



## THE UNIVERSITY OF WASHINGTON VIP

IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION FOR PLAN ACCOUNTS ESTABLISHED WITH FIDELITY

This Participant Disclosure Notice is being provided to you because you are/will be eligible to participate or have a balance in THE UNIVERSITY OF WASHINGTON VIP (the "Plan") and have the right to direct investments.

The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with the information in this Notice.

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in THE UNIVERSITY OF WASHINGTON VIP and would like to make any changes, please access the NetBenefits® mobile app or log on to **<http://NetBenefits.com/UW>**.

**Note:** If this is your first time logging on to **<http://NetBenefits.com/UW>**, you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

## What's Inside

### SECTION 1:

Helping You Manage Your Plan Account

2

- Accessing your Plan account statement

### SECTION 2:

Certain Plan Information for You to Review

3

- Understand the right to direct investments in the Plan
- Learn about restrictions applicable under the Plan
- Review the types of Plan administrative and individual fees and expenses that may be deducted from your account

### SECTION 3:

Evaluating the Plan's Investment Options

8

- Review information about the Plan's investment options, including historical or stated rates of return, fees and expenses, and restrictions across the available investment options

## SECTION 1: Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

### Accessing Your Plan Account Statement

On the NetBenefits® mobile app or at <http://NetBenefits.com/UW> you can access your online Fidelity statement, which is continuously available. You may also obtain a paper version (free of charge) by calling **800-558-9179**.

Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.

For additional assistance and resources to help you make informed decisions, including more detailed information on the Plan's investment options, access the NetBenefits® mobile app, log on to <http://NetBenefits.com/UW> or call **800-558-9179**.

Access the NetBenefits® mobile app or visit [www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238) for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

## SECTION 2: Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. This Notice describes only your Fidelity account within the Plan.

### Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions summarized below. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, access the NetBenefits® mobile app or log on to <http://NetBenefits.com/UW> or call **800-558-9179**.

### Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options (as of the date shown on the front of this Notice), along with certain information about each of them, are listed in Section 3 of this Notice.

### Fidelity BrokerageLink®

The Plan also provides access to Fidelity BrokerageLink®, which allows you to choose from investments beyond those options offered by the Plan. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. This feature is intended for those who are comfortable managing a portfolio of expanded investment choices.

To utilize this feature, you must first open a separate brokerage account within the Plan. To open an account or if you have any questions about Fidelity BrokerageLink, please log on to <http://NetBenefits.com/UW> or call **800-558-9179**. Once you have opened an account, you may access, monitor, or change investments in BrokerageLink by contacting Fidelity.

Any Plan-imposed restrictions related to BrokerageLink will be specified in the Restrictions section of this Notice; any individual administration fees associated with BrokerageLink are reflected in the Individual Fees section of this Notice. When you access BrokerageLink, there is additional information regarding available investment choices, which you should read before making any investment decisions. Prior to initiating a trade in BrokerageLink, you should review any fees associated with your transaction; please refer to the Appendix at the end of this Notice for brokerage fees.

### Restrictions

There may be certain restrictions on how investment directions may be made in the Plan, summarized as follows:

- Investment elections for Fidelity BrokerageLink® may not exceed 95%.
- The initial exchange into BrokerageLink requires a \$2,500 minimum.
- Additional exchanges into BrokerageLink require a \$1,000 minimum.

- Exchanges into BrokerageLink are not allowed if the exchange will result in more than 95% of the total market value of your account being invested in BrokerageLink.
- Exchanges into Vanguard Federal Money Market Fund Investor Shares are not allowed.
- Exchanges out of Vanguard Federal Money Market Fund Investor Shares are not allowed.
- Investment elections for Vanguard Federal Money Market Fund Investor Shares are not allowed.

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

## Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds

## Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

### Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

### Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, the following Plan administrative fee(s) may be deducted from Plan accounts. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in some circumstances.

| Type of Plan Administrative Fee | Amount                               |
|---------------------------------|--------------------------------------|
| Recordkeeping Fee               | \$45.00 per year deducted quarterly. |
| Non-Fidelity Fee(s)             | \$4.00 per year deducted quarterly   |

The Plan Administrative fees listed in the above table are capped at \$55.00 annually per participant. Participants who have assets in both the University of Washington VIP and University of Washington Retirement Plan (UWRP) will not be charged the above Plan Administrative Fees in both plans. Participants in both plans will only incur the Plan Administrative Fee in the UWRP.

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**If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.**

### Individual Fees and Expenses

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

| Type of Individual Fee                        | Amount   |
|---|--|
| In-Service Withdrawal Fee                     | \$25.00 per transaction                            |
| Return of Excess Contribution Fee             | \$25.00 per transaction                            |
| Loan Maintenance Fee                          | \$25.00 per year per loan deducted quarterly       |
| Overnight Mailing Fee                         | \$25.00 per transaction                            |
| Qualified Domestic Relations Order (QDRO) Fee | \$200.00 per standard Fidelity web-generated order |
| Loan Setup Fee                                | \$75.00 per loan                                   |

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.

### SECTION 3:

## Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recorded as of February 10, 2025, except for performance data, which is as of December 31 2024. To help you better understand the Plan's investment options, information is available at

[www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238), including a glossary of investment terms available online at <https://www.fidelity.com/research/funds/glossary-workplace.shtml>.

### Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at

[www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238) along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

| Investment Name<br>Benchmark(s)             | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>TIER 1 - TARGET DATE FUNDS</b>           |   |        |  |                   |
| <b>Asset Class: Blended Investments</b>     |   |        |  |                   |
| <b>Vanguard Target Retirement 2020 Fund</b> | 7.75%   | 4.75%  | 5.58%                                  | 06/07/2006        |
| MSCI US Broad Mkt (G)                       | 23.81%  | 14.01% | 12.63%                                 |                   |
| Vanguard Retirement 2020 Composite Index    | 7.90%   | 5.11%  | 5.86%                                  |                   |
| <b>Vanguard Target Retirement 2025 Fund</b> | 9.44%   | 5.66%  | 6.32%                                  | 10/27/2003        |
| MSCI US Broad Mkt (G)                       | 23.81%  | 14.01% | 12.63%                                 |                   |
| Vanguard Retirement 2025 Composite Index    | 9.60%   | 6.09%  | 6.64%                                  |                   |

**Understanding investment performance:** As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated. To learn more or to obtain the most recent month-end performance, go to

[www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238).

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |

| Investment Name<br>Benchmark(s)                  | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|--|---|--------|--|-------------------|
|  | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Blended Investments (cont'd)</b> |   |        |  |                   |
| <b>Vanguard Target Retirement 2030 Fund</b>      | 10.64%  | 6.44%  | 6.92%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2030 Composite Index</i>  | 10.79%  | 6.86%  | 7.24%                                  |                   |
| <b>Vanguard Target Retirement 2035 Fund</b>      | 11.78%  | 7.20%  | 7.51%                                  | 10/27/2003        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2035 Composite Index</i>  | 11.83%  | 7.61%  | 7.82%                                  |                   |
| <b>Vanguard Target Retirement 2040 Fund</b>      | 12.88%  | 7.97%  | 8.08%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2040 Composite Index</i>  | 12.92%  | 8.36%  | 8.39%                                  |                   |
| <b>Vanguard Target Retirement 2045 Fund</b>      | 13.91%  | 8.73%  | 8.57%                                  | 10/27/2003        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2045 Composite Index</i>  | 14.02%  | 9.13%  | 8.89%                                  |                   |
| <b>Vanguard Target Retirement 2050 Fund</b>      | 14.64%  | 9.03%  | 8.72%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2050 Composite Index</i>  | 14.87%  | 9.43%  | 9.05%                                  |                   |
| <b>Vanguard Target Retirement 2055 Fund</b>      | 14.64%  | 9.02%  | 8.70%                                  | 08/18/2010        |
| <i>MSCI US Broad Mkt (G)</i>                     | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2055 Composite Index</i>  | 14.87%  | 9.43%  | 9.05%                                  |                   |

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |

| Investment Name<br><i>Benchmark(s)</i>            | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Blended Investments (cont'd)</b>  |   |        |  |                   |
| <b>Vanguard Target Retirement 2060 Fund</b>       | 14.63%  | 9.02%  | 8.70%                                  | 01/19/2012        |
| <i>MSCI US Broad Mkt (G)</i>                      | 23.81%  | 14.01% | 12.63%                                 |                   |
| <i>Vanguard Retirement 2060 Composite Index</i>   | 14.87%  | 9.43%  | 9.05%                                  |                   |
| <b>Vanguard Target Retirement Income Fund</b>     | 6.58%   | 3.58%  | 4.19%                                  | 10/27/2003        |
| <i>BBg US Agg Bond</i>                            | 1.25%   | -0.33% | 1.35%                                  |                   |
| <i>Vanguard Retirement Income Composite Index</i> | 6.75%   | 3.86%  | 4.41%                                  |                   |

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.080%                     | \$0.80      | N/A               | Yes <sup>§</sup>               | N/A                |

## TIER 2 - CORE FUNDS

| Asset Class: Stocks   |        |        |        |            |
|---|--------|--------|--------|------------|
| Large Cap Growth  |        |        |        |            |
| Harbor Capital Appreciation Fund Institutional Class        | 30.46% | 17.40% | 16.00% | 12/29/1987 |
| Russell 1000 Growth   | 33.36% | 18.96% | 16.78% |            |
| Large Cap Blend   |        |        |        |            |
| Vanguard FTSE Social Index Fund Institutional Shares        | 26.01% | 14.55% | 13.48% | 01/14/2003 |
| FTSE 4Good US Select Idx                                    | 26.14% | 14.67% | 13.59% |            |
| Vanguard Institutional Index Fund Institutional Plus Shares | 24.99% | 14.51% | 13.09% | 07/31/1990 |
| S&P 500   | 25.02% | 14.53% | 13.10% |            |

|        |        |     |                  |     |
|--------|--------|-----|------------------|-----|
|        |        |     |                  |     |
| 0.720% | \$7.20 | N/A | Yes <sup>§</sup> | N/A |
| 0.070% | \$0.70 | N/A | Yes <sup>§</sup> | N/A |
| 0.020% | \$0.20 | N/A | Yes <sup>§</sup> | N/A |



| Investment Name<br>Benchmark(s)                                   | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| Large Cap Value   |   |        |  |                   |
| <b>T. Rowe Price Large-Cap Value Fund I Class</b>                 | 11.38%  | 8.57%  | 8.56%                                  | 03/31/2000        |
| <i>Russell 1000 Value</i>   | 14.37%  | 8.68%  | 8.49%                                  |                   |
| Mid-Cap Blend   |   |        |  |                   |
| <b>Vanguard Mid-Cap Index Fund Institutional Plus Shares</b>      | 15.25%  | 9.87%  | 9.57%                                  | 05/21/1998        |
| <i>CRSP US Mid Cap Index</i>                                      | 15.25%  | 9.86%  | 9.57%                                  |                   |
| Small Cap Growth  |   |        |  |                   |
| <b>Lord Abbett Developing Growth Fund Class I</b>                 | 22.21%  | 7.53%  | 8.80%                                  | 10/10/1973        |
| <i>Russell 2000 Growth</i>  | 15.15%  | 6.86%  | 8.09%                                  |                   |
| Small Cap Blend   |   |        |  |                   |
| <b>Vanguard Small-Cap Index Fund Institutional Plus Shares</b>    | 14.25%  | 9.32%  | 9.11%                                  | 10/03/1960        |
| <i>CRSP US Sm Cap Index</i>                                       | 14.22%  | 9.26%  | 9.06%                                  |                   |
| Small Cap Value   |   |        |  |                   |
| <b>DFA U.S. Targeted Value Portfolio Institutional Class</b>      | 9.33%   | 12.37% | 9.16%                                  | 02/23/2000        |
| <i>Russell 2000 Value</i>   | 8.05%   | 7.29%  | 7.14%                                  |                   |
| Foreign   |   |        |  |                   |
| <b>American Funds EuroPacific Growth Fund® Class R-6</b>          | 5.04%   | 3.95%  | 5.66%                                  | 04/16/1984        |
| <i>MSCI AC Wld ex US (N)</i>                                      | 5.53%   | 4.10%  | 4.80%                                  |                   |
| <b>Vanguard Developed Markets Index Fund Institutional Shares</b> | 3.00%   | 4.77%  | 5.49%                                  | 08/17/1999        |
| <i>FTSE All Cp Dv x US N RIC</i>                                  | 3.36%   | 4.79%  | 5.35%                                  |                   |

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.570%                     | \$5.70      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.030%                     | \$0.30      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.690%                     | \$6.90      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.030%                     | \$0.30      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.300%                     | \$3.00      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.470%                     | \$4.70      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.030%                     | \$0.30      | N/A               | Yes <sup>§</sup>               | N/A                |

| Investment Name<br>Benchmark(s)                                       | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| Diversfd Emerging Mkts  |   |        |  |                   |
| DFA Emerging Markets Value<br>Portfolio Institutional Class           | 6.17%   | 4.98%  | 4.83%                                  | 04/01/1998        |
| MSCI EM Value NR USD  | 4.51%   | 1.96%  | 2.81%                                  |                   |
| Vanguard Emerging Markets<br>Stock Index Fund Institutional<br>Shares | 11.00%  | 3.02%  | 4.03%                                  | 05/04/1994        |
| FTEM All Cap China A Incl   | 11.58%  | 3.35%  | --                                     |                   |
| Specialty   |   |        |  |                   |
| Cohen & Steers Institutional<br>Realty Shares                         | 6.24%   | 4.58%  | 6.70%                                  | 02/14/2000        |
| FTSE NAREIT All Eq REITS  | 4.92%   | 3.29%  | 5.83%                                  |                   |
| Asset Class: Bonds  |   |        |  |                   |
| Intermediate-Term   |   |        |  |                   |
| PIMCO Real Return Fund<br>Institutional Class                         | 2.59%   | 2.13%  | 2.29%                                  | 01/29/1997        |
| BBg US Agg Bond   | 1.25%   | -0.33% | 1.35%                                  |                   |
| PIMCO Total Return Fund<br>Institutional Class                        | 2.61%   | 0.23%  | 1.73%                                  | 05/11/1987        |
| BBg US Agg Bond   | 1.25%   | -0.33% | 1.35%                                  |                   |
| Vanguard Total Bond Market<br>Index Fund Institutional Plus<br>Shares | 1.26%   | -0.30% | 1.35%                                  | 12/11/1986        |
| BBg Agg Float Adj   | 1.33%   | -0.27% | 1.39%                                  |                   |
| Short-Term  |   |        |  |                   |
| Vanguard Short-Term Bond Index<br>Fund Institutional Shares           | 3.75%   | 1.27%  | 1.62%                                  | 03/01/1994        |
| BBg Gv/Cr FltAdj 1-5  | 3.76%   | 1.29%  | 1.66%                                  |                   |

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.540%                     | \$5.40      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.090%                     | \$0.90      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.760%                     | \$7.60      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.500%                     | \$5.00      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.510%                     | \$5.10      | N/A               | Yes <sup>§</sup>               | N/A                |
| 0.020%                     | \$0.20      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.040%                     | \$0.40      | N/A               | N/A                            | N/A                |

| Investment Name<br>Benchmark(s)  | Average Annual Total Return<br>as of December 31 2024 |        |  |                   |
|--|---|--------|--|-------------------|
|  | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| World  |   |        |  |                   |
| <b>PIMCO International Bond Fund (Unhedged) Institutional Class</b>      | -1.65%  | -2.26% | -0.14%                                 | 04/30/2004        |
| <i>BBg GA xUS</i>  | -4.22%  | -3.37% | -0.90%                                 |                   |
| <b>Asset Class: Short-Term</b>   |   |        |  |                   |
| <b>Vanguard Cash Reserves Federal Money Market Fund Admiral Shares £</b> | 5.24%   | 2.48%  | 1.84%                                  | 10/03/1989        |
| 7-Day Yield % as of 12/31/2024: 4.42                                     |   |        |  |                   |
| <i>FTSE 3-Mo Treasury Bill</i>   | 5.45%   | 2.54%  | 1.79%                                  |                   |

N/A = Not Applicable/None

-- = Not Available

^ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

#### Investment Restrictions

‡ Closed to new investments, including contributions and exchanges.

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

#### Additional Investment Information

\* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

The current yield reflects the current earnings of the fund, while the total return refers to a specific past holding period. The 7-Day Yield is the average income return over the previous seven days,

| Fees and Expenses          |             |                   | Excessive Trading Restrictions | Other Restrictions |
|----------------------------|-------------|-------------------|--------------------------------|--------------------|
| Annual Gross Expense Ratio |             | Shareholder Fees^ |                                |                    |
| As a %                     | Per \$1,000 |                   |                                |                    |
|                            |             |                   |                                |                    |
| 0.770%                     | \$7.70      | N/A               | Yes <sup>§</sup>               | N/A                |
|                            |             |                   |                                |                    |
| 0.100%                     | \$1.00      | N/A               | N/A                            | N/A                |
|                            |             |                   |                                |                    |

assuming the rate stays the same for one year. It is the Fund's total income net of expenses, divided by the total number of outstanding shares and includes any applicable waiver or reimbursement.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

#### Expense Ratio

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

[www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238).

#### Investment Risk

Additional information regarding an investment option's risks, as well as its strategy and objectives, including a prospectus or fact sheet if available, can be obtained at

[www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238). Please consider all investment information prior to directing your Plan account.

*Foreign investments, especially those in emerging markets, involve greater risk and may offer greater potential returns than U.S. investments. This risk includes political and economic uncertainties of foreign countries, as well as the risk of currency fluctuation.*

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Because of their narrow focus, sector funds may be more volatile than funds that diversify across many sectors.

Changes in real estate values or economic downturns can have a significant negative effect on issuers in the real estate industry.

Investments in smaller companies may involve greater risk than those in larger, more well known companies.

In general the bond market is volatile and bonds entail interest rate risk (as interest rates rise bond prices usually fall and vice versa). This effect is usually pronounced for longer-term securities. Bonds also entail the risk of issuer default, issuer credit risk and inflation risk.

£ Non-Fidelity Government Mutual Fund Money Market: ***You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.***

Investments in mid-sized companies may involve greater risk than those of larger, more well known companies, but may be less volatile than investments in smaller companies.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

## Fixed Return Investments

The following chart lists the Plan's investment options that have a fixed or stated rate of return.

| Investment Name                | Fixed Rate | Term   | Rate Subject to Adjustment? | Minimum Guaranteed Rate |
|--------------------------------|------------|--|-----------------------------|-------------------------|
| <b>Asset Class: Bonds</b>      |            |  |                             |                         |
| <b>Principal Fixed Account</b> | 3.35%      | Start Date:<br>01/01/2025<br><br>End Date:<br>12/31/2025 | No                          | 2.75%                   |

N/A = Not Applicable/None

-- = Not Available

<sup>^</sup> Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

### Investment Restrictions

## You are not permitted to make a direct exchange from Principal Fixed Account into the following fund(s), which are considered "competing fund(s)":

- Vanguard Cash Reserves Federal Money Market Fund Admiral Shares
- Vanguard Federal Money Market Fund Investor Shares
- Vanguard Short-Term Bond Index Fund Institutional Shares

Before exchanging from Principal Fixed Account into the competing fund(s), you must first exchange to a non-competing fund for 90 days. These requirements are typically imposed by issuers such as insurance companies, banks, or other approved financial institutions as a condition for issuing investment contracts to retirement plans.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

### Investment Risk

A fixed return annuity contract is an annuity contract issued by an insurance company. It is not a mutual fund. The amount invested in the contract is guaranteed by the issuing insurance company. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability and are solely its responsibility. Information about the fixed return annuity contract was furnished by the issuing insurance company, which is not affiliated with any Fidelity Investments company.

| Fees <sup>^</sup>            | Restrictions/Other |
|------------------------------|--------------------|
| N/A                          | ##                 |
| Surrender Charge Limit: 20%  |                    |
| Surrender Charge Penalty: 4% |                    |

## Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

Vanguard Institutional Index Fund Institutional Plus Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 07/07/1997. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/31/1990, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Mid-Cap Index Fund Institutional Plus Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 12/15/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/21/1998, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Lord Abbett Developing Growth Fund Class I : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 12/30/1997. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/10/1973, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Small-Cap Index Fund Institutional Plus Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 12/17/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/03/1960, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

American Funds EuroPacific Growth Fund® Class R-6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/01/2009. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/16/1984, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Developed Markets Index Fund Institutional Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 01/04/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 08/17/1999, adjusted to reflect the fees and expenses of this

share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Emerging Markets Stock Index Fund Institutional Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/22/2000. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/04/1994, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Total Bond Market Index Fund Institutional Plus Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/05/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 12/11/1986, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Short-Term Bond Index Fund Institutional Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 09/27/2011. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 03/01/1994, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Principal Fixed Account : This investment option is not a mutual fund.

**Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

### Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at [www.netbenefits.com/planfunds/87238](http://www.netbenefits.com/planfunds/87238).

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## Appendix

### Fidelity BrokerageLink® Fees

Below are certain fees that may be deducted from your Plan's Fidelity BrokerageLink® account in connection with various trades. More detailed fee information is available in the *Fidelity BrokerageLink Commission Schedule*, which can be obtained, along with additional BrokerageLink and Plan information, on your Plan's website or by calling the Plan's toll-free number. Your Plan may limit the trades and the available investments within BrokerageLink. Before directing transactions within BrokerageLink, remember to

| <b>Mutual Fund Transactions</b>   |
|---|
| <b>Fidelity and Non-Fidelity No-Transaction Fee FundsNetwork® Funds</b> |
| Purchases   |
| Short-Term Trading Fee for Shares Held Less Than 60 Days <sup>1</sup>   |
| <b>FundsNetwork® Transaction-Fee Funds</b>                              |
| Purchases   |
| <b>FundsNetwork® Load Funds</b>   |
| Purchases   |

<sup>1</sup>Certain FundsNetwork® funds may be subject to a separate and additional redemption fee imposed by the particular fund. Please check the fund's prospectus for details.

review the prospectus or other offering document of that investment, and consider the charges associated with that transaction. If any fees are deducted as a result of a BrokerageLink transaction, they will be reflected on your transaction confirmation and/or the BrokerageLink statement. Note that if you have granted trading authority to a Fidelity-approved advisor, the advisor's fee schedule will apply and fees may differ from those listed below; please refer to the advisor's fee schedule for more information.

| <b>Fee (up to amount listed)</b>  |
|---|
| <b>\$0</b> (standard load applies)  |
| <b>\$49.95</b> flat fee if executed online<br><b>\$187.50</b> max. via Fidelity Automated Service Telephone (FAST®)<br><b>\$250</b> max. if representative-assisted   |
| <b>\$49.95</b> or <b>\$100</b> per purchase if executed online<br>To identify any applicable transaction fees associated with the purchase of a given fund, please refer to the "Fees and Distributions" tab on the individual fund page on Fidelity.com.<br><b>\$187.50</b> max. via FAST®<br><b>\$250</b> max. if representative-assisted |
| standard load applies   |

