

IMPORTANT NOTICE – PLEASE READ CAREFULLY!

SUMMARY OF MATERIAL MODIFICATIONS

To All Participants of the

ITPEU HEALTH & WELFARE PLAN

NOTICE OF CHANGE IN BENEFITS

This notice, called a “summary of material modifications,” advises you of changes in the information presented in your summary plan description (sometimes called an “SPD” or “descriptive booklet”) with respect to the ITPEU Health and Welfare Plan (the “Plan”). Please do two things with this notice: (1) Read it and, if you have any questions, contact the Plan Administrator and (2) keep this notice with your SPD.

This Notice is a summary of important changes to the Plan that will be effective January 1, 2022.

Modification of Coverage for Class I Participants and Dependents effective January 1, 2022:

Effective January 1, 2022, **Class I** participants and dependents will no longer have death benefits, accidental death and dismemberment benefits, survivor income benefits, disability income benefits dental benefit coverage or vision plan coverage under ITPEU Health and Welfare Plan. The ITPEU Health and Welfare Plan will continue to cover **Class I** participants and dependents for medical care and prescription drug coverage. Effective January 1, 2022, the prescription drug reimbursement by the Plan will increase from 70% to 80% of cost using the Caremark/CVS discount card. The Participant pay will be reduced from 30% to 20%.

NOTE: Class I participants work 0 to 14 hours per week.

Modification of Coverage for Class II, Class III and Class IV Participants and Dependents effective January 1, 2022:

THE ONLY CHANGES TO CLASS II, CLASS III and CLASS IV PARTICIPANT AND DEPENDENT BENEFITS ARE THE PRESCRIPTION DRUG AND DENTAL COVERAGE LISTED BELOW:

Prescription Drugs (RX): Effective January 1, 2022, the prescription drug reimbursement by the Plan will increase from 70% to 80% of cost using the Caremark/CVS discount card. The Participant pay will be reduced from 30% to 20%.

Dental Coverage: Effective January 1, 2022, the Participant is still responsible for the deductible. The Plan payment will increase from 70% to 80% of the covered charges up to the calendar year maximum. Prosthetic devices and services still have a 12-month waiting period, but the Plan will increase payment from 45% to 50% of the covered charges up to the calendar year maximum.

NOTE: Class II participants work 15 to 24 hours per week.

Class III participants work 25 to 34 hours per week.

Class IV participants work 35+ hours per week.