

NECA-IBEW MEMPHIS RETIREMENT PLAN

October 2025

TO: ALL PLAN PARTICIPANTS, BENEFICIARIES AND ALTERNATE PAYEES OF
THE NECA-IBEW MEMPHIS RETIREMENT PLAN

Dear Plan Participants:

We have attached the following Important Notices and Annual Reports for your review:

- 2025 Summary Annual Report Page 2 - 3
- Important Reminder About Military Service Page 4
- Important Reminder If You Have Been Divorced Page 5

If you have any questions about the information contained in these Notices, please do not hesitate to contact the Fund Office toll free at 877-474-2363.

Sincerely,

Board of Trustees
NECA-IBEW Memphis Retirement Plan

TO: PLAN PARTICIPANTS OF NECA-IBEW MEMPHIS RETIREMENT PLAN

RE: SUMMARY ANNUAL REPORT FOR 2024 PLAN YEAR

Dear Plan Participant:

This is the summary annual report for the NECA-IBEW MEMPHIS RETIREMENT PLAN, EIN 62-1256120, Plan number 002 for the period April 1, 2024 to March 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided through insurance and/or annuity contracts and by the trust fund. The Plan expenses were \$7,548,669. These expenses included \$336,430 in administrative expenses, \$7,212,239 in benefit payments, and \$0 in other expenses. A total of 3,268 persons are participants in or beneficiaries of the plan at the end of the plan year, although some may not have earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$229,051,174 as of March 31, 2025, compared to \$211,442,224 as of April 1, 2024. During the year the plan experienced an increase or (decrease) in its net assets of \$17,608,950. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income (loss) of \$25,157,619, including employer contributions of \$14,345,588, employee contributions of \$0, gains or (losses) of \$438,503 from the sale of assets, and net earnings from investments of \$10,373,528.

The plan has a contract with MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY, which allocates funds toward group deferred annuities. Total premiums of \$0 were paid for the plan year ended March 31, 2025.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full Annual Report or any part thereof, on request. The items listed below are included in that Report.

- An Accountant's report;
- Financial information and information on payments to service providers;
- Assets held for investment;
- Insurance information, including sales commissions paid by insurance carriers;
- Information regarding any common or collective trusts, pooled separate accounts; master trusts or 103-12 investment entities in which the Plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of BOARD OF TRUSTEES OF NECA-IBEW MEMPHIS RETIREMENT PLAN, who is the plan administrator, 6525 CENTURION DRIVE, LANSING, MI, 48917-9275, 517-321-7502. These portions of the report are furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions or the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

BOARD OF TRUSTEES OF NECA-IBEW
MEMPHIS RETIREMENT PLAN
Plan Sponsor
6525 CENTURION DRIVE
LANSING, MI 48917-9275
62-1256120

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room
Room N-1513
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040. (OMB Control Number 1210-0040 expires 03/31/2026).

Sincerely,

Board of Trustees
NECA-IBEW Memphis Retirement Plan

IMPORTANT REMINDER IF YOU ENTER THE MILITARY

If you leave Covered Service to enter qualified military service, as defined under the Uniformed Services Employment and Reemployment Rights Act (USERRA), upon your return to employment with a contributing Employer you will be entitled to receive Contributions for the period of time you spent in military service, provided you comply with all Plan and USERRA provisions.

You will be entitled to receive credit for the time you spend in qualified military service as required by USERRA, for up to five years (unless a longer period is required by federal law). You will be treated as working the same number of hours during your qualified military service as the number of hours you would have worked during that period if you were not in qualified military service. If the number of hours you would have received during that period is not reasonably certain, then you will receive hours based on your average number of Hours of Service during the 12-month period immediately before your qualified military service.

To be entitled to receive any Contributions for your time spent in qualified military service, you must comply with all USERRA requirements, including applying for reemployment within the time limits specified by USERRA after your discharge from military service. Your discharge must be for a reason or reasons other than a dishonorable discharge. Contact the Fund Office for more information.

Because the notice requirements under USERRA are very specific, you are encouraged to contact the Fund Office for more detailed information about the USERRA rules as soon as you know you will be entering, or you are considering entering, qualified military service.

The Heroes Earnings Assistance and Relief Tax Act (the “HEART” Act) of 2008 provides protection if you are leaving Covered Service to serve in qualified military service, and either die or become disabled while in qualified military service. The HEART Act requires the Plan to treat you as if you had returned to active employment before dying or becoming disabled. This means that you will receive contributions and credit for the time you spent in qualified military service, in addition to being eligible for the Plan’s Pre-Retirement Surviving Spouse benefit. Check with the Fund Office for more details.

Sincerely,

Board of Trustees
NECA-IBEW Memphis Retirement Plan

IMPORTANT REMINDER IF YOU HAVE BEEN DIVORCED

Dear Participants:

As a reminder, any Judgments of Divorce, Marital Settlement Agreements and Qualified Domestic Relations Orders must be submitted to the Fund Office prior to you applying for benefits from the NECA-IBEW Memphis Retirement Plan.

A “Qualified Domestic Relations Order” or “QDRO” is an order, decree or judgment, including a court approved property settlement agreement that relates to the provision of child support, alimony payments or marital property rights and is issued under state domestic relations law. A QDRO recognizes an Alternate Payee's right to receive directly all or a portion of the benefits otherwise payable to you under the Fund. An Alternate Payee can be one of the following: your spouse, former spouse, your child (ren) or other dependent.

A QDRO entered in your divorce or legal separation case should clearly identify this Plan and the benefits assigned, and meet other requirements of federal law. A QDRO may, for example, enforce your support obligations to your minor children, assign to your former spouse a portion of your monthly benefits or lump sum benefit, and/or provide for payment of Surviving Spouse Benefits after your death.

As a reminder, you are required to provide the Fund Office with complete and signed copies of all Judgments or decrees of divorce or legal separation in which you were a party and any QDROs entered in those divorces or legal separation cases at the time you apply for any benefits from the Fund. Failure to provide signed documents could possibly result in a delay in the payment of your benefit. You are encouraged to provide these to the Fund Office as soon as they are entered, and not wait until you apply for benefits, to ensure that any issues that arise can be addressed promptly. In addition to the judgment or decree, you should also provide a complete copy of any separation agreements, property settlement agreements and any similar or related orders in the court’s file that relate to the distribution of property, including any attachments or exhibits.

If you have any questions, please contact the Pension Department in the Fund Office toll free at (877) 474-2363.

Sincerely,

Board of Trustees
NECA-IBEW Memphis Retirement Plan