

**U.A. LOCAL 350 HEALTH, WELFARE, & VACATION TRUST FUND
U.A. LOCAL 350 RETIREMENT FUND**

445 APPLE STREET • P.O. BOX 11337 • RENO, NEVADA 89510
P. (775) 826-7200 • F. (775) 824-5080

October 2023

TO: Participants of the U.A. Local 350 Retirement & 401(k) Plan
FROM: Board of Trustees
SUBJECT: Annual Notice regarding the Qualified Default Investment Alternative (QDIA)

PURPOSE OF THIS NOTICE.

The purpose of this Notice is to describe how your Individual Account balance with the U.A. Local 350 Retirement Plan ("Plan") is invested and how it will continue to be invested if you do not provide the Plan with investment instructions. **If you do not make an investment election, your contributions will be invested in what is known as the Qualified Default Investment Alternative (known as a "QDIA"). If you have already invested your Individual Account outside the Balanced Pooled Fund, this notice does not affect you and no action is required.**

This QDIA Notice 1) describes when the QDIA will be used, 2) provides details regarding the QDIA selected; 3) outlines your right to direct the investment of your Plan funds to other investments available in the Plan; and 4) explains how you can obtain additional information regarding the additional investment alternatives.

WHEN THE (QDIA) WILL BE USED.

You can invest your Plan funds in any of the investment alternatives available in your Plan. In the absence of an investment election, the future Employer contributions made on your behalf will be invested in the Plan's QDIA. Or if the asset allocation you complete on your enrollment form does not equal 100% or you choose an investment option that is not available in the Plan, some or all of Employer contributions will be invested in the QDIA.

In the absence of an investment election, your future contributions will be invested in the Plan's QDIA target fund applicable to you under the following circumstance(s):

- The Plan contains an automatic enrollment feature, and you did not make an investment election during the notice period. An hourly amount under the collective bargaining agreement as part of your compensation will be contributed to the plan.
- If the asset allocation you complete on your enrollment form does not equal 100% or you choose an investment option that is not available in the plan, some or all your contributions will be invested in the QDIA.

THE QDIA FOR YOUR PLAN IS THE VANGUARD STAR FUND.

Vanguard STAR Fund (VGSTX)—Balanced Fund of Stocks, Bonds and Short-term Investments.

The QDIA for the U.A. Local 350 Retirement Plan is **The Vanguard STAR Fund**. The Vanguard STAR Fund represents a mix of eleven actively managed Vanguard funds with varying investment movements in share value. The Fund is typically weighted with about 60% in diversified stock funds with the remainder in diversified bonds and cash. This Fund is appropriate for investors with a medium-to long-term time horizon and are seeking a pre-built asset allocation strategy. The Fund is classified as moderate with a modest degree of price volatility with an emphasis on stocks. The Fund's annual expense ratio is 0.34%.

INVESTMENT OPTIONS UNDER THE PLAN

If you prefer not to have any or all of your funds invested in the QDIA, the Plan offers other investment options. Other investment options under the Plan include:

Champlain Mid Cap Fund (CIPIX)—Value-Oriented Stocks of Small U.S. Companies.

This is an equity fund that focuses on building a portfolio of value-oriented stocks of small sized U.S. Companies. This fund is classified as very aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.95%.

Dodge and Cox Stock Fund (DOXGX)—Value-Oriented Stocks of Large U.S. Companies.

This is an equity fund that focus on building a portfolio of value-oriented stocks of large sized U.S. companies. It may invest up to 20% in non-U.S. stocks. This fund is classified as moderately aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.41%.

Vanguard 500 Index (VFIAX)--Large Blend Stock.

This is an equity fund that focuses on building a passive portfolio that replicates the holdings and performance of the Standard & Poor's 500 Index. This fund is classified as moderately aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.05%.

Vanguard STAR Fund (VGSTX)—Balanced Fund of Stocks, Bonds and Short-term Investments.

This is the QDIA. The Vanguard STAR Fund represents a mix of eleven actively managed Vanguard funds with varying investment movements in share value. The Fund is typically weighted with about 60% in diversified stock funds with the remainder in diversified bonds and cash. Appropriate for investors with a medium-to long-term time horizon and are seeking a pre-built asset allocation strategy. The Fund's annual expense ratio is 0.34%.

Morley Stable Value Fund—Diversified Portfolio of Stable Value Investment Contracts. Stable Value Fund that seeks to provide preservation of principal, a stable market value and competitive returns that track prevailing intermediate term yields. Consists of a diversified portfolio of Stable Value Investment Contracts issued by life insurance companies, banks and other financial institutions. This fund is classified as very conservative with the lowest degree of price volatility making it most appropriate for short-term investor seeking to reduce risk. The Fund's annual expense ratio is 0.57%.

Dodge and Cox International Fund (DOXFX)—Value-Oriented Non-U.S. Companies.

This equity fund focuses on building a value-oriented stocks of medium to large well-established non-U.S. companies. This fund is classified as aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.52%.

Vanguard Real Estate Index Fund (VGSLX)—Real Estate Investment Trust (REIT).

REITS invest in stocks issued by real estate investment trusts (REIT), companies that purchase office buildings, hotels, and other real property. The goal is to closely track the return of the MSCI US REIT Index, a gauge of real estate stocks. The Vanguard REIT Index Fund offers high potential for investment income and some growth. The share value raises and falls more sharply than that of funds holding bonds. Appropriate for investors with a medium

to longer-term horizon that are trying to diversify the risks of stocks and bonds in a diversified portfolio. The Fund's annual expense ratio is 0.12%.

Vanguard Total Bond Market Index Fund (VBTLX)—High Quality Investment Grade Bonds.

This is an intermediate-term passively managed bond fund that focuses on building a portfolio of high-quality investment grade bonds issued by the U.S. bond market. This fund is classified as moderately conservative with a low degree of price volatility making it most appropriate for short-term investors seeking to reduce risk. The Fund's annual expense ratio is 0.06%.

American Funds-Growth Fund of America (RGAGX)—Growth-Oriented Stock in Large U.S. Companies.

This equity fund focuses on building a portfolio of growth-oriented stocks of large sized U.S. companies. This fund is classified as moderately aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.33%.

American Beacon Small Cap Value Y (ABSYX)—Value-Oriented Stocks of Small U.S. Companies.

This is an equity fund that focuses on building a portfolio of value-oriented stocks of small sized U.S. Companies. This fund is classified as very aggressive, with a high degree of price volatility making it most appropriate for long-term investors willing to take additional risk. The Fund's annual expense ratio is 0.91%.

Dodge and Cox Income Fund (DOXIX)—Diversified Portfolio of Bonds and other Debt Securities.

This is an intermediate-term bond fund that focuses on building a portfolio of high-quality investment grade bonds issued by the U.S. bond market. This fund is classified as moderately conservative with a low degree of price volatility making it most appropriate for short-term investors seeking to reduce risk. The Fund's annual expense ratio is 0.33%.

Each month you will be given the opportunity to allocate how you wish your existing account balance to be invested as well as how you wish new employer contributions to be invested as follows:

To obtain more information about the Plan's investment options listed and described above, please contact the **Plan's Investment Consultant, Mike Fleiner of Andco, at 775-335-0552** or at the mailing address listed below:

Mike Fleiner
AndCo Investments
531 W Morse Blvd, Ste. 200
Winter Park, FL 32789

You can also contact the Trust Funds Office if you have any questions (775-826-7200).