

**AIRCONDITIONING AND REFRIGERATION INDUSTRY
HEALTH AND WELFARE TRUST**

NOTICE TO PARTICIPANTS AND DEPENDENTS

This Notice will advise you of important changes to the Airconditioning and Refrigeration Industry Health and Welfare Trust Fund (the "Plan"). Effective January 1, 2011 portions of the Summary Plan Description of the Trust has been modified, added or eliminated as follows:

1. The section entitled **ELIGIBLE DEPENDENTS** on **Page 1** has been eliminated in its entirety and replaced with the following:

ELIGIBLE DEPENDENTS

Your lawful spouse (as defined by federal law) is eligible as a Dependent. Your natural or legally adopted children, or children placed for adoption, stepchildren or dependents under a formal guardianship are also eligible as Dependents provided they

(a) are younger than 26 years of age, and;

(b) if 18 years or older, do not have other employer-sponsored insurance coverage available to them (other than a group health plan of a parent).

Children born out of wedlock who meet the above requirements will be considered eligible Dependents if the eligible Participant can show satisfactory proof of parentage, i.e., a certified birth certificate.

2. The section entitled **CONDITIONS UNDER WHICH DEPENDENT ELIGIBILITY ENDS** on **Page 4** has been eliminated in its entirety and replaced with the following:

CONDITIONS UNDER WHICH DEPENDENT ELIGIBILITY ENDS

Eligibility for your Dependents will terminate on the first day of the month following any of these events:

1. the date of entrance into full-time active duty with the Armed Forces of the United States;
2. the date your eligibility terminates;
3. for Dependent children age 18 or older, the date they become eligible to enroll in another employer-sponsored health plan (other than a group health plan of the child's parent);
4. the date they no longer meet the Plan's definition of a Dependent.

When your Dependents lose coverage under the Plan, they may be entitled to elect to continue coverage for up to 36 months under the COBRA option (see page 49.)

3. The section entitled **IMPORTANT: CHANGES IN DEPENDENT STATUS** on **Page 5** has been eliminated in its entirety and replaced with the following:

IMPORTANT: CHANGES IN DEPENDENT STATUS

It is the Participant's and/or Dependent's responsibility to notify the Trust Fund Office immediately when Dependent status changes. This includes:

1. divorce/final dissolution of marriage of the employee/spouse
 2. legal separation of the employee/spouse
 3. death of the Participant or Dependent
 4. for a Dependent child age 18 or older, the child becoming eligible to enroll in another employer-sponsored health plan (other than a group health plan of the child's parent)
 5. any other event which would make your Dependent not eligible for further coverage
4. The section entitled **Are My Dependents Eligible?** on **Page 9** has been eliminated in its entirety and replaced with the following:

Are My Dependents Eligible?

Your lawful spouse is eligible as a Dependent provided you have been married for at least one year and are not legally separated.

The rules for eligibility of Dependent children of retirees are the same as those for active Participants, including the extension of coverage for incapacitated children.

5. The section entitled **Lifetime Maximum Benefit** on **Page 13** has been eliminated in its entirety and replaced with the following:

Annual Maximum Benefit on Essential Health Benefits

The annual maximum benefit is \$2,000,000 per person. This means that no more than \$2,000,000 will be paid in medical benefits for a covered Participant or eligible Dependent in a calendar year for Essential Health Benefits.

6. A definition of **ESSENTIAL HEALTH BENEFITS** was added on **Page 65** as follows:

ESSENTIAL HEALTH BENEFITS: In accordance with the Patient Protection and Affordable Care Act, Essential Health Benefits include:

- Ambulatory patient services
- Emergency services
- Hospitalization
- Maternity and newborn care
- Mental health and substance use disorder services, including behavioral health treatment
- Prescription drugs
- Rehabilitative and habilitative services and devices
- Laboratory services
- Preventive and wellness services and chronic disease management
- Pediatric services, including oral and vision care