

SUMMARY ANNUAL REPORT
FOR I.B.E.W. LOCAL NO. 8 401 (K) PLAN

This is a summary of the annual report for the I.B.E.W. LOCAL NO. 8 401 (K) PLAN, EIN 34-6596899, Plan No. 002, for period January 1, 2007 through December 31, 2007. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through a trust fund. Plan expenses were \$82,937. These expenses included \$10,817 in administrative expenses, \$63,005 in benefits paid to participants and beneficiaries, and \$9,115 in other expenses. A total of 1,974 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$2,380,647 as of December 31, 2007, compared to \$1,585,481 as of January 1, 2007. During the plan year the plan experienced an increase in its net assets of \$795,166. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$878,103 including employee contributions of \$842,582 and earnings from investments of \$35,521.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information;
3. assets held for investment; and
4. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call BOARD OF TRUSTEES, LOCAL NO. 8 INTL BROTHERHOOD OF ELECTRICAL WORKERS, 727 LIME CITY ROAD, ROSSFORD, OH 43460, (419) 666-4450.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan (BOARD OF TRUSTEES, LOCAL NO. 8 INTL BROTHERHOOD OF ELECTRICAL WORKERS, 727 LIME CITY ROAD, ROSSFORD, OH 43460) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.