

**ELECTRICAL INDUSTRY SERVICE BUREAU, INC.**

**720 Market St., Ste. 700  
San Francisco, CA 94102  
(415) 263-3670 Ph  
(415) 263-3672 Fx**

November 7, 2016

To: MATERIAL HANDLERS OF CONTRIBUTING EMPLOYERS TO THE SAN FRANCISCO ELECTRICAL WORKERS RETIREMENT SAVINGS PLAN

Re: OPEN ENROLLMENT FOR WAGE DEFERRAL ELECTION

According to our records have been working as a Material Handler for an employer that contributes to the San Francisco Electrical Workers Retirement Savings Plan. You may elect (or revise your current election) to make 401(k) pre-tax wage deferrals during open enrollment. Open enrollment begins in November and ends December 5th, with payroll changes taking effect on January 1. In addition to the hourly employer contribution to the Retirement Savings Plan, employees have the opportunity to elect a 401(k) contribution to the Plan in \$1.00 per hour increments up to a maximum of \$8.00. These contributions will reduce your taxable income, but will not reduce your earnings subject to social security taxes.

For 2017, unless you elect otherwise, the Plan Office will assume that you wish to make a pre-tax contribution from your wages based on your 2016 401(k) election. **You may change this election, and contribute any whole dollar amount from zero up to \$8.00 per hour, by completing the attached election form and returning it to the Plan Office no later than December 5, 2016.** If you do not return a completed election form by this date, your 2017 contribution will be identical to your 2016 election for all of 2017. You may elect a new contribution level for 2018, during next year's open enrollment period.

There are no matching contributions to the Plan. Instead, your employer is required to contribute to your account in the Plan under the bargaining agreement in accordance with the following schedule:

<b>Member Work Classification</b>	<b>Hourly Non Elective Contribution Rate</b>
All Sr. Material Handlers	\$3.00
All Other Material Handlers Who Entered the Trade Before 7/31/2011	\$3.00
All Other Material Handlers Who Entered the Trade After 7/31/2011:	
Who have Accumulated Over 3,601 Hours	\$3.00
Who have Accumulated 1,601- 3600 Hours	\$2.00
Who have Accumulated less than 1,600 Hours	\$1.00

If you have any questions, please call the Plan Office at (415) 263-3670.

**San Francisco Electrical Workers Retirement Savings Plan  
401(k) Election and Compensation Reduction Agreement for 2017**

I wish to make the following 401(k) deferral from my 2017 hourly wages to my account in the San Francisco Electrical Workers Retirement Savings Plan:

Check One:

- \_\_\_\_\_ None
- \_\_\_\_\_ \$1.00
- \_\_\_\_\_ \$2.00
- \_\_\_\_\_ \$3.00
- \_\_\_\_\_ \$4.00
- \_\_\_\_\_ \$5.00
- \_\_\_\_\_ \$6.00
- \_\_\_\_\_ \$7.00
- \_\_\_\_\_ \$8.00

Effective January 1, 2017, I hereby authorize my employer to reduce my compensation (i.e. hourly wages), in accordance with the rate level specified above (\$0.00 to \$8.00), and to pay the amount of that reduction to the Plan as a 401(k) contribution. My elective deferrals for 2017 may not exceed the \$18,000 annual limitation set forth in the Internal Revenue Code, with the exception of an additional \$6,000 “catch-up” deferral if I am age 50 or older. My signature below authorizes my employer to reduce my compensation in the amount I have chosen above effective January 1, 2017. **I understand that after December 5, 2016, I will not be able to change my election until next year’s open enrollment effective for 2018.**

EISB will notify my employer of my election and will hold my election on file. The amount of this election will appear on any dispatch form that I may receive from IBEW Local 6 during 2017.

Signature: \_\_\_\_\_

Last 4 Digits SSN: XXX-XX- \_\_\_\_\_

Print Name: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

Address: \_\_\_\_\_

Return by **December 5, 2016**: c/o E.I.S.B., Inc., 720 Market St., Ste. 700, San Francisco, CA 94102

NOTE: If this form is not returned, you will be treated as having a 401(k) elective deferral in 2017 that is the same as your 2016 compensation deferral classification. If, for example, you had no elective deferral contribution in 2016, you will be treated as having no elective deferral in 2017.