San Francisco Electrical Workers Retirement Savings Plan
401(k) Election and Wage Deferral Agreement for 2027

Election Form

Return this form by December 7, 2026, or your current election will carry over through June 30, 2027.

I wish to make the following 401(k) deferral from my 2027 hourly wages to my account in the San Francisco Electrical Workers Retirement Savings Plan:

			Must be Whole Percentages[1]	
		Check One	Pre-Tax Portion	Roth Portion
Class II	0%	☐	N/A	N/A
Class III	3%	☐		
Class IV	6%	☐		
Class V	9%	☐		
Class VI	12%	☐		
Class VII	15%	☐		
Class VIII	18%	☐		
Class IX	21%	☐		
Class X	24%	☐		

[1] If your percentages do not add up to the elected percentage, your pre-tax percentage will be adjusted to cause the percentages to equal the elected percentage.

Effective January 1, 2027, I hereby direct my employer to pay a portion of my hourly wages, in accordance with my election specified above (0% to 24%), to the Plan as a 401(k) contribution. I may split my deferrals, **in whole percentages,** as either pre-tax deferrals that reduce my current taxable wages or as after-tax Roth contributions that do not reduce my current taxable wages.

My deferrals for 2027 may not exceed $25,500, unless I will be at least age 50 by the end of 2027. I understand that after December 7, 2026, I will not be able to change my election again until the next semi-annual open enrollment effective for July 1, 2027, except that I may revoke my election entirely at any time.

EISB will notify my employer of my election and hold my election on file. This election will appear on any dispatch form that I may receive from IBEW Local 6 during 2027, except that my election will be suspended for any period I am working on inbound portability within Local 6's jurisdiction. Unless you are informed otherwise, this election will continue to apply after December 31, 2026, unless it is changed or revoked.

Catch-Up Election (Age 50+ Only): If I will be at least age 50 by December 31, 2027, I may contribute an additional $8,500 "catch-up" deferral *(for a total of up to $34,000),* or instead an additional $11,750 *(for a total of up to $37,250)* if, on December 31, 2027, I will be 60 to 63 years of age. My election above applies during 2027 until both my pre-tax and Roth contributions total my limit that includes catch-up contributions. My catch-up contributions must be made on a Roth basis if I earned more than $150,000 with my employer (even if I did not select a Roth portion above). However, by checking the box below I may direct my employer to stop my deferral election once I have contributed the standard $25,500 maximum deferral amount on a pre-tax basis, which may prevent catch-up contributions unless I select Roth contributions above.

WHEN MY PRE-TAX CONTRIBUTIONS REACH $25,500, I ELECT THE FOLLOWING:
Stop contributing – no further 401(k) contributions: ☐ **(check if applies)**

Signature: _____ Last 4 Digits SSN: XXX-XX- _____

Print Name: _____ EMPLOYER: _____

Participant Address: _____

**** Form MUST be received in our office by December 7, 2026 (NOT postmarked by this date) ****

Return Form To: E.I.S.B., Inc., 720 Market St., Ste. 700, San Francisco, CA 94102