

## Notice – Option to Receive In-Service Distributions at Age 72

Dear Participant:

This notice is to inform you of a change to the terms of the Plan of Benefits for the National Electrical Benefit Fund (“NEBF” or “Plan”) that will take effect on April 1, 2022.

The NEBF Trustees have amended the Plan to allow Participants who are still working for a Covered Employer and who have reached age seventy-two (72) to elect to receive benefits beginning on April 1, 2022. In other words, Participants who have attained the age of seventy-two (72) may elect to receive benefits on an in-service basis even if they continue to work for a Covered Employer. The prior rules of the Plan generally did not permit Participants to receive benefits until they retired from the electrical industry, except as required under the tax laws for 5% owners.

The pension effective date for a Participant who is eligible to elect to receive this in-service benefit will be *the later of*: (a) the month following the receipt of the Participant’s pension application, or (b) the month following the month in which the Participant attained the age of seventy-two (72).

In addition, as a result of the new rules, the NEBF will no longer suspend the benefits of Participants who work for a Covered Employer after reaching age seventy-two (72). The Plan’s prior rules generally required the NEBF to suspend the benefits of all Participant who worked 40 or more hours in any month in the electrical industry.

To illustrate how these rules will apply, please review the examples below.

If you have any questions, please contact 301-556-4300.

### **Example 1 – Participant Has Reached Age 72:**

Participant John reached age seventy-two (72) on January 1, 2022. John is still working for a Covered Employer. Under the Plan’s new rules, John may elect to receive in-service distributions on or at any time following April 1, 2022. If John applies for a benefit in April 2022, his pension effective date will be May 2022. If John continues to work for a Covered Employer and waits to apply for a benefit in May 2022 (or during any subsequent month), his pension effective date will be June 2022 (or the month following the month his benefit application is received). For instance, if John’s submits his application in September 2022, his pension effective date will be October 2022.

### **Example 2 – Participant Will Reach Age 72 After April 1, 2022:**

Participant Joe will reach age seventy-two (72) on August 1, 2022. Joe is still working for a Covered Employer. Under the Plan’s new rules, Joe may elect to receive in-service distributions on or at any time following August 1, 2022. If Joe applies for a benefit in or before August 2022, the effective date of his benefit will be September 2022. If Joe continues to work for a Covered Employer and waits to apply for a benefit in September 2022 (or during any subsequent month), his pension effective date will be October 2022 (or the month following the month his application is received).

### **Example 3 – Retired Participant Returns to Covered Employment After Age 72:**

Participant Jack, age 73, is retired and receiving NEBF benefits. In June 2022, Jack returns to work full time for a Covered Employer. The NEBF will not suspend Jack’s benefits on account of such work.