




International Union of Operating Engineers Local 4 Annuity & Savings Plan Plan Highlights

Welcome to the International Union of Operating Engineers (IUOE) Local 4 Annuity & Savings Plan (the Plan)! It's easy to get caught up in the present, but it's also important to look ahead. Start investing in your future with help from the Plan and Fidelity.

Key Features of Your International Union of Operating Engineers Local 4 Annuity & Savings Plan

Account Access	<p>An account in the IUOE Local 4 Annuity & Savings Plan through Fidelity Investments has been established for you.</p> <p>To access your account, please go online to www.NetBenefits.com to setup your username and password.</p>
Employer Contributions	<p>As a participant in the IUOE Local 4 Annuity & Savings Plan, you may be eligible to receive employer contributions to your retirement savings account for work under the Collective Bargaining Agreement.</p>
Your Contributions	<p>As a member, you are eligible to contribute to a 401(k) feature of the Plan. This feature allows you to invest a portion of your wages on a before-tax basis and provides you a range of investment options to choose from.</p> <p>You can contribute a specified dollar amount from your eligible base pay as pretax contributions, up to the annual IRS dollar limits.</p> <p>To make a contribution election, please access the Member Self Service (MSS) Portal at Local4Funds.org, or contact the Local 4 Funds Office by emailing office@local4funds.org or by calling 508-533-1400.</p>
Investments	<p>The Plan offers you a range of options to help you meet your investment goals.</p> <p>You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options, and their performance are available online at www.NetBenefits.com.</p> <p>To make a change to how your future contributions are invested or request an exchange of your existing balances, log on to your account, select "Quick Links" from the drop-down menu and select "Change Investments" to choose your investments.</p>
Default Investment Information	<p>We encourage you to take an active role in the Local 4 Annuity & Savings Plan and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, contributions will be invested in the Capital Group Target Date Retirement TrustSM (US) Class TD1 Fund with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 62. If no date of birth or an invalid date of birth is on file at Fidelity, contributions may be invested in the Capital Group 2010 Target Date Retirement TrustSM (US) Class TD1.</p> <p>More information about the Capital Group Target Date Retirement TrustSM (US) Class TD1 Fund options can be found on at www.NetBenefits.com. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.</p>
Vesting	<p>You are always 100% vested in your own contributions and any employer contributions to your Plan account, as well as any earnings on them.</p>
Contribution Limits	<p>The 401(k) plan contribution limit for 2024 is \$23,000.</p> <p>If you have reached age 50 or will reach 50 during the calendar year January 1–December 31 and are making the maximum plan or IRS pretax contribution, you may make an additional "catch-up" contribution each pay period. The maximum annual catch-up contribution for 2024 is \$7,500.</p>

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Loans	Although your Plan account is intended for the future, you may borrow from your account for any reason. You should contact the Local 4 Funds Office to obtain a loan application that will need to be completed, notarized and returned to Local 4 Funds Office. You will also need to speak with a retirement advisor at CAPTRUST before your loan can be approved.
Withdrawals	Withdrawals from the Plan are generally permitted at retirement, if you become permanently disabled, or have severe financial hardship as defined by the Plan. Refer to the Summary Plan Description or call Fidelity for more details.
Rollovers	You are permitted to roll over eligible pretax contributions from another 401(k), 403(b), or governmental 457(b) retirement plan account, or eligible pretax contributions from non-conduit individual retirement accounts (IRAs). Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.
One-On-One Consultations	Fidelity Workplace Financial Consultants are licensed professionals and can help with enrollment, asset allocation, retirement planning and other questions you have about the Plan. Call 800-642-7131 weekdays from 8 a.m. to 9 p.m. ET to speak with a consultant or schedule a complimentary appointment. You can also schedule appointments online at Fidelity.com/schedule .
Communication Delivery Preferences	Receiving communications by email offers you greater convenience and will help keep you up to date on topics related to your retirement plan. However, you may opt to receive your account statements and other Plan material by mail. To choose your communication delivery preferences: <ol style="list-style-type: none">1. Log in to your account through NetBenefits.com/Atwork.2. Access your Profile  and click <i>Personal & Contact Information</i>. Enter your preferred email address.3. Go to Preferences to select which types of communications you want to receive via email or regular mail. Your elections apply to communications from all workplace savings plans at Fidelity.

The International Union of Operating Engineers Local 4 Annuity and Savings Plan Summary Plan Description, and other important Plan documents, are available on your plan sponsor's website at [local4funds.org](https://www.local4funds.org). If you would like a copy of these documents mailed to you at no charge, contact the IUOE Local 4 Benefit Funds Office at 508-533-1400, option 4.

Accessing your account



Access your Plan account online at [www.NetBenefits.com](https://www.netbenefits.com). Download the NetBenefits® app to access your account on your mobile device.



Fidelity is here to help! If you have questions, call **800-343-0860** Monday through Friday, 8:30 a.m. to midnight ET (excluding most holidays).

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the IUOE Local 4 Annuity and Savings Plan, and the Plan Document will govern in the event of discrepancies.

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