

San Francisco Electrical Workers Retirement Savings Plan 401(k) Election and Wage Deferral Agreement for 2026

Election Form

If you do not complete and return this election form by December 3, 2025, your current election will carry over through June 30, 2026. You may revoke a deferral election at any time.

I wish to make the following 401(k) deferral from my 2026 hourly wages to my account in the San Francisco Electrical Workers Retirement Savings Plan:

Check One:

Class II	0%	
Class III	3%	
Class IV	6%	
Class V	9%	
Class VI	12%	
Class VII	15%	
Class VIII	18%	
Class IX	21%	
Class X	24%	

Effective January 1, 2026, I hereby direct my employer to reduce my compensation (*i.e.*, hourly wages) in accordance with my election specified above (0% to 24%), and to pay the amount of that reduction to the Plan as a 401(k) contribution. My elective deferrals for 2026 may not exceed the \$24,500, except that I may contribute an additional \$8,000 “catch-up” deferral (for a total of up to \$32,500) if I will have attained at least age 50 before 2027, or instead an additional \$11,500 if, as of the end of 2026, I am 60 to 63 years of age. **I understand that after December 3, 2025, I will not be able to change my election until the next semi-annual open enrollment effective for July 1, 2026, except that I may revoke my election entirely at any time.**

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 2025, 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 June 30, 2026, unless it is changed or revoked.

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

Print Name: _____ EMPLOYER: _____

Participant Address: _____

**** Form MUST be received in our office by December 3, 2025 (NOT postmarked by this date) ****

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