



HARRISON FLEXIBLE BENEFITS

An Innovative Flex Plan

www.harrisonflex.aibpa.com

To: Participants in the Harrison Electrical Workers Trust Fund Flexible Benefits Plan
From: Board of Trustees
Date: January 2018
Re: Summary of Material Modifications to the July 1, 2015 Summary Plan Description

Introduction

The Employee Retirement Income Security Act requires a Summary of Material Modifications be distributed to describe any material changes to the information in the June 1, 2015 Summary Plan Description for the Flexible Benefits Plan. This Summary of Material Modifications provides information concerning changes to the June 1, 2015 Summary Plan Description. If you cannot locate your June 1, 2015 Summary Plan Description, call or write the Administrative Office and request a copy.

Description of the Changes

1. All references to A&I Benefit Plan Administrators, Inc. are changed to BeneSys, Inc.
2. On page 2, the names of the Trustees are changed to read as follows:

| | |
|---|--|
| Timothy Gauthier Management Trustee | Gary Young Union Trustee |
| Randy Wagner First Alternate Management Trustee | Alan Keser First Alternate Union Trustee |
| Klaas DeBoer Second Alternate Management Trustee | Jocelyn Atkins Second Alternate Union Trustee |

3. On page 28, the material below the heading **Board of Trustees** is revised to read as follows:



HARRISON FLEXIBLE BENEFITS

An Innovative Flex Plan

www.harrisonflex.aibpa.com

Employer Trustee

Timothy Gauthier
Oregon-Columbia Chapter NECA
601 NE Everett
Portland, OR 97232

Randy Wagner (First Alternate)
Dynaelectric
5805 SW Hood Avenue
Portland, OR 97239

Klaas DeBoer (Second Alternate)
Oregon Pacific-Cascade Chapter NECA
1040 Gateway Loop, Suite A
Springfield, OR 97477

Labor Organization Trustee

Gary Young
IBEW Local No. 48
15937 NE Airport Way
Portland, OR 97230

Alan Keser (First Alternate)
IBEW Local No. 48
15937 NE Airport Way
Portland, OR 97230

Jocelyn Atkins (Second Alternate)
IBEW Local No. 48
15937 NE Airport Way
Portland, OR 97230

4. On page 49 of the Benefit Booklet, immediately before the heading **Statement of ERISA Rights**, the following heading and material are added:

Notice regarding Nondiscrimination and Accessibility Requirements

The Harrison Trust and the Flexible Benefits Plan comply with federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability or sex, and do not exclude people or treat them differently because of race, color, national origin, age, disability or sex.

The Harrison Trust and the Flexible Benefits Plan provide free aids and services to people with disabilities to allow them to communicate effectively with the Administrative Office, such as: qualified sign language interpreters; and written information in other formats (large print, audio, accessible electronic formats, and other formats). In addition, for people whose primary language is not English, the Harrison Trust and Flexible Benefits Plan provide free language services, such as qualified interpreters and information written in other languages. If you need these services, contact the Harrison Trust at:

1220 SW Morrison Street, Suite 300

Portland, OR 97205

1220 SW Morrison St., Suite 300, Portland, OR 97205-2222
(503) 224-0048 (800) 547-4457 Fax (503) 228-0149



HARRISON FLEXIBLE BENEFITS

An Innovative Flex Plan

www.harrisonflex.aibpa.com

In Portland: (503) 224-0048, ext. 1679

Outside Portland: (800) 547-4457, ext. 1679

If you believe the Harrison Trust and Flexible Benefits Plan have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, you can file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through its Complaint Portal, available at ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail or telephone at:

U.S. Department of Health and Human Services
Office for Civil Rights
200 Independence Avenue SW
Room 509F, HHH Building
Washington D.C. 20201
(800) 368-1019
(800) 537-7697 (TDD)

Complaint forms are also available at www.hhs.gov/ocr/office/file/index.html.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (800) 547-4457, ext. 1679.

Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số (800) 547-4457, ext. 1679.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 (800) 547-4457, ext. 1679.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (800) 547-4457, ext. 1679.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. (800) 547-4457, ext. 1679 번으로 전화해 주십시오.

ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ

ਉਪਲਬਧ ਹੈ। (800) 547-4457, ext. 1679 'ਤੇ ਕਾਲ ਕਰੋ।

ਪੈਦਲਾਬ: ਫ਼ਾਂਗਾਂ ਹਾਂਗਵੈੱਲੀਆਸਾ ਨਾਹ, ਕਾਨਪੰਨੀਕਾਨਕੁੰਗਵੈੱਲੀਓਨੰਨਾਨਾਸਾ,
ਨਿਓਲਪੁੰਕੋਜ਼ੁਫ਼ਾਂਗਾਂ, ਏਮੰਨਮਿੰਡੋਮਿੰਨੀਠਾਂਗਾਂ. ਨਿਓ (800) 547-4457, ext. 1679.

Conclusion

If you have any questions concerning this Summary of Material Modifications, contact the Administrative Office. Please keep this Summary of Material Modifications with your June 1, 2015 Summary Plan Description for the Harrison Electrical Workers Trust Fund Flexible Benefits Plan.