



City of Madison, WI Deferred Compensation Plan

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 City of Madison, WI Deferred Compensation Plan (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 City of Madison, WI Deferred Compensation Plan and would like to make any changes, please access the NetBenefits® mobile app or log on to **www.netbenefits.com**.

Note: If this is your first time logging on to **www.netbenefits.com**, 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.

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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 www.netbenefits.com 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 www.netbenefits.com or call **800-558-9179**.

Access the NetBenefits® mobile app or visit www.netbenefits.com/planfunds/55149 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 www.netbenefits.com 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.

Investment Managers

Strategic Advisers LLC, a registered investment advisor and Fidelity Investments company, has been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice.

Utilizing the investment manager(s) or service(s) identified in this Notice may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, un-enroll, or request additional information, please contact Fidelity at (877) 401-5762.

Restrictions

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

- Exchanges into Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 are not allowed.
- Investment elections for Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 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	The annual Plan level fee is 0.072% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is \$10,000.00 you will have an estimated fee between \$2.00 and \$12.00 per year deducted quarterly.
Non-Fidelity Fee(s)	.01% of account balance per year deducted quarterly
Non-Fidelity Advisor Fees	The annual Plan level fee is 0.02% per year for the first \$100,000,000.00 of the plan assets; 0.01% per year for any amount over \$100,000,000.01 and is deducted quarterly from participant accounts proportionally.

Type of Plan Administrative Fee	Amount
Advisor/Consultant Fee	.15% of account balance per year deducted quarterly

In addition to the Plan Administrative Fee(s) stated above, to the extent the Plan incurs other expenses which are not identifiable at the time of this disclosure for services, including legal expenses, accounting fees, etc., these Plan administrative fees and expenses may be deducted proportionally based upon account balance.

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
Personalized Planning & Advice	If you utilize this service, the advisory fee is estimated not to exceed 0.55% per year of your average daily managed account balance and is deducted quarterly. Please refer to your plan's Pricing Supplement available on NetBenefits.com or contact a Fidelity representative for additional information.
Return of Excess Contribution Fee	\$25.00 per transaction
Overnight Mailing Fee	\$25.00 per transaction
Qualified Domestic Relations Order (QDRO) Fee	\$200.00 per standard Fidelity web-generated order

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 recordkept as of April 13, 2026, except for performance data, which is as of March 31 2026.

To help you better understand the Plan's investment options, information is available at www.netbenefits.com/planfunds/55149, 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/55149 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 Benchmark(s)	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Stocks				
American Funds EUPAC Fund Class R-6	22.30%	4.08%	8.40%	04/16/1984
<i>MSCI AC Wld ex US (N)</i>	32.39%	7.91%	8.41%	
American Funds Fundamental Investors® Class R-6	24.48%	12.65%	14.00%	08/01/1978
<i>S&P 500</i>	17.88%	14.42%	14.82%	
American Funds New Perspective Fund® Class R-6	17.48%	7.72%	12.72%	03/13/1973
<i>MSCI ACWI (N)</i>	22.34%	11.19%	11.72%	
Calvert Equity Fund Class I	-2.56%	5.40%	11.94%	08/24/1987
<i>S&P 500</i>	17.88%	14.42%	14.82%	

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/55149

Fees and Expenses		Shareholder Fees [^]	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.470%	\$4.70	N/A	Yes [§]	N/A
0.280%	\$2.80	N/A	Yes [§]	N/A
0.400%	\$4.00	N/A	Yes [§]	N/A
0.660%	\$6.60	N/A	Yes [§]	N/A

Investment Name <i>Benchmark(s)</i>	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Stocks (cont'd)				
Carillon Eagle Mid Cap Growth Fund Class R6 <i>Russell 3000</i>	10.83% 17.15%	2.86% 13.15%	11.29% 14.29%	08/20/1998
Cohen & Steers Institutional Realty Shares <i>S&P 500</i>	3.58% 17.88%	4.80% 14.42%	6.46% 14.82%	02/14/2000
Fidelity Advisor® Small Cap Value Fund Class I <i>Russell 2000 Value</i>	16.95% 12.59%	6.85% 8.88%	9.81% 9.27%	11/03/2004
Invesco Value Opportunities Fund Class R6 <i>S&P 500</i>	34.64% 17.88%	17.44% 14.42%	15.16% 14.82%	06/25/2001
Janus Henderson Venture Fund Class N <i>Russell 3000</i>	16.09% 17.15%	2.53% 13.15%	9.96% 14.29%	04/30/1985
JPMorgan Large Cap Growth Fund Class R6 <i>Russell 1000</i>	13.47% 17.37%	10.90% 13.59%	18.28% 14.59%	02/28/1992
Madison Mid Cap Fund Class R6 <i>Russell MidCap</i>	1.55% 10.60%	7.18% 8.67%	10.38% 11.01%	07/21/1983
MFS Value Fund Class R6 <i>Russell 3000</i>	10.17% 17.15%	8.62% 13.15%	10.21% 14.29%	01/02/1996
Parnassus Core Equity Fund - Investor Shares <i>S&P 500</i>	7.37% 17.88%	8.49% 14.42%	12.31% 14.82%	08/31/1992
PIMCO CommodityRealReturn Strategy Fund Institutional Class <i>S&P 500</i>	30.78% 17.88%	13.44% 14.42%	8.70% 14.82%	06/28/2002

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.660%	\$6.60	N/A	Yes [§]	N/A
0.760%	\$7.60	N/A	Yes [§]	N/A
0.950%	\$9.50	N/A	Yes [§]	N/A
0.670%	\$6.70	N/A	Yes [§]	N/A
0.670%	\$6.70	N/A	Yes [§]	N/A
0.500%	\$5.00	N/A	Yes [§]	N/A
0.720%	\$7.20	N/A	Yes [§]	N/A
0.450%	\$4.50	N/A	Yes [§]	N/A
0.810%	\$8.10	N/A	Yes [§]	N/A
0.980%	\$9.80	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Stocks (cont'd)				
Vanguard 500 Index Fund Admiral Shares <i>S&P 500</i>	17.75%	12.02%	14.12%	08/31/1976
	17.88%	14.42%	14.82%	
Vanguard Developed Markets Index Fund Admiral Shares <i>FTSE Global All Cap x US</i>	29.60%	8.80%	9.20%	08/17/1999
	32.37%	8.38%	8.88%	
Vanguard Growth Index Fund Admiral Shares <i>DJ US Total Stk Mkt</i>	18.25%	11.80%	16.12%	11/02/1992
	17.05%	13.07%	14.21%	
Vanguard International Value Fund Investor Shares <i>MSCI AC Wld ex US (N)</i>	25.71%	6.83%	8.29%	05/16/1983
	32.39%	7.91%	8.41%	
Vanguard Mid-Cap Index Fund Admiral Shares <i>DJ US Total Stk Mkt</i>	12.75%	6.97%	10.71%	05/21/1998
	17.05%	13.07%	14.21%	
Vanguard Small Cap Index Fund Admiral Shares <i>DJ US Total Stk Mkt</i>	19.73%	5.67%	10.53%	10/03/1960
	17.05%	13.07%	14.21%	
Vanguard Value Index Fund Admiral Shares <i>DJ US Total Stk Mkt</i>	16.03%	10.98%	11.85%	11/02/1992
	17.05%	13.07%	14.21%	
Asset Class: Blended Investments				
American Funds American Balanced Fund® Class R-6 <i>S&P 500</i>	17.76%	8.86%	9.82%	07/25/1975
	17.88%	14.42%	14.82%	
Fidelity Freedom® Index 2010 Fund Institutional Premium Class <i>BBg US Agg Bond</i>	8.14%	3.24%	5.24%	10/02/2009
	7.30%	-0.36%	2.01%	
<i>FID FF Idx 2010 Comp Idx</i>	10.33%	3.34%	5.51%	

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.040%	\$0.40	N/A	Yes [§]	N/A
0.050%	\$0.50	N/A	Yes [§]	N/A
0.050%	\$0.50	N/A	Yes [§]	N/A
0.360%	\$3.60	N/A	Yes [§]	N/A
0.050%	\$0.50	N/A	Yes [§]	N/A
0.050%	\$0.50	N/A	Yes [§]	N/A
0.050%	\$0.50	N/A	Yes [§]	N/A
0.250%	\$2.50	N/A	Yes [§]	N/A
0.080%	\$0.80	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Blended Investments (cont'd)				
Fidelity Freedom® Index 2015 Fund Institutional Premium Class	9.75%	3.80%	6.07%	10/02/2009
<i>BBg US Agg Bond</i>	7.30%	-0.36%	2.01%	
<i>FID FF Idx 2015 Comp Idx</i>	11.90%	4.07%	6.35%	
Fidelity Freedom® Index 2020 Fund Institutional Premium Class	11.38%	4.34%	6.78%	10/02/2009
<i>BBg US Agg Bond</i>	7.30%	-0.36%	2.01%	
<i>FID FF Idx 2020 Comp Idx</i>	13.49%	4.77%	7.08%	
Fidelity Freedom® Index 2025 Fund Institutional Premium Class	12.70%	4.91%	7.43%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2025 Comp Idx</i>	14.98%	5.50%	7.76%	
Fidelity Freedom® Index 2030 Fund Institutional Premium Class	13.89%	5.57%	8.41%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2030 Comp Idx</i>	15.99%	6.30%	8.72%	
Fidelity Freedom® Index 2035 Fund Institutional Premium Class	15.58%	6.62%	9.61%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2035 Comp Idx</i>	17.39%	7.63%	9.92%	
Fidelity Freedom® Index 2040 Fund Institutional Premium Class	18.30%	7.88%	10.51%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2040 Comp Idx</i>	19.93%	9.14%	10.84%	
Fidelity Freedom® Index 2045 Fund Institutional Premium Class	19.78%	8.35%	10.75%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2045 Comp Idx</i>	21.40%	9.66%	11.10%	

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

Investment Name Benchmark(s)	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Blended Investments (cont'd)				
Fidelity Freedom® Index 2050 Fund Institutional Premium Class	19.80%	8.35%	10.74%	10/02/2009
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2050 Comp Idx</i>	21.41%	9.66%	11.10%	
Fidelity Freedom® Index 2055 Fund Institutional Premium Class	19.74%	8.34%	10.75%	06/01/2011
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2055 Comp Idx</i>	21.42%	9.67%	11.11%	
Fidelity Freedom® Index 2060 Fund Institutional Premium Class	19.70%	8.34%	10.74%	08/05/2014
<i>S&P 500</i>	17.88%	14.42%	14.82%	
<i>FID FF Idx 2060 Comp Idx</i>	21.42%	9.67%	11.11%	
Fidelity Freedom® Index 2065 Fund Institutional Premium Class	19.78%	8.35%	10.52%*	06/28/2019
<i>S&P 500</i>	17.88%	14.42%	14.30%*	
<i>FID FF Idx 2065 Comp Idx</i>	21.42%	9.67%	10.48%*	
Fidelity Freedom® Index 2070 Fund Institutional Premium Class	19.81%	N/A	13.73%*	06/28/2024
<i>S&P 500</i>	17.88%	N/A	12.18%*	
<i>FID FF Idx 2070 Comp Idx</i>	21.42%	N/A	13.22%*	
Fidelity Freedom® Index Retirement Fund Institutional Premium Class	7.24%	2.81%	3.98%	10/02/2009
<i>BBg US Agg Bond</i>	7.30%	-0.36%	2.01%	
<i>FID FF Idx Retire Cmp Idx</i>	9.39%	2.70%	4.25%	

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

Investment Name Benchmark(s)	Average Annual Total Return as of March 31 2026			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Bonds				
Baird Aggregate Bond Fund Class Institutional <i>BBg US Agg Bond</i>	4.35% 7.30%	0.55% -0.36%	2.12% 2.01%	09/29/2000
BlackRock Inflation Protected Bond Fund Class K <i>BBg US Agg Bond</i>	3.07% 7.30%	1.43% -0.36%	2.74% 2.01%	06/28/2004
Dodge & Cox Income Fund Class X <i>BBg US Agg Bond</i>	5.43% 7.30%	1.65% -0.36%	3.15% 2.01%	01/03/1989
Fidelity® U.S. Bond Index Fund <i>BBg US Agg Bond</i>	4.32% 7.30%	0.29% -0.36%	1.66% 2.01%	03/08/1990
Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 <i>BBg US Agg Bond</i>	2.82% 7.30%	2.67% -0.36%	2.63% 2.01%	07/30/1999
Templeton Global Bond Fund Class R6 <i>BBg Glbl Agg Idx</i>	10.47% 8.17%	-0.42% -2.15%	0.27% 1.26%	09/18/1986

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.

‡‡ You are not permitted to make a direct exchange from Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 into the following fund(s), which are considered "competing fund(s)":

- New York Life Guaranteed Interest Account
- Templeton Global Bond Fund Class R6

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.300%	\$3.00	N/A	Yes§	N/A
1.090%	\$10.90	N/A	Yes§	N/A
0.360%	\$3.60	N/A	Yes§	N/A
0.025%	\$0.25	N/A	Yes§	N/A
0.520%	\$5.20	N/A	N/A	‡, ‡‡
0.640%	\$6.40	N/A	Yes§	N/A

Before exchanging from Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 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.

§ 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.

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/55149.

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/55149. Please consider all investment information prior to directing your Plan account.

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

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.

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.

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.

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.

Fidelity Freedom Funds are designed for investors expecting to retire around the year indicated in each fund's name. Except for the Freedom Retirement Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target date and beyond. Ultimately, they

are expected to merge with the Freedom Retirement Fund. The investment risks of each Fidelity Freedom Fund 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 risks associated with investing in high yield, small cap and, commodity-related, 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
Asset Class: Bonds				
New York Life Guaranteed Interest Account	4.00%	Start Date: 01/01/2026 End Date: 06/30/2026	No	2.55%

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

You are not permitted to make a direct exchange from New York Life Guaranteed Interest Account into the following fund(s), which are considered "competing fund(s)":

- Reliance Trust MetLife Stable Value Fund Series 25053 Class 0
- Templeton Global Bond Fund Class R6

Before exchanging from New York Life Guaranteed Interest 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.

Fees^	Restrictions/Other
N/A	##

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.

American Funds EUPAC 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.

American Funds New Perspective 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 03/13/1973, 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.

American Funds Fundamental Investors® 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 08/01/1978, 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.

Carillon Eagle Mid Cap Growth Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/15/2011. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 08/20/1998, 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.

Calvert Equity 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 11/01/1999. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 08/24/1987, 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.

Invesco Value Opportunities Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 04/04/2017. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 06/25/2001, 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.

JPMorgan Large Cap Growth Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/30/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 02/28/1992, 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.

Janus Henderson Venture Fund Class N : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/31/2012. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/30/1985, 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.

MFS Value Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/01/2006. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 01/02/1996, 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.

Madison Mid Cap Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/29/2012. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/21/1983, 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 Value Index Fund Admiral 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 11/13/2000. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 11/02/1992, 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 Growth Index Fund Admiral 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 11/13/2000. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 11/02/1992, 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.

Fidelity Freedom Index Income Fund - Investor Class. Had Fidelity Freedom Index Income Fund - Institutional Premium Class expenses been reflected in the returns shown, total returns would have been higher.

Effective 09/09/2025, this fund changed its name from Fidelity Freedom® Index Income Fund Institutional Premium Class

Dodge & Cox Income Fund Class X : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/02/2022. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 01/03/1989, 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.

Fidelity® U.S. Bond Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

New York Life Guaranteed Interest Account : This investment option is not a mutual fund.

New York Life Guaranteed Interest Account : Transfers and exchanges to investment options offered through a competing recordkeeping platform, through a company other than Fidelity, may be subject to limitations. Disbursements in excess of 15% per annum may be subject to a market value charge as described in your Plan's contract.

Reliance Trust MetLife Stable Value Fund Series 25053 Class 0 : This investment option is not a mutual fund.

Templeton Global Bond Fund Class R6 : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/01/2013. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 09/18/1986, 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.

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/55149.

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