

**Premiere Building Maintenance Corporation 401(k) Profit Sharing Plan & Trust ("Plan")**  
**IMPORTANT NOTICE TO PARTICIPANTS FOR THE 2025 PLAN YEAR**

**If I do not make an investment election, how will my contributions be invested?**

**Qualified Default Investment Alternative (QDIA):** The Plan Fiduciary has decided to include a Qualified Default Investment Alternative (QDIA) under the Plan. This decision will not change any investment elections you have already made. This notice will explain more about what this may mean to you.

**Your Right to Direct Investments:** Your Plan allows you to direct the investment of some or all of the contributions made on your behalf in a number of investment choices. If you fail to provide investment direction, your Plan's Fiduciary will invest Plan contributions in a QDIA established under the Plan. The Plan Fiduciary has chosen the American Century One Choice - Investor Target Maturity series issued by American Century as the QDIA for contributions made to your Plan account(s). Contributions invested in the QDIA are subject to gains or losses like other investment choices available under your Plan including losses near and following retirement, and there is no guarantee that the investment will provide adequate retirement income.

**Your Right to Transfer Out of the Default Alternative Without Penalty:** Subject to your Plan's distribution rules, you may withdraw defaulted contributions invested on your behalf by your Plan's Fiduciary in the QDIA. You may also make transfers from the QDIA to any other investment choice offered under the Plan on any business day without any penalties or fees, such as redemption or liquidation fees. However, the QDIA will be assessed an investment management fee and Contract Asset Charges, if applicable, and the Expense Ratio will be as noted below. In addition, Plan service fees may be charged on any withdrawal or distribution of your account balance from the QDIA.

**Consequences of Your Failure to Make an Investment Election:** 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(s). 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.

**Description of the Default Alternative:** The American Century One Choice - Investor Target Maturity series allow participants to invest for retirement in one single step, into a fund that automatically adjusts to a more conservative allocation as retirement grows near. Default allocations are based on a projected retirement age of 65. If you have already turned 65, your contributions will be allocated to the most conservative fund available. A detailed description of the allocations by year of birth is listed next to each investment choice below:

If you were born:	Your applicable American Century One Choice - Investor Fund is:
On or before 1957	American Century One Choice In Retirement Ret Opt
01/01/1958 - 12/31/1962	American Century One Choice 2025 Ret Opt
01/01/1963 - 12/31/1967	American Century One Choice 2030 Ret Opt
01/01/1968 - 12/31/1972	American Century One Choice 2035 Ret Opt
01/01/1973 - 12/31/1977	American Century One Choice 2040 Ret Opt
01/01/1978 - 12/31/1982	American Century One Choice 2045 Ret Opt
01/01/1983 - 12/31/1987	American Century One Choice 2050 Ret Opt
01/01/1988 - 12/31/1992	American Century One Choice 2055 Portfolio Ret Opt
1993 and later	American Century One Choice 2060 Ret Opt

For example: Find your birth year in the chart above. Your Plan's Fiduciary will invest contributions made on your behalf to the investment choice listed in the column immediately to the right of your birth year. As described in the table below, the investment strategy for the investment choice corresponding to your birth year will periodically adjust to become more conservative as you approach retirement age.

**Risk and Return Characteristics:**

The investment choice(s) listed invest in a combination of domestic and foreign stocks, bonds, U.S. treasuries and money market securities.

**Investment Risk:**

The values of stock change in response to general market and economic conditions and the circumstances of individual issuers. The values of bonds change in response to changes in economic conditions, interest rates and the creditworthiness of individual issues.

<b>Name of Fund:</b>	<b>Investment Information:</b>	<b>Investment Strategy:</b>	<b>Expense Ratio:</b>
American Century One Choice In Retirement Ret Opt	The American Century One Choice In Retirement Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice In Retirement (Investor Class Shares), a mutual fund (Fund). Prior to 02-20-15, the underlying mutual in which the TLIC Separate Account invests in was named the American Century One Choice Income Portfolio.	The investment seeks current income; capital appreciation is a secondary objective. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The fund's target allocation for the various asset classes and underlying funds is to invest 45% of its assets in stock funds, 45% of its assets in bond funds, and 10% of its assets in money market funds. The target asset mix of One Choice In Retirement Portfolio is expected to remain fixed over time.	1.15
American Century One Choice 2025 Ret Opt	The American Century One Choice 2025 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2025 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2025 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2025) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.17
American Century One Choice 2030 Ret Opt	The American Century One Choice 2030 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2030 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2030 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2030) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.19
American Century One Choice 2035 Ret Opt	The American Century One Choice 2035 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2035 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2035 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2035) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.23
American Century One Choice 2040 Ret Opt	The American Century One Choice 2040 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2040 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2040 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2040) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.25
American Century One Choice 2045 Ret Opt	The American Century One Choice 2045 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2045 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2045 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2045) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.28

American Century One Choice 2050 Ret Opt	The American Century One Choice 2050 Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2050 Portfolio (Investor Class Shares), a mutual fund (Fund). Prior to 05-31-13, the underlying mutual fund of this separate account was named the American Century LIVESTRONG 2050 Portfolio.	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2050) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.30
American Century One Choice 2055 Portfolio Ret Opt	The American Century One Choice 2055 Portfolio Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2055 Portfolio Fund (Inv Class Shares), a mutual fund (Fund).	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2055) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.30
American Century One Choice 2060 Ret Opt	The American Century One Choice 2060 Portfolio Ret Opt, a TLIC Separate Account, invests exclusively in the American Century One Choice 2060 Portfolio Fund (Inv Class Shares), a mutual fund (Fund).	The investment seeks the highest total return consistent with its asset mix. The fund is a "fund of funds," it invests in other American Century mutual funds (the underlying funds) that represent a variety of asset classes and investment styles. The target date in the fund name (2060) refers to the approximate year an investor plans to retire and likely would stop making new investments in the fund.	1.30

**How to Make an Affirmative Investment Election:** The investment fact sheet will provide you more information about the investment objectives, risk and return characteristics, and fees and expenses of the QDIA and the other investment choices available to you. To view the investment fact sheet, to make your own investment choices, or to move funds previously invested on your behalf, you may go online at [transamerica.com/portal/home](http://transamerica.com/portal/home), or call (877) 234-9293.

#### HOW TO OBTAIN ADDITIONAL INFORMATION:

If you need a copy of the SPD or have any additional questions, please contact Blake Isom who may be reached at (865) 522-7731, 1416 McCalla Avenue, Knoxville, TN 37915

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