



October 2016

IMPORTANT NOTICE REGARDING YOUR DEFERRED SALARY PLAN: MORE FLEXIBILITY TO INVEST YOUR EMPLOYER CONTRIBUTIONS

The Trustees of the Deferred Salary Plan of the Electrical Industry are pleased to announce that effective January 3, 2017, plan participants will be able to invest a portion of their employer contributions in any of the Plan's investment options.

Right now, all employer contributions to your retirement plan are invested in the JIB Capital Preservation Fund and are not transferrable to other investment options. The Trustees of the Deferred Salary Plan are pleased to announce that in January of 2017, 25% of your total employer contributions over the minimum balance of \$50,000 will be available for you to transfer to the Plan's other investment options. This amount will be moved to a source within the JIB Capital Preservation Fund that you control, and will continue to be invested in the JIB Capital Preservation Fund until you decide to invest it elsewhere. You will be able to transfer that money into any of the available investment options in your Plan, whenever you choose. This may allow you to diversify your investment mix more thoroughly.

*The following Frequently Asked Questions will provide more information about this new investment opportunity. We will also be holding **member education meetings** in the coming weeks to provide more details and to answer any questions you might have about this benefit. Meeting dates and times can be found on page 3 of this document.*

FREQUENTLY ASKED QUESTIONS ABOUT INVESTING A PORTION OF YOUR EMPLOYER CONTRIBUTIONS

1) Why are the Trustees making this change?

Participants with large balances in their employer contribution sources have requested flexibility to invest their employer contributions in the other Plan investment options.

2) Who qualifies for this new benefit?

You qualify if you participate in the Deferred Salary Plan and have accumulated a combined total of over \$50,000 in your employer contribution sources. These sources include your Employer Contributions and Health Reimbursement Account (HRA) Excess contributions (Non-Transferrable).

3) How much of my employer contributions will I be able to transfer into other investment options?

Twenty-five percent of your employer source balance over \$50,000 will be transferred to a new transferrable source within the JIB Capital Preservation Fund. This money will remain invested in the JIB Capital Preservation Fund until you decide to move it. As with your employee contributions, you can transfer money in this new Transferrable Employer source into any of the available investment options in the plan, whenever you choose.

Example: If your employer contribution balance is \$150,000, \$25,000 will be available to self-direct on January 3rd: $\$150,000 - \$50,000 = \$100,000 \times 25\% = \$25,000$.

4) When will the money be available for me to invest in the Plan options?

If you qualify, the money will be transferred into the newly established Transferrable Employer source before the end of the year and will be available on January 3, 2017.

5) Do I have to transfer the money to other investment options?

No, the money in your Transferrable Employer source will continue to be invested in the JIB Capital Preservation Fund. You can leave it in the JIB Capital Preservation Fund or transfer any portion into other available investment options. The decision is up to you.

6) Can my eligible money simply stay in the current employer contribution sources?

No, the new source will be established for all eligible participants. However, if you don't want to invest that money into other Plan investment options, you can leave it in the JIB Capital Preservation Fund.

7) If I transfer money from the new transferrable source to the other Plan investment options, can I transfer the money back to the JIB Capital Preservation Fund at a later date?

Yes, the funds in the new source will always be transferrable to any Plan investment options, including the JIB Capital Preservation Fund.

8) Will this affect the amount of money currently in my JIB Capital Preservation Fund account?

No, your total balance will remain the same. We are simply moving a portion of the money from your Non-Transferrable Employer Contribution sources into a Transferrable Employer source.

9) How do I move this money into other investment options?

As soon as your new Transferrable Employer source is funded, you may go to www.ibenefitcenter.com or call 1-877-JIB-401k (542-4015) to transfer that money into any other available investment options within the plan.

10) Will the new source appear on my statement and online account?

Yes, you will be able to see your new source listed on your statement and online. The new source will be named "Transferrable Employer." The fourth-quarter 2016 account statement will show this new account source. You should receive the statement approximately 15 days after the end of the quarter.

11) What if I opted to have my salary deferral contributions rebalanced?

If you are currently set up for auto rebalancing, the money in your new Transferrable Employer source will be included in future rebalances.

12) How often will money be put into this new source from my Non-Transferrable Employer Contribution sources?

The Plan Trustees will determine on a periodic basis the amounts that will be eligible for diversification.

13) How will this affect my employer contribution withdrawals?

Any withdrawals from your employer contribution sources will come first from your Non-Transferrable Employer sources, and then from your new Transferrable Employer source. Therefore, you will liquidate JIB Capital Preservation Fund assets before you liquidate Transferrable Employer source money that you may have invested in the other investment options.

14) What sources are in my account and how are they referenced on quarterly statements?

Transferrable sources in your Deferred Salary Plan Account:

Employee Pre-Tax

Rollover

Roth K

Transferrable Employer (New on January 3, 2017)

Non-transferrable source accounts:

Employer*

HRA Excess*

*25% of combined total over \$50,000 will move to Transferrable Employer from these sources

Please take note of upcoming meetings with more information about this Plan change

Plan to attend one of the upcoming participant meetings to get more details about this Plan change, and to get your questions answered.

- Tuesday and Wednesday, December 6th and 7th, 2016 and January 10th and 11th, 2017 from 5:00 p.m. to 7:00 p.m. in the Balcony Lounge. Short one-on-one meetings will be available between 7:00 p.m. and 8:00 p.m.
- Saturday, December 10th, 2016 and January 14th, 2017 from 9:00 a.m. to 11:00 a.m. in the Balcony Lounge. Short one-on-one meetings will be available between 11:00 a.m. and 1:00 p.m.

To sign up for a group meeting, and to also sign up for a short one-on-one meeting, please click on the link below.

<https://booknow.appointment-plus.com/84trj6p0/>

WHAT ELSE DO I NEED TO KNOW ABOUT MY PLAN?

Below are five important things you can do to make the most of your retirement plan:

1. Find out the status of a check or electronic payment online
 - Log on to www.ibenefitcenter.com
 - Click on the Plan name in the “What do I have?” box
 - Go to the “Transactions” tab
 - Select “Payment History”
 - View up to 18 months of payment history
2. Have your checks deposited directly into your account
 - Log on to www.ibenefitcenter.com
 - Click on the Plan name in the “What do I have?” box
 - Go to the “Withdrawals” tab
 - Select “Electronic Funds Transfer”
 - OR call 1-877-JIB-401k to get help from a service representative
 - Please note that Loan and Qualified Domestic Relations Order checks are processed by mail only
3. Take age 59½ withdrawals without the paperwork
 - Log on to www.ibenefitcenter.com
 - Click on the Plan name in the “What do I have?” box
 - Go to the “Withdrawals” tab
 - Select “Learn more” under the “Current Members” section
 - Select “59½ withdrawals”
 - OR call 1-877-JIB-401k to get help from a service representative
4. View your payroll history
 - Log on to www.ibenefitcenter.com
 - Click on the Plan name in the “What do I have?” box
 - Select the “Payroll history” link
5. Repay a loan while you’re on furlough or out of work
 - Log on to www.ibenefitcenter.com
 - Click the “Forms” tab
 - Select the “Loan Repayment Kit”

If you have any questions about this new Plan benefit, please call 1-877-JIB-401k to talk to a service representative.

Help us communicate with you better

Add your email address to your account by going to www.ibenefitcenter.com and clicking on “Contact Information” under the Summary tab. That way, we can email you important information and alerts.