January 2024

RE: Changes to your investment options in the Irell & Manella Retirement Plans

Dear Retirement Plan Participants and Eligible Employees:

Irell & Manella LLP is pleased to announce that, effective **February 5, 2024,** your retirement plan's investment lineup will be enhanced.

Fund FLCNX, Fidelity® Contrafund® K6, currently available as an investment option, will be eliminated from the fund lineup on the effective date stated above. Any existing assets and/or investment elections remaining in the fund at that time will be redirected to FBCGX, Fidelity® Blue Chip Growth K6 Fund, as listed in the following chart.

Fund CSRSX, Cohen & Steers Realty Shares Fund Class L, currently available as an investment option, will be eliminated from the fund lineup on the effective date stated above. Any existing assets and/or investment elections remaining in the fund at that time will be redirected to CSJZX, Cohen & Steers Realty Shares Fund Class Z, as listed in the following chart. Note: this is a change in share class which provides for a lower expense ratio as reflected in the 'Net operating expenses %' of the fund in the chart on the following page. The lower expense ratio enables you to keep more of your investment returns.

Any contributions or rollovers received on or after **February 5, 2024**, directed to the funds being eliminated will be redirected as shown in the chart. You may change your investment elections and/or make a reallocation of your account prior to the effective date via the Lincoln retirement plan website or by calling the Customer Contact Center.

If you are currently invested in the following fund being eliminated:		**Your balance and investment elections will be transferred to the existing fund/new share class indicated below:**	
FLCNX	Fidelity® Contrafund® K6	FBCGX	Fidelity® Blue Chip Growth K6 Fund*
CSRSX	Cohen & Steers Realty Shares Fund Class L	CSJZX	Cohen & Steers Realty Shares Fund Class Z**
Prior to investing in a mutual fund investment option, an investor should carefully consider the investment objectives, risks, and charges and expenses of the investment company. The prospectus contains this and other important information and should be read carefully before investing or sending money. The current prospectus is available by logging into your account at LincolnFinancial.com/Retirement and selecting Research Investments > View Investment Details.			

*Indicates an existing fund.

**Indicates a share class change to the existing fund.

Asset Allocation Models: the asset class composition of the risk-based asset allocation models will also be changing on the effective date stated above. The risk-based asset allocation models and their underlying investments are listed at the end of this notice.

Rebalancing: If you're currently invested in a risk-based asset allocation model, your account is scheduled to be rebalanced as soon as administratively feasible following this update and will continue to be rebalanced quarterly.

Any time there's a change to investment options, we encourage you to review your investments and make any changes necessary to meet your retirement goals. If you have specific questions about the investments, you can contact our investment advisors at Morgan Stanley by phone at 855-326-7362. For any non-investment related questions pertaining to your account or to make a change, please log into your account at **LincolnFinancial.com/Retirement**, or call the Lincoln Customer Contact Center at 800-234-3500. You also can contact your Lincoln Retirement Consultant, Andrew Glassner, by phone at (503) 625-3394 or by email at Andrew.Glassner@lfg.com with questions.

This notice supplements the annual 404(a) fee disclosure notice you received regarding certain plan and investment-related information found in the Comparative Chart Summary. Please keep this notice with your annual 404(a) fee disclosure notice.

EXISTING FUND/ NEW SHARE CLASS	Total annual operating expenses* %	Total annual operating expenses $	Total revenue sharing (12b-1, Sub TA)	Net operating expenses** %	Net operating expenses $	1-yr return %	5-yr return %	10-yr return %	Since inception return %	Inception date
Fidelity® Blue Chip Growth K6 (FBCGX)	0.46%	$4.60	0.00%	0.46%	$4.60	34.63%	13.62%	---	16.02%	5/25/2017
Cohen & Steers Realty Shares Z (CSJZX)	0.80%	$8.00	0.00%	0.80%	$8.00	-0.13%	4.47%	---	7.03%	7/1/2019

ELIMINATED FUNDS	Total annual operating expenses* %	Total annual operating expenses $	Total revenue sharing (12b-1, Sub TA)	Net operating expenses** %	Net operating expenses $	1-yr return %	5-yr return %	10-yr return %	Since inception return %	Inception date
Fidelity® Contrafund® K6 (FLCNX)	0.45%	$4.50	0.00%	0.45%	$4.50	29.37%	9.92%	---	12.68%	5/25/2017
Cohen & Steers Realty Shares L (CSRSX)	0.88%	$8.80	0.00%	0.88%	$8.80	-0.21%	4.40%	6.99%	---	7/2/1991

Average returns provided are representative of performance as of September 30, 2023.

*Total annual operating expenses: Expenses that reduce the rate of return of the investment option.

**Net operating expenses: Total annual operating expense after any applicable revenue sharing rebates.

Asset Allocation Models

			Conservative →				Aggressive
Fund Information							
Name	**Symbol**	**Category**	**Capital Preservation**	**Income**	**Balanced Growth**	**Market Growth**	**Opportunistic Growth**
International			**8.00%**	**11.00%**	**12.00%**	**17.00%**	**20.00%**
Invesco Developing Markets Y	ODVYX	Diversified Emerging Mkts	2.00%	3.00%	3.00%	4.00%	5.00%
Artisan International Investor	ARTIX	Foreign Stock	3.00%	4.00%	4.50%	6.50%	7.50%
Fidelity® Global ex US Index	FSGGX	Foreign Stock	3.00%	4.00%	4.50%	6.50%	7.50%
Small/Medium Company Stocks			**5.00%**	**6.00%**	**8.00%**	**11.00%**	**12.00%**
Fidelity Advisor® Small Cap Value I	FCVIX	Small Value	1.50%	2.00%	2.50%	3.50%	4.00%
Janus Henderson Triton N	JGMNX	Small Growth	1.50%	2.00%	2.50%	3.50%	4.00%
Victory Sycamore Established Value R	GETGX	Mid-Cap Value	0.70%	0.70%	1.00%	1.30%	1.30%
Vanguard Mid Cap Index Institutional	VMCIX	Mid-Cap Blend	0.60%	0.60%	1.00%	1.40%	1.40%
Artisan Mid Cap Investor	ARTMX	Mid-Cap Growth	0.70%	0.70%	1.00%	1.30%	1.30%
Large Company Stocks			**13.00%**	**19.00%**	**22.00%**	**31.00%**	**37.00%**
Columbia Trust Dividend Income MS	03078M326	Large Value	4.70%	7.30%	8.70%	12.00%	14.70%
Vanguard Institutional Index I	VINIX	Large Blend	4.30%	6.40%	7.30%	10.30%	12.30%
Fidelity® Blue Chip Growth K6	FBCGX	Large Growth	4.00%	5.30%	6.00%	8.70%	10.00%
Bonds			**42.00%**	**40.00%**	**40.00%**	**31.00%**	**26.00%**
Metropolitan West Total Return Bd M	MWTRX	Intermediate-Term Core Plus Bond	38.00%	34.00%	34.00%	25.00%	20.00%
Vanguard Inflation-Protected Secs Adm	VAIPX	Inflation Protected Bond	1.00%	1.00%	1.00%	1.00%	1.00%
Vanguard High-Yield Corporate Adm	VWEAX	High-Yield Bond	2.00%	4.00%	4.00%	4.00%	4.00%
Hartford World Bond R6	HWDVX	World Bond	1.00%	1.00%	1.00%	1.00%	1.00%
Real Estate			**1.00%**	**1.00%**	**2.00%**	**2.00%**	**2.00%**
Cohen & Steers Realty Shares Z	CSJZX	Real Estate	1.00%	1.00%	2.00%	2.00%	2.00%
Stable Value			**31.00%**	**23.00%**	**16.00%**	**8.00%**	**3.00%**
Lincoln Stable Value	Z433X	Stable Value	31.00%	23.00%	16.00%	8.00%	3.00%
Total			**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Sincerely,

Kyle Kawakami
Chair of the Retirement Committee