

WISCONSIN PIPE TRADES HEALTH FUND

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◆◆ SUMMARY OF MATERIAL MODIFICATIONS ◆◆

November 2016

To All Active Employees and Dependents:

The provisions of the Wisconsin Pipe Trades Health Fund (the "Plan") are set forth in your Summary Plan Description (SPD) booklet effective May 1, 2011. This Summary of Material Modifications is an amendment to the Plan and SPD to formalize language incorporating recent Trustee actions.

ALTERNATIVE PLAN C

The Plan is establishing a third option for all active employees called "Plan C," which will consist of Plans A and B benefits with different deductibles, out-of-pocket maximum requirements, and prescription drug copayments as follows:

| Medical Benefits: | In-Network | Out-of-Network |
|-----------------------|-----------------------------------|------------------------------------|
| Deductible | \$4,500 individual/\$9,000 family | \$9,000 individual/\$18,000 family |
| Out-of-Pocket Maximum | \$4,500 individual/\$9,000 family | \$9,000 individual/\$18,000 family |

| Prescription Drug Benefits: | In-Network |
|-----------------------------|---|
| Deductible | \$250 individual |
| Out-of-Pocket Maximum | \$2,350 individual/\$4,700 family |
| Generic Drugs | \$20 copay/prescription (retail and mail-order) |
| Brand Name Drugs | Retail: 20% coinsurance, \$30 minimum/ \$60 maximum; Mail-order: \$50 copay/ prescription |
| Specialty Medications | \$100 copay/prescription |

In addition, Plan C will **not** include the following ancillary benefits:

- dental; and
- vision.

(over)

For a further description of the Plan C benefits, see the Plan's enclosed Summary of Benefits and Coverage (SBC).

Plan C will become available beginning with coverage on January 1, 2017, for employees covered under the Fund on that date. **Plan C will have a monthly hour requirement of 90 hours.**

Participants will be able to reduce their existing plan coverage election to one of the Fund's lesser plans by submitting a written request to the Fund Office.

If elected, your reduced plan election will begin on the 1st day of the month following receipt of your written election to decrease coverage.

For example, a participant currently covered by Plan A may elect (in writing) to reduce his/her coverage to either Plan B or Plan C. If an election form is received by November 1st, the new coverage will take effect December 1st.

Participants cannot elect to increase coverage options other than at the January 1st open enrollment. However, elections can be made to reduce coverage from Plan A to either Plan B or Plan C, or from Plan B to Plan C anytime during the calendar year.

Once an individual elects the reduced plan, he/she will remain in that plan until the following January 1st.

Please keep this Summary of Material Modifications with your Summary Plan Description (SPD) booklet for future reference. If you have any questions, feel free to contact the Fund Office at: (414) 359-7400 or 1-800-253-5713.

Respectfully yours,

THE BOARD OF TRUSTEES

This announcement serves as a Summary of Material Modifications (SMM) and Plan amendment. It contains only highlights of certain features of the Wisconsin Pipe Trades Health Fund. Full details are contained in the documents that establish the Plan/SPD provisions. If there is a discrepancy between the wording here and the documents that establish the Plan/SPD, the document language will govern. The Trustees reserve the right to amend, modify, or discontinue all or part of the Plan/SPD at any time.