



June 2021

**Pipeline Industry Benefit Fund
Pipeline Industry Annuity 401(k) Plan**

***Important Information to the Membership
Summary of Material Plan Modifications***

Board of Trustees:

Labor Trustees

Danny Hendrix
Justin Wallace
Bob Kime

Management Trustees

Paul Somerville
Ronnie Wise
Steven Rooney

Director

Renée E. Vause

The Board of Trustees of Pipeline Industry Benefit Fund and Pipeline Industry Annuity 401(k) Plan met on March 30, 2021, and approved changes to the respective Plans as summarized below. These important health and welfare plan and 401(k) plan changes will affect active participants, spouses, children, and retirees.

Pipeline Industry Benefit Fund

The following benefit improvement and change will be implemented for Participants in the Pipeline Industry Benefit Fund (PIBF):

- Modification of Bariatric Surgery Criteria – Effective February 1, 2021, the criteria to qualify for bariatric surgery has changed to require a BMI of 40 or over OR 35 or over with co-morbidities such as sleep apnea, diabetes, heart condition, or joint problems. In addition, the types of bariatric surgery will no longer be limited to specific procedures but will be approved for additional types of surgery as deemed to be medically appropriate. Supporting documentation will be reviewed for medical necessity and these criteria in addition to existing criteria requiring preauthorization, physician-supervised diet programs, and psychological evaluation to determine candidacy, will also be required.

Pipeline Industry Annuity 401(k) Plan

The following 401(k) improvement and change will be implemented for Participants in the Pipeline Industry Annuity 401(k) Plan (401(k) Plan):

- The amount available to a participant for a 401(k) Hardship Distribution was previously expanded from Employee contributions only to include QNEC/Employer contributions and earnings on Employee and QNEC/Employer contributions. This was originally in place effective April 1, 2020, through March 31, 2021. This was subsequently extended through April 30, 2021. Beginning May 1, 2021, this has been made a permanent benefit.

The Board of Trustees for the Pipeline Industry Benefit Fund believes this plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act.) As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost-sharing.

Sincerely,

Renée E. Vause
Director