

October 15, 2026

To: Participants in the IBEW Local 400 Welfare Fund

Re: Welfare Plan Medical Network Change and Dental Benefit Improvements Effective January 1, 2027

Dear Participants:

The Trustees of the IBEW Local 400 Welfare Fund are pleased to announce the following medical network change and dental benefit improvement to the Welfare Plan that will become effective January 1, 2027.

Aetna Network for Active and Non-Medicare Retired Participants:

The Aetna network will replace the Horizon network utilized by the IBEW Local 400 Welfare Plan for active and non-Medicare retired participants. Aetna has an extensive provider network (doctors and facilities) in both New Jersey and throughout the nation. More than 92% of the providers used by the Welfare Plan's participants last year participated in the Aetna network, providing participants with broad access to doctors and facilities in New Jersey and nationwide. While provider participation in any network can change over time, it is expected that the transition to Aetna will provide participants with continued access to the providers they are currently using.

There will be a transition grace period until March 31, 2027, during which the Welfare Plan will provide continued in-network benefits for treatment received from Horizon providers who do not participate with Aetna. Even so, please confirm that your doctors and other providers are participating in the Aetna network when receiving services on or after January 1, 2027.

Please also note that under this new arrangement with Aetna, I.E. Shaffer & Co. will continue to process all medical claims and provide member services.

The change from the Horizon network to the Aetna network will not change the Welfare Plan benefits. The Welfare Plan remains in-network only and your current copayments, coinsurance and other cost-sharing amounts will remain the same.

As a part of this transition, Aetna will assume responsibility for the existing prior authorization and utilization management requirements for the medical, behavioral health and substance use disorder benefits provider under the Welfare Plan. In addition to these services, Aetna will also provide participants with a new Employee Assistance Program (EAP) called Resources for Living. More information about these services will be communicated shortly as a part of this transition.

New Aetna Dental PPO Plan for all Active and Retired Participants:

In conjunction with the transition from Horizon to Aetna for the active and non-Medicare retired medical benefits outlined above, the IBEW Local 400 Welfare Fund Trustees Fund are also very pleased to provide participants with an all-new Aetna Dental PPO plan effective January 1, 2027.

This plan will replace the Welfare Plan's existing dental benefit which includes either the standard benefit of \$950 per family per year, or the optional enrollment in the Dental Services Organization managed care program provided at Eastern Dental. Both of these options will terminate effective December 31, 2026.

Highlights of the new Aetna Dental PPO plan include:

- Nationwide access to the Aetna Dental PPO network
- Both in and out of network benefits
- Individual annual deductible of \$100 in network or \$200 out of network
- Family annual maximum deductible of \$200 in network or \$400 out of network
- Preventive services covered at 100% in and out of network
- Basic services covered at 85% in network and 50% out of network
- Major services covered at 85% in network and 50% out of network
- Annual benefit maximum of \$2,500 per person in and out of network
- Orthodontic services covered at 85% in network and 50% out of network
- Orthodontic lifetime maximum of \$3,500 in and out of network

The Aetna Dental PPO network includes 74% of the practicing dental providers in the state of NJ and over 445,000 dental providers in 600,000 locations nationwide.

To Find a Provider in the Aetna Network:

- Go to Aetna's website at **aetna.com/docfind** and then go to "Continue as a guest". Enter your zip code, choose a zip code result and then click the "search" button. Then select a plan:
 - **The IBEW Local 400 medical plan is Aetna Choice POS II (Open Access)**
 - **The IBEW Local 400 dental plan is Aetna Dental PPO/PDN with PPO II and Extended**

then click the "continue" button. On the next page, type in the provider's name or a specialty you are looking for or find what you need by category below.

- Call I.E. Shaffer & Co. at 1-800-792-3666 and follow prompts for claims and benefit information.

OR

- Ask your physician, hospital, lab or other provider if they participate in the Aetna Choice POS II (Open Access) plan.
- Ask your dentist if they participate in the Aetna Dental PPO/PDN plan.

New Identification Card:

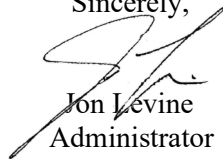
Prior to January 1, 2027, you will receive a separate mailing containing your new medical, dental and prescription identification card. For your convenience, these new identification cards will be in a combined format that will include your Aetna medical, dental and Express Scripts prescription information on a single, double-sided, heavy-duty card.

Your new identification card should be used only for services received on or after January 1, 2027. Please continue to use your current Horizon ID card for services only through December 31, 2026.

This notice is intended to serve as a Summary of Material Modifications to the IBEW Local 400 Welfare Fund Summary Plan Description. Except as described in this notice, the provisions of the Welfare Plan remain unchanged. If you have questions about this notice or your Welfare Plan benefits, please contact I.E. Shaffer & Co. at 1-800-792-3666.

As always, should you have any questions about these changes, please feel free to contact our office.

Sincerely,



Jon Levine
Administrator