

ELECTRICAL CONSTRUCTION INDUSTRY ANNUITY PLAN

BENEFICIARY DESIGNATION FORM

Below are instructions to assist in completing the Beneficiary Designation Form regarding the Annuity Plan. Please be sure to return the completed Beneficiary Designation Form to the Plan Office.

1. In section I of the Beneficiary Designation Form, you may designate one or more primary beneficiaries and one or more contingent beneficiaries, and the share to be given to each. Give the full name and relationship of each beneficiary.
2. If you are married and you designate a primary beneficiary other than your spouse, your spouse must consent in writing in section II entitled "Spouse's Consent to Participant's Designation of Beneficiary." If you are not married, complete section III of the form.
3. The tax consequences of the distribution may depend on the identity of the recipient. You may wish to consult with your accountant, attorney or other tax or estate planning advisor before completing this form.
4. You cannot designate a beneficiary of your account in your will. You must designate a beneficiary on the Beneficiary Designation Form, or else your beneficiary will be determined under the terms of the Plan as noted below. **If you do not designate a beneficiary on your Beneficiary Designation Form or if the designated beneficiary is deceased, your account will be distributed according to the terms of the Plan as follows:**
 - (a) To your surviving spouse or, if none,
 - (b) To your children in equal shares or, if none,
 - (c) To your next of kin determined pursuant to the laws of Wisconsin as if you had died unmarried and without a will.

If you have any questions regarding this form please telephone the Plan Office.

Very truly yours,

BOARD OF TRUSTEES