

**WISCONSIN NECA-IBEW RETIREMENT PLAN**  
**2730 DAIRY DRIVE SUITE 101**  
**MADISON WI 53718**  
**PHONE (608) 276-9111 OR EMAIL FUNDOFFICE@WEEBF.ORG**

**★★ IMPORTANT NOTICE TO PARTICIPANTS**  
**OF THE WISCONSIN NECA-IBEW RETIREMENT PLAN ★★**

As you were previously notified, and as required under a change in Federal Law, the Plan instituted an automatic enrollment program, effective January 1, 2025. Because you did not submit an election to opt out or contribute at a different rate, **you were automatically enrolled in the Plan at a contribution rate of 10% of your compensation, effective January 1, 2025.**

If you wish to continue contributing 10% of your compensation to the Plan, then no action is required. However, if you wish to opt out of the Plan's automatic enrollment program, you may do so at any time by filing a 401(k) Election Form with your Home Local. Additionally, you have a right to withdraw all 401(k) contributions made under the Plan's automatic enrollment program within 90 days of being automatically enrolled.

To do so, you must request an "Automatic Withdrawal and Distribution Election Application" from the WEEBF Office, complete and return by mail or in person at the address above by March 31, 2025. Your distribution will be processed once the Plan receives all elective deferrals made on your behalf. Your distribution will consist of any elective deferral contributions to the Plan, adjusted for investment gains and losses. Ten percent of the distribution will be withheld for payment of federal income tax unless you elect otherwise on form W-4R.

If you would like to make pre-tax contributions to the Plan in the future, you may do so by submitting an Election Form to your participating Home Local (IBEW Local 127, IBEW Local 388, IBEW Local 430, IBEW Local 577 and IBEW Local 890) by the 15<sup>th</sup> day of the month before January 1, April 1, July 1 or October 1.

If you have any questions or concerns regarding this notice or the Plan generally, please contact the Plan Office.

Sincerely,

Board of Trustees of the Wisconsin NECA-IBEW Retirement Plan