



THE BRIGHT CHOICE DEFERRED SALARY PLAN

UNRESTRICTED EMPLOYER CONTRIBUTION SOURCE NOTICE MORE CHOICES TO HELP YOU SUCCEED

Important notice regarding the Deferred Salary Plan of the Electrical Industry (“the DSP” or “the Plan”)

Periodically, the Board of Trustees elects to provide Deferred Salary Plan participants with additional investment flexibility by moving a portion of the dollars attributed to employer contributions or excess HRA contributions to the Plan's Unrestricted Employer Contribution source.* Employer contributions to your DSP account are initially invested in the JIB Capital Preservation Fund. If you have a portion of these dollars moved to the Unrestricted Employer Contribution source they will remain invested in the JIB Capital Preservation Fund unless you choose to reinvest those dollars in any of the other options available to you within the DSP. Your own contributions to the Plan are invested in the funds of your choice.

The Board of Trustees has periodically authorized the Plan to move a portion of some employer balances into the Unrestricted Employer Contribution source. The formula used to determine how much money is moved is 25% of the *employer* contribution sources that exceed \$50,000. If a participant previously had money moved to the Unrestricted Employer Contribution source, those dollars were included in the most recent calculation and transfer.

An Example

A participant with **\$90,000** in the employer contribution source (combined employer contributions and HRA excess contributions) and **\$10,000** in the Unrestricted Employer Contribution source from a similar transaction in the past:

Balance in employer contribution source	\$ 90,000
Balance in the Unrestricted Employer Contribution source from prior move	<u>\$ 10,000</u>
	\$100,000
New baseline (combined employer dollars)	\$100,000
Reserving base of \$50,000	<u>- \$ 50,000</u>
New excess base	\$ 50,000
Excess base of \$50,000 x .25	\$12,500
Excess base x .25	\$12,500
Minus current Unrestricted Employer Contribution source balance	<u>\$10,000</u>
Equals new dollars to be moved to the Unrestricted Employer Contribution source	\$ 2,500

In this scenario, **\$2,500** would be added to the **\$10,000** in the Unrestricted Employer Contribution source. The combined **\$12,500** would be available to be invested in any of the options offered in the DSP. **The remaining \$87,500 of employer contributions would be required to remain invested in the JIB Capital Preservation Fund.** If you have not previously had dollars moved to the Unrestricted Employer Contribution source in your account, then your calculation was based simply on your balance in the employer contribution and excess HRA contribution sources, as of the transaction date. If you had less than \$50,000 in employer contributions as of the transaction date, your account was not impacted.

For additional information regarding the Unrestricted Employer Contribution source, refer to the **Frequently Asked Questions (FAQ)** document found in the *Forms & documents* tab at jibretiredsp.com.

**Employer contributions include any contributions made to the Plan on your behalf as determined by the terms of your collective bargaining agreement, as well as any excess Health Reimbursement Account (HRA) contributions.*

Why It Matters

Having money in the Unrestricted Employer Contribution source provides you the flexibility to further diversify your investments within the DSP. Diversification means spreading your money among several different kinds of investments. It is one way to help manage risk over the long term. Keep in mind that application of asset allocation and diversification concepts does not assure a profit or protect against loss in a declining market. **You can lose money by investing in securities.**

It should be noted that there are no investment restrictions on an employee's pre-tax or Roth 401(k) contributions to the DSP. Plan participants can invest contributions they make from their own salary deferrals to any of the investment options offered in the Plan. The Plan offers a number of investment options, which can be found by logging in to your account through jibretiredsp.com.

You Can Act Now

To review your account to see if you have a balance in the Unrestricted Employer Contribution source, go to jibretiredsp.com and use your Username and Password to log in to your account. Once you have logged in, click on the link for *Balance* under the ACCOUNT INFORMATION heading on the left-hand side of the page; There you will see your balance in all available sources, including the Unrestricted Employer Contribution source. To make changes to your investments on the website, click on the *My investments* link under the INVESTMENTS heading on the left-hand side of the page to get started.

You can also call Empower at **877-JIB-401K** (877-542-4015). Participant service representatives are available weekdays between 8 a.m. - 10 p.m. and Saturdays between 9 a.m. - 5:30 p.m.

Investing involves risk, including possible loss of principal. Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.

Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC. EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal, or tax recommendations or advice.

“EMPOWER” and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America.

©2025 Empower Retirement, LLC. All rights reserved. RO4749451-0825