

NRECA GROUP BENEFITS PROGRAM SUMMARY OF MATERIAL MODIFICATIONS

For

NRECA VSP Enhanced Plus Vision Plan

EFFECTIVE: January 1, 2025

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) VSP Vision 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, unless otherwise noted. You should read this SMM carefully and keep this SMM with your SPD for future reference. If you have any questions about these changes, please see your benefits administrator.

Summary of Changes for your VSP Vision Plan SPD:

Chapter 3: Eligibility and Participation

The first paragraph in the section titled “Making Changes During the Year and Special Enrollment” has been updated as follows:

If you experience one of the events listed below, you may be able to add, change, or drop coverage for yourself or your dependents. Also, if you decline coverage during your initial enrollment period and later experience one of the events listed here, you may qualify to add coverage for yourself and your eligible dependents. If you experience a qualifying event, you have 31 days from the date of the event to request enrollment or disenrollment. You may enroll new dependents as indicated if they satisfy the requirements for Plan eligibility. There is no special enrollment rights for you to add coverage or add dependents as a result of your termination of employment if you were not already enrolled in coverage on your last day of employment.

Chapter 4: Your Benefits During a Leave of Absence

The first paragraph in the section titled “Eligibility to Participate During Your Leave of Absence” has been updated as follows:

If your employment continues and you are on an Employer-approved **compensated** leave of absence, eligibility to participate in this Plan generally continues as long as the required applicable premium is paid. Individuals who have elected to receive a lump sum payout under the terms of their long-term disability plan will be deemed to be on a compensated leave of absence until the date such individual reaches the age that disability benefits would have normally ended under their long-term disability plan.

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