

Northwest Insulation Workers Welfare Trust

Physical Address 7525 SE 24th Street, Suite 200, Mercer Island, WA 98040 • Mailing Address PO Box 34203, Seattle, WA 98124
Phone (844) 811-6789 • Fax (206) 505-9727 • Website www.nwinsulationtrust.com

Administered by
Welfare & Pension Administration Service, Inc.

February 24, 2020

**TO: All Plan Participants
Northwest Insulation Workers Welfare Trust**

RE: Benefit Changes Effective January 1, 2020 and April 1, 2020.

This is a Summary of Material Modification describing changes adopted by the Board of Trustees. Please be sure that you and your family read this information carefully and keep it with your Plan Booklet.

The Board of Trustees has adopted the following changes to the Plan's out-of-pocket maximums, **retroactive to January 1, 2020:**

The annual out of pocket maximums for in-network medical and prescription drug claims are reduced as follows:

	Effective through December 31, 2019 Out-of-Pocket Maximums	Effective January 1, 2020, Annual Out-of-Pocket Maximums
<u>Medical:</u>	\$2,000/per person \$6,000/per family	\$1,500/per person \$4,500/per family
<u>Prescription Drug:</u>	\$2,000/per person \$6,000/per family	\$1,500/per person \$4,500/per family

The Administration Office will identify all claims incurred on or after January 1, 2020 that were processed under the 2019 out-of-pocket maximum and adjust them under the 2020 reduced out-of-pocket maximum.

The Board of Trustees has adopted the following Plan changes **effective April 1, 2020:**

- For Active Participants, the life insurance benefit is increased from \$3,000 to \$10,000. The dependent life insurance benefit remains unchanged at \$1,000.
- Active participants are eligible annually for one pair of VSP's ProTec safety glasses, with either prescription or non-prescription lenses. This benefit is only available at VSP providers. Dependents and Retirees are not eligible for this benefit.
- For all eligible participants, the Plan's eyewear benefit is amended to include the following lens enhancements: anti-reflective coating, ultra-violet (UV) coating, and photo-chromatic lenses. This benefit is also only available at VSP providers.

If you have questions regarding the information outlined in this notice or benefits under the Plan, contact the Administration Office at (844) 811-6789, option 1.

**Administration Office
Northwest Insulation Workers Welfare Trust**