

SUMMARY OF MATERIAL MODIFICATIONS

Changes to the IBEW Local 480 Pension Plan

TO: Participants in the IBEW Local 480 Pension Plan
FROM: Joel Hill, Plan Administrator
RE: Changes to the Plan
DATE: March 21, 2005

The IBEW Local 480 Pension Plan (the "Plan") is being amended to comply with recent tax law changes that modified the rules that apply to the automatic payment of small benefits. The new rules are effective for distributions made on or after March 28, 2005.

The following revisions to the **first paragraph** of Section 5.10 of your Summary Plan Description ("SPD") explain how the new rules will work.

5.10 When will my benefits be paid?

Under no circumstance will payment be made before you've reached age 55, except in the case of death or disability (see Sections 5.3 and 5.5 of your SPD), or the three exceptions described below:

Exception #1: If you have terminated employment and your benefits total \$5,000 or less, one of the following will apply:

- (a) If your total benefit is \$1,000 or less, the Trustees will pay the total amount to you (or your beneficiary) in a single sum as soon as practicable after you cease to be a participant, instead of waiting until the normal time for payment or allowing you to select an optional form.
- (b) If your total benefit is more than \$1,000 but not greater than \$5,000 you (or your beneficiary) may voluntarily elect to receive an immediate distribution of your total benefit in a single sum payment.



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Under both options (a) and (b), you may be eligible to roll your distribution to an IRA or other eligible retirement plan. See Section 5.11 of your SPD for more information about rollovers. This exception does not apply if your total benefit is greater than \$5,000.

Exception #2: If you are deemed to be terminated (as described in Section 5.6 of your SPD) and your total benefit does not exceed \$5,000, the rules described in (a) and (b) under Exception 1 above will apply. If the automatic payment rule described in (a) above applies (because your total benefit is \$1,000 or less), the single sum payment will be made by the Trustees within one year after you cease to be a participant.

Exception #3: If you have terminated employment and you satisfy the conditions for the Spousal Disability Early Withdrawal Option you may elect early distribution in accordance with the terms of that option. This option is more fully described in the in Section 5.10 of your SPD).

IMPORTANT NOTE: This memo will serve as a "Summary of Material Modifications" (SMM) for the plan. You should save it with your important plan papers. (This SMM is an amendment to the Summary Plan Description dated January 1, 2004.)



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