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# Operating Engineers Local 825 Fund Service Facilities

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May 2023

### I.U.O.E. LOCAL 825 Profit Sharing Plan (referred to as the “Plan”)

### IMPORTANT NOTICE REGARDING YOUR PLAN INVESTMENT and QUALIFIED DEFAULT INVESTMENT ALTERNATIVES

### ACTION MAY BE REQUIRED

**Your future Plan contributions and your existing account balance will continue to be invested in an equity-based investment that is subject to market ups and downs unless you take action.**

### 2023 ANNUAL NOTICE

### PLEASE READ THIS NOTICE IN ITS ENTIRETY

The **Plan** allows participants to direct the investment of their Plan accounts. You are encouraged to make an investment election to ensure that contributions in the Plan are invested in accordance with your long-term investment and retirement plans. For participants who do not make an investment choice, federal rules allow the Plan Sponsor to choose an investment (known as the “default investment option”) on behalf of these participants. These federal rules are known as the Qualified Default Investment Alternatives (or “QDIA”) rules. Under these QDIA rules, the default investment option must include equity-based investments. These investments expose a participant’s account to market ups and downs. This notice includes simple steps you can take if you want to avoid having your Plan account invested in an equity-based investment.

***If you are invested in the Plan’s QDIA, as specified below, this notice applies to you.***

If you have not made an investment choice, then this notice describes the fund in which your future contributions and your existing account balance currently invested in the QDIA will continue to be invested, unless you take the action described in this notice.

### THE PLAN’S QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (QDIA)

The Plan Sponsor has designated an age-appropriate Prudential Day One Fund as the QDIA for the Plan. Generally speaking, the Day One funds provide a changing mix of equity and fixed-income assets that vary based upon your age and target retirement date. These investments are designed to increase exposure to generally more conservative investment options as you approach your target retirement date. This notice, which is required to be provided to you annually, provides information about this default investment fund. Included with this notice is a description of

this fund's underlying investment objectives, current asset allocations, and investment expense ratios. Your investment returns are reduced by various fees and expenses. The expense ratio column below shows the fees associated with your QDIA as an annual percentage. The expense ratios included in this notice reflect the expenses specific to your Plan.

<b>Year of Birth</b>	<b>Fund</b>	<b>Net Expense Ratio</b>
1947 or before	Prudential Day One Income Fund	0.30%
1948 – 1952	Prudential Day One 2015 Fund	0.30%
1953 – 1957	Prudential Day One 2020 Fund	0.30%
1958 – 1962	Prudential Day One 2025 Fund	0.30%
1963 – 1967	Prudential Day One 2030 Fund	0.30%
1968 – 1972	Prudential Day One 2035 Fund	0.31%
1973 – 1977	Prudential Day One 2040 Fund	0.31%
1978 – 1982	Prudential Day One 2045 Fund	0.31%
1983 – 1987	Prudential Day One 2050 Fund	0.31%
1988 – 1992	Prudential Day One 2055 Fund	0.31%
1993 – 1997	Prudential Day One 2060 Fund	0.31%
1998 or after	Prudential Day One 2065 Fund	0.31%

Your future contributions and your existing account balance will continue to be invested in this default investment fund unless you make a different investment choice. If you do not want to be invested in this fund, you must make a different investment choice.

## **HOW TO MAKE INVESTMENT CHOICES**

Even if your account balance is invested in the QDIA default investment, you have the continuing right to direct the investment of your account and ongoing future contributions in one or more of the other investment choices available to you under the Plan without any restrictions or incurring a financial penalty or fee for such transfer.

To make an investment choice, to affirm or change your investment choices, or to obtain more information on any Plan investment alternatives you can:

Access your account at [poweryourretirement.com](http://poweryourretirement.com)

Access your account by calling toll-free 1-877-778-2100.

More details on the description of Plan provisions, as well as information about your rights and obligations under the Plan, may be found in the Plan's Summary Plan Description – you may request a copy from your Plan Administrator. If you have any questions, please contact Empower at 1-877-778-2100.

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The information below is accurate as of April 27, 2023 and is subject to change. Visit [poweryourretirement.com](http://poweryourretirement.com) to view the most current fact sheets for these funds, which include information about the asset allocation and glidepath for each fund.

Fund Name	Year of Birth	Investment Objective	Current Asset Allocation	Net Expense Ratio
<b>Prudential Day One® Income Fund</b>	1947 or before	The fund is designed for retirees or individuals who seek current income. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 65.00% Equity - U.S. Large – 16.40% Equity - U.S. Mid/Small- 2.00% Equity - Gbl /International- 4.60% Alternative / Other- 12.00%	0.30%
<b>Prudential Day One® 2015 Fund</b>	1948-1952	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2015. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 63.00% Equity - U.S. Large- 17.70% Equity - U.S. Mid/Small- 2.10% Equity - Gbl /International - 5.20% Alternative / Other- 12.00%	0.30%
<b>Prudential Day One® 2020 Fund</b>	1953-1957	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2020. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 58.00% Equity - U.S. Large- 20.91% Equity - U.S. Mid/Small- 2.43% Equity - Gbl /International - 6.66% Alternative / Other- 12.00%	0.30%
<b>Prudential Day One® 2025 Fund</b>	1958-1962	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2025. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 52.60% Equity - U.S. Large – 24.04% Equity - U.S. Mid/Small- 3.06% Equity - Gbl /International- 8.30% Alternative / Other- 12.00%	0.30%
<b>Prudential Day One® 2030 Fund</b>	1963-1967	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2030. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic-44.20% Equity - U.S. Large -28.63% Equity - U.S. Mid/Small- 4.27% Equity - Gbl /International- 11.30% Alternative / Other- 11.60%	0.30%
<b>Prudential Day One® 2035 Fund</b>	1968-1972	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2035. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 32.60% Equity - U.S. Large – 34.15% Equity - U.S. Mid/Small- 6.45% Equity - Gbl /International- 16.20% Alternative / Other- 10.60%	0.31%
<b>Prudential Day One® 2040 Fund</b>	1973-1977	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2040. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 23.20% Equity - U.S. Large – 36.88% Equity U.S. Mid/Small – 8.86% Equity - Gbl /International- 21.06% Alternative / Other- 10.00%	0.31%
<b>Prudential Day One® 2045 Fund</b>	1978-1982	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2045. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 16.20% Equity - U.S. Large – 38.30% Equity - U.S. Mid/Small- 10.94% Equity - Gbl /International - 24.96% Alternative / Other- 9.60%	0.31%

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<b>Prudential Day One® 2050 Fund</b>	1983-1987	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2050. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic -10.40% Equity - U.S. Large -39.26% Equity - U.S. Mid/Small- 12.84% Equity - Gbl /International- 28.50% Alternative / Other- 9.00%	0.31%
<b>Prudential Day One® 2055 Fund</b>	1988-1992	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2055. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic -7.20% Equity - U.S. Large -38.93% Equity - U.S. Mid/Small- 13.61% Equity - Gbl /International- 31.26% Alternative / Other- 9.00%	0.31%
<b>Prudential Day One® 2060 Fund</b>	1993-1997	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2060. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 5.20% Equity - U.S. Large -38.58% Equity - U.S. Mid/Small- 13.88% Equity - Gbl /International- 33.34% Alternative / Other-9.00%	0.31%
<b>Prudential Day One® 2065 Fund</b>	1998 or after	The fund seeks a balance between growth and conservation of capital. It is a multi- asset class portfolio that becomes more conservatively invested over time and may be suited to investors who expect to retire around 2065. The fund is a member of the Prudential Day One Funds (the "Funds"), a series of target date funds. The investment objective of the Fund is to perform consistent with its custom blended benchmark over a full market cycle.	Fixed Inc-Domestic- 3.60% Equity - U.S. Large -38.80% Equity - U.S. Mid/Small- 13.94% Equity - Gbl /International- 34.66% Alternative / Other-9.00%	0.31%

## Product Disclosures

This document is designed to provide additional information regarding certain categories of investment options made available on Prudential Retirement's investment platform (the "Platform"). The responsible plan fiduciary for each retirement plan (the "Plan Fiduciary") is generally responsible for all investment decisions related to its plan, including the selection of investment options for inclusion in the plan's investment lineup, and the selection of the applicable share class and/or fee structure. The Plan Fiduciary is also responsible for monitoring and, if necessary, replacing the investment options on the retirement plan's investment lineup. In all cases, selection, monitoring, or termination of a particular investment option on a plan's investment lineup is the sole responsibility of the Plan Fiduciary, not Prudential Retirement.

In providing this information, Prudential Retirement is not undertaking to provide impartial investment advice or advice in a fiduciary capacity. Please review the fund fact sheets on the Participant website for more information regarding the investment options selected by the Plan Fiduciary for your plan, including the identification of the categories noted below.

In that regard, the investor is solely responsible for the decision to invest or continue to invest in a fund. To the extent PRIAC provides a fund fact sheet or other information about a fund, PRIAC assumes no responsibility for any investor's decision to invest or continue to invest in a fund. Investors must determine whether any other information is necessary in making investment decisions and investors are solely responsible for obtaining any other information required by the investor, which may not be available from PRIAC.

**Prudential Retirement may benefit from advisory and other fees paid to it or its affiliates for managing, selling, or settling of the Prudential mutual funds and other investment products or securities offered by Prudential Retirement or its affiliates. Investment vehicles sponsored or managed by a Prudential Retirement affiliate generate more revenue for the Prudential enterprise than non-proprietary investment vehicles. Prudential Retirement's sales personnel generally receive greater compensation if plan assets are invested in proprietary investment vehicles. Prudential Retirement may benefit directly from the difference between investment earnings of Prudential Retirement's stable value funds and the amount credited to deposits in those funds. Prudential Retirement may also benefit from broker-dealer or other entities' co-sponsorship of Prudential conferences.**

**Possibility of Contract Charges.** Your retirement plan may have agreed to contract charges. Any contract charges are included in the expense ratio shown in your statement and in the performance shown in your statement.<sup>1</sup> The fees and contract charges compensate Prudential Retirement for the distribution and servicing associated with your plan. Other plan investment options may generate more or less revenue for us than the fees associated with the investment option. If the aggregate revenue from your plan exceeds our associated costs, we earn a profit. Otherwise, we incur a loss. Other plans investing in an investment option may have lower fees, but these are not available to your plan in order to compensate us for distribution and plan servicing.

### I. Description of Separate Accounts made available by Prudential Retirement Insurance and Annuity Company ("PRIAC")

PRIAC offers an array of insurance company separate accounts ("Separate Accounts") offered through group variable annuity contracts. A Separate Account is an investment option offered by a life insurance company that is maintained separately from the insurer's general assets. A PRIAC Separate Account is generally offered to qualified retirement plan and certain governmental retirement plan investors. PRIAC makes most Separate Accounts available as commingled investment vehicles; however, in certain instances, PRIAC may make a Separate Account available only to a single retirement plan client. Your Plan Fiduciary may have agreed to a separate account management fee that includes amounts that may be available or used to pay the cost of the Plan's expenses.<sup>1</sup>

The following types of Separate Accounts offered by PRIAC are not part of the Manager of Manager's program, and therefore, unless otherwise noted, PRIAC does not assume any responsibility with respect to the selection, monitoring, or replacement of the investment manager:

- **ISelect Separate Accounts:** PRIAC makes available a platform of Separate Accounts managed by third-party managers. In connection with these Separate Accounts, PRIAC undertakes no responsibility to monitor the performance of the investment manager of each Separate Account and has not assumed any responsibility for the selection or termination of the particular manager.
- **Proprietary Separate Accounts:** These Separate Accounts are managed by an affiliate of PRIAC. Although PRIAC may provide periodic monitoring with respect to certain Proprietary Separate Accounts, PRIAC does not assume any responsibility with respect to the selection, monitoring, or replacement of in the investment manager.
- **Prudential Retirement Separate Account Fund-of-Fund Products:** These separate accounts are manufactured by PRIAC and comprised of multiple underlying investment options. For fund-of-fund separate accounts for which PRIAC serves as an ERISA §3(38) investment manager, PRIAC is responsible for the selection, monitoring and replacement of underlying funds.
- **A Custom Client Separate Account:** In certain instances, at the direction of the Plan Fiduciary, PRIAC will establish a plan-specific separate account. PRIAC does not assume any responsibility to provide information regarding the separate account (this is the sole responsibility of the plan). To the extent PRIAC provides a fund fact sheet or other information about this type of Separate Account, PRIAC makes no warranty as to the accuracy of such information and makes no undertaking to continue to provide such information unless PRIAC agrees to continue to provide such information in writing.

The following Separate Accounts offered by PRIAC are part of the Manager of Manager's program and therefore, PRIAC is a fiduciary as defined by ERISA §3(38), as amended, for the selection, monitoring, and if necessary, replacement of the investment manager:

- **PRIAC Manager-of-Managers Institutional Sub-Advised Separate Accounts**
- **PRIAC Manager-of-Managers Retail-Branded Sub-Advised Separate Accounts**

### II. Description of Separate Accounts made available by The Prudential Insurance Company of America, Inc. ("PICA")

PICA makes available group annuity insurance contracts such as variable annuities and separate accounts to institutional clients.

### III. Mutual Funds and Collective Investment Trusts ("CITs")

In connection with plan investments in mutual funds and CITs<sup>2</sup>, PRIAC and its affiliates (collectively "Prudential") may receive annual sub-accounting, 12b-1, revenue sharing and/or servicing fees. Such fees compensate Prudential for selling the fund's shares and servicing your retirement plan. The fund's expense ratio includes these fees. Other investment options may generate more or less revenue than the fees associated with this fund. If the aggregate revenue from your plan exceeds our associated costs, Prudential earns a profit. Otherwise, Prudential incurs a loss. Other share classes of mutual funds or collective investment trusts may have a lower expense ratio, but your plan's investment options do not include such shares to compensate Prudential for distribution and plan servicing.

## IV. Stable Value Funds

### Separate Account Products

The following Stable Value Funds are group annuity products issued by PRIAC. Contributions made to each product are deposited in a separate account established by the issuer. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by assets in the separate account and, if such assets are not sufficient, by the full faith and credit of PRIAC. PRIAC periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group annuity contract.

- Individually Managed Separate Account<sup>3</sup>
- Principal Preservation Separate Account<sup>4</sup>

Unless otherwise noted, PRIAC is compensated in connection with these Stable Value Funds when separate account investment returns exceed the interest credited on contract balances. PRIAC may earn fee revenue plus the foregoing compensation if your plan has agreed to pay contract charges, which are sometimes paid with respect to plan/participant recordkeeping and distribution services<sup>5</sup>. For some plans, PRIAC uses a portion of its aggregate compensation to satisfy the plan's request for allowances and for payments to defray plan expenses. If PRIAC's aggregate compensation from this product and from other plan investment products exceeds the costs of servicing your plan, PRIAC earns a profit; otherwise, there is a loss.

### General Account Products

The following Stable Value funds are group annuity products issued by PRIAC or PICA. Contributions made to the product are deposited into the issuer's general account. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by the full faith and credit of PRIAC. The issuer periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group annuity contract.

- Guaranteed Deposit Fund<sup>6</sup> (PRIAC)
- Guaranteed Long-Term Fund<sup>6</sup> (PRIAC)
- Guaranteed Interest Account<sup>7</sup> (PICA)
- Guaranteed Income Fund<sup>8</sup> (PRIAC)

In addition to the compensation noted for each product, unless otherwise noted, Prudential Retirement may earn fee revenue if your plan has agreed to pay contract charges, which are sometimes paid with respect to plan/participant recordkeeping and distribution services. For some plans, Prudential Retirement uses a portion of its aggregate compensation to satisfy the plan's request for allowances and for payments to defray plan expenses. If Prudential Retirement's aggregate compensation from this product and from other plan investment products exceeds the costs of servicing your plan, Prudential Retirement earns a profit; otherwise, there is a loss.

### Prudential Stable Value Fund

The Prudential Stable Value Fund is a combination of a group annuity contract issued by PICA and a portfolio of assets held in trust for the exclusive benefit of plan participants. Amounts contributed to the Prudential Stable Value Fund are deposited to the plan's designated trust account. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by the assets in the plan trust account and, if such assets are not sufficient, by the full faith and credit of PICA. The obligations of PICA are not insured by the FDIC or any other federal governmental agency. The interest rate credited on contract balances is reset pursuant to a formula contained in the group annuity contract. Past interest rates are not indicative of future rates. This product is not a mutual fund.

Prudential Retirement is compensated in connection with this product by collecting a fee which provides payment for risk, recordkeeping, and distribution services from the plan's investment in the Fund. We may also collect fees on behalf of Prudential Trust Company.<sup>9</sup> Prudential Retirement may use a portion of its aggregate compensation to satisfy the plan's request for allowances and for payments to defray plan expenses or to compensate unaffiliated third-party plan service providers. If Prudential Retirement's aggregate compensation from this product and from other plan investment products exceeds the cost of servicing your plan, Prudential Retirement earns a profit; otherwise, there is a loss.

## V. Custom Plan Investment Options (Recordkeeping Constructs)

These investment options are designed and maintained by your plan sponsor and/or the plan's investment adviser and are not investment options offered by PRIAC. Rather, PRIAC acts solely as a record keeper in providing administrative and valuation services in connection with these plan investments. Selection and management of these plan investments is the sole responsibility of your plan sponsor and/or a third party whom the plan sponsor has hired to provide investment management services.

### **For More Information**

**Para hablar con un representante de servicios al cliente en español (u otros lenguajes), por favor, llama a nuestro numero gratuito 800 entre las 8:00 a.m. y las 8:00 p.m., Hora del Este, días de trabajo.** (To speak with a Prudential Service Representative through an interpreter in Spanish (or other languages), please call our tollfree number weekdays between 8:00 a.m. and 8:00 p.m. Eastern Time.)

Mutual funds are distributed by Prudential Investment Management Services LLC. (PIMS) a registered broker-dealer. Prudential Fixed Income and Prudential Real Estate Investors are units of PGIM, Inc. Effective January 4, 2016, Prudential Investment Management ("PIM") rebranded itself as PGIM to coincide with the expansion of its businesses around the world. QMA, Jennison Associates, and PGIM are registered investment advisors. All are Prudential Financial companies and affiliates of Prudential Retirement Insurance and Annuity Company (PRIAC).

QMA is the primary business name of Quantitative Management Associates LLC.

<sup>1</sup> This fee or charge is reflected in the Total Annual Operating Expense on Part I "Variable Return Investment Comparison" of the Overview of Plan Investment Options and Fees Report.

<sup>2</sup> Revenue Sharing fees and/or asset charges that Prudential receives in connection with these mutual funds and CITs are reflected in the Total Operating Expense column of Part I of the Overview of Plan Investment Options and Fee Report. For more information regarding your Plan's investment options, please refer to the Fund Fact Sheets located on the Investment and Performance tab on the Participant website at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or by going to [www.prudential.com/planinfo](http://www.prudential.com/planinfo). Your plan ID and plan specific password is located in Section IV of the 404(a) document that is located within the Get Started Guide. Finally, you may also contact the participant call center for the fund fact sheets at 877-778-2100.

<sup>3</sup> Prudential Retirement is compensated in connection with this product by deducting an amount for investment expenses and risk from the investment experience of the separate account.

<sup>4</sup> Prudential Retirement is compensated in connection with this product when separate account investment returns exceed the interest credited on contract balances.

<sup>5</sup> The asset charge that Prudential earns for recordkeeping services is reflected in Part II "Fixed Returns and Investments" of the Overview of Plan Investment Options and Fee Report and is also available on the Participant website.

<sup>6</sup> Prudential Retirement is compensated in connection with this product by deducting an amount of investment expenses and risk from the investment experience of certain assets held in PRIAC's general account.

<sup>7</sup> Prudential Retirement is compensated in connection with this product when general account investment returns exceed the interest credited on contract balances. Other than such compensation, there are no additional charges imposed that reduce the interest rate credited. Due to the absence of additional charges, there is not an expense ratio associated with this product.

<sup>8</sup> Prudential Retirement is compensated in connection with this product when general account investment returns exceed interest credited on contract balances.

<sup>9</sup> For more specific information regarding the total amount of fees collected, please review the section entitled "Guaranteed Interest Crediting Rates" on the Stable Value Fund Fact sheet located on the Investment and Performance tab on the Participant website at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement) or by going to [www.prudential.com/planinfo](http://www.prudential.com/planinfo). Your plan ID and plan specific password is located in Section IV of the 404(a) document that is located within the Get Started Guide. Finally, you may also contact the participant call center for the fund fact sheets at 877-778-2100.