

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

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TIC INTERNATIONAL CORPORATION

SUMMARY OF MATERIAL MODIFICATIONS TO THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 117 PENSION PLAN As Amended and Restated Effective January 1, 2014

The Summary Plan Description of the International Brotherhood of Electrical Workers Local No. 117 Pension Plan is hereby modified as follows effective January 1, 2016:

Under the discussion of NORMAL RETIREMENT BENEFITS on page 12, the second-to last bullet point is deleted and the last bullet point is revised to read as follows:

- If you last worked on or after January 1, 1998, your Future Service Benefit will be calculated according to the following table:

| Work Dates | Benefit Earned |
|-----------------------|---|
| 6/1/1971 – 12/31/1997 | 4.6% of contributions |
| 1/1/1998 – 12/31/2003 | <ul style="list-style-type: none">• 4.6% of ½ of credited contributions, plus• 2.5% of ½ of credited contributions |
| 1/1/2004 – 12/31/2015 | <ul style="list-style-type: none">• 3.6% of ½ of credited contributions, plus• 2.0% of ½ of credited contributions |
| 1/1/2016 – | 1.8% of credited contributions |

Under the discussion of NORMAL RETIREMENT BENEFITS on page 12, the “Supplemental Benefit” discussion language is revised to read as follows:

For the period January 1, 1998 through December 31, 2006, contributions and benefit accruals were split between the Pension Fund and another tax-qualified pension plan known as the Supplemental Pension Fund. The Supplemental Pension Fund’s assets and liabilities were merged into the Pension Fund on January 1, 2007. Any benefit earned under the old Supplemental Fund is now payable under the Pension Fund; therefore, these benefits have been incorporated into the table contained in the preceding bullet point.

This Summary of Material Modifications should be kept with the Summary Plan Description previously distributed to you.