

I.B.E.W. LOCAL 25 401 (k) FUND

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I.B.E.W. LOCAL 25 401(k) PLAN SAFE HARBOR CONTRIBUTION NOTICE SEPTEMBER 2018

This notice and your Summary Plan Description provide important information regarding your decision to start, continue, or change your elective deferral contributions. All Employers contributing to the Local 25 401(k) Fund (the "Fund") will be contributing three (3%) of compensation in 2018.

ELIGIBILITY FOR THIS SAFE HARBOR CONTRIBUTION

Under federal law, elective deferrals made by highly compensated employees are limited based on the elective deferrals made by non-highly compensated employees. However, if the non-elective employer contributions to the plan are at least three percent (3%) of compensation, there is no such limitation on elective deferrals. This is commonly referred to as a safe harbor contribution. A safe harbor contribution will be made if you are otherwise eligible to make an elective deferral to the Fund. You will not be required to make any elective deferrals, or work a certain number of hours during the year to get a safe harbor contribution.

COMPENSATION

The amount of your compensation considered for this safe harbor contribution is the same compensation that the plan uses for other contribution purposes. See your Summary Plan Description for additional information regarding the I.B.E.W. Local 25 401(k) Plan's definition of compensation.

VESTING

Any safe harbor contribution will always be 100% vested.

ADMINISTRATIVE PROCEDURES

You may start or change your salary deferral election by completing a new salary deferral agreement and returning it to your employer.

Please refer to your Summary Plan Description or contact the Fund Manager for additional information.

WHERE TO GET MORE INFORMATION

For more information about this notice, you may contact the Fund Manager:

Owen M. Rumelt, Fund Manager
I.B.E.W. Local 25 401(k) Plan
372 Vanderbilt Motor Parkway
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