

NECA-IBEW LOCAL NO. 364

FRINGE BENEFIT FUNDS

NECA-IBEW Local No. 364 Welfare Trust Fund
NECA-IBEW Local No. 364 Defined Contribution Pension Plan
NECA-IBEW Local No. 364 Vacation Fund
NECA-IBEW Local No. 364 Supplemental Unemployment Benefit Plan

Managed for the Trustees by:
TIC MIDWEST

November 2024

SUMMARY OF MATERIAL MODIFICATION

NEW FERTILITY NETWORK AND FERTILITY BENEFIT - PROVIDED THROUGH PROGNYN

Effective January 1, 2025 Progyny will provide a new fertility network with updated benefits for all eligible individuals of the Health and Welfare Fund as follows:

- Benefits are payable under the comprehensive benefit for covered medical expenses incurred by employees and their eligible spouses for the diagnosis and treatment of fertility subject to the Smart Cycle lifetime maximum outlined below.
- Two (2) Smart Cycles are Progyny's benefit "currency" that is used to customize your new lifetime benefit. Each Smart Cycle is designed to cover treatment bundles which includes individual services, tests, and medications. A detailed list of Smart Cycle unit equivalence is as follows:
 - IVF Fresh Cycle – ¾ Smart Cycle
 - IVF Freeze – All Cycle – ¾ Smart Cycle
 - Frozen Embryo Transfer (FET) – ¼ Smart Cycle
 - Frozen Oocyte Transfer (FOT) – ½ Smart Cycle
 - Pre-Transfer Embryology Services – ½ Smart Cycle
 - Intrauterine Insemination (IUI) – ¼ Smart Cycle
 - Timed Intercourse (TIC) – ¼ Smart Cycle
 - Egg Freezing – ½ Smart Cycle
 - Sperm Freezing – ¼ Smart Cycle
 - Split Cycle (Egg & Embryo Freezing) – ¼ Smart Cycle
 - IVF Live Donor Fresh – 1½ Smart Cycles
 - IVF Live Donor Freeze-All – 1 Smart Cycle
 - Purchase of 1 Cohort of Donor Eggs (6-8 eggs) – 1 Smart Cycle
 - Purchase of Donor Sperm – ¼ Smart Cycle

- Progyny Rx as the fertility medication provider.

- Fertility benefits must be provided by a Progyny in network provider, no benefits will be provided out of this network.

- Exclusions as follows:
 - Home ovulation prediction kits
 - Dependent child/children (under age 26)
 - Domestic partners
 - Services and supplies furnished by an out-of-network provider or not listed as covered in the Progyny Member Guide
 - All charges associated with a gestational carrier program for the person acting as the carrier, including but not limited to fees for laboratory tests
 - Treatments considered experimental by the American Society of Reproductive Medicine

- If you are currently undergoing or seeking to begin fertility treatment, it is important that you contact us toll-free at (833) 233-1401 starting December 2, 2024, to speak to a PCA who will help you understand how this change affects you. Your PCA will be available Monday through Friday from 9am to 9pm EST.

Summary of Material Modifications, 2023-1 | EIN 41-1677804 | PN 501 | November 2024