

PAYMENT FROM THE DEFERRED SALARY PLAN

Listed below are detailed guidelines for the benefits indicated on the reverse side of this application.

1. **Wage Replacement Day Benefit (Construction Division Only)**
Maximum of 5 days per calendar year, which includes Election Day. If not used, these days *do not* carry over to the new year.
2. **Picket Duty Benefit (“A” Rated Journeypersons Only)**
Maximum of 5 days per calendar year (sent by Local 3 Business Agent).
3. **Wage Replacement Day Benefit (ADM and Expeditor Division only)**
Maximum of 1 day per calendar year, for Election Day.

The above benefits are paid at a rate equal to the participant’s daily wages, based on the applicable Collective Bargaining Agreement.

There will be no partial payments made for these days if there are not sufficient funds in the participant’s account balance to cover the daily wage.

TAXES PERTAINING TO PAYMENT OF IN-SERVICE DISTRIBUTIONS

Important:

- Distributions from the Plan are subject to 20% federal income tax withholding, as required by IRS regulations.
- Withdrawals by a participant who is still working in the electrical industry and is younger than 59 ½ or by a participant who withdraws from the industry prior to age 55 are subject to the IRS additional tax of 10%.
- There is *no* 10% IRS Early Withdrawal Additional Tax when a payment is made to an active participant who is 59 ½ or older or to a participant who retires under the provisions of the Pension Trust Fund of the Electrical Industry, or if someone is “disabled” within the meaning of the Internal Revenue Code.