

**SUMMARY OF MATERIAL MODIFICATIONS  
401(k) PENSION PLAN**

**System Name: Southwestern Electric Cooperative, Inc.**

**RUS Number: 14-046-002**

**Employer Identification Number: 37-0525575**

**EFFECTIVE DATE OF CHANGE: January 1, 2009**

A change has been made to the 401(k) Pension Plan provided by your employer. The information provided below changes the information included in your Summary Plan Description. To make sure you always reference the most current information regarding your Plan, you should keep this Summary of Material Modifications (SMM) with your 401(k) Pension Plan Summary Plan Description.

The following change has been made to your 401(k) Pension Plan:

**Contributions while Totally Disabled**

**Your employer has modified how long Employer Contributions will be made to your account during an initial disability period as follows:**

**Employer Contributions will continue for 13 weeks.**

Please refer to the "*Contributions To Your Account*" Section of your Summary Plan Description for more information.

All other rules and provisions of the Plan remain the same. It is important for you to understand your benefits. If you have any questions regarding the change, please see your Benefits Administrator.

Plan Sponsor: *National Rural Electric Cooperative Association*

*4301 Wilson Boulevard, Arlington, Virginia 22203-1860*

Plan Sponsor's Employer Identification Number: 53-0116145

Plan Number: 444

## SUMMARY OF YOUR PLAN BENEFITS

<b>Effective date of plan</b>	May 1, 1987
<b>Plan amendment date</b>	January 1, 2009
<b>Employer Identification Number</b>	37-0525575
<b>Plan number</b>	002
<b>Eligible class of employees</b>	Union employees
<b>Excluded class of employees</b>	Southern Illinois District Council of Carpenters
<b>Eligibility waiting period for <u>employee</u> contributions</b>	1 year
<b>Eligibility waiting period for <u>employer</u> contributions</b>	1 year
<b>Normal retirement date</b>	Age 62/30 years of service
<b><u>Employee</u> contributions continue after 30 years of benefit service</b>	Yes
<b><u>Employer</u> contributions continue after 30 years of benefit service</b>	Yes
<b>Plan type</b>	401(k) plan
<b>Compensation used for contributions</b>	Base salary
<b>Employer Base Contribution</b>	5% of compensation
<b>Loan provision</b>	Yes
<b>Loan fees</b>	\$100 per loan
<b>Employer Contributions made while employee is totally disabled but is receiving salary from the employer</b>	Yes for 13 weeks
<b>Investment of Employer Contributions</b>	Employee designates fund
<b>Advantage Voice investment changes</b>	Yes
<b>Frequency of investment changes</b>	Daily