



## INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399

### Deferred Compensation Employee Savings Plan

November 1, 2023

Dear Eligible Participant:

In this booklet you will find your annual notices relating to your International Union Of Operating Engineers Local 399 AND Participating Employers Deferred Compensation Savings Plan. The enclosures are as follows:

- Summary Annual Report
- Annual QDIA Notice
- 404a-5 (Fee Disclosures)

If you have any questions after reading the enclosed documents please contact the IUOE Local 399 401(k) department at (248) 813-9800 x4018. Please note that these notices do not represent fee increases or changes since our last communication. These are solely being mailed at this time to ensure the Plan is fully compliant with governmental requirements.

As the new year is approaching please make sure to review that your beneficiary information on file with the 401(k) department is current and up to date. If there are any changes to be made they can provide you with the beneficiary change form.

Sincerely,

A handwritten signature in black ink, appearing to read "Vince Winters".

Vince Winters

*Trustee*

**SUMMARY ANNUAL REPORT FOR  
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399  
PARTICIPATING EMPLOYERS DEFERRED COMPENSATION  
EMPLOYEE SAVINGS PLAN**

This is a summary of the annual report for International Union of Operating Engineers Local 399 Participating Employers Deferred Compensation Employee Savings Plan, EIN 36-4026691, for the year ended December 31, 2022. The annual report has been filed with the Employee Benefit Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Basic Financial Statement**

Benefits under the plan are provided by the Trust. Plan expenses were \$16,263,360. These expenses included \$271,499 in administrative expenses, \$15,916,786 in benefits paid to participants, \$4,672 of corrective distributions, and \$70,403 of deemed distributions of participant loans. A total of 7,284 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$261,894,129 as of December 31, 2022, compared to \$316,359,552 as of January 1, 2022. During the plan year, the plan experienced a decrease in its net assets of \$54,465,423. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total losses in income of -\$38,202,063, including participant contributions of \$16,375,406, employer contributions of \$201,413, rollover contributions of \$914,697, losses from investments of \$55,908,767, and other income of \$215,188.

**Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

an accountant's report;

financial information and information on payments to service providers;

insurance information including sales commissions paid by insurance carriers;

information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities of which a plan participates; and

assets held for investment.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 2260 South Grove Street, Chicago, IL 60616; (312) 372-9870. The charge to cover copying costs will be \$11.50 for the full annual report or \$.25 per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2260 South Grove Street, Chicago, IL 60616 and the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N1513, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210.

# Notice to Eligible Employees

## INFORMATION CONCERNING YOUR PARTICIPATION IN THE IUOE LOCAL 399 DEFERRED COMPENSATION SAVINGS PLAN

This notice provides important information relating to your participation in the IUOE Local 399 Deferred Compensation Savings Plan ("the Plan") for the plan year that begins in 2024.

The notice covers the following points:

- How your Plan account will be invested;
- How you can manage your Plan account; and
- Who to contact about your Plan account.

**Note:** If you are not currently enrolled, are not eligible to contribute and/or do not have an account balance in your Plan, parts of the information on the following pages may not pertain to you. Also, if you would like more information about your Plan than what is outlined below, review the Summary Plan Description (SPD) that has been provided to you.

### HOW WILL MY PLAN ACCOUNT BE INVESTED?

The Plan lets you invest your account in a number of different investment options. As a Plan participant, you have the right to decide how to invest your account. **If you made an investment election with respect to your Plan account, the following information may not apply to you.**

Unless you choose or have chosen a different investment option, your Plan account may be invested in a default investment. Additionally, all of your future contributions to your account that you have not directed to a specific investment option in the Plan may be invested in this default investment. This default investment is known as the Qualified Default Investment Alternative (QDIA).

The Plan's QDIA is the Vanguard Target Date Series Its objective is to provide capital appreciation and current income consistent with its current asset allocation.

### HOW DOES A TARGET DATE FUND WORK?

Generally, a Target Date Fund\* is an investment option that automatically resets its asset allocations and associated risk levels over time with the objective of becoming more conservative (i.e. decreasing risk of losses) as it approaches the target date. The target date is the year in which investors in the investment option plan to retire and no longer make contributions. The asset mix is comprised of a combination of investment products, like stocks or bonds.

\*A Target Date Portfolio ("Fund") is a target date "fund of funds" which invests in a number of underlying funds. The Fund's ability to achieve its investment objective will depend largely on the ability of the sub-adviser to select the appropriate mix of underlying funds and on the underlying funds' ability to meet their investment objectives.

### WHAT TARGET DATE FUND WAS SELECTED FOR ME?

The name of each Target Date Fund includes the name of the target date, also referred to as retirement date. And your contributions will be invested in the Target Date Fund that corresponds to or is closest to the year in which you attain the age of 67.\*\* **For example**, Joe was born in 1971. Looking at the years available for the suite of Target Date Funds available to him, the Fund with a target date of **2040** is selected. However, if a date of birth is not provided to John Hancock, you will be defaulted into the most conservative investment option in the suite of Target Date Funds. For example, using the same table, the Fund with the year **2010** as its target date would be selected.

BIRTH YEAR	NAME OF FUND BASED ON TARGET DATE
1991 or later	2060 Fund
1986 - 1990	2055 Fund
1981 - 1985	2050 Fund
1976 - 1980	2045 Fund
<b>1971 - 1975</b>	<b>2040 Fund</b>
1966 - 1970	2035 Fund
1961 - 1965	2030 Fund
1956 - 1960	2025 Fund

1951 - 1955	2020 Fund
1946 - 1950	2015 Fund
<b>1945 or earlier</b>	<b>2010 Fund</b>

\*\*The Target Date Fund that corresponds to or is closest to the year in which you attain age 67 is determined based on the Target Date Funds that were available on the date of your first default investment. Your account balance in the Plan and all future contributions will be invested in such Target Date Fund until you provide investment directions for your Plan account, regardless of whether a Target Date Fund later becomes available that is closer to the year in which you attain age 67. Please refer to your quarterly participant statement to confirm the Target Date Fund in which your Plan account is invested.

**Note:** Even if some or all of your account is invested in the QDIA, you have the continuing right to direct the investments of your account in one or more of the investment options available to you under the Plan. If you decide to direct your investments, your transfer from the QDIA is not subject to any restrictions, transfer fees or redemption fees however, other types of investment related fees (such as the investment option's Total Annual Operating Expenses) may still apply. After such time period, your investment in the QDIA will be subject to the same restrictions, fees and expenses as are applicable to other participants who affirmatively elect to invest in the QDIA. For information about the types of fees associated with the investment option, review the "404a-5 Plan & Investment Notice".

### **WHERE CAN I LEARN MORE ABOUT MY INVESTMENT OPTIONS?**

For more information about the Plan, the default investment option, as well as a listing of all of the investment options available under the Plan, review the enclosed "404a-5 Plan & Investment Notice". It is comprised of two sections. Below is an overview of each:

#### **General Plan Information:**

- General operational and identification information about the Plan, like how to make investment elections;
- Information on the administrative expenses that are deducted from your account to pay for services like record keeping and consulting; and
- Information on the individual fees that may be deducted from your account if a particular service is used.

#### **Investment Comparative Chart:**

- A link to a glossary to help you understand commonly used investment terms;
- Year-to-date and average annual total returns for each Fund, along with appropriate benchmark for comparison purposes;
- The type or category of the investment (e.g., equity, bond, other);
- Total Annual Operating Expenses, also known as expense ratio, expressed as both a percentage of assets and a dollar amount per \$1000 invested;
- Shareholder type fees (e.g., redemption fees); and
- Access to the Fund sheet through a specific URL that is listed under the name of each investment option. (Simply enter the website address into your browser to access the information.)

### **MAKING CHANGES TO YOUR INVESTMENTS**

If you decide that you want to invest your account differently than described above, you may move all or any part of your account balance to other investment options offered under the Plan. To access and update your account information or to make changes to your investments, go to John Hancock's participant website: [www.myplan.johnhancock.com](http://www.myplan.johnhancock.com) There, you can also access information on all the investment options available under the Plan from the "Investment Options" page, including Fund sheets and an electronic version of the enclosed "404a-5 Plan & Investment Notice". You can also call the John Hancock toll-free line at 1-800-395-1113 (or 1-800-363-0530 for Spanish).

### **IMPORTANT CONSIDERATIONS WHEN MAKING INVESTMENT DECISIONS**

When making investment decisions, it is important to carefully consider your personal circumstances, current savings, monthly earnings and retirement lifestyle goals and risk profile. The principal value of your investment in any investment option, as well as your potential rate of return, is not guaranteed at any time. Also, neither asset allocation nor diversification ensures a profit or protects against a loss. Investment options can suffer losses at any time, and there is no guarantee that any investment option will provide adequate income at and through your retirement. Also, past performance is no guarantee of future results.

### **HOW DO I MANAGE OR MAKE CHANGES TO MY PLAN ACCOUNT AND/OR PLAN PARTICIPATION?**

You have many options at John Hancock to manage your Plan account and make changes to your elective contributions or your Plan investments. For example, you can log onto John Hancock's participant website at [myplan.johnhancock.com](http://myplan.johnhancock.com), or call toll-

free at 1-800-395-1113 (or 1-800-363-0530 for Spanish).

To register for the website, have on hand the Contract number (noted below) and your SSN. If you are enrolling into the Plan for the first time, have the following information on hand:

- Your Contract Number: 23172
- Your Enrollment Access Number (EAN): 231014

**WHOM DO I CONTACT IF I HAVE QUESTIONS?**

If you have additional questions about the information in this Notice, how the Plan works, your rights and obligations under the Plan, or if you would like to obtain a copy of the Plan's SPD or other Plan documents, contact your Plan Administrator as noted below. For your reference, this and other notices made available by the Plan may be available to you from the "My Plan Notices" page of John Hancock's participant website.

Board of Trustees of the IUOE Local 399 Deferred Compensation Savings Plan  
2260 S. Grove Street  
Chicago, IL 60616  
312-372-9870

## Changes to Plan-related Information in accordance with DOL Regulation §404a-5

**EFFECTIVE DATE OF CHANGE** October 3, 2023

**PLAN NAME:** IUOE Local 399 and Participating Employers Deferred Compensation Employees Savings Plan

**PLAN CODE:** LU1202

**ABILITY TO DIRECT INVESTMENTS:** Following the end of the transition to John Hancock Retirement Plan Services LLC ("John Hancock"), you have the right to transfer into or out of any investment option in your plan at any time, provided such transfer is permitted by the investment offeror. The Plan's investment options are listed in the transition kit section, "Let's dive into this a bit more."

Investment options in your plan may have implemented restrictions such as redemption fees or short-term trading prohibitions. If redemption fees apply to any of the options in this plan, those fees and the holding period required to avoid the fees will be listed on the fund sheets. To access the fund sheets for each designated investment option available to you, visit [myplan.johnhancock.com/investment\\_info](http://myplan.johnhancock.com/investment_info). Please enter the plan code noted above to access the information. Mutual funds are not appropriate for frequent trading and most mutual funds monitor and restrict such activity. If you conduct transactions in a particular fund too often or attempt to exchange among related funds soon after purchasing, the mutual fund may restrict or deny future purchases. The plan's named fiduciary, or its delegate, exercises voting, tender, and any similar rights associated with the plan's designated investment alternatives unless the plan offers an employer stock investment alternative. In the case of employer stock, voting rights are generally exercised based upon participant instruction.

Please review the funds' prospectuses for more information. To change your investments, you can go to [myplan.johnhancock.com](http://myplan.johnhancock.com) at any time, or you can call us at 800-294-3575 from 08:00 a.m. to 10:00 p.m. Eastern time on New York Stock Exchange business days. For your protection, all calls to our Representatives are recorded.

**RESTRICTED INVESTMENTS:** The following funds have contribution and/or liquidation restrictions.

<b>FUND NAME</b>
1.Vanguard Total Stock Market Index Fund (Institutional Class)

**PLAN ADMINISTRATIVE EXPENSES:** The plan may pay service providers for administrative services rendered during the year, such as recordkeeping and investment advisory services. Service providers may offset the fees they would otherwise charge with revenue sharing payments that the service provider receives in connection with the plan investment options, otherwise their service fees may be paid from a segregated account under the plan and/or may be charged against participants' or beneficiaries' accounts on a pro rata basis, per capita basis, or as a specific dollar amount, subject to the terms of the plan. In some circumstances, portions of such payments may be credited back to your account. Any amounts charged or credited against your account will be disclosed online and in your statement on a quarterly basis.

**PARTICIPANT EXPENSES:** The following fees are applicable. If any of these fees apply to you, they will appear on your quarterly account statement.

Table below lists the fees that may be deducted from your account for the requested service.

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## Changes to Plan-related Information in accordance with DOL Regulation §404a-5

FEE TYPE	FEE AMOUNT
Loan Fees	\$75.00
Monthly Loan Maintenance Fee	\$4.00
Distribution Fee	\$50.00
Hardship Fee	\$75.00
Periodic Payment Fee	\$2.00
Insufficient Funds Fee	\$25.00

**A fund's investment objectives, risks, charges, and expenses should be considered carefully before investing. The prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services, LLC at 800-294-3575 or visit our website at [myplan.johnhancock.com](http://myplan.johnhancock.com). Please read the prospectus carefully before investing or sending money. The fund's prospectus provides information regarding details for the applicable fee waivers. Prospectuses may only be available in English.**

The content of this document is for general information only and is believed to be accurate and reliable as of the posting date, but may be subject to change. It is not intended to provide investment, tax, plan design, or legal advice (unless otherwise indicated). Please consult your own independent advisor as to any investment, tax, or legal statements made herein.

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