



THE BRIGHT CHOICE DEFERRED SALARY PLAN

Repaying Your Coronavirus-Related Distribution (CRD) and Important Tax Considerations

If you were eligible and took a CRD from the Deferred Salary Plan of the Electrical Industry (the DSP) under the CARES Act, please review the important information below regarding your repayment options.

- If you choose, you can generally repay any portion of a CRD that is eligible for tax-free rollover treatment to an eligible retirement plan.
- You have three years from the day after the date you received the distribution to make a repayment.
- The amount of your repayment cannot be more than the amount of the original distribution.
- The repayment is treated as a direct rollover and can be paid into any eligible plan or IRA (including the Deferred Salary Plan) that allows a rollover contribution. You do not need to make the repayment to the same plan it came from
- If your plan has any existing restrictions on the receipt of direct rollovers (e.g., for terminated participants or spousal beneficiaries), these restrictions will also apply to CRD repayments.

In addition, please be aware of the following tax considerations associated with your distribution.

- Generally, IRS guidance (Notice 2020-50) indicates that the taxable portion of the distribution is includible by you in income in equal portions over the three-year period—2020, 2021, and 2022—unless you elect to include the entire amount in income in 2020.
- The form to initiate a repayment of a CRD can be found on jib.retirepru.com>Forms and Documents. Additionally, your tax return(s) for the year(s) that the distribution was included in income will need to be amended and refiled.
- IRS guidance indicates that taxpayers should use Form 8915-E to report any repayment of a coronavirus-related distribution and to determine the amount of any coronavirus-related distribution includible in income for the tax year.
- Please work with your tax advisor to determine how to report the repayment on your personal income tax return because Prudential associates cannot provide legal or tax advice.

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