

**NRECA GROUP BENEFITS PROGRAM
SUMMARY OF MATERIAL MODIFICATIONS**

**For
NRECA Business Travel Accident Plan**

EFFECTIVE: January 1, 2023

**System name: ASSOCIATED ELECTRIC CO-OP
RUS/Subgroup Number: 01-26073-001**

This Summary of Material Modifications (SMM) describes changes to the National Rural Electric Cooperative Association (NRECA) Business Travel Accident Plan (the Plan) and supplements the Plan’s Summary Plan Description (SPD), also known as the Benefits Booklet. The effective date of these changes is noted above. You should read this SMM carefully and keep this SMM with your SPD for future reference. If you have questions about these changes, please see your benefits administrator.

Summary of Changes for your Business Travel Accident (BTA) Insurance Plan SPD:

Chapter 3: Eligibility and Participation Information

The subsection “Table of Covered Persons” has been updated as follows:

Table of Covered Persons

Covered Class	Covered Accidents
Class 1: All active U.S. Employees of an Employer ¹	<ul style="list-style-type: none">• 24-Hour Business Travel• Personal Deviation Business Travel

The section “Who is Eligible” has been updated as follows:

Who Is Eligible

You are eligible to participate in the BTA Insurance Plan if you are an Active Employee who meets all these criteria:

- Is in a covered job classification;
- Has worked or expects to work at least 1,000 hours during your first 12 months in a covered job classification;
- Continues to work at least 1,000 hours during subsequent calendar years; and
- Is Actively at Work on the day your coverage begins **or** has worked at another rural electric Employer within the past six months and meets these conditions.

You will be covered for the risks and for the time periods described in the Covered Accident(s), listed above, applicable to the Class of Covered Persons to which you belong.

Chapter 7: Important Notifications and Disclosures

The subsection titled “Enforce Your Rights” under “Statement of ERISA Rights” has been updated as follows:

Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps that you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report (Form 5500), if any, from the Plan and do not receive them within 30 days, you may file suit in federal court. In such case, the court may require NRECA, as Plan Administrator, to provide the materials and pay you up to \$171 a day, not to exceed \$1,713 per request (2022 limit, as may be indexed annually) until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits that is denied or ignored in whole or in part, and if you have exhausted the claims procedures available to you under the Plan, you may file suit in a state or federal court.

Appendix A: Key Terms

The definition “Actively at Work or Active Work” has been updated as follows:

Actively at Work or Active Work means that you are performing all usual and customary duties of your job. This must be done at:

- The Employer’s place of business;
- An alternate place approved by the Employer; or
- A place to which the Employer’s business requires you to travel.

You will be deemed to be Actively at Work during weekends, Employer-approved vacations, holidays, and business closures if you were Actively at Work on the last scheduled workday preceding such time off.

The definition “Full-time” has been removed.

No further changes have been made to your Plan’s SPD.

All other rules, provisions, definitions, and benefit amounts of the Plan SPD remain the same. If the terms of this SMM and the SPD conflict with any terms of the governing Plan document, then the terms of the governing Plan document will control in all cases.

Plan Sponsor: National Rural Electric Cooperative Association
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Plan Sponsor’s Employer Identification Number: 53-0116145
Plan Number: 501