

iterr	national Association	on of Plumbing & Mechanical Officia	ils 401(k) Plan		765485-01	
or M	ly Information					
For	questions regarding this	s form, visit the website at empowermyretiremen	t.com or contact Service Pr	ovider at 1-833-569-2	433.	
Use	e black or blue ink when	completing this form.				
• Р	articipant Informatio	on				
tı d	Account extension, if applica ransferred to a beneficiary leath, alternate payee du participant with multiple acco	due to participant's e to divorce or a	Social Security Numbe	r (Must provide all 9 digit) () ()	
	ast Name The name provided MUST r	First Na natch the name on file with Service Provider.)	me M.I.	Date of Birth () Daytime Phone Nu		
Ē	Email Address			()		
	D Married D Ur	married		Alternate Phone Nu	umber	
3 в	Beneficiary Designation (Attach an additional sheet to name additional beneficiaries.)					
Р	Primary Beneficiary Designation (Primary beneficiary designations must total 100% - percentage can be made out to two decimal places.)					
•	See the attached exar or estate. % 6 of Account Balance	nples on how to complete the below beneficiary Primary Beneficiary Name (Name of Individual, Trust, Charity, etc.)		ty or Taxpayer	such as a trust, charity / / Date of Birth or Trust Date	
5	Street Address	City	State	2	Zip Code	
() Phone Number <i>(Optional)</i>	Relationship <i>(Required - If Relati</i> Spouse Child Pare Domestic Partner	onship is not provided, request	will be rejected and sent	back for clarification.)	
	% 6 of Account Balance	Primary Beneficiary Name	Coold Coouri	ty or Taxpayer	/ / Date of Birth	
		(Name of Individual, Trust, Charity, etc.)	Identification		or Trust Date	
S	Street Address	City	State		Zip Code	
(<u></u> F) Phone Number (Optional)	Relationship (<i>Required - If Relati</i> Spouse Child Pare Domestic Partner				
	%				/ /	
9	6 of Account Balance	Primary Beneficiary Name (Name of Individual, Trust, Charity, etc.)	Social Securi Identification	ty or Taxpayer Number	Date of Birth or Trust Date	
(Street Address) Phone Number <i>(Optional)</i>	City Relationship <i>(Required - If Relati</i> Spouse Child Pare Domestic Partner		will be rejected and sent	· · · · ·	

				765485-01
Last Name	First Name	M.I.	Social Security Number	Number
Beneficiary Designat	ion (Attach an additional sheet to name a	dditional beneficia	aries.)	
Contingent Beneficia	ry Designation (Contingent beneficiar	y designations m	ıst total 100% - percentage can be m	ade out to two decimal places
%				1 1
% of Account Balance	Contingent Beneficiary Name (Name of Individual, Trust, Charity, etc.)		Social Security or Taxpayer Identification Number	Date of Birth or Trust Date
Street Address	City		State	Zip Code
() Phone Number (Optional)			not provided, request will be rejected a Grandchild □ Sibling □ My Es	
%				/ /
% of Account Balance	Contingent Beneficiary Name (Name of Individual, Trust, Charity, etc.)		Social Security or Taxpayer Identification Number	Date of Birth or Trust Date
Street Address	City		State	Zip Code
() Phone Number <i>(Optional)</i>			not provided, request will be rejected a Grandchild □ Sibling □ My Es	
%	Contineent Depeticien Name			
% of Account Balance	Contingent Beneficiary Name (Name of Individual, Trust, Charity, etc.)		Social Security or Taxpayer Identification Number	Date of Birth or Trust Date
Street Address () Phone Number (Optional) Signatures and Cons		□ Parent □ (State not provided, request will be rejected a Grandchild	
	for Beneficiary Designation (Please		ipant Signature' line below.)	
I have completed, under above beneficiary design beneficiary designations a beneficiary or any othe If I have more than one p be allocated to the surviv as specified. If a conting designate beneficiaries, a	stand and agree to all pages of this B nations for my vested account in the ever in my account and to update the benefic r change that may impact my beneficiar rimary beneficiary, the account will be di ving primary beneficiaries. Contingent b ent beneficiary predeceases me, his or amounts will be paid pursuant to the terr der. If any information is missing, additio	eneficiary Desigr nt of my death. I a ciary designations y designations. ivided as specifier eneficiaries will ro r her benefit will I ms of the Plan or	hation form. Subject to the terms acknowledge and agree that it is n s as I deem necessary upon a cha d. If a primary beneficiary predece eceive a benefit only if there is no be allocated to the surviving conti applicable law. This designation is	ny responsibility to monitor the nge in marital status, death of ases me, his or her benefit w surviving primary beneficiar ngent beneficiaries. If I fail to seffective upon execution an
	, ,		<i>y i i o</i>	, ,
This designation superse	edes all prior designations. Beneficiaries ally. Primary and contingent beneficia le: 33.33%).			
This designation superse death will be divided equ decimal points (Examp Important Notice: In acco	ally. Primary and contingent beneficia	aries must sepai	ed and I elect a primary beneficia	es can be divided up to tw ry other than my spouse or
This designation superse death will be divided equ decimal points (Examp Important Notice: In acco addition to my spouse, m	ally. Primary and contingent beneficia le: 33.33%). ordance with ERISA and/or Plan Docum	aries must separ nent, if I am marri Spousal Consent	ed and I elect a primary beneficia for Beneficiary Designation sectio	es can be divided up to tw ry other than my spouse or i n of this form.

				765485-01			
Last Name	First Name	M.I.	Social Security Num	ber Number			
Signatures and Consent (Signatures must be on the lines provided.)							
Spousal Consent for Beneficiary Designation (If applicable, please have the Spouse sign on the 'Spouse's Signature' line below.)							
payable pursuant to such de the participant's death are in	esignation. I understand the design effective unless I consent, and t	gnation of anyone ot hat by signing below	her than me as Primary E /, I give up my rights to be	rent spouse, voluntarily consent to t eason of the participant's death will Beneficiary of any benefits payable af enefits that I may otherwise have und nation for the non-QPSA portion, if a			
Spouse's Signature			Da	te (Required)			
A handwritten signature is	required on this form. An elec	ctronic signature w	ill not be accepted and	will result in a significant delay.			
must match the date of the N no more than 180 days price	lotary Public signature on the se	parate jurat or notaria riginal request in o i	al certificate or in this sec rder to be effective. If y o	rm on the Spouse's signature line abo tion below. Consent must be obtain our notary completes a separate ju he date on this form.			
	: Make sure that you have rev , please complete and attach to		equirements for your st	ate. If your state requires a separa			
We require that the follow notarized; (2) the plan name do not include this informatio	ving information must be incl ;; (3) the plan number; and (4) pa	uded on the separ articipant's and spou he withdrawal reques	ise's names. Separate jur st. If your state does requ	rtificate: (1) name of document bei at or notarial certificates submitted th ire a separate jurat or notarial certifica request.			
If your state does not require	e a separate jurat or notarial cert	ficate, you may com	plete the notary section b	pelow.			
Statement of Notary	NOTE: Notary seal mus	t be visible.					
	The consent to this reque	est was subscribed a	nd sworn <i>(or affirmed)</i>				
State of) to before me on this	day of	, year, b	y SEAL			
)ss. (name of spouse)						
County/Parish/Borough of	proved to me on the basis who appeared before me his/her free and voluntary	, who affirmed that s					
Notary Public's signature			My c	ommission expires/ /			
A handwritten signature is	required on this form. An elec	ctronic signature w	-	will result in a significant delay.			
		-	-				
Authorized Plan Administrator Signature (Please sign on the 'Authorized Plan Administrator Signature' line below.)							
I accept the information provided by the participant on this form.							
Authorized Plan Administrator Signature Date (Required)							
A handwritten signature is required on this form. An electronic signature will not be accepted and will result in a significant delay.							
Print Full Name							
Delivery Instructions							
After all signatures have been obtained, this form can be							
Uploaded Electronically:	•	, Regular Mail to:	OR Se	ent Express Mail to:			
	Empo	ower	En	npower			
Login to account at							
•	m POB	ox 56025 on, MA 02205-6025		15 E. Orchard Road eenwood Village, CO 80111			

Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

Effective December 31, 2020, Empower acquired the Massachusetts Mutual Life Insurance Company's (MassMutual) retirement business. Empower administers the business on MassMutual's behalf, with certain administrative services being performed by MassMutual and its affiliates during a temporary transition period. Empower is not affiliated with MassMutual or its affiliates.

765485-01

This page is for informational purposes only - Do not return with the Beneficiary Designation form EXAMPLE BENEFICIARY DESIGNATIONS Example 1: Multiple Individuals as Beneficiaries

% of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Date of Identification Number 111 Elm Street Anytown MO 60000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru 33.33 % Don M. Doe XXX-XXXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Identification Number or Trust 222 North Avenue Anytown CA 90000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for On Trust 222 North Avenue Anytown CA 90000 (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse City State Zip Cod (XXX) XXX-XXXX Doe	Primary Beneficiary D	esignation (Primary beneficiary designation	s must total 100% - percentage can be made ou	t to two decimal places.)
33.33 % John M. Doe XXX-XXXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Date of 111 Elm Street Anytown MO 600000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Spouse Child Parent Grandchild Sibling My Estate A Tru 33.33 % Don M. Doe XXX-XXXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Date of 222 North Avenue Anytown CA 900000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for On 1/06/ % Of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Identification Number Or Trust 23.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Na	to my beneficiary designedSee the attached example.	gnation.		
(Name of Individual, Trust, Charity, etc.) Identification Number or Trust 111 Elm Street Anytown MO 60000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru Domestic Partner Don M. Doe XXX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 222 North Avenue Anytown CA 900000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for or Trust Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru 233.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Ide		John M. Doe	XXX-XX-XXXX	01/06/1954
Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru 33.33 M Don M. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Date of 222 North Avenue Anytown CA 900000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Or Trust 222 North Avenue Anytown CA 900000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Spouse Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru Domestic Partner Doe XXX-XX-XXXX 01/06/ My Estate A Tru	% of Account Balance	, ,		Date of Birth or Trust Date
(XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru Domestic Partner Don M. Doe XXX-XXXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Date of Identification Number 222 North Avenue Anytown CA 900000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for or Trust Spouse A Tru Dome Number (Optional) Spouse Child Parent Grandchild Sibling A zero 33.34 Michelle L. Doe XXX-XX-XXXX 01/06/ Social Security or Taxpayer Date of or Trust 33.34 Michelle L. Doe XXX-XX-XXXX 01/06/ Social Security or Taxpayer Date of or Trust 333 West Blvd Anytown CO 800000	111 Elm Street	Anytown	MO	60000
Phone Number (Optional) □ Spouse □ Child □ Parent □ Grandchild ■ Sibling □ My Estate □ A Tru □ Domestic Partner 33.33 % Don M. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 222 North Avenue Anytown CA 90000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Domestic Partner 33.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer □ Domestic Partner O1/06/ 33.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 80000	Street Address	City	State	Zip Code
% of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 222 North Avenue Anytown CA 90000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Domestic Partner 33.34 Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 800000	1 /	G Spouse G Child G P		
(Name of Individual, Trust, Charity, etc.) Identification Number or Trust 222 North Avenue Anytown CA 90000 Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Domestic Partner 33.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 800000	33.33 %	Don M. Doe	XXX-XX-XXXX	01/06/1954
Street Address City State Zip Cod (XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse Child Parent Grandchild Sibling My Estate A Tru Domestic Partner Onestic Partner XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 80000	% of Account Balance			Date of Birth or Trust Date
(XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) □ Spouse □ Child □ Parent □ Grandchild ■ Sibling □ My Estate □ A Tru □ Domestic Partner 33.34 % Michelle L. Doe XXX-XX-XXXX Ø' of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 80000	222 North Avenue	Anytown	CA	90000
Phone Number (Optional) □ Spouse Child Parent □ Grandchild ■ Sibling I My Estate □ A Tru □ Domestic Partner □ Domestic Partner □ O1/06/ 33.34 % Michelle L. Doe XXX-XX-XXXX 01/06/ % of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 80000	Street Address	City	State	Zip Code
% of Account Balance Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Social Security or Taxpayer Identification Number Date of or Trust 333 West Blvd Anytown CO 80000	<u> </u>	□ Spouse □ Child □ P		
(Name of Individual, Trust, Charity, etc.)Identification Numberor Trust333 West BlvdAnytownCO80000	33.34 %	Michelle L. Doe	XXX-XX-XXXX	01/06/1957
<u></u>	% of Account Balance			Date of Birth or Trust Date
Street Address City State Zip Cod	333 West Blvd	Anytown	CO	80000
	Street Address	City	State	Zip Code
(XXX) XXX-XXXX Relationship (Required - If Relationship is not provided, request will be rejected and sent back for Phone Number (Optional) Spouse □ Child □ Parent □ Grandchild ■ Sibling □ My Estate □ A Tru	1 /			

Example 2: Trust as Beneficiary

Primary Beneficiary Designation (Primary beneficiary designations must total 100% - percentage can be made out to two decimal places.)					
	n requires my spouse to be named as primary	beneficiary for 100% of my account balance	ce, or my spouse must conse		
 to my beneficiary designation. See the attached examples on how to complete the below beneficiary designations if the beneficiary is a non-individual, such as a trust, chari 					
or estate.	iples on now to complete the below beneficiary	y designations if the beneficiary is a non-inc	livioual, such as a trust, cha		
100 %	Trust of Jane Doe	XX-XXXXXXX	06/30/2015		
% of Account Balance	Primary Beneficiary (Name of Individual, Trust, Charity, etc.)	Social Security or Taxpayer Identification Number	Date of Birth or Trust Date		
150 Main Street	Anytown	MO	60000		
Street Address	City	State	Zip Code		
(XXX) XXX-XXXX	Relationship (Required - If Rela	ationship is not provided, request will be rejected	and sent back for clarification.)		
Phone Number (Optional)	□ Spouse □ Child □ Pa	rent 🛛 Grandchild 🗅 Sibling 🖵 My E	state 🔳 A Trust 💷 Othe		
	Domestic Partner				

This page is for informational purposes only - Do not return with the Beneficiary Designation form EXAMPLE BENEFICIARY DESIGNATIONS

Example 3: Estate as Beneficiary

Beneficiary Designati	ON (Attach an additional sheet to name additiona	al beneficiaries.)			
Primary Beneficiary D	Primary Beneficiary Designation (Primary beneficiary designations must total 100% - percentage can be made out to two decimal places.)				
to my beneficiary desig	n requires my spouse to be named as primary gnation ples on how to complete the below beneficiar	, ,			
100 %	Estate of Anne Doe		/ /		
% of Account Balance	Primary Beneficiary (Name of Individual, Trust, Charity, etc.)	Social Security or Taxpayer Identification Number	Date of Birth or Trust Date		
45 East Road	Anytown	MO	60000		
Street Address	City	State	Zip Code		
(XXX) XXX-XXXX	Relationship (Required - If Relationship is not provided, request will be rejected and sent back for clarificatio				
Phone Number (Optional)	Spouse Child Pa	□ Spouse □ Child □ Parent □ Grandchild □ Sibling ■ My Estate □ A Trust □ Othe			
	Domestic Partner				
ample 4: Charity as B	eneficiary				
Beneficiary Designation (Attach an additional sheet to name additional beneficiaries.)					
Primary Beneficiary D	esignation (Primary beneficiary designations	must total 100% - percentage can be made ou	t to two decimal places.)		
	n requires my spouse to be named as primary	beneficiary for 100% of my account balance	e, or my spouse must conser		
	pples on how to complete the below beneficiar	y designations if the beneficiary is a non-ind	lividual, such as a trust, charit		
	ples on how to complete the below beneficiar	y designations if the beneficiary is a non-ind XX-XXXXXXX	ividual, such as a trust, charit / /		
• See the attached example or estate.		, ,	ividual, such as a trust, charit / / Date of Birth or Trust Date		
 See the attached example or estate. 100 % 	ABC Charity Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Anytown	XX-XXXXXXX Social Security or Taxpayer	/ / Date of Birth		
 See the attached example or estate. 100 % % of Account Balance 	ABC Charity Primary Beneficiary (Name of Individual, Trust, Charity, etc.)	XX-XXXXXXX Social Security or Taxpayer Identification Number	/ / Date of Birth or Trust Date		
 See the attached examor estate. 100 % % of Account Balance 75 South Place 	ABC Charity Primary Beneficiary (Name of Individual, Trust, Charity, etc.) Anytown City	XX-XXXXXXX Social Security or Taxpayer Identification Number CO	/ / Date of Birth or Trust Date 80000 Zip Code		

Domestic Partner