



TAKE THE NEXT STEPS FOR A BRIGHTER TOMORROW

IMPORTANT DETAILS REGARDING THE TRANSITION OF THE DEFERRED SALARY PLAN OF THE ELECTRICAL INDUSTRY TO PRUDENTIAL RETIREMENT



THE BRIGHT CHOICE
DEFERRED SALARY PLAN

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Welcome to
**Prudential
Retirement!**

Effective July 3, 2017, the **Deferred Salary Plan of the Electrical Industry** will transfer to a new recordkeeper, Prudential Retirement® (Prudential).

It is our hope that, after the move, you will find it easier to manage your account to help you better prepare for retirement. Because, while your 401(k) plan will continue to offer the same investment options and features you have come to rely on, you will benefit from exciting online resources like the Retirement Income Calculator.

Before the move is completed on July 10, 2017, there will be a transition period during which you cannot make transactions in your account. This is referred to as a “blackout period.” It is important to be aware of the schedule of activities for this move and plan accordingly. **During this time, your account records will be reconciled and moved to Prudential, and your account will not be available for withdrawal or investment change requests.**

Please use this guide to help you understand what will happen during this transition. Also included in this packet are your plan’s required regulatory notices:

- **Blackout/Investment Notice** to help you understand what transactions you can and cannot perform during the transition
- **Qualified Default Investment Alternative and Addendum** which provides information about how your assets will be invested if you do not choose your own investments

Important dates

During the transition, your account and investment allocations will transfer to Prudential. In order to ensure a smooth and accurate transition of your account, there are some important dates for you to keep in mind. The following chart lists the deadlines for various transactions.

DATE	AFFECTED ACCOUNT	WHAT'S HAPPENING
June 27, 2017 before 3 p.m. ET	Current account with Mercer	This will be the last day you can conduct the following activities with Mercer prior to the transition: <ul style="list-style-type: none"> • Request a distribution • Request a loan • Make investment changes (exchanges, transfers, rebalancing)
June 27, 2017 through July 9, 2017	Current account with Mercer	This will be the blackout period. During this time, your account records will be reconciled and moved to Prudential, and your account will not be available for withdrawal or investment change requests.
July 3, 2017	Current account with Mercer	Records and account balances will transfer to Prudential.
On or about July 10, 2017	New account with Prudential	This is when the blackout period is scheduled to end and you will once again have full access to review your account balance and process transactions. Be sure to: <ul style="list-style-type: none"> • Register your account online at jib.retirepru.com • Set up your Personal Identification Number (PIN) for phone access • Review all tools and resources available • Designate your beneficiary(ies) through JIB, if you have not done so already

Please note: Your account balance will remain invested throughout the transition.

Investment options

After the transition, you will continue to have the same investment options available. The following chart shows the broad range of investment options offered in your plans:

INVESTMENT CATEGORY	INVESTMENT OPTIONS	TICKER SYMBOL
Stable Value	JIB Capital Preservation Fund	N/A
Bond	Baird Core Plus Bond Fund – Institutional*	BCOIX
Bond	Vanguard Total Bond Market Index Fund Institutional*	VBPIX
Bond	Dreyfus/Standish Global Fixed Income*	DSDYX
Large Cap	Putnam Equity Income Fund R6*	PEQSX
Large Cap	Vanguard Growth Index Institutional Fund*	VIGIX
Large Cap	Vanguard Value Index Institutional*	VIVIX
Large Blend	Vanguard 500 Index Trust	N/A
Mid Cap	Vanguard Mid Cap Index Fund Institutional Plus*	VMCPX
Small Cap	BlackRock Russell 2000 Alpha Tilts Small Cap Fund	N/A
Small Cap	Vanguard Small Cap Index Fund Institutional Class*	VSCIX
Real Estate	Vanguard REIT Index Fund Institutional Plus*	VGSNX
International	Vanguard Developed Markets Index Fund Institutional Class*	VTMNX
Target Date	Vanguard Target Retirement 2010 Trust I	N/A
Target Date	Vanguard Target Retirement 2015 Trust I	N/A
Target Date	Vanguard Target Retirement 2020 Trust I	N/A
Target Date	Vanguard Target Retirement 2025 Trust I	N/A
Target Date	Vanguard Target Retirement 2030 Trust I	N/A
Target Date	Vanguard Target Retirement 2035 Trust I	N/A
Target Date	Vanguard Target Retirement 2040 Trust I	N/A
Target Date	Vanguard Target Retirement 2045 Trust I	N/A
Target Date	Vanguard Target Retirement 2050 Trust I	N/A
Target Date	Vanguard Target Retirement 2055 Trust I	N/A
Target Date	Vanguard Target Retirement 2060 Trust I	N/A
Target Date	Vanguard Target Retirement Income Trust I	N/A

* Registered mutual fund

A target-date fund should not be selected based solely on age or retirement date, is not a guaranteed investment and the stated asset allocation may be subject to change.

As with all investments, there are a number of factors and risks to consider in selecting a target-date fund. In addition to anticipated retirement date, relevant factors for fund selection may include age, risk tolerance, other investments owned and planned withdrawals. In addition, participants should carefully consider the investment objectives, risks, charges and expenses of any fund before investing. It is possible to lose money in a fund—including near or following retirement—and there is no guarantee that the funds will provide adequate retirement income. Investments in the funds are not deposits of obligations of any bank and are not insured or guaranteed by any governmental agency or instrumentality.

What's Changing

INVESTMENT CHANGE

VANGUARD TARGET RETIREMENT 2010 TRUST I

Effective after 4 p.m. ET on July 21, 2017, Vanguard is closing the **Vanguard Target Retirement 2010 Trust I**. If you have a balance in, or are currently making contributions to this fund, your account balance in that fund and any ongoing contributions will be transferred to the **Vanguard Target Retirement Income Trust I** after 4 p.m. ET on July 21, 2017. Participants invested in this fund will receive a separate communication.

The transfer of your assets and the redirection of your future contributions will occur automatically. If you would like to redirect your assets into another investment option available in the plan, you have until 4 p.m. ET on **July 21, 2017** to do so. If you do not take action, any remaining assets in the fund being removed, and all future contributions to that fund, will automatically change.

CHANGES TO NOTE

REBALANCING FREQUENCY

If you have elected Account Rebalancing at a particular frequency, please be aware that these elections will not carry over to Prudential. The Trustees of the Plan have elected to set up rebalancing on a quarterly basis once the plan transitions to Prudential. **If you have elected auto-rebalancing at Mercer and wish to continue using the rebalancing feature, you will be required to re-elect this feature at Prudential once your account transitions. The first rebalancing date is scheduled for September 26, 2017.** The subsequent rebalancing dates will occur on December 26, March 28 and June 27.

ADMINISTRATIVE ACCOUNT FEE

Please note that the account fee assessed to your account on a monthly basis will continue, and for the month of June 2017, the \$10.50 fee will be deducted from your account as usual on the first day of the month. For the month of July, the fee will be reduced to \$9.85 and will be deducted in the middle of month. Thereafter, the \$9.85 fee will be deducted on the first day of each month.

ROTH CONTRIBUTIONS FOR WITHDRAWALS

If you withdraw money from your account, your Roth contributions may also now be considered as part of the permissible withdrawal amount. Please note that funds will draw from your pre-tax contribution and employer contribution "sources" prior to exhausting any Roth contributions.

SAVE THE DATE!

Prudential education counselors will be onsite at the JIB in July to answer your questions about the Deferred Salary Plan and provide information about the enhanced tools and resources that will be available to you. You can attend a group meeting or have a one-on-one consultation. To register for a group meeting, go to jib.retirepru.com and click on the "Information Sessions" page to choose your meeting preference. Stop by to pick a prize and register for a raffle.

OVERVIEW OF THE DEFERRED SALARY PLAN TRANSITION INFORMATION SESSION SCHEDULE

Monday, July 10 Balcony Lounge 5 p.m.—6 p.m. ET	Saturday, July 15 Balcony Lounge 10 a.m.—11 a.m. ET	Monday, July 24 Balcony Lounge 5 p.m.—6 p.m. ET
Tuesday, July 11 Balcony Lounge 5 p.m.—6 p.m. ET	Saturday, July 22 Balcony Lounge 10 a.m.—11 a.m. ET	Thursday, July 27 Balcony Lounge 5 p.m.—6 p.m. ET

One-on-one consultations are available after all meetings.

July
information
sessions

QUESTIONS/ANSWERS

HOW DO I LOG IN TO MY ACCOUNT?

Beginning July 10, you may log in to your account at: **jib.retirepru.com**. Visit this site to review plan features, understand the investments, initiate transactions and connect with retirement planning tools and resources.

WHAT NUMBER DO I CALL TO ACCESS MY ACCOUNT AFTER THE TRANSITION?

To access your account by phone, call the same toll-free account line: **877-JIB-401k**. This automated line is available 24/7. Prudential representatives are available weekdays, from 8 a.m. to 9 p.m. ET.

WILL I NEED TO CREATE A NEW USER ID AND PASSWORD TO ACCESS MY ACCOUNT?

Yes. For your security, you will need to create a new user ID and password. To log in to your account on or after July 10, 2017, go to **jib.retirepru.com**, click “Account Access” then “Register Now” or call **877-JIB-401k** and follow the instructions.

WHAT WILL HAPPEN TO MY CONTRIBUTIONS DURING THE TRANSITION PERIOD?

Your employer will continue to submit contributions during the blackout period, and all contributions received will be credited to your account beginning July 7, 2017.

WHAT WILL HAPPEN TO MY LOAN REPAYMENTS DURING AND AFTER THE TRANSITION?

If you have a loan, your remaining balance will transfer to Prudential. Loan payments should continue in the same method you are currently using to submit payment to Prudential. Please note, all loan payments made with a personal check that are sent directly to Mercer after June 27 will not be applied to your outstanding loan. Your personal check will be cashed by Mercer and then a refund check will be sent to you.

I CURRENTLY RECEIVE ELECTRONIC QUARTERLY STATEMENTS FROM MERCER. WILL I RECEIVE ELECTRONIC STATEMENTS FROM PRUDENTIAL?

Yes. If you currently receive quarterly electronic statements, you will receive them electronically from Prudential. If you currently receive statements by mail and wish to receive electronic statements going forward, simply log in to your account after the transition and choose the electronic statement option.

WHEN WILL I RECEIVE MY NEXT ACCOUNT STATEMENT?

In mid-July, Mercer will issue quarterly statements for the period of April 1 to June 30. This statement will reflect your conversion amount and an ending balance of \$0. About the same time, you will also receive an initial statement from Prudential reflecting the transition activity in your account.

I AM CURRENTLY RECEIVING INSTALLMENT PAYMENTS FROM MERCER. HOW WILL THE TRANSITION AFFECT THOSE PAYMENTS?

To avoid disruption to those currently receiving plan payouts, Mercer will send out payments that would otherwise be made during the blackout period on June 22. Thereafter, ongoing payments will be made by Prudential on your scheduled payment date.

WHAT IF I HAVE MORE QUESTIONS?

Log onto: **JIB.retirepru.com** or call Prudential at **877-JIB-401k**.

JIB.retirepru.com

DURING THE TRANSITION, visit this site to get updated information on the transition and timing. You may also view the schedule and register for July information sessions at JIB. Attending a session is a great way to have your questions answered and get to know Prudential. While you are there, be sure to pick up your free gift and register for a raffle.

AFTER THE TRANSITION, log in to this site to review your account balance, research your investment options, perform transactions and learn more about planning for retirement—all through a redesigned, easy-to-navigate website. It will have information that will help you learn the fundamentals of saving and investing for retirement. Also available is an interactive Retirement Income Calculator that quickly helps you figure out if you are saving enough for retirement, what to do if you're not, and how to stay on track.

The **JIB.retirepru.com** website is optimized on all mobile devices so you can access your account information wherever you are.

NEXT STEPS

Remember, contributions will continue during the transition, and your account and investment directions will automatically transfer to Prudential. During the weeks ahead:

- Keep in mind the important dates and deadlines.
- Log into jib.retirepru.com for communications and details about the transition.
- Register for an upcoming July information session.
- If you have questions, call **877-JIB-401k** Monday through Friday, from 8 a.m. to 9 p.m. ET.



THE BRIGHT CHOICE DEFERRED SALARY PLAN



Prudential
Bring Your Challenges®

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Investors should consider the fund's investment objectives, risks, charges and expenses before investing. The prospectus, and if available, the summary prospectus, contain complete information about the investment options available through your plan. Please call 877-JIB-401k (877-542-4015) for a free prospectus, and if available, a summary prospectus that contain this and other information about our mutual funds. You should read the prospectus and the summary prospectus, if available, carefully before investing. It is possible to lose money when investing in securities.

Shares of the registered mutual funds are offered by Prudential Investment Management Services LLC (PIMS), Newark, NJ. PIMS is a Prudential Financial company. Prudential Retirement is a Prudential Financial business.

Frequent exchanging between plan investment options may harm long-term investors. Your plan or the plan's investment funds may have provisions to deter exchanges that may be abusive. These policies may require us to modify, restrict or suspend purchase or exchange privileges and/or impose redemption fees.

Depending on your plan, withdrawals (other than qualified Roth distributions) may be subject to income taxes and potentially a 10% federal income tax penalty if taken before age 59½.

Prudential Financial and its representatives are not tax or legal advisors. Consult your own legal or tax advisor with specific questions.

Participants using the Retirement Income Calculator should consider other assets, income and investments (e.g., equity in a home, Social Security benefits, individual retirement plan investments, etc.) when assessing the adequacy of the estimated income stream as provided by this tool. The Retirement Income Calculator is hypothetical and for illustrative purposes only and is not intended to represent performance of any specific investment, which may fluctuate. There is no assurance that retirement income objectives will be met. **It is possible to lose money by investing in securities.**

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