

# SCS 401k

# Information 2023

Main Company Page: <https://www.capitalgroup.com>

Employee Member Portal: <https://www.capitalgroup.com/individual/accounts/login.htm>

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# Forms

Plan ID: IRK151790

Plan Name: S.C. Swiderski Mangement Inc

**\*When enrolling for the first time - please submit a Enrollment and Beneficiary form to HR.**

(All Forms) Click Here: [Capital Group - American Funds Forms](#)

Retirement Plan Enrollment/Change Form:

[Click Here](#)

Beneficiary Form: [Click Here](#)

Rollover/Transfer Request: [Click Here](#)

Distribution Request: [Click Here](#)

Name Change Request: [Click Here](#)

# Employee Booklet

## **Edward Jones (Financial Advisor for SCS Plan):**

Thomas Knoedler

Phone: 715-693-2245

Email:

[Thomas.Knoedler@edwardjones.com](mailto:Thomas.Knoedler@edwardjones.com)

**American Funds Questions: 1-800-421-4225**

Please reach out [hr@scswiderski.com](mailto:hr@scswiderski.com) with internal questions.

## Enrollment guide

S.C. Swiderski Management Inc Retirement Plan

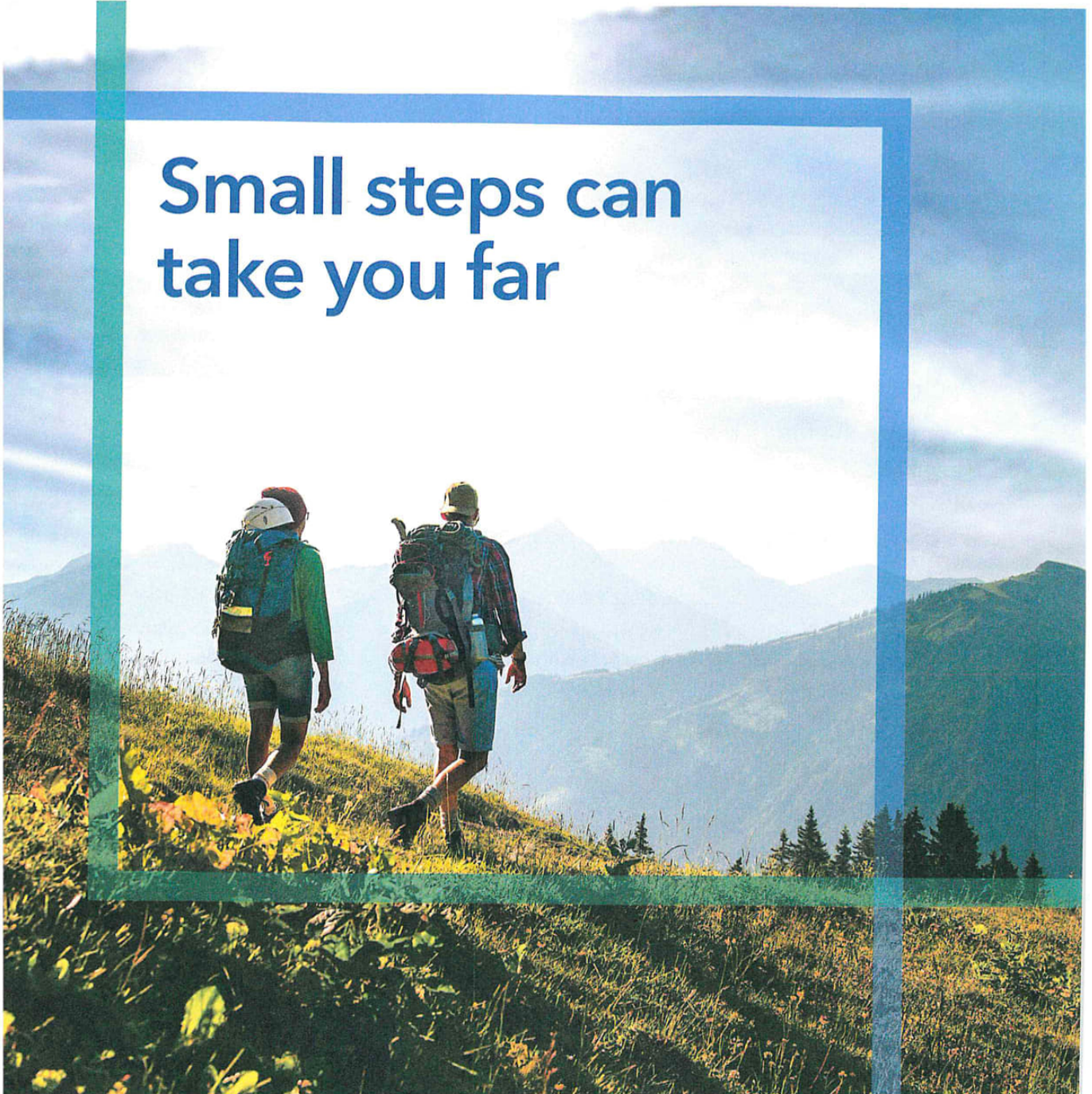
### What's inside?

Plan and investment information, FAQs and forms



**CAPITAL GROUP®** | **AMERICAN FUNDS®**

**Small steps can  
take you far**





## The journey to retirement

Your employer chose Capital Group, home of American Funds, as the provider for your retirement plan. We can guide you along the path to enrollment and help you plan for the future.

Since 1931, Capital Group has helped investors pursue long-term investment success.

**\$2.3 trillion+**  
Assets under management\*

**365,000+**  
Retirement plans\*

**2.4 million+**  
Plan participants\*

## A good plan can help you go the distance

Saving for the future may not always feel easy. But the reality is that Social Security alone won't be enough to live comfortably – especially with increasing life expectancies and longer retirements. That's why it's good to start saving as soon as possible.

### Good news

Your employer offers a retirement savings plan to help you pursue your retirement goals.

### You're on your way

By enrolling in your plan, you're taking steps toward your financial goals.

### We're here to help

Along with your plan's financial professional, we're here to help you make the most of your plan.

\* As of 12/31/20

**Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.**

## Why investing in your plan is a good choice



### You wouldn't turn down free money

Your employer may give you money just for contributing to your retirement plan. These extra contributions can help provide the income you'll need in retirement.



### Share in your company's success

Your employer may contribute toward your retirement. These contributions can help provide the income you'll need in retirement.



### Everybody loves a tax break

Making pretax contributions to your plan can reduce your taxable income now; or with Roth contributions, you can pay taxes now, and your qualified withdrawals are generally tax-free later.



### The power of time

Time is an important factor in growing your retirement savings. The longer you're invested, the more potential you have to earn money, thanks to compounding.



### You can access your money

Your retirement plan savings are meant for retirement, but you may be able to access your money if needed. Potential tax penalties may apply.

## How to enroll in your plan

1

### Choose

Decide how much you want to contribute and choose your funds.

2

### Enroll

Complete the enclosed forms and return them to your employer.

3

### Done!

You can also:

- Designate your beneficiaries.
- Consolidate or roll over another retirement plan into your new plan.

**Did you know?** Social Security may replace about **40%** of an average worker's income in retirement. Providing the rest is up to you.

Source: Social Security Administration.

# How much do you want to contribute?

Financial professionals say you may need to save 10% to 15% of your salary each year to have enough to live on in retirement.

## Small steps can help get you there

Sofia and Anthony work at the same company and are the same age. They each begin earning an annual salary of \$50,000 and contribute 6% of their pay to their retirement plan. Anthony increases his contribution by 1% each year until he reaches his 10% goal while Sofia sticks with her 6% contribution. Take a look at how Anthony's small increases would've boosted his monthly retirement income by more than 50% in the hypothetical example below.

How small increases can make a big difference over time

### No increases



Sofia saves 6% of her pay until retirement.

### Small increases



Anthony increases his 6% contribution by 1% each year until it reaches 10%.



These hypothetical examples assume a starting salary of \$50,000, a 2% annual pay increase, a 30-year accumulation period, an 8% average annual return compounded monthly and a 4% annual withdrawal rate after the accumulation period. These are point-in-time views and as such do not take into account any growth or loss during retirement. Without investment growth/loss during retirement, a 4% annual withdrawal rate would deplete retirement savings in 25 years. Examples are for illustrative purposes only and do not reflect the results of any particular investment, which may differ, or taxes that may be owed on tax-deferred contributions, including the 10% penalty for withdrawals taken before age 59½. Regular investing does not ensure a profit or protect against loss in a declining market. Investors should consider their willingness to keep investing when share prices are declining.

2 | Learn more about enrolling at [www.capitalgroup.com/myplan/q4w6n](http://www.capitalgroup.com/myplan/q4w6n).

## Where do you want to **invest your contributions?**

Your plan offers different types of investments to choose from. Learn more about these options on the following pages.



### **Target date funds**

Get a diverse portfolio in a single fund based on a target retirement year. The investment mix automatically adjusts over time.

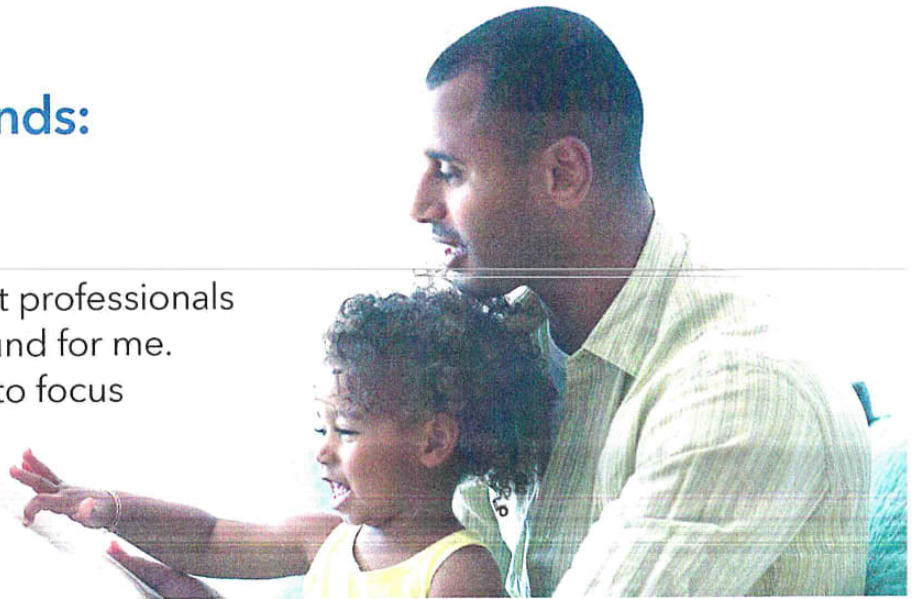


### **Individual funds**

Create a personalized investment mix that's tailored to your specific investment goals and preferences.

# Target date funds: keep it simple

“I like that investment professionals are managing the fund for me. That gives me time to focus on other things.”





## How it works

You choose the target date fund that’s closely aligned with the year you plan to retire, and the investment professionals handle the rest. They adjust the fund’s holdings over time to become more conservative as you near retirement.

### Why choose a target date fund?

- It’s a simplified, “do-it-for-me” approach to investing.
- Each fund is designed to be a broad mix of investments, so you only need to choose one.

### Choose one target date fund

 If you were born in	 Then consider choosing*
1998 and later	2065 Fund
1993 to 1997	2060 Fund
1988 to 1992	2055 Fund
1983 to 1987	2050 Fund
1978 to 1982	2045 Fund
1973 to 1977	2040 Fund
1968 to 1972	2035 Fund
1963 to 1967	2030 Fund
1958 to 1962	2025 Fund
1953 to 1957	2020 Fund
1948 to 1952	2015 Fund
1947 and earlier	2010 Fund

\* The table assumes you will begin taking retirement withdrawals at age 65. If you plan to begin taking withdrawals at another time, you may want to choose another target date fund that better aligns with your retirement goals.

Although American Funds target date funds are managed for investors on a projected retirement date time frame, the funds’ allocation approach does not guarantee that investors’ retirement goals will be met. American Funds investment professionals manage each target date fund’s portfolio, moving it from a more growth-oriented approach to a more income-oriented focus as the fund gets closer to its target date. Investment professionals continue to manage each fund for 30 years after it reaches its target date. The target date is the year in which an investor is assumed to retire and begin taking withdrawals.



**Ready to enroll?** Review the **Investment-related information** and **Plan-related information** sections to learn more about your investment options, including returns, fees and expenses. Then complete the forms in this book and return them to your employer.

## Individual funds: personalize your portfolio

"I want to choose specific funds to help me achieve my goals and complement my other investments."



### How it works

There are funds for every kind of investor. When you choose your investment mix, you create your own customized portfolio based on a number of factors, including your risk tolerance, when you expect to withdraw the money and any retirement savings you may have outside your plan.

#### Why choose your own investment mix?

- It's a "do-it-yourself" approach if you want to choose your own investments.
- You can tailor an investment portfolio with your specific goals in mind.

#### Choose investments that make sense for you

Different investments may have different objectives with varying degrees of risk-and-return potential. For example:



**Ready to enroll?** Review the **Investment-related information** and **Plan-related information** sections to learn more about your investment options, including returns, fees and expenses. Then complete the forms in this book and return them to your employer.

# Investment-related information

Learn about the investment options in your plan, including returns, fees and expenses.

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Prices and results will vary, so you may lose money. Investing for short periods makes losses more likely. For current information and month-end results, visit [americanfundsretirement.com](http://americanfundsretirement.com).

## Investment options and returns as of 03/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Target date investments</b>									
<b>American Funds 2010 Target Date Retirement Fund</b>	R-3	02/01/07	4.68	5.94	5.85	2.98	0.93	0.93	\$9.30
S&P Target Date Through 2010 Index			5.22	6.03	6.19	1.54			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2015 Target Date Retirement Fund</b>	R-3	02/01/07	5.01	6.51	6.34	3.15	0.94	0.94	\$9.40
S&P Target Date Through 2015 Index			5.53	6.77	6.76	2.04			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2020 Target Date Retirement Fund</b>	R-3	02/01/07	5.32	7.18	6.88	3.17	0.95	0.95	\$9.50
S&P Target Date Through 2020 Index			5.80	7.51	7.45	2.59			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2025 Target Date Retirement Fund</b>	R-3	02/01/07	6.03	8.28	7.93	2.98	0.96	0.96	\$9.60
S&P Target Date Through 2025 Index			6.22	8.27	8.23	3.45			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2030 Target Date Retirement Fund</b>	R-3	02/01/07	6.68	9.20	8.99	3.22	0.98	0.98	\$9.80
S&P Target Date Through 2030 Index			6.56	8.89	8.93	4.04			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2035 Target Date Retirement Fund</b>	R-3	02/01/07	7.21	10.06	10.42	3.88	1.00	1.00	\$10.00
S&P Target Date Through 2035 Index			6.89	9.53	9.82	5.13			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2040 Target Date Retirement Fund</b>	R-3	02/01/07	7.45	10.42	10.98	4.00	1.01	1.01	\$10.10
S&P Target Date Through 2040 Index			7.14	10.00	10.48	5.89			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2045 Target Date Retirement Fund</b>	R-3	02/01/07	7.52	10.54	11.17	3.86	1.02	1.02	\$10.20
S&P Target Date Through 2045 Index			7.23	10.28	10.88	6.32			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2050 Target Date Retirement Fund</b>	R-3	02/01/07	7.55	10.58	11.23	3.45	1.02	1.02	\$10.20
S&P Target Date Through 2050 Index			7.32	10.43	11.01	6.47			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2055 Target Date Retirement Fund</b>	R-3	02/01/10	10.50	10.53	11.13	3.10	1.03	1.03	\$10.30
S&P Target Date Through 2055 Index			10.72	10.47	11.03	6.56			
American Funds. Shareholder-type fees - none.									

# Investment-related information

## Investment options and returns as of 03/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Target date investments</b>									
<b>American Funds 2060 Target Date Retirement Fund</b>	R-3	03/27/15	9.58	N/A	11.11	3.03	1.03	1.03	\$10.30
S&P Target Date Through 2060 Index			9.57	10.48	11.05	6.51			
American Funds. Shareholder-type fees - none.									
<b>American Funds 2065 Target Date Retirement Fund</b>	R-3	03/27/20	25.10	N/A	N/A	3.04	1.09	1.03	\$10.90
S&P Target Date Through 2065+ Index			28.31	N/A	11.07	6.60			
American Funds. Shareholder-type fees - none.									
<b>Growth investments</b>									
<b>American Funds Global Growth Portfolio</b>	R-3	05/18/12	11.37	N/A	11.48	-2.27	1.08	1.08	\$10.80
MSCI All Country World Index (ACWI)			11.33	10.00	11.64	7.28			
American Funds. Shareholder-type fees - none.									
<b>American Funds Growth Portfolio</b>	R-3	05/18/12	12.74	N/A	12.52	1.42	1.02	1.02	\$10.20
S&P 500 Index			15.79	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
<b>American Funds' AMCAP</b>	R-3	05/01/67	11.19	12.77	13.05	3.09	0.99	0.99	\$9.90
S&P 500 Index			10.49	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
<b>American Funds' The Growth Fund of America</b>	R-3	12/01/73	13.42	14.65	15.96	3.64	0.94	0.94	\$9.40
S&P 500 Index			11.46	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
<b>American Funds' The New Economy Fund</b>	R-3	12/01/83	11.03	13.08	13.22	-4.73	1.06	1.06	\$10.60
MSCI All Country World Index (ACWI)			9.67	10.00	11.64	7.28			
American Funds. Shareholder-type fees - none.									
<b>Growth-and-income investments</b>									
<b>American Funds Growth &amp; Income Portfolio</b>	R-3	05/18/12	10.22	N/A	10.10	4.91	0.97	0.97	\$9.70
S&P 500 Index			15.79	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
<b>American Funds' American Mutual Fund</b>	R-3	02/21/50	11.16	11.47	11.54	15.52	0.91	0.91	\$9.10
S&P 500 Index			11.58	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									

# Investment-related information

## Investment options and returns as of 03/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Growth-and-income investments</b>									
American Funds' Fundamental Investors	R-3	08/01/78	12.08	12.68	12.45	8.17	0.93	0.93	\$9.30
S&P 500 Index			12.10	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
American Funds' The Investment Company Of America	R-3	01/01/34	11.69	12.33	12.07	10.99	0.91	0.91	\$9.10
S&P 500 Index			11.13	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
American Funds' Washington Mutual Investors Fund	R-3	07/31/52	11.54	12.78	13.36	15.69	0.93	0.93	\$9.30
S&P 500 Index			11.12	14.64	15.99	15.65			
American Funds. Shareholder-type fees - none.									
<b>Equity-income investments</b>									
American Funds Conservative Growth and Income Portfolio	R-3	05/18/12	6.97	N/A	6.55	5.41	0.92	0.92	\$9.20
Morningstar Moderate Target Risk Index			8.04	7.35	8.02	2.26			
American Funds. Shareholder-type fees - none.									
American Funds' The Income Fund Of America	R-3	12/01/73	10.33	8.33	8.07	8.89	0.90	0.90	\$9.00
Morningstar Moderate Target Risk Index			N/A	7.35	8.02	2.26			
American Funds. Shareholder-type fees - none.									
<b>Balanced investments</b>									
American Funds Moderate Growth and Income Portfolio	R-3	05/18/12	9.05	N/A	8.84	4.42	0.97	0.97	\$9.70
Morningstar Moderate Target Risk Index			8.04	7.35	8.02	2.26			
American Funds. Shareholder-type fees - none.									
American Funds' American Balanced	R-3	07/26/75	10.18	9.38	9.24	6.70	0.89	0.89	\$8.90
Morningstar Moderate Target Risk Index			N/A	7.35	8.02	2.26			
American Funds. Shareholder-type fees - none.									

## Investment-related information

### Investment options and returns as of 03/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Bond investments</b>									
American Funds Preservation Portfolio	R-3	05/18/12	0.90	N/A	1.16	-3.01	0.91	0.91	\$9.10
Bloomberg 1-5 Year U.S. Government/Credit A+ Index			1.18	1.21	1.28	-3.90			
American Funds. Shareholder-type fees - none.									
American Funds' American High-Income Trust	R-3	02/19/88	7.11	4.70	4.69	1.69	0.96	0.96	\$9.60
Bloomberg U.S. Corporate High Yield 2% Issuer Capped Index			7.89	5.74	4.68	-0.66			
American Funds. Shareholder-type fees - none.									
American Funds' Capital World Bond Fund	R-3	08/04/87	5.06	0.69	0.99	-8.85	1.13	1.13	\$11.30
Bloomberg Global Aggregate Index			5.40	1.04	1.70	-6.40			
American Funds. Shareholder-type fees - none.									
American Funds' The Bond Fund Of America	R-3	05/28/74	6.73	2.21	2.38	-3.81	0.85	0.85	\$8.50
Bloomberg U.S. Aggregate Index			7.02	2.24	2.14	-4.15			
American Funds. Shareholder-type fees - none.									
American Funds' US Government Securities Fund	R-3	10/17/85	4.83	1.46	1.84	-2.13	0.88	0.88	\$8.80
Bloomberg U.S. Government/Mortgage-Backed Securities Index			5.83	1.70	1.62	-4.20			
American Funds. Shareholder-type fees - none.									

# Investment-related information

## Investment-related information

Results are for the American Funds Class R-3 shares at net asset value. Class R shares do not require an up-front or deferred sales charge. For current information and month-end results for the American Funds and any other investments in your plan, please visit [americanfunds.com/retire](http://americanfunds.com/retire) or ask your employer.

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at [www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf](http://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf). However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus or other fund disclosure available at the time of publication.

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Prospectuses and other fund disclosures, SAs and annual reports, if applicable, are available free of charge by calling (877) 833-9322 or on the web at [americanfunds.com/retire](http://americanfunds.com/retire).

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to [americanfunds.com/retire](http://americanfunds.com/retire) and click on the link under "Monthly Investment Results."

If you have an established log-in, you can also access investment information by logging in and clicking on the "Investment Options" tab.

The S&P Target Date Through Index Series (2010-2045) began on 5/31/2007. From 2/1/2007 through 5/30/2007 the S&P Target Date Index Series was used.

The S&P Target Date Through 2050 Index began on 5/30/2008. From 2/1/2007 through 5/29/2008, the S&P Target Date 2045 Index was used.

The S&P Target Date Through 2060+ Index, a subset of the S&P Target Date 2060+ Index, has an asset allocation and glide path that aim to be more sensitive to longevity risk at, and beyond, the retirement date. The index is fully investable, with varying levels of exposure to the asset classes determined during an annual survey process of target date funds' holdings.

For funds with an inception date that predates the inception of their primary benchmark, there is no calculation for the benchmark's lifetime result.

From February 19, 1988, through December 31, 1992, the Credit Suisse High Yield Index was used because the Bloomberg Barclays U.S. Corporate High Yield 2% Issuer Capped Index did not yet exist. Since January 1, 1993, the Bloomberg Barclays U.S. Corporate High Yield 2% Issuer Capped Index has been used.

The Bloomberg Barclays Global Aggregate Index began on December 31, 1989. For the period August 4, 1987, to December 31, 1989, the Citigroup World Government Bond Index was used.

The Bloomberg Barclays U.S. Aggregate Index began on January 1, 1976. From May 28, 1974, through December 31, 1975, the Bloomberg Barclays U.S. Government/Credit Index was used.

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## Please read the following important disclosure.

Investment results assume all distributions are reinvested and reflect applicable fees and expenses. Expense ratios are as of each fund's prospectus or other fund disclosure available at the time of publication. Net expense ratios reflect any current waivers and/or reimbursements to the funds; gross expense ratios do not. When applicable, investment results reflect fee waivers and/or expense reimbursements, without which results would have been

## Investment-related information

lower. For more information, please see your plan's website.

For American Funds 2065 Target Date Retirement Fund, the investment adviser is currently reimbursing a portion of other expenses. This reimbursement will be in effect through at least January 31, 2021. The adviser may elect at its discretion to extend, modify or terminate the reimbursement at that time. Investment results and the net expense ratio reflect the reimbursement, without which the results would have been lower and the expenses would have been higher. The expense ratios are as of each target date fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

For the American Funds Portfolio Series funds, the expense ratios are as of each fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

Returns for less than one year aren't annualized, but are calculated as cumulative total returns.

Investing outside the United States involves risks, such as currency fluctuations, periods of illiquidity and price volatility, as more fully described in the prospectus. These risks may be heightened in connection with investments in developing countries.

The return of principal for bond funds and for funds with significant underlying bond holdings is not guaranteed. Fund shares are subject to the same interest rate, inflation and credit risks associated with the underlying bond holdings.

Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than higher rated bonds.

Fund shares of U.S. Government Securities Fund are not guaranteed by the U.S. government.

Some investment names may be abbreviated due to space limitations. For a list of the full names of the American Funds, including trademark information, visit [americanfundsretirement.com](http://americanfundsretirement.com).

All Capital Group trademarks mentioned are owned by The Capital Group Companies, Inc., an affiliated company or fund. All other company and product names mentioned are the property of their respective companies.

The indexes are unmanaged and, therefore, have no expenses. Investors cannot invest directly in an index. There have been periods when the investments have lagged the indexes.

### Share class

American Funds Class R-3 shares were first offered on May 15, 2002. Class R-3 share results prior to the date of first sale are hypothetical based on the results of the original share class of the fund without a sales charge, adjusted for typical estimated expenses. Results for certain funds with an inception date after May 15, 2002, also include hypothetical returns because those funds' Class R-3 shares sold after the funds' date of first offering. Please see each fund's prospectus for more information on specific expenses.

### Manager

The American Funds are managed by Capital Group, one of the largest investment management organizations in the world. Since 1931, the company has invested with a long-term focus based on thorough research and attention to risk – an investment style similar to that of most people saving for retirement.

This content, developed by Capital Group, home of American Funds, should not be used as a primary basis for investment decisions and is not intended to serve as impartial investment or fiduciary advice.

# Frequently asked questions

## What type of retirement plan do I have?

Your employer's plan is a defined contribution plan that includes the following:

- **401(k)**

A 401(k) lets you invest a portion of your paycheck before or after paying taxes. Making pretax contributions can reduce your taxable income now; or by making after-tax contributions, your qualified withdrawals are tax-free later.

## How much can I contribute?

You decide how much of your salary you want to contribute, up to \$20,500 in 2022. If you're age 50 or older, you can contribute an additional \$6,500.

## How much will my employer contribute?

To help provide the income you'll need in the future, your employer may contribute money to your retirement plan. Talk with your plan's contact to learn more. Your employer may also make an additional contribution. This amount could vary, and you may not always receive an additional contribution.

## What is vesting?

The money that you contribute to your plan, plus any earnings, is always yours. Employer

contributions, however, become yours over time according to the following vesting schedule.

Length of Service	Percent vested
After 1 year	25%
After 2 years	50%
After 3 years	75%
After 4 years	100%

## What are my investment options?

- **Target date funds**

With a single fund, you get a broad mix of investments that automatically changes over time based on a target retirement date.

- **Individual funds**

You can create a portfolio based on your specific investment goals.

## What if I don't choose an investment?

If you don't choose a fund, you'll be invested in your plan's default investment. You can always make changes later. Speak with your employer contact to learn more.

## How does the plan affect my taxes?

You can reduce your current taxable income by making pretax contributions to your plan. That means you don't pay taxes on your contributions (or investment earnings) until you

make a withdrawal. Withdrawals before age 59½ may be subject to an additional 10% early withdrawal tax unless an exception applies.

Your plan also has a Roth option that allows you to make after-tax contributions. That means you can pay the applicable taxes on your contributions now, so you don't have to pay taxes when you make a qualified withdrawal.

## Can I roll over my savings from another plan?

If you have an account balance from a previous employer's retirement plan or an IRA, you may be able to roll over that money to this plan. Contact your previous employer to get the process started.

## Can I move my money if I leave the company?

You can move your savings to an IRA or another employer's retirement savings plan that accepts rollovers.

## How can I access my money?

Although your plan is intended as a means of saving for retirement, there are ways to access your money:

# Frequently asked questions

- **Hardship withdrawal**

You can take a withdrawal for certain immediate and heavy financial needs. Taxes and a potential early withdrawal penalty may apply.

- **In-service withdrawal**

You may be able to take a withdrawal before you leave your employer. Taxes and a potential early withdrawal penalty may apply.

## **Are there any fees associated with my plan?**

The operation of a retirement plan involves expenses for ongoing administrative services. Other charges and expenses may also apply to your plan.

## **How do I track my investments?**

- Your plan's website at **[americanfunds.com/retire](http://americanfunds.com/retire)**
- Your plan's mobile app, **American Funds RKDirect 401k**
- Your quarterly statement
- Your plan's voice response system at **(877) 833-9322**

# Plan-related information

This brochure is designed to meet the Department of Labor 404(a)-5 requirements.

## Your employer offers the S. C. Swiderski Management Inc Retirement Plan to help you prepare for retirement.

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan. If you come across a term that isn't familiar to you, please take a moment to review the glossary available at [americanfunds.com/retire](http://americanfunds.com/retire). To request a paper copy of this Participant fee disclosure document, contact your employer.

### Administrative expenses

#### Plan-level expenses/credits

The day-to-day operation of a retirement plan involves expenses for ongoing administrative services – such as plan recordkeeping, compliance and plan document services, investment services and trustee/custodial services – that are necessary for administering the plan as a whole. A retirement plan also offers a host of other services, such as a telephone voice response system, access to customer service representatives, retirement planning tools, electronic access to plan information, account statements and online transactions.

A portion of these services are paid from the plan's investments. This is reflected in each investment's expense ratio and reduces the investment returns. Additional amounts required to cover your plan's administrative expenses will be paid from the plan's forfeiture assets or from the general assets of your employer, with the exception of a per-

participant fee. The per-participant fee will be deducted from your account quarterly and appear on your quarterly statement. The amount of this fee is \$20 per year (taken as a flat rate per participant).

The plan may also incur unexpected expenses that may be deducted from participant accounts.

### General plan information

#### Your investment options

You can choose from the following investment options:

- target date funds
- individual funds

#### Voting and other rights

The trustee or another plan fiduciary may vote or exercise any other rights associated with ownership of the investments held in your account.

#### Designated investment alternatives

The "Investment-related information" table(s) identify and provide information about the plan's investment options.

#### Investment instructions

To begin participating in your employer's retirement plan, you must first meet the plan's eligibility requirements and enroll. Once enrolled, you can provide investment instructions (i.e., make investment exchanges or change future contribution elections) in any of the following ways:

- **By phone:** Call (877) 833-9322.
- **On the internet:** Go to [americanfunds.com/retire](http://americanfunds.com/retire).

**Please note:** Trading activity is monitored to ensure that trading guidelines, which are described in the prospectuses, are observed. Non-American Funds may have their own trading restrictions. Please see the prospectuses for details.

#### Individual expenses

In addition to overall plan administrative expenses, there are individual service fees associated with

optional features offered under your plan. Individual service fees will be charged separately if you choose to take advantage of a particular plan feature. These fees are described below.

#### Periodic distribution fees

If your plan allows periodic distributions, a setup and an ongoing fee will be charged to your account for selecting this option. Periodic distributions include a setup fee of \$25, which is deducted from the initial distribution. An annual maintenance fee of \$25 is then deducted from the first distribution of each calendar year that follows.

#### One-time distribution/transaction fees

You will be charged a fee for a one-time distribution or certain other requested account transactions. The amount of the fee may vary based on the type of distribution or transaction, if applicable.

One-time distribution fee: \$100 per request.

Expedited delivery is available for an additional fee. Express delivery is available for \$25 and estimated delivery time is 2-3 business days.

Rollover investments from your retirement plan into an American Funds IRA, with Capital Bank and Trust as custodian, will automatically be invested in Class A shares at no sales charge regardless of the share class available in your retirement plan. Any future contributions to the IRA will be assessed the appropriate sales charge based on the applicable break points. See the specific fund's prospectus for additional information.

Hardship withdrawal fee: \$100.00 per request  
Required minimum distribution (RMD) fee: \$75.00 per request  
QDRO alternate payee distribution fee: \$350.00 per request  
Death distribution/beneficiary transfer fee: \$100.00 per request

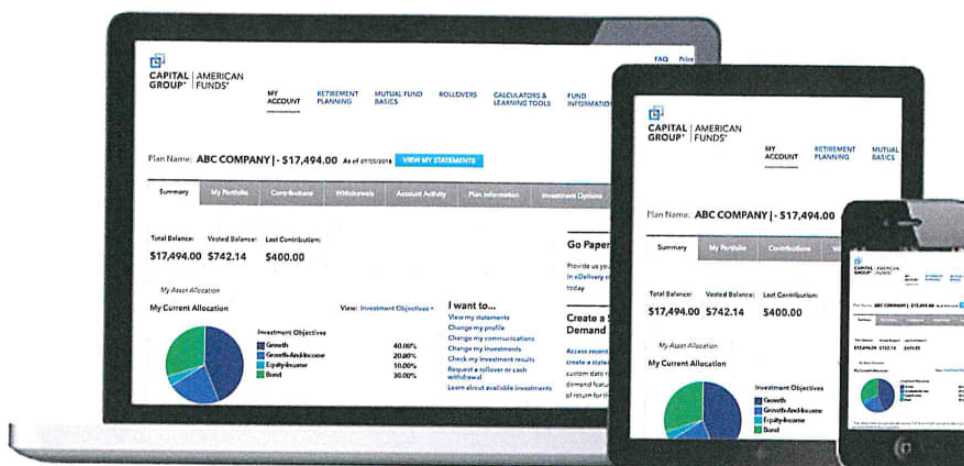
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## Take steps toward a better retirement.

Log in to your plan's website or mobile app to access tools and resources to help you make the most of your plan.



Access your account online at [americanfunds.com/retire](https://americanfunds.com/retire)

### Your plan's website



View your balance and track your retirement savings progress.



Access educational content to help optimize your savings plan.



Rebalance your asset mix so your portfolio stays aligned with your investment goals.



Use our interactive planning tools to review potential changes to your savings plan.

### Your plan's mobile app

Many of the same website features can be found in the **American Funds RkDirect 401k app**, available from the App Store and Google Play.

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses and summary prospectuses, which can be obtained from a financial professional and should be read carefully before investing.

AMERICAN FUNDS

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American Funds Distributors, Inc., member FINRA.

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# How to Read Your Account Statement

**Your retirement plan account statement provides information about your investments and account activity for the most recent quarter. Use this guide to better understand each section of your statement.**

**Please note:** Your actual statement shows only the sections that pertain to your plan and to your account activity for the quarter, so it might not include all of the items described here.

**A Total value of your account**

This is your account value as of the most recent quarter-end.

**B Vested balance**

Your vested balance is the portion of your account balance that belongs to you and that you can keep if or when you leave your employer. It excludes any employer contributions that you haven't yet earned the right to and that you cannot take with you if your employment were to end. Your plan's vesting schedule is based on a period of employment established by your employer. If you have any questions about vesting, please contact your employer.


**C Personal rate of return**

Your personal rate of return measures your combined investment results for all the funds you currently own or used to own. You'll see here your *annualized rate of return* since your initial investment with American Funds, as well as your year-to-date return. These figures take into account all the components of your investment returns, including reinvested dividends and/or capital gain distributions, investment exchanges and changes in the value of the funds' investments.

**D Your account value history**

This graph shows you how your account value has increased (or decreased) over time. The solid line represents the total value of your account. The dotted line represents your total investments (contributions plus, if applicable, converted balances, rollovers and loan repayments) minus the amounts withdrawn and any plan fees.

**Note:** If your account is less than two years old, your account value history will be shown using a bar chart instead of the line graph depicted here.



AMERICAN FUNDS®

RETURN TO: ABC COMPANY 4001 PLAN  
12345 INVESTOR ROAD  
ANYTOWN OH 12345-6789

JOHN SHAREHOLDER  
3333 INVESTOR ROAD  
ANYTOWN TX 12345-6789

**Account Statement** Page 1 of 6

Month 31, 20yy

PLAN ID  
**BRK00000**

SSN  
XXX-XX-1234

PLAN SPONSOR  
ABC Company 401(K) Plan

YOUR FINANCIAL PROFESSIONAL  
Jane Johnson  
(123) 456-7890, ext. 99876

FINANCIAL GROUP INC  
111 MUTUAL FUND BLVD SUITE 111  
ANYTOWN OH 12345-6789

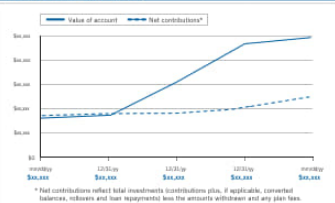
<b>Total value of your account</b>	<b>\$XX,XXX.XX</b>
<b>Vested balance as of mm/dd/yy</b>	<b>\$XX,XXX.XX</b>

	Since initial investment on 05/19/2008	Year-to-date since 01/01/20yy
Beginning balance	\$0,000.00	\$0,000.00
+ Contributions	\$0,000.00	\$0,000.00
- Investment gain/decline	\$0,000.00	\$0,000.00
- Withdrawals	-\$0.00	-\$0.00
- Plan fees	\$0.00	\$0.00
<b>Ending balance as of mm/dd/yy</b>	<b>\$0,000.00</b>	<b>\$0,000.00</b>

	Actual and	Annualized
<b>Personal rate of return</b>	<b>X.XX%</b>	<b>XX.XX%</b>

Need help reading your statement or defining key terms? Go to [americanfunds.com/etw](#). Log in to your account and click on the "View My Statements" link to access more helpful information.

**Your account value history**



\* Net contributions reflect total investments (contributions plus, if applicable, converted balances, rollovers and loan repayments) less the amounts withdrawn and any plan fees.

**Important information goes here**

This is where you'll see important messages about your account, as well as valuable information about the services we offer. Messages vary each quarter, and are customized for the type of accounts you own.

**For more account information**

By Internet  
[americanfunds.com/etw](#)

Automated phone service  
(24 hours/day)  
(877) 833-9222

Retirement plan services representative  
8:00 a.m. to 7:00 p.m.  
Eastern time, M-F  
(800) 421-4128  
(800) 421-4128  
(Para español, oprima 8.)

Call your financial professional  
Jane Johnson  
(123) 456-7890, ext. 99876

**SAMPLE**



# Fee Disclosure

# S.C. Swiderski Management Inc Retirement Plan

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**Participant fee disclosure**

February 2023

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Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

# Plan-related information

## Your employer offers the S.C. Swiderski Management Inc Retirement Plan to help you prepare for retirement.

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan. To request a paper copy of this Participant fee disclosure document, contact your employer.

### General plan information

#### Your investment options

You can choose from the following investment options:

- target date funds
- individual funds

#### Investment instructions

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- **By phone:** Call (877) 833-9322.
- **On the internet:** Go to [americanfunds.com/retire](http://americanfunds.com/retire).

**Please note:** Trading activity is monitored to ensure that trading guidelines, which are described in the prospectuses, are observed. Non-American Funds may have their own trading restrictions. Please see the prospectuses for details.

#### Voting and other rights

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One-time distribution fee: \$100.00 per request.

Expedited delivery is available for an additional fee. Express delivery is available for \$25 and estimated delivery time is 2-3 business days.

Rollover investments from your retirement plan into an American Funds IRA, with Capital Bank and Trust as custodian, will automatically be invested in Class A shares at no sales charge regardless of the share class available in your retirement plan. Any future contributions to the IRA will be assessed the appropriate sales charge based on the applicable break points. See the specific fund's prospectus for additional information.

# Plan-related information

Hardship withdrawal fee: \$100.00 per request  
Required minimum distribution (RMD) fee: \$75.00  
per request  
QDRO alternate payee distribution fee: \$350.00  
per request  
Death distribution/beneficiary transfer fee: \$100.00  
per request  
Disability distribution fee: \$100.00 per request  
In Service distribution fee \$75.00  
DeMinimus distribution fee \$75.00

## Have questions?

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### Your plan contact

Nicole Blum  
(715) 693-7831  
nblum@scswiderski.com

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# Investment-related information

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely.

## Investment options and returns as of 12/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Target date investments</b>									
<b>American Funds 2010 Target Date Retirement Fund</b>	R-3	02/01/07	4.01	4.77	3.11	-9.78	0.93	0.93	\$9.30
S & P Target Date 2010 Index			4.05	4.37	2.82	-11.44			
American Funds. Shareholder type fees – none.									
<b>American Funds 2015 Target Date Retirement Fund</b>	R-3	02/01/07	4.27	5.26	3.31	-10.84	0.95	0.95	\$9.50
S & P Target Date 2015 Index			4.38	5.01	3.07	-12.16			
American Funds. Shareholder type fees – none.									
<b>American Funds 2020 Target Date Retirement Fund</b>	R-3	02/01/07	4.52	5.84	3.53	-11.65	0.95	0.95	\$9.50
S & P Target Date 2020 Index			4.59	5.50	3.14	-12.81			
American Funds. Shareholder type fees – none.									
<b>American Funds 2025 Target Date Retirement Fund</b>	R-3	02/01/07	5.12	6.78	4.01	-13.32	0.97	0.97	\$9.70
S & P Target Date 2025 Index			4.94	6.23	3.75	-13.13			
American Funds. Shareholder type fees – none.									
<b>American Funds 2030 Target Date Retirement Fund</b>	R-3	02/01/07	5.66	7.55	4.42	-14.98	0.98	0.98	\$9.80
S & P Target Date 2030 Index			5.18	6.84	4.17	-13.96			
American Funds. Shareholder type fees – none.									
<b>American Funds 2035 Target Date Retirement Fund</b>	R-3	02/01/07	6.07	8.24	5.18	-16.82	1.00	1.00	\$10.00
S & P Target Date 2035 Index			5.43	7.42	4.63	-14.99			
American Funds. Shareholder type fees – none.									
<b>American Funds 2040 Target Date Retirement Fund</b>	R-3	02/01/07	6.23	8.51	5.41	-18.10	1.01	1.01	\$10.10
S & P Target Date 2040 Index			5.64	7.84	4.97	-15.56			
American Funds. Shareholder type fees – none.									
<b>American Funds 2045 Target Date Retirement Fund</b>	R-3	02/01/07	6.27	8.58	5.44	-18.71	1.02	1.02	\$10.20
S & P Target Date 2045 Index			5.72	8.11	5.16	-15.84			
American Funds. Shareholder type fees – none.									
<b>American Funds 2050 Target Date Retirement Fund</b>	R-3	02/01/07	6.26	8.57	5.36	-19.44	1.03	1.03	\$10.30
S & P Target Date 2050 Index			5.85	8.33	5.26	-15.97			
American Funds. Shareholder type fees – none.									

# Investment-related information

## Investment options and returns as of 12/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Target date investments</b>									
American Funds 2055 Target Date Retirement Fund	R-3	02/01/10	8.67	8.47	5.20	-19.99	1.03	1.03	\$10.30
S & P Target Date 2055 Index			8.86	8.46	5.31	-15.97			
American Funds. Shareholder type fees – none.									
American Funds 2060 Target Date Retirement Fund	R-3	03/27/15	6.65	N/A	5.13	-20.19	1.03	1.03	\$10.30
S & P Target Date 2060 Index			6.78	8.50	5.35	-16.01			
American Funds. Shareholder type fees – none.									
American Funds 2065 Target Date Retirement Fund	R-3	03/27/20	11.81	N/A	N/A	-20.19	1.03	1.03	\$10.30
S & P Target Date 2065+ Index			14.35	N/A	5.38	-15.95			
American Funds. Shareholder type fees – none.									
<b>Growth investments</b>									
American Funds Global Growth Portfolio	R-3	05/18/12	8.68	7.60	4.18	-25.92	1.10	1.10	\$11.00
MSCI All Country World Index (ACWI)			8.96	7.98	5.23	-18.36			
American Funds. Shareholder type fees – none.									
American Funds Growth Portfolio	R-3	05/18/12	9.72	8.90	4.94	-27.09	1.03	1.03	\$10.30
S&P 500 Index			12.96	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' AMCAP	R-3	05/01/67	10.61	10.18	5.44	-29.02	0.98	0.98	\$9.80
S&P 500 Index			10.04	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' The Growth Fund of America	R-3	12/01/73	12.61	11.21	6.87	-30.95	0.95	0.95	\$9.50
S&P 500 Index			10.93	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' The New Economy Fund	R-3	12/01/83	10.24	10.17	4.60	-29.88	1.06	1.06	\$10.60
MSCI All Country World Index (ACWI)			9.06	7.98	5.23	-18.36			
American Funds. Shareholder type fees – none.									
<b>Growth-and-income investments</b>									
American Funds Growth & Income Portfolio	R-3	05/18/12	8.29	7.61	5.15	-16.13	0.99	0.99	\$9.90
S&P 500 Index			12.96	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									

# Investment-related information

## Investment options and returns as of 12/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Growth-and-income investments</b>									
American Funds' American Mutual Fund	R-3	02/21/50	10.96	10.47	7.94	-4.81	0.91	0.91	\$9.10
S&P 500 Index			11.23	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' Fundamental Investors	R-3	08/01/78	11.55	10.76	6.57	-16.94	0.93	0.93	\$9.30
S&P 500 Index			11.50	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' The Investment Company Of America	R-3	01/01/34	11.43	10.55	6.71	-15.79	0.91	0.91	\$9.10
S&P 500 Index			10.84	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
American Funds' Washington Mutual Investors Fund	R-3	07/31/52	11.30	11.52	8.70	-8.78	0.91	0.91	\$9.10
S&P 500 Index			10.75	12.56	9.42	-18.11			
American Funds. Shareholder type fees – none.									
<b>Equity-income investments</b>									
American Funds Conservative Growth and Income Portfolio	R-3	05/18/12	5.81	5.37	3.68	-8.94	0.92	0.92	\$9.20
Morningstar Moderate Target Risk Index			6.38	5.82	3.73	-14.77			
American Funds. Shareholder type fees – none.									
American Funds' The Income Fund Of America	R-3	12/01/73	10.04	7.10	5.03	-6.76	0.90	0.90	\$9.00
Morningstar Moderate Target Risk Index			N/A	5.82	3.73	-14.77			
American Funds. Shareholder type fees – none.									
<b>Balanced investments</b>									
American Funds Moderate Growth and Income Portfolio	R-3	05/18/12	7.39	6.77	4.56	-13.81	0.99	0.99	\$9.90
Morningstar Moderate Target Risk Index			6.38	5.82	3.73	-14.77			
American Funds. Shareholder type fees – none.									
American Funds' American Balanced	R-3	07/26/75	9.80	7.89	5.16	-12.40	0.89	0.89	\$8.90
Morningstar Moderate Target Risk Index			N/A	5.82	3.73	-14.77			
American Funds. Shareholder type fees – none.									

# Investment-related information

## Investment options and returns as of 12/31/22

Investment name Benchmark Investment manager	Share class	Inception date	Average annual total returns (%)			Total return (%)	Expense ratios (%)		Gross expenses per \$1,000
			Lifetime since inception	10 years	5 years	1 year	Gross	Net	
<b>Bond investments</b>									
American Funds Preservation Portfolio	R-3	05/18/12	0.49	0.40	0.40	-6.40	0.91	0.91	\$9.10
Bloomberg 1-5 Year U.S. Government/Credit A+ Index			0.89	0.84	0.74	-5.48			
American Funds. Shareholder type fees – none.									
American Funds' American High-Income Trust	R-3	02/19/88	6.76	3.25	2.63	-9.43	0.95	0.95	\$9.50
Bloomberg U.S. Corporate High Yield 2% Issuer Capped Index			7.50	4.03	2.30	-11.18			
American Funds. Shareholder type fees – none.									
American Funds' Capital World Bond Fund	R-3	08/04/87	4.63	-0.81	-2.05	-17.66	1.13	1.13	\$11.30
Bloomberg Global Aggregate Index			4.94	-0.44	-1.66	-16.25			
American Funds. Shareholder type fees – none.									
American Funds' The Bond Fund Of America	R-3	05/28/74	6.44	0.98	0.35	-12.93	0.85	0.85	\$8.50
Bloomberg U.S. Aggregate Index			6.73	1.06	0.02	-13.01			
American Funds. Shareholder type fees – none.									
American Funds' US Government Securities Fund	R-3	10/17/85	4.51	0.44	0.15	-11.31	0.89	0.89	\$8.90
Bloomberg U.S. Government/Mortgage-Backed Securities Index			5.50	0.67	-0.24	-12.12			
American Funds. Shareholder type fees – none.									

# Investment-related disclosure

**Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses summary prospectuses and other fund disclosures, which can be obtained from a financial professional and should be read carefully before investing.**

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at [www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf](http://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf). However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have

a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus or other fund disclosure available at the time of publication.

Prospectuses and other fund disclosures, SAls and annual reports, if applicable, are available free of charge by calling (877) 833-9322 or on the web at [americanfunds.com/retire](http://americanfunds.com/retire).

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to [americanfunds.com/retire](http://americanfunds.com/retire) and click on the link under "Monthly Investment Results." If you have an established log-in, you can also access investment information by logging in and clicking on the "Investment Options" tab.

Results are for the American Funds Class R-3 shares at net asset value. Class R shares do not require an up-front or deferred sales charge. For current information and month-end results for the American Funds and any other investments in your plan, please visit [americanfunds.com/retire](http://americanfunds.com/retire) or ask your employer.

For funds with an inception date that predates the inception of their primary benchmark, there is no

calculation for the benchmark's lifetime result.

From February 19, 1988, through December 31, 1992, the Credit Suisse High Yield Index was used because the Bloomberg Barclays U.S. Corporate High Yield 2% Issuer Capped Index did not yet exist. Since January 1, 1993, the Bloomberg Barclays U.S. Corporate High Yield 2% Issuer Capped Index has been used.

The Bloomberg Barclays Global Aggregate Index began on December 31, 1989. For the period August 4, 1987, to December 31, 1989, the Citigroup World Government Bond Index was used.

The Bloomberg Barclays U.S. Aggregate Index began on January 1, 1976. From May 28, 1974, through December 31, 1975, the Bloomberg Barclays U.S. Government/Credit Index was used.

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## **Please read the following important disclosure.**

Investment results assume all distributions are reinvested and reflect applicable fees and expenses. Expense ratios are as of each fund's prospectus or other fund disclosure available at the time of publication. Net expense ratios reflect any current waivers and/or reimbursements to the funds; gross expense ratios do not. When applicable, investment results reflect fee waivers and/or expense reimbursements, without which results would have been lower. For more information, please see your

# Investment-related disclosure

plan's website.

For American Funds 2065 Target Date Retirement Fund, the investment adviser is currently reimbursing a portion of other expenses. This reimbursement will be in effect through at least January 1, 2023. The adviser may elect at its discretion to extend, modify or terminate the reimbursement at that time. Investment results and the net expense ratio reflect the reimbursement, without which the results would have been lower and the expenses would have been higher. The expense ratios are as of each target date fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

For the American Funds Portfolio Series funds, the expense ratios are as of each fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

Returns for less than one year aren't annualized, but are calculated as cumulative total returns.

Investing outside the United States involves risks, such as currency fluctuations, periods of illiquidity and price volatility, as more fully described in the prospectus. These risks may be heightened in connection with investments in developing countries.

The return of principal for bond funds and for funds with significant underlying bond holdings is not guaranteed. Fund shares are subject

to the same interest rate, inflation and credit risks associated with the underlying bond holdings.

Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than higher rated bonds.

Fund shares of U.S. Government Securities Fund are not guaranteed by the U.S. government.

Some investment names may be abbreviated due to space limitations. For a list of the full names of the American Funds, including trademark information, visit [americanfundsretirement.com](http://americanfundsretirement.com).

The indexes are unmanaged and, therefore, have no expenses. Investors cannot invest directly in an index. There have been periods when the investments have lagged the indexes.

## Share class

American Funds Class R-3 shares were first offered on May 15, 2002. Class R-3 share results prior to the date of first sale are hypothetical based on the results of the original share class of the fund without a sales charge, adjusted for typical estimated expenses. Results for certain funds with an inception date after May 15, 2002, also include hypothetical returns because those funds' Class R-3 shares sold after the funds' date of first offering. Please see each fund's prospectus for more information on specific expenses.

## Manager

The American Funds are managed by Capital Group, one of the largest investment management organizations in the world. Since 1931, the company has invested with a long-term focus based on thorough research and attention to risk – an investment style similar to that of most people saving for retirement.

This content, developed by Capital Group, home of American Funds, should not be used as a primary basis for investment decisions and is not intended to serve as impartial investment or fiduciary advice.

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**AMERICAN FUNDS**

# Vesting Statement

## Vesting of all Employer Money Sources

\*The following vesting information has been provided to you in your Summary Plan Description. If the information is not complete, or if you have any questions, please contact your plan administrator.

Vesting Schedules:

### Effective 1/1/2020 - Employer Profit Sharing & Employer Matching

<u>Years of Service</u>	<u>Vesting %</u>
1	25%
2	50%
3	75%
4	100%

### Prior Vesting Schedule - Employer Profit Sharing & Employer Matching:

<u>Years of Service</u>	<u>Vesting %</u>
0-1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

### **Definitions:**

**Vesting:** The percentage of non-forfeitable interest in the employer portion of the specified source.

**Year of Service:** Each 12 consecutive month Plan Year in which you complete at least 1000 hours.

**Plan Year:** The calendar year

Visit the Department of Labors website at: [www.dol.gov](http://www.dol.gov)

# Summary Plan Description

**SUMMARY PLAN DESCRIPTION  
FOR  
S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN**

# S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN

## Summary Plan Description

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**SUMMARY PLAN DESCRIPTION  
FOR  
S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN**

**INTRODUCTION**

Effective January 1, 2012, S.C. SWIDERSKI MANAGEMENT, INC. established the S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN for the exclusive benefit of all eligible employees and their beneficiaries with the intention to provide a measure of retirement security for your future.

This Summary Plan Description reflects the plan options as of January 1, 2022.

This Summary Plan Description is a brief description of your plan and your rights and benefits under the plan and is not intended to cover every plan provision. This Summary Plan Description is not meant to interpret or change the provisions of your plan. A copy of your plan is on file at your employer's office and may be read by you, your beneficiaries, or your legal representatives at any reasonable time. This plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). If you have any questions regarding either your plan or this Summary Plan Description, you should ask your plan administrator. If any discrepancies exist between this Summary Plan Description and the actual provisions of the plan, the plan shall govern.

## **GENERAL INFORMATION**

**Plan Name:** S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN

**Employer:** S.C. SWIDERSKI MANAGEMENT, INC.  
401 RANGER STREET  
MOSINEE, WI 54455  
(715) 693-4533

**Employer Tax ID:** 47-2837847

**Three Digit Plan Number:** 001

**Type of Plan:** Cash or Deferred Profit Sharing Plan

**Administration Type:** Self-Administered

**Plan Administrator:** S.C. SWIDERSKI MANAGEMENT, INC.  
401 RANGER STREET  
MOSINEE, WI 54455  
(715) 693-4533

**Plan Administrator ID Number:** 47-2837847

**Legal Agent:** S.C. SWIDERSKI MANAGEMENT, INC.  
401 RANGER STREET  
MOSINEE, WI 54455  
(715) 693-4533

Service of legal process may also be made upon a plan trustee or the plan administrator as listed herein.

**Trustees:** SHANE SWIDERSKI  
401 RANGER STREET  
MOSINEE, WI 54455  
(715) 693-9522

**Funding Arrangement:** Trust

**Plan Year:** January 1st to December 31st

**Limitation Year:** January 1st to December 31st

**Anniversary Date:** December 31st

**Valuation Date:** Daily

## **PARTICIPATION IN YOUR PLAN**

In order to take advantage of the opportunities provided by your plan you must participate in the plan. There may be certain restrictions to your eligibility and participation. The following is information about how you can participate in the plan.

### **What types of contributions are available in the plan?**

The following contribution types are available in the plan:

1. Pre-Tax Elective Deferral: This type of contribution is also known as a 401(k) contribution, a salary deferral contribution, or an elective deferral contribution.
2. Roth Elective Deferral: This type of contribution is an after-tax elective deferral.
3. Voluntary After-tax Employee Contribution: This type of contribution is an after-tax contribution made by you that is not a Roth elective deferral contribution.
4. Employer Matching Contribution: In order to share in matching contributions, you must be making elective deferrals to the plan. Matching contributions, if any, are based on your elective deferrals.
5. Employer Non-elective Contribution: This type of contribution is also known as a profit sharing contribution. Your employer may, at its discretion, make a profit sharing contribution to the plan.

### **Who may participate?**

As an employee of S.C. SWIDERSKI MANAGEMENT, INC., you may participate in the plan once you have met the eligibility requirements.

This also includes employees of S.C. SWIDERSKI LAND, LLC S.C. WIDERSKI CONSTRUCTION, LLC, and S.C. SWIDERSKI, LLC. A detailed list of the employers sponsoring this plan and their addresses may be requested in writing to your plan administrator.

### **Who is considered an employee?**

An employee is an individual who performs services for the employer as a common law employee, a self-employed individual who is treated as an employee, or a leased employee.

### **What are the eligibility requirements to become a participant in the plan?**

There may be different eligibility and entry date requirements for each contribution type under the plan. Meeting all the eligibility requirements for one contribution type does not automatically make you eligible for other contributions under the plan. You may begin participating under the plan once you have satisfied the eligibility requirements and reached your entry date. The following describes the eligibility requirements and entry dates that apply. You should contact the plan administrator if you have questions about the timing of your plan participation.

#### All Contribution Sources:

##### Excluded Employees:

The following individuals are not eligible for participation in the plan:

1. Union employees
2. Non-resident aliens

##### Eligibility Age Conditions:

You must attain age 21 to be eligible to receive contributions under the plan. However, you will not actually participate for purposes of receiving a contribution until you have reached the entry date as described below.

##### Eligibility Service Conditions:

You must complete 2 consecutive months of eligibility service to receive contributions under the plan. However, you will not actually participate for purposes of receiving a contribution until you have reached the entry date as described below.

**Entry Date:**

For the purpose of receiving a contribution, your entry date will be the January 1st or the same day of the month occurring in each successive 3-month period, coincident with or next following the date you satisfy the eligibility requirements.

**How do I start contributing voluntary employee contributions?**

Your employer will inform you of the procedure required to make voluntary employee contributions.

**What compensation will be used for my contributions in the plan?**

Compensation is defined as your total compensation that is subject to income tax and paid to you by the employer. Amounts paid to you after you terminate employment may or may not be included as compensation used to calculate your contributions as described below. If you are a self-employed individual, your compensation will be equal to your earned income from the employer. The following describes the adjustments to compensation that may apply for the contribution types permitted under the plan.

**All Contribution Sources:**

Compensation used to calculate your contributions for all sources under the plan will be determined as follows:

- \* be based on W-2 wages.
- \* include compensation due to cafeteria plan deferrals under section 125, transportation compensation (section 132(f)(4)), 401(k) and 403(b) deferrals (section 402(e)), SEP deferrals (section 402(h)(1)(B)), 402(k) deferrals (section 408(p)), and 457(b) deferrals.
- \* include compensation for your first year of participation from your entry date as a participant.

**Is there a limit on compensation for plan purposes?**

The IRS limits the amount of compensation that may be taken into account for each participant for each plan year. For 2023, that limit is \$330,000. For future years, the limit is subject to cost-of-living increases as published by the IRS.

**Does plan compensation include monies paid to me during an absence or after my employment ends?**

Usually, only the amounts paid to you while you are an employee are considered plan compensation. However, the plan may consider certain types of pay as plan compensation, though paid during an absence or after you leave employment.

Payments you receive after terminating employment might be considered plan compensation, if they meet the definition of "post-severance compensation." To be considered post-severance compensation, the payment must be one that you would have received had employment continued, such as your salary or wages. Post-severance compensation does not include severance pay, or other amounts you receive only because your employment ended.

To be included in plan compensation, post-severance compensation must be paid to you by the later of the end of the limitation year in which your employment ends, or within 2-1/2 months after the date your employment ends.

Payments for unused accrued sick, vacation, or other leave that you would have been able to use if your employment had continued are included in your plan's post-severance compensation.

**How is service determined?**

**Eligibility Service:**

Your service will be based on the total period of time that elapses while you are employed (i.e. while the employment relationship exists) with the employer or employers maintaining this plan. Eligibility service will be measured to the exact date in months.

**Vesting Service:**

You are credited with the actual hours you work, and for hours for which you are paid but not at work, such as paid vacation or paid sick leave. You cannot earn more than one year of vesting service during a plan year.

If records of your hours are not maintained, as a backup method of crediting you with hours of service, you will be credited with 10 hours each day in which you work at least one hour.

**What is a year of service?**

**Eligibility Purposes:**

You will earn a year of service for eligibility purposes if you are credited with 12 months of service or 365 days of service during the eligibility computation period.

**Vesting Service Purposes:**

You will earn a year of service for vesting service purposes if you are credited with 1000 hours in the vesting service computation period. The vesting service computation period will be the plan year.

**What is a break in service for eligibility purposes?**

Your employer does not count the actual hours that you work to determine if you have a break in service. If you fail to work at least 12 months of continuous service, you will incur a break in service in the plan.

**What is a break in service for vesting purposes?**

When you fail to complete more than 500 hours during the plan year, you incur a break in service. If you have incurred a break in service, your vesting percentage will not increase for the period in which the break occurs.

However, in certain circumstances, your plan is required to credit you with 500 hours, even though you didn't actually work that number of hours. This is primarily if you take time off to have, adopt or care for a child for a period immediately following the birth or adoption. You will receive this credit only for the purpose of determining whether you have incurred a break in service and not for receiving additional credit for a contribution or for vesting.

## **CONTRIBUTIONS**

As a plan participant, you can contribute your pay on a tax-deferred basis (that is, before federal income taxes are deducted) or on an after-tax basis (that is, after federal income taxes are deducted). Your employer may also make contributions to the plan.

### **Your Contributions to the Plan:**

When you enroll in the plan, you may make your salary deferrals on a pre-tax basis, an after-tax basis or a combination of the two. You will also select the percentage or dollar amount of your pay to be deducted as a pre-tax or an after-tax salary deferral. Your employer will deduct the amount you've elected from your paycheck in accordance with procedures established by your employer.

### **What are pre-tax salary deferrals?**

Pre-tax salary deferrals are deducted from your pay before federal income taxes are calculated. This reduces your taxable income by the amount you have elected to save under the plan. Since your taxable income is reduced, you pay less in current federal income taxes. This money is accumulated on a tax deferred basis until it is distributed from the plan. You should consult your plan administrator or tax advisor regarding treatment of salary deferrals for purposes of state and local taxes. See "Distributions" for additional information on tax consequences when you withdraw your money from the plan.

### **What are Roth salary deferrals?**

All employees who are eligible to make pre-tax salary deferrals can also make after-tax salary deferrals. These contributions are also known as Roth deferral contributions. This means that you will be taxed on the money when it is withheld from your paycheck. You can choose to contribute salary deferrals as either Roth deferrals, or pre-tax deferrals. There are certain withdrawal restrictions for Roth deferral contributions. See "What are the distribution rules for Roth deferrals?" in the distribution section of this SPD.

### **Are there limits to how much I can contribute?**

The IRS limits the maximum amounts that can be contributed on a pre-tax or after-tax salary deferral basis. For 2023, that limit is \$22,500. For future tax years, the limit is subject to cost-of-living increases as published by the IRS. If you are age 50 or older, you may be able to contribute in excess of this limit. See "What are catch-up contributions?" below.

### **What are catch-up contributions?**

All employees who are eligible to make salary deferrals under this plan and who are age 50 or older before the close of a plan year, are eligible to make catch-up contributions. The catch-up contributions are in addition to the regular salary deferrals mentioned above. The IRS limits the amount that can be contributed as a catch-up contribution. For the 2023 tax year, that limit is \$7,500. For future tax years, the limit is subject to cost-of-living increases as published by the IRS.

### **When can I expect my salary deferrals to be deposited?**

Salary deferrals are placed in the trust as soon as reasonably possible after being withheld from your pay but in no event later than the 7th business day following the date the contribution is withheld by your employer.

### **When can I change my salary deferral election?**

You may make an election, or change an election the first day of the plan quarter.

You may revoke your salary deferral election at any time.

**What happens if I am contributing salary deferrals to another plan sponsored by a different employer?**

The overall limit on salary deferrals described above applies collectively to all plans in which you are a participant. If you participate in two or more plans (which include 401(k), Simplified Employee Pensions and 403(b) plans), that are sponsored by different employers, your total salary deferrals could exceed IRS limits for the year. Excess deferrals must be returned by the April 15th following the year in which the amount is deferred. If they are not, an excise tax applies. Your employer is not responsible for tracking the salary deferrals made to plans sponsored by other employers. Therefore, in order to assure that the refund of excess deferrals is timely, you should designate which plan will refund excess deferrals.

If you elect to have this plan return any excess, you should notify the plan administrator so that the excess can be returned to you, along with any earnings, before April 15th following the year in which the deferrals were withheld.

**What are voluntary employee contributions?**

All employees who are eligible to make pre-tax deferrals can also make after-tax voluntary employee contributions. This means that you are taxed on the money before it is contributed to the plan. There may be certain withdrawal restrictions for voluntary employee contributions. See "Distributions" for additional information about rules that apply when you withdraw your money from the plan.

**Are there limits to how much I can contribute as a voluntary employee contribution?**

There are no plan imposed limits on the amount you may contribute as a voluntary employee contribution.

**Does the plan accept rollovers?**

Direct Rollover contributions are permitted from all employees who do not fall into an excluded class of employees.

In addition to pre-tax assets, rollover contributions will be permitted from the following:

1. Roth deferral accounts

**Your Employer Contributions to the Plan:**

In addition to your salary deferrals, your employer may make other types of contributions to the plan, such as a profit sharing contribution, or a matching contribution.

**What are matching contributions?**

As an incentive to make salary deferrals to the plan, your employer may contribute a certain percentage or dollar amount. This additional employer contribution is known as a matching contribution.

**Which employee contributions are eligible to receive matching contributions?**

The following employee contributions are eligible to be matched and will be matched at the same rate, as described in the next few questions: Pre-tax Elective Deferrals, Roth Elective Deferrals, and Catch-up contributions.

**Are there requirements to receive the matching contributions?**

There are no allocation requirements to receive a matching contribution.

**How is the matching contribution determined?**

The amount of the match depends on your eligible employee contributions. Your employer may, at its discretion, contribute a matching contribution. If a matching contribution will be contributed, the employer will provide a summary of the allocation formula to you no later than 60 days following the date on which the discretionary matching contribution is made to the plan.

**When can I expect the matching contributions to be allocated?**

The matching contributions made by your employer will be allocated to your matching contribution account as of the last day of each pay period.

**Are there plan limits on the amount of matching contributions a participant may receive?**

The following plan limitations will be applied to matching contribution a participant may receive. Matching contributions will be limited to:

1. 4% of Compensation per pay period.

**What are profit sharing contributions?**

Your employer may contribute a profit sharing contribution to the plan each year in an amount, if any, as it may determine.

**Are there requirements to receive a profit sharing contribution?**

To be eligible to receive an allocation of profit sharing contributions, you must be employed on the last day of the plan year, and complete 1000 hours of credited service in the plan year.

**Are there any allocation requirements waived for profit sharing contributions?**

All of the allocation requirements for profit sharing contributions described in the previous question will be waived if during the plan year you incurred any of the events listed below:

- \* death
- \* become disabled
- \* terminate from service after reaching normal retirement age

**How is the profit sharing contribution determined?**

Your share of the profit sharing contribution is determined by multiplying the total profit sharing contribution by a fraction equal to your compensation divided by the total of all eligible participants' compensation for the plan year.

For example, if the discretionary contribution is \$30,000, your compensation is \$20,000 and the total compensation of all eligible participants is \$1,000,000, your share of the contribution would equal \$600:  
$$(\$20,000 / \$1,000,000) \times \$30,000 = \$600$$

**When can I expect the profit sharing contributions to be allocated?**

The profit sharing contributions made by your employer will be allocated to your profit sharing contribution account as of the last day of the plan year.

**When can I expect the employer contributions to be deposited?**

The employer contributions to the trust are normally paid directly to the Trust either during the plan year or after the close of the plan year (within the time during which the employer has to file its federal tax return).

**When is a plan top heavy?**

The plan becomes top heavy if more than 60% of the account balances are attributable to "key employees". Key employees are certain highly compensated officers or owner/shareholders.

Each year, the plan administrator will make a top heavy determination.

**How will the plan operate in top heavy years?**

If your plan is top heavy, all participants must receive a minimum contribution for such plan year, except participants who are key employees.

This top heavy contribution is based on the amount of contribution that the key employees receive and may be zero.

**Does the plan allow in-plan Roth rollovers?**

The plan does not permit in-plan Roth rollovers.

## VESTING

Vesting is the non-forfeitable balance of your employer contribution account(s) that you will be entitled to receive after your employment with the employer ends. If you terminate employment before you meet the requirements for retirement, the distribution from your employer contribution account(s) will be limited to the vested portion. Your vesting percentage grows with your years of vesting service.

### **Is any of my service excluded for vesting purposes?**

No, all years of service with your employer except those excluded due to a break in service will be included in determining your vested account balance.

### **How is my vested percentage calculated?**

If you leave employment due to termination, you are entitled to a percentage of your employer contribution accounts along with earnings, based on the following schedules:

#### Employer Matching Contributions:

Vesting Schedule	
<u>Years of Vesting Service</u>	<u>Percent Vested</u>
Less than 1	0%
1 but less than 2	25%
2 but less than 3	50%
3 but less than 4	75%
4 but less than 5	100%
5 but less than 6	100%
6 or more	100%

#### Employer Profit Sharing Contributions:

Vesting Schedule	
<u>Years of Vesting Service</u>	<u>Percent Vested</u>
Less than 1	0%
1 but less than 2	25%
2 but less than 3	50%
3 but less than 4	75%
4 but less than 5	100%
5 but less than 6	100%
6 or more	100%

#### Employer Top-heavy Contributions:

Vesting Schedule	
<u>Years of Vesting Service</u>	<u>Percent Vested</u>
Less than 1	0%
1 but less than 2	25%
2 but less than 3	50%
3 but less than 4	75%
4 but less than 5	100%
5 but less than 6	100%
6 or more	100%

### **What vesting schedule applies to my other accounts?**

The following accounts will be 100% vested and nonforfeitable at all times:

1. Salary Deferrals (including catch-up contributions and Roth contributions)

2. Rollovers
3. Voluntary after-tax contributions

**Does my vested percentage change for any reason?**

You will become 100% vested in all of your accounts if you are still employed when you die, or become disabled.

Additionally, you will become 100% vested in all of your accounts when you reach your normal retirement age.

**What happens if I terminate employment before I am fully vested?**

The non-vested portion of your account will be forfeited and used to offset employer contributions at the plan administrator's discretion in a nondiscriminatory and uniform manner.

The non-vested portion of your account that is forfeited may also be used to offset plan expenses or restore forfeited account balances of rehired employees.

The forfeiture takes place as of the end of the plan year in which you receive the final (complete) distribution of your distributable benefit or the end of the plan year of your 5th consecutive break in service. If you elect to receive less than your entire vested account balances from employer contributions, the portion forfeited will be prorated based on the portion of your total account balance distributed.

**What happens to my forfeited amounts if I am rehired into a position covered by the plan?**

If you were not vested (that is, 0% vested), when you severed employment, and you rejoin the plan before incurring a 5-year break in service, the amounts you forfeited will be restored as of your rehire date.

If you were partially vested (more than 0% but less than 100%), and received a distribution of your vested amounts, the forfeited amount may be restored. However, to restore the forfeiture, you must repay the full amount of your distribution of employer contributions by five (5) years after your rehire date, or if earlier, the date you incur a 5-year break following the date of the distribution.

If you are entitled to a restoration of your account balance that was forfeited, the plan will first use any forfeitures arising in the year of restoration. If that amount is not enough, the employer will make an additional contribution specifically allocated to your account.

**If I am rehired into a position covered by the plan, how is my vesting service calculated?**

If you were fully (100%) vested at the time your employment ended, you will resume participation and be 100% vested immediately, on your rehire date. This means that the vesting service you earned prior to severing employment (pre-break) will be added to the vesting service you earn after reemployment (post-break).

If you were not fully vested when your employment ended, the length of your break in service determines how your vesting service will be calculated and when you resume participation in the plan.

If your break in service is less than 5 years, your pre-break vesting service will be added to your post-break vesting service. Thus, your total years of vesting service are counted toward vesting in the employer contributions credited to your account after you return, and the pre-break non-vested employer account remaining in the plan, if you did not receive a distribution.

However, if you received a distribution from your employer account, and you would like to have your total years of vesting service (pre-break plus post-break) count toward vesting in your pre-break non-vested employer account, you must repay the full amount of your distribution by the earlier of: five (5) years after your rehire date, or the date you incur a 5-year break following the date of the distribution.

If your break in service is five years or more and you were not fully vested (less than 100%) when you ended your employment, when you are reemployed you will no longer have a vested interest in any pre-break non-vested employer account balance.

However, all your service (pre-break plus post-break) counts toward vesting in employer contributions credited after you are reemployed.

## **INVESTMENT ACCOUNTS**

The money you deposit, if any and any employer contributions are held in a trust, and placed into investment accounts, which are credited with gains and losses at each valuation date.

Separate accounts are set up for each different type of money, for example: 401(k) deposits, matching, discretionary, rollover, employer contributions (if any) and qualified non-elective contributions because there are different plan and IRS rules for each type of contribution.

### **What is the value of my account?**

The value of each of your accounts is established as of the valuation date under your plan. The valuation date is daily valuation for individual investment accounts.

As of the valuation date:

1. contributions may be added to your accounts (see "Contributions");
2. distributions you have received since the prior valuation date will be subtracted from your accounts;
3. plan expenses may be subtracted from your accounts; and
4. interest and/or dividends, if any, will be added to your accounts.

Also, current market values will be reflected in your accounts as of the valuation date. Depending on stock and/or bond market conditions, the value of your accounts may increase or decrease from one valuation date to the next.

### **How are my accounts invested?**

You may direct the investment of all of your accounts.

It is intended that your plan meet the requirements of ERISA section 404(c) by providing you with sufficient information for you to make informed investment choices. This information will be provided by the financial institutions managing the investment options. This means that you exercise control over the investments in your plan account, and you can modify those investment choices as your needs change or as you otherwise see fit. This allows you to invest in the way that best meets your personal goals. Therefore, the plan fiduciaries may be relieved of liability for losses that your account may experience as a result of your investment elections.

Please note that the trustee is considered the owner of all the assets held in the trust. The trustee, as owner of the securities and other trust property, has the exclusive right to vote the stock in the trust and exercise any other rights of ownership. As a plan participant, you merely have a beneficial interest in the trust and may not exercise the rights of ownership, as can the trustee.

### **Does my plan offer life insurance as an investment?**

No. Life insurance policies are not available as a plan investment.

### **May I take a loan from my accounts?**

Your plan does not permit loans.

### **Where can I learn about the plan expenses?**

Reasonable administrative expenses of the plan and trust may be paid by the plan to the extent not paid by the employer. For more information on plan expenses, refer to your copy of the plan's expense policy, provided by the plan administrator.

## **DISTRIBUTIONS**

### **Does the plan allow for hardship distributions?**

Hardship distributions are not permitted from matching contributions, non-elective contributions, rollover contributions, or voluntary after-tax contributions, if applicable.

The primary purpose of the plan is to provide benefits to you upon your retirement; however, your plan permits you to request a hardship distribution. A hardship distribution may not exceed the amount of your need. However, the amount required to satisfy the financial need may include amounts necessary to pay any taxes or penalties that may result from the distribution.

The hardship distribution cannot exceed the amount necessary to meet your financial hardship. You must certify (in writing) that you cannot meet your financial need using cash or other sources of liquid assets you already have access to. The plan administrator may request proof that the amount requested does not exceed the financial hardship, including evidence that you have received all other available distributions from this and other plans (including those of other employers).

Safe Harbor Determination:

You may request a hardship distribution while employed for one of the following reasons:

1. Medical Care - Expenses for or necessary to obtain medical care for yourself, your spouse, dependents, or named primary beneficiaries.
2. Principal Residence - Costs directly related to the purchase of your principal residence (not including mortgage payments).
3. Eviction and/or Foreclosure - Payment to prevent eviction from your principal residence and/or foreclosure on the mortgage of your principal residence.
4. Tuition - Payment of tuition for the next 12 months of post secondary school education for yourself, your spouse, dependents, or named primary beneficiaries.
5. Funeral Expenses - Payments for burial or funeral expenses for your parents, spouse, children, dependents, or named primary beneficiaries.
6. Principal Residence Repair - Expenses for repair of damage to your principal residence that qualify for the casualty deduction (as defined in IRC 165, determined without regard to whether the loss exceeds 10% of adjusted gross income).
7. Federal Disaster Area - Expenses and losses (including loss of income) incurred by you on account of a disaster declared by the Federal Emergency Management Agency (FEMA) provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

You may request a hardship distribution from your pre-tax elective deferrals (including earnings), or Roth elective deferrals. The determination will be based on the safe harbor determination described above.

Limitations:

Hardship distributions from your pre-tax elective deferrals (including earnings), and Roth elective deferrals will be limited as follows:

- Source must be 100% vested

### **Does the plan allow for in-service distributions?**

An in-service distribution is one that you receive while you are still employed by the employer. The primary purpose of the plan is to provide benefits to you upon your retirement; however, your plan permits you to request an in-service distribution.

You may request an in-service distribution of all or a portion of all of your accounts if you have attained age 59½.

You may request an in-service distribution of all or part of your rollover account at any time.

All in-service distributions will be limited by the following:

\* You must be 100% vested in all of your accounts.

**What are the distribution rules for Roth deferrals?**

There are certain restrictions that apply to receiving a distribution from your Roth deferral account. If any deferral contribution designated as a Roth deferral is withdrawn prior to the five (5) taxable year period beginning with the taxable year in which the Roth account is first established or prior to age 59-1/2 your distribution will consist of a pro-rata share of Roth earnings and Roth deferral. The earnings will be included in your gross income. To avoid a tax on the earnings of Roth deferral accumulated amounts, the withdrawal must be made after the fifth taxable year that your Roth account is first established and after age 59-1/2 or on account of your death or disability.

**What is my normal retirement age?**

You will reach the plan's normal retirement age when you reach age 65.

Your normal retirement date is the actual date normal retirement age is attained.

**When will I receive my normal retirement benefits?**

Payment of your benefits from employer contribution accounts will begin as soon as practicable following the valuation date coinciding with or next following the date of your retirement.

Payment of your benefits from your salary deferral account, voluntary after-tax account and rollover account will begin as soon as practicable following the valuation date coinciding with or next following the date of your retirement.

**When will my beneficiary receive my benefits if I die?**

Payment of your benefits from employer contribution accounts will begin as soon as practicable following the valuation date coinciding with or next following the date of your death.

Payment of your benefits from your salary deferral account, voluntary after-tax account and rollover account will begin as soon as practicable following the valuation date coinciding with or next following the date of your death.

**When will I receive my benefits upon termination?**

Payment of your benefits from employer contribution accounts will begin as soon as practicable following your distribution determination date.

Your distribution determination date is the valuation date coinciding with or next following your date of termination.

Payment of your benefits from your salary deferral account, voluntary after-tax account and rollover account will begin as soon as practicable following your distribution determination date.

Your distribution determination date is the valuation date coinciding with or next following the date of your termination.

**Does the plan have disability benefits?**

You will be considered disabled if you suffer from a medically determinable physical or mental disability that

is expected to result in death or to last a continuous period of 12 months that renders you incapable of performing your job duties. A determination of disability will be made by the plan administrator in a uniform, nondiscriminatory manner on the basis of medical evidence. You will also be considered disabled if the Social Security Administration has determined that you are eligible to receive Social Security disability benefits.

You become entitled to a distribution due to disability as of the date you terminate employment.

If it is determined you are entitled to a distribution due to disability, payment of your benefits from employer contribution accounts will begin as soon as practicable following the valuation date coinciding with or next following your termination. However, payment of your benefits from your salary deferral account, voluntary account, and rollover account will begin as soon as practicable following the valuation date coinciding with or next following your termination.

**How might divorce or a Qualified Domestic Relations Order affect my benefits?**

Because your spouse has certain rights under your plan, you should immediately inform the plan administrator of any changes in your marital status.

In general, contributions made by you or your employer to this plan are not subject to alienation. This means they cannot be sold, used as collateral for a loan, given away or otherwise transferred. They are not subject to the claims of your creditors. However, they may be subject to claims under a Qualified Domestic Relations Order (QDRO).

A Domestic Relations Order is a court-issued decree or an order that allocates all or any portion of your plan benefits to your (former) spouse, your child, or other dependent. It is the plan administrator's responsibility to determine if a Domestic Relations Order is qualified (is a QDRO), as defined by law.

Distributions pursuant to a Qualified Domestic Relations Order are permitted on or after the date a Domestic Relations Order is determined to be a Qualified Domestic Relations Order, even if you are employed and have not attained the "earliest possible retirement age" (as defined below).

For QDRO purposes, the "earliest possible retirement age" means the earlier of these two dates:

1. the date you are entitled to a distribution; or
2. the later of:
  - A. the date you reach age 50; or
  - B. the earliest date you could begin receiving benefits under the plan if you separated from service.

Participants and beneficiaries can obtain, from the plan administrator, without charge, a copy of the plan's procedures governing Qualified Domestic Relations Orders.

**How will I receive my distribution?**

You may elect a lump sum distribution.

**Will the plan automatically distribute any of my benefits?**

The plan will make a mandatory distribution if your vested account balance is \$5,000 or less. The distribution will be made as soon as administratively feasible. Any account balance that is from a rollover that you have transferred into the plan will be taken into account in the determination of your total vested account balance for purposes of the mandatory distribution threshold.

If you do not provide payment instructions, the plan will automatically roll your distribution over to an IRA. Any account balance that is from a rollover that you have transferred into the plan will be taken into account in the determination of your total account balance for purposes of the automatic rollover threshold. The plan administrator will notify you if the automatic rollover provisions apply to your distribution. After receiving this

notice, you will have an opportunity to decide whether you wish to receive your distribution directly in cash or roll it into an eligible retirement plan or IRA.

The automatic rollover will be invested in an investment product designed to preserve principal and provide a reasonable rate of return, whether or not such return is guaranteed, consistent with liquidity.

**What is a required minimum distribution?**

Under certain circumstances, the law requires that your distributions begin no later than April 1 of the year following the date, you reach age 70-1/2 (the date six months after your 70th birthday) if you are a greater than 5% owner of the employer born before July 1, 1949. If you are not a greater than 5% owner, that still have a vested account balance after reaching 70-1/2 may choose between (1) April 1 following the date they attain age 70-1/2 or (2) if later April 1 following the date they terminate employment. If you were born after June 30, 1949, 70-1/2 is replaced with age 72 where it appears above. You or your beneficiaries may elect the 5-year rule for distributions if you die before the required distributions begin. Your plan administrator will contact you if you are affected by this requirement.

**How will my distributions be taxed?**

The benefits you receive from the plan will be subject to ordinary income tax in the year in which you receive the payment, unless you defer taxation by a "rollover" of your distribution into another qualified plan or an IRA. Also, in certain situations, your tax may be reduced by special tax treatment such as "10-year forward averaging."

VERY IMPORTANT NOTE: Under most circumstances, if you receive a distribution from this plan, twenty percent (20%) of your distribution will be withheld for federal income tax purposes, unless you instruct the trustees of this plan to transfer your distribution DIRECTLY into another qualified plan or an IRA. You must give these instructions to the trustees no more than 180 days before the date you receive the payment. Also, the trustees must wait at least 30 days after receiving your instructions before making the payment, to allow you time to change your decision, unless you waive the waiting period in writing.

In addition to ordinary income tax, you may be subject to a 10% tax penalty if you receive a "premature" distribution. If you receive a distribution upon terminating employment before age 55 and you don't receive the payment as a life annuity, you will be subject to the 10% penalty unless you roll over your payment. But, there is no penalty for payments due to your death or disability.

As the rules concerning "rollovers" and the taxation of benefits are complex, please consult your tax advisor before making a withdrawal or requesting a distribution from the plan. As required by law, the plan administrator will provide you with a brief explanation of the rules concerning "rollovers."

**Who may I name as my beneficiary?**

The plan requires that your spouse be your primary beneficiary and receive 100% of your account balance on your death (see vesting section). You may name someone other than your spouse as your primary beneficiary only if your spouse gives written consent to your choice of beneficiary. A notary public or plan representative must witness your spouse's signature on the consent form. You have a right to designate your primary and contingent beneficiary or beneficiaries at any time by completing a beneficiary form that is provided to you or is acceptable to the plan administrator.

It is important that you keep your designation of beneficiary up-to-date. If you fail to designate a beneficiary, or if your beneficiary designation is not valid, or if all of your beneficiaries fail to survive you, then your benefits will be paid to your surviving spouse, or if none, to your surviving children in equal shares, or if none, to your other heirs or your estate, as the plan administrator selects.

Your designation of beneficiary does not expire; it is important that you keep your designation up-to-date as your circumstances change.

## **OTHER IMPORTANT INFORMATION**

### **Are my benefits protected?**

Except for the requirements of a Qualified Domestic Relations Order, your plan benefits are not subject to claims, indebtedness, execution, garnishment or other similar legal or equitable process. Also, you cannot voluntarily (or involuntarily) assign your benefits under this plan.

### **Can the plan be amended or terminated?**

The employer has reserved the right to amend or terminate the plan. However, no amendment can take away any benefits you have already earned. If your plan is terminated, you will be entitled to the full amount in your account as of the date of termination, regardless of the percent you are vested at the time of termination.

### **Does Pension Benefit Guaranty Corporation Insurance apply to this plan?**

The benefits provided by this plan are not insured by the Pension Benefit Guaranty Corporation (PBGC). Such insurance is only required under Title IV of the Employee Retirement Income Security Act (ERISA) for defined benefit pension plans.

### **What are the claims for benefits procedures under this plan?**

When you request a distribution of all or any part of your account, you will contact the plan administrator who will provide you with the proper forms to make your claim for benefits. Your claim for benefits will be given a full and fair review.

### **What is the waiting period for a non-disability claim?**

The plan administrator will notify you or your beneficiary of the denial within a reasonable period of time, but not later than ninety (90) days of the date your claim for benefits was received. The plan administrator may extend this deadline by up to ninety (90) days if there are special circumstances beyond the control of the plan that require additional time to process the claim. If a delay occurs, you or your beneficiary will be notified in writing of the reason for the delay and a date by which a final decision will be given (not more than one hundred and eighty (180) days after the receipt of your claim.)

### **What is the waiting period for a disability claim?**

If the claim is for disability benefits, the plan administrator will notify you or your beneficiary within a reasonable period of time, but not later than forty-five (45) days after the date your claim was received. The plan administrator may extend this deadline by up to thirty (30) days if there are special circumstances beyond the control of the plan that require additional time to process the claim. If a delay occurs, you or your beneficiary will be notified in writing before the end of the initial forty-five (45) day period.

If the plan administrator determines that, due to matters beyond the control of the plan, a decision cannot be made within that time, the period may be extended for up to an additional thirty (30) days. You or your beneficiary will be provided with notification prior to the expiration of the first thirty (30) day extension period of the circumstances requiring the extension and the date that the plan expects to make a decision.

After receipt of an extension notice the participant or beneficiary will have one hundred and eighty (180) days to appeal such denial. Upon receipt of such appeal, the plan administrator must act within forty-five (45) days.

### **What will I receive if the claim is denied in part or whole?**

The initial denial letter and any appeal denial letter will be provided to your or your beneficiary with the following information:

1. the standards on which the determination is being made
2. the unresolved issues that prevent the plan administrator from making the decision
3. the additional information that would be needed to allow the plan administrator to make the decision
4. reference to the plan provision(s) on which the denial is based
5. an explanation of the denial when the claim included a disability determination by the Social Security Administration or other third party disability payer, or any views of health care professionals, medical, or vocational professionals providing treatment or advice (regardless of whether the advice was relied upon)
6. an explanation of the scientific or clinical judgment for the determination if the denial is based on a medical necessity, experimental treatment, or similar exclusion or limit, or statement that the explanation is available free of charge upon request
7. all internal rules, guidelines, protocols, standards, or other similar criteria that were relied upon in denying the claim or a statement that such criteria do not exist
8. a statement that you are entitled to receive, upon request and free of charge, relevant documents

**What happens to my disability claim if I need to provide information?**

The plan administrator will notify you or your beneficiary if additional information is needed from you in order to complete the claim. You will have 45 days to respond with the needed information. The plan administrator's timing to process the claim will not be counted during this period.

**How do I appeal a claim denial?**

You or your beneficiary may file a written appeal of the claim denial within sixty (60) days (forty-five (45) days for disability claims) to the plan administrator. You may submit new information relating to the claim. The employer may hold a hearing or otherwise review facts as it deems necessary and shall make a decision, which shall be binding upon both parties.

The decision of the employer shall be made within sixty (60) days (forty-five (45) days for disability claims) after the receipt by the plan administrator of the notice of appeal, unless special circumstances require an extension of time for processing, in which case a decision of the employer shall be rendered as soon as possible but not later than one hundred twenty (120) days (ninety (90) days for disability claims) after receipt of the request for review.

In the case of an appeal denial letter, the letter must describe any contractual limitation period for a lawsuit and the expiration date for that limitation period along with a statement that the limitation period may not expire before the conclusion of the Plan's internal appeals process.

You may request a free of charge access to, copies of any information, records, and/or documents used to deny the claim.

Once you have exhausted the administrative remedies for claim, or the plan fails to establish or follow claims procedures consistent with plan regulations, it is your right to challenge the decision under section 502(a) of Employer Retirement Income Security Act of 1974 (ERISA) or other applicable law.

## **PARTICIPANT RIGHTS UNDER ERISA**

As a participant in S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

### **Receive information about your plan and your benefits:**

1. Examine, without charge, at the plan administrator's office all documents governing the plan and a copy of the latest annual report filed by the plan with the U.S. Department of Labor.
2. Obtain copies of all plan documents and other plan information upon written request to the plan administrator (the administrator may make a reasonable charge for the copies).
3. Receive a summary of the plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.
4. Obtain a statement telling you whether you have a right to receive a benefit at normal retirement age and if so, what your benefits would be at normal retirement age if you stop working under the plan now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once a year. The plan must provide the statement free of charge.

### **Actions by Plan Fiduciaries:**

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries.

No one, including your employer may fire you or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

### **Enforcing your rights:**

If your claim for a benefit is denied in whole or in part, you have the right to know why this was done and to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request written materials from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court.

If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

### **Assistance with your questions:**

If you have questions about your plan, you should contact the plan administrator. If you have any questions about this statement or your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and

Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

# Black Out Notice (Transition from American Funds to Transamerica)

**Important Notice Concerning Your Rights Under the S.C. Swiderski Management, Inc.  
Retirement Plan**

**Date of Notice: November 2, 2023**

- This notice is to inform you that the S.C. Swiderski Management, Inc. Retirement Plan (the “Plan”) will be changing its record-keeper from American Funds to Transamerica Retirement Solutions LLC (“Transamerica”) and also changing investment options effective 12/07/2023.
- As a result of these changes, you will be temporarily unable to direct or diversify investments in your individual account, obtain a loan, or obtain a distribution from the Plan. This period, during which you will be unable to exercise these rights otherwise available under the Plan, is called a “blackout period.” Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning, as well as your overall financial plan.
- The blackout period for the Plan is expected to begin as of the close of business at 4:00pm Eastern Time on 12/07/2023 and end during the week of 12/29/2023. During these weeks, you can determine whether the blackout period has started or ended by calling your new provider, Transamerica, toll-free at 1-800-401-8726.
- During the blackout period, you will be unable to direct or diversify the assets held in your Plan account. For this reason, it is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those investments during the blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments.
- If you have any questions concerning this notice, you should contact:

Nicole Blum  
S.C. Swiderski Management, Inc.  
401 Ranger Street  
Mosinee, WI 54455  
715-693 9522

S.C. Swiderski Management, Inc.

S.C. Swiderski Management, Inc. Retirement Plan (“The Plan(s)”)

**NOTICE OF QUALIFIED CHANGE IN  
THE PLAN’S INVESTMENT OPTIONS**

November 2, 2023

Your employer is changing retirement plan providers and, in turn, changing the investment options available in your Plan. Contributions to the Plan after **12/07/2023** will be directed to the new funds you select during enrollment. If you do not have investment options on file with Transamerica, your contributions will be deposited to the default fund designated under the plan’s investment options, the *Transamerica LifeGoal Index with BlackRock Target Date Funds*.

**Existing Account Balance:** Your existing account balance in the Plan will be transferred to Transamerica and invested in an interest-bearing account until the account records for all Plan Participants are received and reconciled by Transamerica. If you do not have investment options on file with Transamerica, your account will transfer to the default fund designated under the plan’s investment options, the *Transamerica LifeGoal Index with BlackRock Target Date Funds*.

Additionally, your current savings rate will automatically transfer to Transamerica.

**When the Transfer Will Take Place:** Please refer to the Sarbanes Oxley Notice provided for additional information on the blackout period. After the blackout period, you will be able to access your account with Transamerica and view your investment activity.

**Your Right To Direct Investments:** Although the investment options in the Plan are determined by your employer, you have the right to direct the investment of your individual account balance and the allocation of your future contributions under the Plan into any of the available investment options. You have the right to transfer your money and/or change the allocation of your future contributions before and after the blackout. During enrollment at Transamerica, you’ll have the opportunity to choose how your account balance or future contributions should be invested.

**How to Make or Change an Investment Election:** You can make or change your affirmative investment election during the enrollment process at Transamerica by:

- Contacting Transamerica during the enrollment process via the website at [transamerica.com/portal/home](https://transamerica.com/portal/home) or via phone at 800-401-8726

Fund information, including investment objectives, risk and return characteristics, as well as fees and other expenses, for each existing investment option under the Plan is made available to you with your Plan materials.

# Employee Announcement of American Funds to Transamerica Change

November 3, 2023

Dear S.C. Swiderski Management, Inc. Retirement Plan Participant:

S.C. Swiderski Management, Inc. is pleased to announce that in the coming months, we will be enhancing our existing 401(k) Plan. To offer you the best possible 401(k) solution, we have decided to move from our existing retirement plan provider, American Funds to Transamerica Retirement Solutions ("Transamerica").

As your new retirement plan provider, Transamerica will offer new investment options and services for your retirement plan. Transamerica has a long tradition of strength and stability, and was one of the first life insurance companies to focus solely on providing retirement planning and investment products. Their investment team ranks high among the leaders, consistently achieving high performance through a combination of extensive research and active portfolio management. As a provider to over 21,000 plans serving 2.9 million individual participants throughout the United States, and over \$102 billion in assets under management, Transamerica Retirement Solutions ranks as one of the top providers.

In the coming weeks, you'll have an opportunity to learn more about this retirement plan. If you're not currently participating in the retirement plan, you'll be provided with an opportunity to enroll in the S.C. Swiderski Management, Inc. Retirement Plan. It has everything you need to start saving for your retirement!

If you are already participating in the retirement plan, your account value will be transferred to Transamerica directly from American Funds. You will need to complete the online enrollment process to select investment elections for existing assets and future contributions. If you are not participating but would like to, stay tuned for important details!

Please note that a short conversion period is needed to ensure an orderly transition to Transamerica. During this transition, also known as a "blackout period" or "quiet period", you will be unable to process any plan transactions (i.e. request distributions, change contribution rates, change investment elections).. Following the transition, your next regularly scheduled quarterly statement will be mailed directly to your home and will show your account value with Transamerica.

Please stay tuned for more details regarding important dates. If you have any questions about the new 401(k) plan with Transamerica or the transition, please contact me.

Sincerely,  
Nicole Blum