

I.B.E.W. LOCAL NO. 8 401(K) PLAN

SUMMARY PLAN DESCRIPTION MATERIAL MODIFICATIONS

This is a summary of an important change to the Plan. It is presented to you as an addition to your Summary Plan Description. A copy of the Plan, the amendment that is described in this summary of material modifications is available for your inspection. If there is any discrepancy between the terms of the Plan or the amendment itself and this summary, the provisions of the Plan, as amended, will control.

I. GENERAL INFORMATION ABOUT YOUR PLAN

1. General Plan Information

The amended provision of your Plan becomes effective May 28, 2007.

2. Plan Administrator

The Plan Administrator is responsible for the overall management and administration of the Plan. The name, address and business telephone number of the Plan Administrator is:

Board of Trustees, Local No. 8 International Brotherhood
of Electrical Workers Retirement Trust Fund
727 Lime City Road
Rossford, Ohio 43460
(419) 666-4450

Administrative Manager
Richard J. Clarson, CEBS

The Administrative Manager has been employed to handle the daily administrative affairs of the Plan. You may contact the Administrative Manager with any questions you may have about your Plan.

II. SUMMARY OF CHANGE

Participant Elective Deferral Rate. The Plan has been amended to permit Participants to elect to defer up to fifteen percent (15%) of their wages to the Plan. Previously, these deferrals were limited to ten percent (10%) of their wages. If you wish to modify your deferral rate as a result of this amendment, or for any other reason, you must complete a Pension Benefit Classification and 401K Plan Change Form, available through the union hall or your employer. Each employee is responsible for completing the form and submitting it to their employer. If no Change of Pension Benefit Classification and 401K Plan Change Form is submitted, employees will go into effect on May 28, 2007.