

October 1, 2025

To: All active participants in the Defined Contribution Retirement Trust Fund
From: Board of Trustees
RE: 2026 Calendar Year Employee Elective Contribution Election

Dear Participant;

As an active participant of the MCASF Local 725 Defined Contribution Retirement Trust Fund, the Collective Bargaining Agreement requires your employer to remit contributions based on your job classification for hours you are paid in a year on your behalf to the Trust Fund.

In addition to the fore-mentioned Employer Contribution, you may elect to have additional Employee Elective Contributions remitted on your behalf for hours you are paid during 2026.

Elective Contributions through this Plan provide you with a powerful tool to build your retirement savings. Elective Contributions go into your account in the Plan on a pre-tax basis, with no federal income tax deducted on the contributions. This will typically reduce your taxable income, and as a result the amount of federal tax deducted and paid to the government. Social Security and Medicare taxes are still collected on your Elective Contributions. The following example shows the difference in spendable income when making Elective Contributions to the Plan:

	Savings Made on Your Own	Contribution to the Fund
Example	No Elective Contribution	\$4.00 Elective Contribution
Weekly Gross Pay	\$1,567.20	\$1,567.20
Elective Pre-Tax Deferral	\$0.00	\$160.00
Adjusted Gross Pay	\$1,567.20	\$1,407.20
Federal Tax Deducted	\$244.48	\$219.52
Social Security/Medicare	\$119.89	\$119.89
Non-Fringe Deductions	\$53.54	\$53.54
Net Pay	\$1,149.29	\$1,014.25
Difference in Spendable Income		less \$135.04
Amount Saved for Retirement	\$0.00	\$160.00
Tax savings		\$24.96

This example assumes you work 40 hours in a week, electing a \$4.00 Elective Contribution. Every week \$24.96 of the \$160.00 Elective Contribution is made up by tax savings. Over a year, you would save \$8,320 toward retirement and would contribute a total of \$249,600.00 over a thirty-year career at this contribution rate. This is before adding investment on the Elective Contributions.

Before deciding whether to submit the attached election form, which will commit you to having Elective Contributions deducted from your gross pay and paid to the Defined Contribution Retirement Trust, you should consider the effects this decision might have on your net take-home pay. Please consult with your personal financial and tax advisors for guidance.

The calendar year 2026 maximum amount of Elective Contributions that may be remitted on your behalf is \$24,500. If you will be at least 50 years old on December 31, 2026, you may elect to have additional “catch-up” employee elective contributions remitted on your behalf in addition to your Employee Elective Contributions. The calendar year 2026 maximum amount for the “Catch-Up” Employee Elective Contributions is \$8,000.

Once you have met the maximum amount allowed, no further contributions will be remitted by your employer on your behalf for the remainder of 2026.

This election is for the entire year and cannot be changed. Your election form must be received by **November 30, 2025**, for the calendar year 2026. If your form is not received by that date, you will not have Employee Elective Contributions remitted on your behalf for the hours you are paid in 2026. There are **no** exceptions.

As this is an election for the full year, if during the year, you change contributing employers, you must inform your new contributing employer of this Employee Elective Contribution Election.

Again, you should consult with a financial advisor/tax consultant prior to submitting your election.

Sincerely,
Board of Trustees
MCASF Local 725 Defined Contribution Retirement Trust Fund



Benefit Services

SERVING LOCAL UNION 725 & MCASF

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MCASF LOCAL 725 DEFINED CONTRIBUTION RETIREMENT PLAN

Employee Elective Contribution Election Form – 2026 Plan Year

NAME (Last, First, Middle)	SOCIAL SECURITY NUMBER (Last 4 Digits) or ALTERNATE ID NUMBER
ADDRESS	DATE OF BIRTH
CITY, STATE, ZIP	YOUR AGE as of 12/31/2026
TELEPHONE	MARITAL STATUS ☐ SINGLE ☐ MARRIED ☐ WIDOWED ☐ DIVORCED
EMAIL ADDRESS	DID YOUR MARITAL STATUS CHANGE IN THE LAST YEAR? YES ☐ NO ☐ IF YES, DATE OF CHANGE:
EMPLOYER	SPOUSE'S NAME (Last, First, Middle)

YOUR ELECTION MUST BE RECEIVED AT THE FUND OFFICE NO LATER THAN NOVEMBER 30, 2025

Your employer will NOT be able to remit Employee Elective Contributions on your behalf to the Defined Contribution Retirement Trust Fund for hours you are paid during 2026 if you do not submit this form timely. There are NO exceptions. This election is for the entire 2026 calendar year and cannot be changed.

Before deciding whether to submit this election form, which will commit you to having Elective Contributions deducted from your gross pay and paid to the Defined Contribution Retirement Trust Fund, you should consider the effects this election will have on your net take-home pay. You should consult a financial and tax advisor prior to making your selection. This election is for the entire 2026 year and cannot be changed.

2026 HOURLY ELECTIVE CONTRIBUTION	CATCH-UP 2026 HOURLY ELECTIVE CONTRIBUTION
Please check off the amount of an hourly elective contribution you wish your employer to deduct from your gross pay and remit on your behalf to the Defined Contribution Retirement Trust Fund for 2026. The maximum contributions allowed for 2026 is \$24,500.00	If you will be at least 50 years old on December 31, 2026, you may elect to have a “catch-up” hourly elective contribution in addition to your 2024 hourly elective contribution selected in the grid to the left. The maximum contributions allowed for 2026 is \$8,000.00
☐ \$ 1.00 ☐ \$ 8.00 ☐ \$ 2.00 ☐ \$ 9.00 ☐ \$ 3.00 ☐ \$10.00 ☐ \$ 4.00 ☐ \$11.00 ☐ \$ 5.00 ☐ \$12.00 ☐ \$ 6.00 ☐ \$ 7.00	Please check off the amount of a “catch-up” hourly elective contribution you wish your employer to deduct from your gross pay and remit on your behalf to the Defined Contribution Retirement Trust Fund for 2026. You must select a 2026 hourly elective contribution before selecting the catch-up hourly elective contribution. <i>**Only for members who are at least 50 years old on December 31, 2026.**</i> ☐ \$ 1.00 ☐ \$ 2.00 ☐ \$ 3.00 ☐ \$ 4.00

I hereby certify that I understand that this (these) election(s) will apply to all wages payable to me during the calendar year 2026 and that I cannot change my election after November 30, 2025, for the 2026 calendar year. I further understand that if I change contributing employers any time during calendar year 2026 or after this election form is submitted to the Fund Office, I must inform my new contributing employer of my election.

Participant's Signature

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Date