

**EMPLOYERS & LABORERS LOCALS 100 & 397
PENSION, WELFARE and ANNUITY FUNDS
4940 Washington Blvd.
St. Louis, MO 63108
(314) 367-6555**

To: All Contributing Employers
From: Plan Administrator
Date: July 28, 2016
Subject: Contribution Rate Increase Effective August 1, 2016

HOURS REPORTING EFFECTIVE AUGUST 1, 2016

The Trustees have decided that for hours worked on or after 8/1/2016, contributions due will be remitted through a convenient electronic data reporting platform through Ekon Benefits. A printed sample and a blank template of the standard format are enclosed for your reference.

Reported hours on or after 8/1/2016 should be uploaded through the Ekon Benefits secure email system. We will send you an email for you to establish a secure link to remit your contribution data, however, we do not currently have an email address on file for you. Please contact us so we can set up your secure access and send you a fillable template.

Contact information for Ekon Benefits:

| | |
|------------------------------|--|
| Ekon Benefits | Email: laborers@ekonbenefits.com |
| 4940 Washington Blvd. | Phone: 314-367-6555 |
| St. Louis, MO 63108 | Fax: 314-367-7982 |

Amounts due should continue to be sent to U.S. Bank at:

**U.S. Bank
St. Louis IT&C Lockbox
P.O. Box 956336
St. Louis, MO 63195-6336**

The new hourly contribution rates for the Employers and Laborers Locals 100 & 397 Pension, Health & Welfare, Annuity and Training Funds are as follows:

| | Health & Welfare | Pension Fund | Annuity Fund | Training Fund | Total |
|---------------------|---------------------------------|-------------------------|-------------------------|--------------------------|----------------|
| Straight Time Hours | \$ 8.00 | \$ 9.25 | \$3.00 | \$.80 | \$21.05 |
| Time and ½ Hours | \$12.00 | \$13.88 | \$4.50 | \$.80 | \$31.18 |
| Double Time Hours | \$16.00 | \$18.50 | \$6.00 | \$.80 | \$41.30 |

This reflects an increase of \$0.60 for Health & Welfare Straight Time, \$0.25 for Pension Straight Time and \$0.20 for Annuity Straight Time and the corresponding increase for premium hours.

Please note that payments received after the 20th of the month will be subject to a liquidated damages assessment of 10 percent (10%) of total contributions.

If you have any questions, please contact Ekon Benefits at (314) 367-6555 or e-mail laborers@ekonbenefits.com.

Fund Office (314) 367-6555

[illegible]

Fund Office (314) 367-6555

[illegible]