

ANNUAL NOTICE OF DEFAULT INVESTMENT

November 2022

You have the right to direct the investment of retirement plan contributions among the investment options offered under the retirement plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. The purpose of this notice is to describe how your account is invested and how it will continue to be invested if you do not provide or update investment instructions for your account.

If you do not provide investment instructions, your assets will be invested in the Plan's default investment option. This option is known as the "qualified default investment alternative", or "QDIA". When you fail to give investment direction after having been provided the opportunity to do so and the Plan's Fiduciary invests contributions on your behalf in the QDIA, you are considered to have exercised control over the investment of assets in your account. Neither the Trustees of your Plan nor your Employer or the Plan's Fiduciary will be liable to you for any loss that is the result of such investments.

The Plan Fiduciary has chosen the **My Way Retirement Index Funds** as the QDIA for contributions made to your Plan accounts. To learn about the retirement plan's default investment option and related objectives, risk and return characteristics, and associated fees and expenses, please refer to the accompanying investment information.

You may elect to move your account out of the default investment option and invest it among the other investment options available under the Plan at any time and without financial penalty. To do so, you must provide the Plan's recordkeeper, John Hancock, with investment direction by logging onto your Plan's website at www.jhpensions.com or by contacting John Hancock's call center at 1-800-395-1113.