



# Your Intermountain Ironworkers' Tax Deferral Plan is on the move

Your Intermountain Ironworkers' Tax Deferral Plan, currently administered by Compusys, will be moving to Empower effective March 1, 2024. This notice includes important information you need to know about your plan's transition. Make sure to review the following information regarding details and dates and how this change may impact your account as well as any next steps you may need to take. If you have any questions or need additional assistance, please refer to the contact information below.

## As part of the move, enjoy these great features:

- An online tool that estimates your monthly income in retirement, including healthcare expenses
- A phone number with automated options to help you get to the right place more quickly
- Customer service with a team of specially trained consultants who can provide you with plan information on topics like savings, investing and financial wellness at no additional cost to you
- Access to retirement representatives weekdays from 6 a.m. to 8 p.m. Mountain time and Saturdays from 7 a.m. to 4:30 p.m. Mountain time

## What you need to know

### Blackout period

You will have limited or no access to your plan account at Compusys beginning February 16, 2024, when your plan goes into a blackout period that may continue until the week of March 18, 2024. February 16, 2024 at 2 p.m. Mountain time is the last day to complete and submit distribution forms to Compusys prior to the start of the blackout period on February 16, 2024. ***Please plan accordingly.*** This blackout period will allow for the transfer of the plan's administrative records to Empower.

### Transition

Your account balances and future elections will automatically transfer to Empower effective March 1, 2024. No action is required from you for the transfer of your distribution arrangements, if applicable.

Important dates

February 16, 2024 at 2 p.m. Mountain time	<b>Deadline for requesting distributions at Compusys:</b> The last day to complete and submit distribution forms to Compusys prior to the transition. Requests need to be made by this date and time to be paid out prior to the transition to Empower. <i>Plan accordingly to ensure your request and documentation are received in a timely manner.</i>
February 16, 2024 at 2 p.m. Mountain time	<b>Transition period begins:</b> You will have limited or no access to your plan account. This blackout period will allow for the transfer of the plan's administrative records to Empower. During the blackout period, your investments will continue to gain and/or lose value depending on market conditions. <b>This is the final date you can contact Compusys to change your investment allocations and make fund transfers until the transition to Empower is complete.</b> Please evaluate your financial circumstances and the appropriateness of your current investments considering this temporary restriction.
Week of February 28, 2024, or earlier	<b>Transition period ends:</b> Enjoy full access to your Empower account online, by phone and on the Empower mobile app. Once the blackout period ends, you may make account requests at Empower.

Impact on your current installment payments (if applicable)

If you have an existing W-4P-eligible installment a withholding update is required. The IRS recently updated Form W-4P, Withholding Certificate for Periodic Pension or Annuity Payments, due to changes in tax law. To comply with IRS regulations, we will update your federal income tax withholding on your periodic payments to the IRS default withholding rate of single with no adjustments (regardless of your marital status). This change will occur upon conversion of your account balance to Empower and will be effective on payments that you receive after the conversion.

To make income tax-withholding elections other than the default withholding, complete and return the updated IRS Form W-4P to Empower after March 1, 2024. You can download the form by visiting the [irs.gov](https://www.irs.gov) website and typing W-4P Form into the search bar and then clicking on the corresponding PDF link. Mail the form to: Empower, ATTN 401(k) Department, PO Box 173764, Denver, CO 80217-3764. For additional information about the impact this form has on income tax-withholding elections, refer to the 2023 IRS Publication 15-T or consult your tax advisor.

**Important contact information:**

**Compusys** — xxx-xxx-xxxx, (address)

- Contact for distributions, investment changes, and beneficiary changes.

**Empower** — [empowermyretirement.com](https://empowermyretirement.com) or 833-569-2433

Contact for information on the plan's investment options, distributions, investment allocation changes and fund transfers after the blackout period ends sometime during the week of March 18, 2024, or earlier.

How your account will transfer

As part of the transition to Empower, your balances and future investment elections will be transferred in-kind and remain invested in the same investment choice you had with Compusys.

If you would like your balances to transfer differently, simply transfer between investments to change the allocation of your current balance before 2 p.m. Mountain time on February 16, 2024. You can also make changes at Empower after the blackout period ends.

For a list of all available investment options in your Plan, read the included *Notice of Investment Returns & Fee Comparison* and *Qualified Default Investment Alternative* notice for investment information.

The following investments will transfer in-kind and remain invested in the same fund.	
Invesco Comstock (ACSTX)	Invesco Comstock (ACSTX)
Dryden S&P 500	Dryden S&P 500
Fidelity Small Cap index (FSSNX)	Fidelity Small Cap index (FSSNX)
American Funds Growth Fund of America (RGAGX)	American Funds Growth Fund of America (RGAGX)
DFA US Small Cap Value (DFSVX)	DFA US Small Cap Value (DFSVX)
Carillon Eagle Small Cap Growth (HSRUX)	Carillon Eagle Small Cap Growth (HSRUX)
American Funds EuroPacific Growth (RERGX)	American Funds EuroPacific Growth (RERGX)
T. Rowe Price Retirement Balanced (TRPTX)	T. Rowe Price Retirement Balanced (TRPTX)
Vanguard Total Bond Market Index (VBTLX)	Vanguard Total Bond Market Index (VBTLX)
Guaranteed Income Fund	Guaranteed Income Fund

Investing involves risk, including possible loss of principal.

Funds exempt from SEC registration do not have ticker symbols.

Dates and times are subject to change. Please contact Empower for more information.

# Important notice concerning your rights in the Intermountain Ironworkers' Tax Deferral Plan

January 16, 2024

This notice is to inform you that your account in the Intermountain Ironworkers' Tax Deferral Plan will transfer to Empower effective March 1, 2024.

As a result of this change, you will be temporarily unable to check your plan account balance; transfer or diversify your investments; or obtain a withdrawal or distribution. This period during which you will be unable to exercise these rights otherwise available under the plan is called a blackout period. Whether or not you are planning retirement soon, we encourage you to carefully consider how this period may affect your retirement planning as well as your overall financial plan.

The blackout period begins at 2 p.m. Mountain time on February 16, 2024, and ends the week of March 18, 2024, or earlier. During this time, you will have limited or no access to your account at Compusys. February 16, 2024 at 2 p.m. Mountain time is the last day to request a distribution prior to the start of the blackout period on February 16, 2024.

After the blackout period ends, it is very important that you review and consider the appropriateness of your investments. For your long-term retirement security, you should consider the importance of a well-balanced and diversified investment portfolio, considering all your assets, income and investments.

To review your plan account and request any changes to the account's investment allocation before the blackout period begins, contact Compusys at xxx-xxx-xxxx or access your account online at [www.xxxxxxxxxxxx.com](http://www.xxxxxxxxxxxx.com) by February 16, 2024 at 2 p.m. Mountain time. If you have questions concerning this notice, contact the Compusys at xxx-xxx-xxxx.

Once the blackout period ends, you will have full access to your plan account. If you would like to confirm the status of the blackout period, contact Empower at **833-569-2433**.

Dates and times are subject to change. Please contact Empower for more information.  
Diversification does not ensure a profit or protect against loss.

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*Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.*

*You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect the sponsor to provide financial support to the fund at any time.*

**Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC.** EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser, Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. Adjustments may be needed to realign the account with its desired investment strategy.

IMPORTANT: The projections or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. The results may vary with each use and over time.

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