



Health and Welfare Fund

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April 29, 2005

To: All Active and Retired Members of Ohio Carpenters Health and Welfare Fund

The following important health and welfare benefit enhancements and changes will be effective May 1, 2005. The Board of Trustees feels that implementing these changes will not only improve the current benefit plan, but will also help ensure the health of the Fund.

Death Benefit/Accidental Death & Dismemberment (AD&D)

Death/AD&D benefits are currently self-funded, meaning the Fund pays its own claims. Although benefit levels will remain the same – \$10,000 for active members; \$6,000 for retirees under age 65; and \$1,500 for retirees age 65 and over – effective May 1, these benefits will be insured with Metropolitan Life Insurance Company (MetLife). MetLife has been insuring lives for almost 135 years, and has a long history of social responsibility, strong leadership, sound investments, and innovative products and services.

With the change to a fully-insured status, IRS statutes stipulate that benefits are not taxable to the beneficiary as they presently are under our plan. Currently, a \$10,000 benefit would result in an after-tax payment of only about \$8,000. Under an insured policy, your beneficiary would receive the entire \$10,000 death benefit amount. *(This would be a good time to review your beneficiary designation. To update your beneficiary designation, contact the Fund office).*

AD&D benefit levels will also remain the same, although a number of enhancements are being made to the plan. Below are just a few of the additional AD&D benefits provided by MetLife (certain exclusions and restrictions apply).

Air bag benefit	Additional 5% benefit is paid if an air bag is deployed for the covered person during the accident and the covered person dies as a result of the accident and is wearing a seat belt.
Brain damage benefit	100% of the AD&D full amount is paid under certain circumstances if brain damage occurs as a result of an accidental injury.
Seat belt benefit	Additional 10% benefit is paid if a covered person dies from injuries sustained in an accident if he/she was wearing a seat belt.
Life Advice Program	Educational brochures are provided to meet your changing needs during important states of your life – such as planning for retirement, preparing taxes, or buying insurance coverage.

You will receive additional information about your Death/AD&D benefits once the MetLife coverage is in effect.

Sincerely,

Board of Trustees of the
Ohio Carpenters Health
and Welfare Fund