

WISCONSIN NECA-IBEW RETIREMENT PLAN
2730 DAIRY DRIVE SUITE 101
MADISON WI 53718
PHONE (608) 276-9111 OR FAX (608) 288-9103
Fundoffice@weebf.org

NOVEMBER 1, 2024

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

Automatic Enrollment Notice

The Wisconsin NECA-IBEW Retirement Plan is committed to helping you save for your retirement. As a part of that commitment, your Plan includes a 401(k) feature that allows you to contribute a portion of your compensation to the Plan. Under the SECURE 2.0 Act of 2022, the Plan is required to begin automatically enrolling participants in the Plan's 401(k) feature beginning January 1, 2025. This Notice provides additional detail regarding the automatic enrollment program and your rights under the plan.

Due to this change in Federal law, ALL Plan participants will be automatically enrolled in the Plan's 401(k) feature on January 1, 2025, at a rate of 10% of your compensation. **To avoid being automatically enrolled in the Plan, you MUST make a new alternate election by submitting the enclosed election form to your participating Home Local (IBEW Local 127, IBEW Local 388, IBEW Local 430, IBEW Local 577 or IBEW Local 890) between November 1 and November 30.** Note that elections submitted directly to your employer are no longer valid.

By completing the enclosed form, you can choose to:

- Elect a contribution rate other than 10% (the Plan allows participants to make contribution elections of 2%, 3%, 5%, 10% or 15%); or
- Decline to make any contribution to the 401(k).

Completed forms must be submitted to your HOME LOCAL at the address, fax or email provided on the back of this notice.

If you do not complete and submit the enclosed form by November 30, 2024, you will be **automatically enrolled** in the Plan's 401(k) feature at a rate of 10% of your compensation. This means that 10% of your pay will be automatically withheld from your paycheck before tax and contributed to your 401(k) Plan, where it can grow into retirement savings over time. Contributions will be invested based on your existing investment selections.

Contributions to the Plan are withheld from your pay and are not subject to income tax at that time. Instead, the contributions are remitted to the Plan and held in your individual account. Your account is invested and grows tax free until distribution when it will be subject to income tax. While we encourage you to fund your retirement by making elective contributions to the Plan, making your own election as described above empowers you to contribute to the Plan according to your own financial priorities.

If you do not make an election and are automatically enrolled in the 401(k) Plan and subsequently decide you do not want to contribute, you can choose to **withdraw** any 401(k) contributions made under the Plan's automatic enrollment program within 90 days of your automatic enrollment. If you are automatically enrolled in the Plan's 401(k) feature on January 1, 2025, and choose to withdraw those contributions, you must submit your request to the Plan Office at the address above by March 31, 2025. However, the Trustees strongly encourage you and all Plan participants to make an election prior to November 30, 2024.

IF YOU HAVE ANY QUESTIONS ABOUT THE INFORMATION CONTAINED IN THIS NOTICE OR ABOUT THE PLAN GENERALLY, PLEASE CONTACT THE WEEBF OFFICE OR YOUR HOME LOCAL. (LIST OF HOME LOCALS ON BACK)

THE HISTORY OF THE
REPUBLIC OF THE UNITED STATES
OF AMERICA
FROM 1776 TO 1876

BY

JOHN F. JOHNSON
OF THE UNIVERSITY OF CHICAGO

NEW YORK

The history of the United States is a story of the struggle for freedom and independence. It is a story of the people who have lived and died for the principles of liberty and justice for all. It is a story of the great men and women who have shaped the destiny of this nation. It is a story of the triumphs and the failures, of the hopes and the dreams, of the struggles and the sacrifices. It is a story of the United States of America.

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THE WISCONSIN NECA-IBEW RETIREMENT PLAN

LIST OF PARTICIPATING IBEW LOCAL UNIONS

IBEW LOCAL UNION #127

3030 39TH AVENUE
KENOSHA WI 53144
PHONE (262) 654-0912
FAX: 262-654-2803
EMAIL: ibew127@gmail.com
ATTN: SEAN OR SHARI

IBEW LOCAL UNION #577

1024 S LAWE STREET
APPLETON WI 54915
PHONE (920) 739-9408
FAX: 920-739-0890
EMAIL: office@ibewlu577.com
ATTN: TOM OR KELLY

IBEW LOCAL UNION #430

1840 SYCAMORE AVENUE
RACINE WI 53406
PHONE: (262) 633-2844
FAX: 262-633-8859
EMAIL: info@ibewlu430.org
ATTN : CHRIS OR TAYLOR

IBEW LOCAL UNION #890

1900 REUTHER WAY
JANESVILLE WI 53546
PHONE (608) 752-0321
FAX: 608-752-1262
EMAIL: local890@ibew890.org
ATTN: BEN OR BILLIE

IBEW LOCAL UNION #388

5224 HEFFRON COURT
STEVENS POINT WI 54481-5086
PHONE (715) 341-2696
FAX: 715-341-3124
EMAIL: kjanis@ibew388.org
ATTN: DEAN OR KATHY

RECEIVED FROM
WIRE
CITY OF NEW YORK
FOR THE MONTH OF
JANUARY 1912
\$ 100.00

RECEIVED FROM
WIRE
CITY OF NEW YORK
FOR THE MONTH OF
FEBRUARY 1912
\$ 100.00

RECEIVED FROM
WIRE
CITY OF NEW YORK
FOR THE MONTH OF
JANUARY 1912
\$ 100.00

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WIRE
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FEBRUARY 1912
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CITY OF NEW YORK
FOR THE MONTH OF
MARCH 1912
\$ 100.00

**Wisconsin NECA-IBEW Retirement Plan
401(k) ELECTION FORM**

1. PARTICIPANT INFORMATION (Please Print)

Employer: _____

Participant's Name: _____

Social Security #: _____

Street Address: _____

Date of Birth: _____

City: _____

State: _____

Zip: _____

2. SALARY REDUCTION AGREEMENT

I recognize that limitations under the Internal Revenue Code regulations for qualified plans may affect the amount of my deferral. Accordingly, I hereby agree that my deferral shall be the level specified, or such lesser amount which, as determined by the Board of Trustees, is the maximum deferral I can elect under the limitations set forth in the Plan.

I authorize my employer to withhold and deposit the following percentage of my compensation each pay period into my Plan account as a pre-tax 401(k) contribution (circle one):

_____ **2%**

_____ **3%**

_____ **5%**

_____ **10%**

_____ **15%**

I hereby elect NOT to contribute to the Plan at this time. I understand that I may change this election for any future pay period by completing and returning a new Election Form to my Employer.

3. INVESTMENT ELECTION

You may elect your investments, at any time, online at participant.empower-retirement.com. If you have never made an investment election, you will be automatically defaulted into the Plan's Qualified Default Investment Alternative (QDIA), which is the Target Date Fund based on your date of birth.

4. EFFECTIVE DATES FOR DEFERRAL CHANGES AND ENROLLMENT

You must file your completed election form to your HOME LOCAL if you wish to increase or decrease your deferral to the Plan. An election to increase your elective deferral is effective quarterly: January 1, April 1, July 1, or October 1, provided your HOME LOCAL receives this Election Form by the 15th day of the month preceding the effective date.

5. AUTHORIZATION

I have received materials describing the Wisconsin NECA-IBEW Retirement Plan (the "Plan"). I confirm that I understand the terms of the Plan and the conditions and limitations that affect my elections including the Plan's eligibility requirements and the effective date for deferral election changes. I hereby authorize my Employer to make the payroll deduction of the amount designated above and understand that my election remains in effect until I revoke or change my election by executing a new Election Form in accordance with Plan rules.

Participant's Signature

Date

6. FOR ADMINISTRATIVE OFFICE USE ONLY

Effective Date of Election: _____

Employer Signature

Date

1941-1942

1941-1942

1941-1942

1941-1942

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