the changes apply to you and/or your eligible dependents.

Effective immediately, eligible medical and dental expenses covered by each applicable plan may be reimbursed up to two years from the date of service or expense.

Please note that the Trustees of the Plans reserve the right to make additional changes to the Plans at any time. The Boards also reserve the right, in their sole and absolute discretion, to amend, modify, or terminate the Plans of any benefits provided under the Plans, in whole or in part, at any time for any reason.

If you have any questions, please contact the Annuity Department at the Joint Industry Board at (718) 591- 2000, ext. 2222