

Pressmen's-Publishers' Benefit Funds

IMPORTANT NOTICE

To: All Eligible Participants in the Pressmen's-Publishers' Welfare Fund

From: Board of Trustees

Date: January 17, 2017

Re: Eligibility Change Effective April 1, 2017

This is an important notice concerning the health benefits provided by the Pressmen's-Publishers' Welfare Fund (the "Fund"), and it is being sent to you in accordance with federal law -- the Employee Retirement Income Security Act of 1974, as amended (ERISA). Please take the time to read this Notice carefully, and keep it with your copy of the Summary Plan Description (SPD).

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The Board of Trustees has approved certain changes to the eligibility requirements of the Fund's plan of benefits (the "Plan") to be effective April 1, 2017. The Trustees have amended the Plan's eligibility requirements to provide that you will only receive coverage during one benefit period directly following the three-month eligibility period in which you accumulated 39 credited shifts. You will also receive coverage during the "lag" month between the end of the eligibility period and the start of the benefit period. Under this new eligibility rule, there will only be one benefit period of coverage for each three-month eligibility period in which you accumulate 39 credited shifts.

Please note that the Trustees have not changed the existing eligibility rule that all required employee contributions must be remitted to the Fund on a timely basis.

This Notice describes the changes to the Plan.

ELIGIBILITY CHANGE

On September 29, 2016, the Trustees adopted the following material modification to the Plan, effective April 1, 2017:

1. The Section titled "Eligibility" has been revised by deleting the current "Eligibility" chart on page 8 of the SPD and replacing it with the following:

(over)

Eligibility Period:	Benefit Period:
You must meet all of the requirements set forth in Section A.1. (a) or Section A.1. (b) above and remit all required Employee contributions during the three-month period below to be eligible for Benefits during the corresponding Benefit Period.	Your eligibility begins on the first day of the first month of the period listed below. Once you have attained eligibility, you will receive Benefits for one corresponding Benefit Period.
September 1 - November 30	December 1 - March 31
December 1 - February 28 (29)	March 1 - June 30
March 1 - May 31	June 1 - September 30
June 1 - August 31	September 1 - December 31

2. The Section titled “When Coverage Ends” has been revised by deleting A.1 on page 14 of the SPD and replacing it with the following:

1. If you are an active Employee, your coverage ends on the earlier of the last day of the Benefit Period during which:
 - your employment ends; or
 - you are no longer eligible to participate in the Plan because you were not credited with a minimum of 39 Credited Shifts during one Eligibility Period (see the chart in the chapter on Eligibility); or
 - you did not timely pay all required Employee contributions.

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Please feel free to contact the Fund Office at (212) 869-5994 with any questions you may have concerning the above benefit changes.

This Notice is intended to constitute a summary of material modifications under the Employee Retirement Income Security Act of 1974, as amended, and to provide you with an easy-to-understand description of certain important changes to the Plan. While every effort has been made to make this description as complete and as accurate as possible, this Notice, of course, cannot contain a full restatement of the terms and provisions of the Plan. For a full description of your rights under the Fund, please refer to the plan documents (including the SPD). If any conflict should arise between this Notice and the Plan documents, or if any point is not discussed in this Notice or is only partially discussed, the terms of the Plan documents will govern in all cases. The Board of Trustees of the Pressmen’s-Publishers’ Welfare Fund, or its duly authorized designee, reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan or any benefits provided under the Plan (or eligibility for such benefits), in whole or in part, at any time and for any reason.

No individual other than the Board of Trustees (or its duly authorized designee) has any authority to interpret the plan documents, make any promises to you about benefits under the Plan, or to change any provision of the Plan. Only the Board of Trustees (or its duly authorized designee) has the exclusive right and power, in its sole and absolute discretion, to interpret the terms of the Plan and decide all matters arising under the Plan.