

ELECTRICAL CONSTRUCTION INDUSTRY ANNUITY PLAN

401(k) Enrollment Form to Make Pretax 401(k) and/or (After Tax) Roth 401(k) Contributions

Participant Name: _____ **Social Security Number:** _____

Address: _____ **City:** _____ **State:** _____

Zip Code: _____ **Phone Number ()** _____

Contribution Selection

_____ YES, I wish to contribute a portion of my pay to the 401(k) feature in the Plan.

_____ NO, I do not wish to contribute a portion of my pay to the 401(k) feature in the Plan.

Contribution Amount

Contributions may be made in increments of 1% to a maximum of 75%. However, each calendar year, tax laws limit pre-tax and after-tax savings to a maximum dollar amount. For example, the limit for participants under the age of 50 in 2026 is \$24,500. Participants age 50 or older are allowed to contribute up to an additional \$8,000 under current tax laws in 2026. Participants age 60 to 63 of up to \$11,250. This amount is subject to change annually.

Please indicate the percentage of your pay you would like to contribute as a 401(k) contribution to the Plan (you can select one or both of the options below provided the total contribution cannot exceed 75%):

I would like to contribute _____% of my compensation into the Plan as pre-tax 401(k) contributions

I would like to contribute _____% of my compensation into the Plan as Roth after-tax 401(k) contributions

I UNDERSTAND THIS FORM SUPERSEDES AND REPLACES ANY PRIOR 401(k) ELECTION THAT I PREVIOUSLY SUBMITTED TO MY EMPLOYER. SUCH PRIOR ELECTION WILL NO LONGER BE EFFECTIVE.

Authorization

Signature: _____ **Date:** _____

Please return this form to your Employer. You should also make a copy for your own records. Remember, if you change employers, you will need to submit another election form. Your election does not transfer between employers.