

ELECTRICAL INDUSTRY SERVICE BUREAU, INC.
720 MARKET ST., STE 700
SAN FRANCISCO, CA 94102
PH. (415) 263-3670
FX. (415) 263-3672

November 1, 2014

To: PARTICIPANTS IN THE SAN FRANCISCO ELECTRICAL WORKERS RETIREMENT SAVINGS PLAN

Re: 2015 OPEN ENROLLMENT FOR WAGE DEFERRAL ELECTION

In accordance with the collective bargaining agreement, effective January 1, 2015, **employees who have attained at least 45% Apprentice level and are working for an employer that contributes to the San Francisco Electrical Workers Retirement Savings Plan**, may elect (or revise their current election) to make 401(k) pre-tax wage deferrals during open enrollment. Open enrollment begins in November and ends December 12, with payroll changes taking effect on January 1, 2015. **Employees may elect 401(k) contributions to the Plan in \$1.00 per hour increments up to a maximum of \$8.00.** These contributions will reduce your taxable wages for income tax purposes, but will not reduce your earnings subject to social security taxes.

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:

Member Work Classification	Hourly Employer Contribution Rate
Journeyman and Above	\$3.75
80% Apprentice	\$3.00
75% Apprentice	\$2.81
70% Apprentice	\$2.63
65% Apprentice	\$2.44
60% Apprentice	\$2.25
55% Apprentice	\$2.06
50% Apprentice	\$1.88
45% Apprentice	\$1.69
40% Apprentice	(Not Eligible)

All contributions to the Plan are fully vested, and generally may not be distributed to you until your retirement or disability, or upon the occurrence of a specified hardship. Additional details are contained in the summary plan description.

If you are a traveling employee working in the jurisdiction of IBEW Local 6, you are also eligible to elect 401(k) contributions to the Plan. Since only employer contributions may be transferred to a reciprocating local fund, 401(k) contributions will not be reciprocated but instead credited to your individual account in the SFEW Retirement Savings Plan.

If you elect 401(k) contributions to the Plan and you have been sent by your employer to work in another jurisdiction under a portability agreement, your employer will continue to withhold the

contribution from your gross wages and report them to EISB on a separate “differential transmittal form.”

If you elect 401(k) contributions to the Plan, wage percentage calculations for the purpose of determining vacation/holiday/thrift savings withholding from your paycheck will be based on your pre-deferral taxable wages. The amount withheld for vacation will, therefore, be the same whether or not you make 401(k) contributions to the Plan.

For 2015, unless you elect otherwise, the Plan Office will assume that you wish to make a pre-tax contribution from your wages based on your 2014 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 12, 2014.** If you do not return a completed election form by this date, your 2015 contribution will be identical to your 2014 election for all of 2015. You may elect a new contribution level for 2016, during next year’s open enrollment period.

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 2015**

I wish to make the following 401(k) deferral from my 2015 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, 2015, 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 2015 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 until December 31, 2015. **I understand that after January 1, 2015, I will not be able to change my election until next year’s open enrollment effective for 2016.**

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 2015.

Signature: _____

Last 4 Digits SSN: XXX-XX- _____

Print Name: _____

EMPLOYER: _____

Address: _____

Return by **December 12, 2014**: 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 2015 that is the same as your 2014 compensation deferral classification. If, for example, you had no elective deferral contribution in 2014, you will be treated as having no elective deferral in 2015.