



## **PAYMENT FROM THE DEFERRED SALARY PLAN**

Listed below are detailed guidelines for the benefit indicated on the reverse side of this application.

### **Wage Replacement Day Benefit - (Construction Division Only)**

Maximum of 6 days per calendar year, which includes Election Day and Juneteenth. If not used, these days *do not* carry over to the new year.

Eligibility for Election Day and Juneteenth is based on the provisions of your Collective Bargaining Agreement.

**The above benefit is paid at a rate equal to the participant's daily wages, based on the applicable Collective Bargaining Agreement.**

**There will be no partial payments made for these days if there are no sufficient funds in the participant's account balance to cover the daily wage.**

## **TAXES PERTAINING TO PAYMENT OF IN-SERVICE DISTRIBUTIONS**

### **Important:**

- Distributions from the Plan are subject to 20% federal income tax withholding, as required by IRS regulations.
- Withdrawals by a participant who is still working in the electrical industry and is younger than 59½ or by a participant who withdraws from the industry prior to age 55 are subject to the IRS additional tax of 10%.
- There is *no* 10% IRS Early Withdrawal Additional Tax when a payment is made to an active participant who is 59½ or older or to a participant who retires under the provisions of the Pension Trust Fund of the Electrical Industry, or if someone is "disabled" within the meaning of the Internal Revenue Code.