



Your Guide to Local 4 Benefits • Summer 2025



THE GAUGE

TAKE THE MEASURE OF YOUR BENEFITS

This issue contains important information about your rights under the Local 4 H&W, Pension and Annuity & Savings Plans and should be read and retained for future reference.



Dear Members,

I am looking forward to joining our members and their families at the upcoming Health and Welfare Plan 5K on June 8. If you haven't registered and would like to participate, please visit Local4Funds.org/5krsvp as soon as possible. It will be a great time!

This edition of *The Gauge* includes helpful information from Fidelity Investments, especially when the market is moving in all directions and causing confusion for many. Take this opportunity to review the information on page 4 as well as learn how to schedule a one-on-one virtual meeting with Fidelity.

Karen Larsen, a licensed independent clinical social worker with the Local 4 Funds Office, shares her own tips about financial wellness and planning in the Wellness Corner on page 7. I encourage you to consider her tips and stay inquisitive about finances, so that you can continue adjusting your plans in a way that best supports your personal goals.

There are additional updates regarding the Plan on page 6. Please stay in touch with the Funds Office if you have any questions about your benefits. Their experienced team is here for you.

In Solidarity,

Michael J. Bowes

Operating Engineers Local 4 Business Manager
Chairman of the Health & Welfare, Pension and
Annuity & Savings Funds



Dear Plan Participants,

Summer is here and with it, this latest edition of *The Gauge*. If you have not yet registered for the upcoming Health and Welfare Plan 5K on June 8 and you'd like to participate, please visit Local4Funds.org/5krsvp. Please also visit the site for up-to-date information as well as directions and parking details. I am looking forward to seeing everyone alongside their families for this healthy and fun event! Walk-in registration will be available on June 8th as well.

This quarterly newsletter includes tips to navigate volatile markets as well as an exciting incentive program through our health coaching partner, TrestleTree. Be one of the first 20 members or covered dependents to enroll in TrestleTree for a chance to earn a \$100 gift card!

The Benefit Funds Office has a robust website and if you have not checked out the monthly Wellbeing Hub—do so today. This dedicated page provides regular updates featuring information from our partners ranging from health benefits to financial wellness, to community organizations: Local4Funds.org/wellbeing-hub.

The Funds Office is here for you—in person and online! Please reach out if you have any questions or concerns regarding your benefits. If you have not already set up your Member Self-Service Portal (MSS) account, do so today to ensure your direct link to our office! Visit Local4Funds.org/member-self-service to set up your access to view health eligibility, hours reported or estimate your pension benefit.

Thank you and enjoy this edition of *The Gauge*.

Gregory A. Geiman, Esq.

Operating Engineers Local 4 Benefit
Funds Administrator



Support to Help Your 5K Training

Health Coaching Program



5K Your Way

When it comes to running a 5K, your needs are unique to you. TrestleTree Health Coaching provides guidance, accountability, support, and resources to obtain your optimal goals. Whether this is your first 5K, or you're a seasoned runner looking for a change of pace, your Health Coach will listen to your health story and support you on your own individualized plan. Together, you will manage your training, set SMART goals, stay injury free and focus on any barriers that may get in your way.

What is my health coaching benefit?

- Free, unlimited, and confidential health coaching sessions to help you manage your health
- Available to IUOE Local 4 Health & Welfare Plan members and covered spouses and dependents
- Create a personalized plan to help you improve your health, enhance your quality of life, and feel better

How it works

- You'll schedule time to talk with your coach over the phone when it's convenient for you
- Appointments can range from 15 - 60 minutes, depending on your needs
- Meet with your Health Coach at a frequency that works for your lifestyle and health goals

How Health Coaching can help you:

- Provide a customized workout plan
- Injury prevention
- Staying motivated
- Nutritional plan
- Tips for race day

+ SO MUCH MORE



T O E N R O L L

Scan the QR Code or
Call 1 + (866) 523 - 8185



6 Tips to Navigate Volatile Markets



According to Fidelity Viewpoints, when markets get choppy, it pays to have an investing plan and to stick to it.

1. Keep perspective. Downturns are normal.

- Historically, US stocks have experienced 3 downturns of 5% per year, 1 correction of 10% per year, and 1 correction of ~15% every 3 years.
- While market downturns may be unsettling, history shows stocks have recovered and delivered long-term gains.

Despite market pullbacks, stocks have risen over the long term

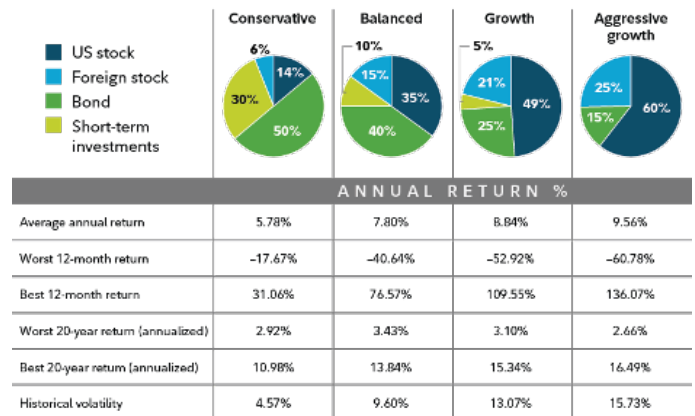


Past performance is no guarantee of future results. Source: FMRCo, Bloomberg, Haver Analytics, FactSet. Data as of July 31, 2024. The S&P 500 Index is a market capitalization-weighted index of 500 common stocks chosen for market size, liquidity, and industry group representation. S&P and S&P 500 are registered service marks of Standard & Poor's Financial Services LLC. You cannot invest directly in an index.

2. Get a plan you can live with—through market ups and downs.

- Your mix of stocks, bonds, and short-term investments will determine your potential returns, but also the likely swings in your portfolio.
- Pick an investment mix that aligns with your goals, timeframe, risk tolerance, and financial situation, and that you can stick with—despite market volatility.

Choose an investment mix you are comfortable with



Data source: Fidelity Investments and Morningstar Inc. 2024 (1926–2023).² Past performance is no guarantee of future results. Returns include the reinvestment of dividends and other earnings. This chart is for illustrative purposes only. It is not possible to invest directly in an index. Time periods for best and worst returns are based on calendar year. For information on the indexes used to construct this table, see data source.² The purpose of the target asset mixes is to show how target asset mixes may be created with different risk and return characteristics to help meet a participant's goals. You should choose your own investments based on your particular objectives and situation. Remember, you may change how your account is invested. Be sure to review your decisions periodically to make sure they are still consistent with your goals. You should also consider any investments you may have outside the plan when making your investment choices.

3. Focus on time in the market—not trying to time the market.

- It can be tempting to try to sell out of stocks to avoid downturns, but it's hard to time it right.
- If you sell and are still on the sidelines during a recovery, it can be difficult to catch up. Missing even a few of the best days in the market can significantly undermine your performance.

4. Invest consistently, even in bad times.

- Some of the best times to buy stocks have been when things seemed the worst.
- Consistent investing can give you the discipline to buy stocks when they are their cheapest.
- Consider setting a plan for automatic investments.

5. Get help to make the most of a down market.

- While no one likes to lose money, your financial advisor may be able to help you take advantage of a down market.
- Tax rules may let you use losses on some of your investments to reduce your future tax bills or use lower share prices to convert to a Roth IRA at a lower tax cost.
- Down markets may also be a good time to meet with your advisor to discuss adjusting your investment mix or taking advantage of opportunities when prices are low.

6. Consider a hands-off approach.

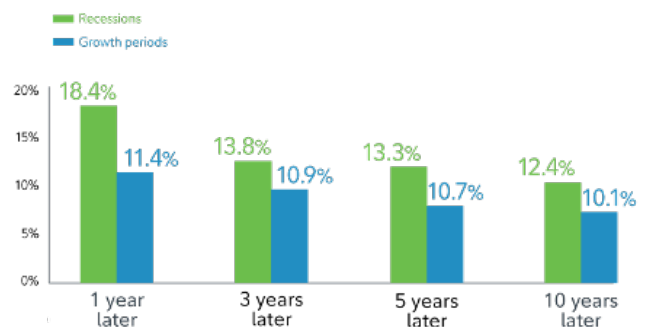
- If you are not comfortable with market risk, consider turning over your portfolio to a professional through a managed account or all-in-one mutual fund.
- If you don't have a strategy, or think yours may be off track, start planning now with our online tools. Or schedule an appointment with a Fidelity representative. We can help.

Missing out on best days can be costly
Hypothetical growth of \$10,000 invested in the S&P 500 index Jan. 1, 1988–Dec. 31, 2023



Stock returns represented by the S&P 500® index from January 1, 1980–December 31, 2023. Past performance is not a guarantee of future results. Source: Fidelity, Asset Allocation Research Team, Bloomberg as of 12/31/23. The hypothetical example assumes an investment that tracks the returns of the S&P 500® Index and includes dividend reinvestment but does not reflect the impact of taxes, which would lower these figures. "Best days" were determined by using the one-day total returns for the S&P 500® Index within this time period and ranking them from highest to lowest. There is volatility in the market and a sale at any point in time could result in a gain or loss. Your own investment experience will differ, including the possibility of losing money. It is not possible to invest directly in an index. All indexes are unmanaged.

Investing during recessions has historically led to strong investment results



For illustrative purposes only. Recession dates from the National Bureau of Economic Research (NBER). Past performance is no guarantee of future results. It is not possible to invest directly in an index. All indexes are unmanaged. See footnote 3 for index information. S&P 500 index monthly total returns from 12/31/49 to 12/31/19. Source: Bloomberg Finance, L.P.

Fidelity Investments offers assistance with questions about investing in your Local 4 Annuity & Savings Plan. To access your account, go online to NetBenefits.com. You can also schedule one-on-one appointments online at Fidelity.com/schedule or call Fidelity at 800-642-7131.

Compliance Updates

NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT

This Act requires group healthcare plans to provide a minimum hospital stay for the mother of a newborn child of 48 hours after a vaginal delivery and 96 hours after a cesarean section. Federal law does not, however, prohibit the mother's or newborn's attending physician, in consultation with the mother, from determining that a shorter length of stay is appropriate. The Plan requires

admission certification of your maternity stay only if the minimum length of stay (48 or 96 hours, as applicable) is exceeded. A stay exceeding the minimum length requires authorization and is subject to review for medical appropriateness. Under the Plan, a pregnancy related hospital stay is treated as an illness, as required by federal law.

2025 HEALTH & WELFARE PLAN 5K RUN/WALK – REGISTER TODAY!

Lace up your sneakers and join the fun on Sunday, June 8! The Annual Health & Welfare Plan 5K will be held on Sunday, June 8 at 9:00 a.m. at Bellingham High School Track and Field, in Bellingham, MA. Participants can run, walk, or just spend the morning with their fellow members. Attendees will have the opportunity to get active as a membership and connect with representatives from Local 4's healthcare partners. The event is a great opportunity to prioritize your physical health and will be fun for the whole family. Visit Local4Funds.org/5krsvp to register.

To help prepare for the event, our health coaching partner TrestleTree is offering a "5K Your Way" program for eligible members and their covered dependents. Even if you can't participate in the 5K, you can still take part in the 5K Your Way program, or health coaching. **As an added bonus, the Funds Office is offering a \$100 gift card incentive for the first 20 members or covered dependents who**

enroll in TrestleTree by June 30, 2025 AND attend at least 5 coaching sessions by December 31, 2025. TrestleTree health coaching is for chronic conditions, like diabetes and asthma, as well as for lifestyle issues such as nutrition, exercise, stress management and tobacco cessation.

For more information, call TrestleTree at 866-523-8185, or contact Karen Larsen at 508-533-1400 x127. You can also scan the QR code.



Wellness Corner

TIPS FROM KAREN LARSEN, LICSW

Financial Wellness

It's no surprise that finances are the number one stressor for people right now. Between inflation and other economic uncertainties, many are worried about their financial futures. Financial wellness is part of your overall wellness, including your physical and mental health. Every stage of life comes with different financial concerns, whether it is starting a family in your 20s or 30s or entering retirement in your 50s and beyond. Financial stress can have an impact on your mental health, physical health, work performance and relationships. Local 4 has resources to help you handle both the emotional aspects of money, as well as the practical ones. Our financial partners, Fidelity and CAPTRUST, can help you with planning for retirement investments, budgeting and more. CAPTRUST can advise those who need help with their retirement benefits and other financial issues, such as debt, credit, college savings, etc. You can make an investment advice appointment by calling 800-967-9948 or going online at [CaptrustAtWork.com](https://www.CaptrustAtWork.com). This is available at no cost to you as part of your Annuity & Savings Plan benefits. Fidelity Investments offers assistance with questions about investing in your retirement savings account, identifying ways



to save for college, and more. You can schedule an appointment online at [Digital.Fidelity.com/prgw/digital/wos/](https://www.Digital.Fidelity.com/prgw/digital/wos/) or call Fidelity at 800-642-7131. Our Employee Assistance Program, Lyra Health, can help with the emotional aspects of money, whether it is coping with financial difficulties, family conflict over money, or other issues. Lyra can be reached by calling 844-926-2482 or at [Local4Funds.LyraHealth.com](https://www.Local4Funds.LyraHealth.com).

To help address the emotional and financial aspects of money, please join us for the Annual Healthy Living and Retirement Fair on Sunday, October 26 at Polar Park. Registration and further information will be available on the Local 4 Funds Office website later in the summer. In addition to representatives from Fidelity and CAPTRUST, Dr. Nick Joyce from our Employee Assistance Program, Lyra Health, will be giving a presentation on Money and Your Mental Health. Nick Joyce is a licensed psychologist in Tampa, Florida. He works as a generalist, treating most conditions in adults and adolescents, specializing in anxiety treatment. Admission to this part of the Retirement Fair will be on a first-come, first-served basis.

IUOE Local 4 Benefit Funds

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SAVE THE DATE

Healthy Living and Retirement Planning Fair

Sunday, October 26, 2025 at Polar Park
in Worcester



VISIT US AT

Local4Funds.org

At Local4Funds.org, you'll find:

- ✓ Plan details and important updates
- ✓ Essential documents
- ✓ Important videos about your benefits