

# IBEW LOCAL NO. 461

## FRINGE BENEFIT FUNDS

IBEW Local No. 461 Welfare Fund  
IBEW Local No. 461 Defined Contribution Pension Plan

Managed for the Trustees by:  
TIC INTERNATIONAL CORPORATION

### Important Benefit Plan Change Information

February 2019

Dear Participant:

The Board of Trustees ("Trustees") of the IBEW Local No. 461 Defined Contribution Pension Fund (the "Plan") is required to notify each participant of important changes made to the Plan. The Trustees recently amended the Plan's procedures regarding hardship distributions, effective January 1, 2019. As you know, the Plan allows you to take a hardship distribution from your account while you are still employed in order to satisfy certain financial needs.

#### Description of Change

As a result of recent changes to Federal law, your pre-tax 401(k) investment earnings can now be included in a hardship distribution. Previously, 401(k) earnings were not permitted to be distributed due to hardship. This particular change modifies the third paragraph of the section entitled "Hardship Withdrawals," which begins on page 13 of your Summary Plan Description ("SPD") as follows:

You may only withdraw the portion of your Account attributable to Employer contributions (including investment earnings thereon) and your pre-tax 401(k) contributions (including investment earnings thereon).

In addition, the new Federal regulations remove the six-month prohibition on making 401(k) elective deferrals following a hardship distribution. Previously, you were required to suspend 401(k) elective deferrals for six months following a hardship distribution. As a result, the sixth paragraph of the "Hardship Withdrawals" section of your SPD no longer applies and has been deleted:

#### Summary of Material Modifications

This notification, which is called a Summary of Material Modifications ("SMM"), is intended to update the January 1, 2017 SPD. Therefore, you should place this notice with your SPD and retain it for future reference.

(See Reverse Side)

**Administrative Office:**  
TIC International Corporation  
6525 Centurion Drive  
(866) 461-IBEW (4239)  
(517) 321-7502/(517) 321-7508 fax

[www.IBEW461benefits.org](http://www.IBEW461benefits.org)

**IBEW 461 Union Benefits Office**  
591 Sullivan Road, Suite 100  
Aurora, IL 60506  
(630) 897-2911  
(630) 897-7605 fax

Please direct any questions you may have to the Plan Administrator by calling toll free at (866) 461-IBEW (4239) or (517) 321-7502, or by writing to:

IBEW Local No. 461 Defined Contribution Pension Fund  
c/o TIC International Corporation  
6525 Centurion Drive  
Lansing, MI 48917-9275

For identification purposes, the Plan number is 003 and the employer identification number or "EIN" is 36-2882653.

*This notice serves as a Summary of Material Modification (SMM) within the meaning of Section 104 of the Employee Retirement Income Security Act of 1974, as amended (ERISA). It contains only highlights of certain provisions of the IBEW Local 461 Defined Contribution Pension Fund. The complete description of this provision is contained in the plan document, which establishes the rights, features, and benefits of the Plan. If there is a discrepancy between the description in this notice and the document that establishes the Plan, the language in the plan document will govern. The Trustees reserve the right to amend, modify, or discontinue all or any part of the Plan at any time.*