

BAC LOCAL 15 WELFARE AND PENSION FUND

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To: ALL ELIGIBLE PARTICIPANTS
KANSAS CITY BRICKLAYERS EMPLOYEES WELFARE FUND

It is the intention of the Board of Trustees to improve benefits from time to time when the financial soundness of the Fund permits such changes. We are pleased to announce the following benefit improvements to the plan:

Summary of Changes:

- In order to help alleviate the financial burden of health care costs for larger families, the Plan has added a "family deductible to the existing "individual deductible".

As before, the individual deductible amount will remain at \$150 per person per calendar year for PPO (in-network) claims and \$250 per person per calendar year for non-PPO (out-of-network) claims. However, beginning January 1, 2001, there will be a family deductible amount of \$300 per family per calendar year for PPO (in-network) claims and \$500 per family per calendar year for non-PPO (out-of-network) claims.

This new family deductible means lower out-of-pocket costs for families of three or more people.

- Because a post-retirement benefit of \$5,000 was recently added to the Kansas City Bricklayers Employees Pension Fund, the \$5,000 death benefit for retirees, which was added to, the Kansas City Bricklayers Employees Welfare Fund on November 23, 1999 was deleted effective for deaths on or after June 6, 2000.
- The definition of "Beneficiary" was clarified to designate the order of payment in case an Employee fails to designate a Beneficiary with the Fund Office. The benefit shall be payable to the first of the following, if living:
 1. Legal Spouse
 2. Children in equal shares
 3. Parents in equal shares
 4. Brothers and sisters in equal shares
 5. If none of the above are living, to the Employee's estate

Please keep this notice with your Summary Plan Description booklet, and if you have any questions regarding this amendment, please contact the Fund's administrative office.

Sincerely,

BOARD OF TRUSTEES