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Dear Welfare Fund Participant:

The Board of Trustees hereby adopts the following amendment to the Summary Plan Description and Plan Document, 2007 Edition:

1. Effective July 1, 2008, the Retiree Pre-Funded Subsidy Allowance Amount is increased from \$11.54 to \$15.00.
2. Effective July 1, 2008, the first paragraph of the subsection entitled *Retiree Pre-Funded Subsidy Allowance Amount* on page 38 of the North Central Illinois Laborers' Health and Welfare Fund Summary Plan Description and Plan Document, 2007 Edition, is amended by adding the following sentence:

Effective July 1, 2008, the Retiree Pre-Funded Subsidy Allowance Amount is \$15.00 per Retiree Subsidy Credit.

3. Effective July 1, 2008, the Example on page 38 of the North Central Illinois Laborers' Health and Welfare Fund Summary Plan Description and Plan Document, 2007 Edition, in the subsection entitled *Retiree Pre-Funded Subsidy Allowance Amount* is deleted and is replaced with the following:

Example (This example is based on rates as of July 1, 2008.)

Ned's initial retirement began July 1, 2008 and he accumulated 22.8 Retiree Subsidy Credits before he retired. For 2008, the amount of the Retiree Pre-Funded Subsidy Allowance is \$15.00 per Retiree Subsidy Credit. Ned's monthly Retiree Pre-Funded Subsidy Allowance deduction is \$342.00 ($\15.00×22.8 Retiree Subsidy Credits). The monthly Retiree Pre-Funded Subsidy Allowance deduction is multiplied by three months and then subtracted from the quarterly retiree self-payment to determine the amount of Ned's quarterly retiree self-payment. If Ned's PPO Plan cost is \$4,012.00 per quarter for family coverage, his self-payment would be \$2,986.00 each quarter ($\$4,012 - (3 \times \$342.00 = \$1,026.00)$).

Please retain this letter in the front pocket of your SPD booklet for future reference.

Sincerely,

Board of Trustees
North Central Illinois Laborers' Health & Welfare Fund