



WELCOME

Read on for important information on the new
Cement Masons and Plasterers 401(k) Trust.

Congratulations! You now have the opportunity to save in the Cement Masons and Plasterers 401(k) Trust!

We are pleased to introduce your Cement Masons and Plasterers 401(k) Trust (the "Plan"), effective January 1, 2023. Administered by Milliman, the Plan offers members the ability to save and reach their retirement goals. The Plan makes saving for retirement easy. Here are some important things to know:

- As an eligible member, you will receive an employer contribution of \$3.82 per hour to your Plan account.
- You will receive a portion of the \$0.50 per hour contribution that your employers have made on your behalf for 2022 in your Plan account. This funding will take place in January 2023. The \$0.50 per hour contribution will stop in 2023 and be replaced with the employer contribution listed above.
- You may also make voluntary pre-tax contributions to your Plan account through convenient payroll deductions.
- The Plan is self-directed, allowing you to invest those contributions in the investment options that best fit your risk profile. You can create your own portfolio from a diverse lineup of mutual funds. If you do not make any investment elections, your assets will be invested in a Vanguard Target Retirement Date Fund. For more details, please see page 3.
- You will receive quarterly statements that will summarize your account activity.

Plan Your Future

Through Milliman and **MillimanBenefits.com**, you will have access to an innovative website and convenient, easy-to-use retirement planning tools. Once the Plan is live on January 3, 2023, you will be able to take advantage of the following resources.

GET YOUR RISE SCORE™

The goal — retire with enough money. How will you get there? Check out your RISE Score. Your Retirement Income Security Evaluation Score (RISE Score) measures how prepared you are for financial risks in retirement. Your score is expressed as a single number, like a credit score, that helps you assess how well you are doing. The higher your score, the more likely you'll be able to achieve a healthy financial outcome in the future.

FINANCIAL WELLNESS CENTER

At **MillimanBenefits.com**, you will find articles, calculators and videos to help you make the most of your plan. Learn saving basics, explore age-based checklists and use the tools to run your numbers.

Take a Tour



Check out a short video about the account features and retirement planning tools available to you at **MillimanBenefits.com**.

<https://vimeopro.com/milliman/tour-millimanbenefitscom>



Who is *Milliman?*

Milliman, Inc. provides retirement services for more than 4,000 retirement plans representing 2 million participants. Through Milliman, you will have access to an innovative website, as well as convenient and easy-to-use retirement planning tools.



Investment Options

Once the Plan is live, the following funds will be available to choose from. If you do not make any investment elections, any contributions made to your account will be invested in a Vanguard Target Retirement Date Fund based on your date of birth and an anticipated retirement age of 60. For example, if you are currently 40 years old, your assets would be invested in the Vanguard Target Retirement 2045 Fund. Please see the included Qualified Default Investment Alternative Notice for more details.

Target retirement date funds are designed to take the confusion out of investing. They provide diversified investment mixes that are appropriate for different target retirement dates. These funds are managed by professionals and automatically change their equity/stock allocation over time, becoming more conservative (taking on less investment risk) as you near retirement.

Asset Class	Fund Name	Ticker	Expense Ratio
Stable Value Fund	T. Rowe Price Stable Value Common Trust A	—	0.30%
Intermediate Core Bond	Fidelity US Bond Index	FXNAX	0.02%
Intermediate Core-Plus Bond	Metropolitan West Total Return Bd Plan	MWTSX	0.36%
Intermediate Core-Plus Bond	Dodge & Cox Income X	DOXIX	0.33%
Intermediate Core-Plus Bond	Loomis Sayles Core Plus Bond N	NERNX	0.38%
Inflation-Protected Bond	PIMCO Real Return Instl	PRRIX	0.47%
Large Value	Vanguard Equity-Income Adm	VEIRX	0.19%
Large Value	American Funds American Mutual R6	RMFGX	0.27%
Large Blend	Fidelity 500 Index	FXAIX	0.01%
Large Blend	Fidelity Total Market Index	FSKAX	0.01%
Large Growth	JPMorgan Large Cap Growth R6	JLGMX	0.44%
Large Growth	Vanguard Growth Index Admiral	VIGAX	0.05%
Small Value	Vanguard Small Cap Value Index Admiral	VSIAX	0.07%
Small Growth	Vanguard Explorer Adm	VEXRX	0.29%
Foreign Large Value	Dodge & Cox International Stock X	DOXFX	0.52%
Foreign Large Blend	Fidelity Total International Index	FTIHX	0.06%
Foreign Large Growth	American Funds Europacific Growth R6	RERGX	0.46%
Real Estate	Cohen & Steers Instl Realty Shares	CSRIX	0.75%

Asset Class	Fund Name	Ticker	Expense Ratio
Target-Date Retirement	Vanguard Target Retirement Income Fund	VTINX	0.08%
Target-Date 2020	Vanguard Target Retirement 2020 Fund	VTWNX	0.08%
Target-Date 2025	Vanguard Target Retirement 2025 Fund	VTTVX	0.08%
Target-Date 2030	Vanguard Target Retirement 2030 Fund	VTTHX	0.08%
Target-Date 2035	Vanguard Target Retirement 2035 Fund	VTTHX	0.08%
Target-Date 2040	Vanguard Target Retirement 2040 Fund	VFORX	0.08%
Target-Date 2045	Vanguard Target Retirement 2045 Fund	VTIVX	0.08%
Target-Date 2050	Vanguard Target Retirement 2050 Fund	VFIFX	0.08%
Target-Date 2055	Vanguard Target Retirement 2055 Fund	VFFVX	0.08%
Target-Date 2060	Vanguard TD Retirement 2060 Fund	VTTSX	0.08%
Target-Date 2065+	Vanguard Target Retirement 2065 Fund	VLXVX	0.08%
Target-Date 2065+	Vanguard Target Retirement 2070 Fund	VSVNX	0.08%

Steps To Take Starting January 3, 2023

ACCESS YOUR ACCOUNT

Visit **MillimanBenefits.com** (choose English or Spanish), select Register and follow the prompts. *Registering is the No. 1 step you can take to protect your retirement money and avoid delays when trying to access your account or withdraw funds.*

DECIDE HOW MUCH TO SAVE

You may elect to contribute to the plan on a pre-tax basis in increments of \$1 per hour of pay up to a maximum of \$8 per hour (an additional \$2 per hour of pay can be contributed if you are age 50 or older) up to annual IRS limits. For 2023 you can contribute up to \$22,500 (an additional \$7,500 can be contributed if you are age 50 or older).

NAME A BENEFICIARY

Please designate the individuals or entities that you want to receive your account balance in the event of your death (within Plan guidelines). To name or update your beneficiary, visit the Trust website **cementmasonstrust.com** and download a Beneficiary Form or contact the Trust Office at 877 367-0528 and one will be mailed to you. If you don't designate a beneficiary, the Plan has set rules determining who gets your account in the event of your death.

KNOW YOUR PLAN CODE

The Cement Masons and Plasterers 401(k) Trust has been assigned the following code at Milliman:

Plan Code: 221WCM

Remember this Plan Code and keep it in a safe place. If you forget your username and password, you may need to provide this code to a Benefits Service Center representative (and answer other security questions) to access your account.

STAY INFORMED

Information about your account will be updated daily. You will be able to monitor your investments and request transactions at any time. Milliman will summarize your activity in a quarterly statement that will be provided electronically or mailed to you, depending on your contact information on file.

Signing up for electronic notifications helps you keep better track of your account. You will get immediate alerts about account activity and quick delivery of all plan communications.

You can change the way you receive your statement and notices at **MillimanBenefits.com**. Go to Personal Information under the profile icon at the top of the page.

NEED HELP?

Contact the Benefits Service Center at 1.866.767.1212 or use Web Chat on **MillimanBenefits.com**. In January, representatives will be offering extended operating hours: Monday through Friday from 5 a.m. to 7 p.m. Pacific time. After January 2023, representatives in the Benefits Service Center will resume their normal hours of operation: Monday through Friday from 5 a.m. to 5 p.m. Pacific time.

SECURITY TIPS

Follow these simple tips to safeguard your account information.

- Create a username that's easy for you to remember but difficult for others to guess.
- Change your password on a regular basis.
- Don't use simple words or personal information for your username or password.

WITHDRAWAL LOCK

Withdrawal Lock is a security feature that "locks down" your account to prevent unauthorized withdrawals. This feature is automatically applied to your account when you register.

ON THE GO?

You will be able to access your account by downloading the Milliman Mobile Benefits app from the App Store or Google Play.

