

## Qualified Default Investment Alternative (QDIA) Notice

### To: All Participants of the Utility Workers' Union of America Deferred Compensation Fund

If you are an eligible participant in the Utility Workers' Union of America Deferred Compensation Plan (the "Plan"), you have the right to direct your plan investments. The amounts contributed to the Plan on your behalf will be invested in accordance with the Plan's investment procedures. Any earnings on the investment of your contributions under the Plan will be allocated to your Plan account.

**If you have made an investment election with respect to your own account, the following information may not apply to you.**

**Right to direct investment.** This notice advises you that as a Participant (including a Beneficiary of a deceased Participant) in the Plan, you have the right to direct the investment of all of your Plan account assets.

**Default investment.** You may invest your account assets in any of the investment choices offered in the Plan. If you do *not* make an election as to how the Plan should invest any of your future directed accounts (e.g. rollover contribution, employee or employer contribution) by returning the election form to the Plan Administrator, by electronically making your election by logging on to the participant website at [LincolnFinancial.com/Retirement](http://LincolnFinancial.com/Retirement) or by calling 800-234-3500, then your assets will be invested in the "default" investment that the Plan officials have selected.

*The default investment is the Vanguard Target Retirement Date series.* The specific option will be based on your date of birth on record with the Fund Office. The following chart lists the ranges of a participant's birth year and the corresponding Retirement Date Fund.

Investment name	Fund ID	Year of Birth	Net fees
Vanguard Target Retirement Income Fund	VTINX	Prior to 1953	0.08000%
Vanguard Target Retirement 2020 Fund	VTWNX	1954 to 1958	0.08000%
Vanguard Target Retirement 2025 Fund	VTTVX	1959 to 1963	0.08000%
Vanguard Target Retirement 2030 Fund	VTHR X	1964 to 1968	0.08000%
Vanguard Target Retirement 2035 Fund	VTTHX	1969 to 1973	0.08000%
Vanguard Target Retirement 2040 Fund	VFORX	1974 to 1978	0.08000%
Vanguard Target Retirement 2045 Fund	VTIVX	1979 to 1983	0.08000%
Vanguard Target Retirement 2050 Fund	VFIFX	1984 to 1988	0.08000%
Vanguard Target Retirement 2055 Fund	VFFVX	1989 to 1993	0.08000%
Vanguard Target Retirement 2060 Fund	VTT SX	1994 to 1998	0.08000%
Vanguard Target Retirement 2065 Fund	VLXVX	1999 to 2003	0.08000%
Vanguard Target Retirement 2070 Fund	VSVNX	2004 and After	0.08000%

\*Net fees represent the net expense ratio. The net expense ratio is the total annual operating expense, minus any applicable fund company expense waivers or reimbursements.

Generally, target retirement date (lifecycle) investment options are designed to be held beyond the presumed retirement date to offer a continuing investment option for the investor in retirement. The year

in the investment option name refers to the approximate year in which an investor in the option would plan to retire and likely would stop making new contributions to the investment option. However, investors may choose a date other than their presumed retirement date to be more conservative or aggressive depending on their own risk tolerance.

Target retirement date (lifecycle) investment options are designed for participants who plan to withdraw the value of their accounts gradually after retirement. Each of these options follows its own asset allocation path ("glide path") to progressively reduce its equity exposure and become more conservative over time. Options may not reach their most conservative allocation until after their target date. Others may reach their most conservative allocation in their target date year. Investors should consider their own personal risk tolerance, circumstances and financial situation. These options should not be selected solely on a single factor such as age or retirement date. Please consult the prospectus (if applicable) pertaining to the options to determine if their glide path is consistent with your long-term financial plan. Target retirement date investment options' stated asset allocation may be subject to change. Investments in these options are not guaranteed and you may experience losses, including losses near, at, or after the target date. Additionally, there is no guarantee that the options will provide adequate income at and through retirement.

**Description of default investment.** The description of the default investment options including investment strategy, risk and return characteristics, and fees and expenses are shown at the end of this notice.

**Right to alternative investment.** Regardless of whether your account is invested in a Vanguard Retirement Date Fund, or otherwise, you always can indicate which investment vehicles selected by the Board of Trustees you want to invest in and how much you want to invest in each of them. You can change your investments, obtain your balances, find out the current price of the various mutual funds and during regular business hours, speak to a representative by contacting Lincoln Financial either through the website at [LincolnFinancial.com/Retirement](http://LincolnFinancial.com/Retirement) or by telephone at 800-234-3500. Again, there is never a charge, fee or restriction imposed on participants for moving into or out of the default investment.

To direct the investment of plan account contributions or assets, make investment elections in the following manner:

**For new participants:** You may complete online enrollment at [LincolnFinancial.com](http://LincolnFinancial.com).\*

**For existing participants:** You may make investment elections in either of these ways:

- Access the secure Lincoln website at [LincolnFinancial.com](http://LincolnFinancial.com)\*, 24 hours a day, 7 days a week.
- Call the Lincoln Customer Contact Center at 800-234-3500, Monday through Friday, between 8:00 a.m. and 8:00 p.m. Eastern.

\*Access may be subject to system availability

The New York Stock Exchange closes for trading at 4:00 p.m. Eastern on most business days. Transactions received before market close will be assigned that day's closing unit price. Transactions received after market close, or on a weekend or holiday, will be assigned the closing unit price for the next business day.

### **Additional information**

You may view additional information about other investment options available in the plan by logging in to your account at [LincolnFinancial.com](http://LincolnFinancial.com).

Affiliates of Lincoln National Corporation include, but are not limited to, The Lincoln National Life Insurance Company, Lincoln Life & Annuity Company of New York, and Lincoln Retirement Services Company, LLC, herein referred to as "Lincoln".

Mutual funds in the *Lincoln Alliance*<sup>®</sup> program are sold by prospectus. An investor should consider carefully the investment objectives, risks, and charges and expenses of the investment company before investing. The prospectus and, if available, the summary prospectus contain this and other important information and should be read carefully before investing or sending money. Investment values will fluctuate with changes in market conditions so that, upon withdrawal, your investment may be worth more or less than the amount originally invested. Prospectuses for any of the mutual funds in the Lincoln Alliance<sup>®</sup> program are available at 800-234-3500.

The program includes certain services provided by Lincoln Retirement Services Company, LLC and Lincoln Financial Group Trust Company, Inc. with wholesale marketing and distribution services provided by Lincoln Financial Distributors, Inc. (LFD), a wholesale broker-dealer (member FINRA). All entities listed are affiliates of Lincoln Financial Group, the marketing name for Lincoln National Corporation. Unaffiliated broker-dealers also may provide services to customers. Account values are subject to fluctuation, including loss of principal.

Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Affiliates are separately responsible for their own financial and contractual obligations.

- **Fund Name / ID: Vanguard Target Retirement Income Fund (VTINX)**

Investment Objective: The investment seeks to provide current income and some capital appreciation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management

- **Fund Name / ID: Vanguard Target Retirement 2020 Fund (VTWNX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2025 Fund (VTTVX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2030 Fund (VTHRX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the

percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2035 Fund (VTTHX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2040 Fund (VFORX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2045 Fund (VTIVX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2050 Fund (VFIFX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2055 Fund (VFFVX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Fixed-Income Securities, Management, Target Date, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds

- **Fund Name / ID: Vanguard Target Retirement 2060 Fund (VTTSX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2065 Fund (VLXVX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

- **Fund Name / ID: Vanguard Target Retirement 2070 Fund (VSVNX)**

Investment Objective: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

Investment Strategy: The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Principal Risk and Return Characteristics: Hedging Strategies, Credit and Counterparty, Prepayment (Call), Currency, Foreign Securities, Loss of Money, Not FDIC Insured, Country or Region, Income, Interest Rate, Market/Market Volatility, Equity Securities, Underlying Fund/Fund of Funds, Fixed-Income Securities, Management, Target Date

For a more detailed description of the various types of instruments in which the fund may invest and their associated risks, please refer to the fund's prospectus available through your online participant account at [LincolnFinancial.com](http://LincolnFinancial.com)