

DATE: MAY 2025

TO: Participants of the SMART, Sheet Metal Workers Local No. 104 Supplemental Pension Plan  
FROM: The Board of Trustees

SUBJECT: Annual Notice Regarding the Expenses of the Plan

The SMART, Sheet Metal Workers Local 104 Supplemental Pension Plan may be one of your most valuable investments as it may provide a significant part of your retirement income. As such, we act to ensure we are providing you with the most competitive Plan possible.

It is important to remember that your retirement account has the potential to grow over time and benefit from being a tax-deferred plan. The Plan allows for mandatory contributions based on our collective bargained agreements and also allows for additional elective contributions through the 401(k) feature of our Plan.

It is also important to understand that there are fees and expenses associated with this Plan. These can include expenses for items like the collection and reconciliation of employer contributions, the keeping of participant records, the processing and delivery of benefit payments, expenses associated with auditing and legal counsel, investment consulting, and education. These are normal expenses for a plan of this nature. Please know that the fees and expenses associated with the Plan are reviewed regularly to make sure that they are competitive and reasonable.

The “average” expense ratio for the Plan investment options is approximately 0.35 percent. This means that if you had an account balance of \$10,000, your expenses would be approximately \$35.00 per year. Please note that some investment option expenses are higher and some are lower than this example.

The information that follows is intended to provide you with a better understanding of the expenses associated with your participation in the Plan. The notice includes important information to help you compare the Plan investment options and expenses. In addition, you’ll learn about rights you may have with respect to the Plan’s operation, how the Plan’s investments’ performance compares to broad-based benchmarks, and where to go for additional information concerning the Plan’s investments.

Remember, too, that investment-related fees should be placed in context. A somewhat higher fee may be perfectly appropriate if an investment better suits your individual needs and goals.

If you have any questions concerning the information that follows, contact the Trust Fund Office at (800) 548-1771.

## **SMART, Sheet Metal Workers Local No. 104 Supplemental Pension Plan**

### **General Information Concerning the Plan and Its Operating Expenses**

This document contains important information concerning your retirement plan. The first section provides information about the plan in general, including any expenses you might incur through participation in the plan or through taking advantage of different plan features. The second section provides information about the plan's investment alternatives, including any fees or expenses associated with those investments.

If you have questions concerning any of this information, contact the Trust Fund Office at 800-548-1771.

### **Plan Information**

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

As a Plan participant, you may request certain information from The Mammini Company, 440 Stevens Avenue, Suite 350, Solana Beach, CA 92075, Phone: 888-547-6972. This information includes annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments that have been provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment. Much of this information is also available on the Plan website at [www.kandg.com](http://www.kandg.com) (User Id and Password required). For information related to using the web site, contact NWPS at 800-767-1170.

You give investment directions for your Plan account, selecting from investment choices provided under the Plan, as determined by The Board of Trustees of the Plan.

Once you've satisfied the Plan's educational requirement (usually by attending an Investment Education Meeting), you may give investment directions for your Plan account, selecting from the investment choices provided under the Plan, as determined by the Board of Trustees. You may subsequently change your investment choices at any time. Changes will generally take effect by the end of the next day on which the investment markets are open.

### **Other Plan-related Expenses**

Retirement plans have different types of expenses.

**Administration expenses** – These are charges for services such as legal, accounting and recordkeeping expenses.

In this Plan, these expenses are paid partly through the Plan sponsor and partly by participants. A participant's share of these expenses is allocated on a pro rata basis. Effective April 2025, your share of these expenses is based on the value of your account balance as a proportion of the total value of assets in the Plan and a flat amount, \$30.00 per quarter. New participants to the Plan will not be charged a quarterly fee for their first 36 months in the Plan. Account balances in the Balanced Pool, Conservative, Moderate and Aggressive Models and the Target Dates Funds will also have an expense accrual applied to their accounts. This additional fee is approximately .0014 percent. This represents an additional fee of approximately \$14 per each \$10,000 account balance.

The Plan benefits from revenue sharing, and these payments all go to offset the administration expenses. The term "revenue sharing" refers to payments made indirectly to the Plan by one or more of the Plan's investment options. Any such payments are due to a contractual agreement between the sponsor(s) of the investment options and one or more of the Plan's service providers. In the absence of revenue sharing, a participant's share of these expenses would be higher.

**Individual expenses** – These are expenses you may incur that depend on your individual situation.

In this Plan, the only such expenses are related to Participant Loans; money that you borrow from and repay to your account.

New Loan Application Fee: \$100

Monthly Loan Maintenance Fee: \$8.33

# SMART, Sheet Metal Workers Local No. 104 Supplemental Pension Plan

Investment Options —03/31/2025

This document includes important information to help you compare the investment options under your retirement Plan. If you want additional information about your investment options, you can go to the specific Internet Web site addresses shown below or you can contact the Trust Fund Office at 800-548-1771. A free paper copy of the information available on the Web pages can also be obtained by contacting NWPS at 800-767-1170.

## Document Summary

This section provides information about each investment's return (i.e., how much money an investor might have made) over certain time periods. You can also determine the fees and expenses you will pay if you invest in an option.

Some of the terms and concepts in this document may be confusing to Plan participants who are not familiar with investing. The glossary at <http://www.investmentterms.com/> will provide help in understanding the concepts. The Plan also offers tools and online assistance for participants who want help in making their investment choices.

## Part I. Performance Information

**Table 1** provides information about Plan investment options that do not have a fixed or stated rate of return. The value of these investments may go up or down. The table shows how these options have performed over time.

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

Table 1 also contains a reference to a web page where you can find additional information about the investment.

Please keep in mind that past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].

Table 1—Variable Return Investments								
Name/ Type of Option	Average Annual Total Return as of 03/31/2025				Benchmark			
	1yr.	5yr.	10 yr./ Inception*	Inception Date	1yr.	5yr.	10 yr./ Inception*	
<b>STOCK FUNDS</b>								
Am. Funds Wash. Mutual Investors Fund (R6)	9.70%	18.07%	11.70%	07/31/1952	7.82%	18.46%	12.17%	RUSSELL 1000 TR USD
American Funds EuroPacific Growth Fund (R6)	0.34%	9.93%	5.33%	04/16/1984	1.15%	8.10%	5.06%	MSCI ACWI EX USA GROWTH NR USD

**Table 1—Variable Return Investments (continued)**

Name/ Type of Option	Average Annual Total Return as of 03/31/2025				Benchmark		
	1yr.	5yr.	10 yr./ Inception*	Inception Date	1yr.	5yr.	10 yr./ Inception*
STOCK FUNDS (continued)							
American Funds Growth Fund of America (R6)	7.12%	17.59%	12.90%	11/30/1973	7.76%	20.08%	15.12%
					RUSSELL 1000 GROWTH TR USD		
American Funds SMALLCAP World (R6)	-7.19%	9.70%	6.81%	06/28/2024	1.73%	13.56%	6.52%
					MSCI ACWI SMID NR USD		
J Hancock Disciplined Val. Mid Cap Fund (I)	-0.57%	17.71%	8.61%	06/02/1997	2.26%	16.70%	7.61%
					RUSSELL MID CAP VALUE TR USD		
Principal MidCap Fund (R6)	7.76%	17.70%	11.68%	12/06/2000	3.57%	14.86%	10.13%
					RUSSELL MID CAP GROWTH TR USD		
Vanguard Information Technology Index (Adm)	3.92%	21.56%	18.94%	01/26/2004	5.90%	24.21%	19.66%
					MORNINGSTAR US TECH TR USD		
Vanguard Institutional Index Fund (I)	8.21%	18.56%	12.47%	07/31/1990	7.82%	18.46%	12.17%
					RUSSELL 1000 TR USD		
Vanguard Small•Cap Index Fund (I)	-1.58%	15.63%	7.76%	10/03/1960	-1.50%	15.15%	6.81%
					MORNINGSTAR US SMALL TR USD		
Fidelity International Index	5.80%	12.20%	5.60%	04/15/2025	5.75%	11.56%	5.86%
					Morningstar Gbl xUS Growth TME NR USD		
Putnam International Value(R6)	12.90%	18.60%	12.50%	04/15/2025	10.71%	14.14%	5.36%
					Morningstar Gbl xUS Val TME NR USD		
BOND FUNDS							
American Funds US Govt. Securities Fund (R6)	5.59%	-0.48%	1.49%	10/17/1985	4.52%	-1.60%	0.98%
					BLOOMBERG US GOVERNMENT TRU SD		
Pioneer Bond Fund (Y)	6.59%	2.55%	2.27%	10/31/1978	5.24%	0.32%	1.82%
					BLOOMBERG US UNIVERSAL TR USD		
Principal High Yield Fund (R6)	6.33%	7.46%	4.83%	04/08/1998	7.59%	7.21%	4.91%
					ICE BOFA US HIGH YIELD TR USD		
BlackRock Strategic Global Bond K	3.73%	0.67%	1.68%	09/29/1988	0.31%	-4.01%	-0.86%
					FTSE WGBI NONUSD USD		
Vanguard Total Bond Market Index Fund (I)	4.85%	-0.41%	1.45%	12/11/1986	4.87%	-0.39%	1.46%
					BLOOMBERG US AGG BOND TR USD		

**Table 1—Variable Return Investments (continued)**

Name/ Type of Option	Average Annual Total Return as of 03/31/2025				Benchmark		
	1yr.	5yr.	10 yr./ Inception*	Inception Date	1yr.	5yr.	10 yr./ Inception*
<b>BLENDED FUNDS</b>							
Aggressive Allocation Model	5.60%	12.90%	8.50%	09/10/2004	2.01%	13.90%	6.77%
					Morningstar Gbl SMID NR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2010	8.08%	7.18%	n/a	09/13/2024	6.07%	6.24%	4.72%
					Morningstar Lifetime Mod 2010 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2015	7.73%	7.62%	n/a	09/13/2024	5.90%	6.31%	4.86%
					Morningstar Lifetime Mod 2015 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2020	7.79%	8.04%	n/a	09/13/2024	5.78%	6.68%	5.12%
					Morningstar Lifetime Mod 2020 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2025	7.43%	8.85%	n/a	09/13/2024	5.71%	7.41%	5.51%
					Morningstar Lifetime Mod 2025 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2030	6.79%	10.19%	n/a	09/13/2024	5.71%	8.65%	6.08%
					Morningstar Lifetime Mod 2030 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2035	6.66%	12.23%	n/a	09/13/2024	5.79%	10.31%	6.74%
					Morningstar Lifetime Mod 2035 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2040	6.28%	13.35%	n/a	09/13/2024	5.93%	11.91%	7.32%
					Morningstar Lifetime Mod 2040 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2045	6.02%	13.57%	n/a	09/13/2024	6.05%	12.94%	7.66%
					Morningstar Lifetime Mod 2045 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2050	5.78%	13.64%	n/a	09/13/2024	6.10%	13.34%	7.76%
					Morningstar Lifetime Mod 2050 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2055	5.29%	13.52%	n/a	09/13/2024	6.07%	13.37%	7.73%
					Morningstar Lifetime Mod 2055 TR USD		
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2060	5.21%	13.47%	n/a	09/13/2024	6.03%	13.32%	7.66%
					Morningstar Lifetime Mod 2060 TR USD SD		
Balanced Pooled Account	6.0%	6.70%	4.80%	01/01/2001	2.01%	13.90%	6.77%
					Morningstar Gbl SMID NR USD		
Conservative Allocation Model	5.10%	5.20%	4.10%	09/10/2004	2.01%	13.90%	6.77%
					Morningstar Gbl SMID NR USD		
Moderate Allocation Model	5.30%	8.30%	5.90%	09/10/2004	2.01%	13.90%	6.77%
					Morningstar Gbl SMID NR USD MSCI EAFE		

**Table 1—Variable Return Investments (continued)**

Name/ Type of Option	Average Annual Total Return as of 03/31/2024				Benchmark		
	1yr.	5yr.	10 yr./ Inception*	Inception Date	1yr.	5yr.	10 yr./ Inception*
<b>CASH/STABLE VALUE</b>							
MetLife Stable Value Fund	1.63%	1.34%	1.51%	08/01/2002	5.70%	0.53%	1.25%
					I USTREAS T-BILL CNST MAT RATE 3 YR		

\*Fund and benchmark returns are from the fund's inception for funds less than 10 years old.

## Part II. Fee and Expense Information

**Table 2** shows fee and expense information for the investment options listed in Table 1. Table 2 shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 also shows Shareholder-type Fees. These fees are in addition to Total Annual Operating Expenses. Such fees are only incurred in specific circumstances.

**Table 2—Fees and Expenses**

Name / Type of Option	Total Annual Operating Expenses		Shareholder-Type Fees
	As a %	Per \$1,000	
STOCK FUNDS			
American Funds Washington Mutual Investors Fund (R6)	0.26%	\$2.60	N/A
American Funds EuroPacific Growth Fund (R6)	0.47%	\$4.70	N/A
American Funds Growth Fund of America (R6)	0.30%	\$3.00	N/A
J Hancock Disciplined Val. Mid Cap Fund (I)	0.87%	\$8.70	N/A
American Funds SMALLCAP World (R6)	0.65%	\$6.50	N/A
Principal MidCap Fund (R6)	0.59%	\$5.90	N/A
Vanguard Information Technology Index (Adm)	0.09%	\$0.90	N/A
Fidelity International Index	0.04%	\$0.40	N/A
Putnam International Value(R6)	0.66%	\$0.66	N/A

**Table 2—Fees and Expenses (Continued)**

Name / Type of Option	Total Annual Operating Expenses		Shareholder-Type Fees
	As a %	Per \$1,000	
STOCK FUNDS (Continued)			
Vanguard Institutional Index Fund (I)	0.04%	\$0.40	N/A
Vanguard Small-Cap Index Fund (I)	0.04%	\$0.40	N/A
BOND FUNDS			
American Funds US Govt. Securities Fund (R6)	0.25%	\$2.50	N/A
Pioneer Bond Fund (Y)	0.47%	\$4.70	N/A
Principal High Yield Fund (R6)	0.51%	\$5.10	N/A
BlackRock Strategic Global Bond K	0.52%	\$5.20	N/A
Vanguard Total Bond Market Index Fund (I)	0.03%	\$0.30	N/A
BLENDED FUNDS			
Aggressive Allocation Model	0.40%	\$4.00	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2010	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2015	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2020	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2025	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2030	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2035	0.32%	\$3.20	N/A

Table 2—Fees and Expenses (Continued)			
Name / Type of Option	Total Annual Operating Expenses		Shareholder-Type Fees
	As a %	Per \$1,000	
BLENDED FUNDS (Continued)			
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2040	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2045	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2050	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2055	0.32%	\$3.20	N/A
Sheet Metal Workers Lcl 104 AFS Tgt Dt 2060	0.32%	\$3.20	N/A
Balanced Pooled Account	0.44%	\$4.40	N/A
Conservative Allocation Model	0.55%	\$5.50	N/A
Moderate Allocation Model	0.48%	\$4.40	N/A
CASH/STABLE VALUE			
MetLife Stable Value Fund	1.14%	\$1.14	N/A

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.



### Part III. Annuity Information

**Table 3** focuses on the annuity options under the Plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Although the Plan allows a participant to choose to take payment of retirement benefits in the form of an annuity, there are no investment alternatives that have specific annuity characteristics. Therefore, there is relatively little information to be disclosed in this regard.

Table 3—Annuity Options			
Name	Objectives / Goals	Pricing Factors	Restrictions / Fees
Lifetime Income Option	To provide a guaranteed stream of income for your life.	N/A	N/A
Joint and 50% Survivor Option	To provide a (reduced) guaranteed stream of income for your life, with one-half of the monthly payment continuing to your surviving spouse after your death.	N/A	N/A
Joint and 75% Survivor Option	To provide a (reduced) guaranteed stream of income for your life, with 75% of the monthly payment continuing to your surviving spouse after your death.	N/A	N/A
Joint and 100% Survivor Option	To provide a (reduced) guaranteed stream of income for your life, with 100% of the monthly payment continuing to your surviving spouse after your death.	N/A	N/A

Please visit <http://www.investmentterms.com/> for a glossary of investment terms relevant to the investment options under this Plan. This glossary is intended to help you better understand your options.