

Join us for the Healthy Living
and Retirement Planning Fair
on Sunday, October 26, 2025.
See page 3 for more info!



Your Guide to Local 4 Benefits • Fall 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.

HAPPY FALL TO OUR PLAN PARTICIPANTS!

We are excited to announce the 2025 Healthy Living and Retirement Planning Fair. It will be held on Sunday, October 26 at Polar Park and registration is now open. Our Plan's many health vendors will be present at the fair to talk to you and answer your questions. See the opposite page for more information!

We would also like to remind you about two great resources available to you. The Local 4 Health and Welfare app is available for download. This tool allows you to access information about your benefits anytime, anywhere. Our team also provides monthly wellness updates on the Wellbeing Hub at Local4Funds.org/wellbeing-hub including reminders, health tips, and resources from our vendors. See more on page 6.

As we continue through the second half of the year, one of our main objectives is to keep you informed. In order to receive the most accurate and up-to-date information, be sure to note any major changes to the Funds Office. These include address changes, updates to your contact information, and more. Please see page 6 for additional details, as well as some of the latest updates pertaining to Plan Participants.

Lastly, we encourage you to check out the Wellness Corner with our Social Worker and Care Coordinator, Karen Larsen. In this edition, she provides key information about preventive care. As she notes, there's still time to complete your recommended preventive care for 2025 – and even be entered to win a prize! Find out more about preventive care and how you can enter the raffle on page 7.

In Solidarity,



Michael J. Bowes

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



Gregory A. Geiman, Esq.

Operating Engineers Local 4 Benefit
Funds Administrator

JOIN US FOR THE 2025 HEALTHY LIVING AND RETIREMENT PLANNING FAIR!



SUNDAY, OCTOBER 26, 2025 • 9 A.M. - 12 P.M.

Polar Park, 100 Madison St., Worcester, MA 01608

Free Parking Available.

Now is the time to focus on your physical, emotional, and financial well-being. The 2025 Healthy Living and Retirement Planning Fair is a family-friendly event. Please join us for an educational, interactive, and fun event for all ages! This year's fair will feature a number of wellness opportunities including:

- Flu shots (available on a first come, first served basis)
- Biometrics and other screenings
- An opportunity for a one-on-one appointment with a representative from Fidelity
- Representatives from the Plan's many health vendors
- 30-minute seminar on Money and Mental Health with Lyra Health

Register now by visiting Local4Funds.org/Fair25 or scanning the QR code!





Updates to American Funds Capital Group Target Date Portfolios

The Annuity & Savings Plan utilizes the American Funds Capital Group Target Date Portfolios ("Target Funds") for its target date series. Over one-half of our Plan Participants have their annuity/401(k) accounts invested in the age-appropriate Target Fund. As a reminder, the Target Funds are diversified funds whose holdings are geared to specific retirement dates. Each Target Fund is named to coincide with a target retirement date. In addition, each Target Fund is intended to invest more conservatively as retirement nears and through your retirement years. Participants that do not make an investment selection upon becoming vested in the Plan are defaulted into the Target Fund that is age appropriate and based on your anticipated retirement date. As with all investments, Target Date investments are not guaranteed, and you may experience losses including losses near, at, or after the target retirement date. Even after your account is invested in a Target Fund, you continue to have the right to direct the investment of your

account in one or more of the other investment options by logging onto Fidelity's website at [NetBenefits.com](https://www.fidelity.com/netbenefits).

The Trustees have the authority to charge Plan Participants a reasonable administrative expense fee in order to maintain a reasonable administrative reserve. The Plan is a "zero revenue share" plan, meaning that participants are invested in lower-cost share classes of the underlying investment options because no amount of those fees is returned to the Plan to be used for administrative costs. Rather, the only fee participants are charged, beginning in 2025, is a quarterly fee of \$50 that is deducted from all participants' accounts to cover all administrative costs associated with operating the Plan. However, each investment option also charges asset-based fees, which cover the option's total operating expenses. They are paid by the shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and are often referred to as an "expense ratio." You

may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holding.

The Trustees are pleased to announce that they have secured a decrease in the expense ratio for the entire American Funds Capital Group Target Date Portfolio from .35% (or \$3.50 per \$1,000 invested) to .32% (or \$3.20 per \$1,000 invested), effective October 21, 2025. As an example, if you have \$100,000 invested in one of the Target Funds, the annual asset-based fee, or expense ratio, that you pay for that investment will decrease from \$350 to \$320. Unless you make a change in your investment portfolio before this date, any monies you currently have in the Target Funds will simply be “mapped” over from the current class in which it currently resides to the new class, with the lower expense ratio. You will receive the annual 408(b)(2) Fee Disclosure Notice in the mail or via

email from Fidelity this November, which contains expense ratios and average annual returns for all of the Plan’s investment options. The Fee Disclosure Notice is also available on Fidelity’s website at [NetVenefits.com](https://www.fidelity.com/NetVenefits.com) or by contacting the Funds Office at 508-533-1400.

The American Funds Capital Group 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060, and 2065 Target Date Portfolios are the Plan’s current default investment funds. These are diversified funds whose holdings are geared to specific retirement dates. However, as of October 21, 2025, American Funds will be introducing a new option, the 2070 Target Fund, for Participants in their early 20s whose anticipated retirement date would be in or around 2070. More information about this new option will be forthcoming from Fidelity.

News and Updates

2025 PRELIMINARY REPORT OF CONTRIBUTIONS

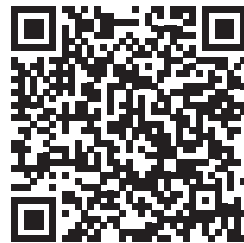
All members that worked during calendar year 2025 will be mailed a Report of Contributions (ROC) during October, which will detail all hours received from their employer(s) to date. It is critical that members review the report to ensure the hours and contributions remitted on their behalf match their pay stubs. Importantly, the ROC released in the Fall

provides an opportunity for members to gauge whether or not they’re on track to earn Health Plan eligibility for the upcoming eligibility period of March 1, 2026 – February 28, 2027. After reviewing the report, please contact the Funds Office at 508-533-1400 (option 2) with any questions or concerns. The ROC will also be available via each member’s Self Service portal (MSS).

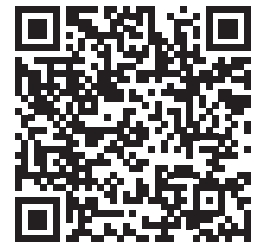
News and Updates Continued

HEALTH & WELFARE PLAN APP NOW LIVE

The NEW Local 4 Health & Welfare App is available for download in both the Apple Store and Google Play. This resource will allow you to access key information about the Plan's benefits no matter where you are, anytime! Download the App today by searching "IUOE Local 4" in your smart device's app store or scan the QR code for your device.



IOS



ANDROID

WELLBEING HUB

We launched a new Wellbeing Hub on the Local 4 Funds Office website. Each month we have articles related to wellbeing, including information from our various health and financial partners. Check it out at Local4Funds.org/wellbeing-hub/! It can also be accessed via the App.

MOVING? GETTING MARRIED? UPDATE THE FUNDS OFFICE!

It's important to keep the Funds Office up to date regarding your contact information as the Pension, Annuity & Savings/401(k), and Health & Welfare Plans are required to distribute important compliance information throughout the year. Make sure the office has your accurate demographic information on file, including cell phone and email address. You can check your current information on file by logging into the secure Member Self Service (MSS) online portal on the Funds website: Local4Funds.org/member-self-service/.

Always remember to keep the Funds Office updated with respect to life events such as marriage, divorce, or the birth/adoption of children. All members should have a recent Participants & Beneficiary Form on file. Contact the office to obtain a new Participants and Beneficiaries Form or download one from the Funds' website by visiting the *Important Forms and Documents* page.

Wellness Corner

TIPS FROM KAREN LARSEN, LICSW

Preventive Care

Many people go to the doctor when they are sick, but they put off routine care. Preventive care can help detect problems early, avoid emergency room visits, and prevent illness. Identifying diseases such as hypertension, diabetes, or cancer early may mean more treatment options or a higher success rate of treatment. Preventive care is generally based on age, medical status, medical history, and gender and can include things such as cancer screenings, blood pressure screening, labs, depression screening, nutrition recommendations, and immunization recommendations.

The Surgeon General's Office has a tool that allows you to enter your family medical history and share with your doctor at cbit.github.io/FHH/html/index.html

If getting to the physician's office is a challenge, virtual primary care is an option. Firefly Health is in-network for Blue Cross Blue Shield of Massachusetts and virtual care visits with their providers have \$0 copayments. Your Firefly provider can refer you for in-person specialist care and to a provider for labs, vaccines, and tests. Go to FireflyHealth.com/with/bcbsma/ for more information.



Remember:

- ✓ Dental health is a component of preventive care. In addition to cleaning your teeth and looking for cavities, dentists screen for oral cancers and gum disease.
- ✓ Even if you don't wear glasses, eye exams can detect both eye diseases and other health problems. Many eye diseases have no symptoms and can cause vision loss and damage if not treated. For more information about your EyeMed benefit, visit EyeMed.com/en-us
- ✓ Routine visits are important for children and adolescents, too. Children need regular physician and dental visits to monitor their development and catch problems early.

As an incentive to get your preventive health care done in 2025, covered members and dependents age 18+ who get a physical, have two dental cleanings and an age-appropriate cancer screening will be entered into a drawing to win one of three \$500 gift cards. All visits must be completed in calendar year 2025 and the drawing will be held in the first quarter of 2026.

If you need help finding a dentist or physician, contact Blue Cross Blue Shield at 800-401-7690 or use the MyBlue app.

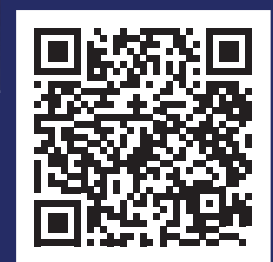
IUOE Local 4 Benefit Funds

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Scan the QR code to see all of our
photos from this summer's 5K event!



VISIT US AT

Local4Funds.org

At Local4Funds.org, you'll find:

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