

To: All Employees enrolled in the Harrison Electrical Workers Trust Fund Flexible Benefits Plan

From: Board of Trustees

Date: July 2026

Re: Summary of Material Modifications to Flex Plan Benefit Booklet

Introduction

The June 2015 Benefit Booklet for the Flexible Benefits Plan is amended to increase the amount that can be allocated to the Dependent Care Reimbursement Plan. If you cannot locate your Benefit Booklet, call or write the Administrative Office.

Description of the Changes

1. Effective January 1, 2026, on page 16 of the booklet, Dependent Care Reimbursement Account (Non-Taxable Account), Section 4.a. and 4.b. are amended to read as follows:

4. The maximum payment that a Participant may receive from the Dependent Care Reimbursement Account for any calendar year is:

- a. In the case of a Participant who is not married at the close of the calendar year, the lesser of the Participant's earned income (as defined in Code Section 129(e)(2)) for the calendar year or \$7,500;
- b. In the case of a Participant who is married at the close of the calendar year, the lesser of:
 - (i) The Participant's earned income for the calendar year;
 - (ii) The earned income of the Participant's spouse for the calendar year;
 - (iii) \$7,500 if the Participant and spouse file a joint federal income tax return; or
 - (iv) \$3,750 if the Participant and spouse file separate federal income tax returns. In the case of a spouse who is a full-time student at an

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educational institution or is physically or mentally incapable of caring for himself or herself, such spouse shall be deemed to have earned income for such month of \$250 if there is one person that qualifies for Dependent Care Expenses for whom the Participant seeks reimbursement from his Dependent Care Reimbursement Account or \$500 if there is more than one person that qualifies for Dependent Care Expenses for whom the Participant seeks reimbursement from his Dependent Care Reimbursement Account.

Conclusion

If you have any questions concerning the changes in this notice, contact the Administrative Office. Please keep this notice with your June 2015 Benefit Booklet for the Harrison Electrical Workers Trust Fund Flexible Benefits Plan.

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