

The ELECTRIC & GAS INDUSTRIES ASSOC. 401(K) PLAN

Join the plan



Because you deserve to retire on your own terms



Saving for retirement is about giving yourself choices.

You're putting yourself in the best position to influence what your retirement will look like.

The good news is that your employer has chosen a plan that can help make your vision a reality.

Enroll now

<https://secure.ascensus.com/login/participant>



Important information to get started

Enrolling is easy. To set up your account, go to your website listed above and enter this default, first-time login information:

- User ID: Your Social Security Number in 999009999 format (no dashes or spaces)
- Password: Your 8-digit birthday in MMDDYYYY format (e. g. 06041982 for June 4, 1982)

You will then be guided through setting up your new User ID and password to keep your online account secure, as well as the brief enrollment process.

Join the plan

Planning made easy

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Ascensus helps millions of people save for a better future. Our technology, market insights, and business knowledge enhance the growth and success of our partners, their clients, and savers.

Ascensus, LLC provides administrative and recordkeeping services. It is not a broker-dealer or an investment advisor and does not provide tax, legal, or accounting services.

Last Modification Date: September 30, 2025 16:07:30

Why save now?

Saving for retirement is a worthwhile and achievable goal. The key is to take ownership of your savings by understanding how much you may need and making a plan.

80%

is roughly the amount of your annual pre-retirement income that many experts estimate you'll need for each year of retirement.¹

¹How much money do you need to retire? Fortune Recommends. November 2022.

²Source for eggs per dozen, gas per gallon, coffee per pound: Bureau of Labor Statistics; Source for movie ticket: National Association of Theatre Owners.

³HealthView Services, 2022 Retirement Healthcare Costs Data Report, March 2022.

Prepare today for the costs ahead.

While certain expenses may decrease, others may increase. Here are a few points to consider when thinking about your savings plan.

Living expenses are on the rise.²

Look at how prices for everyday items have increased in the last 20 years.

2003 to 2023

\$1.26
\$2.07



\$1.73
\$3.99



\$6.03
\$10.53



\$2.92
\$6.08



Healthcare may be your new mortgage payment.³

While you may have your home paid off by retirement, healthcare expenses could likely take its place.



Time makes all the difference.

If you can boost your savings now, you'll give your money more time to grow. Consider the scenario below.

Who do you think comes out ahead?

- Sam starts saving early and keeps saving until retirement.
- Sherry starts saving early, but only saves for 16 years before stopping.
- Sally starts saving later, but saves double what Sam and Sherry save per year.

Projected monthly income in retirement [to age 90]



The results:

- Sam saves the most with more than **\$1,000** additional income per month in retirement.
- Sherry and Sally are neck-and-neck, although Sally contributed much more money to the account.

Put time on your side.

The illustrations above assume a retirement age of 65 and that the individual receives the monthly retirement payment shown until age 90. The amount saved until retirement assumes an annual investment return of 6%. The monthly payment amount in retirement assumes an annual investment return of 5%. The investment performance shown does not represent the return of any particular investment and does not guarantee any future rate of return.

The income in retirement does not reflect any taxes or penalties that may be due upon distribution. Withdrawals from a tax-deferred account before age 59½ are subject to a 10% federal penalty tax unless an exception applies.

Why use your plan?

Your plan offers important savings benefits to help you meet your goals.

Don't leave money on the table.

Your employer wants to see you succeed in retirement and is willing to help you along the way.

Profit sharing

Your plan includes a profit sharing feature, which means ELECTRIC & GAS INDUSTRIES ASSOCIATION may make periodic contributions into your account on your behalf.

Convenience

A portion of your salary—as determined by you—will be deposited into your retirement account directly from your paycheck.

Ownership

The money you contribute to your account and any earnings on that money belong to you. You can take it with you throughout your career and every phase of life to use in retirement.

Tax advantages

Your money is invested before taxes and you won't need to pay taxes on it until it's withdrawn. This reduces your taxable income each year and may allow your savings to grow faster over time.

One spot for all your retirement savings

If you have a retirement account from a previous employer, you can roll it into your ELECTRIC & GAS INDUSTRIES ASSOCIATION account. To get started, use the rollover form on page 24.

Your Financial Wellness Benefit

Financial Wellness
Powered by



Your employer offers you a holistic financial wellness program, created by Financial Finesse, through your retirement plan with Ascensus. This wellness benefit provides unbiased and personalized guidance to help you pursue financial security—with access to a multi-media library of educational resources to help you address a wide variety of financial topics.

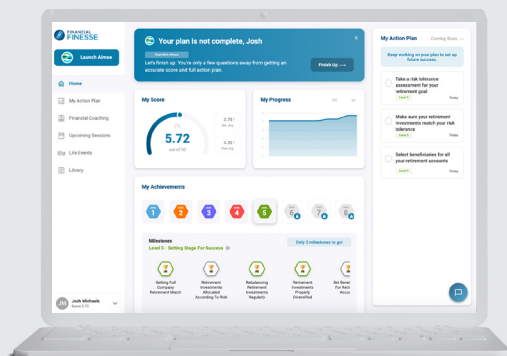
Financial Wellness can help you:

- Design, manage, and stick to a budget
- Get on track for retirement
- Improve your credit score
- Save for college
- Choose investments that are right for you
- Protect yourself financially from the unexpected
- Decide on a medical plan
- Reduce credit card debt

Meet Aimee™, your virtual financial coach

Click **Visit Financial Finesse** to access the Financial Wellness Hub and launch Aimee. Simply answer a few questions about your current financial situation to get completely confidential and unbiased guidance from Aimee, including a tailored, ongoing action plan to improve your financial security and meet your goals.

No matter where you start, Aimee offers resources and motivation to move you forward.



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How much is enough?

While the type of retirement you envision will determine how much you'll need, there are some general guidelines that can help position you for the future.

Get into the savings habit.

- Consider saving at least 10% to 15% of your pay (including any contributions your employer might make).¹
- If you're saving below this amount, continue saving as much as possible and plan to make increases each year. Every bit toward retirement counts and can make a big difference.

Create opportunities to save



Pack a lunch.²
Monthly savings = \$120



**Drop cable for
online streaming.**³
Monthly savings = \$50



Carpool to work.⁴
Monthly savings = \$60



Be a discount shopper.⁵
Monthly savings = \$40

Make saving a priority.

Life gets busy. Priorities change. Things happen. Still it's important to stay focused on retirement. Whether you're faced with financing a car, saving for a vacation, buying a home, or funding a college education, it shouldn't mean putting retirement savings on the back burner. Unlike other expenses, retirement can't be financed with a loan and you don't always have the option of putting it off. You'll be glad the money is there when you need it.

¹Lynnette Khalfani-Cox. "Should You Save for Retirement Rather Than Fund Kids' College?". AARP. October 2023.

²Based on purchasing lunch 20 times a month at \$10.00 per meal versus packing a \$4.00 lunch.

³Based on paying \$50 a month for internet and \$30 a month for Sling TV versus \$130 a month for internet and cable: <https://cordcutting.com/cord-cutting-calculator>

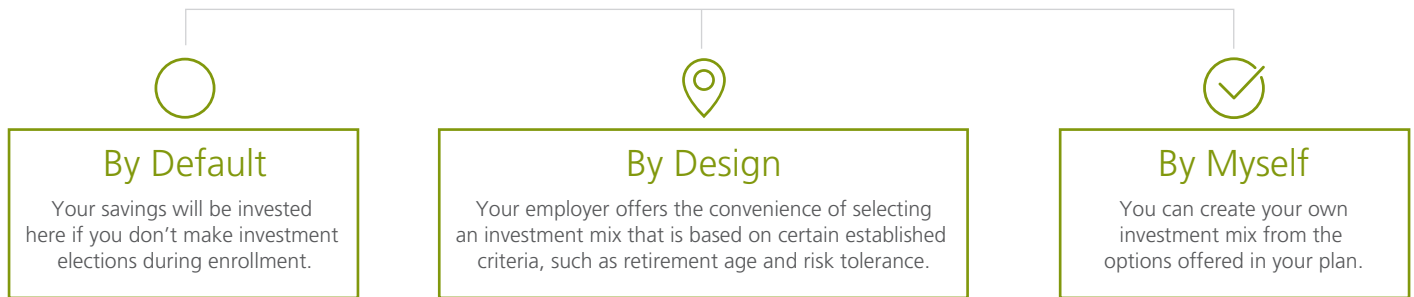
⁴Assumes a commute of 15 miles (each way), 5 days a week, in a vehicle getting 25.4 mpg, and an average gas price of \$5.06
Source for average vehicle mpg: Environmental Protection Agency, EPA Highlights of CO2 and Fuel Economy Trends (preliminary number for 2020 model year). Source for average gas price: Bureau of Labor Statistics, accessed August 2022.

⁵Based on using a 20% coupon for a purchase of \$200 or greater once per month.

What ways can you invest?

You should feel comfortable making investment selections. Understanding the investments available to you can help you find a suitable approach to keep your savings strategy on target.

Here are the different ways you can invest your money.



○ By Default

Federated Hermes Capital Preservation Fund R6

This is where your savings will be invested if you do not make any investment elections when you join the plan.

📍 By Design

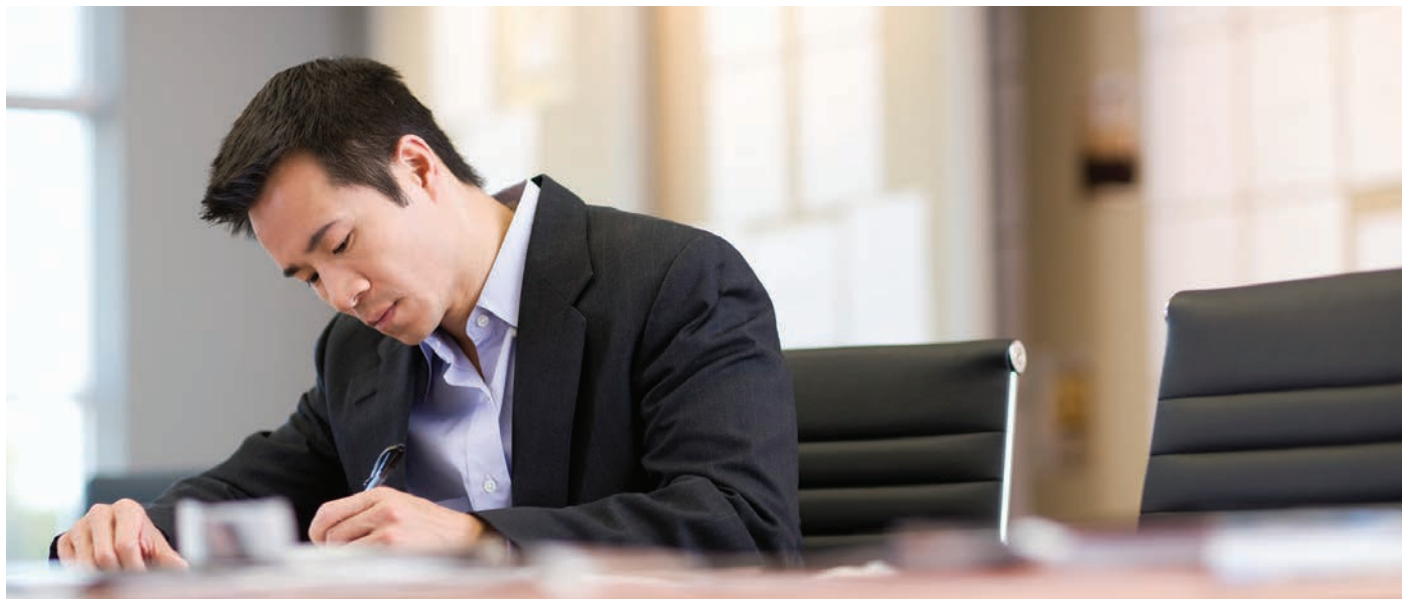
Target risk allocation model portfolios

You can narrow your options based on your tolerance for risk. You can choose one of these pre-selected investment mixes, as created and maintained by your plan's fiduciaries, based on how much risk you're willing to take. Information on each model's performance and fund makeup is available on your plan's retirement website.

- CONSERVATIVE MODEL
- CONSERVATIVE TO MODERATE MODEL
- MODERATE MODEL
- MODERATE TO AGGRESSIVE MODEL
- AGGRESSIVE MODEL

✓ By Myself

Your plan allows you to choose investments from a lineup. Information on each investment's performance is available on your plan's retirement website or in the **Investment options** section of this guide.



Investment options

As of June 30, 2025

	Name/Type of investment	Annual net expense ratio	3-Month Total	1-Year Total	3-Year Annual	5-Year Annual	10-Year Annual	Since Inception	Inception Date
E	Equity								
	AB Large Cap Growth Fund Class Z	0.51%	17.22%	12.57%	21.87%	15.14%	15.78%	15.78%	06/30/2015
	American Funds EUPAC Fund Class R-6	0.47%	13.22%	13.86%	13.48%	8.17%	6.52%	8.40%	05/01/2009
	American Funds New World Fund® Class R-6	0.57%	13.68%	15.53%	13.74%	8.82%	7.83%	8.97%	05/01/2009
	ClearBridge Small Cap Growth Fund Class IS	0.78%	11.52%	9.53%	7.17%	4.96%	8.36%	9.66%	08/04/2008
	Columbia Dividend Income Fund Institutional 3 Class	0.54%	3.88%	13.79%	13.55%	14.03%	11.74%	12.58%	11/08/2012
	Columbia Small Cap Index Fund Institutional 3 Class	0.20%	4.90%	4.42%	7.46%	11.42%	N/A	6.83%	03/01/2017
	Eaton Vance Atlanta Capital SMID-Cap Fund Class R6	0.81%	3.39%	5.41%	11.56%	12.32%	10.97%	11.19%	07/01/2014
	Goldman Sachs GQG Partners International Opportunities Fund Institutional Shares	0.77%	7.04%	5.00%	14.77%	11.17%	N/A	12.31%	12/15/2016
	iShares Russell Mid-Cap Index Fund Class K	0.04%	8.48%	15.13%	14.31%	13.10%	9.91%	9.63%	05/13/2015
	iShares S&P 500 Index Fund Class K	0.03%	10.95%	15.12%	19.66%	16.59%	13.61%	10.51%	07/30/1993
	Janus Henderson Small Cap Value Fund Class N	0.99%	1.88%	-0.92%	8.13%	9.55%	6.00%	8.14%	05/31/2012
	JPMorgan Equity Income Fund Class R6	0.45%	3.44%	13.74%	10.73%	13.42%	10.16%	11.53%	01/31/2012
	JPMorgan Large Cap Growth Fund Class R6	0.44%	15.53%	15.01%	25.36%	17.35%	17.84%	17.04%	11/30/2010
	MFS Mid Cap Value Fund Class R6	0.62%	3.29%	8.15%	11.55%	14.36%	8.95%	10.40%	02/01/2013
	Oakmark International Fund Class Institutional	0.81%	12.71%	21.28%	13.25%	11.81%	N/A	6.58%	11/30/2016
B	Bond								
	Victory Pioneer Bond Fund Class R6	0.36%	1.71%	7.98%	3.56%	1.26%	2.67%	2.74%	12/20/2012
	Western Asset Core Plus Bond Fund Class IS	0.42%	1.65%	5.92%	2.36%	-1.45%	1.96%	4.27%	08/04/2008
C	Money market/Stable value								
	Federated Hermes Capital Preservation Fund R6	0.39%	0.79%	3.12%	3.04%	2.44%	2.01%	1.81%	08/03/2012
O	Other								
	American Funds New Perspective Fund® Class R-6	0.41%	14.68%	18.08%	18.88%	13.84%	12.17%	13.30%	05/01/2009

Your plan offers model portfolios. More information on these models is available in the What ways can you invest? section of this guide and on your plan's retirement website.

Note: Fund fact sheets and prospectuses with more investment information are available online.

Fund Disclosures

The performance data shown represent past performances, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so investors' shares, when sold, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data cited. For performance data current to the most recent month-end, visit <https://secure.ascensus.com/login/participant> (See the first page of this guide for login instructions.). Figures for periods of less than one year are cumulative returns. All other figures represent annualized

returns. Performance data shown does not reflect the deduction of sales loads or fees, where applicable, and, if reflected, the load or fee would reduce the performance quoted.

A Note About Risk:

Whenever you invest, there's a chance you could lose the money. Investments that employ a "fund of funds" strategy and invest assets in other mutual funds are subject to the risks associated with those underlying funds. Diversification does not ensure a profit or protect against a loss.

An investment in a stable value fund is neither insured nor guaranteed by the U.S. government. A stable value fund is an investment option that is available only to participants in defined contribution plans. There is no assurance that the fund will be able to maintain a stable net asset value and it is possible to lose money by investing in the fund. Investment objectives, risks, charges, expenses, and other important information should be considered carefully before investing.

The Morningstar benchmarks listed above are provided solely for informational purposes and are not the benchmarks that the funds listed seek to track. The performance of the Morningstar benchmarks is not an exact representation of any particular investment, as you cannot invest directly in a benchmark. For more information about each fund's benchmark, please see the fund's prospectus.

Small- and mid-cap funds are made up of the stocks of small- and medium-sized companies. These companies have fewer financial resources than larger companies. Because of that, their stock prices can be more affected by swings in the economy.

Non-U.S. stocks or bonds have risks tied to the political and economic stability of their country or region. And if the value of the foreign currency falls, the value of the stocks or bonds would also fall.

Stocks of companies in emerging markets are generally more risky than stocks of companies in developed countries.

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Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of June 30, 2025

AB Large Cap Growth Fund Class Z

Ticker: APGZX
Expense Ratio: 0.51%

Fund Description: The investment seeks long-term growth of capital. The fund invests primarily in equity securities of a limited number of large, carefully selected, high-quality US companies. It invests primarily in the domestic equity securities of companies selected by the fund's Adviser for their growth potential within various market sectors. The fund emphasizes investments in large, seasoned companies. Under normal circumstances, the fund will invest at least 80% of its net assets in common stocks of large-capitalization companies. It may, at times, invest in shares of exchange-traded funds in lieu of making direct investments in securities.

American Funds EUPAC Fund Class R-6

Ticker: RERGX
Expense Ratio: 0.47%

Fund Description: The investment seeks long-term growth of capital. The fund invests primarily in common stocks in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Growth stocks are stocks that the investment adviser believes have the potential for above-average capital appreciation. It normally will invest at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets.

American Funds New World Fund® Class R-6

Ticker: RNWGX
Expense Ratio: 0.57%

Fund Description: The investment seeks long-term capital appreciation. The fund invests primarily in common stocks of companies with significant exposure to countries with developing economies and/or markets. Under normal market conditions, the fund invests at least 35% of its assets in equity and debt securities of issuers primarily based in qualified countries that have developing economies and/or markets.

ClearBridge Small Cap Growth Fund Class IS

Ticker: LMOIX
Expense Ratio: 0.78%

Fund Description: The investment seeks long-term growth of capital. The fund normally invests at least 80% of its assets in equity securities of companies with small market capitalizations and related investments. The portfolio managers use a growth-oriented investment style that emphasizes small US companies.

Columbia Dividend Income Fund Institutional 3 Class

Ticker: CDDYX
Expense Ratio: 0.54%

Fund Description: The investment seeks total return, consisting of current income and capital appreciation. The fund invests at least 80% of its net assets (including the amount of any borrowings for investment purposes) in a diversified portfolio of income-producing (dividend-paying) equity securities, which will consist primarily of common stocks but also may include preferred stocks and convertible securities. It invests principally in securities of companies believed to be undervalued but also may invest in securities of companies believed to have the potential for long-term growth. The fund may invest in companies that have market capitalizations of any size.

Columbia Small Cap Index Fund Institutional 3 Class

Ticker: CSPYX
Expense Ratio: 0.20%

Fund Description: The investment seeks total return before fees and expenses that corresponds to the total return of the Standard & Poor's (S&P) SmallCap 600® Index. Under normal circumstances, the fund invests at least 80% of its net assets (including the amount of any borrowings for investment purposes) in common stocks that comprise the S&P SmallCap 600 Index. The Investment Manager attempts to achieve at least a 95% correlation between the performance of the index and the fund's investment results, before fees and expenses. The fund may invest in derivatives, such as futures (including equity index futures), for cash equitization purposes.

Eaton Vance Atlanta Capital SMID-Cap Fund Class R6

Ticker: ERASX
Expense Ratio: 0.81%

Fund Description: The investment seeks long-term capital growth. Under normal circumstances, the fund invests at least 80% of its net assets (plus any borrowings for investment purposes) in small- to mid-cap stocks (the "80% Policy"). The portfolio managers generally consider small- to mid-cap companies to be those companies having market capitalizations within the range of companies comprising the Russell 2500™ Index.

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As of June 30, 2025

Goldman Sachs GQG Partners International Opportunities Fund Institutional Shares

Ticker: GSIMX
Expense Ratio: 0.77%

Fund Description: The investment seeks long-term capital appreciation. The fund seeks to achieve its investment objective by investing primarily in equity investments in non-US issuers. It may invest without limitation in securities or obtain exposure to securities that are denominated in currencies other than the US dollar. The fund may also invest in fixed income securities, such as government, corporate and bank debt obligations and may engage in other techniques consistent with its overall investment objective.

iShares Russell Mid-Cap Index Fund Class K

Ticker: BRMKX
Expense Ratio: 0.04%

Fund Description: The investment seeks to track the investment results of the Russell Midcap® Index (the "underlying index"), which measures the performance of the mid-capitalization sector of the US equity market. The fund generally invests at least 90% of its assets, plus the amount of any borrowing for investment purposes, in securities of the underlying index. The underlying index is a float-adjusted, capitalization-weighted index of equity securities issued by approximately 800 of the smallest issuers in the Russell 1000® Index.

iShares S&P 500 Index Fund Class K

Ticker: WFSPX
Expense Ratio: 0.03%

Fund Description: The investment seeks to provide investment results that correspond to the total return performance of publicly-traded common stocks in the aggregate, as represented by the Standard & Poor's 500® Index. The fund is a "feeder" fund that invests all of its assets in the Master Portfolio of MIP, which has the same investment objective and strategies as the fund. At least 90% of the value of the fund's assets is invested in securities comprising the S&P 500 Index. The percentage of the fund's assets invested in a given stock is approximately the same as the percentage such stock represents in the S&P 500 Index.

Janus Henderson Small Cap Value Fund Class N

Ticker: JDSNX
Expense Ratio: 0.99%

Fund Description: The investment seeks capital appreciation. The fund pursues its investment objective by investing primarily in the common stocks of small companies whose stock prices are believed to be undervalued by the fund's portfolio managers. It invests, under normal circumstances, at least 80% of its net assets (plus any borrowings for investment purposes) in equity securities of small companies whose market capitalization, at the time of initial purchase, is less than the 12-month average of the maximum market capitalization for companies included in the Russell 2000® Value Index. The fund may invest up to 20% of its net assets in cash or similar investments.

JPMorgan Equity Income Fund Class R6

Ticker: OIEJX
Expense Ratio: 0.45%

Fund Description: The investment seeks capital appreciation and current income. Under normal circumstances, at least 80% of the fund's assets will be invested in the equity securities of corporations that regularly pay dividends, including common stocks and debt securities and preferred securities convertible to common stock. Although the fund invests primarily in securities of large cap companies, it may invest in equity investments of companies across all market capitalizations.

JPMorgan Large Cap Growth Fund Class R6

Ticker: JLGPMX
Expense Ratio: 0.44%

Fund Description: The investment seeks long-term capital appreciation. Under normal circumstances, at least 80% of the fund's assets will be invested in the equity securities of large, well-established companies. "Assets" means net assets, plus the amount of borrowings for investment purposes. Large, well-established companies are companies with market capitalizations equal to those within the universe of the Russell 1000® Growth Index at the time of purchase. The fund is non-diversified.

MFS Mid Cap Value Fund Class R6

Ticker: MVCKX
Expense Ratio: 0.62%

Fund Description: The investment seeks capital appreciation. The fund normally invests at least 80% of the fund's net assets in issuers with medium market capitalizations. The adviser generally defines medium market capitalization issuers as issuers with market capitalizations similar to those of issuers included in the Russell Midcap® Value Index over the last 13 months at the time of purchase. It normally invests the fund's assets primarily in equity securities.

Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of June 30, 2025

Oakmark International Fund Class Institutional

Ticker: OANIX
Expense Ratio: 0.81%

Fund Description: The investment seeks long-term capital appreciation. The fund invests primarily in a diversified portfolio of common stocks of non-US companies. It may invest in non-US markets throughout the world, including emerging markets. Ordinarily, the fund will invest in the securities of at least five countries outside of the US. There are no geographic limits on the fund's non-US investments. The fund may invest in securities of large-, mid-, and small-capitalization companies.

Victory Pioneer Bond Fund Class R6

Ticker: PBFKX
Expense Ratio: 0.36%

Fund Description: The investment seeks current income and total return. Normally, the fund invests at least 80% of its net assets in debt securities issued or guaranteed by the US government, its agencies and instrumentalities, investment grade debt securities (including convertible debt) of corporate or other issuers and cash, cash equivalents and other short-term holdings. The fund may invest a substantial portion of its assets in mortgage-related securities, including commercial mortgage-backed securities, collateralized mortgage obligations, credit risk transfer securities, and "sub-prime" mortgages, and asset-backed securities.

Western Asset Core Plus Bond Fund Class IS

Ticker: WAPSX
Expense Ratio: 0.42%

Fund Description: The investment seeks to maximize total return, consistent with prudent investment management and liquidity needs. The fund invests in a portfolio of fixed income securities of various maturities and, under normal market conditions, will invest at least 80% of its net assets in debt and fixed income securities. Although the fund may invest in securities of any maturity, it will normally maintain a dollar-weighted average effective duration within 30% of the average duration of the domestic bond market as a whole as estimated by the fund's subadvisers. The fund may invest up to 20% of its total assets in non-US dollar denominated securities.

Federated Hermes Capital Preservation Fund R6

Ticker: N/A
Expense Ratio: 0.39%

Fund Description: Federated Capital Preservation Fund is a collective investment fund that seeks to maintain a stable value of \$10.00 per Unit. The fund cannot guarantee that the value of its Units will always remain at \$10.00. The fund's investment objective is stability of principal and high current income, which is pursued by investing primarily in guaranteed investment contracts (GICs), money market products and other stable value products that can be carried at contract value.

American Funds New Perspective Fund® Class R-6

Ticker: RNPGX
Expense Ratio: 0.41%

Fund Description: The investment seeks long-term growth of capital. The fund seeks to take advantage of investment opportunities generated by changes in international trade patterns and economic and political relationships by investing in common stocks of companies located around the world. In pursuing its investment objective, it invests primarily in common stocks that the investment adviser believes have the potential for growth.

Your plan offers model portfolios. More information on these models is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Note: Fund fact sheets and prospectuses with more investment information are available online.

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Plan highlights

Eligibility requirements

To begin contributing to the plan, the following requirements must be met. Details about the contribution types available are below. If you are considered a long-term, part-time employee, different rules apply—please refer to your Summary Plan Description for more information.

All contribution requirements

- You must be at least 18 years of age.
- You must have worked at least 6 months as defined by the plan.

The following employees are excluded:

- Leased employees

Your deferral contributions

Pretax deferrals

Pretax deferrals are contributed into the plan on a pretax basis. Unlike the compensation you actually receive, pretax deferrals will not be taxed at the time they are paid by your employer. Instead, these deferrals and any earnings accumulated while invested in the plan will be taxable to you when withdrawn from the plan. This will reduce your taxable income for each year that you make a contribution. Through payroll deduction, you can contribute from 1% up to 100% of your salary pretax as long as the amount does not exceed \$23,500, which is the maximum limit for 2025 set by the Internal Revenue Service (IRS).

Catch-up contributions

If you are age 50 or older, you are entitled to contribute an additional “catch-up contribution” beyond the maximum IRS limit of \$23,500 for 2025. This is intended to help employees boost their savings prior to retirement. The maximum catch-up contribution is \$7,500 for 2025. If you are aged 60-63 by the end of the year, and your plan allows, this limit is increased to \$11,250.

Employer contributions

Those defined as long-term, part-time employees may not be eligible for certain employer contributions—refer to your Summary Plan Description for additional information regarding those rules.

Profit sharing contributions

Your employer may make profit sharing contributions on your behalf.

Safe harbor 401(k) contributions

Your employer will make what is known as a “safe harbor” 401(k) matching contribution on your behalf. Please see your summary plan description for further details.

Rollovers

You are allowed to roll over money from other qualifying retirement accounts into this account using the form on page 24.

There are important factors to consider when rolling over assets from an IRA or an employer retirement plan account. These factors include, but are not limited to, investment options in each type of account, fees and expenses, available services, potential withdrawal penalties, protection from creditors and legal judgments, required minimum distributions, and tax consequences of rolling over employer stock.

Vesting

Vesting refers to the amount of your retirement account savings that belongs to you.

- The money that you contribute from your salary and the money it earns are always 100% vested.
- Any rollover contributions you make are always 100% vested.
- The money contributed on your behalf by your employer becomes vested based on the schedule(s) below:

Plan highlights

Profit sharing contribution vesting schedule

Years of employment	Vesting %
0	0%
1	25%
2	50%
3	75%
4	100%

Safe harbor match contribution vesting schedule

You are immediately vested

Contribution changes

As you review and refine your savings strategy over time, you may choose to change the amount you save or how you invest your money. You may stop making or change contributions by going online or by contacting your employer. Once stopped, you have the option to begin contributing again in accordance with your plan's policy.

Withdrawals

Money can be withdrawn from your account if:

- You are age 59½ or older.
- You have reached the normal retirement age of 60.
- You request an in-service withdrawal as defined by your plan.
- You no longer work for ELECTRIC & GAS INDUSTRIES ASSOCIATION.
- Death
- Disability
- You experience a qualifying financial hardship, which, in general, can include the following:
 - the purchase of your primary residence
 - payment of tuition and related costs for you, your spouse, dependents, or children who are no longer your dependents for post-secondary education

- payment of certain medical expenses
- prevention of eviction from or foreclosure on your primary residence
- funeral/burial expenses for a parent, spouse, child, or dependent
- repair of qualifying damages to your primary residence

Note: Withdrawals of certain types of elected deferrals and employer contributions may be subject to restrictions.

There are certain penalties and tax implications you should consider before making a withdrawal. In general, if you take a distribution from the plan before you are age 59½, a 10% early distribution penalty will apply to the taxable portion of your distribution. There are some exceptions to the 10% penalty.

In addition, if your distribution is eligible to be rolled over into another qualifying retirement account (e.g., an individual retirement account or IRA) and you choose to take the distribution rather than roll over the amount, 20% of the distribution must be withheld and remitted to the IRS as a credit toward the taxes you will owe on the distribution amount.

Your tax professional can provide guidance on potential outcomes of withdrawing money from your account.

Loans

While your retirement account is designed to be used when you retire, you can take a loan if a need arises. Loans may be taken from vested employer and applicable employee contributions.

Loans must follow these guidelines:

- You can only have 2 loan(s) outstanding at a time.
- The amount you may borrow is limited by tax laws. In general, all loans will be limited to the lesser of one-half of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.

Plan highlights

- Generally, all loans must be repaid within 60 months.
- Other requirements, limits, and certain fees may apply.
- The one-time cost of taking a loan is \$150.

Summary Plan Description

This enrollment guide offers an overview of The ELECTRIC & GAS INDUSTRIES ASSOC. 401(K) PLAN. Greater detail and other important information about the plan's features and benefits are available in the Summary Plan Description (SPD), which will be provided to you separately. You are encouraged to review the SPD carefully and contact your employer with any questions. You may also examine a copy of the plan document, which contains all of the provisions that the IRS requires, by making arrangements with your employer. If there are any inconsistencies between this enrollment guide, the SPD, and the plan document, the plan document will be followed.

What's next?

Enrollment is only the first step in getting the most from your plan. Use this checklist to make sure you take advantage of all that is available to you. To access a wide range of planning resources designed to help you succeed, register online at your plan's retirement website.

Your retirement account checklist

- Join the plan quickly and conveniently** – Just go to <https://secure.ascensus.com/login/participant>. If this is your first time logging in, set up your account by entering your Social Security number in 999009999 format for your User ID and your birthdate in MMDDYYYY format for your password.
- Download the READYSAVE™ mobile app** – Access your retirement account, manage contributions, and stay on track for retirement – whenever, wherever.
- Review** – Decide if you want to consolidate your investments by rolling over outside retirement assets into this account.
- Learn more** – Go to your plan website for easy access to planning tools, investment information, and details on how your plan works.
- Meet Aimee™, your virtual financial coach** - Visit your plan website to access the Financial Wellness Hub. In just a few minutes, Aimee will help you set personalized financial priorities and provide a tailored action plan to improve your situation--no matter where you are in your financial wellness journey.
- Track your progress** – Review your retirement outlook regularly via the READYSAVE™ app, where you can check your balance, see activity history, and adjust your savings rate.
- Stay informed** – Get account updates through our online Message Center.
- Update your strategy** – At least once a year, make sure your personal goals, savings rate, and account settings are in line with your retirement strategy. Do this more frequently if a major life event occurs, such as a raise, marriage, a change in your beneficiaries, or the birth of a child.

Download READYSAVE™



Enrollment form

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 039965

My investments

You have a choice when it comes to investing your retirement account assets. You can select a target risk allocation model portfolio OR create a custom mix. Helpful information on choosing investments is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Important: If you don't make any investment elections but complete the rest of this form, you will be invested in Federated Hermes Capital Preservation Fund R6.

Option 1: Select only one; your contribution will be automatically set to 100%, and you cannot select a custom mix below. More information on these models is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Choose a target risk allocation model portfolio, as created and maintained by your plan's fiduciaries.

- CONSERVATIVE MODEL
 MODERATE MODEL
 AGGRESSIVE MODEL
 CONSERVATIVE TO MODERATE MODEL
 MODERATE TO AGGRESSIVE MODEL

Note: If you were defaulted into your current investment and select a target risk allocation model portfolio on this form, any current investment balances and future contributions will be allocated based on your target risk allocation model portfolio selection.

Or

Option 2: Create a custom mix

Choose one or more investments as long as the total amounts to 100%. Your elections must be made in increments of 1%. Information on each investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Investment name	Investment %	Investment name	Investment %
Equity		Equity (Cont)	
AB Large Cap Growth Fund Class Z	_____%	JPMorgan Equity Income Fund Class R6	_____%
American Funds EUPAC Fund Class R-6	_____%	JPMorgan Large Cap Growth Fund Class R6	_____%
American Funds New World Fund® Class R-6	_____%	Equity (Cont)	
ClearBridge Small Cap Growth Fund Class IS	_____%	MFS Mid Cap Value Fund Class R6	_____%
Columbia Dividend Income Fund Institutional 3 Class	_____%	Oakmark International Fund Class Institutional	_____%
Columbia Small Cap Index Fund Institutional 3 Class	_____%	Bond	
Eaton Vance Atlanta Capital SMID-Cap Fund Class R6	_____%	Victory Pioneer Bond Fund Class R6	_____%
Goldman Sachs GQG Partners International Opportunities Fund Institutional Shares	_____%	Western Asset Core Plus Bond Fund Class IS	_____%
iShares Russell Mid-Cap Index Fund Class K	_____%	Money market/Stable value	
iShares S&P 500 Index Fund Class K	_____%	Federated Hermes Capital Preservation Fund R6	_____%
Janus Henderson Small Cap Value Fund Class N	_____%	Other	
		American Funds New Perspective Fund® Class R-6	_____%

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Rollover form instructions

Review this information before completing the rollover form on the following pages.

- **How do I roll over my assets?**

By completing Part 1 and 2 of this rollover form and writing (or endorsing) your rollover check to the trustee or custodian, you can complete a rollover contribution to this plan.

- Part 1 of the form (on the back of this page) is what you will need to request a check to transfer your assets. The check should be returned to the Trust company per the instructions on the form.
- Part 2 of the form provides instructions on how to treat your rollover contribution. This form should be returned to your employer.

Important:

Review both Part 1 and Part 2 of the form carefully before taking action. Knowing what information you will need at each point will be helpful when you begin the process of rolling over your account. Your employer may ask you for additional information in order to verify that the funds you are contributing qualify as a rollover contribution.

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 039965

My investments

You have choices for investing your rollover assets. You can select a target risk allocation model portfolio OR create a custom mix. Helpful information on choosing investments is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Important: If you don't make any investment elections but complete the rest of this form, you will be invested in Federated Hermes Capital Preservation Fund R6.

Invest my rollover contribution according to my current investment elections.

Check this box to invest your entire rollover contribution in the same funds and percentages you previously selected for your retirement plan contributions.

Make new investment elections for my rollover contribution.

Check this box if you choose to invest your rollover contribution in different funds and/or percentages than you previously selected. **You can select a target risk allocation model portfolio OR create a custom mix.**

Option 1: Select only one; your contribution will be automatically set to 100%, and you cannot select a custom mix below. More information on these models is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Choose a target risk allocation model portfolio, as created and maintained by your plan's fiduciaries.

- CONSERVATIVE MODEL MODERATE MODEL AGGRESSIVE MODEL
 CONSERVATIVE TO MODERATE MODEL MODERATE TO AGGRESSIVE MODEL

Or

Option 2: Create a custom mix

Choose one or more investments as long as the total amounts to 100%. Your elections must be made in increments of 1%. Information on each Investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Investment name	Investment %
Equity	
AB Large Cap Growth Fund Class Z	_____%
American Funds EUPAC Fund Class R-6	_____%
American Funds New World Fund® Class R-6	_____%
ClearBridge Small Cap Growth Fund Class IS	_____%
Columbia Dividend Income Fund Institutional 3 Class	_____%
Columbia Small Cap Index Fund Institutional 3 Class	_____%
Eaton Vance Atlanta Capital SMID-Cap Fund Class R6	_____%
Goldman Sachs GQG Partners International Opportunities Fund Institutional Shares	_____%

Investment name	Investment %
Equity (Cont)	
iShares Russell Mid-Cap Index Fund Class K	_____%
iShares S&P 500 Index Fund Class K	_____%
Janus Henderson Small Cap Value Fund Class N	_____%
JPMorgan Equity Income Fund Class R6	_____%
JPMorgan Large Cap Growth Fund Class R6	_____%
MFS Mid Cap Value Fund Class R6	_____%
Oakmark International Fund Class Institutional	_____%
Bond	
Victory Pioneer Bond Fund Class R6	_____%
Western Asset Core Plus Bond Fund Class IS	_____%

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 039965

Investment name	Investment %
Money market/Stable value	
Federated Hermes Capital Preservation Fund R6	_____%

Investment name	Investment %
Other	
American Funds New Perspective Fund® Class R-6	_____%

My signature

Signature _____ Date _____

Your signature serves as acknowledgment that you have provided accurate information and authorize the rollover of retirement account assets in accordance with this form as soon as administratively possible.

<p>Employer use only</p> <p>Signature of plan administrator _____ Date _____</p> <p><i>Note: To process this request in the most efficient manner, please use your employer website.</i></p>

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This is your opportunity. The decision to save today can shape your future. You'll thank yourself later.

Join the plan

Retire ready. Retire happy.



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