



Investment Options and Savings Plan Overview

457(b) and 401(k) | Roth 457(b) and Roth 401(k)
Roth and Traditional IRAs

2026



Blazing Your Own Path

URS Savings Plans Comparison

Choose the Plans Right for You

Consider your individual situation and needs. For example, starting with a Roth plan early in your career, when you may be in a lower tax bracket, can be something to consider. As your income and tax burden grow, consider shifting contributions to tax-deferred plans. Using multiple plans lets you take advantage of different tax benefits.

Need Help?

We offer a number of live education opportunities throughout the year, including webinars, seminars, and individual retirement planning sessions. Go to www.urs.org and click the "Education" tab to see ways we can help you become a confident investor.

HOW TO GET HELP



Check with your employer to see which plans are available to you.

Traditional Plans Pay taxes later

457(b) and 401(k) Plans

These plans are designed to work with your employer, allowing you to contribute through your paycheck. Some employers may also provide matching or other contributions. You can only withdraw your money when you become eligible.

457(b)

Pay taxes **later**

Contribute with pre-tax dollars and pay income tax when withdrawn.

401(k)

Pay taxes **later**

Contribute with pre-tax dollars and pay income tax when withdrawn.

Roth Plans Pay taxes now

Roth 457(b)

Pay taxes **now**

Contribute with after-tax dollars and withdraw tax-free.

Roth 401(k)

Pay taxes **now**

Contribute with after-tax dollars and withdraw tax-free.

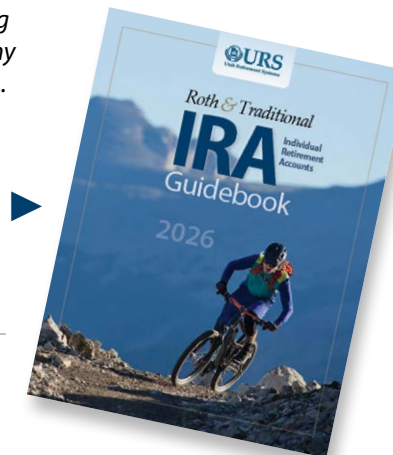
IRAs

These plans give you more flexibility in how and when you contribute and withdraw your money. You can deposit funds at any time during the year, up to the annual limit. You can withdraw your money at any time (subject to taxes and penalties unless you meet certain criteria).

Traditional IRA

Pay taxes **later**

Contributions may be tax deductible. Pay income tax when withdrawn.



Roth IRA

Pay taxes **now**

Contribute with after-tax dollars and withdraw tax-free.

How You Contribute	Subject to employer participation and employment status		Tax deductibility subject to earned income and other limitations. See <i>IRA Guidebook</i> : www.urs.org/us/IRA	
Payroll Deduction	✓	✓	✓	✓
Rollovers / Transfers	✓	✓	✓	✓
Personal Deposits	✗	✗	✓	✓
When You Can Withdraw <i>You must meet certain criteria to avoid a potential IRS penalty tax, generally 10%. Penalty doesn't apply to 457(b)</i>	457(b) » After age 59½ or separation from employment. No penalty. <i>Additional criteria for qualified withdrawals apply. See note at right.</i> Roth Plans: Never a tax or penalty on contributions. See Note 2.	401(k) » After age 59½ or separation from employment. No penalty if you separate from service during or after the year you turn 55. *1	Traditional IRA » Anytime. No penalty after age 59½. <i>Additional criteria for penalty-free withdrawals apply, e.g., if you become disabled or use the funds to pay for your first home or higher education. See IRA Guidebook for more details: www.urs.org/us/IRA</i>	Roth IRA » Anytime. No penalty on earnings after age 59½. Withdraw contributions tax- and penalty-free any time.
How Your Withdrawals Are Taxed	457(b) and 401(k) » You pay income tax on any withdrawals. Roth 457(b) and Roth 401(k) » Qualified withdrawals of earnings are tax-free if you're over age 59½ and have held the account for at least five years. Qualified withdrawals of contributions are tax- and penalty-free any time. All withdrawals are split proportionally between contributions and earnings. *2		Traditional IRA » You may pay income tax on any withdrawals.	Roth IRA » You can withdraw earnings tax-free if you're over age 59½ and have held the account for at least five years. Withdraw contributions tax- and penalty-free any time.
Loan Provision	Yes	Yes (Limitations apply to Tier 2 employer required contributions)	No	
Annual Contribution Limits	2026 \$24,500 <small>See "Special 457(b) Catch-Up"</small>	\$24,500	\$7,500	
With Age 50+ Catch-Up	2026 \$32,500	\$32,500	\$8,600	
With Ages 60, 61, 62, 63 Catch-Up	2026 \$35,750	\$35,750	N/A	

401(k) and 457(b) contribution limits are separate from each other; within each plan, pre-tax and Roth contributions count toward the same limit.

The IRA and Roth IRA share one combined annual limit. This is a single annual limit that applies across all IRAs combined, both traditional and Roth, even if they're held at different financial institutions.

Getting Started with URS Savings Plans



Step 1:

Go to www.urs.org

» Log in to myURS.

If you're new, just follow the prompts to create your account.

Step 2:

Choose Your Savings Plans

Step 3:

Select How Much You Want to Save

Step 4:

Choose Among Investment Options

» Target Date Funds (See Pages 6 & 7)

OR

» Individual funds (See Pages 4 & 5)

Step 5:

Designate Your Beneficiaries

* Notes:

1 » Qualified public safety employees: age 50, or any age with 25 years of service.

2 » Unlike a Roth IRA, Roth 457(b) and Roth 401(k) plans do not allow you to withdraw only your contributions. Every withdrawal is split between contributions and earnings at the same proportion as the total account. As a result, there is no way to make a completely tax-free withdrawal until you are fully qualified (over age 59½ and have had the account for at least five years).

Other 457(b)/401(k) Qualifying Criteria

For additional withdrawal criteria, see IRS Publication 575 and IRS Publication 590-B. They include:

- » Qualified Birth or Adoption
- » Hardship (for 401(k))
- » Emergency (for 457(b))

Special 457(b) Catch-Up

The three years prior to the year you qualify to retire, your limit on 457(b) contributions is double the standard limit (depending on past contributions). Note: You cannot use a 457(b) age catch-up the same year as the special catch-up.

WATCH OUR SHORT VIDEO FOR TIPS ON GETTING STARTED



Individual Investment Options

Income Fund

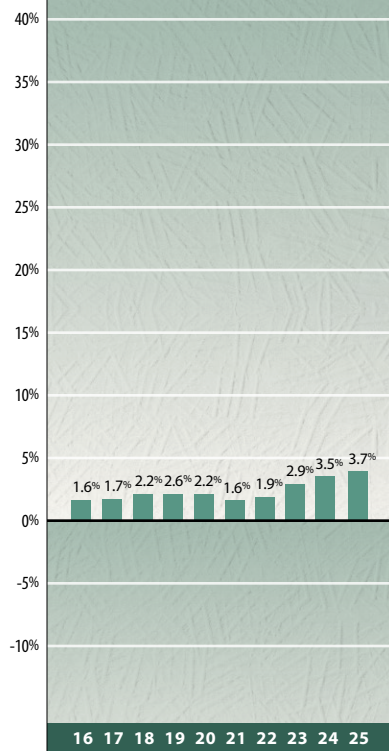
A stable value option and the most conservative investment choice. About 95% of its assets are invested in investment grade bonds that are “wrapped” with book value contracts. The contracts are financial agreements from creditworthy banks and insurance companies, protecting against changes in interest rates and smoothing returns over the duration of the portfolio.

Investment Manager:
T. Rowe Price

Sample of Portfolio
Book Value Contracts
Government Bonds
Short-Term Investments

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
3.66%	3.33%	2.68%	2.37%	2.16%	

Annual Returns for Periods Ended December 31



Bond Fund

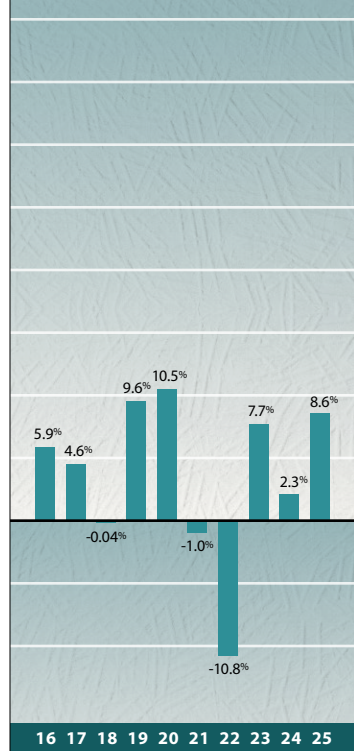
Generally contains investment grade and government bonds issued in the United States and denominated in U.S. dollars.

Investment Manager:
Dodge & Cox

Sample of Portfolio
Asset-Backed Securities
Corporate Bonds
U.S. Treasury and Gov't. Related

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
8.55%	6.15%	1.10%	3.54%	3.61%	

Annual Returns for Periods Ended December 31



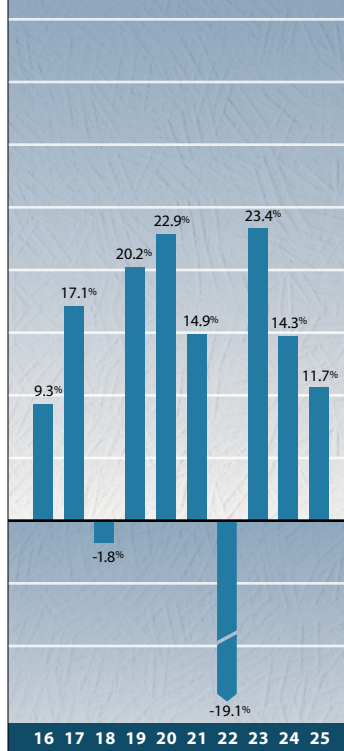
Balanced Fund

Invests in a portfolio of about 60% stocks and 40% bonds. This fund is considered less risky than most stock investments, but has higher risk than most fixed income investments.

Portfolio Structure
40% Bond Fund
30% Large Cap Growth Fund
30% Large Cap Value Fund

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
11.68%	16.36%	7.93%	10.53%	10.20%	

Annual Returns for Periods Ended December 31



Large Cap Stock Value Fund

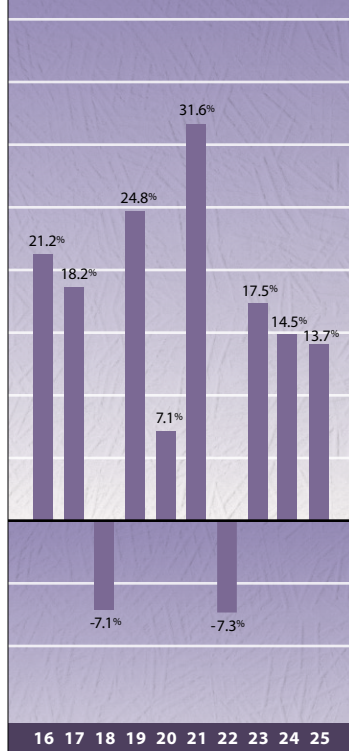
Invests in a diversified portfolio of common stocks that appear undervalued by the stock market, but have a favorable outlook for long-term growth.

Investment Manager:
Dodge & Cox

Sample of Portfolio Securities
The Charles Schwab Corp.
RTX Corp.
Alphabet, Inc.
Johnson Controls International PLC
CVS Health Corp.

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
13.71%	15.22%	13.30%	12.75%	12.34%	

Annual Returns for Periods Ended December 31



Large Cap Stock Index Fund

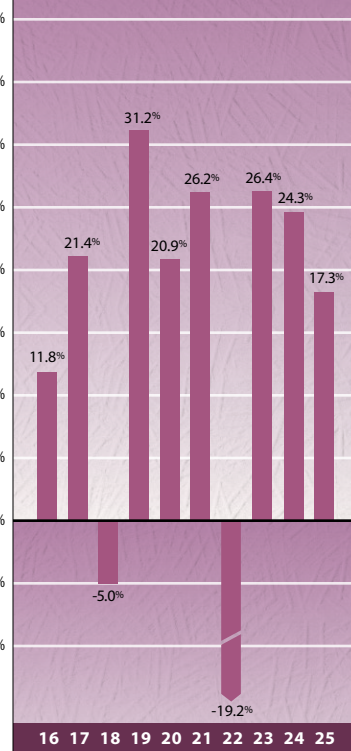
Invests in stocks included in the Russell 1000 Index**. The Russell 1000 Index is constructed as a broad and impartial measure of the large cap stock sector.

Investment Manager:
Utah Retirement Systems

Sample of Portfolio Securities
NVIDIA Corp.
Apple, Inc.
Microsoft Corp.
Amazon.com, Inc.
Alphabet, Inc.

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
17.27%	22.59%	13.44%	14.41%	13.64%	

Annual Returns for Periods Ended December 31



Large Cap Stock Growth Fund

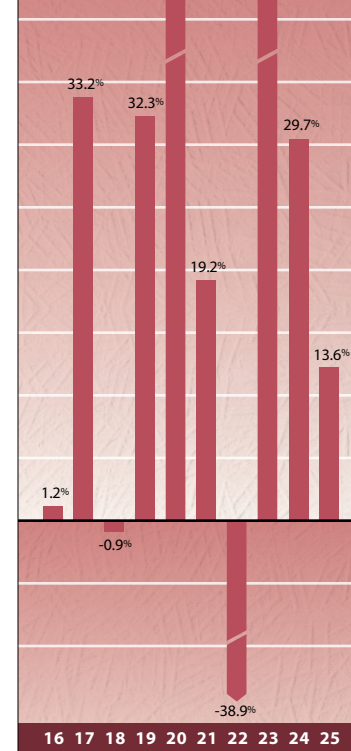
Emphasizes capital appreciation and seeks to identify companies with future relative earnings strength at a reasonable valuation. The portfolio is actively managed to react quickly to changing company fundamentals and prevailing market forces.

Investment Manager:
Jennison Associates, LLC

Sample of Portfolio Securities
NVIDIA Corp.
Apple, Inc.
Microsoft Corp.
Amazon.com, Inc.
Broadcom, Inc.

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
13.57%	30.87%	10.29%	15.90%	15.37%	

Annual Returns for Periods Ended December 31



International Fund

Invests in a diversified portfolio of international companies. Performance is benchmarked against the MSCI All Country World Index – ex. U.S. – Investable Market Index (MSCI ACWI ex. U.S. IMI).

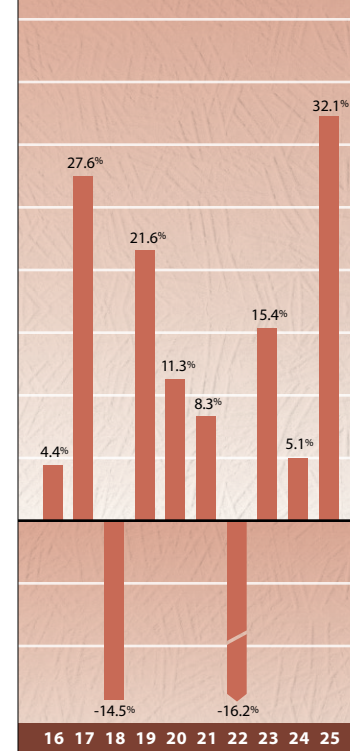
Investment Managers:
Northern Trust Global Investments

Dimensional Fund Advisors
Brandes Investment Partners
WCM Investment Management

Sample of Portfolio Securities
Taiwan Semiconductor (Taiwan)
Tencent Holdings Ltd. (China)
ASML Holding N.V. (Netherlands)
Samsung Electronics Co. (Korea)

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
32.12%	17.01%	7.77%	8.40%	5.98%	

Annual Returns for Periods Ended December 31



Small Cap Stock Fund

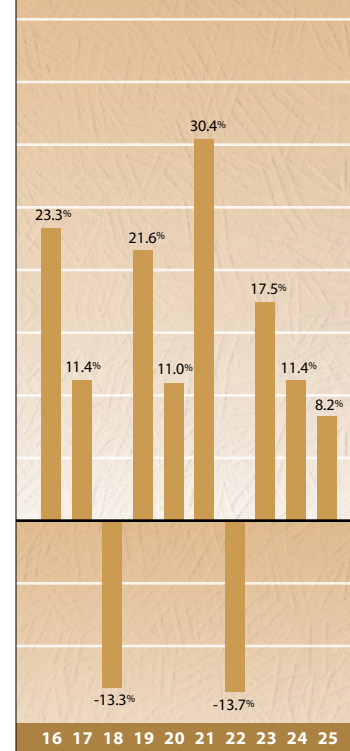
Invests in a broad cross-section of U.S. small companies whose size (market capitalization) falls within the smallest 10% of companies listed on the New York Stock Exchange and NASDAQ National Market System.

Investment Manager:
Dimensional Fund Advisors

Sample of Portfolio Securities
IES Holdings Inc.
Lumentum Holdings Inc.
Mueller Industries Inc.
InterDigital Inc.
Hecla Mining Co.

Annualized Returns for Periods Ended Dec. 31, 2025*					
1 Year	3 Years	5 Years	10 Years	15 Years	
8.02%	12.23%	9.74%	9.85%	9.99%	

Annual Returns for Periods Ended December 31



URS Target Date Funds

Diversified Portfolio

URS Target Date Funds provide a diversified retirement portfolio through a single investment option. These funds gradually adjust throughout your career and into retirement. The investment mix — which includes stocks, bonds, and real assets — gradually and automatically shifts toward more conservative investments as you age and enter retirement.

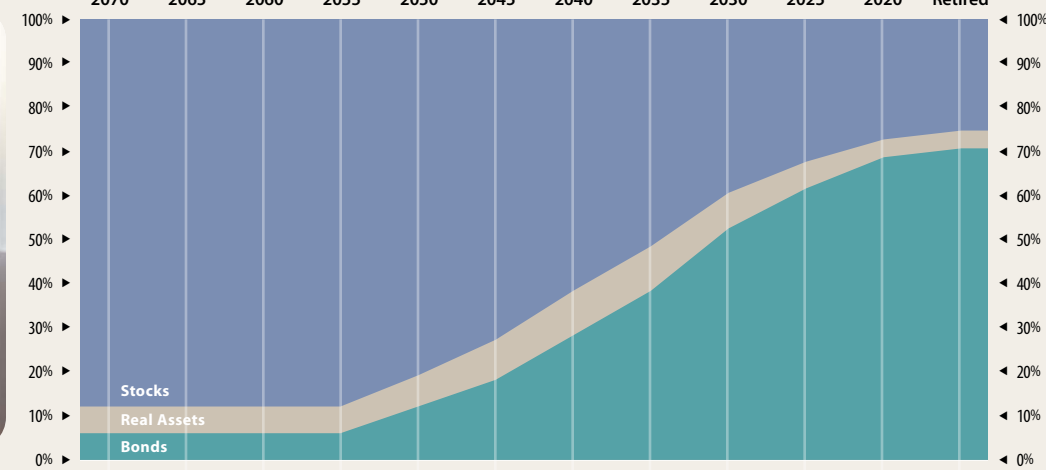
Consider the Target Date Fund with the date closest to when you will start withdrawing funds for retirement. For example: If you're a younger employee and plan to leave the workforce and begin withdrawals around the year 2055, consider the Target Date 2055 Fund. If you're further along in your career and will begin utilizing your account close to the year 2030, consider the Target Date 2030 Fund.

Target Date Funds Asset Allocation

The asset allocation chart below shows the current breakdown of each Target Date Fund. Some of the asset classes are made up of the URS individual investment options (URS Income Fund, URS Bond Fund, URS Large Cap Stock Index Fund, URS International Fund, URS Small Cap Stock Fund) while others are exclusive to Target Date Funds (International Bonds, Global Inflation-Linked Bonds, Private Real Estate).

Target Date Funds Asset Allocation

Asset Classes		Target Date 2070	Target Date 2065	Target Date 2060	Target Date 2055	Target Date 2050	Target Date 2045	Target Date 2040	Target Date 2035	Target Date 2030	Target Date 2025	Target Date 2020	Target Date Retired
Stocks	URS Large Cap Stock Index	42.0%	42.0%	42.0%	42.0%	42.0%	38.0%	35.0%	34.0%	30.0%	26.0%	24.0%	20.0%
	URS International	35.0%	35.0%	35.0%	35.0%	35.0%	33.0%	28.0%	21.0%	15.0%	10.0%	7.0%	6.0%
	URS Small Cap Stock	11.0%	11.0%	11.0%	11.0%	10.0%	9.0%	8.0%	6.0%	4.0%	2.0%	1.0%	1.0%
Real Assets	Private Real Estate	6.0%	6.0%	6.0%	6.0%	6.0%	8.0%	10.0%	10.0%	10.0%	8.0%	5.0%	4.0%
	URS Income	—	—	—	—	—	—	—	—	6.0%	8.0%	10.0%	11.0%
Bonds	URS Bond	4.0%	4.0%	4.0%	4.0%	4.0%	7.0%	12.0%	17.0%	19.0%	25.0%	29.0%	31.0%
	International Bonds	2.0%	2.0%	2.0%	2.0%	3.0%	5.0%	7.0%	10.0%	11.0%	13.0%	14.0%	16.0%
	Global Inflation-Linked Bonds	—	—	—	—	—	—	—	2.0%	5.0%	8.0%	10.0%	11.0%



Target Date:	2070	2065	2060	2055	2050	2045	2040	2035	2030	2025	2020	Retired
1-Year Annualized	N/A*	19.57%	19.57%	19.57%	19.43%	18.59%	17.10%	15.60%	13.54%	11.48%	10.53%	9.88%
3-Year Annualized	N/A*	17.25%	17.25%	17.25%	17.20%	16.34%	15.15%	13.90%	12.63%	11.04%	10.30%	9.43%
5-Year Annualized	N/A*	10.04%	10.04%	10.04%	10.01%	9.50%	8.83%	8.08%	7.39%	6.47%	5.69%	4.91%
10-Year Annualized	N/A*	N/A**	10.92%	10.92%	10.91%	10.65%	10.19%	9.45%	8.84%	7.73%	6.85%	5.50%

* Target Date 2070 is a new fund available beginning January 2026.
 ** Fund inception: Jan. 1, 2021. Additional returns will be added as they become available.



Stocks:

- URS Large Cap Stock Index Fund: See Page 5.
- URS International Fund: See Page 5.
- URS Small Cap Stock: See Page 5.

Real Assets:

Private Real Estate is a fund of funds that allows investors to gain exposure to portfolios of direct real estate investments. The fund will invest primarily in existing private real estate funds, publicly traded real estate securities, and other real estate related investments. These portfolios are comprised of institutional quality commercial real estate across a broad range of real estate asset types.

Investment Manager: Prudential Real Estate Investors

Bonds:

- URS Income Fund: See Page 4.
 - URS Bond Fund: See Page 4.
 - International Bonds are used to diversify the bond investments within the Target Date Funds. An international bond is a bond issued outside of the United States by a government or non-U.S. corporation.
- Investment Manager:** Insight North America LLC
- Sample of Portfolio:** International Asset-Backed Securities, International Corporate Bonds, International Government Bonds

Global Inflation-Linked Bonds are debt instruments, primarily issued by governments of developed market countries, created to protect investors from the effects of inflation. An example of inflation-linked bonds are TIPS (Treasury Inflation-Protected Securities), which are issued by the U.S. Government and are designed to reduce the risk of inflation by indexing the principal of the bond to an inflation rate.

Investment Manager: BlackRock Financial Management, Inc.

Sample of Portfolio: TIPS (Treasury Inflation-Protected Securities), Index-Linked Government Bonds — UK, Index-Linked Government Bonds — Germany

Low Annual Fees

These fees are deducted from earnings prior to posting and do not appear as separate items on your statement. Thoroughly investigate all fees before you invest in any program.

Fund	Annual Investment Fees*	Annual Administrative Fees*	Total Annual Fees*
Income Fund	0.20%	0.03%	0.23%
Bond Fund	0.10%	0.03%	0.13%
Balanced Fund	0.24%	0.03%	0.27%
Large Cap Value Fund	0.41%	0.03%	0.44%
Large Cap Index Fund	0.02%	0.03%	0.05%
Large Cap Growth Fund	0.25%	0.03%	0.28%
International Fund	0.19%	0.03%	0.22%
Small Cap Stock Fund	0.27%	0.03%	0.30%
Target Date 2070	0.15%	0.03%	0.18%
Target Date 2065	0.15%	0.03%	0.18%
Target Date 2060	0.15%	0.03%	0.18%
Target Date 2055	0.15%	0.03%	0.18%
Target Date 2050	0.15%	0.03%	0.18%
Target Date 2045	0.16%	0.03%	0.19%
Target Date 2040	0.17%	0.03%	0.20%
Target Date 2035	0.16%	0.03%	0.19%
Target Date 2030	0.16%	0.03%	0.19%
Target Date 2025	0.15%	0.03%	0.18%
Target Date 2020	0.13%	0.03%	0.16%
Target Date Retired	0.13%	0.03%	0.16%
Tier 2 Nonvested	0.16%	0.03%	0.19%

*For up-to-date investment and administrative fees, see Rates of Return and Fees at www.urs.org.

Note: Information regarding these and other special service fees can be found in the Summary Plan Descriptions.





charlesSCHWAB

PCRA

Self-Directed Brokerage Account

The Schwab Personal Choice Retirement Account® (PCRA) is a self-directed brokerage account available through URS.

If you're an experienced investor looking for specific investments, this brokerage account with Charles Schwab & Co. offers access to thousands of different types of investments. This option is generally not advised for new accounts as it has minimum account balance requirements and additional risks.

Invest in:

- » More than 8,700 no-load mutual funds, including over 3,800 with no-transaction fees.
- » Stocks listed on the major U.S. exchanges, including over-the-counter stocks, and foreign securities
- » Bonds and other fixed income investments
- » Money market and brokered CDs
- » Exchange traded funds (ETFs)

For more information about PCRA enrollment, requirements, and costs, see the *Charles Schwab PCRA Self Directed Brokerage Account* brochure at www.urs.org in the *Publications* section. Or contact the Savings Plans Department for a copy.

Maintain Your Account

Periodically review your account to make sure it is still in line with your goals. Here are a few questions to ask yourself when reviewing your account:

- » Has my timeline to retirement changed?
- » Are my investments still appropriate for my age and risk tolerance?
- » Have I had a major life event (marriage, divorce, career change, change in income)?
- » Can I afford to contribute more to my retirement?

Make changes to your investments or personal contributions at myURS at www.urs.org or by submitting a Contribution and Investment Change Agreement.

Trading Policy

You may submit one transfer request (whether electronically, by fax, mail, or hand delivered) for your vested core fund balances every seven days. This applies separately — the 401(k), 457(b), Roth IRA, and Traditional IRA each constitutes a separate plan. If you transfer any or all of your current accounts more often than once every 30 days, you will be charged a 2% fee on amounts transferred. Each transfer, after being processed, will start a new 30-day period. The fees generated by this policy are used to reduce the administrative expenses for all plan participants. Changes to the investment allocation of future deposits and future contribution amounts are allowed as often as daily.

Transfer Policy

Investment changes received at URS before the close of the New York Stock Exchange (NYSE), generally 2 p.m. Mountain Time, are transferred using that evening's closing market values. Requests received after the close of the NYSE are transferred using the next business day's closing market values. On days of unusually heavy transfer activity, computer system failure or other unforeseen circumstances, URS reserves the right to process transfers using the next available business day's closing market values. Changing your future investment allocation or your contribution amounts are allowed as often as daily. Transfers to or from a PCRA are allowed once every seven calendar days. PCRA transfers must be requested at www.urs.org.

Points to Remember

This publication is intended to provide general information and does not constitute legal, tax, financial or investment advice and should not be construed as such or relied upon for those purposes. Nothing herein should be construed to establish, amend, enlarge, reduce, or otherwise affect any benefits, rights, responsibilities, or privileges. If there is a conflict between any applicable law, rule, regulation, plan provision, or contract and the contents of this publication, the law, rule, regulation, plan provision, or contract shall prevail. URS investment funds are not FDIC insured, not deposits or obligations of, or guaranteed by, any financial institution; and are not guaranteed by URS or any government agency. Past performance of the funds does not guarantee future results. URS regularly evaluates the funds and may change investment managers and Target Date Fund allocations as needed. The funds may utilize transactions involving securities lending in order to generate additional income. Although risk of loss from securities lending is low, securities lending is not without risk.



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www.urs.org

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Find these publications at www.urs.org.

401(k) and 457(b) Summary Plan Descriptions *Roth & Traditional IRA Guidebook*

