

Western States 401(k) Retirement Fund of the OPEIU

October 31, 2024

Disclosure Document

This document includes important information to help you carefully compare the investment options available under your retirement plan. For participant directed individual account plans, it is being distributed and contains retirement plan fee information to comply with federal regulation. If you want additional information about your investment options, you can go to the specific web address shown in the tables below or you can contact John Hancock Retirement Plan Services, LLC ("John Hancock") at myplan.johnhancock.com or at 833-388-6466 from 8 a.m. to 10 p.m. on New York Stock Exchange business days.

Si tiene preguntas acerca de esta información, llame al 888.440.0022. Los Agentes de servicio a los participantes están disponibles de 10:00 a.m. a 8 p.m. Hora del Este, todos los días hábiles de la Bolsa de Valores de Nueva York. Para protección suya, todas las llamadas a nuestros agentes son grabadas.

PERFORMANCE INFORMATION

The information in this table focuses on the performance of investment options that do not have a fixed or stated rate of return. It shows how these investments have performed in the past and allows you to compare them with appropriate benchmarks for the same time periods. Information about an option's principal risks is available through the following website, myplan.johnhancock.com/investment_info. Please enter code "LO1702" to view your plan investment option details.

Total returns include changes in share price and reinvestment of all dividends and capital gains, if any, but not the effect of any sales charges, which are waived for qualified retirement plans. If sales charges were included, total returns would be lower.

For funds with redemption fees, performance shown does not reflect the deduction of this fee which would reduce performance.

Investment options are grouped according to investment objective. Within each investment objective grouping, funds are listed in alphabetical order. For more specific information, please refer to the investments' specific disclosure information.

Performance data quoted represents past performance. Past performance is no guarantee of future results. Due to market volatility, current performance may be less or higher than the figures shown. For the most recent month-end performance information, please log onto myplan.johnhancock.com or call a John Hancock representative at 833-388-6466.

Variable Rate Investments - Average Annual Total Returns(%)

		CURRENT RETURNS AS OF 10/31/2024			STANDARD RETURNS AS OF 09/30/2024					
INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS	SINCE INCEPTION	INCEPTION DATE
Stable Value										
Stable Value Option		0.33	0.97	3.09	3.64	3.04	2.71	2.37	N/A	01/03/1995
BENCHMARK: FTSE Treasury Bill 3 Month Index ¹⁷		0.43	1.34	4.62	5.63	3.63	2.38	1.67	N/A	
Income										
PIMCO Total Return Fund (Institutional Class)	PTTRX	-2.66	-0.12	2.88	13.01	-1.20	0.77	2.16	N/A	05/11/1987
BENCHMARK: Bloomberg US Aggregate Bond Index ¹⁵		-2.48	0.25	1.86	11.57	-1.39	0.33	1.84	N/A	
Target Date										
The target date is the expected year in which participants in a Target Date Portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the target date approaches (or if applicable passes) the target retirement date. The principal value of your investment as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. An investor should examine the asset allocation of the fund to ensure it is consistent with their own risk tolerance.										
Vanguard Target Retirement 2020 Fund	VTWNX	-1.87	1.33	7.44	18.25	2.86	6.01	5.99	N/A	06/07/2006
BENCHMARK: Morningstar Lifetime Moderate 2020 Index ⁴		-2.28	1.33	7.37	19.61	1.79	5.51	5.54	N/A	
Vanguard Target Retirement 2025 Fund	VTTVX	-2.05	1.47	8.98	21.13	3.68	7.09	6.74	N/A	10/27/2003
BENCHMARK: Morningstar Lifetime Moderate 2025 Index ⁵		-2.39	1.39	7.86	20.94	2.01	5.96	6.00	N/A	
Vanguard Target Retirement 2030 Fund	VTHRX	-2.18	1.61	10.09	23.27	4.40	8.04	7.35	N/A	06/07/2006
BENCHMARK: Morningstar Lifetime Moderate 2030 Index ⁶		-2.47	1.50	8.67	22.56	2.62	6.74	6.62	N/A	
Vanguard Target Retirement 2035 Fund	VTTHX	-2.19	1.70	11.12	24.82	5.07	8.95	7.93	N/A	10/27/2003
BENCHMARK: Morningstar Lifetime Moderate 2035 Index ⁷		-2.50	1.66	9.88	24.54	3.66	7.83	7.33	N/A	
Vanguard Target Retirement 2040 Fund	VFORX	-2.22	1.83	12.06	26.33	5.75	9.85	8.49	N/A	06/07/2006
BENCHMARK: Morningstar Lifetime Moderate 2040 Index ⁸		-2.49	1.84	11.21	26.49	4.80	8.91	7.94	N/A	
Vanguard Target Retirement 2045 Fund	VTIVX	-2.27	1.89	12.98	27.82	6.39	10.74	8.97	N/A	10/27/2003
BENCHMARK: Morningstar Lifetime Moderate 2045 Index ⁹		-2.48	1.99	12.22	27.90	5.61	9.63	8.29	N/A	

Variable Rate Investments - Average Annual Total Returns(%)

INVESTMENT NAME/COMPARATIVE BENCHMARK	TICKER	CURRENT RETURNS AS OF 10/31/2024			STANDARD RETURNS AS OF 09/30/2024				SINCE INCEPTION	INCEPTION DATE
		1 MONTH	3 MONTH	YTD	1 YEAR	3 YEARS	5 YEARS	10 YEARS		
Vanguard Target Retirement 2050 Fund BENCHMARK: Morningstar Lifetime Moderate 2050 Index ¹⁰	VFIFX	-2.30 -2.48	2.00 2.05	13.68 12.67	28.91 28.55	6.83 5.97	11.05 9.92	9.13 8.39	N/A N/A	06/07/2006
Vanguard Target Retirement 2055 Fund BENCHMARK: Morningstar Lifetime Moderate 2055 Index ¹¹	VFFVX	-2.30 -2.52	2.01 2.05	13.69 12.69	28.92 28.66	6.84 5.98	11.05 9.93	9.11 8.36	N/A N/A	08/18/2010
Vanguard Target Retirement 2060 Fund BENCHMARK: Morningstar Lifetime Moderate 2060 Index ¹	VTTSX	-2.29 -2.56	2.00 2.02	13.70 12.59	28.93 28.62	6.84 5.91	11.05 9.87	9.11 8.28	N/A N/A	01/19/2012
Vanguard Target Retirement 2065 Fund BENCHMARK: Morningstar Lifetime Moderate 2060 Index ¹	VLXVX	-2.29 -2.56	2.01 2.02	13.72 12.59	28.95 28.62	6.87 5.91	11.04 9.87	N/A 8.28	9.82 8.60	07/12/2017
Vanguard Target Retirement 2070 Fund BENCHMARK: Morningstar Lifetime Moderate 2065 Index ²	VSVNX	-2.28 -2.61	2.04 1.99	13.71 12.45	28.98 28.51	N/A 5.81	N/A 9.79	N/A N/A	16.56 14.91	06/28/2022
Vanguard Target Retirement Income Fund BENCHMARK: Morningstar Lifetime Moderate Income Index ³	VTINX	-1.81 -1.96	1.16 1.29	6.32 7.09	16.22 17.18	2.19 2.70	4.45 5.32	4.51 4.75	N/A N/A	10/27/2003
Growth & Income										
Dodge & Cox Stock Fund (Class X) BENCHMARK: S&P 500 Index ¹⁹	DOXGX	-0.25 -0.91	2.40 3.66	16.08 20.97	27.83 36.35	N/A 11.91	N/A 15.98	N/A 13.38	13.11 16.61	05/02/2022
MFS Total Return Fund (Class R6) BENCHMARK: S&P 500 Index ¹⁹	MSFKX	-0.94 -0.91	1.63 3.66	9.28 20.97	20.37 36.35	5.03 11.91	7.87 15.98	7.24 13.38	N/A N/A	06/01/2012
Growth										
JPMorgan U.S. Equity Fund (Class R6) BENCHMARK: S&P 500 Index ¹⁹	JUEMX	-0.46 -0.91	3.70 3.66	22.19 20.97	37.69 36.35	12.52 11.91	18.02 15.98	14.00 13.38	N/A N/A	11/30/2010
T. Rowe Price Large-Cap Growth Fund (Class I) BENCHMARK: Russell 1000 Growth Index ¹²	TRLGX	0.00 -0.33	4.02 4.63	24.63 24.14	42.40 42.19	7.82 12.02	17.44 19.74	16.08 16.52	N/A N/A	10/31/2001
Vanguard Mid-Cap Index Fund (Admiral Shares) BENCHMARK: MSCI US Mid Cap 450 Index ¹⁸	VIMAX	-0.43 -0.30	4.67 4.86	14.22 15.24	28.79 29.86	5.31 5.59	11.22 11.78	10.21 10.86	N/A N/A	11/12/2001
Vanguard Small Cap Value Index Fund (Admiral Shares) BENCHMARK: Russell 2000 Value Index ¹⁴	VSIAX	-1.07 -1.56	0.75 -3.35	12.05 7.51	28.69 25.88	8.22 3.77	11.60 9.29	9.58 8.22	N/A N/A	09/27/2011
Vanguard Small-Cap Growth Index Fund (Admiral Shares) BENCHMARK: Russell 2000 Growth Index ¹³	VSGAX	-0.27 -1.33	2.17 -1.12	10.85 11.72	25.73 27.66	-0.95 -0.35	8.60 8.82	9.18 8.95	N/A N/A	09/27/2011
International										
American Funds - EuroPacific Growth Fund (Class R6) BENCHMARK: MSCI EAFE Index ¹⁶	RERGX	-4.06 -5.44	-0.05 -1.46	8.41 6.85	24.71 24.77	0.06 5.48	7.52 8.20	6.26 5.71	N/A N/A	05/01/2009

Total returns are historical and include changes in share price and reinvestment of all dividends and capital gains, if any, but not the effect of any sales charges, which are waived for qualified retirement plans. If sales charges were included, total returns would be lower. Note - This Investment Return report is designed to provide investors with an illustration of the performance of only those funds and/or investments in the Plan's lineup as of the report date provided at the top of the first page. This report does not report performance figures for those funds and/or investments that were once in the Plan's lineup, and have since been removed from the lineup prior to the report date at the top of the first page. Further, the performance returns reported on this document

represents performance for each respective fund; however, this does not represent the actual performance experience of individual participants within the Plan, due to participant's variability in cash flows, timing of cash flows, etc. For actual performance experience, participants should refer to the Personal rate of Return function online at mylife.jhrps.com, our Voice Response System (VRS), John Hancock participant service center, or periodic participant statements.

¹The Morningstar Lifetime Moderate 2060 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2060. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

²The Morningstar Lifetime Moderate 2065 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2065. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

³The Morningstar Lifetime Moderate Income Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target of moderate income. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁴The Morningstar Lifetime Moderate 2020 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2020. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁵The Morningstar Lifetime Moderate 2025 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2025. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁶The Morningstar Lifetime Moderate 2030 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2030. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁷The Morningstar Lifetime Moderate 2035 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2035. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁸The Morningstar Lifetime Moderate 2040 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2040. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

⁹The Morningstar Lifetime Moderate 2045 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2045. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

¹⁰The Morningstar Lifetime Moderate 2050 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2050. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

¹¹The Morningstar Lifetime Moderate 2055 Index measures the performance of a portfolio of global equities, bonds and traditional inflation hedges such as commodities and TIPS. This portfolio is held in proportions appropriate for a US investor who has a target maturity date of 2055. The Moderate risk profile is for investors who are comfortable with average exposure to equity market volatility. An investment cannot be made directly into an index.

¹²Russell 1000 Growth Index: The Russell 1000 Growth Index is an unmanaged index that measures the performance of those Russell 1000 companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹³Russell 2000 Growth Index: The Russell 2000 Growth Index is an unmanaged index that measures the performance of those Russell 2000 companies with higher price-to-book ratios and higher forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁴Russell 2000 Value Index: The Russell 2000 Value Index is an unmanaged index that measures the performance of those Russell 2000 companies with lower price-to-book ratios and lower forecasted growth values. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁵Bloomberg US Aggregate Bond Index is an unmanaged market value-weighted performance benchmark for investment-grade or better fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities, with maturities of at least one year. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁶MSCI EAFE Index: The MSCI EAFE Index (Europe, Australasia, Far East) is a free float-adjusted market capitalization index that is designed to measure the equity market performance of developed markets, excluding the US & Canada. The MSCI EAFE Index consists of the 22 developed market country indices in Europe, Australasia and the Far East. Results assume the reinvestment of all capital gain and dividend distributions. An investment cannot be made directly into an index.

¹⁷FTSE Treasury Bill 3 Month Index is an unmanaged, market capitalization weighted, index of 3-month Treasury bills. An investment cannot be made directly into an index.

¹⁸MSCI US Mid Cap 450 Index: The MSCI US Mid Cap 450 Index represents the universe of medium capitalization companies in the US equity market. This index targets for inclusion 450 companies and represents, as of October 29, 2004, approximately 15% of the capitalization of the US equity market. An investment cannot be made directly into an index.

¹⁹S&P 500 Index is an unmanaged index and is widely regarded as the standard for measuring large-cap U.S. stock market performance. Results assume the reinvestment of all capital gain and dividend distributions. An

investment cannot be made directly into an index.

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The mutual fund performance and statistical data included here is supplied by Morningstar, Inc. and was collected from company reports, financial reporting services, periodicals and other sources believed to be reliable. Although carefully verified, data are not guaranteed by Morningstar, Inc. or John Hancock Retirement Plan Services, LLC.

Returns for 1-month, 3-month and YTD are cumulative total returns. Returns for 1-year, 3-years, 5-years, 10-years and since inception are average annual total returns through the most recent calendar quarter.

FEE AND EXPENSE INFORMATION

The following table shows fee and expense information for the plan's investment options. The Total Annual Operating Expenses are expenses that reduce the rates of return of the investment option. This table also shows any redemption fees charged by an investment option upon the sale or exchange of shares and the minimum number of days one must hold the investment in order to avoid a redemption fee.

Expense ratio (gross) does not include fee waivers or expense reimbursements which result in lower actual cost to the investor.

Fees and Expenses					
NAME / TYPE OF OPTION	TOTAL ANNUAL OPERATING EXPENSE		REDEMPTION FEES		Additional Information
	As a %	Per \$1,000	%	# Days	
Stable Value					
Stable Value Option	0.30%	\$ 3.00	N/A	N/A	
Income					
PIMCO Total Return Fund (Institutional Class)	0.51%	\$ 5.10	N/A	N/A	
Target Date					
Vanguard Target Retirement 2020 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2025 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2030 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2035 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2040 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2045 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2050 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2055 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2060 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2065 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement 2070 Fund	0.08%	\$ 0.80	N/A	N/A	
Vanguard Target Retirement Income Fund	0.08%	\$ 0.80	N/A	N/A	
Growth & Income					
Dodge & Cox Stock Fund (Class X)	0.46%	\$ 4.60	N/A	N/A	
MFS Total Return Fund (Class R6)	0.40%	\$ 4.00	N/A	N/A	
Growth					
JPMorgan U.S. Equity Fund (Class R6)	0.47%	\$ 4.70	N/A	N/A	

Fees and Expenses					
NAME / TYPE OF OPTION	TOTAL ANNUAL OPERATING EXPENSE		REDEMPTION FEES		Additional Information
	As a %	Per \$1,000	%	# Days	
T. Rowe Price Large-Cap Growth Fund (Class I)	0.56%	\$ 5.60	N/A	N/A	
Vanguard Mid-Cap Index Fund (Admiral Shares)	0.05%	\$ 0.50	N/A	N/A	
Vanguard Small Cap Value Index Fund (Admiral Shares)	0.07%	\$ 0.70	N/A	N/A	
Vanguard Small-Cap Growth Index Fund (Admiral Shares)	0.07%	\$ 0.70	N/A	N/A	
International					
American Funds - EuroPacific Growth Fund (Class R6)	0.47%	\$ 4.70	N/A	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/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>. 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.

Please visit myplan.johnhancock.com for a glossary of investment terms relevant to this plan. The glossary is intended to help you better understand your options.

PLAN-RELATED INFORMATION

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 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.

ACCESS TO INFORMATION

As a participant in the plan, you have the right to request paper copies, free of charge, of any information required to be available on the plan website. This includes past and current statements. To request this, you can contact a John Hancock participant service representative at 833-388-6466 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. In addition, your past and current statements are available through our secure website at mylife.jhrps.com/statements.

PARTICIPANT EXPENSES

The following expenses apply to all participants in the plan if used by the participant. If any of these expenses apply to you, they will appear on your quarterly account statement. For more information regarding these expenses please refer to your plan's summary plan description (SPD). The SPD can be obtained by contacting John Hancock. Definitions of each of these expenses are included in the glossary described above and available at mylife.jhrps.com.

Insufficient Funds Fee	\$ 25.00
Annual Asset Based Administrative Fee	Estimated to be 29 bps (.29%)

Annual Per Participant Administrative Fee

\$125.00

ABILITY TO DIRECT INVESTMENTS

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. 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 in the Fees and Expenses section above. 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 any of your investments, you can go to myplan.johnhancock.com at any time, or you can call us at 833-388-6466 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.

ABOUT RISK

All investing involves risk. It is possible that your investment objectives may not be met. All mutual funds are subject to market risk and may fluctuate in value.

Neither John Hancock Retirement Plan Services, LLC, its affiliates nor its representatives provide tax, legal or accounting advice. Please contact your own advisors.

Please contact John Hancock at 833-388-6466 for a prospectus, and, if available, a summary prospectus. Investors are asked to consider the investment objectives, risks, and charges and expenses of the investment carefully before investing. The prospectus or summary prospectus, contains this and other information about the investment company. Please read this information carefully before investing.

Marketing support services are provided by John Hancock Distributors LLC.

John Hancock Retirement Plan Services, LLC is also referred to as "John Hancock".

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