

NECA-IBEW MEMPHIS RETIREMENT PLAN

Why Should You Keep Your Money in the Plan? *It's in Your Best Interest—and it Helps Everyone!*

THINK ABOUT KEEPING YOUR MONEY IN THE PLAN

Keeping your money invested in your NECA-IBEW Memphis Retirement Plan after you retire or separate from service may be one of your best options! You have the ability to remain invested in the Plan following your retirement or separation from service, subject to IRS rules governing required minimum distributions. And there are some big advantages to staying in the Plan (explained on the next page).

The Board of Trustees, along with our advisors, work hard to keep expenses down and to select investments that keep the Plan strong and protect and grow your retirement savings. We are proud of what we have been able to achieve over the years.

We hope this piece helps you better understand your options and their potential impact on your retirement when deciding what to do with your Retirement Plan account balance.

YOU HAVE OPTIONS WHEN YOU RETIRE

When you retire, you have options. The Retirement Plan offers the following forms of payment:

- Single Life Annuity
- 50% Joint and Survivor Annuity
- Optional 75% Joint and Survivor Annuity
- Partial Lump Sum Payment
- Lump Sum Payment
- Installment Payments

When you elect the Single Life Annuity, Joint and Survivor Annuity options, or Lump Sum Payment, your money *leaves* the Plan.

We recommend that you think about Installment Payments or only taking a partial lump sum, should you need to withdraw some of your money when you retire.

- If you elect **Installment Payments**, your **money stays in the Plan**.
- If you elect a **Lump Sum Payment**, you have the option to take it all out, roll it over to another qualified account, or just take some of it and leave the rest in the Plan. (See your Summary Plan Description (SPD) for more details on the rules regarding these options.)
When you choose to take a partial lump sum, the rest of your money stays in the Plan. If you elect a full lump sum or a rollover, your money *leaves* the Plan.

THINGS TO CONSIDER WHEN MAKING YOUR DECISION

- What are the tax implications?
- Will you pay more in fees and charges if you move your account?
- Are your current investment selections helping you meet your goals?
- Are you satisfied with the customer service of your current plan?

THE ADVANTAGES OF KEEPING YOUR MONEY IN THE PLAN

This information is not intended as investment advice. Because each participant's situation varies, neither the Trustees nor the Fund Office can provide investment advice to you. Therefore, it is always a good idea to consult with a professional investment advisor before making any decisions.

ADVANTAGE 1: POTENTIAL FOR LOWER FEES

Because of our size as a group plan, we are able to negotiate relatively low fees. If you move your money to an IRA, you may face higher fees because that is an individual account. The current monthly fee from Empower is \$16.00, and it covers the cost for access to and oversight of the investment options, as well as the administrative and operational expenses of the Plan Account(s).

ADVANTAGE 2: INVESTMENT OVERSIGHT AND DUE DILIGENCE

The Board of Trustees of the NECA-IBEW Memphis Retirement Plan, Empower and the Plan's independent investment consultant share the responsibility of comprehensively reviewing and monitoring the overall effectiveness and fee structure of the Plan throughout the year to help ensure we are offering high quality, low cost investments. You don't get that when you invest on your own.

ADVANTAGE 3: AVOID TAX PENALTIES

There can be tax implications when you withdraw your money from the Plan, and they can be significant. You could face 20% tax withholding, income taxes, and even a 10% excise tax. That can really add up. It's important to understand the implications before you withdraw your money.

ADVANTAGE 4: ACCESS TO FREE EDUCATIONAL TOOLS AND RESOURCES

When you retire or leave, you will continue to have access to a variety of resources to help you, such as:

- Being able to call the Plan Office with questions.
- Having the Trustees and Plan staff looking out for you.
- Empower retirement representatives who can be reached at 800-743-5274 weekdays from 8 a.m. to 8 p.m. Eastern Time.
- Empower's website, retiresmart.com, where you can review your account, make changes to your investment offerings, estimate your monthly retirement income, and take advantage of online educational material and interactive calculators.
- Use *The Learning Center*, an online information hub from Empower (just click on the My Financial Path link on the homepage) to find educational articles, interactive presentations and powerful calculators, including the Withdrawals in Retirement Calculator.
- Empower's mobile app, where you can view your statements, investment selections, rate of returns and more.

We hope you will take these advantages into account when deciding what your next steps will be when you retire.

QUESTIONS?

If you have questions about the information in this notice or about your benefits in general, you can contact the **Plan Office** at 877-474-2363.

You can also visit **Empower's** website, retiresmart.com, or call Empower at 800-743-5274 weekdays from 8 a.m. to 8 p.m. Eastern Time. (*Empower acquired MassMutual Financial Group, so the Plan's record-keeper now has a new name.*)