



Frequently asked questions about the Leidos, Inc. Retirement Plan's transition to Empower

NOTE: Please see page 3 of this document for a quick reference chart on the changes.

The move to Empower

Leidos is excited to announce its new partnership with Empower. Empower will replace Vanguard as recordkeeper for the Leidos, Inc. Retirement Plan (the Plan) in July 2025. Empower will provide Plan participants with superior customer service, improved web and mobile experience, and access to a broader array of wealth management tools and advice. Vanguard remains an excellent high-quality low-cost investment provider, and our Plan will continue to offer you the investments you enjoy today, as well as continued access to the Charles Schwab brokerage account for a wide variety of investment options.

1. Why is Leidos changing providers?

Leidos routinely monitors and evaluates third-party service providers for Leidos benefit plans to ensure providers are meeting or exceeding the needs of plan participants, delivering exceptional service, competitive fees, and keeping up with industry trends, including technological advances. The Leidos Retirement Plans Committee identified Empower as a leader in the retirement recordkeeper marketplace, and after a thorough, competitive review and bid process, chose to partner with Empower.

2. What is changing?

Recordkeeping and related services for the Plan are moving from Vanguard to Empower. The transition will begin with a blackout period starting at 4 p.m. ET on Wednesday, July 2, 2025, and is expected to be completed during the week of **July 20, 2025**. (Please see the calendar on page 4 for more details.) You will receive notification as soon as the transition has been completed and will then be able to fully access your retirement account through Empower.

3. Who is Empower?

Empower serves 19 million individuals and over 88,000 plans.¹ Its core operating principles are trust and integrity, and its sole focus is helping Americans achieve the future they imagine. They strive to meet the unique needs of each person they serve and embrace the opportunity to inspire them along their journey. Visit empower.com/leidos to learn more about Empower. You can also watch this [video »](#).

¹As of December 31, 2024.

4. What are some highlights of the move?

Employees can expect the following services and capabilities with the move to Empower:

- **Seamless transfer:** Your account balance, contribution elections, beneficiary elections, loans, and distribution arrangements will transfer automatically. No action is required on your part.

For more information about loan repayments, see questions 31, 32 and 35 and see questions 33, 34, and 37 for more information about distribution arrangements.

- **Investment options:** You will continue to enjoy the exact same broad range of investment choices you have today, to help you build a diversified portfolio, including the Charles Schwab brokerage account option, and access to Empower Advisory Services and professional account management through My Total Retirement™.
- **User-friendly technology:** At Empower, you'll have access to a robust and easy to navigate participant website and enhanced and simplified financial wellness and planning resources. This includes tools to help you easily model different saving and investing scenarios and model future healthcare spending, all supported by Empower financial professionals dedicated to helping you improve your financial health. Other tools include a preretirement planner calculator to help estimate how long your money will last.

You will also enjoy improved accessibility through an app that allows you to chat through your computer, tablet, or phone. Click *Español* to view your account and receive your statements in Spanish.

The Empower mobile experience puts your Plan at your fingertips. Use it to access and manage your Leidos account when you're on the go. From the app, you can:

- Quickly check balances.
- Change your investment elections.
- Customize your communication preferences.
- Change your contribution rate.
- Initiate a rollover or a withdrawal. Consider all your options, including taxes, fees and expenses, before moving money between accounts. Assess all benefits of current accounts before moving money.
- Update your beneficiary.



Download the free Empower mobile app and connect to your Plan. Simply search for Empower and look for this image in the App Store® from Apple® or on Google Play™ for Android™.

- **Lower administrative/recordkeeping fees:** See question 19 about the lower fees you'll be paying quarterly.
- **Comprehensive support:** You can also schedule virtual one-on-one consultations with Empower retirement plan counselors to get straightforward answers and practical steps to help you meet your financial goals – all at no cost to you.

Point-in-time advice provided by an Empower representative may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts.

Preparing for the move

5. Do I need to do anything to transfer my money to Empower?

No. No action is required by you. Your account balance, contribution elections, investment elections, contact information, loans, and beneficiary elections will move to Empower automatically. You don't need to do anything now unless you want to make changes through Vanguard to your current account and elections prior to the transition.

Note that if you are making loan repayments through ACH direct payment (not payroll), although your loan(s) will transfer, your banking information will not transfer to Empower. See question 33 for more details on how to set up new ACH payments with Empower.

6. What else will happen automatically?

Review the chart below on what will happen automatically or by “default” after the transition to Empower:

Current	After the transition	When/how can I change this?
Your account balance is at Vanguard	Your account balance is at Empower.	All Leidos accounts will move to Empower from Vanguard. (see Q15 for details)
Your paycheck contribution elections at Vanguard	Your paycheck contribution elections will transfer to Empower.	Your account balance, contribution elections, investment elections, contact information, loans, and beneficiary elections will move to Empower automatically. (see Q5 for details)
Your investment elections at Vanguard	Your investment elections will transfer to Empower (except for elections into a brokerage account).	Your current account balance and future contribution allocations will transfer to the same funds at Empower. Your brokerage account with Schwab will transfer and be set up as a new account at Empower. (see Qs23 and 26 for details)
Your contact information at Vanguard	Your contact information will transfer to Empower.	If Empower has received your preferred email address from Vanguard, or your work email address, any/all communications will be sent there. You can verify or change your preferred email address through the Communication preference section. (see Q22 for details)
Your beneficiary elections at Vanguard	Your beneficiary elections will transfer to Empower.	Following the transition, review, add, or update your beneficiary information at Empower. (see Q18 for details)
Your loan balance and repayment terms at Vanguard	Your loan balance and repayment terms will transfer to Empower. (If repayment is through ACH, you will need to set up loan payments through ACH with Empower.)	If applicable, you need to set up ACH loan repayments at Empower when the transition is completed during the week of July 20. (see Q31 for details)
Any distribution elections (future or currently in pay status) at Vanguard	Your distribution elections (future or currently in pay status) will transfer to Empower.	If you have a distribution payment that is due to you during or shortly after the blackout period, it will be processed by Vanguard before the blackout period begins on July 2, 2025, and will be paid out by Vanguard in mid-late June. (see Q33 for details)
Communication preference at Vanguard	All communications will be electronic, unless you change your method of communication following transition during the week of July 20.	You will be enrolled in paperless document delivery unless you opt out and wish to receive print. (see Q21 for details)
Your Digital or Personal Advisor account services at Vanguard	Your Managed Account services will not transfer to Empower. You may enroll in My Total Retirement, available at Empower.	Refer to the chart, Q30, for details on all the Advisory Services available.

7. What dates do I need to be aware of?

Mid-late May 2025	Watch your email or mailbox at home for information on what you need to know about the transition.
Monday, June 16, 2025, at 4 p.m. ET	Last day to request paper forms from Vanguard for disbursements requiring a signature.
Tuesday, July 1, 2025, at 4 p.m. ET	Due date to return forms in good order to Vanguard.
Wednesday, July 2, 2025, at 4 p.m. ET	<p>Blackout period begins. Last day to make the following transactions at Vanguard:</p> <ul style="list-style-type: none"> • Move money between funds. • Change the funds you invest your money in. • Enroll in the Plan or change the amount of each paycheck you invest. • Request a loan (electronically). • Make unscheduled loan payments. • Request withdrawals or distributions (electronically). • Make changes or opt out of your self-directed brokerage account with Schwab at Vanguard. Additional information will be provided to those with current self-directed brokerage accounts. • Initiate a rollover. • Designate a beneficiary. • Update preferred contact information, including personal emails. • <u>Non-active participants only</u>: Update your address. • Initiate a Roth in-Plan conversion. <p>Contact: vanguard.com/retirementplans or 800-523-1188</p>
Wednesday, July 9, 2025	Account assets are transferred to Empower.
Week of July 20, 2025	<p>Blackout period is expected to end.</p> <p>Enjoy full access to your account at Empower online and via the mobile app.</p> <p>Contact: empower.com/leidos or 800-503-8833.</p>

8. What is the blackout period?

The blackout period is the time during which you will not be able to access your Plan account or request any transactions as the Plan transitions from Vanguard to Empower. The blackout period is needed to transfer your account information to the new Empower system. *The blackout period begins at 4 p.m. ET on July 2, 2025, and is expected to end the week of July 20, 2025.* You will be notified when you have access to your account at Empower.

Your Plan investments will continue to gain and/or lose value during the blackout period depending on market conditions. You are encouraged to review your Plan account prior to and/or after the blackout period and adjust your asset allocation if necessary.

Dates and times are subject to change. You will be informed should this occur.

9. What happens to my payroll deductions and company match contributions during the blackout period?

During the blackout period, your payroll deductions (including 401(k) deferrals and any loan payments) based on your elections on file at Vanguard as of 4 p.m. ET on July 2, 2025, along with any applicable company match will continue as usual.

These deductions, payments, and company match will then be temporarily invested in the Vanguard Federal Money Market Fund at Empower. Payroll proceeds will be deposited in your Plan account or applied to your loan, if applicable, the week of July 20, 2025, when the blackout period is over. Any earnings accrued while in the Money Market Fund will also be allocated to your account after the blackout period has ended.

10. When will I be able to make changes again to my Plan account?

You can continue to make changes through Vanguard at vanguard.com/retirementplans or 800-523-1188 up to the blackout period, July 2, 2025, at 4 p.m. ET (June 16, 2025, for paper form requests, July 1, 2025 to return forms in good order). After the blackout period, which is expected to end the week of July 20, 2025, you will be able to access your Plan account through Empower. You will be notified once access is available.

Getting started with Empower

11. How will I access my Plan account through Empower, and who can I call with questions about my account?

Following notification about the end of the blackout period, you will be able to contact Empower through the following methods:

- **Online - empower.com/leidos** – To access your account at Empower for the first time, click the *Register* button, follow the prompts on the *I do not have a PIN* tab to enter your personal information, and create a username and password. View your account in Spanish with a click of a button. To access your account after you've registered, you can then use the SSO feature (single sign-on) from the Leidos Prism site and have direct access to your account at Empower anytime. Just click on *Retirement* in the *Employee Resources* section to access your account at empower.com/leidos.
- **By phone - 800-503-8833** – Bilingual representatives are available weekdays from 8 a.m. to 10 p.m. ET (excluding most financial market holidays) and Saturdays from 8 a.m. to 5:30 p.m. ET.
- **Mobile - Empower app** – View and manage your account in English or Spanish anywhere, anytime with the Empower app for your mobile device or Apple Watch®. Available in the App Store from Apple or on Google Play.

12. I already have an account at Empower. Can I use the same ID/Password? Will I have access to all my accounts?

Yes. You may use the same ID/Password. However, when you first log in, you will be asked which account you'd like to have as your primary plan.

It is recommended that you log in to empower.com/leidos the first time to access your Leidos account as your primary plan and set up a new username and password. Once you have registered, any other accounts you may have will appear and be part of your full account information. You can then use the SSO as mentioned above.

13. Will there still be a separate union and a non-union Plan number with the move to Empower?

You may have noticed communications from Vanguard using plan ID numbers – and you may have noticed two different Plan IDs. At Vanguard two separate Plan numbers were required for reporting purposes: one for non-bargained employees and one for bargained employees (those represented by a union) who are subject to a collective bargaining agreement. With Empower, there will only be one Plan number for the Plan:150610-01. All your balances, loan information (if applicable), and future elections will transfer accordingly to your new Empower account.

14. Will there be meetings or additional educational resources to assist with the move to Empower?

Yes. The Corporate Benefits Team and Empower will hold live webinars to provide a Plan overview and introduce participants to the Empower platform. Webinars will be recorded and posted on Prism for those who are unable to attend the live sessions. Dates and times will be announced soon.

15. Can I leave my Plan account at Vanguard or withdraw my balance before the transfer to Empower?

Since the Plan is an employer-sponsored plan, all Leidos accounts will move to Empower. Your Plan account will automatically transfer and cannot be left with Vanguard.

You may request a permissible withdrawal (age 59 ½ or older, hardship, after-tax or rollover balances) or loan (if available) until the blackout period begins on July 2, 2025, at 4 p.m. ET with Vanguard. You will not be able to request any types of withdrawals or loans during the blackout period. Once the blackout period ends, if eligible, you can request a withdrawal or loan by contacting Empower at **800-503-8833** or logging on to empower.com/leidos.

16. Can other accounts be rolled into my Plan account with Empower?

If you have assets from a prior employer, or an IRA eligible for rollover, you may be able to transfer them into your Plan account with Empower. After the transition is complete in July, if you are interested in the possibility of a rollover into the Plan, contact Empower and speak with an experienced retirement consultant to review your options and discuss consolidating your retirement assets into one account. Consider all your options and their features and fees before moving money between accounts.

17. Will this transition have any tax implications for me?

No. This is strictly a transfer from one recordkeeper to another and not a taxable event to participants.

18. What about my beneficiary election(s) under the Plan?

Your current beneficiary election(s) will automatically transfer to Empower.

It is very important to have a beneficiary election on file.

If you do not have a beneficiary election on file with Vanguard or want to update your beneficiary, you are encouraged to either do so with Vanguard prior to the start of the blackout period or provide this information to Empower after the blackout period ends, which is expected to occur during the week of July 20, 2025.

Following the transition, to add or update your beneficiary information at Empower or to confirm your designation still matches your wishes, go to empower.com/leidos, use the *I want to* menu on the right side of the home page (or within *Account Overview*), and click on *Beneficiaries* then add or update your election.

19. How will fees work after the transition to Empower?

Your quarterly administrative/recordkeeping fee will decrease from \$5 to \$4.75. This lower flat rate of \$4.75 will be assessed on a quarterly basis regardless of your balance (\$19 per year) beginning in mid-October 2025 and disclosed in your quarterly statement.

20. How does Empower ensure that my data is secure?

At Empower, data security is always a top priority. Empower layers its internal controls with a rigorous information security program based on industry standards and best practices. In addition, all vendor partners are subject to significant information technology (IT) security reviews and requirements.

Empower has a wide variety of protections in place to prevent fraudulent activity. You will be provided with two-factor authentication to protect your financial information and participant security alerts to help avoid fraud. It is important to follow current and prudent online security practices, review your accounts regularly for any unusual activity, maintain strong passwords, and more.

Empower also stands behind its online security with the "Empower Security Guarantee." This guarantee states that Empower will restore losses from your account that occur as a result of unauthorized transactions through no fault of your own.

Please feel assured that your retirement account is entrusted to a company that wants to help you keep it safe and secure. For more information regarding account security, including the Empower Security Guarantee, visit empower.com and, from the list of additional links at the bottom of the page, click *Security Center*.

21. Will my new account statements from Empower be mailed to my home address?

You will be enrolled in paperless document delivery during the transition. Your Empower statement will be available electronically and will include your full account balance. If you prefer to receive printed copies of your statements, once the transition is complete, you can request printed copies be mailed to you at no charge.

To request printed statements, after the Plan is live, call **800-503-8833** or log in to your Empower account at empower.com/leidos. Click your name in the top right corner, scroll down to the *Communication preference* section, and click *Change*. Then unselect the box marked *E-delivery* and click *Save*.

22. How will Empower communicate with me?

Once the blackout period is over and you have access to your account, it's important that you provide your communication preferences at empower.com/leidos. If Empower has received your preferred email address from Vanguard, or your work email address, any/all communications will be sent there. You can verify or change your preferred email address through the *Communication preference* section, as indicated in question 21 above.

Empower also may send you information by mail to your home address listed in your profile. If you are an active employee, address changes should be made through Workday. If you are no longer active, you can update your address through the *Communication preference* section.

It's important to also add your personal cell number for multifactor identification; you may choose to opt into text messaging to receive notices regarding any transactions on your account.

Investments

23. What is happening with my investments, and are they changing?

No. As part of the move to Empower, your investments will transfer to the same strategies as you have today, but on the Empower recordkeeping platform. Your current account balance and future contribution allocations will transfer to the same funds, and you will be able to choose from the same investment fund lineup that you have access to today after the blackout period is over (planned for the week of July 20, 2025). After the blackout period ends, you may transfer your account balance and future contributions (if applicable) to any funds available in the Plan.

Note that the following four funds: Vanguard Total Bond Index, Vanguard 500® Index, Vanguard Extended Market Index, and the Vanguard Total International Stock Market Index will transition from the current Flex share class to the A share class upon transition to Empower. The objective of the funds along with the expense ratios will remain the same upon conversion.

The fund managers for the Plan's investment options charge fees to cover the costs of managing their respective funds. Fees for current investments and expense ratios are not changing; they will be available on empower.com/leidos.

24. What if I would like to have my investments automatically rebalanced? Does Empower have this feature?

Yes. At Empower, you can elect to have your investments automatically rebalanced. If you would like to make an automatic rebalance election, you can elect it following the transition. Since markets fluctuate over time, rebalancing your portfolio to its original mix on a recurring basis helps your portfolio allocations stay on track with your retirement strategy. You can choose to apply any new contributions with the same investment mix, so your future investments follow the same strategy.

Please note: Target date trusts are already automatically rebalanced for you based on the preselected retirement date.

- Select *View/Manage investments* from the *I want to* drop down on your account dashboard.
- Select *Change my investments/Do it myself/Rebalance my current balance*.
- Enter the required information. You will have the option to rebalance your account one time or on a recurring basis annually, semi-annually, or quarterly.

- **Note:** If you hold Leidos Common Stock or have money allocated to a brokerage account, those investments **will not** be automatically rebalanced. All other investment funds that you hold or are available to you within the Plan will be rebalanced to meet your retirement strategy.

Asset allocation, diversification, or rebalancing does not ensure a profit or protect against loss.

25. What will happen to my Leidos Common Stock dividends and dividend election?

The June 30, 2025, dividends will be processed by Vanguard. Your dividends will continue to be reinvested or distributed based on your election at the time of the transition. After the transition, if you want to validate or change your election, go online to empower.com/leidos click on *Investments*, then *Dividend Elections*, and follow the instructions.

Note: Your banking information **will not** transfer to Empower so if your dividend is currently delivered via ACH, you will need to add ACH information and then when approved, the ACH will be reflected on the dividend election page. If there is no ACH on file, the only option that will be displayed is *Mail me a check* (for September 30).

26. If I currently have a brokerage account with Vanguard/Schwab, will that move to Empower?

Yes, you will receive additional documentation about setting up your brokerage account at Empower. As part of the transition, your current self-directed brokerage account (SDBA) at Schwab through Vanguard will transfer to a new SDBA at Schwab under Empower, invested as it is today.

Transfers and trades will be restricted in your SDBA beginning 4 p.m. ET on July 2, 2025, and ending the week of July 20, 2025, in line with the Plan-wide blackout period. An SDBA, in general, is intended for knowledgeable investors who acknowledge and understand the risks associated with investments available through an SDBA.

For more information, please see the additional documents that accompany the transition packet you'll receive in mid-to late-May regarding the transfer of your SDBA from Vanguard and what you will need to do if you wish to opt out of your SDBA prior to the completion of the transition.

27. My Plan account is invested in a managed account at Vanguard. What happens to that account?

If you currently have a managed account (Digital or Personal Advisor) that service will not carry over to Empower. Your investments will remain in the same investments that you are currently using in the Leidos Plan. Once the transition is complete, you can establish a new managed account. You can find details about the Empower Advisory solution, My Total Retirement (MTR), and enroll in that program following the transition. Please see additional details on MTR in the chart on page 9.

28. Is there a fee for participating in the My Total Retirement (MTR) managed account program at Empower?

Yes. There is a fee to participate in MTR. Fees are calculated and deducted quarterly from your Plan account. The annual fee is 28bps, 0.28% of your average assets under management by the program while participating in MTR (as compared to the 30bps fee under Vanguard's Personal Advisor). Free digital advisory tools, services, and counseling are available to you through Empower.

29. What will happen to the Candidly Student Loan Assistance tools and resources currently available on Vanguard's platform?

With the move to Empower, access to Candidly tools and resources will be discontinued after July 2, 2025. This includes Candidly tools such as Auto-Crush, Round Up, and Refinance. If you've set up extra payments to your lender through Auto-Crush or Round Up, those payments will be halted and if you'd like to continue to make those payments, you will need to set up directly with your lender.

Leidos will continue to provide access to SmartPath Financial Coaching and the Employee Assistance Program to assist with student loan debt. Empower provides educational resources, including helpful information on student loan debt, on their platform under the Learning Center that you can access from the home page on empower.com/leidos.

Empower programs and services

30. What financial wellness resources will be available with Empower?

Empower's My Financial Path, Learning Center, Next Step Evaluator, Retirement Readiness Reviews, and Workplace Planning and Advice are helpful resources you will be able to access at empower.com/leidos. Please see the table on the following pages for details about all of these products and services.

Financial planning tools

Name	Cost	Features	How to get started
<i>My Financial Path</i>	No additional cost	Access personalized, actionable solutions that may help you reduce financial stress, take control of your finances, and stay on track to reach your goals.	Go to top menu of empower.com/leidos .
<i>Learning Center</i>	No additional cost	Get the help you need when you need it with access to financial education resources, including on-demand videos, articles, tools, calculators, and more.	Within My Financial Path, click <i>Start now</i> .
<i>Next Step Evaluator</i>	No additional cost	Get a financial action plan specifically for you and your situation by answering a short series of yes or no questions. Many of the outcomes provide the opportunity to consult with a financial wellness representative.	Within My Financial Path, click <i>Find answers</i> .
<i>Workplace Planning and Advice</i>	No additional cost	Access consultative conversations regarding your more detailed, financial questions.	Call Empower at 877-788-6261 and speak with a representative.

Advisory Services

Name	Cost	Features	How to get started
<i>Retirement Readiness Reviews</i>	No additional cost*	During a Retirement Readiness Review, a representative will ask you to provide information about your retirement goals, assets, and income sources. Feedback will include ways to potentially increase your retirement readiness, such as increasing your savings rate, using funds and Advisory Services available under the Plan, and addressing how claiming Social Security affects your benefits, and similar topics.	Call Empower at 877-788-6261 and speak with a representative.

*The Retirement Readiness Review is provided by an Empower representative registered with Empower Financial Services, Inc. and may provide tailored retirement education and guidance at no additional cost to participants.

Advisory Services/ Managed Accounts

Name	Cost	Features	How to get started
<i>Advisory Services My Total Retirement</i>	The annual amount you pay, assessed quarterly, for this fee-based service is 0.28% of your Plan assets	A personalized retirement strategy is implemented and managed by investment professionals.	To enroll in the program, go to <i>Investment help</i> and select <i>Get your personalized strategy</i> .
<i>Workplace Planning and Advice</i>	No additional cost	Access consultative conversations regarding your more detailed, financial questions.	Call Empower at 877-788-6261 and speak with a representative.

Retirement planning services

Name	Cost	Features	How to get started
<i>Online Advice</i>	No additional cost	You retain control over your investment transactions. Personalized saving and investing suggestions are generated based on information you provide about your situation and goals.	Within your account, go to <i>Investment help</i> and select <i>Get started with Online Advice</i> .

Financial planning services

Name	Cost	Features / How to get started
<i>Consultation</i>	<p>One-time fee:</p> <p>For participants enrolled in the Plan's Managed Account service: \$399</p> <p>For participants not enrolled in the Plan's Managed Account service: \$499</p> <p>Ongoing subscription:</p> <p>(Includes a financial plan, ongoing access to a financial planner, and an annual financial plan update upon request)</p> <p>For Participants enrolled in the Plan's managed account service: \$199 initial fee + \$15/month thereafter</p> <p>For Participants not enrolled in Plan's managed account service: \$299 initial fee + \$29/month thereafter</p>	<p>Comprehensive financial planning</p> <p>Call Empower at 877-788-6261 and speak with a representative</p>

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Self-directed brokerage

Name	Cost	Features	How to get started
<i>Schwab SDBA</i>	Annual maintenance fee of \$50 (\$12.50 paid quarterly) plus trading fees as applicable	You can make investment choices beyond those offered in the Leidos Plan.	To learn more, go online to empower.com/leidos or call 800-503-8833 .

Loans, distributions, and withdrawals

31. What if I have an outstanding loan in the Plan at Vanguard?

Existing loans in the Plan at Vanguard will automatically transfer to Empower.

- If you are employed by Leidos, loan payments will continue to be deducted through payroll, and no action is required on your part.
- If you are no longer employed by Leidos (or you are making ACH payments as an active employee now) and would like to continue to make loan payments via ACH, you will need to establish ACH instructions following the move to Empower. Your ACH payments to Vanguard will automatically stop when the blackout begins. Once the blackout period ends and access becomes available, which is expected to occur the week of July 20, 2025, please contact Empower at **800-503-8833** to establish loan repayments and/or make any missed loan repayment during the blackout via ACH.
- As a reminder, you need to keep your loan current according to the terms of your agreement to prevent your loan from going into default. If your loan does go into default, it will be treated as a taxable distribution from the Plan and subject to income tax and a possible tax penalty.

32. What if I pay off my loan during the blackout period?

Your loan payments through payroll deduction will continue during the blackout period, even if your loan is paid off during the blackout period. Once the blackout period is lifted, which is expected to occur the week of July 20, 2025, Empower will apply your loan payments and refund any overpayment to you by mailing you a check to your home address on record.

33. What if I am receiving distribution payments via ACH or check payments?

If you have a distribution payment that is due to you during or shortly after the blackout period, it will be processed by Vanguard before the blackout period begins on July 2, 2025, and will be paid out by Vanguard in mid-late June.

If you are currently receiving installment payments by way of an automated bank payment (ACH deposit), those ACH instructions **will not** transfer to Empower. If you do not set up a new direct deposit instruction with Empower, you will receive a check. In order to have your future payments directly deposited to your bank, you must establish ACH. You may be subject to a 15-day waiting period.

If you are currently receiving installment payments by check and are interested in receiving automatic payments to your bank account, Empower makes this easy to set up. Following the transition, simply visit the *Account Overview* menu and select *Manage bank accounts* under *Account Information*. Follow the steps to provide the information and then go to *Withdrawals* within *Account Overview*. There, select your outstanding installment and assign *Direct Deposit* as your payment method.

34. Will I continue to receive my required minimum distributions (RMDs)?

Yes. If you have scheduled periodic payments, you will continue to receive your RMDs. Please refer to question 33 regarding ACH payments.

35. Can I take a Plan withdrawal or loan if I need one?

If eligible, you may request a withdrawal or loan until the blackout period begins on July 2, 2025, at 4 p.m. ET. You will not be able to request any types of withdrawals or loans during the blackout period. Once the blackout period ends, if eligible, you can request a withdrawal or loan by contacting Empower at **800-503-8833** or logging on to empower.com/leidos.

36. If I leave Leidos, can my retirement account remain in the Plan?

Under the current Plan rules, you may leave your account with the Plan if your vested balance is more than \$5,000. If your vested account balance in the Plan is more than \$1,000 but less than or equal to \$5,000, after you terminate your employment, you will have the opportunity to elect a cash distribution or a rollover to another plan within one year of your termination. If you do not make an election, your balance will automatically be rolled over to an IRA in your name. If your vested balance is \$1,000 or less, it cannot remain in the Plan and a check for your balance, less taxes, will be mailed directly to you following the one-year anniversary of your termination.

New rules, effective July 9, 2025: Effective with the transition to Empower, Leidos amended the Plan in compliance with the SECURE Act, so that now if your vested account balance is \$0.01 but less than or equal to \$7,000, absent your election to roll over or cash out your account, the entire balance will automatically transfer to an Inspira IRA. This rollover/cashout process will be conducted on a quarterly basis.

If you are no longer working for Leidos and your account balance is equal to or less than \$7,000, in early October you will receive detailed information from Empower explaining your options and timeframe to respond. If you do not take action by the date indicated by Empower, your account will be transferred to an Inspira IRA in your name.

Note: there are exceptions to this process, for example, repaying a loan, receiving scheduled distributions, or participating in the Schwab brokerage account. You should discuss your personal situation with an Empower representative following the transition.

Empower Retirement, LLC and its affiliates are not affiliated with Inspira.

37. If I took a distribution or received a payment from Vanguard in 2025, how will I get my 1099 tax notice?

The 2025 1099 Form will be distributed by Vanguard in January 2026 to the address Vanguard has on file. It is imperative that you maintain your current address at Vanguard through 2026 to ensure that you receive all relevant mailings. Leidos will not be able to provide updated address information on your behalf. You can also retrieve 1099's electronically by logging in to your Vanguard account at vanguard.com/retirementplans.

38. I am in the midst of a divorce/separation and working on a domestic relations order (QDRO) with Vanguard. What happens after the transition if it has not been completed?

Any pending QDRO information and forms at Vanguard will be forwarded to Empower. Once received, Empower will proceed with the QDRO. Empower is able to process the forms from Vanguard and will reach out with any questions. Following the transition, you can also contact Empower at **800-503-8833** to discuss your situation.

Vanguard access and historical records

39. How do I make sure Vanguard has my current mailing address after the transition?

You will continue to be able to log onto your Vanguard account through vanguard.com/retirementplans or you may call Vanguard at 800-523-1188 weekdays from 8:30 a.m. to 9 p.m. ET to update your preferred mailing address, email address, and phone number.

Single sign-on from Prism to the Vanguard site will end July 8, 2025. You will need to log on directly through vanguard.com/retirementplans using your password.

It is important for you to make sure that your contact information is current and correct at Vanguard throughout 2025-2026 so that you receive your final account statement and any tax forms that may be sent to you in 2026 for the 2025 calendar year.

40. How long can I access my account information from Vanguard's site?

You will be able to access your account through the Vanguard website and retrieve historical documents for up to five years following the transition. Log on to your Vanguard account through vanguard.com/retirementplans. (Single sign-on will not be available after July 8, 2025.)

You may call Vanguard at 800-523-1188 weekdays from 8:30 a.m. to 9 p.m. ET now or at any time in the future should you need historical data not available to you through the website.

It is important to note that data on the Vanguard website is provided on a five-year rolling basis, meaning that in 2025, you can look back at data from 2020 forward. By 2030, the data viewable online will be from 2025 forward.

41. Are there documents or historical transaction data that I should pull from Vanguard's site for my records?

Deciding what information you may want to capture is a personal choice.

You may consider downloading past quarterly statements or any tax forms available. You may want a snapshot of your balance history to see your contributions over time.

Your current balance will transfer over to Empower but historical data will not. Your current deferral elections will transfer, but any history of your elections will not. Your investments will transfer, but some of the historical performances will not. Your current beneficiary information will transfer. Current loan information will transfer (except for ACH information), but if you had a prior loan or withdrawal and want to capture that historical information, it will not transfer.

Certain items under the Plan Documents section may be available through Empower, or on Prism at Leidos. Some are specific to the Vanguard relationship and will not transfer.

Make sure that you take the time before July 2, 2025 to access your account and retrieve any historical data that you want to hold onto and understand that as time progresses after the transition, certain things will become unavailable online and you will need to reach out to Vanguard directly for assistance.

42. What happens to any personal accounts (IRAs, 529s, etc.) that I may have with Vanguard?

Any personal accounts that you hold through Vanguard remain unchanged. You will have full access to those accounts and can continue to transact as you have in the past. This change impacts only your Leidos, Inc. Retirement Plan 401(k) account.

43. Will any historical data be available to me at Empower?

No. Your historical data will only be available at Vanguard by logging in to your account at vanguard.com/retirementplans or by calling 800-523-1188.

QUESTIONS?

Questions about your account prior to the transition should be addressed to Vanguard at 800-523-1188 or by logging into your account at vanguard.com/retirementplans.

During and after the transition, you can contact Empower for assistance at **800-503-8833** or go online to empower.com/leidos.

Additional information may also be found on the [Prism Leidos Retirement Plan page](#) and the [Prism Retirement Plan Transition page](#). Certain information may also be found at [Leidos.com/Alumni](https://leidos.com/Alumni).

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 insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect the sponsor to provide financial support to the fund at any time.

Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments. Adjustments may be needed to realign the account with its desired investment strategy. Once the transition is complete, please review the information for each fund on the Plan website.

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