

NOTICE OF CHANGE IN QDIA

This is an important notice regarding a change in the qualified default investment alternative ("QDIA") under the Western States 401(k) Retirement Fund of the OPEIU ("Plan"). Please review this information carefully as you may be impacted by this change.

On **December 1, 2022**, the Plan's default fund will change. A default fund is a required element of every retirement plan. If a participant does not make an investment election, contributions allocated to his/her account will be directed to this fund.

Current QDIA

The Current QDIA is the Vanguard Target Retirement Funds based on your year of birth, according to the following chart:

From	To	Investment Option
On or before	1952	Vanguard Target Retirement Income Fund
1953	1957	Vanguard Target Retirement 2020 Fund
1958	1962	Vanguard Target Retirement 2025 Fund
1963	1967	Vanguard Target Retirement 2030 Fund
1968	1972	Vanguard Target Retirement 2035 Fund
1973	1977	Vanguard Target Retirement 2040 Fund
1978	1982	Vanguard Target Retirement 2045 Fund
1983	1987	Vanguard Target Retirement 2050 Fund
1988	1992	Vanguard Target Retirement 2055 Fund
On or after	1993	Vanguard Target Retirement 2060 Fund

New QDIA

On **December 1, 2022**, the New QDIA is the appropriate Vanguard Target Retirement Funds based on your year of birth, according to the following chart:

From	To	New Default Investment Option
On or before	1952	Vanguard Target Retirement Income Fund
1953	1957	Vanguard Target Retirement 2020 Fund
1958	1962	Vanguard Target Retirement 2025 Fund
1963	1967	Vanguard Target Retirement 2030 Fund
1968	1972	Vanguard Target Retirement 2035 Fund
1973	1977	Vanguard Target Retirement 2040 Fund
1978	1982	Vanguard Target Retirement 2045 Fund
1983	1987	Vanguard Target Retirement 2050 Fund
1988	1992	Vanguard Target Retirement 2055 Fund
1993	1997	Vanguard Target Retirement 2060 Fund
1998	2002	Vanguard Target Retirement 2065 Fund
On or after	2003	Vanguard Target Retirement 2070 Fund

If your date of birth is not on file, your default investment fund (for current and future amounts allocated to your account) is the Vanguard Target Retirement 2020 Fund. If your date of birth is obtained, both current and future amounts allocated to your account will be transferred to, and default invested in, the appropriate Vanguard Target Retirement Funds based on your year of birth in accordance with the New QDIA listed in the chart above.

The New QDIA is intended to satisfy the requirements of a QDIA. This means that the Plan's fiduciaries are not liable for the investment performance (including any losses) for any monies defaulted into the New QDIA.

Review the enclosed fund profiles for the New QDIA. You should also review the various other investment options within the Plan. Information concerning the other investment options can be obtained by contacting John Hancock via the internet at myplan.johnhancock.com or via phone at 1.833.38.UNION.

What does this mean for me?

On and after **December 1, 2022**, any amounts contributed to the Plan on your behalf which would have been invested by default in the Current QDIA will instead be invested by default in the New QDIA, and any existing balances that are invested by default in the Current QDIA will be transferred to the New QDIA and will still be considered a default investment. *If you do not want this change to affect the investment of your future contributions and/or your existing default-invested balance, you can make an investment election in, and/or transfer to, any of the Plan's available investment options prior to 4 p.m. ET on **November 30, 2022**.* An investment election (for your future contributions), and a transfer election (for your existing default-invested balance), are two separate elections.

Contact John Hancock to make investment changes at myplan.johnhancock.com or by calling the Participant Service Center at 1.833.38.UNION.

Where do I go for help?

If you have any questions about this notice, please contact the Participant Service Center at 1.833.38.UNION. Representatives are available to assist you Monday – Friday from 8:00 a.m. – 10:00 p.m. Eastern Time on New York Stock Exchange business days.

About Risk

Investing in Target Date Funds

The target date is the expected year in which investors in a target-date portfolio plan to retire and no longer make contributions. The investment strategy of these portfolios is designed to become more conservative over time as the target date approaches (or, if applicable, passes) the target retirement date. Investors should examine the asset allocation of the portfolio to ensure it is consistent with their own risk tolerance. The principal value of your investment, as well as your potential rate of return, is not guaranteed at any time, including at, or after, the target retirement date.

A fund's investment objectives, risks, charges and expenses should be considered carefully before investing. For any investment fund (including a Default Fund) that has a fund prospectus, the prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services at 1.833.38.UNION or visit our website at 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.

John Hancock Retirement Plan Services, LLC offers plan administrative and recordkeeping services to sponsors and administrators of retirement plans, as well as a platform of investment alternatives that is made available without regard to the individualized needs of any plan. Unless otherwise specifically stated in writing, John Hancock Retirement Plan Services, LLC does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity. John Hancock Trust Company LLC provides trust and custodial services to such plans.

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