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To All Employees and Dependents:

The purpose of this Notice is to inform you of the following:

Opting Out of HRA Coverage

Each year, the North Central States Regional Council of Carpenters Health Fund (the "Fund") allows Employees to opt out of the HRA Program and waive future reimbursements. In addition, an Employee, upon termination of employment, will be allowed to opt out of the HRA Program and waive any future reimbursements. Your election to opt out of the HRA Program is effective for the full calendar year.

Participation in the HRA Program prevents an Employee from obtaining a premium assistance tax credit for coverage purchased through the Health Insurance Marketplace (the "Exchange"). The HRA Program will not reimburse expenses for individual insurance premiums purchased in the individual insurance market or on the Exchange. If there are clarifications of these rules by the IRS in future guidance, the Fund will let you know.

Contact the Fund Office at (800) 424-3405 to request an opt-out form or download it from our website: www.ncscbf.com. **This form must be returned to the Fund Office by December 31, 2020.**

Please keep this Notice with your Summary Plan Description/Plan Document (SPD/PD) booklet for future reference. If you have any questions, feel free to call the Fund Office.

Yours very truly,

THE BOARD OF TRUSTEES