

This letter serves as a summary of material modifications of the Plan.
Please keep this with your Summary Plan Description.

*** Important Welfare Benefit Changes ***

March 2023

To All Participants of the
Indiana Laborers Welfare Fund

**SUMMARY OF MODIFICATION TO THE PLAN REGARDING
SENIOR MEMBER COVERAGE RULES**

The Trustees of the Indiana Laborers Welfare Fund wish to announce the following clarification to the Plan's Senior Member Coverage rules:

One of the benefits offered to members of the Indiana Laborers Union is the ability to qualify for health coverage under the Plan after retirement. It is often difficult and very expensive for older Americans to find health care coverage in the years immediately prior to Medicare. The Indiana Laborers Welfare Fund is proud to help fill this gap by offering subsidized health care coverage to qualifying Retirees, as well as those with a Total Disability.

The Board of Trustees would like to remind all Participants and Retirees that the Senior Member Coverage is only designed for those who are fully retired from the construction industry. In the event you return to work in a position in the construction industry anywhere within the United States, your coverage under the Senior Member Coverage Program will terminate. If you plan to return to work in a job that is related to the construction industry, you are encouraged to contact the Fund Office to ensure your Senior Member Coverage will not be at risk.

Please keep this SMM with your Summary Plan Description (SPD)/Plan Rules and Regulations for easy reference to all Plan provisions. If you have any questions regarding this notice or any other benefits covered by the Plan, you can contact the Fund Office at (800) 962-3158.

If you have any questions regarding these changes, please contact the Fund Office at 1-800-962-3158.

Sincerely,

Board of Trustees

STATEMENT REGARDING STATUS AS A GRANDFATHERED HEALTH PLAN

This group health plan believes this Plan is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your Plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Fund Office at 1-800-962-3158. You may also contact the Participant Benefits Security Administration, U.S. Department of Labor at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. This website has a table summarizing which protections do and do not apply to grandfathered health plans.