



IBEW-NECA Conduit 401(k) Plan

2120 Hubbard Avenue • Decatur, IL 62526-2871
217-875-0254 • 800-765-4239 • Fax 217-875-9563

January 16, 2026

VIA EMAIL AND US MAIL

Re: IBEW-NECA Conduit 401(k) Plan

Dear Contributing Employers,

As you are aware, the IBEW-NECA Conduit 401 (k) Plan ("Plan") permits employees of employers signatory to applicable collective bargaining agreements within Locals 34 (telecommunications only, currently), 146, 193, 197 (telecommunications only, currently), 538, 601 and 873 to make elective deferrals to the Plan. Under the Plan's terms, all contributions (both employee deferrals and employer contributions) must be remitted to the Plan by the fifteenth day of the month following the month worked. This Plan deadline has not changed.

However, the Department of Labor has issued guidance that employee deferrals (not contractually required employer contributions) become plan assets as soon as they can reasonably be segregated from the employer's general assets. In other words, there is no statutory or regulatory "safe harbor" deadline for remitting employee deferrals.

Therefore, you are strongly encouraged to remit employee deferrals as soon as it is administratively feasible for your company. The Fund Office can accept employee deferrals and/or employer contributions on a weekly basis via a reporting option within EPR Live effective February 1, 2026. Please also note that employers can remit contribution payments via ACH within EPR Live. The Fund Office can also accept paper reporting and remittances, however, **reporting and remitting via ACH through EPR Live is strongly recommended.**

Please contact your applicable NECA Chapter office if you have questions on operating the EPR Live software.

Please be advised that if a government agency determines that employee deferrals are not being remitted as soon as administratively feasible, it may assess lost earnings on the delayed amounts and interest charges for late payments. These assessments would be the responsibility of the Employer, not the Plan.

In sum, this correspondence is intended to inform you that the Plan can accept employee deferrals (and/or Employer contributions) on a weekly basis or sooner than the fifteenth of the month following the work month. The Plan strongly encourages your company to remit the employee deferrals as soon as possible to avoid any potential assessments by a government agency.

Should you have any questions, please do not hesitate to contact Contributions Manager, Katie Cushing, at (217) 875-0254 ext. 149.

Thank you,
Administration Office
IBEW-NECA Conduit 401(k) Plan