

IBEW LOCAL NO. 117 FRINGE BENEFIT FUNDS

IBEW Local No. 117 Health & Welfare Fund
IBEW Local No. 117 Pension Fund
IBEW Local No. 117 Vacation Fund

Managed for the Trustees by:
TIC INTERNATIONAL CORPORATION

November 2011

Important Notice

TO: ALL PARTICIPANTS IN THE IBEW LOCAL NO. 117 PENSION PLAN (the "Plan")

RE: AMENDMENT OF EARLY RETIREMENT BENEFIT

Dear Plan Participant:

The Trustees have recently taken action to amend the Plan to increase to 64 the age at which the early retirement benefit is unreduced. This change in the early retirement benefits will only apply to new contributions made to the Plan after December 31, 2011, and does not change the early retirement benefit payable under the Plan for contributions made prior to January 1, 2012.

Enclosed is a notice to inform you and explain the amendment.

Sincerely,

Board of Trustees
IBEW Local No. 117 Pension Plan

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(517) 321-7508 FAX
Members Local Union Office Inquiries: (847) 854-7200

TO: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 117 PENSION PLAN PARTICIPANTS, ALTERNATE PAYEES WHOSE BENEFIT MAY BE AFFECTED, PARTICIPANTS' REPRESENTATIVES AND CONTRIBUTING EMPLOYERS.

FROM: BOARD OF TRUSTEES OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 117 PENSION FUND.

RE: ERISA SECTION 204(h) NOTICE OF AMENDMENT TO THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 117 PENSION PLAN

DATE: NOVEMBER 30, 2011

I. Overview.

The Board of Trustees of the International Brotherhood of Electrical Workers Local No. 117 Pension Fund (the "Board") believes it is in the best interest of Participants in the International Brotherhood of Electrical Workers Local No. 117 Pension Plan (the "Pension Plan") to amend the Pension Plan to increase to 64 the age at which the early retirement benefit under the Plan is unreduced, effective January 1, 2012. This change in the early retirement benefits will only apply to new contributions made to the Plan after December 31, 2011, and does not change the early retirement benefit payable under the Plan for contributions made prior to January 1, 2012.

This notice ("Notice") is legally required to inform you of the amendment. The intent of this Notice is to help you understand the impact that the increase in the unreduced early retirement age to age 64 will have on your benefits under the Pension Plan. The benefits under the Pension Plan that participants have already earned before January 1, 2012 will not be affected by the amendment.

II. Pension Plan.

- A. Pre-Amendment Early Retirement Benefits. Prior to the amendment, early retirement benefits were equal to the participant's Normal Retirement Benefit calculated under the Plan reduced at a rate of one-half (1/2) of one percent (1%) for each month the participant was younger than age sixty-three (63) on the commencement date of an Early Retirement Benefit.
- B. Post-Amendment Early Retirement Benefits. After the amendment, early retirement benefits will equal (i) the participant's Normal Retirement Benefit calculated under the Plan reduced at a rate of one-half (1/2) of one percent (1%) for each month the participant is younger than age sixty-three (63) on the commencement date of an Early Retirement Benefit for amounts contributed to the Plan prior to January 1, 2012, plus (ii) the participant's Normal Retirement Benefit calculated under the Plan reduced at a rate of one-half (1/2) of one percent (1%) for each month the participant was younger than age sixty-four (64) on the commencement date of an Early Retirement Benefit for amounts contributed to the Plan after December 31, 2011. The amendment only affects contributions to the Plan made after December 31, 2011.

III. General Provisions.

Except as modified by the Pension Plan amendment, your retirement benefits will remain subject to the same terms and conditions under the Pension Plan, as it may be amended from time to time.

This Notice is intended to summarize the effect that the Pension Plan amendment will have on your retirement benefits and is provided pursuant to Section 204(h) of the Employee Retirement Income Security Act of 1974 (ERISA). If there is any conflict between the summary of the Pension Plan amendment and the actual amendment, the actual amendment will control.

You are entitled to receive copies of the latest Summary Plan Description under ERISA Section 104(b). If you need to obtain copies of the Summary Plan Description, please submit your request in writing to the Plan Administrator:

International Brotherhood of Electrical Workers
Local No. 117 Pension Fund
6525 Centurion Drive
Lansing, MI 48917