WISCONSIN NECA-IBEW RETIREMENT PLAN
2730 DAIRY DRIVE SUITE 101
MADISON WI 53718
PHONE: (608) 276-9111 // FAX: (608) 288-9103

PLAN # 523879-01 DISTRIBUTION ELECTION FORM
EARLY RETIREMENT – (Members under age 60)

To be eligible for a distribution of your account balance under the Plan prior to normal retirement age (age 60), you must satisfy *one* of the following conditions:

1. **Early Retirement Age.** You are eligible to commence your benefit upon attaining early retirement age and terminating employment with all employers in the Wisconsin electrical industry. You attain early retirement age upon your 55th birthday.

2. **Termination of Employment.** You are eligible to commence your benefit after no contributions have been made to the Plan on your behalf for two consecutive plan years.

Your benefit under the Plan is valued at $____ as of ____________________________. The amount of your distribution may be different (greater or smaller) due to the Plan's investment experience between that date and the date of the actual distribution to you. You may use the attached Benefit Payment Election Form to apply for a distribution of your benefits under the Plan.

Before completing the benefit payment election form please read these instructions and the enclosed special tax notice regarding plan payments carefully. You may wish to consult with advisors such as your accountant or tax attorney before completing the election form.

INSTRUCTIONS

PART I: Participant Information

Please complete Part I by printing all of the information requested.

PART II: Benefit Election

After you have read these Instructions and the enclosed *Special Tax Notice*, complete Part II to indicate the benefit form you wish to elect.

As required under Federal law, the Fund compares the value of each type of optional form of benefit under the Plan to the value of your estimated account balance. The goal of this comparison is to help you make informed choices about the form in which you receive your retirement benefits. The Fund has determined that all optional forms of benefits under the plan have approximately the same value as the value of your estimated account balance. If you would like information regarding how these values were calculated or would like comparisons based on your specific information, please call or send a written request to the Plan, c/o Bonnie DeLap, Plan Administrator, Wisconsin Electrical Employees Benefit Funds, 2730 Dairy Drive Suite 101, Madison, WI 53718 (1-800-422-2128).

BENEFIT OPTIONS

Under the terms of the Plan, the normal form of benefit is a Qualified Joint and Survivor Annuity ("QJSA"). If you are married, the QJSA is a Joint and 50% Survivor Annuity. Under this form of payment, your account balance is used to purchase an annuity from a legal reserve life insurance company. The annuity will provide a monthly benefit for the remainder of your life. Following your death, the annuity will pay your spouse a monthly benefit equal to 50% of your monthly benefit. You are also permitted to increase the benefit payable to your surviving spouse to 75% of your monthly benefit. However, your monthly benefit will be decreased to account for the increased payment to your surviving spouse.

If you are not married, the QJSA is a single life annuity. Under this form of payment, your account balance is used to purchase an annuity from a legal reserve life insurance company. The annuity will provide a monthly benefit for the remainder of your life. Under a single life annuity, no benefits are payable following your death.

You may elect to receive your benefits in one of the forms described below. If you are married, the consent of your spouse will be required in order for your election of the alternative benefit form to be valid. See Part IV below for information concerning the requirements for your spouse's consent.

Any unpaid portion of your account at the time of death shall be paid in accordance with the Beneficiary Designation Form on file with the Plan Administrator or, if no Beneficiary Designation Form is on file, with the terms of the Plan.

Installment Payments

If you elect your benefit to be paid in installment payments, you can elect to receive monthly, quarterly or annual installments over a period extending beyond your 60^{th} birthday.

If you are age 55 or older, you may change the frequency or amount of your installment payments once per year, provided the installment payments continue to extend beyond your 60^{th} birthday.

Installment payments that do not extend for ten years or more and are not anticipated to exceed your life expectancy are eligible for a direct rollover. If you choose to rollover your installment payments option, no amount will be withheld for payment of federal income taxes. If you do not elect for your payment to be rolled over or your payment is ineligible for rollover, the Plan must withhold 20% of your distribution for federal income tax purposes.

Lump Sum Cash Distribution and Installment Payments

If no contributions have been made to the Plan on your behalf for two or more years, you may elect to receive a $7,000 lump sum, with the remainder of your account balance paid in monthly distributions paid over a period extending beyond your 60^{th} birthday. If, after your lump sum is deducted, your subsequent installment payments will be less than $200 per month, your entire account balance will be distributed in a single lump sum.

Installment payments that do not extend for ten years or more and are not anticipated to exceed your life expectancy are eligible for a direct rollover. If you choose to rollover your installment payments, no amount will be withheld for payment of federal income taxes. If you do not elect for your payment to be rolled over or your payment is ineligible for rollover, the Plan must withhold 20% of your distribution for federal income tax purposes.

Impact of IncomeFlex Investments on Distributions

Options Before Lock-In

Please note that if you have IncomeFlex funds and request a distribution prior to Lock-In, your distribution will be paid from all available funds according to an established hierarchy, with IncomeFlex included as the last money to leave the account. Withdrawals in excess of the annual guaranteed (lifetime annual) withdrawal amount, also called an "excess withdrawal," will result in a permanent reduction in future guaranteed withdrawal amounts. Any withdrawals made prior to the lock-in date will reduce the income base used to determine your future guaranteed withdrawal amounts. Please see the Prudential IncomeFlex Important Considerations or Prospectus document for additional information about withdrawals, including examples. If you would like to make an excess withdrawal and are uncertain how an excess withdrawal will reduce your future guaranteed withdrawal amounts, then you may contact Prudential at 1-877-760-5166 to obtain a personalized, transaction specific calculation showing the effect of the excess withdrawal.

Options After Lock-In

Please note that if you have IncomeFlex funds and fail to make an election, your distribution request will default to pay from all available funds with IncomeFlex included as the last money to leave the account. Withdrawals made after the lock-in date in excess of the annual guaranteed withdrawal (lifetime annual) amount, also called an "excess withdrawal," will result in a permanent reduction in future guaranteed withdrawal amounts. Please see the Prudential IncomeFlex Important Considerations or Prospectus document for additional information about withdrawals including examples. If you would like to make an excess withdrawal and are uncertain how an excess withdrawal will reduce your future guaranteed withdrawal amounts, then you may contact Prudential at 1-877-760-5166 to obtain a personalized, transaction specific calculation showing the effect of the excess withdrawal.

Important Note: If you elect to take a full or partial withdrawal from your account or roll to a traditional or Roth IRA or qualified plan, you will forfeit withdrawal guarantees associated with any amounts invested in IncomeFlex. IncomeFlex guarantees are only portable to a Prudential SmartSolution IRA with the IncomeFlex feature.

PART III: Tax Withholding Election and Rollover Option

The attached *Special Tax Notice Regarding Plan Payments* describes federal income tax withholding and other special tax rules. Note that if you have too much tax withheld, you will receive a refund when you file your tax return. If you have too little tax withheld, you will owe an additional payment when you file your income tax return, and may also owe a penalty. If you receive a lump sum payment or installment payments which are paid over a period of less than ten years, 20% of the distribution must be withheld for payment of federal income taxes unless you elect a direct rollover.

If you elect to receive your benefit in a lump sum distribution or series of installment payments paid over a period of less than ten years, you may elect to rollover your distribution directly into another qualified employer plan, an Internal Revenue Code ("Code") section 403(b) plan, a governmental Code section 457 plan or into an Individual Retirement Account or Annuity ("IRA"). If you elect a rollover distribution, your benefits can continue to defer taxation on your benefits.

You may also elect to receive a lump sum distribution in cash and roll the remaining amount into another eligible retirement plan or IRA. Any amount you receive in cash will be subject to the withholding requirements for federal income taxes.

Payments under an annuity contract or installment payments which will be made over ten years or more, or over a period of time expected to exceed your life expectancy, are not eligible rollover distributions. If you elect one of these benefit options, you must complete the Withholding Election form. If you do not complete the withholding form, income taxes will be withheld from your annuity or installment payments based upon the default withholding rates.

A Roth IRA accepts only after-tax dollars, but provides tax-free growth. If you pay taxes on your distribution and make either a direct rollover or a 60-day rollover to a Roth IRA, you will convert your taxable distribution to a nontaxable retirement income source. The entire amount rolled over to a Roth IRA is taxable. The 20% mandatory withholding and the 10% additional tax if you are under age 59-1/2 do not apply. Voluntary withholding does apply. You may not roll your payment to a Roth IRA if, for taxable years prior to January 1, 2010, your modified adjusted gross income is over $100,000 or if you are married and file a separate return.

PART IV: Participant Certification

Pursuant to the Internal Revenue Code, participants are prohibited from commencing any retirement benefit prior to your separation from service. Accordingly, before the Plan will approve your benefit application and commence your benefit, you must certify that you have terminated employment with all employers that have agreed to participate to the Plan. If, after commencing your benefit, you return to employment, you must notify the Plan and your benefit payments will be suspended.

PART V: Beneficiary Designation

Unless you elect a lump sum distribution, it is possible that you will have unpaid amounts held in your Plan account at the time of your death. Accordingly, you may want or need to change your designation of beneficiary. If you are married, your spouse must consent to the designation of any other primary beneficiary.

PART VI: Spouse's Consent

If you are married and you elect to receive your benefits under the Plan in a form other than the QJSA, your spouse must consent to your election. Your spouse has the right to withhold consent and require benefits in the form of a QJSA, so that payments continue to your spouse after your death. You may revoke an election not to receive benefits in the form of a joint and survivor annuity contract, provided you do so in writing on a form filed with the Plan Administrator before your benefit payments begin. Please ask your spouse to read these instructions. If, after reading this explanation, your spouse consents to your election of a benefit form other than a nontransferable joint and survivor annuity contract, your spouse should sign where indicated in Part VI. Your spouse's signature must be notarized or witnessed by a Plan representative.

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DISTRIBUTION ELECTION FORM
EARLY RETIREMENT – (Members under age 60)

PART I: PARTICIPANT INFORMATION (please print)

Name: ____ Social Security No.: ____________________

Address: ____

Telephone No.: ___________________________________ Date of Birth: __________________________

Employer's Name: ____

Last Date Worked: _____________________________________ Retirement Date: __________________

Marital Status: ☐ Married ☐ Single ☐ Divorced ☐ Widowed

Spouse's Name: ________________________________ Spouse's Social Security No.: _______________

Spouse's Address *(if different)*: ____

PART II: BENEFIT ELECTION (check one option only)

I have read the *Special Tax Notice*. I elect to have benefits from the Plan paid as indicated below. If I am married and I do not elect a nontransferable annuity contract from a legal reserve life insurance company (item 1), I understand that my election is not valid unless my spouse consents to my election by signing the Spouse's consent form.

☐ ***Nontransferable Annuity Contract***. I hereby request a distribution of my account balance under the Plan in the form of a nontransferable annuity contract purchased from a legal reserve life insurance company. *I understand that I will receive a selection of annuity contracts from which I will need to choose and return before my distribution will begin.*

- ☐ Single Life Annuity *(unmarried participants only)*;
- ☐ Joint and 50% Survivor Annuity *(married participants only)*; or
- ☐ Joint and 75% Survivor Annuity *(married participants only).*

☐ ***Installment Payments.*** I elect to have my account balance paid to me in regular installment payments as described below.

☐ Installment payment of $________________ per **Month** / **Quarter** / **Year**; or

☐ Equal monthly payments paid over ___ years (extending beyond your 60^{th} birthday)

The Plan can pay your installment distributions via check or direct deposit. To receive your distribution payment via direct deposit, please contact Empower to add your banking information 1-833-569-2433.

Additionally, if you have attained age 55 as of your benefit commencement date, you may change your installment amount or frequency once per year.

☐ ***Lump Sum Distribution and Installment Payments.*** I hereby request a distribution of my benefits under the Plan in a lump sum payment of $____________________ (not to exceed $7,000) and equal monthly installments paid over __ years (extending beyond your 60^{th} birthday).

Note that if, after receiving a lump sum distribution of $7,000, your monthly installment payments paid through your 60^{th} birthday will be less than $200, your entire account balance will be distributed in a single lump sum.

☐ ***IncomeFlex Payment Options***: I hereby request distribution from my IncomeFlex benefits through Prudential. I understand that I must contact Empower directly at 1-833-569-2433 to start this process. Please refer to Page 3 on additional information with regards to Before Lock-In and Locked-In distribution established hierarchy.

☐ Process my request from all available funds according to the established hierarchy. IncomeFlex funds will be included as the last money to pay from the account (default election).

☐ Process my request from IncomeFlex funds only. I understand that any amount taken in excess of the Lifetime Annual Withdrawal Amount (LAWA) may proportionately lower my LAWA for subsequent periods.

☐ Process only my remaining Lifetime Annual Withdrawal Amount (LAWA) as of this request.

Please Note: Your retirement monies must be in this account prior to election.

PART III: TAX WITHHOLDING ELECTION AND ROLLOVER OPTION

Federal Tax Withholding. The attached *Special Tax Notice Regarding Plan Payments* describes the federal income tax withholding rules in great detail, as well as other special tax rules that may apply to your benefit. Please read the information carefully, make an election and sign and date the form.

Lump Sum Distributions and Installment Payments Paid Over Less Than Ten Years. If your benefit is paid in a lump sum distribution or a series of installment payments paid over a period of less than ten years, the Plan will automatically withhold 20% for payment of federal income taxes. You can elect to have more than 20% withheld from your payment. Complete a Form W-4P or Form W-4R as applicable if you want more than 20% of your benefit payment withheld for payment of federal income taxes.

Annuities and Installment Payments Paid Over More Than Ten Years. If you elect to receive your benefit in the form of an annuity or in a series of installment payments made over a period of ten years or more, you must complete a Form W4-P to determine federal tax withholding.

Direct Rollover. If you elect to rollover all or a portion of your account balance into an eligible retirement plan or IRA, then no amount will be withheld. This option is only available if you elected a lump sum distribution or series of installment payments paid over a period of less than ten years. I elect to have my distribution directly rolled over as follows (please select one option):

- ☐ Rollover to another qualified employer retirement plan pursuant to Code Section 401(a);
- ☐ Rollover to a Code section 403(b) plan pursuant to Code section 403(b);
- ☐ Rollover to a governmental Code section 457 plan pursuant to Code section 457;
- ☐ Rollover to my IRA pursuant to Code Section 408:
- ☐ A cash payment to me of $__________________ (of which 20% will be withheld for federal taxes) and a direct rollover of $_____________ (at least $500) to the following IRA custodian or eligible retirement plan, qualified pursuant to Code sections 408 or 401(a);
- ☐ A Rollover to a Roth IRA (please indicate below whether or not you want to have federal income tax withheld from our Plan benefit). If you elect not to have federal income tax withheld, or if you do not have enough federal income tax withheld, you may be responsible for payment of estimated federal income tax on the taxable portion of your distribution (IRS Form 1040ES) and state income tax. You also may be subject to tax penalties under the estimated tax payment rules if your payments of estimated tax and withholding, if any, are not adequate.

  - ☐ I do not want federal income taxes withheld from my rollover to my Roth IRA.
  - ☐ Withhold a total of ___% of this rollover for federal income tax purposes.

Complete this information if you elect to roll over all or part of your distribution to another retirement plan or IRA.

☐ **Pay the following gross amount to me: $____**

☐ **Roll the following amount to another employer's plan: $__________________________________**

Name of receiving employer plan: ____

____
Street Address or P.O. Box

____
City, State & Zip

Name of trustee/custodian: ____

Send to the attention of: ____

☐ **Roll the following amount to an IRA: $ ______________________________**

Name of receiving trustee: ______________________________

____
Street Address or P.O. Box

____
City, State & Zip

Account number or identifier: ______________________________

Send to the attention of: ______________________________

State Tax Withholding. Additionally, your distribution may be subject to state income taxes. Each state differs as to whether a portion of your benefit must be withheld for payment of state income taxes and, if so, the portion that must be withheld. If you live in one of the following states, you may elect to make a state income tax withholding election: **Alabama, Colorado, Georgia, Idaho, Michigan, Minnesota, Missouri, Mississippi, Montana, North Dakota, New Jersey, New Mexico, New York, Ohio, Pennsylvania, Rhode Island, South Carolina, Utah, Wisconsin, and West Virginia.**

☐ I do not want state income taxes withheld from my benefit payments.

☐ Withhold a total of ___% of this distribution for state income tax purposes.

DELIVERY METHOD
(Please Select One)

☐ U.S. MAIL (Free)

☐ Express Delivery ($50 with tracking, it will be pull from your retirement account.)

☐ Electronic Delivery (Free) You must log into Empower or call 1-833-569-2433 to set up your own banking information. This is not an Option for Rollovers.

PART IV: PARTICIPANT CERTIFICATION

By completing this form, I declare my intent to retire and sever employment with all Employers that participate in and contribute to the Wisconsin NECA-IBEW Retirement Plan (the "Plan") and all other employers within the electrical industry. By retiring, I declare that, at this time, I do not intend to return to work in any capacity for my Employer, any other Employer contributing to the Plan or any other employer not contributing to the Plan but performing work within the electrical industry. I further declare that I will be bound by all the rules and regulations of the Plan. To that end, I will contact the Plan Office in writing and in advance if I intend to engage in employment with my Employer or any other Employer participating in the Plan or Prohibited Employment, which is defined as follows:

Work for 40 hours or more or for eight days or more in a month (*i.e.*, a calendar month or an employer's four- or five-week payroll period) in employment or self-employment of the type described below after a Participant or former Participant attains age 60:

- In the same industry in which the Employee was employed and accruing benefits under the Plan at the time pension benefits commenced or would have commenced if the Participant or former Participant had not remained in or returned to such work;

- In the same "trade or craft" in which the Participant or former Participant was employed at any time while covered by the Plan or supervisory activities relating to such trade or craft (trade or craft extends to any job or occupation using the same skill or skills); and

- In the State of Wisconsin.

Please contact the Plan at the address below to provide notice regarding work in Prohibited Employment or if you have any questions regarding Prohibited Employment:

Board of Trustees of the Wisconsin NECA-IBEW Retirement Plan
Wisconsin Electrical Employees Benefit Funds
2730 Dairy Drive, Suite 101
Madison, WI 53718

Additionally, I understand the following:

1. If I have misrepresented my retirement status, my retirement status will be revoked, my benefits will be terminated and I will be required to repay any benefits that I have received to the Plan, plus interest. I also understand that the Plan may also reduce future benefit payments to recover overpayments that I received, plus interest.

2. I am not entitled to receive my benefit payment for any month during which I am engaged in Prohibited Employment in any month in which I am credited with at least 40 hours of service.

3. I must notify the Board of Trustees in writing within 30 days of my return to any type of employment. In my notice to the Trustees, I will provide the date and nature of my re-employment. If I do not provide proper notice to the Trustees, there is a presumption that I am engaged in Prohibited Employment and, accordingly, my benefit payments may be suspended. In addition, my benefit payments may be subject to a delay when they later resume.

4. My benefit payments will recommence only after I have notified the Trustees in writing and completed any requisite forms acknowledging that I am no longer engaged in Prohibited Employment. No benefit will be payable for those months following cessation of Prohibited Employment and prior to the Trustees' receipt of such notification and any required forms.

PART V: BENEFICIARY DESIGNATION

Complete the following beneficiary designation if you are not electing a lump sum payment and would either like to change your current beneficiary designation or do not have a beneficiary designation on file for any undistributed Plan benefit.

I hereby revoke all prior designations of Primary Beneficiaries and Contingent Beneficiaries for my Plan account and designate the following Beneficiaries.

- Note if you are married and you designate a person(s) (including a trust) other than your spouse as a Primary Beneficiary of your death benefits under the Plan, you must obtain written spousal consent on this form. In addition you must be at least age 35 or terminated from employment to designate a nonspouse beneficiary as your Primary Beneficiary for your Plan account.

- If you are married and you are naming a nonspouse beneficiary as your Primary Beneficiary, your spouse must provide written consent on the attached Spousal Consent and Agreement.

- To name additional beneficiaries, attach another page to this form and include the Plan name, your name, Social Security Number, date and signature.

Note: You must be at least age 35 or terminated from employment to designate a nonspouse beneficiary as your Primary Beneficiary (with spousal consent).

Primary Beneficiaries

Name of Beneficiary	Relationship	Address of Beneficiary	Benefit % (Must total 100%)

Contingent Beneficiaries

Name of Beneficiary	Relationship	Address of Beneficiary	Benefit % (Must total 100%)

Participant's Signature

I hereby apply for the above designated benefit. I understand that the Plan will rely on the information I have provided in processing my request. I further understand that I am responsible for its accuracy in the event any dispute arises with respect to the transaction. I acknowledge that I have read the attached **Special Tax Notice Regarding Plan Payments**. I understand the tax implications regarding this disbursement, including that if I am entitled to an eligible rollover distribution, I have the right to consider whether or not to elect a direct rollover for at least 30 days after this special tax notice is provided. By signing this form, I am waiving this notice period. The taxable portion of any distribution that is eligible for "rollover" is subject to a *mandatory 20% federal income tax withholding*, unless that amount is directly rolled to an Individual Retirement Account (IRA) or to another plan in which I am a participant.

Current federal tax rules require your plan sponsor to notify you, in writing, of certain requirements you must meet to receive a cash distribution from your retirement plan. By signing the approval section below, you waive the required 30-day notice and you will receive a distribution from your retirement plan without delay, but no sooner than 8 days from your receipt of this form, under the terms of your retirement plan. Also, by signing below, you affirm that you will have received a general description and explanation of the optional forms of benefits, if any, available to you and a written notice describing the general tax rules applicable to this distribution.

I have read the explanation of the Qualified Joint and Survivor Annuity ("QJSA") and other payment options that was provided and I know that I have the right to receive my benefits as a joint and survivor annuity if I am married or a life annuity if I am not married. I also know I can waive the right to annuity payments, with the consent of my spouse if I am married. I understand that if I waive those rights I can change my mind and revoke the waiver at any time before my payments begin. I have at least 30 days to decide whether or not to waive the annuity payments. By consenting to this distribution, I understand I am waiving my right to a life annuity.

____ ________________

(Participant's Name - PLEASE PRINT) **(Date)**

____

(Signature of Participant)

<u>PLEASE ATTACH A COPY OF THE MEMBER'S DRIVERS LICENSE</u>

PART VI: SPOUSAL CONSENT

Spouse's signature must be witnessed by a notary or a Plan representative

I ______________________________ *(name of spouse)* am the spouse of ______________________ *(participant's name)*. I understand that I am entitled to a spousal death benefit under the Plan based on the participant's account balance at the time of his or her death. I understand that if this spousal benefit is in the form of a "qualified joint and survivor annuity" or QJSA, an explanation of the QJSA and other payment options was provided to the participant with this waiver form. I realize that the participant cannot waive this spousal benefit and obtain a distribution in the form requested unless I consent. I acknowledge that the transaction requested by the participant may reduce or eliminate any benefit otherwise payable to me following the participant's death.

I understand that my spouse has requested payment of retirement benefits from the Wisconsin NECA-IBEW Retirement Plan in a form other than the QJSA. I understand that the form of payment selected by my spouse is different from the benefit for me I am legally entitled to require and that I may receive no benefits following my spouse's death. With that understanding, agree that my spouse can receive retirement benefits in the form of a lump sum / installment / combination of lump sum and installments / optional annuity **(circle the form your spouse has elected *and* you agree to)** instead of the Qualified Joint and Survivor Annuity. (*Complete the following if the participant elected to designate or change his or her designated beneficiaries)* I also agree to my spouse's choice of ____________________________ *(insert beneficiary name)* as the beneficiary who will receive ___% of the survivor benefits from the plan after my spouse dies. I understand my spouse cannot choose a different form of benefits or a different beneficiary unless I agree to the change.

Current federal tax rules require your plan sponsor to notify you, in writing, of certain requirements you must meet to receive a cash distribution from your retirement plan. By signing the approval section below, you waive the required 30-day notice and you will receive a distribution from your retirement plan without delay, but no sooner than 8 days from your receipt of this form, under the terms of your retirement plan. Also, by signing below, you affirm that you will have received a general description and explanation of the optional forms of benefits, if any, available to you and a written notice describing the general tax rules applicable to this distribution.

[Signature page to follow]

_______________________________________ _______________________________________

(Spouse's Name - Please Print) *(Date)*

____

(Signature of Spouse)*

____

(Spouse's Address - if Different)

Acknowledgement Before Notary Public:

State of: ____________________________

County of: __________________________

Before me, a Notary Public in and for said County and State, personally appeared _________________________________ who acknowledged the execution of the above Spouse's Consent to Participant's Election, and who, having been duly sworn, stated that any representations contained therein are true and that he (or she) executed such Consent as his (or her) free and voluntary act.

Witness my hand and Notary Seal this ________ day of _____________, 20____

Signature: ____

Name (Please Print): ____

My Commission expires: _______________ Resident of: __________ County, ____

Witness by Plan Representative:

The undersigned representative of the Plan states that he (or she) witnessed the execution of the foregoing Spouse's Consent and that such spouse acknowledged the execution of the above Spouse's Consent to Participant's Election and stated that any representations contained therein are true and that he (or she) executed such Consent as his (or her) free and voluntary act.

Signature: ____ Date: _______________

Name (Please Print): ____

Form **W-4P**

Department of the Treasury
Internal Revenue Service

Withholding Certificate for Periodic Pension or Annuity Payments

Give Form W-4P to the payer of your pension or annuity payments.

OMB No. 1545-0074

2026

Step 1: Enter Personal Information

(a) First name and middle initial | Last name | (b) Social security number

Address

City or town, state, and ZIP code

(c) ☐ **Single** or **Married filing separately**
☐ **Married filing jointly** or **Qualifying surviving spouse**
☐ **Head of household** (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.)

Caution: To claim certain credits or deductions on your tax return, you (and/or your spouse if married filing jointly) are required to have a social security number valid for employment. See page 2 for more information.

TIP: Consider using the estimator at *www.irs.gov/W4App* to determine the most accurate withholding for the rest of the year if you: are completing this form after the beginning of the year; expect to receive your payments only part of the year; or have changes during the year in your marital status, number of pensions/jobs for you (and/or your spouse if married filing jointly), dependents, other income (not from jobs or pension/annuity payments), deductions, or credits. Have your most recent payment statements/pay stubs from this year available when using the estimator. At the beginning of next year, use the estimator again to recheck your withholding.

Complete Steps 2–4 ONLY if they apply to you; otherwise, skip to Step 5. See pages 2 and 3 for more information on each step, when to use the estimator at *www.irs.gov/W4App*, and how to elect to have no federal income tax withheld (if permitted).

Step 2: Income From a Job and/or Multiple Pensions/ Annuities (Including a Spouse's Job/Pension/ Annuity)

Complete this step if you (1) have income from a job or more than one pension/annuity, or (2) are married filing jointly and your spouse receives income from a job or a pension/annuity. **See page 2 for examples on how to complete Step 2.**

Do **only one** of the following.

(a) Use the estimator at *www.irs.gov/W4App* for the most accurate withholding for this step (and Steps 3–4). If you or your spouse have self-employment income, use this option; **or**

(b) Complete the items below.

(i) If you (and/or your spouse) have one or more jobs, then enter the total taxable annual pay from all jobs, plus any income entered on Form W-4, Step 4(a), for the jobs, minus the deductions entered on Form W-4, Step 4(b), for the jobs. Otherwise, enter "-0-" . . $______

(ii) If you (and/or your spouse) have any other pensions/annuities that pay less annually than this pension/annuity, then enter the total annual taxable payments from all lower-paying pensions/annuities. Otherwise, enter "-0-" . . . . $______

(iii) Add the amounts from items (i) and (ii) and enter the **total** here . . . . $______

TIP: To be accurate, submit a new Form W-4P for all other pensions/annuities if you haven't updated your withholding since 2021 or this is a new pension/annuity that pays less than the other(s). Submit a new Form W-4 for your job(s) if you have not updated your withholding since 2019.

Complete Steps 3–4(b) on this form only if (b)(i) is blank **and** this pension/annuity pays the most annually. Otherwise, do not complete Steps 3–4(b) on this form.

Step 3: Claim Dependent and Other Credits

If your total income will be $200,000 or less ($400,000 or less if married filing jointly):

(a) Multiply the number of qualifying children under age 17 by $2,200 . . . . **3(a)** $______

(b) Multiply the number of other dependents by $500 . . . . **3(b)** $______

(c) Add other credits, such as foreign tax credit and education tax credits. Enter the total here . . . . **3(c)** $______

Add the amounts from Steps 3(a), 3(b), and 3(c). Enter the total here . . . . **3** $______

Step 4: Other Adjustments

(a) Other income (not from jobs or pension/annuity payments). If you want tax withheld on other income you expect this year that won't have withholding, enter the amount of other income here. This may include interest, taxable social security, and dividends . **4(a)** $______

(b) Deductions. Use the Deductions Worksheet on page 4 to determine the amount of deductions you may claim, which will reduce your withholding. (If you skip this line, your withholding will be based on the standard deduction.) Enter the result here . . **4(b)** $______

(c) Extra withholding. Enter any additional tax you want withheld from **each payment** . **4(c)** $______

No withholding | I request that no withholding be withheld from my payments. See *Choosing not to have income tax withheld* on page 2 . . . . ☐

Step 5: Sign Here

Your signature (This form is not valid unless you sign it.) **Date**

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about any future developments related to Form W-4P, such as legislation enacted after it was published, go to *www.irs.gov/FormW4P*.

Purpose of form. Complete Form W-4P to have payers withhold the correct amount of federal income tax from your periodic pension, annuity (including commercial annuities), profit-sharing and stock bonus plan, or IRA payments. Federal income tax withholding applies to the taxable part of these payments. Periodic payments are made in installments at regular intervals (for example, annually, quarterly, or monthly) over a period of more than 1 year. Don't use Form W-4P for a nonperiodic payment (note that distributions from an IRA that are payable on demand are treated as nonperiodic payments) or an eligible rollover distribution (including a lump-sum pension payment). Instead, use Form W-4R, Withholding Certificate for Nonperiodic Payments and Eligible Rollover Distributions, for these payments/distributions. For more information on withholding, see Pub. 505, Tax Withholding and Estimated Tax.

Choosing not to have income tax withheld. You can choose not to have federal income tax withheld from your payments by checking the box in the *No withholding* section. Then, complete Steps 1(a), 1(b), and 5. Generally, if you are a U.S. citizen or a resident alien, you are not permitted to elect not to have federal income tax withheld on payments to be delivered outside the United States and its territories.

Caution: If you have too little tax withheld, you will generally owe tax when you file your tax return and may owe a penalty unless you make timely payments of estimated tax. If too much tax is withheld, you will generally be due a refund when you file your tax return. If your tax situation changes, or you chose not to have federal income tax withheld and you now want withholding, you should submit a new Form W-4P.

When to use the estimator. Consider using the estimator at *www.irs.gov/W4App* if you:

1. Are submitting this form after the beginning of the year;

2. Have social security, dividend, capital gain, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax;

3. Receive these payments or pension and annuity payments for only part of the year; or

4. Have changes during the year in your marital status, number of pensions/jobs for you (and/or your spouse if married filing jointly), number of dependents, or changes in your deductions or credits.

TIP: Have your most recent payment statements/pay stubs from this year available when using the estimator to account for federal income tax that has already been withheld this year. At the beginning of next year, use the estimator again to recheck your withholding.

Self-employment. Generally, you will owe both income and self-employment taxes on any self-employment income you (or you and your spouse) receive. If you do not have a job and want to pay these taxes through withholding from your payments, use the estimator at *www.irs.gov/W4App* to figure the amount to have withheld.

Payments to nonresident aliens and foreign estates. Do not use Form W-4P. See Pub. 515, Withholding of Tax on Nonresident Aliens and Foreign Entities, and Pub. 519, U.S. Tax Guide for Aliens, for more information.

Tax relief for victims of terrorist attacks. If your disability payments for injuries incurred as a direct result of a terrorist attack are not taxable, check the box in the *No withholding* section. See Pub. 3920, Tax Relief for Victims of Terrorist Attacks, for more details.

Specific Instructions

Submit a **separate Form W-4P** for each pension, annuity, or other periodic payments you receive.

Step 1(c). Check your anticipated filing status. This will determine the standard deduction and tax rates used to compute your withholding.

Step 2. Use this step if you have at least one of the following: income from a job, income from more than one pension/annuity, and/or a spouse (if married filing jointly) that receives income from a job/pension/annuity. The following examples will assist you in completing Step 2(b).

Example 1. Taylor, a single filer, is completing Form W-4P for a pension that pays $50,000 a year. Taylor also has a job that pays $25,000 a year. Taylor has no other pensions or annuities. Taylor will enter $25,000 in Step 2(b)(i) and in Step 2(b)(iii).

If Taylor also has $1,000 of interest income, which she entered on Form W-4, Step 4(a), then she will instead enter $26,000 in Step 2(b)(i) and in Step 2(b)(iii). She will make no entries in Step 4(a) on this Form W-4P.

Example 2. Casey, a single filer, is completing Form W-4P for a pension that pays $50,000 a year. Casey does not have a job, but receives another pension for $25,000 a year (which pays less annually than the $50,000 pension). Casey will enter $25,000 in Step 2(b)(ii) and in Step 2(b)(iii).

If Casey also has $1,000 of interest income, then he will enter $1,000 in Step 4(a) of this Form W-4P.

Example 3. Sam, a single filer, is completing Form W-4P for a pension that pays $50,000 a year. Sam does not have a job, but receives another pension for $75,000 a year (which pays more annually than the $50,000 pension). Sam will not enter any amounts in Step 2.

If Sam also has $1,000 of interest income, she won't enter that amount on this Form W-4P because she entered the $1,000 on the Form W-4P for the higher paying $75,000 pension.

Example 4. Alex, a single filer, is completing Form W-4P for a pension that pays $50,000 a year. Alex also has a job that pays $25,000 a year and another pension that pays $20,000 a year. Alex will enter $25,000 in Step 2(b)(i), $20,000 in Step 2(b)(ii), and $45,000 in Step 2(b)(iii).

If Alex also has $1,000 of interest income, which he entered on Form W-4, Step 4(a), he will instead enter $26,000 in Step 2(b)(i), leave Step 2(b)(ii) unchanged, and enter $46,000 in Step 2(b)(iii). He will make no entries in Step 4(a) of this Form W-4P.

If you are married filing jointly, the entries described above do not change if your spouse is the one who has the job or the other pension/annuity instead of you.

CAUTION ***Multiple sources of pensions/annuities or jobs.*** *If you (or if married filing jointly, you and/or your spouse) have a job(s), do NOT complete Steps 3 through 4(b) on Form W-4P. Instead, complete Steps 3 through 4(b) on the Form W-4 for the job. If you (or if married filing jointly, you and your spouse) do not have a job, complete Steps 3 through 4(b) on Form W-4P for* ***only*** *the pension/annuity that pays the most annually. Leave those steps blank for the other pensions/annuities.*

CAUTION ***Social security number and other requirements for credits and deductions.*** *You (and/or your spouse if married filing jointly) must have the required social security number to claim certain credits and deductions. For additional eligibility requirements for these credits and deductions, see Pub. 501, Dependents, Standard Deduction, and Filing Information.*

Specific Instructions *(continued)*

Step 3. This step provides instructions for determining the amount of the child tax credit and the credit for other dependents that you may be able to claim when you file your tax return. To qualify for the child tax credit, the child must be under age 17 as of December 31, must be your dependent who generally lives with you for more than half the year, and must have the required social security number. You may be able to claim a credit for other dependents for whom a child tax credit can't be claimed, such as an older child or a qualifying relative.

For additional eligibility requirements for these credits, see Pub. 501, Dependents, Standard Deduction, and Filing Information. You can also include **other tax credits** for which you are eligible in this step, such as the foreign tax credit and the education tax credits. Including these credits will increase your payments and reduce the amount of any refund you may receive when you file your tax return.

Step 4.

Step 4(a). Enter in this step the total of your other estimated income for the year, if any. You shouldn't include amounts from any job(s) or pension/annuity payments. If you complete Step 4(a), you likely won't have to make estimated tax payments for that income. If you prefer to pay estimated tax rather than having tax on other income withheld from your pension, see Form 1040-ES, Estimated Tax for Individuals.

Step 4(b). Enter in this step the amount from the Deductions Worksheet, line 17, if you expect to claim deductions other than the basic standard deduction on your 2026 tax return and want to reduce your withholding to account for these deductions. This includes itemized deductions, the additional standard deduction for those 65 and over, and other deductions such as for qualified tips, overtime compensation, and passenger vehicle loan interest; student loan interest; IRAs; and seniors.

Step 4(c). Enter in this step any additional tax you want withheld from **each payment**. Entering an amount here will reduce your payments and will either increase your refund or reduce any amount of tax that you owe when you file your tax return.

Note: If you don't give Form W-4P to your payer, you don't provide an SSN, or the IRS notifies the payer that you gave an incorrect SSN, then the payer will withhold tax from your payments as if your filing status is single with no adjustments in Steps 2 through 4. For payments that began before 2026, your current withholding election (or your default rate) remains in effect unless you submit a new Form W-4P.

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. You are required to provide this information only if you want to (a) request federal income tax withholding from pension or annuity payments based on your filing status and adjustments; (b) request additional federal income tax withholding from your pension or annuity payments; (c) choose not to have federal income tax withheld, when permitted; or (d) change a previous Form W-4P. To do any of the aforementioned, you are required by sections 3405(e) and 6109 and their regulations to provide the information requested on this form. Failure to provide this information may result in inaccurate withholding on your payment(s). Failure to provide a properly completed form will result in your being treated as a single person with no other entries on the form; providing fraudulent information may subject you to penalties.

Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation, and to cities, states, the District of Columbia, and U.S. commonwealths and territories for use in administering their tax laws. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by section 6103.

The average time and expenses required to complete and file this form will vary depending on individual circumstances. For estimated averages, see the instructions for your income tax return.

If you have suggestions for making this form simpler, we would be happy to hear from you. See the instructions for your income tax return.

Step 4(b)—Deductions Worksheet *(Keep for your records.)*

See the Instructions for Schedule 1-A (Form 1040) for more information about whether you qualify for the deductions on lines 1a, 1b, 1c, 3a, and 3b.

1	Deductions for qualified tips, overtime compensation, and passenger vehicle loan interest.		
	a **Qualified tips.** If your total income is less than $150,000 ($300,000 if married filing jointly), enter an estimate of your qualified tips up to $25,000	**1a**	$
	b **Qualified overtime compensation.** If your total income is less than $150,000 ($300,000 if married filing jointly), enter an estimate of your qualified overtime compensation up to $12,500 ($25,000 if married filing jointly) of the "and-a-half" portion of time-and-a-half compensation	**1b**	$
	c **Qualified passenger vehicle loan interest.** If your total income is less than $100,000 ($200,000 if married filing jointly), enter an estimate of your qualified passenger vehicle loan interest up to $10,000	**1c**	$
2	Add lines 1a, 1b, and 1c. Enter the result here	**2**	$
3	**Seniors age 65 or older.** If your total income is less than $75,000 ($150,000 if married filing jointly):		
	a Enter $6,000 if you are age 65 or older before the end of the year	**3a**	$
	b Enter $6,000 if your spouse is age 65 or older before the end of the year and has a social security number valid for employment	**3b**	$
4	Add lines 3a and 3b. Enter the result here	**4**	$
5	Enter an estimate of your student loan interest, deductible IRA contributions, educator expenses, alimony paid, and certain other adjustments from Schedule 1 (Form 1040), Part II. See Pub. 505 for more information	**5**	$
6	**Itemized deductions.** Enter an estimate of your 2026 itemized deductions from Schedule A (Form 1040). Such deductions may include qualifying:		
	a **Medical and dental expenses.** Enter expenses in excess of 7.5% (0.075) of your total income	**6a**	$
	b **State and local taxes.** If your total income is less than $505,000 ($252,500 if married filing separately), enter state and local taxes paid up to $40,400 ($20,200 if married filing separately)	**6b**	$
	c **Home mortgage interest.** If your mortgage indebtedness is less than $750,000 ($375,000 if married filing separately), enter your home mortgage interest expense (including mortgage insurance premiums)	**6c**	$
	d **Gifts to charities.** Enter contributions in excess of 0.5% (0.005) of your total income	**6d**	$
	e **Other itemized deductions.** Enter the amount for other itemized deductions	**6e**	$
7	Add lines 6a, 6b, 6c, 6d, and 6e. Enter the result here	**7**	$
8	**Limitation on itemized deductions.**		
	a Enter your total income	**8a**	$
	b Subtract line 4 from line 8a. If line 4 is greater than line 8a, enter -0- here and on line 10. Skip line 9	**8b**	$
9	Enter: • $768,700 if you're married filing jointly or a qualifying surviving spouse • $640,600 if you're single or head of household • $384,350 if you're married filing separately	**9**	$
10	If line 9 is greater than line 8b, enter the amount from line 7. Otherwise, multiply line 7 by 94% (0.94) and enter the result here	**10**	$
11	**Standard deduction.** Enter: • $32,200 if you're married filing jointly or a qualifying surviving spouse • $24,150 if you're head of household • $16,100 if you're single or married filing separately	**11**	$
12	**Additional standard deduction.** If you (or your spouse) are 65 or older. Enter: • $2,050 if you're single or head of household • $1,650 if you're married filing separately • $1,650 if you're a qualifying surviving spouse or you're married filing jointly and one of you is under age 65 • $3,300 if you're married filing jointly and both of you are age 65 or older	**12**	$
13	**Cash gifts to charities.** If you take the standard deduction, enter cash contributions up to $1,000 ($2,000 if married filing jointly)	**13**	$
14	Add lines 12 and 13. Enter the result here	**14**	$
15	Add lines 11 and 14. Enter the result here	**15**	$
16	If line 10 is greater than line 15, subtract line 11 from line 10 and enter the result here. If line 15 is greater than line 10, enter the amount from line 14	**16**	$
17	Add lines 2, 4, 5, and 16. Enter the result here and in Step 4(b) of Form W-4P	**17**	$

WISCONSIN NECA-IBEW RETIREMENT PLAN

Special Tax Notice Regarding Plan Payments

YOUR ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment you are receiving from the Wisconsin NECA-IBEW Retirement Plan (the "Plan") is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to pursue such a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are not from a designated Roth account (a type of account with special tax rules in some employer plans).

Rules that apply to most payments from a plan are described in the "General Information About Rollovers" section. Special rules that only apply in certain circumstances are described in the "Special Rules and Options" section.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

You will be taxed on a payment from the Plan if you do not roll it over. If you are under age 59½ and do not make a rollover, you will also have to pay a 10% additional income tax on early distributions (unless another exception described below applies). However, if you make a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if another exception applies).

Where may I roll over the payment?

You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, no spousal consent rules apply to IRAs and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

How do I make a rollover?

There are two ways to make a rollover. You can either elect a direct rollover or make a 60-day rollover.

<u>If you elect a direct rollover</u>, the Plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to make a direct rollover.

If you do not elect a direct rollover, you may still make a rollover by making a deposit into an IRA or eligible employer plan that will accept it. You will have 60 days after you receive the payment to make the deposit. If you do not elect a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash received). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless another exception applies).

How much may I roll over?

If you wish to make a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 72 (or after death)
- Corrective distributions of contributions that exceed tax law limitations

The Plan administrator or the payor can tell you what portion of a payment is eligible for rollover.

If I don't make a rollover, will I have to pay the 10% additional income tax on early distributions?

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments made due to disability
- Payments after your death
- Corrective distributions of contributions that exceed tax law limitations
- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses
- Certain payments made while you are on active duty if you were a member of a reserve component called to duty after September 11, 2001 for more than 179 days
- Payments excepted from the additional income tax by federal legislation relating to certain emergencies and disasters

If I make a rollover to an IRA, will the 10% additional income tax apply to early distributions from the IRA?

If you receive a payment from an IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions from the IRA, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- There is no exception for payments after separation from service that are made after age 55.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a, separation from service.
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to $10,000 used in a qualified first-time home purchase, and (3) payments for health insurance premiums after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

Will I owe State income taxes?

This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

After-tax contributions included in a payment are not taxed. If a payment is only part of your benefit, an allocable portion of your after-tax contributions is generally included in the payment, so you cannot take a payment of only after-tax contributions. However, if you have pre-1987 after-tax contributions maintained in a separate account, a special rule may apply to determine whether the after-tax contributions are included in a payment. In addition, special rules apply when you do a rollover, as described below.

You may roll over to an IRA a payment that includes after-tax contributions through either a direct rollover or a 60-day rollover. You must keep track of the aggregate amount of the after-tax contributions in all of your IRAs (in order to determine your taxable income for later payments from the IRAs). If you elect a direct rollover of only a portion of the amount paid from the Plan and at the same time the rest is paid to you, the portion directly rolled over consists first of the amount that would be taxable if not rolled over. For example, assume you are receiving a distribution of $12,000, of which $2,000 is after-tax contributions. In this case, if you directly roll over $10,000 to an IRA that is not a Roth IRA, no amount is taxable because the $2,000 amount not directly rolled over is treated as being after-tax contributions. If you do a direct rollover of the entire amount paid from the Plan to two or more destinations at the same time, you can choose which destination receives the after-tax contributions.

If you make a 60-day rollover to an IRA of only a portion of a payment made to you, the after-tax contributions are treated as rolled over last. For example, assume you are receiving a complete distribution of your benefit that totals $12,000, of which $2,000 is after-tax contributions, and no part of the distribution is directly rolled over. In this case, if you roll over $10,000 to an IRA that is not a Roth IRA in a 60-day rollover, no amount is taxable because the $2,000 amount not rolled over is treated as being after-tax contributions.

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for after-tax contributions and is not a governmental section 457(b) plan). You can make a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590-A, *Contributions to Individual Retirement Arrangements (IRAs).*

If you were born on or before January 1, 1936

If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, *Pension and Annuity Income*.

If you roll over your payment to a Roth IRA

If you roll over a payment from the Plan to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover).

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to $10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information see IRS Publication 590-A, *Contributions to Individual Retirement Arrangements (IRAs)*, and IRS Publication 590-B, *Distributions from Individual Retirement Arrangements (IRAs)*.

If you are not a plan participant

Payments after death of the participant. If you receive a distribution after the participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, the 10% additional income tax on early distributions does not apply, and the special rule described under the section "If you were born on or before January 1, 1936" applies only if the participant was born on or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the Plan as the surviving spouse of a deceased participant, you have the same rollover options that the participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½ (if you were born before July 1, 1949) or age 72 (if you were born after June 30, 1949).

If you treat the IRA as, an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½ (if you were born before July 1, 1949) or age 72 (if you were born after June 30, 1949).

If you are a surviving beneficiary other than a spouse. If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to elect a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

Payments under a qualified domestic relations order. If you are the spouse or former spouse of the participant who receives a payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

If you are a nonresident alien

If you are a nonresident alien and you do not elect a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you make a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities.*

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than $200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold for federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than $1,000 (not including payments from a designated Roth account in the Plan) will be directly rolled over to an IRA chosen by the Plan administrator or the payor. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed $5,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information, see IRS Publication 3, *Armed Forces' Tax Guide.*

RIGHT TO DEFER

The following provides some information regarding your right to defer retirement benefits under the Plan if you are a participant. Additional rules may apply to a beneficiary.

Instead of taking a distribution now, you may elect to defer receiving a distribution until a future date, except that distribution must commence by the April 1 following the calendar year in which you reach age 72 (70-1/2 if you were born prior to July 1, 1949). Because you have this right, you should consider the consequences of electing to receive your benefits now instead of waiting until later.

As a consequence of taking your retirement benefit now, you generally will have to pay income tax on the benefits you receive (and possibly a 10% penalty tax, as described above) and may lose future tax-deferred earnings. However, if you elect to take a lump sum cash payment or installment payments over a period of less than 10 years, the distribution may be eligible for special tax treatment if it is paid in a direct rollover, as discussed above.

Once you commence your retirement benefit, you cannot change your mind and defer it until a later date. You may wish to consult with a financial or tax advisor before deciding to receive a distribution of your retirement benefit.

If you defer receiving a distribution, the plan investment options available to you (including related fess) generally will be the same as those available to active employees. If you elect to receive a distribution that you roll over to another eligible retirement plan, the investment options offered under the Plan may not be available to you or, if available, may carry higher expenses.

For additional information on the consequences of taking your retirement benefit now instead of later, you should refer to your Summary Plan Description and review any provisions that may impact your distribution decision, such as the provisions describing investment options and expenses and payment options. A copy of the Summary Plan Description is available from the Plan administrator.

FOR MORE INFORMATION

You may wish to consult with the Plan administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, *Pension and Annuity Income*; IRS Publication 590-A, *Contributions to Individual Retirement Arrangements (IRAs)*; IRS Publication 590-B, *Distributions from Individual Retirement Arrangements (IRAs)*; and IRS Publication 571, *Tax Sheltered Annuity Plans (403(b) Plans)*. These publications are available from a local IRS office, on the web at www.irs.gov, or by calling 1-800-TAX-FORM.

You may contact your Plan administrator at 1-800-422-2128.

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