

U.A. Local No. 393 Defined Contribution Plan

DEFERRAL ELECTION FORM

If you are working for a signatory employer under the jurisdiction of the U.A. Local No. 393 Master Labor Agreement or another collective bargaining agreement allowing contributions to the U.A. Local No. 393 Defined Contribution Plan, then you are permitted to defer a portion of your income to the Plan. The Plan allows you to designate the deferrals as:

1. Regular (pre-tax) 401(k) deferrals,
2. Roth (after-tax) 401(k) deferrals, or
3. a combination of the two.

The deferrals will be transmitted into an account established for you at www.nwps401k.com.

You may defer any whole dollar amount per hour of covered employment for which you are paid, up to the annual IRS limit. The rate deferred per hour of covered employment for which you are paid will be proportional to the type of work. For example, if you elect \$4/hour of covered employment for which you are paid and you work double-time, then you will receive \$8/hour of covered employment for which you are paid.

You may change your deferral rate up to 3 times a year using this Election Form.

To elect 401(k) or Roth 401(k) deferrals, you must file this Election Form with the Local 393 union office in person, by mail, or by email:

Mail or In-person: **U.A. Local Union 393**
 6299 San Ignacio Avenue
 San Jose, CA 95119

Email: **Forms@local393.org**

PLEASE NOTE: The law imposes a dollar limit on the amount you may defer in any calendar year. Both 401(k) and Roth 401(k) deferrals count toward the same limit. For the 2026 calendar year the maximum annual contributions are **\$24,500** if under the age of 50, and **\$32,500** if age 50 or older. Participants who attain age 60, 61, 62, or 63 by the end of the calendar year can contribute up to \$35,750. The IRS may increase the maximums in future years. You must monitor your annual contributions and make adjustments if maximums are reached.

If your maximum annual contribution amount is met before year's end, your deferral rate will be changed to **\$0.00/hour** for the remainder of the calendar year, and will be automatically changed back to your previous deferral rate effective January 1 of the new year. A new dispatch will be sent to you. If you do not receive it by January 30th, please contact the local union office immediately.

Contact the local union office if you have any questions: **(408) 225-3030**

This form can be found at **www.ualocal393.org/fringe-benefits** and **www.ualocal393benefits.org**

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(Print Name)

(Social Security Number – Last 4 Digits)

(Email)

(Current Employer)

In accordance with the terms of the Plan and this Election Form, I hereby authorize my employer to withhold from my compensation (and treat as my deferrals) the following amount(s) **(select all that apply):**

(Pre-Tax) 401(k) Deferrals:

☐ I do not wish to participate in the **pre-tax 401(k)** feature of the Defined Contribution Plan at this time.

☐ I hereby **elect to participate** in the **pre-tax 401(k)** feature of the Defined Contribution Plan. I authorize my employer(s) to withhold from my wages each pay period \$_____.00 for each hour of covered employment for which I am paid.

(After-Tax) Roth 401(k) Deferrals:

☐ I do not wish to participate in the **after-tax Roth 401(k)** feature of the Defined Contribution Plan at this time.

☐ I hereby **elect to participate** in the **after-tax Roth 401(k)** feature of the Defined Contribution Plan. I authorize my employer(s) to withhold from my wages each pay period \$_____.00 for each hour of covered employment for which I am paid.

I understand that my total deferral may not exceed the IRS maximums. I understand that I may select between 401(k) deferrals, Roth 401(k) deferrals, or a combination of both. The deferral will become effective as soon as practicable following receipt of this completed Election Form by the Local 393 union office. This election shall apply to all signatory employers that I may work for unless and until I elect out of participation by submitting an Election Form electing that I do not wish to participate.

(Signature)

(Date)