

WISCONSIN PIPE TRADES HEALTH FUND

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◆◆ SUMMARY OF MATERIAL MODIFICATIONS ◆◆

October 2016

To All 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 regarding your Plan.

Opt-Out for Dependents

Effective November 1, 2016, the Plan is amended to permit dependents of active employees to opt out of Plan coverage to enroll in other coverage. Reinstatement in the Plan will be subject to the Plan's Reenrollment Rules. The following language will be added to the Eligibility Rules.

Opt-Out Eligibility Rules

A dependent who satisfies the eligibility requirements set forth in the definition of dependent may elect to opt out of coverage under this Plan if he can provide the Fund Office with acceptable written proof that he has primary coverage offered by his employer in conjunction with a Health Savings Account ("HSA") upon waiver of this Plan's benefits and the dependent satisfying all of the following requirements:

- (1) The dependent must complete and sign an opt-out election form acknowledging that he is opting out of coverage under this Plan and the Member Dollar Bank Reimbursement Program.*
- (2) The dependent's coverage under this Plan (and the Member Dollar Bank Reimbursement Program) will terminate at the end of the last day of the month during which a completed and signed opt-out election form is received by the Fund Office.*

- (3) *The dependent's opt-out election automatically will renew each year until the dependent again reinstates coverage under the terms of the opt-in provision stated in the following subsection.*
- (4) *If a dependent elects to opt-out of coverage under this Plan, no Member Dollar Bank reimbursement will be made for any health care expenses incurred on the dependent's behalf, including dental, vision, or preventive care benefits, even if such health care expenses would qualify as being a reimbursable expense under the Member Dollar Bank Reimbursement Program.*

Reenrollment (Opt-In) Eligibility Rules

A dependent who has opted out of Plan coverage according to the prior subsection may later reinstate coverage under the Plan, including its Member Dollar Bank Reimbursement Program, provided all of the following requirements are satisfied:

- (1) *The dependent provides satisfactory written proof to the Fund Office of creditable coverage, and the individual continues to qualify as a dependent eligible for Plan coverage.*
- (2) *The dependent must complete and sign an opt-in election form.*
- (3) *Coverage under this Plan as a dependent will be effective for the dependent on the first day of the month following the date a completed and signed opt-in form and satisfactory proof of creditable coverage are received by the Fund Office. The dependent will not be covered under the Plan for any health care expenses, including any applicable dental, vision, or preventive care benefits, incurred prior to the effective date of reinstatement of coverage, except according to the special enrollment rights stated in the Plan and SPD.*

If you wish to take advantage of this opt-out option, please request an opt-out election form from the Fund Office.

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.