

ELECTRICAL INDUSTRY SERVICE BUREAU, INC.

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

November, 2018

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 1st. 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 2019, unless you elect otherwise, the Plan Office will assume that you wish to make a pre-tax contribution from your wages based on your 2018 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, 2018.** If you do not return a completed election form by this date, your 2019 contribution will be identical to your 2018 election for all of 2019. You may elect a new contribution level for 2020, 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:

| Member Work Classification | Hourly Non-Elective Contribution Rate |
|--|--|
| 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 (#59289)
Investment Election Form**

Instead of using this form, you may establish or update your investment elections directly with Fidelity at any time by phone at (866) 84-UNION or (866) 848-6466, or on-line via NetBenefits at www.fidelity.com/atwork.

Name: _____ Soc. Sec. No.: _____

I hereby elect that my account in the Plan be invested in accordance with my instructions set forth below. I understand that I may make changes to the investment of my account and/or to future contributions to my account at any time with reasonable notice to the Plan Office. I acknowledge that I received current information for each of these investment options prior to making my investment selection, and I understand that the Plan is intended to constitute a plan described in ERISA §404(c) plan and Title 29 of the Code of Federal Regulations §2550.404c-1, and that the Plan fiduciaries may be relieved of liability for any losses which are the direct and necessary result of investment instructions given by me or my beneficiary. This election will be implemented by the Plan Office promptly after receipt and will remain in effect until I issue a new investment election to the Plan. If I return this form without indicating percentages for my current account, I am directing the Plan administrator to maintain the investment of my current account in the funds in which they are invested.

| Fund Description | Ticker Symbol | Fund Code | Reinvest My Current Account as Follows (enter %; must total 100%) | Invest My Future Contributions as Follows (enter %; must total 100%) |
|---|----------------------|------------------|--|---|
| SFEW Lifecycle Retirement Income Fund | - | TPDV | | |
| SFEW Lifecycle 2026-2035 Retirement Fund | - | TF26 | | |
| SFEW Lifecycle 2036-2045 Retirement Fund | - | TF27 | | |
| SFEW Lifecycle 2046-2055 Retirement Fund | - | TF28 | | |
| SFEW Lifecycle 2056-2065 Retirement Fund | - | TF29 | | |
| Fidelity Freedom® Income Fund - Class K | FNSHX | 3019 | | |
| Fidelity Freedom® 2005 Fund - Class K | FSNJX | 3020 | | |
| Fidelity Freedom® 2010 Fund - Class K | FSNKX | 3021 | | |
| Fidelity Freedom® 2015 Fund - Class K | FSNLX | 3022 | | |
| Fidelity Freedom® 2020 Fund - Class K | FSNOX | 3023 | | |
| Fidelity Freedom® 2025 Fund - Class K | FSNPX | 3024 | | |
| Fidelity Freedom® 2030 Fund - Class K | FSNQX | 3025 | | |
| Fidelity Freedom® 2035 Fund - Class K | FSNUX | 3026 | | |
| Fidelity Freedom® 2040 Fund - Class K | FSNVX | 3027 | | |
| Fidelity Freedom® 2045 Fund - Class K | FSNZX | 3028 | | |
| Fidelity Freedom® 2050 Fund - Class K | FNSBX | 3029 | | |
| Fidelity Freedom® 2055 Fund - Class K | FNSDX | 3030 | | |
| Fidelity Freedom® 2060 Fund - Class K | FNSFX | 3031 | | |
| Fidelity® 500 Index Fund | FXAIX | 2328 | | |
| Fidelity® Growth Company Fund - Class K | FGCKX | 2090 | | |
| Fidelity® Extended Market Index Fund | FSMAX | 2365 | | |
| Fidelity® Diversified International Fund - Class K | FDIKX | 2082 | | |
| Fidelity® U.S. Bond Index Fund | FXNAX | 2326 | | |
| PIMCO Total Return Fund Institutional Class | PTTRX | OF1P | | |
| Vanguard Inflation-Protected Securities Fund Admiral Shares | VAIPX | OSWB | | |
| Fidelity® Government Money Market Fund | SPAXX | 0458 | | |
| Fidelity® Balanced Fund - Class K | FBAKX | 2077 | | |
| Dodge & Cox Balanced Fund | DODBX | OFDX | | |
| Dodge & Cox International Stock Fund | DODFX | OSAD | | |
| Dodge & Cox Stock Fund | DODGX | OMAW | | |

RETURN THE COMPLETED AND SIGNED ORIGINAL OF THIS FORM TO THE PLAN OFFICE AT:
ESISB, 720 Market Street, Suite 700, San Francisco, CA 94102

Participant Signature
10/2018

Date

**San Francisco Electrical Workers Retirement Savings Plan
401(k) Election and Compensation Reduction Agreement for 2019**

I wish to make the following 401(k) deferral from my 2019 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, 2019, 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 2019 may not exceed the \$19,000 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, 2019. **I understand that after December 5, 2018, I will not be able to change my election until next year’s open enrollment effective for 2020.**

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 2019.

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

Print Name: _____ EMPLOYER: _____

Address: _____

Return by **December 5, 2018**: 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 2019 that is the same as your 2018 compensation deferral classification. If, for example, you had no elective deferral contribution in 2018, you will be treated as having no elective deferral in 2019.