

TO: Active Employees who are represented or were represented by the union locals listed below (the “Locals”) and who are Participants in the **CenturyLink Retirement Component** of the Lumen Pension Plan
and
Collective Bargaining Agents of the Locals

Locals:	CWA 3972/3974	CWA 6171Central/6171NW
	CWA 4370	IBEW 257
	CWA 4671	IBEW 1106

FROM: Lumen Technologies, Inc, the Plan Sponsor

DATE: May 11, 2022

SUBJECT: **Changes to Pension Benefits Calculation Effective as of June 30, 2022**
(Change and Impact to Compensation used in the pension formulas in the **CenturyLink Retirement Component** of the Lumen Pension Plan)

This Notice tells you about an amendment that changes how your pension benefits will be calculated after June 30, 2022 under the **CenturyLink Retirement Component** of the Lumen Pension Plan (the “Plan” or the “CenturyLink Component”). The change is the result of collective bargaining negotiations between the Locals and the Company during the 2019-2022 bargaining cycle. This Notice is required by law. *Note:* capitalized words and phrases that are used, but not defined, in this Notice will have the meanings assigned to them in the Plan document.

HOW THIS PLAN AMENDMENT AFFECTS YOU

The Plan is amended to add a Compensation Freeze Date that applies to all Local participants who are actively participating in the Plan (except as provide below). The “Compensation Freeze Date” is June 30, 2022. This means that no Compensation earned after June 30, 2022 will be used in the pension formulas in the CenturyLink Component.

The CenturyLink Component pension formula is:

- a percentage (1.3% or 1.35% or 0.5%, dependent upon your service history), *multiplied by*
- Final Average Pay or Average Annual Compensation (dependent upon your service history), *multiplied by*
- your Credited Service.

Final Average Pay and Average Annual Compensation are a calculation of Compensation where a participant’s average of Compensation is calculated over a certain time period. As an example, assume the time period is the last five years of service preceding a participant’s Termination of Employment and the participant’s Termination of Employment is Dec. 31, 2022. Under the **current** provisions of the Plan (before the change described in this Notice), Compensation from Jan. 1, 2018 through Dec. 31, 2022 would be used to calculate Final Average Pay and Average Annual Compensation. As a result of the **Plan amendment**, Compensation is frozen as of June 30, 2022; therefore, in this example, the participant’s Compensation from July 1, 2017 through June 30, 2022 will now be used to calculate the participant’s the Final Average Pay or Average Annual Compensation under the pension formula. Compensation is typically higher as your employment progresses. Freezing Compensation as of June 30, 2022 may affect your pension benefit if you continue employment after June 30, 2022 where higher Compensation may be earned.

Credited Service was not frozen and will continue to accrue after June 30, 2022 in accordance with the CenturyLink Component provisions.

Refer to the Summary Plan Description (SPD) for the CenturyLink Component for details on the complete pension formula applicable to you. The SPD can be found under the Pension tab on the Pension Site at <https://lumenpension.ehr.com>.

Exception: This Plan amendment does *not* apply to those participants in CWA 4370 who were hired prior to April 1, 2007.

FOR MORE INFORMATION

This Notice is being provided to you in advance of the effective date (June 30, 2022) of the Plan amendment described above in compliance with section 204(h) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

The pension benefits provided by the CenturyLink Component are described in the Plan’s SPD, as most recently updated. Please review the SPD if you are interested in more information about how benefits in the CenturyLink Component are calculated and how the Plan operates.

If you would like a copy of the SPD, you can access a copy online under the Pension tab on the Pension Site at <https://lumenpension.ehr.com>. If you would like a paper copy of the SPD or if you have any questions about this Notice and the Plan amendment, you may contact the Lumen Pension Service Center, Mon-Fri, 8 p.m. - 5 p.m. (CST) at 1-888-324-0689.

Legal Notices and ERISA 204(h) Notice. This Notice highlights changes to the benefits of the impacted participants who participate in the Plan. Full details of the Plan are contained in the official Plan documents. In case of a conflict between this document and the official Plan document, as it may be amended, the terms of the Plan document will always govern.

Subject to applicable labor law requirements, the Company and its delegate, the Lumen Plan Design Committee, reserve the right to modify, discontinue or terminate any benefit or plan and to implement any changes in compensation and benefits at any time, for any reason in its sole discretion. This Notice and the benefits it describe are not a contract of employment between you and the Company or any entity related to the Company. Subject to applicable labor law requirements, either the Company or you can terminate your employment at any time, with or without notice, and with or without cause.

Section 204(h) of ERISA requires the Lumen Employee Benefits Committee, which is the Plan Administrator of the Plan, to describe for you the potential reduction in your future pension plan benefit accruals.

This Notice also is intended to serve as a “summary of material modification” pursuant to the requirements of Section 104 of ERISA. You should keep this Notice with your copy of the SPD for future reference.