



**DEFERRED SALARY PLAN**  
**JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY**  
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Chairman, Joint Industry Board  
of the Electrical Industry

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Subject: Important Information about Your 401(k) Plan

Dear Deferred Salary Plan Participant:

We are pleased to let you know that Transamerica has become our new 401k Plan service provider. This is a result of Transamerica's acquisition of Mercer's defined contribution business and our decision that Transamerica will offer us the technology, tools, and services that can help achieve your retirement goals. Transamerica is a leader in the retirement plan industry, serving nearly 5 million employees in plans like ours.

We are writing to you to let you know that you will continue to visit the same website and call the same phone number to manage your 401(k) Plan account, and you will continue to receive the same quarterly statements. As 2016 progresses, we anticipate providing additional educational information, via the mail and the website.

Saving and investing for retirement has never been more important, and we are looking forward to the enhanced services this new partnership with Transamerica offers. We will be sure to communicate with you as more information becomes available.

Sincerely,

Trustees of the  
Deferred Salary Plan