



BENEFITS UPDATE

August 2012

Eligibility Change for Communication Participants

The Trustees have made the following temporary change to the eligibility provisions provided in the Electrical Insurance Trustees Health & Welfare Plan for Communication Employees (the "Health and Welfare Plan") as described in the Health Care Booklet for Participants in the Communication Plan dated as of January 1, 2008.

If you lost eligibility under the Health and Welfare Plan for more than 52 weeks, the number of contributed hours needed to re-establish eligibility is temporarily lowered to 400 contributed hours in a six-consecutive month period. Prior to this temporary change, the Plan required you to earn 600 contributed hours in a six-consecutive month period. This temporary change begins with the contributed hours for the May 2012 work month and will remain in effect for one year only (through the April 2013 work month). After the April 2013 work month, if you have not re-established eligibility under the Plan, you will be required to meet the 600 contributed hour requirement.

Please note that if you lost (or lose) eligibility for less than a 52-week period, those rules did not change. You may re-establish eligibility and reinstate coverage under the Plan if you earn 300 contributed hours in three consecutive months.

If you have any questions about the benefit changes described in this Benefits Update, please contact the EIT Fund Office at 312-782-5442.

IMPORTANT INFORMATION

This Benefits Update is intended to serve as a Summary of Material Modifications for the Electrical Insurance Trustees Health & Welfare Plan for Communication Employees. If any conflicts exist between the terms of this Update and the official Health & Welfare Plan document, the terms of the official Health & Welfare Plan document will control. The Trustees reserve the right to amend, modify or terminate the Health & Welfare Plan at any time. Receipt of this Update does not confer any eligibility or entitlement to any benefits under the Health & Welfare Plan.

Electrical Insurance Trustees Health & Welfare Plan for Communication Employees

SUMMARY OF MATERIAL MODIFICATIONS

EIN: 36-1033970; Plan No. 510

August 2012