INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 98 BENEFIT FUNDS

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HEALTH & WELFARE FUND
PENSION FUND
ANNUITY FUND
J L M-COOPERATIVE TRUST

KARA A. RICHOTTE
Fund Administrator

November 2024

RE: Summary of Benefits and Coverage

Dear Participant and Family,

Enclosed you will find this Fund's Summary of Benefits and Coverage (SBC). This document provides a general description of the health benefits provided by our Fund. SBCs are required by the Affordable Care Act (ACA)/Federal Health Care Reform.

The federal government developed the SBC form primarily to help people who will be shopping for individual coverage. They are designed so that individuals can compare "apples to apples" when comparing plans. For that reason, we were not allowed to customize much of the SBC. Fortunately, you have coverage based on a Collective Bargaining Agreement between your employer(s) and your union.

ACA Requirements for SBCs - To best understand the benefits provided by this Fund, we recommend that you refer to the materials that the Fund maintains to help you. To view these documents please visit our website at https://iuoelocal98.org/benefits/health-welfare/, you will find the Summary Plan Description (SPD), and other documents that you are used to seeing.

The ACA has some very strict requirements for producing the SBCs - the maximum number of pages, the font size, the colors, etc. Also included in the SBC are three coverage examples - one for having a baby, one for managing type 2 diabetes, and one for a fracture. The examples show the health care costs for you and the Fund associated with each of these two situations. As you read these examples, it is very important to note that these costs are national averages, they do not reflect what the actual services might cost you or your family. Similarly, your course of treatment might also be very different depending on your doctor's approach, whether your doctor is in-network or not (the examples show only in-network provider costs), your age, your other health issues, and many other factors. These examples are included to help compare how different health plans might cover the same condition-not for predicting your own actual health care expenses.

You may find that the SBC discusses the Fund's benefits in ways that may seem unfamiliar to you. For instance, there may be terms you haven't seen before, or terms that you have seen before but are being used differently. The SBC also refers to a "Glossary"," which the law does not allow to be customized for our Fund. If you read the SBC or the Glossary and find yourself confused at any time, we recommend that you refer to your SPD and the other materials describing your benefits that you may receive from the Fund.

Please keep the SBC with your SPD for easy reference. Receipt of this document does not constitute a determination of your eligibility. If you have any questions about Fund provided coverage, please call the Benefit Office at (413) 998-3230. If you have general questions about the SBC or the Glossary, you may want to contact the Employee Benefits Security Administration of the U.S. Department of Labor at (866) 444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at (877) 267-2323 Ext 61565 or www.cciio.cms.gov.

Sincerely,

The Board of Trustees
I.U.O.E. Local 98 Health & Welfare Fund