

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

**For  
NRECA Business Travel Accident Plan**

**EFFECTIVE: January 1, 2019**

**System name: OZARK BORDER ELECTRIC COOPERATIVE**

**RUS/Subgroup Number: 01-26033-003**

**Employer Tax Identification Number: 43-0445644**

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 this change is noted above. You should read this SMM very carefully and retain this SMM with your SPD for future reference. If you have any questions regarding this change, please see your benefits administrator.

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

**Plan Information:**

**The “Plan Name” section has been updated, as follows:**

**Plan Name**

The NRECA Directors AD&D Only Insurance Plan, which is a component Plan of the NRECA Group Benefits Program.

**The “Plan Information” has been updated to add the following sections:**

**Plan Administration**

Except where pre-empted by ERISA or other U.S. laws, the validity of the Plan and any other provisions will be determined under the laws of the Commonwealth of Virginia. The type of administration of the Plan is sponsor administration. The records of the Plan are kept on a calendar-year basis.

**Named Fiduciary**

The named fiduciary of the NRECA Group Benefits Program (Program) is the Insurance and Financial Services Committee (I&FS Committee) of the NRECA board of directors (Board), whose members are appointed by the president of the Board from members of the Board. This I&FS Committee has the central fiduciary responsibility for the Program, and is vested with the discretion to select providers for the Program, including the Plan Administrator, investment managers and trustee, and is charged with management of the Program and the NRECA Group benefits Trust. The I&FS Committee delegates authority to various entities and individuals to carry out required plan operations and then actively monitors its delegates in order to help ensure compliance with complex federal laws and regulations governing employee benefit plans.

**The “Plan Administrator and Named Fiduciary” was renamed, as follows:**

**Plan Administrator**

**The “Plan Administrator Employer Identification Number” has been removed.**

**The “Plan Administrator” section has been updated, as follows:**

In addition to the Senior Vice-President of the Insurance and Financial Services department, the person listed below has certain administration responsibilities for your Employer:

**The “Plan Administrator, Your Employer’s Identification Number (EIN)” number has been removed.**

**The “Plan Trustee, NRECA Group Benefits Trust” address has been updated, as follows:**

**Plan Trustee**  
State Street Bank and Trust Company  
1200 Crown Colony Drive, 5<sup>th</sup> Floor  
Quincy, MA 02169

## **Chapter 2: Plan Highlights**

**The “Business Travel Accidental Death and Dismemberment Insurance” section has been updated, as follows:**

Your coverage under BTA is based on the Covered Losses listed below and on your Covered Class. To determine your own Covered Class, see the chapter titled *Eligibility and Participation Information*.

### **Full Amount for Covered Losses**

The maximum amount of BTA coverage you may receive is the Full Amount, which is \$100,000. All amounts listed in the Covered Losses table below are stated as percentages of the Full Amount.

## **Chapter 7: General Information**

**The “State Notices” section has been updated, as follows:**

### **Notice for Residents of Arkansas:**

If you have a question concerning your coverage or a claim, first contact the Policyholder or group account administrator. If, after doing so, you still have a concern, you may call the toll free telephone number shown on the Certificate Face Page.

If you are still concerned after contacting both the Policyholder and MetLife, you should feel free to contact:

Arkansas Insurance Department  
Consumer Services Division  
1200 West Third Street  
Little Rock, Arkansas 72201  
1-800-852-5494

**Notice for Residents of Utah:**

**Notice of Protection Provided by Utah Life and Health Insurance Guaranty Association**

This notice provides a brief summary of the Utah Life and Health Insurance Guaranty Association (“the Association”) and the protection it provides for Policyholders. This safety net was created under Utah law, which determines who and what is covered and the amounts of coverage.

**Chapter 8: Important Notifications and Disclosures**

**The “Non-Assignment” of Benefits section has been updated, as follows**

You cannot assign, pledge, borrow against or otherwise promise any benefit payable under the Plan to a third party before you receive it. An Authorized Representative designation made by you or another Beneficiary of the Plan in accordance with the Plan’s procedures is not a prohibited assignment of benefits with respect to the Plan. An attorney-in-fact designation made by you or another Beneficiary of the Plan pursuant to a power of attorney is not a prohibited assignment of benefits with respect to the Plan.

**The “Statement of ERISA Rights” section 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 \$149 a day, not to exceed \$1,496 (2018 limit, 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 which 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 “Appendix A: Key Terms” section has been updated to add the following:**

**Director** means you are a Director in a participating cooperative, and includes:

- Advisory Directors;
- Alternate Directors; and
- Director Emeritus, to a maximum of three.

Your employer may, or may not, elect to provide coverage for the Director classes listed above. (See the *Eligibility and Participation Information* chapter for details).

**Employee** means a person who is:

- Actively working for the Employer; and
- Receiving **Earnings** as defined in this Appendix.

**ERISA** means the Employee Retirement Income Security Act of 1974, as amended.

**Retained Attorney** means one attorney retained as outside counsel by the participating cooperative on an ongoing basis.

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

All other rules, provisions, definitions and benefit amounts of the SPD and Plan 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  
4301 Wilson Boulevard, Arlington, VA 22203-1860  
**Plan Sponsor's Employer Identification Number:** 53-0116145  
**Plan Number:** 501