

Alaska Electrical Trust Funds

PENSION FUND – HEALTH AND WELFARE FUND – LEGAL FUND
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Notice of Benefit Improvements Adopted at the Pension Trustee Meeting on February 22, 2008

Dear Participant:

We are pleased to announce that the Trustees made a benefit improvement to the Pension Plan at their February 2008 meeting.

POST-RETIREMENT SERVICE RULES FOR 2008

In general, you cannot retire or continue to receive retirement benefits if you are employed for more than 40 hours per month in Post-Retirement Service.* From time to time, the Trustees have approved time-limited exceptions to this rule for certain types of employment to meet industry workforce needs. As you know, in the fall the Trustees approved an amendment to the Plan that permits retirees to continue receiving retirement benefits from the Plan during 2008 while working for **up to five months in one or a combination** of the following classifications:

- **Instructor** at the Alaska Joint Electrical Apprenticeship and Training Trust;
- **Power Lineman** for a signatory employer; or
- **Estimator** for a signatory employer, provided the position is not subject to a collective bargaining agreement.

At the Trustee Meeting held on February 22, the Trustees amended the Plan further to provide that, effective April 1, 2008, employment in the following classifications will also be subject to the five month exception:

- **Telephone Lineman, Installer/Repairman, or Cable Splicer for a signatory employer.**

As described in your Summary Plan Description, and previous updates to the Summary Plan Description, and in the Plan document itself, in order to retire and receive retirement benefits under the Plan, you must "withdraw and completely refrain" from any Post-Retirement Service. You must be hired into one of the above classifications *after* an exception was initially effective for that classification, in order to qualify for one of the exceptions stated above. Additionally, the exceptions in 2008 only applies after six months have passed from the date that you first began receiving retirement income payments under the Plan.

A variety of facts and circumstances are taken into consideration when determining whether your situation qualifies as an exception to the Post-Retirement Service rules. For example, you must terminate employment without any arrangement to resume employment with a contributing employer, cash in all accrued leave and in all other respects pursue retired status under the Plan. In addition, there are procedures at the Local Union Offices to resume employment in a bargained position.

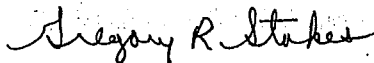
* Only calendar months in which you work more than 40 hours count against this limit.

EXAMPLE:

An exception for work as an Installer/Repairman first becomes effective on April 1, 2008.* In 2008, for employment with a signatory employer beginning on or after that date, you may work under this exception for 5 months. Your first hour in Post-Retirement Service as an Installer/Repairman in 2008 must be at least six months after the first date as of which you begin retirement income payments. Accordingly, if your retirement income payments began October 1, 2007 or earlier, you would be eligible under this exception as early as April 2008. If your retirement income payment first began after October 1, 2007, you would not be able to take advantage of the exceptions until six months after your initial retirement date.

If you have any questions about this letter or if you have general questions about the Plan, please contact the Administrative Office. Thank you.

Sincerely,



Gregory R. Stokes
Administrator