

**Northern California Electrical Workers Pension Plan
Notice of Change/Clarification to Pension Plan
September 2016**

The Trustees of the Northern California Electrical Workers Pension Plan (“Plan”) have one change and one clarification to the Plan to bring to your attention.

A. Addition of Ability to Disclaim Lump Sum Benefit

When a married Plan Participant dies, the Participant’s surviving spouse will often be eligible to receive a single lump sum payment equal to the amount of contributions paid to the Plan relating to the Participant’s service, less any benefits that have previously been distributed. A surviving spouse may prefer to waive (referred to here as “disclaim”) the lump sum benefit that would otherwise be paid to the surviving spouse so that the next individual in line for beneficiary status (such as the Participant’s child or children) will be paid the benefit. Because the Plan did not provide for a surviving spouse to disclaim the lump sum death benefit, the Board has amended the Plan to allow for a limited disclaimer.

Therefore, your Summary Plan Description for the Plan, effective January 1, 2015, is revised to include the following paragraph as the fifth paragraph to Section 10.4 (Lump Sum Death Benefit):

“Effective August 16, 2016, the surviving spouse of a deceased Participant may disclaim the entire single sum death benefit that the spouse would otherwise be paid so that the benefit will instead be paid to the individual(s) who would receive the benefit had the surviving spouse predeceased the Participant. The surviving spouse has no power to decide which other beneficiary will receive the benefit; it will be paid to whomever would receive it had the surviving spouse predeceased the Participant. Only the single lump sum death benefit can be disclaimed, and all of it must be disclaimed if any is disclaimed. Additional payments under the survivor annuity benefit cannot be disclaimed. The disclaimer must be completed on forms provided by the Plan Office, must be notarized, and must be returned to the Plan Office within nine months of the Participant’s death. Contact the Plan Office if you need disclaimer forms.”

B. Additional Service Earned After Commencing an Early Pension

From time to time, a Participant, who has commenced an Early Pension, will return to Covered Employment. Although that Participant’s Early Pension will ordinarily be suspended due to the Plan’s Prohibited Employment rules, the Participant will often earn additional Pension Credit that will increase his or her future monthly benefit.

When a Participant who previously elected an Early Pension returns to Covered Employment and earns additional Pension Credit, any increase in that Participant’s future pension will not commence until the Participant has attained Normal Retirement Age (age 65). Thus, whenever a Participant elects an Early Pension, that election may be made only once, and then only as to the benefit that was earned as of the date of that election. Additional benefits accrued will be subject to a new election at Normal Retirement Age.

The Board has revised the Plan to clarify this rule. No change to the Summary Plan Description is required.

Where to Get More Information

If you have any questions or concerns after reviewing this notice, please contact Nancy Finegan at EISB, Inc., 720 Market Street, Suite 700, San Francisco, CA 94102, Tel: 415-263-3670.