

Union Strength Annuity (USA) Fund Launch

Plan Overview



Contents

1. USA Plan Overview
2. Empower Expertise
3. Financial Education & Advice
4. Q&A



USA
Union Strength Annuity

USA Plan Context

1. Need

We identified an incepting group of 3 IUOE Locals with strong desire to fund a supplemental defined contribution retirement plan.

2. Provider Selection

In Summer and Fall of 2025 we completed a full RFP for recordkeeper and TPA services. Empower was selected as the plan recordkeeper.

3. Plan Launch

Initial plan funding will begin in April 2026 with ~8,000 members participating in Year 1 and ~20,000 members by Year 2.

4. Growth Opportunity

We foresee significant growth of the USA plan as adding start up Locals and converting existing Locals given USA's competitive plan fees and scale.

Local 18 - Ohio



Local 181 - Kentucky



Local 103 - Indiana



USA Plan Overview

Plan Type

Union Strength Annuity (USA) Plan is a defined contribution profit-sharing plan where your employers makes contributions on your behalf. It is a supplemental offering to your current pension benefits

Investment Options

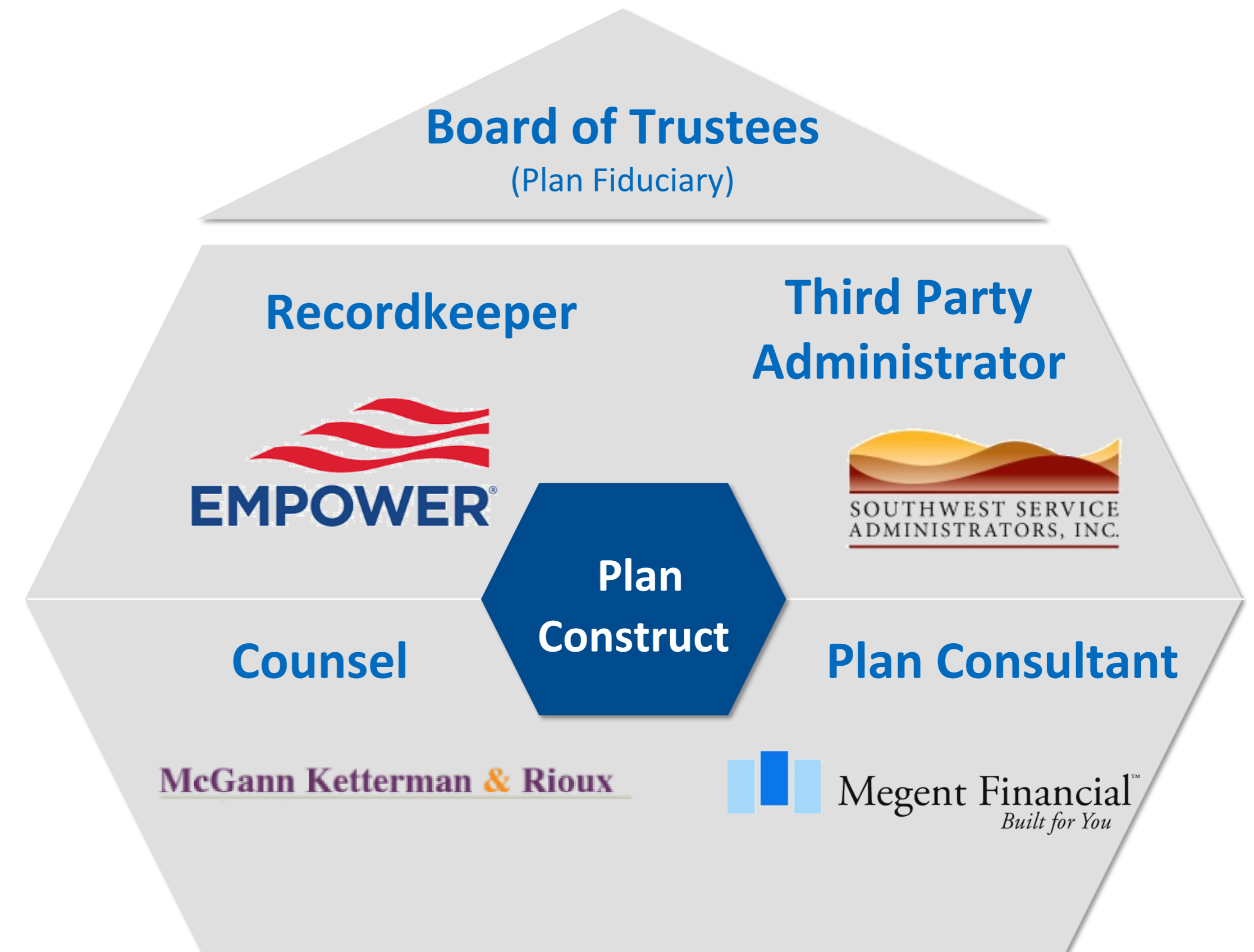
The plan will provide members a variety of investment funds with varying levels of risk profiles. In addition, a default investment fund will provide members who do not self-direct an appropriate investment allocation based on their age.

Member Eligibility

The plan covers all members for whom a collective bargaining agreement requires an employer to make contributions to the plan on the member's behalf.

Access to Contributions

Members are vested 100% of their account contributions from day one and can access their funds without penalty at age 59 ½.



Empower's IUOE Clients

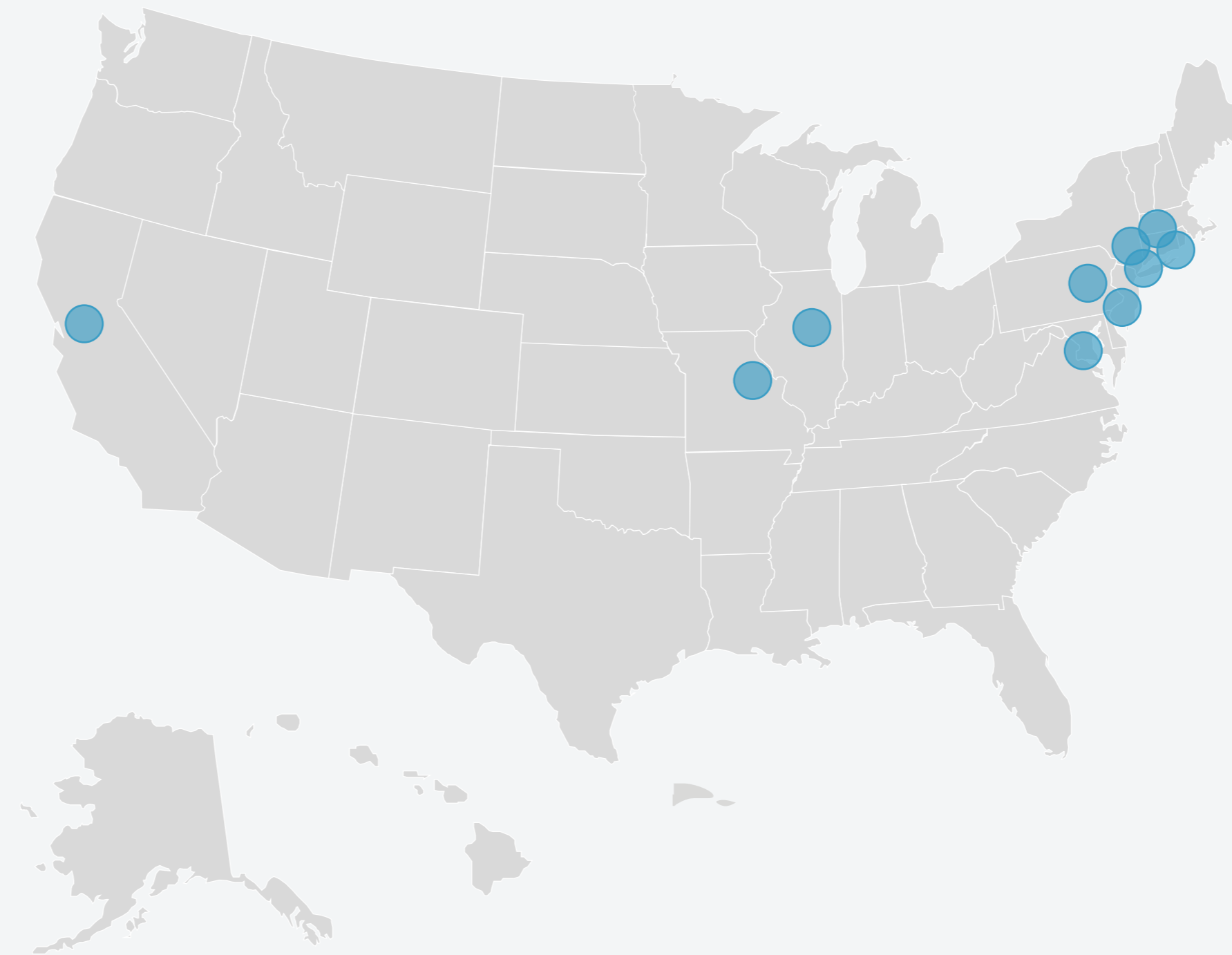
10 IUOE Plans

52k + members*

\$4.6B in plan assets*

Some of our IUOE Clients

IUOE Local 825 Springfield, NJ	IUOE Local 14-14B Flushing, NY	Stationary Engineers Local 39 San Ramon, CA
IUOE Local 542 Fort Washington, PA	IUOE Local 478 Hamden, CT	IUOE Local 98 Southwick, MA
IUOE Local 520 Granite City, IL	IUOE Local 77 Landover, MD	IUOE Local 513 Bridgeton, MO
IUOE Local 211 New York, NY		



We administer 25% of all IUOE Multiemployer DC plans across the country

29% of IUOE Members' hard-earned DC savings are in DC plans with Empower

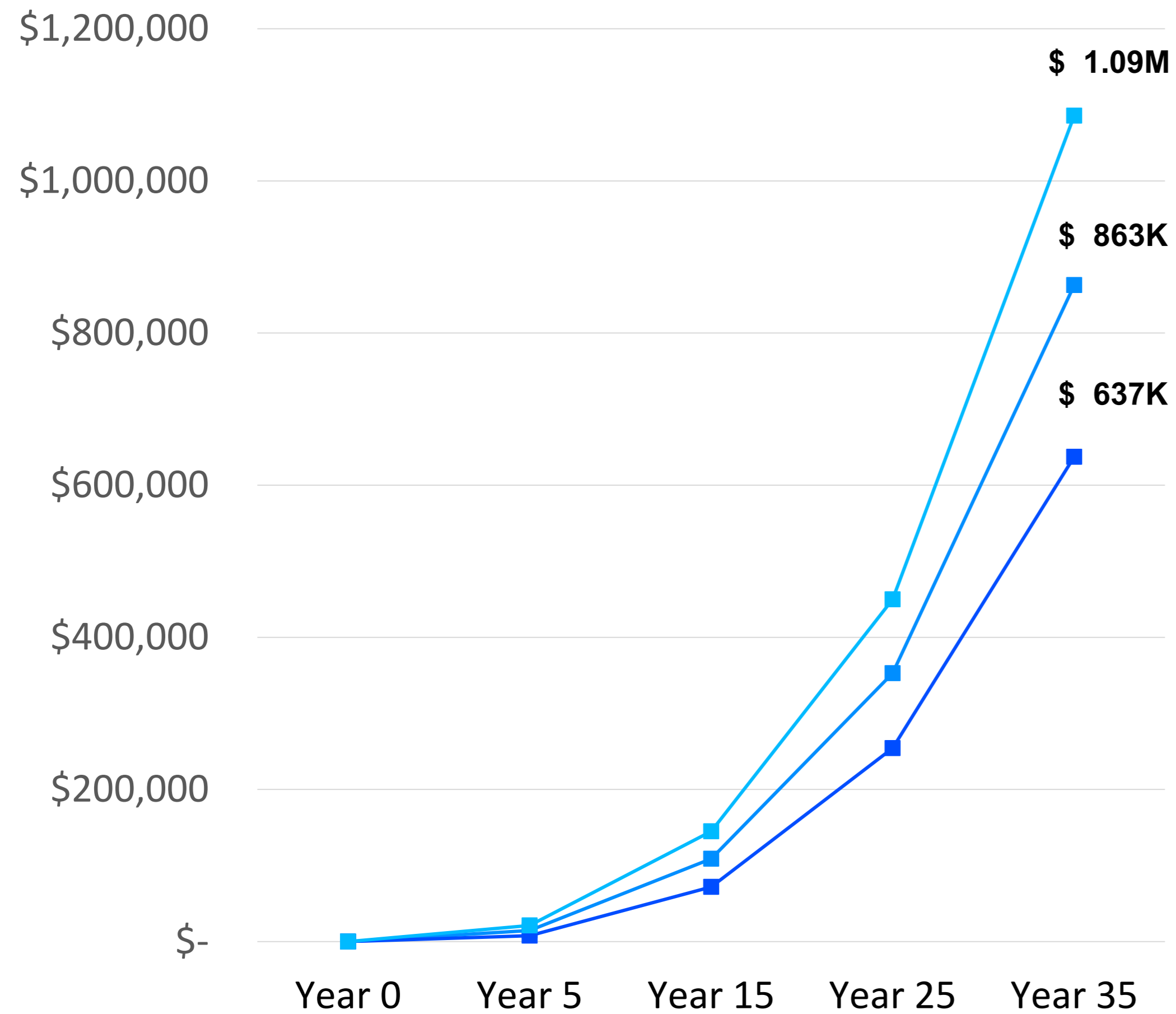
The average account balance across all IUOE Member accounts at Empower is \$92,500 (as of 6/30/25)

* As of June 30, 2025

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Union Member Retirement Growth Modeling

Estimated Value of Annuity Fund Projections At Retirement



	Year 5	Year 15	Year 25	Year 35
25¢ → \$5	\$ 8K	\$ 72K	\$ 254K	\$ 637K
50¢ → \$6	\$ 15K	\$ 109K	\$ 353K	\$ 863K
\$1 → \$7	\$ 21K	\$ 145K	\$ 550K	\$ 1.09M

- Assumptions**
- 1,600 hours
 - 35-year career
 - 7.5% annualized market return
 - \$5, \$6, and \$7 per hour cap beginning at 20 years

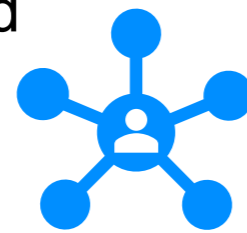


Dedicated Financial Education and Advice

Multi-Channel Education

Megent provides members a multichannel education experience be it phone, web, email, social media and onsite communications.

No matter the channel our customized education remains consistent for all Local 103 members.



DEFINED CONTRIBUTION & INVESTABLE ASSETS

Customized Local Investment Webinars

Personalized Member Engagement

Megent will service Local members for one-off requests as well as more ongoing and in-depth engagements.

Our consultative, fact-based approach is available to members on demand with a dedicated team.



Advice with Holistic Financial Picture

Local 103 participants will receive quality financial advice and recommendations from Megent advisors that incorporate a member's holistic financial picture including pension benefits, social security and other outside assets.



Megent Financial™
Built for You

Dedicated Team with Local Expertise

Local 103 members will receive a dedicated advisor and client service & operations team who possess deep knowledge in the following benefit details:

- Central Pension Fund
- USA Fund
- Health & Welfare Fund



Onsite Retirement Seminar

Q&A

1. **Is it mandatory?** Yes, it is for all members.
2. **Is the plan self directed?** Members will have a variety of investment funds to choose from in the plan lineup. Members who do not elect to self-direct their plan assets will be allocated to a multi-asset fund that is invested appropriately according to their age.
3. **Is there a cap or minimum per year?** There is not minimum contribution per year. For 2026, total employer contributions to a retirement plan like USA cannot exceed \$72,000, or up to \$80,000 if the employee is 50+.
4. **Can I roll my other 401(k)s into this annuity?** Yes, you can roll any qualified retirement plan into this plan.
5. **When and how will I have access to the money? Are there penalties?** You are eligible to take plan distributions beginning at age 59 ½. Distributions of money prior are subject to an additional 10% federal excise tax not including certain qualifying life events. All contributions are 100% vested from day one.
6. **Can I myself provide additional contributions?** No, you cannot contribute additional assets beyond your employer contributions. However, there are other investment vehicles (IRA, brokerage account) that allow you to save additional retirement assets.
7. **Will the Empower APP have information on it that I can educate myself more about investing?** Yes, and Megent Financial provides personalized financial planning and education to members.
8. **Will there be a cost to me to have the annuity?** Yes, there are associated recordkeeping and administrative fees that will be paid quarterly. These fees will decline over time as the USA plan grows in member size.