

**SUMMARY ANNUAL REPORT FOR THE  
IBEW LOCAL NO. 8 IBEW 401(K) PLAN**

**TO ALL PARTICIPANTS**

This is a summary of the annual report for the IBEW Local No. 8 401(K) Plan, I.D. #34-6596899 for the Plan year beginning January 1, 2015 and ending December 31, 2015. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 [ERISA].

**BASIC FINANCIAL STATEMENT**

Benefits under the Plan are provided by Plan Investments. Plan expenses were \$409,467. These expenses included \$18,198 in administrative expenses and \$391,269 in benefits paid to participants and beneficiaries. A total of 2,231 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$12,786,443 as of December 31, 2015, compared to \$11,417,297 as of December 31, 2014. During the Plan year, the Plan experienced an increase in its net assets of \$1,369,146. This increase included unrealized appreciation 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 \$1,778,613, including participant contributions of \$1,874,052 and loss from investments of \$(95,439).

**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. Independent Auditors' Report
2. Financial Statements
3. Supplemental Schedules

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees, IBEW Local No. 8 401(K) Plan, who is the Plan Administrator, at 727 Lime City Road, Rossford, OH 43460, (419) 666-4450.

There will be a reasonable charge to cover copying costs if a copy is requested.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the net assets available for Plan Benefits of the Plan, and accompanying notes, or a statement of changes in net assets available for Plan Benefits, 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. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan Administrator, 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:

U.S. Department of Labor  
Employee Benefit Security Administration  
Public Disclosure Room  
200 Constitution Ave., N.W., Suite N-1513  
Washington, D.C. 20210