



UTILITY WORKERS' UNION OF AMERICA DEFERRED COMPENSATION FUND

December 2024

TO: PLAN PARTICIPANTS OF THE UTILITY WORKERS' UNION OF AMERICA DEFERRED
COMPENSATION FUND

RE: **SUMMARY ANNUAL REPORT FOR 2023**

Dear Plan Participant:

This is a summary of the Annual Report for the Utility Workers' Union of America Deferred Compensation Plan, Employer Identification Number 06-1822042, Plan No. 001, for the period January 1, 2023 through December 31, 2023. The Annual Report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by a trust. Plan Expenses were \$2,089,787. These Expenses included \$70,598 in Administrative Expenses, \$2,019,189 in benefits paid to Participants and Beneficiaries. A total of 507 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 \$81,213,566 as of December 31, 2023, compared to \$61,806,741 as of January 1, 2023. During the Plan Year, the Plan experienced an increase in its Net Assets of \$19,406,825. This increase includes unrealized appreciation or depreciation in the value of Plan Assets; that is, the difference between the value of the Plan 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. During the current Plan Year, the Plan had Total Income of \$21,496,612, including Employer Contributions of \$4,625,394, Employee Contributions of \$4,448,786, earnings from investments of \$12,297,437 and other income of \$124,995.

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:

1. An Accountant's report
2. Financial Information
3. Assets held for investment
4. Fiduciary information, including non-exempt transactions between the Plan and parties-in-interest (that is, persons who have certain relationships with the Plan).
5. Insurance information including sales commissions paid by insurance carriers

(See reverse side)

Managed for the Trustees by: TIC MIDWEST
6525 Centurion Drive • Lansing, MI 48917-9275
(517) 321-7502 • FAX (517) 321-7508
www.uwuabenefits.org

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Administrative Manager at 6525 Centurion Drive, Lansing, Michigan, 48917.

You also have the right to receive from the Plan Administrative Manager, 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 Administrative Manager, these two statements and accompanying notes will be included as part of that Report. The charge to cover 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 (Board of Trustees, Utility Workers' Union of America Deferred Compensation Plan, 6525 Centurion Drive, Lansing, MI 48917-9275), at any other location where the Report is available for examination and at 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 should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 03/31/2026)

Sincerely,

Board of Trustees
Utility Workers' Union of America Deferred Compensation Plan

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 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	0.08%
Vanguard Target Retirement 2020 Fund	VTWNX	1954 to 1958	0.08%
Vanguard Target Retirement 2025 Fund	VTTVX	1959 to 1963	0.08%
Vanguard Target Retirement 2030 Fund	VTHRX	1964 to 1968	0.08%
Vanguard Target Retirement 2035 Fund	VTTHX	1969 to 1973	0.08%
Vanguard Target Retirement 2040 Fund	VFORX	1974 to 1978	0.08%
Vanguard Target Retirement 2045 Fund	VTIVX	1979 to 1983	0.08%
Vanguard Target Retirement 2050 Fund	VFIFX	1984 to 1988	0.08%
Vanguard Target Retirement 2055 Fund	VFFVX	1989 to 1993	0.08%
Vanguard Target Retirement 2060 Fund	VTTSX	1994 to 1998	0.08%
Vanguard Target Retirement 2065 Fund	VLXVX	1999 to 2003	0.08%
Vanguard Target Retirement 2070 Fund	VSVNX	2004 and After	0.08%

*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, replacing with bond exposure to become more conservative over time. Vanguard Target Retirement options does not reach their most conservative allocation until after their target date. 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 overall asset allocation and glide path are 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 available within the Fund you want to invest in and allocate amongst these Funds as you choose. 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 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.*

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

- Access the secure Lincoln website at 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.

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*[®] 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[®] 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

Participant Fee Disclosure Statement

Utility Workers' Union of America Deferred Compensation Plan

December 2024

You are a participant or beneficiary in an individual account plan that allows you to direct the investment of your account balance. This disclosure is intended to provide you with information that will enable you to make informed decisions regarding the investment selections and ongoing management of your account.

This document consists of three sections:

1. **General Plan Information** – This section contains some basic information you may want to know as a participant of the plan.
2. **Administrative Expenses** – This section contains important information about the types of expenses that may be incurred by you and the plan in general.
3. **Investment Comparative Chart** – This section contains important information to help you compare the investment options under your retirement plan. Performance and expense information has been updated through June 30, 2024.

General Plan Information

Excessive Trading

While the Plan permits daily transactions, it's not designed or intended to be a brokerage account or trading account. Trading in and out of mutual funds on a daily basis can disrupt appropriate management of the various funds and causes increased transactional costs and losses to participants who do not engage in such activity. If a participant engages in excessive transfers or reallocations, the Plan may restrict the number of transactions that such a participant may engage in with respect to all funds or to a particular fund. Alternatively, the Plan or the mutual fund in which the participant elects to purchase may impose a fee for such transfers or reallocations or restrict daily transfers or reallocations.

Plan Asset Fees

Several types of fees may be charged for mutual funds. Participants incur a fee for each particular mutual fund. This fee includes all operating expenses of a mutual fund and is commonly referred to as the "expense ratio".

There are no account fees, actuarial risk charges, sales fees, front or back loads to fund options in the Plan. The expense ratio is deducted from the return daily. Certain mutual funds have a revenue sharing arrangement where a portion of the expense ratio is returned to the Plan. This is commonly referred to as revenue sharing. As of July 1, 2024, revenue sharing will no longer be returned to the Plan. Instead, revenue sharing, if any will be distributed back to participants' accounts who generate such revenue share on a quarterly basis.

Your Future Contributions

You elect how your contributions are invested among the Plan's investment funds. In general, contributions purchase units in the investment funds available under the Plan at their net asset value (NAV) per unit. This investment normally occurs using the NAV for each investment fund determined as of 4 p.m. Eastern Time or the close of the New York Stock Exchange, whichever is earlier. No participant-initiated transaction of any kind will be processed on a day that the New York Stock Exchange is closed.

Investment Restrictions

There are no restrictions imposed by the Plan. Trade restrictions imposed by a plan investment alternative will be listed in the Comparative Chart.

Diversification

To help achieve long-term retirement security, you should consider the benefits of a well-balanced and diversified investment portfolio. Allocating your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should consider all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

For more information about diversification, please visit <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>.

Voting Rights

The plan sponsor will exercise any voting or other rights associated with ownership of investments held in designated investment alternatives offered within the plan.

Glossary of Terms

Please visit <https://www.investor.gov/introduction-investing/investing-basics/glossary> for a glossary of investment related terms you may be exposed to in relation to your status as a participant in a qualified retirement plan.

Fund Expenses

Administrative Expenses of the Plan

The Plan pays expenses and fees for services such as investment management (and other charges described in any prospectuses for the investment funds), trusteeship, custodianship, brokerage, investment research, legal, accounting, auditing, consulting on Plan investments and administration, recordkeeping, government reporting, employee communications and assistance, bonding and other insurance, loans, personnel training, travel, mail, courier, telephone and other communications, and computer programming and processing. Such fees for services may include amounts for products delivered or used in connection with the delivery of services, such as office supplies and computer hardware and software. These fees are paid to the service providers.

The Plan's administrative expenses run about \$100,000 per year or \$192.12 per participant. Effective July 1, 2024, this amount will be deducted equally from each participant's account. The amount charged will be deducted quarterly (\$48.03) and will appear on your quarterly statement.

In addition, effective July 1, 2024, if a participant is invested in a mutual fund that generates revenue sharing payments, those payments will be credited back to the participant quarterly. Previously, revenue sharing was used to offset Plan expenses. These rebates will also be reflected on the quarterly statements. For example, if you have \$10,000 invested in Mutual Fund B, which has revenue sharing of 0.15%, you will be credited \$15 per year, or \$1.25 per month [$\$10,000 \times (0.15\% / 12)$].

Investment Option Share Class Changes

Effective July 1, 2024, share classes of some investment options currently offered in the plan will change to share classes with lower expense ratios which may also include no revenue sharing. For addition details regarding this change, please see the Investment Lineup Change notice included with this mailing. It is highly recommended you review the notice for timing and updated expense ratios associated with these changes.

Individual Expenses

Loan Fee

There is a \$25 fee deducted from the participant's account on the date the loan is processed, and a \$75 yearly fee deducted from a participant's account while the loan is outstanding.

QDRO Fee

There is a \$350 fee for processing a qualified domestic relations order (QDRO). Generally, this fee is assessed to the account of each party to the QDRO equally unless specified otherwise in the order.

Other information

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's website for an example demonstrating the long-term effect of fees and expenses.

<https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>

Please contact the Fund Office at 517-321-7502 or by mail at: Utility Workers' Union of America Deferred Compensation Fund, 6525 Centurion Drive, Lansing, MI 48917-9275 with any questions regarding the Plan or this disclosure. You may also request copies of prospectuses, copies of financial statements and/or reports; a statement of the value of a share or unit of each investment alternative, and the date of the valuation and a list of assets in the portfolio of each designated investment alternative which are deemed plan assets at this same telephone number or mailing address. Additional investment-related information, including more current performance information, is available at LincolnFinancial.com/Retirement or the specific website listed in the following comparative chart for each investment option.

Investment Comparative Chart

Chart 1 – Variable Return Investments

Chart 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. The chart illustrates how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods.

Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information regarding an option’s principal risks is available at LincolnFinancial.com.

Chart 1 - Variable return investments				
Investment options	Average annual total return as of June 30, 2024			
	1-yr.	5-yr.	10-yr.	Since inception
Equity funds				
Allspring Discovery SMID Cap Gr R6 (06/13) Morningstar US Mid Broad Growth TR USD www.LincolnFinancial.com	10.99 12.23	5.32 10.01	8.80 10.36	9.76
American Funds Europacific Growth R6 (05/09) Morningstar Gbl xUS Growth TME NR USD www.LincolnFinancial.com	10.82 10.19	6.05 5.39	5.25 4.41	8.05
American Funds Washington Mutual R6 (05/09) Morningstar US Large-Mid TR USD www.LincolnFinancial.com	21.53 24.73	12.91 14.75	11.42 12.58	13.97
Fidelity 500 Index (05/11) Morningstar US Large-Mid TR USD www.LincolnFinancial.com	24.56 24.73	15.03 14.75	12.85 12.58	13.38
Fidelity Mid Cap Index (09/11) Morningstar US Mid TR USD www.LincolnFinancial.com	12.90 12.74	9.46 10.07	9.05 9.69	11.98
Fidelity Small Cap Index (09/11) Morningstar US Small Extended TR USD www.LincolnFinancial.com	10.17 10.05	7.04 7.34	7.16 7.03	10.45
Franklin Small Cap Growth R6 (05/13) Morningstar US Small Brd Grt Ext TR USD www.LincolnFinancial.com	14.75 10.30	7.33 6.49	8.00 7.51	10.90
Goldman Sachs GQG Ptnrs Intl Opps R6 (12/16) Morningstar Gbl xUS Growth TME NR USD www.LincolnFinancial.com	29.42 10.19	12.13 5.39	--- 4.41	13.45

Chart 1 - Variable return investments

Investment options	Average annual total return as of June 30, 2024			
	1-yr.	5-yr.	10-yr.	Since inception
Goldman Sachs Mid Cap Value R6 (07/15) Morningstar US Mid TR USD www.LincolnFinancial.com	10.30 12.74	10.15 10.07	7.72 9.69	8.25
JPMorgan Large Cap Growth R6 (11/10) Morningstar US LM Brd Growth TR USD www.LincolnFinancial.com	35.98 31.68	20.40 17.17	17.93 14.78	17.19
Undiscovered Managers Behavioral Val R6 (04/13) Morningstar US Small Brd Val Ext TR USD www.LincolnFinancial.com	16.22 9.81	11.22 8.49	9.14 6.65	10.58
Bond funds				
Baird Core Plus Bond Inst (09/00) Morningstar US Core Plus Bd TR USD www.LincolnFinancial.com	4.32 2.92	0.65 -0.03	2.07 1.47	4.70
Other				
Vanguard Target Retirement 2020 Fund (06/06) Morningstar Lifetime Mod 2020 TR USD www.LincolnFinancial.com	9.24 8.48	5.15 4.54	5.35 4.71	5.97
Vanguard Target Retirement 2025 Fund (10/03) Morningstar Lifetime Mod 2025 TR USD www.LincolnFinancial.com	11.02 9.03	6.12 4.93	6.03 5.12	6.62
Vanguard Target Retirement 2030 Fund (06/06) Morningstar Lifetime Mod 2030 TR USD www.LincolnFinancial.com	12.39 10.04	6.95 5.62	6.58 5.69	6.72
Vanguard Target Retirement 2035 Fund (10/03) Morningstar Lifetime Mod 2035 TR USD www.LincolnFinancial.com	13.52 11.60	7.77 6.58	7.12 6.34	7.48
Vanguard Target Retirement 2040 Fund (06/06) Morningstar Lifetime Mod 2040 TR USD www.LincolnFinancial.com	14.74 13.32	8.59 7.54	7.65 6.90	7.46
Vanguard Target Retirement 2045 Fund (10/03) Morningstar Lifetime Mod 2045 TR USD www.LincolnFinancial.com	15.81 14.61	9.40 8.19	8.12 7.22	8.20
Vanguard Target Retirement 2050 Fund (06/06) Morningstar Lifetime Mod 2050 TR USD www.LincolnFinancial.com	16.63 15.19	9.68 8.43	8.26 7.30	7.82
Vanguard Target Retirement 2055 Fund (08/10) Morningstar Lifetime Mod 2055 TR USD www.LincolnFinancial.com	16.61 15.23	9.67 8.41	8.24 7.24	10.09

Chart 1 - Variable return investments				
Investment options	Average annual total return as of June 30, 2024			
	1-yr.	5-yr.	10-yr.	Since inception
Vanguard Target Retirement 2060 Fund (01/12) Morningstar Lifetime Mod 2060 TR USD www.LincolnFinancial.com	16.60 15.12	9.68 8.33	8.23 7.15	9.88
Vanguard Target Retirement 2065 Fund (07/17) Morningstar Lifetime Mod 2060 TR USD www.LincolnFinancial.com	16.63 15.12	9.66 8.33	--- 7.15	9.16
Vanguard Target Retirement 2070 Fund (06/22) Morningstar Lifetime Mod 2060 TR USD www.LincolnFinancial.com	16.65 15.12	--- 8.33	--- 7.15	15.03
Vanguard Target Retirement Income Fund (10/03) Morningstar Lifetime Mod Incm TR USD www.LincolnFinancial.com	7.96 8.47	3.72 4.37	3.95 4.02	4.90

Chart 2 – Fixed Return Investments

Chart 2 focuses on the performance of investment options that have a fixed or stated rate of return. The chart displays the credited rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Chart 2 – Fixed return investments			
Investment options	Rate Type	Return	Term
Lincoln Stable Value Z748	New money rate	---	Quarterly
	Portfolio rate	2.20%	Quarterly
	Guaranteed minimum interest rate	1.00%	1-99 yrs.

Lincoln reserves the right to adjust the fixed or stated rate of return prospectively during the term of the contract or agreement. The most current rate of return is available at 800-234-3500.

If the Guaranteed Minimum Interest Rate listed above is higher than the Portfolio rate and/or the New money rate, Lincoln’s Guaranteed Minimum Interest Rate will be the actual rate credited to your account.

Chart 3 – Fee And Expense Information

Chart 3 displays fee and expense information for the investment options listed in the prior two charts (Chart 1 and Chart 2). It indicates the total annual operating expenses of the options in Chart 1. Total annual operating expenses are expenses that reduce the rate of return of the investment option. This chart also shows shareholder-type fees. These fees are in addition to total annual operating expenses.

Chart 3 - Fees and expenses					
Investment option	Total annual operating expenses		Net operating expenses		Shareholder-type fees and transfer-type restrictions
	As a %	Per \$1000	As a %	Per \$1000	
Equity funds					
Allspring Discovery SMID Cap Gr R6	0.81%	\$8.10	0.79%	\$7.90	---
American Funds Europacific Growth R6	0.47%	\$4.70	0.47%	\$4.70	---
American Funds Washington Mutual R6	0.27%	\$2.70	0.27%	\$2.70	---
Fidelity 500 Index	0.015%	\$0.15	0.015%	\$0.15	---
Fidelity Mid Cap Index	0.025%	\$0.25	0.025%	\$0.25	---
Fidelity Small Cap Index	0.025%	\$0.25	0.025%	\$0.25	---
Franklin Small Cap Growth R6	0.69%	\$6.90	0.67%	\$6.70	---
Goldman Sachs GQG Ptnrs Intl Opps R6	0.78%	\$7.80	0.74%	\$7.40	---
Goldman Sachs Mid Cap Value R6	0.82%	\$8.20	0.82%	\$8.20	---
JPMorgan Large Cap Growth R6	0.52%	\$5.20	0.44%	\$4.40	---
Undiscovered Managers Behavioral Val R6	0.85%	\$8.50	0.80%	\$8.00	---
Bond funds					
Baird Core Plus Bond Inst	0.30%	\$3.00	0.30%	\$3.00	---
Other					
Vanguard Target Retirement 2020 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2025 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2030 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2035 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2040 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2045 Fund	0.08%	\$0.80	0.08%	\$0.80	---

Chart 3 - Fees and expenses

Investment option	Total annual operating expenses		Net operating expenses		Shareholder-type fees and transfer-type restrictions
	As a %	Per \$1000	As a %	Per \$1000	
Vanguard Target Retirement 2050 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2055 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2060 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2065 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement 2070 Fund	0.08%	\$0.80	0.08%	\$0.80	---
Vanguard Target Retirement Income Fund	0.08%	\$0.80	0.08%	\$0.80	---
Fixed return investments					
Lincoln Stable Value Account -Z748	0.00%	\$0.00	0.00%	\$0.00	See below*

* Transfers from this investment option to a competing fund may be restricted. Transfers may be made to noncompeting funds if there are no subsequent transfers to a competing fund(s) within 90 days.

Important Disclosures. Please read.

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