As a Participant in the IBEW Local 613 Defined Contribution Pension Plan (the "Plan"), you are entitled to a distribution of your Account under certain circumstances. This Explanation of Benefits and Benefit Distribution Form includes information on when you may receive a distribution of your Account, the form of payment of your Account and an estimate of your monthly benefit if your Account is distributed in the form of an annuity.

Distributions of Account:

You may receive a distribution of your Account when you reach the Normal Retirement Date under the Plan, you cease to work in Covered Employment ("Termination Date") on or after you reach the Early Retirement Date under the Plan, you become Totally and Permanently Disabled, or you have a Termination Date with a small Account balance. "Covered Employment" is employment with an employer that is required to make contributions to the Plan on your behalf. Your spouse or designated beneficiary may receive a distribution of your Account upon your death.

Normal Retirement Date - The Normal Retirement Date is the first day of the month on or after the date you attain age 62. When you reach the Normal Retirement Date, you are eligible to receive a distribution of your Account.

Early Retirement Date - The Early Retirement Date is the first day of the month on or after the date you attain age 55 and complete 10 years of service. A year of service is a plan year in which you had 1,000 hours or greater paid on your behalf for the pension plan. If you continue to work in Covered Employment when you reach the Early Retirement Date, you will not be eligible to receive a distribution until your Termination Date. If your Termination Date takes place before you reach the Early Retirement Date, you may receive a distribution upon reaching the Early Retirement Date under the Plan. If you receive a distribution upon reaching your Early Retirement Date and you become an Employee again, you will not be entitled to another distribution of your Account until you reach your Normal Retirement Date.

Totally and Permanently Disabled - You are considered Totally and Permanently Disabled under the Plan if you develop a physical or mental condition while working in Covered Employment that renders you totally and permanently unable to work in the electrical contracting industry based upon the opinion of two medical doctors or doctors of osteopathy; one of which is selected by the Trustees. You will need to provide documentation of the disability (for example, a letter from the Social Security Administration ("SSA") stating the SSA has determined you disabled, or two letters - one from your physician and one from a physician selected by the Trustees - both stating that you have a disability that prevents you from working in the electrical contracting industry). The Trustees will determine whether you qualify for a distribution of your Account due to a Total and Permanent Disability.

Small Account Balance - If you have a Termination Date and your Account balance is $1,000 or less, you will receive an automatic distribution of your Account on or after the last day of the second consecutive calendar year in which no employer contributions are allocated to your Account. If you have a Termination Date and your Account balance is between $1,000 and $5,000, you may elect to receive a lump sum distribution of your Account on or after the last day of the second consecutive calendar year in which no employer contributions are allocated to your Account.

Delaying Distributions of Account:

Unless you have an Account with a balance of $1,000 or less, you may delay the distribution of your Account until you are required to receive a distribution under the Required Minimum Distribution rules. Under rules, you must start to receive a distribution of your Account by April 1 following the later of the calendar year in which you turn age 70½ or retire. If you defer the receipt of your benefits under the Plan, your benefits may remain invested in the investment options available under the Plan. Visit www.vanguard.com for the list of investment options and the related fees for those investment options. In addition, please refer to the Summary Plan Description for special rules that may materially affect your decision to defer your benefits.

Time for Considering Elections:

You have the opportunity to consider the payment form for the distribution of your Account for at least 30 days, but no more than 180 days, after you receive this Explanation of Benefits and Benefit Distribution Form. You may waive this 30-day notice requirement by submitting the Benefit Distribution Form earlier to the Fund Office; however, payment of your Account may not begin until after seven days following the date you received this Explanation of Benefits and Benefit Distribution Form.

Form of Payment of Account:

If your Account balance is $1,000 or less, it will be paid to you in one lump sum payment.

If your Account balance is more than $1,000, but less than $5,000, you (or your beneficiary) may receive a lump sum payment, or you (or your beneficiary) may elect a Direct Rollover of your Account.

If your Account is more than $5,000, your Account will be paid to you in the Normal Benefit Form, unless you elect an Optional Benefit Form.

Normal Benefit Form - The Normal Benefit Form is a Single Life Annuity, if you are not married, or a Qualified Joint and Survivor Annuity, if you are married.

Single Life Annuity - If you are not married, your Account will be distributed in the form of a Single Life Annuity. This means that your Account will be used to purchase an annuity contract from an insurance company that will provide monthly payments for life. No benefits are payable after your death. The amount of your monthly payment will depend on: the value of your Account, your age at the time monthly payments begin, and interest rates. You may elect to waive distribution in the form of a Single Life Annuity and elect an Optional Benefit Form of payment described below. If you would like to receive payment or your benefit in a Single Life Annuity select the Single Life Annuity box on the Benefit Distribution Form.

Qualified Joint and Survivor Annuity ("QJSA") - If you are married, your Account will be distributed in the form of a Qualified Joint and Survivor Annuity or QJSA for you and your spouse. This means that your Account will be used to purchase an annuity contract from an insurance company that will provide monthly payments for your life, and if your spouse is living at your death, provide monthly payments for your spouse's life equal to 50% of the level of the monthly payment that was previously paid to you. The amount of your monthly payment will depend on: the value of your

Account, your age and your spouse's age at the time monthly benefits begin, and current interest rates. Due to the 50% survivor annuity feature, each monthly payment you receive will be less than each monthly payment you would receive if payments were made only to you for your lifetime. You and your spouse may elect to waive the QJSA and elect an Optional Benefit Form described below. Your spouse will need to consent voluntarily to the Optional Benefit Form. If you would like to receive payment of your benefit in a QJSA select the Qualified Joint and Survivor Annuity box on the Benefit Distribution Form.

Optional Benefit Forms - If you waive the Normal Benefit Form and are married, if your spouse consents, you may elect to have your Account paid in an Optional Benefit Form, which includes:

Qualified Optional Survivor Annuity - Your Account will be used to purchase an annuity contract from an insurance company that will provide monthly payments for your life, and if your spouse is living at your death, provide monthly payments for your spouse's life equal to 75% of the level of the monthly payment that was previously paid to you. The amount of your monthly payment will depend on: the value of your Account, your age and your spouse's age at the time monthly benefits begin, and current interest rates. Due to the 75% survivor annuity feature, each monthly payment you receive will be less than each monthly payment you would receive if payments were made only to you for your lifetime.

Lump sum payment - Your Account will be distributed to you in a lump sum payment, in the form of a check or an ACH wire transfer to your checking or savings account. **Please attach a copy of a voided check if you want an ACH**.

Direct Rollover - Your Account will be paid directly to another eligible retirement plan, such as a traditional IRA, 457 plan, 403(b) plan or other qualified plan.

A Combination of the lump sum payment and direct rollover

You may wish to consult a financial advisor or other tax professional before you choose a form of payment to ensure that you understand the financial and tax consequences of your election. Any election that you make may be revoked at any time before you begin to receive payments. If you want to change your election, please contact the Fund Office promptly.

Estimate of Monthly Benefit - See attached Annuity Worksheet. The estimated monthly benefit set forth on the Annuity Worksheet represents an estimate of the monthly benefit that would be payable under the Normal Benefit Form or the Qualified Optional Survivor Annuity. This estimate was calculated based on the data provided on the attached statement (for example, date of birth, date benefits will begin, etc.). If any of the data is incorrect, the estimated amount may change.

YOUR ROLLOVER OPTIONS

You are receiving this notice because all or a portion of a payment you are receiving from the IBEW Local 613 Defined Contribution Plan (the "Plan") is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice is provided to you by the Board of Trustees (the "Plan Administrator") and describes the rollover rules that apply to payments from the Plan.

Rules that apply to most payments from a plan are described in the "General Information about Rollovers" section. Special rules that only apply in certain circumstances are described in the "Special Rules and Options" section.

If you have additional questions after reading this notice, you can contact your Plan Administrator at:

Fund Office
IBEW Local 613 Defined Contribution Pension Plan
c/o National Employee Benefits Administrators, Inc.
3715 Northside Parkway, Suite 2-495
Atlanta, GA 30327
(800).922.1613 or (678).705.0200

GENERAL INFORMATION ABOUT ROLLOVERS

HOW CAN A ROLLOVER AFFECT MY TAXES? You will be taxed on a payment from the Plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (generally, distributions made before age 59½), unless an exception applies. However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if an exception applies).

WHAT TYPES OF RETIREMENT ACCOUNTS AND PLANS MAY ACCEPT MY ROLLOVER? You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, no spousal consent rules apply to IRAs and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

HOW DO I DO A ROLLOVER? There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

If you do a direct rollover, the Plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

If you do not do a direct rollover, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. Generally, you will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

HOW MUCH MAY I ROLL OVER? If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary);
- Required minimum distributions after age 70½; (or after death); and
- Corrective distributions of contributions that exceed tax law limitations.

The Plan Administrator or the payor can tell you what portion of a payment is eligible for rollover.

IF I DON'T DO A ROLLOVER, WILL I HAVE TO PAY THE 10% ADDITIONAL INCOME TAX ON EARLY DISTRIBUTIONS? If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax applies to the part of the distribution that you must include in income and is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation;
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary);
- Payments made due to disability;
- Payments after your death;
- Corrective distributions of contributions that exceed tax law limitations;
- Payments made directly to the government to satisfy a federal tax levy;
- Payments made under a qualified domestic relations order (QDRO); and
- Payments up to the amount of your deductible medical expenses (without regard to whether you itemize deductions for the taxable year).

IF I DO A ROLLOVER TO AN IRA, WILL THE 10% ADDITIONAL INCOME TAX APPLY TO EARLY DISTRIBUTIONS FROM THE IRA? If you receive a payment from an IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions on the part of the distribution that you must include income, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- The exception for payments made after you separate from service if you will be at least age 55 in the year of separation does not apply.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.

- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to $10,000 used in a qualified first-time home purchase, and (3) payments for health insurance premiums after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

WILL I OWE STATE INCOME TAXES? This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

IF YOU MISS THE 60-DAY ROLLOVER DEADLINE - Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. Under certain circumstances, you may claim eligibility for a waiver of the 60-day rollover deadline by making a written self-certification. Otherwise, to apply for a waiver from the IRS, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs).

IF YOU WERE BORN ON OR BEFORE JANUARY 1, 1936 - If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

IF YOU ROLL OVER YOUR PAYMENT TO A ROTH IRA - If you roll over a payment from the Plan to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10% additional income tax on early distributions will not apply (unless you take the amount rolled over out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover).

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualified distributions will not be taxed (including earnings after the rollover). A qualified distribution from a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or as a qualified first-time homebuyer distribution of up to $10,000) and after you have had a Roth IRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year for which your first contribution was made to a Roth IRA. Payments from the Roth IRA that are not qualified distributions will be taxed to the extent of earnings after the rollover, including the 10% additional income tax on early distributions (unless an exception applies). You do not have to take required minimum distributions from a Roth IRA during your lifetime. For more information, see IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs), and IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs).

IF YOU ARE NOT A PLAN PARTICIPANT

PAYMENTS AFTER THE DEATH OF THE PARTICIPANT - If you receive a distribution after the Participant's death that you do not roll over, the distribution will generally be taxed in the same manner described elsewhere in this notice. However, the special rule described under the section "If you were born on or before January 1, 1936" applies only if the Participant was born on or before January 1, 1936.

<u>IF YOU ARE A SURVIVING SPOUSE</u> – Under Federal law, if you receive a payment from the Plan as the surviving spouse of a deceased Participant, you have the same rollover options that the Participant would have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½.

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the Participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the Participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the Participant would have been age 70½.

<u>IF YOU ARE A SURVIVING BENEFICIARY OTHER THAN A SPOUSE</u> - If you receive a payment from the Plan because of the Participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

<u>PAYMENTS UNDER A QUALIFIED DOMESTIC RELATIONS ORDER</u> - If you are the spouse or former spouse of the Participant who receives a payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options and the same tax treatment that the Participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). However, payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

<u>IF YOU ARE A NONRESIDENT ALIEN</u> - If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

<u>OTHER SPECIAL RULES</u> - If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than $200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold federal income taxes. However, you may do a 60-day rollover.

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information on special rollover rights related to the U.S. Armed Forces, see IRS Publication 3, Armed Forces' Tax Guide. You also may have special rollover rights if you were affected by a federally declared disaster (or similar event), or if you received a distribution on account of a disaster. For more information on special rollover rights related to disaster relief, see the IRS website https://www.irs.gov/.

ADDITIONAL INFORMATION

You may wish to consult with the Plan Administrator or payor, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590-A, Contributions to Individual Retirement Arrangements (IRAs); IRS Publication 590-B, Distributions from Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at https://www.irs.gov/, or by calling 1-800-TAX-FORM.

ATTACH ALL SUPPORTING DOCUMENTS AS REQUESTED:

Along with your completed Benefit Distribution Form, you will need to provide copies of:

- Your Birth Certificate

If married:

- Marriage License
- Spouse's Birth Certificate

If divorced:

- Divorce Decree
- Asset Allocation Document
- Qualified Domestic Relations Order ("QDRO") if applicable

If applying for Disability Retirement:

- Social Security Disability Award; **or**
- Letter from Your Physician Stating that You are Totally and Permanently Disabled from Working in the Electrical Contracting Industry

If applying for Early Retirement (age 55-61) and you have worked in the last 12 months:

- Separation/Termination Slip from Employer that stipulates the reason why you are leaving or separated. If less than age 62, disabled, the reason should be due to retirement.

If applying for Death Benefit:

- Death Certificate

Please allow 30 days from receipt of application for processing. ALL APPLICATIONS ARE REVIEWED BY TRUSTEES.