

BLACKOUT NOTICE

Important Notice Concerning Your Rights Under the UA Local 190 Plumbers/ Pipefitters/
Service Technicians/ Gas Distribution Defined Contribution Plan

Date: October 30, 2009

This notice is to inform you that the UA Local 190 Plumbers/ Pipefitters/ Service Technicians/
Gas Distribution Defined Contribution Plan will be changing investment options and record-
keepers.

As a result of these changes, you temporarily will be unable to direct or diversify investments in
your individual accounts, or obtain a distribution from the Plan. This period, during which you
will be unable to exercise these rights otherwise available under the plan, is called a "blackout
period." Whether or not you are planning retirement in the near future, we encourage you to
carefully consider how this blackout period may affect your retirement planning, as well as your
overall financial plan.

The blackout period for the Plan is expected to begin on December 1, 2009 and end the week of
January 11, 2010.

During the blackout period you will be unable to direct or diversify the assets held in your Plan
account. For this reason, it is very important that you review and consider the appropriateness of
your current investments in light of your inability to direct or diversify those investments during
the blackout period. For your long-term retirement security, you should give careful consideration
to the importance of a well-balanced and diversified investment portfolio, taking into account all
your assets, income and investments.

If you have any questions concerning this notice, you should contact

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