

Your Nightwing 401(k) Plan (the “Plan”) Is Moving from Alight to Fidelity Investments® Effective October 1, 2026.

Important notice concerning your rights under the Nightwing 401(k) Plan: This notice is to inform you that the Nightwing 401(k) Plan will enter a blackout period during the transition from Alight to Fidelity®. Review the key dates below and see the *Important notice regarding your Nightwing 401(k) Plan transition to Fidelity* section for detailed information.

If you are a former employee, an alternate payee or a beneficiary, you may have a balance in the Nightwing 401(k) Plan. Please review to learn how the upcoming changes may affect you.



What do I need to do?

BE AWARE OF KEY DATES	There will be a blackout period—a period of time when you will be unable to access your account. To help you plan ahead, see the <i>Key dates</i> section below.
DISCOVER WHAT’S NEW	Review additional key details about your plan, the services that will be available and any new features that will be a part of your move to Fidelity. See the <i>Discover What’s New</i> section for more information.
REVIEW HOW YOUR MONEY WILL TRANSFER	The investment options in the Plan will not change as a result of this transition. For more details, see the <i>How will my money transfer?</i> section.
LEARN MORE	Visit the Plan’s transition website at https://www.myfidelitysite.com/Nightwing



Key dates*

A move like this takes time. We’ll do the heavy lifting for you—transferring your account balance, your contribution rate and investment elections, and any loans you may have. However, there will be a short blackout period when you will not be able to make changes to your account while it’s being transferred to Fidelity. Review the dates below and see the *Important notice regarding your Nightwing 401(k) Plan transition to Fidelity* section for detailed information about the blackout period.

BROKERAGE ACCOUNT BLACKOUT	September 21, 2026 by 4 p.m. Eastern Time ► This is the last day to place any transaction in your brokerage account.
BLACKOUT PERIOD BEGINS	September 28, 2026 by 4 p.m. Eastern Time This is the last day at Alight to: ► Change your contribution rate or enroll in the Plan. ► Request an exchange (transfer) between investment options. ► Change how your future contributions will be invested. ► Request a loan or distribution. ► Contact Alight to make any changes to your account before the blackout period begins. ► digital.alight.com/Nightwing ► 1-800-964-8817
ASSET TRANSFER	September 30, 2026 at 4 p.m. Eastern Time ► Check your account balance. ► Your account balance is valued. October 1, 2026 ► Your account balance is scheduled to transfer to Fidelity. See the <i>How will my money transfer?</i> Section.
BLACKOUT PERIOD ENDS	During the week of October 25, 2026 ► You will be notified and will have full access to your account at Fidelity. ► You may manage your account online through Fidelity NetBenefits® at www.NetBenefits.com or by calling Fidelity at (800) 835-5095.

*The timing of the plan changes and transition period, including any asset reallocations, described within this brochure depends on a variety of factors, which may include: the timing and accuracy of the transfer of data, receipt of instructions and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.



What is Changing with Fidelity

FLAT DOLLAR CONTRIBUTIONS NO LONGER AVAILABLE UNDER THE PLAN	Contributions made in the Plan at Fidelity will be made as a percentage of your pay. If you currently contribute a specific dollar amount to the Plan, contact Alight and change your dollar contribution amount to a percentage before September 28, 2026. If you don't take action, your dollar contribution will be updated to a comparable percentage contribution rate.
FRACTIONAL PERCENTAGE CONTRIBUTION ELECTION	The Plan now allows you to elect a fractional deferral percentage with up to two decimal places. You may continue to choose a whole percentage if you prefer or select a percentage with up to two decimal places. For example, you can elect 6% or 6.58%.
INSTALLMENT DISTRIBUTION OPTION AT RETIREMENT	The Plan will offer installments as a distribution option in retirement, allowing participants to receive their account balance through scheduled payments rather than a lump-sum distribution. Participants may elect to receive payments over a specified number of years, over their life expectancy, as a fixed dollar amount, or as a fixed percentage of their account balance.



How will my money transfer?

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.

The Plan gives you a choice of investment options that allow you the flexibility to build your own strategy to meet your financial needs.

The investment options available in the Plan will not be changing as part of the transition. Your investments as of September 30, 2026, will transfer to the same investments at Fidelity (called a reregistration, or “in-kind” transfer) and will remain invested in the market during the transition. Changes could occur during the transition period that could result in changes to the asset transfer strategy described here.

It is important that you become familiar with the various investment options that will be available in the Plan. Information regarding each investment option’s risk, as well as its strategy and objective, can be found in the enclosed *Investment Options Guide*. Please consider all investment information before choosing your investments.

For an explanation of your rights to direct investments, any Plan restrictions and a description of the types of fees and expenses associated with your Plan account, refer to the *Participant Disclosure Notice*.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA), which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

Investment options are not changing

The current investment options listed below will remain in the Plan. Any balances you have invested in these investment options as of September 30, 2026, will transfer to the same funds (referred to as an “in-kind” transfer). Future contributions will continue to be invested in these funds.

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
Fidelity® U.S. Bond Index Fund	FXNAX	Invesco Stable Value Trust Class B1	N/A
MFS International Equity Fund Class 3A	N/A	Prudential Core Plus Bond Fund Class 5	N/A
Spartan® 500 Index Pool Class C	N/A	Spartan® Extended Market Index Pool Class C	N/A
Spartan® Total International Index Pool Class C	N/A	Strategic Completion Non-Lendable Fund M	N/A
T. Rowe Price U.S. Equity Research Fund I Class	PCCOX	Vanguard Target Retirement 2020 Fund	VTWNX
Vanguard Target Retirement 2025 Fund	VTTVX	Vanguard Target Retirement 2030 Fund	VTHRX
Vanguard Target Retirement 2035 Fund	VTTHX	Vanguard Target Retirement 2040 Fund	VFORX
Vanguard Target Retirement 2045 Fund	VTIVX	Vanguard Target Retirement 2050 Fund	VFIFX
Vanguard Target Retirement 2055 Fund	VFFVX	Vanguard Target Retirement 2060 Fund	VTTSX
Vanguard Target Retirement 2065 Fund	VLXVX	Vanguard Target Retirement 2070 Fund	VSVNX
Vanguard Target Retirement Income Fund	VTINX	WTC-CIF II SMID Cap Research Equity (Series 4)	N/A

Fidelity BrokerageLink®

The Plan also offers Fidelity BrokerageLink®, which provides you with an opportunity to invest in a broad range of investment options beyond those offered directly through the Plan.

BrokerageLink includes investments beyond those in your Plan’s lineup. You should compare investments and share classes that are available in your Plan’s lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon and risk tolerance.

Self-Directed Brokerage transferring to Fidelity BrokerageLink®

When the market closes at 4 p.m. Eastern Time on September 21, 2026, you will no longer be able to place any transactions within your Brokerage account at Alight. As a result, current account balances and future contributions held in self-directed brokerage will transfer to Fidelity BrokerageLink® on or about October 1, 2026. You will receive a separate communication with the details on your brokerage account transfer.

Fidelity® Personalized Planning & Advice

Nightwing has teamed up with Fidelity to offer a managed account service. It's a new way to help you get, and stay, on course toward your retirement goals. With Fidelity® Personalized Planning & Advice, you get active retirement account management. This means that Fidelity's team of investment professionals invest, monitor and rebalance your account as needed to adjust to changes in the market, or changes to your situation. Fidelity representatives are available to answer any questions you may have about this managed account service. Call (866) 811-6041 for more information.

Fidelity® Personalized Planning & Advice at Work is a service of Strategic Advisers LLC, a registered investment adviser and a Fidelity Investments company, and may be referred to as "Fidelity," "we" or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. **This service provides advisory services for a fee.**

Your existing managed account at Alight Financial Advisors will end September 30, 2026

If you are currently enrolled in Alight Financial Advisors (AFA) through the Professional Management Program, your existing investment elections and future contribution investment elections will transfer to Fidelity and be invested according to the corresponding underlying investment options, as described above.

Nightwing has worked with Fidelity to offer a managed account service through Fidelity® Personalized Planning & Advice, which will be available for enrollment beginning October 15, 2026.

Participants who enroll within the first 70 days of availability will receive a 50% discount on advisory service fees for the first 180 days of service.

Default investment option

Nightwing has determined that certain applicable current account balances and future contributions to your account that you have not directed to a specific investment option in the Plan will be invested in a Vanguard Target Retirement Fund, that has a target retirement date closest to the year you might retire and assumes a retirement age of 65. The target retirement date timeline and retirement age were provided by the Plan sponsor.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically become more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed. Please use the guidelines in the table below to determine in which Vanguard Target Retirement Fund certain applicable current account balances and future contributions will be invested.

DATE OF BIRTH	FUND NAME
1900–1952	Vanguard Target Retirement Income Fund
1953–1957	Vanguard Target Retirement 2020 Fund
1958–1962	Vanguard Target Retirement 2025 Fund
1963–1967	Vanguard Target Retirement 2030 Fund
1968–1972	Vanguard Target Retirement 2035 Fund
1973 - 1977	Vanguard Target Retirement 2040 Fund
1978–1982	Vanguard Target Retirement 2045 Fund
1983–1987	Vanguard Target Retirement 2050 Fund
1988–1992	Vanguard Target Retirement 2055 Fund
1993–1997	Vanguard Target Retirement 2060 Fund
1998–2002	Vanguard Target Retirement 2065 Fund
2003–2099	Vanguard Target Retirement 2070 Fund



Other transition details

BENEFICIARY DESIGNATIONS	Beneficiary information currently on file will transfer to Fidelity. With Fidelity's Online Beneficiaries Service, you can designate your beneficiaries, receive instant online confirmation and check your beneficiary information virtually any time. Once the transition is complete, log in to NetBenefits® or call Fidelity to designate your beneficiary.
LOANS	Any outstanding loan balances in the Nightwing 401(k) Plan will transfer to Fidelity. If you are currently an active participant in the Plan, you will continue to repay your loans in the Nightwing 401(k) Plan in the same manner as you have with Alight. The transition will not affect the terms or length of your loans. ¹
ACCOUNT STATEMENTS	Account statements will not be automatically mailed to your home; they will be available on NetBenefits at www.NetBenefits.com . To change your mail preferences and request that statements be mailed to your home address, call Fidelity at (800) 835-5095 or log in to NetBenefits at www.NetBenefits.com , select <i>Profile</i> , then <i>Preferences</i> .

¹Loan repayments received during the blackout period will be invested in the Fidelity® Government Money Market Fund - Class K6² until the blackout period ends. At that time, loan repayments and any associated earnings will be posted to your account according to your investment elections on file with Fidelity. If you do not have any elections on file, your loan repayments and any associated earnings will be invested in the Vanguard Target Retirement Fund.

²**You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.**

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.



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To ensure that all information is transferred accurately from your current Plan account at Alight to your new Plan account at Fidelity, there will be a period of time when you will be unable to direct or diversify investments in your individual accounts or obtain a loan or distribution from the Plan.

This time, during which you will be unable to exercise your rights otherwise available under the Plan, is called a “blackout period.” The blackout period will begin at 4 p.m. Eastern Time on September 28, 2026, and is expected to end the week of October 25, 2026. During this time, you can determine whether the blackout period has started by contacting Alight by calling 1-800-964-8817.

Because you will be unable to direct or diversify your Plan balance during the blackout period, it is very important that you review and consider the appropriateness of your current investments. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments.

You should be aware that there is a risk to holding substantial portions of your account in the securities of any one company, as individual securities tend to have wider price swings, up and down, in short periods of time, than investments in diversified funds. Stocks that have wide price swings might have a large loss during the blackout period, and you would not be able to direct the sale of such stocks from your account during the blackout period.

Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning and your overall financial plan.

If you have any questions concerning this notice, you should contact Fidelity by calling (800) 835-5095.



Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Nightwing 401(k) Plan, and the Plan document will govern in the event of any discrepancies.

A link to third-party material is included for your convenience. The content owner is not affiliated with Fidelity and is solely responsible for the information and services it provides. Fidelity and your employer disclaims any liability arising from your use of such information or services. Review the new site's terms, conditions, and privacy policy, as they will be different from those of Fidelity's sites.

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