

CHANGE FORM – CONTRIBUTIONS & FUTURE INVESTMENT ELECTION
IUE-CWA 401(k) Retirement Savings and Security Plan
(Plan# 651794)



- Use this form to make your employee contribution rate changes and future investment elections under the plan.
- Your choices on this form may affect your taxes. You may want to consult a tax or financial advisor.
- Please keep a copy of this form for your records and return the original completed form to:

Mail: IUE-CWA 401(k) PLAN, 2001 E. 3rd Street, Bloomington, IN 47401 Fax: 812-671-9696 Phone #: 888-803-7449

Please check all that apply and complete only the sections of this form that you wish to make changes to. Leave all other sections blank.

Change of address Name change Marital status change Future investment election

1. Participant Information

Marital Status: Married Never Married Divorced Widowed

Social Security Number

Date of Birth (MM-DD-YYYY)

Gender

Last Name

First Name

MI

Address

City

State

Zip Code

Daytime Telephone Number

Evening Telephone Number

Mobile Telephone Number

E-mail Address

Employer / Company Name

Original date employed (MM-DD-YYYY)

2. Contribution Rate Election (Must be completed in order to change your payroll deduction. Minimum of \$4.00 per week or 1% of gross wages is required). This will replace any current contribution amounts.

I elect the following contribution rate(s) (check one and complete):

- from my pay on a before-tax basis (any whole percentage between 1% - 100%) _____% per pay period
- from my pay on a before-tax basis \$_____ per pay period
- from my pay on a before-tax basis \$_____ per hour

Please note that if you attain age 50 before the close of the Plan Year, you are eligible to make catch-up contributions in accordance with, and subject to the limitations of, Code Section 414(v). Accordingly, if the election you choose above exceeds the 402(g) limit for the plan year contributions will continue until you reach the maximum contribution amount allowable for that plan year.

3. Your Future Investment Elections

Indicate below in whole percentages how your future contributions should be invested in each investment fund. *Please note this election will establish one set of elections for all investment types. You may also go online or call the Plan's toll-free number to make your investment elections. If you choose to make your investment elections online you will have the ability to choose different elections for each investment type.*

If you wish to change your existing balances, you will need to complete the **TRANSFER EXISTING BALANCES FORM**.

Fixed/Stated Rate of Return			Multi-Asset/Other		
%	Y2KP	Prudential Guaranteed Income Fund	%	N301	American Funds American Balanced A
Bonds			%	N910	T. Rowe Price Retirement 2005 Adv
%	Y593	Baird Aggregate Bond Inv	%	N614	T. Rowe Price Retirement 2010 Adv
%	N377	PIMCO Total Return	%	N911	T. Rowe Price Retirement 2015 Adv
Stocks			%	N615	T. Rowe Price Retirement 2020 Adv
%	Y0DZ	JHancock Disciplined Value R2	%	N912	T. Rowe Price Retirement 2025 Adv
%	Z624	PGIM QMA Stock Index Fund	%	N616	T. Rowe Price Retirement 2030 Adv
%	Z189	T. Rowe Price New America Growth	%	N913	T. Rowe Price Retirement 2035 Adv
%	S890	Northern Trust Mid Cap Index Fund	%	N617	T. Rowe Price Retirement 2040 Adv
%	Y5XB	Harbor Small Cap Value Investor	%	N914	T. Rowe Price Retirement 2045 Adv
%	Z551	Northern Small Cap Index	%	N870	T. Rowe Price Retirement 2050 Adv
%	Y5XC	Harding Loevner International Eq Inv	%	N916	T. Rowe Price Retirement 2055 Adv
%	S478	Oakmark International Investor	%	Y297	T. Rowe Price Retirement 2060 Adv
Please be sure your investment election equal 100%					

If your elections above are not whole percentages and/or do not equal 100%, your form will be considered incomplete and will be returned to you

Investors should consider the investment objectives, risks, charges and expenses of a fund carefully before investing. For a prospectus or an offering statement containing this and other information about any fund, please call your plan's toll-free number. Read the prospectus or offering statement carefully before making any investment decisions.

If a completed form is not received before contributions are received, your contributions will be invested in the plan QDIA. Upon receipt of your completed form, all future contributions will be allocated according to your investment election. You must contact Transamerica to transfer any existing funds from the QDIA or complete the Transfer Existing Balances Form.

4. Participant Signature

I authorize the IUE-CWA Retirement Savings and Security Plan to implement any withholdings indicated on page 1 of this form and to carry out the investment directive elections above. I authorize the plan to make any name, address or marital status changes. This form will revoke all prior elections. A confirmation of this form will be sent to me acknowledging my elections.

Signature of Participant

Today's Date (MM-DD-YYYY)

TRANSFER EXISTING BALANCES FORM
IUE-CWA 401(k) Retirement Savings and Security Plan
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- Use this form to make changes to transfer your EXISTING INVESTMENT FUND balances.
- **This form will not update your future investment allocations for new contributions. Please note: If you want to change your future investment contribution allocations, you need to fill out the Change Form - Contribution & Future Investment Election.**
- Your choices on this form may affect your taxes. You may want to consult a tax or financial advisor.
- Please return this completed form (mail or fax to):
Mail: IUE-CWA 401(k) Plan, 2001 E. 3rd Street, Bloomington, IN 47401, Fax: 812-671-9696, Phone #: 888-803-7449

1. Participant Information

Marital Status: Married Never Married Divorced Widowed

 Social Security Number

 Date of Birth (MM-DD-YYYY)

 Employer / Company Name

 Last Name

 First Name

 MI

2. Transfer your existing investment fund balances

Indicate below in whole percentages how your existing balances should be invested in each investment fund. You may also go online or call the Plan's toll-free number to elect separate investment elections by investment type and separate transfer elections by fund and investment type.

Your Investment Election below must equal 100%.

This will replace your current balances for all sources.

Fixed/Stated Rate of Return			Multi-Asset/Other		
%	Y2KP	Prudential Guaranteed Income Fund	%	N301	American Funds American Balanced A
Bonds			%	N910	T. Rowe Price Retirement 2005 Adv
%	Y593	Baird Aggregate Bond Inv	%	N614	T. Rowe Price Retirement 2010 Adv
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Investors should consider the investment objectives, risks, charges and expenses of a fund carefully before investing. For a prospectus or an offering statement containing this and other information about any fund, please call your plan's toll-free number. Read the prospectus or offering statement carefully before making any investment decisions.

3. Participant Signature

I authorize the IUE-CWA Retirement Savings and Security Plan to carry out the change(s) indicated on of this form, subject to the terms and provisions of the Plan. A confirmation of the form will be sent to me acknowledging my elections.

 Signature of Participant

 Today's Date (MM-DD-YYYY)