

SCS 401k

Information 2024

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

Employee Member Portal: <https://www.transamerica.com/login>

*Make sure to register your first time on the website

- [Employee Booklet](#)
- [Fee Disclosure](#)
- [Vesting Statement](#)
- [Summary Plan Description](#)
- [QDIA Annual Notice](#)
- [Discretionary Match Notice](#)
- [Know Your IRA Options](#)
- [Disclosure & Comparative Chart for Retirement Plan Participants](#)
- [Annual Summary Report](#)

Employee Booklet

[Click Here - Transamerica Employee Guide](#)

Edward Jones (Financial Advisor for SCS Plan):

Ronald Shnowske

Phone: 715-693-2245

Email:

ronald.shnowske@edwardjones.com

Transamerica Questions: 1-800-797-2643

Please reach out hr@scswiderski.com with internal questions.



EASY ACCESS

TO YOUR ACCOUNT

Taking control of your retirement journey should be simple. That's why your Transamerica account is built for easy access on any device.



SET UP YOUR ONLINE ACCOUNT
transamerica.com/portal

GETTING STARTED

- Click **Create an account** in the top-right corner
- On the next page, you'll be prompted to enter your full name, date of birth, social security number, and contact information
- Next, you can create a unique username, password, as well as set up your security questions
- If you've already set up your online account, click **Log In** in the top-right corner

COMPLETING YOUR PROFILE

- For first time users, click **Let's Get Started** to verify your personal information. Here, you can set up deferral elections, create an investment strategy, and review and confirm your contact information
- If you are already enrolled, review your contact email and phone number by clicking on your initials in the right top hand corner and selecting personal information. Consider adding your phone number and selecting text messages for important retirement plan reminders as well as adding an alternate email address.

ONCE YOU'RE IN

From the menu across the top, scroll over the tabs — **My Plan, Investments, Contributions, Loans & Withdrawals, Documents & Forms, and Resources** — and select an option from the drop-down lists.

Here, you can take control of your retirement and plan for your financial future.

- Check account balance
- Use our *OnTrack*® tool to help you create and easily modify your retirement income strategy
- Transfer between funds
- Review investment performance
- Manage contributions and fund allocations
- Name or change a beneficiary
- Fill out the form to start the transfer of your outside retirement assets to your plan
- Review loan status and payoff details

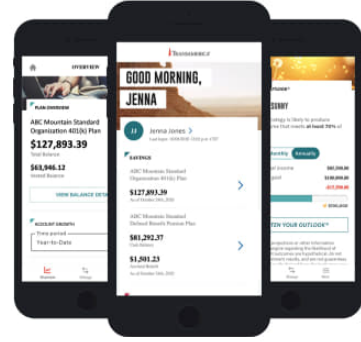
Review the fees and expenses you pay, including any charges associated with transferring your account, to see if consolidating your accounts could help reduce your costs. Be sure to consider whether such a transfer changes any features or benefits that may be important to you.



TRANSAMERICA RETIREMENT APP

With the Transamerica Retirement app, preparing for the future has never been easier.

- Enroll in your plan using the same credentials as the participant website
- Check your balance
- Adjust your contribution rate
- Manage your investments
- Review and update *Your Retirement Outlook*[®] personalized income analysis
- Sign up for security alerts
- Enable facial recognition or fingerprint ID for enhanced security



SET UP VOICE PASS 800-401-8726

Transamerica Voice Pass, our voice-recognition system, can provide security and convenience without having to remember a password when you call our Customer Care team. Voice Pass will identify you based on a stored voiceprint as unique as your fingerprint. Once set up, all you'll need to do when you call is repeat the phrase, "At Transamerica, my voice is my password" to access your account.

Step 1: Call 800-401-8726.

Step 2: Let us know who you are. If you're calling from the phone number we have on file, we'll identify you that way. If you're calling from a different phone number, enter or say your Social Security number.

Step 3: If it's your first time calling, follow the prompts to set up Voice Pass. If you've called us before, we'll ask you to verify your identity using your voice.

Access your account online to get started.



Visit: transamerica.com/portal

IMPORTANT: The projections or other information generated by the engine, which produces *Your Retirement Outlook*[®], regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time. Please visit your plan website for more information regarding the criteria and methodology used, the engine's limitations and key assumptions, and other important information.

Securities offered by Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528. Investment advisory services are offered through Transamerica Retirement Advisors, LLC (TRA), registered investment advisor. All Transamerica companies identified are affiliated, but are not affiliated with your employer.

119940R5

© 2022 Transamerica Retirement Solutions, LLC



TRANSAMERICA[®]

Fee Disclosure



Transamerica Retirement Solutions, LLC
Transamerica Financial Life Insurance Company
Transamerica Life Insurance Company
Transamerica Investors Securities Corporation
Administrative Offices:
6400 C Street SW
Cedar Rapids, IA 52499-0001
ta-retirement.com

February 29, 2024

Nicole Blum
S.C. Swiderski Management, Inc.
401 Ranger Street
Mosinee, WI 54455

Re: S.C. Swiderski Management, Inc. Retirement Plan

Information on Fees and Charges Associated with the Investments in Your Plan

As part of our ongoing services to your plan and in keeping with disclosure requirements from the U.S. Department of Labor, related to 408(b)(2) fee disclosure regulations and to Form 5500 Schedule C (applicable to large plan filers), we are providing you with additional information regarding the fees and expenses associated with your retirement plan's investments.

Transamerica Retirement Solutions, LLC ("TRS") makes available a wide array of investment advisory firms in connection with the investments offered to your retirement plan. These investment advisory firms include some well-known firms in the investment industry. All of these investment advisory firms and possibly their affiliates earn fees for investment management and advisory services to the underlying investment or the investment itself. Most of these investment advisory firms are independent, while two are TRS affiliates – Transamerica Asset Management Group, and AEGON USA Investment Management, LLC.

To provide additional transparency, we are disclosing investment fees and charges associated with TRS's product offering and any related fees and charges of TRS affiliates. Affiliates of TRS include Transamerica Life Insurance Company, Transamerica Financial Life Insurance Company, Transamerica Asset Management Group, Transamerica Trust Company, AEGON USA Investment Management, LLC, and Transamerica Investors Securities Corporation. To help understand the total cost associated with each investment, this disclosure also describes investment fees and charges that are not retained by TRS or any of its affiliates.

Transamerica has entered into arrangements with the underlying mutual funds or Collective Investment Trusts ("CIT") and/or the advisory firms that sponsor such mutual funds or CIT and when applicable, any other investment vehicles that are the underlying investments of the Investments shown below. As noted above, some of these companies are affiliates of TRS. Pursuant to these arrangements, Transamerica makes such Investments available to clients on its investment platform. Transamerica, or its affiliates receive, as applicable, 12b-1, shareholder servicing, sub-ta, and other fees from the underlying mutual funds or CIT, the advisory firms, or both, in exchange for completing certain services.

To help you understand the total cost associated with each investment choice, the table below shows the fees, charges, and expenses associated with the investments in your plan's line-up as of December 31, 2023. Descriptions of each fee, charge, or expense are provided after the table. This table also describes fees and charges that are not retained by TRS or any of its affiliates.

Investment Choice Name	12b-1 Fees Received by Transamerica and its Affiliates	Other Fees Received by Transamerica and its Affiliates	Net Total Separate Account Maintenance / Administration Charge Received by Transamerica and its Affiliates	Expenses Collected by the Underlying Mutual Fund or CIT	Fees Not Retained by Transamerica or its Affiliates	Fees Retained by Affiliates of Transamerica	Total Fees Retained by Transamerica	Investment Choice Total Expense Ratio
American Century Inflation-Adjusted Bond Ret Opt	0.00%	0.00%	0.00%	0.26%	0.26%	0.00%	0.00%	0.26%
American Funds American Mutual Ret Opt	0.00%	0.00%	0.00%	0.27%	0.27%	0.00%	0.00%	0.27%
American Funds Balanced Ret Opt	0.00%	0.00%	0.00%	0.25%	0.25%	0.00%	0.00%	0.25%
American Funds New World Ret Opt	0.00%	0.00%	0.00%	0.57%	0.57%	0.00%	0.00%	0.57%
BlackRock Advantage Small Cap Core Ret Opt	0.00%	0.00%	0.00%	0.45%	0.45%	0.00%	0.00%	0.45%
BlackRock Mid-Cap Growth Equity Ret Opt	0.00%	0.00%	0.00%	0.71%	0.71%	0.00%	0.00%	0.71%
ClearBridge Small Cap Growth Ret Opt	0.00%	0.00%	0.00%	0.78%	0.78%	0.00%	0.00%	0.78%
DFA U.S. Targeted Value Portfolio Ret Opt	0.00%	0.02%	0.00%	0.29%	0.27%	0.00%	0.02%	0.29%
Franklin Real Estate Securities Ret Opt	0.00%	0.00%	0.00%	0.57%	0.57%	0.00%	0.00%	0.57%
Hartford Dividend and Growth Ret Opt	0.00%	0.00%	0.00%	0.63%	0.63%	0.00%	0.00%	0.63%
JPMorgan Large Cap Growth Ret Opt	0.00%	0.00%	0.00%	0.44%	0.44%	0.00%	0.00%	0.44%
JPMorgan Mid Cap Value Ret Opt	0.00%	0.00%	0.00%	0.65%	0.65%	0.00%	0.00%	0.65%
JPMorgan SMID Cap Equity Ret Opt	0.00%	0.00%	0.00%	0.59%	0.59%	0.00%	0.00%	0.59%
JPMorgan U.S. Equity Ret Opt	0.00%	0.00%	0.00%	0.44%	0.44%	0.00%	0.00%	0.44%
MFS Massachusetts Investors Growth Stock Ret Opt	0.00%	0.00%	0.00%	0.37%	0.37%	0.00%	0.00%	0.37%

Investment Choice Name	12b-1 Fees Received by Transamerica and its Affiliates	Other Fees Received by Transamerica and its Affiliates	Net Total Separate Account Maintenance / Administration Charge Received by Transamerica and its Affiliates	Expenses Collected by the Underlying Mutual Fund or CIT	Fees Not Retained by Transamerica or its Affiliates	Fees Retained by Affiliates of Transamerica	Total Fees Retained by Transamerica	Investment Choice Total Expense Ratio
PGIM Global Real Estate Ret Opt	0.00%	0.00%	0.00%	0.79%	0.79%	0.00%	0.00%	0.79%
State Street Emerging Markets Index Ret Opt	0.00%	0.00%	0.10%	0.00%	0.10%	0.00%	0.00%	0.10%
State Street Russell Large Cap Growth Index Ret Opt	0.00%	0.00%	0.04%	0.00%	0.04%	0.00%	0.00%	0.04%
State Street Russell Large Cap Value Index Ret Opt	0.00%	0.00%	0.04%	0.00%	0.04%	0.00%	0.00%	0.04%
State Street Russell Small Cap Growth Index Ret Opt	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.05%
State Street Russell Small Cap Index Ret Opt	0.00%	0.00%	0.05%	0.00%	0.05%	0.00%	0.00%	0.05%
State Street Russell Small Cap Value Index Ret Opt	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.05%
State Street S&P Mid Cap Index Ret Opt	0.00%	0.00%	0.04%	0.00%	0.04%	0.00%	0.00%	0.04%
T. Rowe Price Global Multi-Sector Bond Ret Opt	0.00%	0.00%	0.00%	0.49%	0.49%	0.00%	0.00%	0.49%
Transamerica Bond Ret Opt†	0.00%	0.00%	0.00%	0.45%	0.08%	0.37%	0.00%	0.45%
Transamerica Core Bond Ret Opt†	0.00%	0.00%	0.00%	0.42%	0.07%	0.35%	0.00%	0.42%
Transamerica High Yield Bond Ret Opt†	0.00%	0.00%	0.00%	0.60%	0.15%	0.45%	0.00%	0.60%
Transamerica International Equity Ret Opt†	0.00%	0.00%	0.00%	0.75%	0.27%	0.48%	0.00%	0.75%
Transamerica LifeGoal 2025 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2030 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2035 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%

Investment Choice Name	12b-1 Fees Received by Transamerica and its Affiliates	Other Fees Received by Transamerica and its Affiliates	Net Total Separate Account Maintenance / Administration Charge Received by Transamerica and its Affiliates	Expenses Collected by the Underlying Mutual Fund or CIT	Fees Not Retained by Transamerica or its Affiliates	Fees Retained by Affiliates of Transamerica	Total Fees Retained by Transamerica	Investment Choice Total Expense Ratio
Transamerica LifeGoal 2040 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2045 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2050 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2055 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal 2060 with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica LifeGoal Retirement with BlackRock Ret Opt	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.07%
Transamerica Partners Stock Index Ret Opt†	0.00%	0.00%	0.07%	0.00%	0.02%	0.05%	0.00%	0.07%

Any fee, charge, or expense shown is charged against assets, and is withdrawn at a daily equivalent rate of the applicable effective annual rate shown in the table.

Affiliates of Transamerica include: Transamerica Life Insurance Company, ("TLIC"), Transamerica Financial Life Insurance Company, ("TFLIC"), Transamerica Asset Management, Group, AEGON USA Investment Management, LLC, and Transamerica Investors Securities Corporation.

† The advisory firm for this Investment Choice or the underlying investment of this Investment Choice is an affiliate of TRS.

The underlying investment for some Target Date Series investments offered by TRS invests a portion of its assets in a Transamerica Life Insurance Company (TLIC) general account stable value product. The level of allocation to the TLIC general account stable value product within the TDF Series will increase with each glidepath date through the expected retirement age. Transamerica earns income indirectly by including this general account stable value product within the TDF Series.

How to read the chart

Investment Choice Name	12b-1 Fees Received by Transamerica and its Affiliates	Other Fees Received by Transamerica and its Affiliates	Net Total Separate Account Maintenance / Administration Charge Received by Transamerica and its Affiliates	Expenses Collected by the Underlying Mutual Fund or CIT	Fees Not Retained by Transamerica or its Affiliates	Fees Retained by Affiliates of Transamerica	Total Fees Retained by Transamerica	Investment Choice Total Expense Ratio
Example For Illustration Only: XYZ Sample Bond Ret Opt	0.00%	0.35%	0.40%	0.64%	0.29%	0.00%	0.75%	1.04%

Here is an example of annual fees paid on the XYZ Sample Bond Ret Opt assuming a plan balance of \$50,000 in this investment choice:

- The total annual cost for this investment choice is \$520 (\$50,000 x 1.04%).
- Of the \$520, Transamerica receives \$375 and XYZ Mutual Fund (the non-affiliated mutual fund) receives \$145.
- Transamerica’s fees are comprised of *Other Fees* of \$175 (\$50,000 x 0.35%), and the *Net Total Annual Separate Account Maintenance/Administration Charge* of \$200 (\$50,000 x 0.40%).
- XYZ Mutual Fund’s fee for investment management services is \$145 (\$50,000 x 0.29%).

All fees, charges and expenses shown are charged against assets, and are withdrawn daily at the daily equivalent rate of the applicable effective annual rate shown in the table.

The *Total Expense Ratio* for each investment is paid by the participants as a percentage of assets invested and is the sum of any *Fees Not Retained by Transamerica or its Affiliates* (for example, these could be net investment advisory or underlying investment fees received by a non-affiliated investment advisor or underlying investment), plus any *Fees Retained by Affiliates of Transamerica*, plus the *Total Fees Retained by Transamerica*. The plan fiduciary should review the investment’s *Total Expense Ratio*, along with any additional **Contract Asset Charge (“CAC”)** and other expenses, to determine if these charges and expenses are reasonable for the services rendered in the operation of the plan.

Descriptions of Investment Fees and Charges

12b-1 Fees Received by TRS and its Affiliates

When the underlying investment is a mutual fund, TRS and its Affiliates may receive 12b-1 fees from the mutual fund to cover marketing, distribution, and sometimes shareholder service expenses. As a general rule, when TRS or its Affiliates receive 12b-1 fees, such 12b-1 fees are used to reduce separate account maintenance / administrative charges (if any), or subsidize Contract Asset Charges (if any).

Other Fees Received by TRS and its Affiliates

For some Investment Choices, TRS and its Affiliates receive fees other than 12b-1 fees from the underlying mutual fund and /or its affiliates. These fees may cover shareholder service expenses (if not covered by any 12b-1 fees), sub-transfer agent expenses for participant account recordkeeping, and other administrative expenses. As a general rule, when TRS and its Affiliates receive these types of fees, such fees are used to reduce separate account maintenance / administrative charges (if any), or to subsidize Contract Asset Charges (if any). For most investment options, payment is made to TRS through National Financial Services, LLC, or Mid-Atlantic Capital Corporation who are subcontractors through which TRS's investment platform is maintained.

As of the date hereof, each of these firms receives the following percentage of the gross revenue sharing payments for their services: National Financial Services, LLC (see table below*); Mid-Atlantic Capital Corporation 4%. National Financial Services, LLC and Mid-Atlantic Capital Corporation are paid by TRS. National Financial Services, LLC and Mid-Atlantic Capital Corporation do not reduce the revenue sharing payments received by TRS or its affiliates by the amounts paid by TRS or its affiliates to National Financial Services, LLC and Mid-Atlantic Capital Corporation.

*National Financial Services Fund Revenue (\$) Table:

Low	High	(%)
\$0	\$50,000,000	3.35
\$50,000,001	\$100,000,000	2.75
\$100,000,001	\$150,000,000	2.00
\$150,000,001	\$200,000,000	1.50
\$200,000,000 and over		1.00

In addition, there is a daily trading fee for each Investment Choice as follows:

Investment Firm	Trading Fee Per Fund Per Day
Fidelity	\$0.50 - \$1.00
Mid-Atlantic Capital Corporation	\$0.75 - \$1.50

- There are no trading fees associated with Vanguard as TRS trades directly with Vanguard.

Net Total Separate Account Maintenance/ Administration Charge Received by TRS and its Affiliates

For some Investments offered under a group annuity contract, charges are assessed for expenses associated with the maintenance / administration of each Investment Choice. The expenses shown in this column are net of any amounts that TRS may have reimbursed the plan from fees received from the investment advisory firm and /or its affiliates. Not all amounts included in *Net Total Annual Separate Account Maintenance / Administration Charge Received by TRS and its Affiliates*, are necessarily retained by TRS or its Affiliates, who may use a portion of these fees to pay an advisor for investment management services. Any fees paid by TRS or its Affiliates to the advisor are also included in the amounts under *Fees Not Retained by TRS or its Affiliates*.

Expenses Collected by the Underlying Mutual Fund

If the underlying investment is a mutual fund or Collective Investment Trust, expenses are shown as a percentage of fund assets.

Fees Not Retained by TRS or its Affiliates

Non-affiliated investment advisor firms and/or their affiliates retain these fees for operating expenses of the underlying investment, or (if applicable) for advisory or sub-advisory services. Advisor or subadvisor fees are estimated based on current investment balances. Any advisory or sub-advisory fees included are also included in *Net Total Annual Separate Account Maintenance / Administration Charge Received by TRS and its Affiliates*.

Fees Retained by Affiliates of TRS

TRS's Affiliates retain these fees for operating expenses of the Investment Choice or underlying investment, or (if applicable), for advisory or sub-advisory services. Advisor or subadvisor fees are estimated based on current investment balances. Any Advisory or sub-advisory fees included under Fees not Retained by TRS or its Affiliates are also included under *Net Total Annual Separate Account Maintenance / Administration Charge Received by TRS and its Affiliates*.

Total Fees Retained by TRS

As discussed above, TRS or its affiliates retain fees including: 12b-1 fees from the mutual fund (if applicable) to cover marketing, distribution, and sometimes shareholder service expenses; sub-transfer agent expenses for participant account recordkeeping (if applicable), and other administrative expenses; fees associated with account maintenance and administration of each Investment Choice; and fees for operating expenses of the investment. Refer to the plan services agreement, and if applicable, the group annuity contract issued on behalf of the Plan, for a complete description of the services provided and the fees associated with such fees.

Investment Choice Total Expense Ratio

The total expense ratio is ultimately paid by participants, as a percentage of assets invested. The plan fiduciary should review the Total Investment Choice Expense Ratio, along with any CACs and other expenses, to determine if these charges and expenses are reasonable for the services rendered in the operation of the plan. The Investment Choice Total Expense Ratio is shown above and on TRS's quarterly investment fact sheets, available at www.ta-retirement.com. The **Total Expense Ratio** for each Investment Choice is the sum of any Fees **Not Retained by TRS or its Affiliates** (for example, these could be net investment advisory fees charged by a non-affiliated investment advisory firm), plus any **Fees Retained by Affiliates of TRS**, plus the **Total Fees Retained by TRS**.

Cash-Equivalent Investment Choices seek to protect against loss of principal while providing returns comparable to money market funds and short-term Treasury instruments. An investment in a cash equivalent investment choice offered by TRS is not insured or guaranteed by the FDIC or any other government agency. TRS cash equivalent choices do not maintain a stable value of \$1.00 per unit and do not declare dividends on a daily basis (as many money market funds do). Undeclared investment income, or a default on a portfolio security, may cause the value to fluctuate. Although this type of investment seeks to preserve the value of principal, it is possible to lose money by investing in this type of investment. These types of investments generally have provided a dependable level of stability and liquidity; nevertheless, the investment is still subject to credit risk and to liquidity risk.

Each Asset Allocation Investment Choice has its own investment strategy and risk/reward profile, and the underlying investments automatically diversify and rebalance among stock and fixed income securities to fit that profile. The investment choices are subject to the same risks as the underlying assets in which they invest. The Asset Allocation Investment Choices are designed as a convenient approach to help participants meet retirement or other long-term goals. Plan sponsors should monitor their Asset Allocation Investment Choices over time to make sure they continue to meet their own risk/return profile, taking into account their objectives and investment time horizon. Although each Asset Allocation Investment Choice is intended to be appropriate for a specific risk/reward profile, there is no guarantee that any Asset Allocation Investment Choice will achieve its stated investment objectives. Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.

Target Date Series Investment Choices are designed to allocate assets among stocks, bonds, and cash equivalents, based on the target date. Each investment choice will gradually shift its emphasis from more aggressive investments to more conservative investments based on its target date. The participant may choose an investment choice built on or near his or her year of retirement, and the asset allocation of that investment choice adjusts accordingly as the target retirement date approaches. The "target retirement date" is the date on which participants intend to retire and start receiving distributions from the plan. While asset allocation is key to a Target Date Series investment choice's long-term returns, it should be understood that the principal value is not guaranteed at any time, including at the target date. The investment choices are subject to the same risks as the underlying assets in which they invest. Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market. In the event the Authorized Representative elects to participate in a Target Date Series, or an Asset Allocation group of funds offered by TRS, the Authorized Representative authorizes and directs TRS to add additional asset portfolios to the existing Investment Choices made available as such portfolios are made available by the mutual fund or collective investment trust sponsor.

All investments involve risk, including loss of principal and there is no guarantee of profits.

The separate account investment choices offered are exempt from registration with the SEC; therefore, no prospectuses are filed for them. However, certain of the separate account investment choices, other than general account stable value investment choice(s), invest in mutual funds which are subject to SEC registration. Investors should consider the investment objectives, risks, charges and expenses of the underlying mutual funds carefully before investing. The prospectus for each underlying fund contains this and other important information about that fund. In addition, comprehensive information on all the investment choices is available on the investment fact sheets. Prospectuses for these underlying mutual funds can be ordered directly from the fund company, or by contacting Transamerica at (866) 498-4557 Monday through Friday from 9 a.m. to 8 p.m. Eastern Time. Read each prospectus carefully before investing.

Plan-related recordkeeping and administration services are provided by TRS. The investment choices are available through a contract issued by Transamerica Financial Life Insurance Company ("TFLIC"), TA-AP-2001-CONT, or Transamerica Life Insurance Company ("TLIC"), TGP-439-194, TGP-416-192/194, TGP-430-192/194, CNT-TALIAC 05-02, or CNT-TLIC 10-05. TRS is an affiliate of TFLIC and TLIC. TFLIC is not authorized and does not do business in the following jurisdictions: Guam, Puerto Rico, and the U.S. Virgin Islands. TLIC is not authorized in New York and does not do business in New York. Contract form and number may vary, and these investment choices may not be available in all jurisdictions. Fees and charges may apply. Certain limitations on the number of investment choices for your plan will still apply. For complete information, contact your Transamerica representative.

Float Income Disclosure

For the purpose of this Float Income Disclosure, Transamerica Retirement Solutions, LLC and its affiliates are hereinafter collectively referred to as "Transamerica".

Transamerica may receive as additional compensation float income, separate and apart from the compensation otherwise payable to Transamerica in connection with Transamerica providing administrative and recordkeeping services to the plan. This additional compensation, which is discussed in more detail below, results from any earnings or bank credits derived from the flow of funds (float income) through certain bank depository accounts (which may invest in underlying overnight sweep investment vehicles), certain cash retention accounts or cash processing or transfer functions.

Transamerica may also receive gains from the adjustment of plan transaction errors (error correction gains). Our policy is to put the plan in the position that it would have been in, but for the error; and we fund any loss attributable to our error or we keep any gain associated with making the correction. We net all such gains against all such losses across all client plans and, last year, had a net loss on error corrections. As further discussed below, this policy ensures that the plan is made whole and reduces our administrative costs.

I. Earnings/Credits from Flow of Funds (Float Income)

Background/Description: Retirement plan funds (such as contributions, loan repayments, etc.) sent to the plan are deposited into certain bank accounts held by or on behalf of the plan's trust, custodial arrangement or group annuity contract issuer, as applicable. In the case of a trust or custodial arrangement, Massachusetts Fidelity Trust Company, an affiliate of Transamerica, is the agent through which the depository account is maintained. For any funds that are held in a depository account overnight, Transamerica will earn that night's bank deposit interest rate or, if applicable, the earnings from any underlying overnight sweep investment vehicle, as float income.

Even after the time the deposit amount is allocated to the plan's investment options and reflected as an investment on Transamerica's recordkeeping system, these funds may still be in transit to the plan's investment options. This occurs because investment fund transactions can take time to "settle" after the trade is placed. Pending settlement of the trade, cash may be held through a deposit account or overnight sweep investment vehicle. As a result, additional float income may then be earned by Transamerica after the deposit is recorded on Transamerica's recordkeeping system, but prior to the settlement date for the fund transaction. During this time, the plan is benefitting from the investment performance of the investment option, including any gains or losses earned on the investment option.

Transamerica maintains a process that permits plan funds reflected on Transamerica's recordkeeping system to be disbursed for distribution or other disbursement purposes to participants, beneficiaries or other payees by electronic funds transfer if requested for certain type of distributions and loans, rather than by check. The issuance of a check will result in float income to Transamerica until the check is presented for payment, the timing of which is uncertain and outside of Transamerica's control. In general, if a check is returned as undeliverable or is held outstanding for more than six months, and the Participant cannot be located, the funds are either returned to the plan or escheated to the appropriate state in accordance with the plan's unclaimed benefit procedures provided by Transamerica. Checks that are not timely presented or never presented create additional work for Transamerica such as addressing issues concerning unclaimed funds, including locating missing participants wherever reasonably possible. (A copy of Transamerica's Unclaimed Benefit Procedures is available upon the employer's request.) Check status reporting is available on Transamerica's plan sponsor website.

Employer authorizes and directs Transamerica to retain float income under the circumstances described herein and acknowledges float income received by Transamerica constitutes additional compensation for the services that Transamerica provides to the plan. The account holder or payor of the float income may rely on the foregoing authorization.

Good Order Processing: Float income may also be earned, in addition to as described above, when instructions provided by the employer or a plan participant are not in good order or if the employer, participant or other plan party directs contributions or disbursements in error. The amount of float income earned in such circumstances will depend on how long it takes the client to provide good order instructions.

Weighted Average Annual Rate of Float Income Earned: Funds remaining in bank depository accounts may earn the bank's deposit rate or may be transferred on an overnight basis to sweep investment vehicles and when applicable, are combined with life insurance entities general account sweep (such as money market funds, repurchase agreements, demand deposit accounts, etc.), which may change from time to time. The weighted average annual rate earned by Transamerica across all client plans from these accounts and sweep vehicles during 2023 was 1.56%. This rate is a gross amount meaning that this amount does not net out any account fees or expenses incurred for maintaining the accounts. Transamerica may also earn bank credits which are determined by each bank and which may be applied against such account fees or expenses or received as additional compensation. The depository accounts are maintained at various banking institutions, including State Street Bank & Trust Co., JP Morgan Chase Bank, N.A. and Wells Fargo Bank, N.A., which may change from time to time. Each banking institution posts its earnings monthly. Upon employer's written request, Transamerica will provide the weighted average monthly rate earned by Transamerica from the life entities' short-term investment vehicles, including State Street Bank & Trust Co., JP Morgan Chase Bank, N.A. and Wells Fargo Bank, N.A., which may change from time to time.

II. Gains and Losses from Correction of Processing Errors

Transamerica's Error Correction Policy: Transamerica has corporate policies and procedures in place to help avoid transaction processing errors in the first instance and, if they occur, to help identify and address them in a timely manner. Transamerica's policy is to correctly and timely process transaction requests that are received in good order and, in the event that an inadvertent transaction error for which Transamerica is responsible has been identified, to promptly restore the plan and/or the participant to the position that they would have been in as if the transaction error had not occurred. Due to unpredictable day-to-day movement in the share or unit values of the investment options making up a plan's or a participant's account, the processing adjustment may result in a gain or loss to Transamerica. The size of the gain or loss depends on the amount of the transaction, market volatility during the period between the original transaction date and the actual date of the processing of the correction.

Transamerica will make the plan and/or participant whole for any such losses incurred due to a processing error of Transamerica at no cost to the plan or to the participant. (Transamerica is not responsible for funding any losses that are not attributable to Transamerica.) If there is instead a gain, Transamerica retains any gains that result from a processing adjustment, including gains earned by Transamerica for correcting an error for which the employer or a third party is responsible. Transamerica offsets any losses due to error correction processing across its plan clients with any gains it may receive due to error correction processing across its client base. Employer agrees that Transamerica may retain any gains it may receive as a result of error correction processing and to offset any losses it may bear as a result. Transamerica has an incentive to minimize processing errors, and any gains or losses from such processing errors, because any such errors may significantly affect the financial exposure of Transamerica and its affiliates due to market fluctuations and the time and resources required to process corrections.

Amount of Compensation Transamerica will derive from Error Corrections: The gains, if any, retained by Transamerica are additional compensation from the plan. Employer acknowledges that whether or not the plan will experience processing or transaction errors is unforeseeable and any gains from such processing or transaction errors cannot be quantified in advance. Transamerica tracks gains and losses from error corrections through a daily blotter.

Amount of Compensation Transamerica will derive from Error Corrections: The gains, if any, retained by Transamerica are additional compensation from the plan. Employer acknowledges that whether or not the plan will experience processing or transaction errors is unforeseeable and any gains from such processing or transaction errors cannot be quantified in advance. Transamerica tracks gains and losses from error corrections through a daily blotter.

III. Contacting Transamerica

Negative Consent: We believe that our cash processing and error correction procedures are appropriate to your needs and we believe any benefit we receive is reasonable in light of the services we perform. In addition, we are confident that these practices are consistent with applicable law and contemporary industry practice.

If you have any questions about the above information, please contact Transamerica. Unless we hear from you, we will assume that you are in agreement with the above information. Failure to object in writing within 120 days will be considered a direction from you to follow the processes and procedures described above.

Except as specifically provided in a written agreement or contract with a plan, Transamerica does not exercise discretionary control or management with respect to the assets of the plan and is not otherwise a fiduciary of the plan. Nothing in this communication shall be construed as such. The explicit provisions of any such agreement or contract shall control in the event of any inconsistency herewith.

For more information about Transamerica, please visit www.TA-Retirement.com, or call (866) 498-4557, Monday through Friday, 9 a.m. to 8 p.m. Eastern Time.

TRSCOM 0227-0413 (DC TLIC TFLIC)

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

Summary Plan Description

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

S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN

Summary Plan Description

Table of Contents

DESCRIPTION	PAGE
INTRODUCTION	1
GENERAL INFORMATION	2
PARTICIPATION IN YOUR PLAN	4
What types of contributions are available in the plan?	4
Who may participate?	4
Who is considered an employee?	4
What are the eligibility requirements to become a participant in the plan?	4
How do I start contributing voluntary employee contributions?	5
What compensation will be used for my contributions in the plan?	5
Is there a limit on compensation for plan purposes?	5
Does plan compensation include monies paid to me during an absence or after my employment ends?	5
How is service determined?	6
What is a year of service?	6
Are any other employees eligible to participate in the Plan?	6
What is a break in service for eligibility purposes?	
What is a break in service for vesting purposes?	6
CONTRIBUTIONS	7
YOUR CONTRIBUTIONS TO THE PLAN:	7
What are pre-tax salary deferrals?	7
What are Roth salary deferrals?	7
Are there limits to how much I can contribute?	7
What are catch-up contributions?	7
When can I expect my salary deferrals to be deposited?	7
When can I change my salary deferral election?	7
What happens if I am contributing salary deferrals to another plan sponsored by a different employer?	8
What are voluntary employee contributions?	8
Are there limits to how much I can contribute as a voluntary employee contribution?	8
Does the plan accept rollovers?	8
YOUR EMPLOYER CONTRIBUTIONS TO THE PLAN:	8
What are matching contributions?	8
Which employee contributions are eligible to receive matching contributions?	8
Are there requirements to receive the matching contributions?	8
Are there any allocation requirements waived for matching contributions?	
How is the matching contribution determined?	9
When can I expect the matching contributions to be allocated?	9
What are profit sharing contributions?	9
Are there requirements to receive a profit sharing contribution?	9
Are there any allocation requirements waived for profit sharing contributions?	9
How is the profit sharing contribution determined?	9

When can I expect the profit sharing contributions to be allocated?	9
When can I expect the employer contributions to be deposited?	9
When is a plan top heavy?	10
How will the plan operate in top heavy years?	10
Does the plan allow in-plan Roth rollovers?	10
VESTING	11
Is any of my service excluded for vesting purposes?	11
How is my vested percentage calculated?	11
What vesting schedule applies to my other accounts?	11
Does my vested percentage change for any reason?	12
What happens if I terminate employment before I am fully vested?	12
What happens to my forfeited amounts if I am rehired into a position covered by the plan?	12
If I am rehired into a position covered by the plan, how is my vesting service calculated?	12
INVESTMENT ACCOUNTS	14
What is the value of my account?	14
How are my accounts invested?	14
Does my plan offer life insurance as an investment?	14
May I take a loan from my accounts?	14
Where can I learn about the plan expenses?	14
DISTRIBUTIONS	15
Does the plan allow for hardship distributions?	15
Does the plan allow for in-service distributions?	15
What are the distribution rules for Roth deferrals?	16
What is my normal retirement age?	16
When will I receive my normal retirement benefits?	16
When will my beneficiary receive my benefits if I die?	16
When will I receive my benefits upon termination?	16
Does the plan have disability benefits?	16
How might divorce or a Qualified Domestic Relations Order affect my benefits?	17
How will I receive my distribution?	17
Will the plan automatically distribute any of my benefits?	17
What is a required minimum distribution?	18
How will my distributions be taxed?	18
Who may I name as my beneficiary?	18
OTHER IMPORTANT INFORMATION	19
Are my benefits protected?	19
Can the plan be amended or terminated?	19
Does Pension Benefit Guaranty Corporation Insurance apply to this plan?	19
What are the claims for benefit procedures under this plan?	19
What is the waiting period for a non-disability claim?	19
What is the waiting period for a disability claim?	19
What will I receive if the claim is denied in part or whole?	19
What happens to my disability claim if I need to provide information?	20
How do I appeal a claim denial?	20
PARTICIPANT RIGHTS UNDER ERISA	21
Receive information about your plan and your benefits	21
Actions by plan fiduciaries	21
Enforcing your rights	21
Assistance with your questions	21

**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, 2024.

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.

There are several new laws that may apply to you as a participant in this plan. Even though some provisions may be effective currently, the IRS has delayed the date by which the plan must be amended (and the SPD updated) to reflect these provisions because they intend to issue guidance. Certain information in this SPD may be impacted by these new laws. The SPD will be updated once the IRS finalizes the rules, in the meantime, the plan administrator will let you know if any of these new rules affect your participation and benefits under the plan.

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

NICOLE BLUM
401 RANGER STREET
MOSINEE, WI 54455
(715) 693-9522

Funding Arrangement: Trust

Trust Tax ID Number: 45-3666420

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:

There is no service requirement 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.

Entry Date:

For the purpose of receiving a contribution, your entry date will be the first day of each month 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 2024, that limit is \$345,000. 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:

There are no eligibility service requirements for any source under the Plan.

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:

There are no eligibility service requirements for any source under the plan.

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.

Are any other employees eligible to participate in the Plan?

Yes, if you are classified as a long-term part-time employee, you will be eligible to make elective deferral contributions to the plan even if you have not met the plan's otherwise applicable service requirements. You are classified as a long-term part-time employee if you complete at least 3 consecutive eligibility computation periods beginning after December 31, 2020 in which you are credited with at least 500 hours of service.

There may be other conditions applied to your participation as a long-term part-time employee, if applicable, they will be explained to you by the plan administrator.

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 2024, that limit is \$23,000. 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 2024 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.

QDIA Annual Notice

S.C. Swiderski Management, Inc. Retirement Plan ("Plan")
IMPORTANT NOTICE TO PARTICIPANTS FOR THE 2024 PLAN YEAR

If I do not make an investment election, how will my contributions be invested?

Qualified Default Investment Alternative (QDIA): The Plan Fiduciary has decided to include a Qualified Default Investment Alternative (QDIA) under the Plan. This decision will not change any investment elections you have already made. This notice will explain more about what this may mean to you.

Your Right to Direct Investments: Your Plan allows you to direct the investment of some or all of the contributions made on your behalf in a number of investment choices. If you fail to provide investment direction, your Plan's Fiduciary will invest Plan contributions in a QDIA established under the Plan. The Plan Fiduciary has chosen the Transamerica LifeGoal Fund Target Maturity series issued by TTC as the QDIA for contributions made to your Plan account(s). Contributions invested in the QDIA are subject to gains or losses like other investment choices available under your Plan including losses near and following retirement, and there is no guarantee that the investment will provide adequate retirement income.

Your Right to Transfer Out of the Default Alternative Without Penalty: Subject to your Plan's distribution rules, you may withdraw defaulted contributions invested on your behalf by your Plan's Fiduciary in the QDIA. You may also make transfers from the QDIA to any other investment choice offered under the Plan on any business day without any penalties or fees, such as redemption or liquidation fees. However, the QDIA will be assessed an investment management fee and Contract Asset Charges, if applicable, and the Expense Ratio will be as noted below. In addition, Plan service fees may be charged on any withdrawal or distribution of your account balance from the QDIA.

Consequences of Your Failure to Make an Investment Election: When you fail to give investment direction after having been provided the opportunity to do so and the Plan's Fiduciary invests contributions on your behalf in the QDIA, you are considered to have exercised control over the investment of assets in your account(s). Neither the Trustees of your Plan nor your Employer or the Plan's Fiduciary will be liable to you for any loss that is the result of such investments.

Description of the Default Alternative: The Transamerica LifeGoal Fund Target Maturity series allow participants to invest for retirement in one single step, into a fund that automatically adjusts to a more conservative allocation as retirement grows near. Default allocations are based on a projected retirement age of 65. If you have already turned 65, your contributions will be allocated to the most conservative fund available. A detailed description of the allocations by year of birth is listed next to each investment choice below:

If you were born:	Your applicable Transamerica LifeGoal Fund Fund is:
On or before 1957	Transamerica LifeGoal Retirement with BlackRock Ret Opt
01/01/1958 - 12/31/1962	Transamerica LifeGoal 2025 with BlackRock Ret Opt
01/01/1963 - 12/31/1967	Transamerica LifeGoal 2030 with BlackRock Ret Opt
01/01/1968 - 12/31/1972	Transamerica LifeGoal 2035 with BlackRock Ret Opt
01/01/1973 - 12/31/1977	Transamerica LifeGoal 2040 with BlackRock Ret Opt
01/01/1978 - 12/31/1982	Transamerica LifeGoal 2045 with BlackRock Ret Opt
01/01/1983 - 12/31/1987	Transamerica LifeGoal 2050 with BlackRock Ret Opt
01/01/1988 - 12/31/1992	Transamerica LifeGoal 2055 with BlackRock Ret Opt
1993 and later	Transamerica LifeGoal 2060 with BlackRock Ret Opt

For example: Find your birth year in the chart above. Your Plan's Fiduciary will invest contributions made on your behalf to the investment choice listed in the column immediately to the right of your birth year. As described in the table below, the investment strategy for the investment choice corresponding to your birth year will periodically adjust to become more conservative as you approach retirement age.

Risk and Return Characteristics:

The investment choice(s) listed invest in a combination of domestic and foreign stocks, bonds, U.S. treasuries and money market securities.

Investment Risk:

The values of stock change in response to general market and economic conditions and the circumstances of individual issuers. The values of bonds change in response to changes in economic conditions, interest rates and the creditworthiness of individual issues.

Name of Fund:	Investment Information:	Investment Strategy:	Expense Ratio:
---------------	-------------------------	----------------------	----------------

Transamerica LifeGoal Retirement with BlackRock Ret Opt	The Transamerica LifeGoal Retirement with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal Retirement with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal Retirement Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index Retirement Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2025 with BlackRock Ret Opt	The Transamerica LifeGoal 2025 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2025 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2025 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2025 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2030 with BlackRock Ret Opt	The Transamerica LifeGoal 2030 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2030 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2030 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2030 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2035 with BlackRock Ret Opt	The Transamerica LifeGoal 2035 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2035 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2035 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2035 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2040 with BlackRock Ret Opt	The Transamerica LifeGoal 2040 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2040 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2040 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2040 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07

Transamerica LifeGoal 2045 with BlackRock Ret Opt	The Transamerica LifeGoal 2045 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2045 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2045 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2045 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2050 with BlackRock Ret Opt	The Transamerica LifeGoal 2050 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2050 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2050 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2050 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2055 with BlackRock Ret Opt	The Transamerica LifeGoal 2055 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2055 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2055 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2055 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07
Transamerica LifeGoal 2060 with BlackRock Ret Opt	The Transamerica LifeGoal 2060 with BlackRock Ret Opt, a TLIC Separate Account, invests exclusively in the Transamerica LifeGoal 2060 with BlackRock Ret Opt (Class 501), a TLIC Separate Account. The underlying TLIC Separate Account invests exclusively in the Transamerica LifeGoal 2060 Fund, a collective trust fund (TRS CIT). Prior to 11/20/2020 this Separate Account was named the TA BlackRock Lifepath Index 2060 Ret Opt.	The Fund will principally invest in a mix of mutual funds managed by BlackRock Institutional Trust Company, N.A. and/or an affiliate and a group annuity contract issued by and supported by the general account of Transamerica Life Insurance Company (TLIC), and may also invest in other mutual funds, exchange-traded funds, group annuity contracts and/or collective investment trusts.	0.07

How to Make an Affirmative Investment Election: The investment fact sheet will provide you more information about the investment objectives, risk and return characteristics, and fees and expenses of the QDIA and the other investment choices available to you. To view the investment fact sheet, to make your own investment choices, or to move funds previously invested on your behalf, you may go online at transamerica.com/portal/home, or call (877) 234-9293.

HOW TO OBTAIN ADDITIONAL INFORMATION:

If you need a copy of the SPD or have any additional questions, please contact Nicole Blum who may be reached at (715) 693-9522, 401 Ranger Street, Mosinee, WI 54455

Plan recordkeeping and administration services are provided by Transamerica Retirement Solutions LLC ("Transamerica" or "Transamerica Retirement Solutions"), which is headquartered in Cedar Rapids, IA. The investment choices are available through a contract issued by Transamerica Financial Life Insurance Company ("TFLIC"), TA-AP-2001-CONT, or Transamerica Life Insurance Company ("TLIC"), TGP-439-194, TGP-416-192/194, TGP-430-192/194, CNT-TALIAC 05-02, or CNT-TLIC 10-05. Transamerica is an affiliate of TFLIC and TLIC. TFLIC is not authorized and does not do business in the following jurisdictions: Guam, Puerto Rico, and the U.S. Virgin Islands. TLIC is not authorized in New York and does not do business in New York. Contract form and number may vary, and these investment choices may not be available in all jurisdictions. Fees and charges may apply. Certain limitations on the number of investment choices for your plan will still apply. For complete information, contact your Transamerica representative.

Discretionary Match Notice

S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN
Discretionary Matching Contribution
Participant Summary

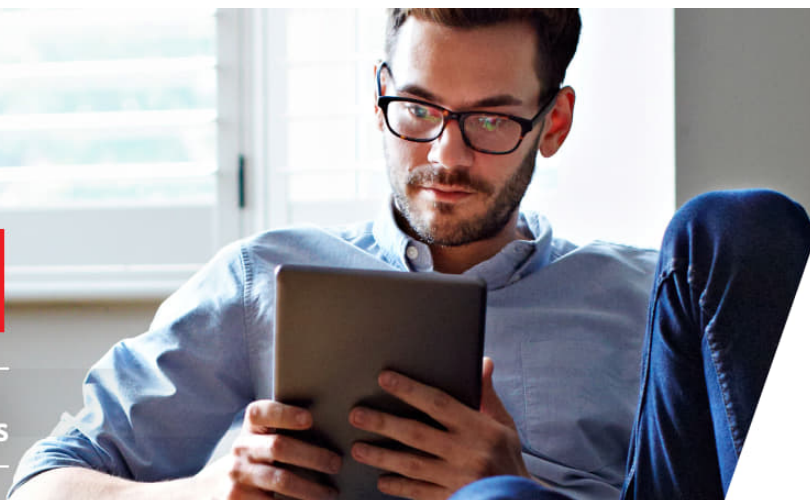
The Employer has made a discretionary matching contribution on your behalf to the above-mentioned plan for the Year ending 12/31/2023. The exact amount of your contribution is being reflected on your plan statements.

The match contribution is 100% of your elective deferrals, not to exceed 4% of your compensation. The match is allocated on the last day of each pay period.

Know Your IRA Options

KNOW YOUR IRA OPTIONS

COMPARE TRADITIONAL AND ROTH
INDIVIDUAL RETIREMENT ACCOUNTS



Selecting the right individual retirement account (IRA) depends on several factors, including your age, earned income, and current and future anticipated effective tax rates.





It's important to consider what your effective tax rate may be when you start taking withdrawals, as that may impact your taxable income.

HERE'S A QUICK OVERVIEW OF THE TWO MAIN TYPES OF IRAs.

	TRADITIONAL IRA	ROTH IRA
AGE RESTRICTIONS	<ul style="list-style-type: none">There are no age restrictions, provided you have earned income or have a spouse who has earned income and you file a joint tax return.	<ul style="list-style-type: none">There are no age restrictions.
CONTRIBUTIONS	<ul style="list-style-type: none">You (or your spouse, if filing jointly) must earn taxable income to contribute.There are no income limitations.Contributions may be tax-deductible.2023 limit:*<ul style="list-style-type: none">- Younger than age 50: \$6,500- Age 50 or older: \$7,500	<ul style="list-style-type: none">You (or your spouse, if filing jointly) must earn taxable income to contribute.Your modified adjusted gross income (AGI) must be less than certain limits imposed by the IRS. Visit irs.gov for more information.Contributions are not tax-deductible.2023 limit:*<ul style="list-style-type: none">- Younger than age 50: \$6,500- Age 50 or older: \$7,500
EARNINGS	<ul style="list-style-type: none">Your earnings grow tax-deferred.	<ul style="list-style-type: none">Your earnings grow tax-free.**

* Limit applies to all types of IRAs combined

** Qualified distributions from a Roth IRA are tax-free as long as you're at least 59 ½ and have held the account for at least five years.

	TRADITIONAL IRA	ROTH IRA
 <p>EARLY WITHDRAWALS (before age 59½)</p>	<ul style="list-style-type: none"> You may be subject to a 10% penalty in addition to any ordinary income tax that may be due (exceptions may apply). 	<ul style="list-style-type: none"> Roth contributions can be withdrawn tax-free at any time. Earnings are subject to ordinary income tax and a 10% penalty (exceptions may apply).
 <p>WITHDRAWALS (after age 59½)</p>	<ul style="list-style-type: none"> Withdrawals are penalty-free but taxed as current income. 	<ul style="list-style-type: none"> Withdrawals are tax- and penalty-free as long as the Roth IRA has been open for five years.
 <p>REQUIRED MINIMUM DISTRIBUTION (RMD)</p>	<ul style="list-style-type: none"> You must take your first RMD for the year in which you turn age 72 (73 if you reach age 72 after Dec 31, 2022).* If you have more than one IRA, you must calculate the RMD for each IRA separately each year. However, you may aggregate your RMD amounts for all of your IRAs; and withdraw the total from one IRA or a portion from each of your IRAs. You do not have to take a separate RMD from each IRA. 	<ul style="list-style-type: none"> No required minimum distributions at any age.
 <p>FUNDING OPTIONS</p>	<ul style="list-style-type: none"> You can contribute the money you earned tax-deferred. You can directly roll over an employer-sponsored plan — such as a 401(k) or 403(b) — or another IRA as many times as needed.** Indirect (or 60-day) rollovers are limited to once a year. 	<ul style="list-style-type: none"> You can use money you've earned after-tax. You can roll over a Roth 401(k) or Roth 403(b) tax-free. You can convert a traditional IRA to a Roth IRA, but tax implications will apply.*** A Roth IRA cannot be converted to a traditional IRA.

If you're trying to decide between a traditional or Roth IRA, we have retirement professionals who can help. Transamerica and its agents and representatives do not provide tax or legal advice. This material is for informational purposes and should not be construed as legal or tax advice. For legal or tax advice concerning your situation, please consult your attorney or tax professional.

Get in touch:



CALL
800-242-6922



VISIT
transamerica.com/IRA

* The first RMD can be delayed until April 1 of the year following your 72nd birthday, but subsequent, distributions must be taken by December 31 of each calendar year.

** Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded to other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay to see if rolling over into an IRA could help reduce your costs.

*** The tax costs with a Roth IRA conversion can be significant. Contributions are subject to taxes that were previously deferred, including any accumulated earnings. You may also be pushed into a higher tax bracket, especially if converting a large amount of money.

Securities are offered through Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528. Investment advisory services offered through Transamerica Retirement Advisors, LLC (TRA), registered investment advisor. All Transamerica companies identified are affiliated.

TAC3 S 113304R4 06/23
© 2023 Transamerica Corporation. All Rights Reserved.



TRANSAMERICA®

Disclosure & Comparative Chart for Retirement Plan Participants

S.C. Swiderski Management, Inc. Retirement Plan

Disclosure & Comparative Chart for Retirement Plan Participants

All individuals who have the right to direct investments in an employer-sponsored retirement plan are being provided with the attached detailed disclosure of fees, expenses and services provided in connection with such plan. This document is specific to your plan. You will see additional disclosures and an itemization of fees which may be assessed to your individual account on your next quarterly statement (and all future statements).

Why am I receiving this disclosure?

Because you have the right to direct investments under a retirement plan or because you are considered to be one of the following:

- An employee eligible to join your employer's retirement plan
- An active participant in the plan
- A former employee with a vested balance in the plan
- A retiree with a vested balance in the plan
- An active beneficiary of a former employee's plan account
- An alternate payee under a QDRO (qualified domestic relations order), typically as the result of a divorce

What do I need to do?

There is no action you need to take as a result of receiving this disclosure, however: you should consider reviewing the following pages carefully to learn more about the fees you pay and the services you receive related to your retirement plan.

This document describes investment information, services, fees and expenses contractually established and agreed upon by the sponsor of this employer-sponsored retirement plan and Transamerica. Any changes to the contractually established information set forth in this document that are not completed, or agreed upon in writing, by an authorized representative of Transamerica, either in part or in total, shall invalidate this disclosure and Transamerica will bear no responsibility for any liability whatsoever that may result, either directly or indirectly, as the result of such change, nor for any ensuing misperceptions on the part of disclosure recipients as a result of such changes.

DISCLOSURE & COMPARATIVE CHART
S.C. Swiderski Management, Inc. Retirement Plan (Plan)
IMPORTANT INFORMATION REGARDING YOUR PLAN
November 2, 2023

A retirement plan offers a convenient way to save for retirement and often provides unique features and benefits not available elsewhere. Individuals have the opportunity to make the plan work harder for them by committing to consistent savings early, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding how the plan works, including plan investment choices and fees. This document was prepared to aid you in that understanding.

General Plan Information	
Investment Vehicle	A Group Annuity Contract with separate account and general account investments (Investment Choices) issued by Transamerica Life Insurance Company, 6400 C Street SW, Cedar Rapids, Iowa 52499 (Transamerica).
How to Direct Your Investments and Make Allocation Changes	<p><u>Direction of investments:</u> You may direct the investment of your Plan account.</p> <p><u>Timing for making investment allocation changes:</u> On any business day.</p> <p>To change your investment allocations, Transamerica participants may go to transamerica.com/portal or call 1-800-401-8726.</p> <p>For a complete description of investment direction rights, limitations, or restrictions under your Plan, refer to your Plan's Summary Plan Description (SPD), or similar document provided.</p>
Transfer Restrictions	Some Investment Choices may have transfer restrictions (See Table 1 for details, if applicable).
Voting, Tender and Similar Rights and Restrictions	For the Investment Choices in the Group Annuity Contract, the proxies are voted by the Plan Sponsor as the owner of the underlying shares. You do not participate in any proxy voting.
List of Investment Choices	For the listing of the Investment Choices active under your Plan, please see the section titled "Comparative Chart" under Table 1 and Table 2.
Managed Advice® Services	<p>Managed Advice® provides a participant with an asset allocation mix of funds available within the plan. The asset allocation mix will be automatically rebalanced and reallocated, managing risk and return as participants' settings and goals change over time. The Plan Sponsor has selected the following conversion strategy for Managed Advice® services:</p> <ul style="list-style-type: none"> • Managed Advice® – Voluntary: Participants will need to proactively subscribe to Managed Advice®. Participants may receive a try out period for these services. Participants can log on to transamerica.com/portal to see their applicable try out period. After the try out

	<p>period, an annual charge of 0.45% will be deducted from Participant Accounts. Participants may unsubscribe from the service via the website at any time.</p> <p>Certain investment options or the underlying investment of an investment option, whichever is applicable, may charge a redemption fee. Redemption fees vary in amount and application. It is possible that transactions initiated under <i>Managed Advice</i>® may result in the imposition of a redemption fee on one or more investment options available under the Plan. All redemption fees will be deducted from participants' account balances.</p>
--	--

Potential General Administrative Fees	
Plan Fees	<p>Plan Fees which may be paid directly by your employer or deducted from individual participant accounts include, but are not limited to:</p> <ul style="list-style-type: none"> • Fees charged by Transamerica for: 1) education materials and workshops; 2) base and per participant recordkeeping; 3) the processing of outside assets, when applicable. Additionally, when applicable, Transamerica charges hourly fees for administrative consulting, compliance consulting, and plan termination processing. • Fees charged for the services provided by the Third Party Administrator (TPA), Northwestern Wisconsin Associates, Inc., selected by the plan sponsor/Plan Administrator. A TPA is an independent company that may be engaged by the plan sponsor to perform such tasks as plan administration, plan consulting, document services and nondiscrimination testing. • Fees directed by the plan sponsor to be allocated to participants, including auditor fees, and legal fees, when applicable, and as permitted to be charged to the plan. <p style="text-align: center;">At this time, the Plan sponsor/sponsoring entity/plan administrator has authorized payment to a third party ERISA 3(21) service provider in an annual amount of 0.02%. The amount deducted, will be reported on the quarterly participant statement.</p> <p>The fees described above may be paid by your employer, or from: an expense account established for the plan; a deduction from each participant account on a pro-rata or per capital basis, or expenses collected from each investment choices selected for the plan. For those fees deducted from each participant account, the actual amount deducted, as well as a description of the services to which the fee relates, will be reported on the</p>

Potential General Administrative Fees	
	<p>quarterly participant statement.</p> <p style="text-align: center;">Refer to Exhibit A to see details regarding any base and per participant fees applicable to your Plan.</p>
Transaction Fees	<p>Transaction fees which may be charged against individual participant accounts include:</p> <ul style="list-style-type: none"> • Transaction Fees may be charged by Transamerica for providing services related to the establishment and maintenance of loans, distributions and withdrawals. The Loan Maintenance Fees shown in Exhibit A are effective November 1, 2021. All amounts deducted from participant accounts, as well as a description of the services to which the fees relate, if any, are reported on your quarterly participant statement. In the event you request a Qualified Birth/Adoption Distribution the amount shown in Exhibit A will be identified as a Birth/Adoption Distribution Processing Fee. • Transaction Fees may be charged for the services provided by a TPA selected by the plan sponsor/Plan Administrator. All amounts deducted from participant accounts, as well as a description of the services to which the fees relate, if any, are reported on your quarterly participant statement. In the event you request a Qualified Birth/Adoption Distribution the amount shown in Exhibit A will be identified as a Birth/Adoption Distribution Processing Fee. <p style="text-align: center;">Refer to Exhibit A to see a list of the Transaction Fees applicable to your Plan.</p>
Asset-Based Fees	<p><u>Contract Asset Charges.</u> Depending on the demographics of the Plan, a Contract Asset Charge (CAC) and/or other asset-based fees may apply. The CAC is expressed as a percentage of the assets held in each Investment Choice on a pro-rata basis. Other asset-based fees may be expressed as a percentage of the assets held in each Investment Choice on a pro-rata basis, or as a specified dollar amount charged to the Plan. Asset-based fees are used to subsidize costs for plan-related recordkeeping, administration, payment to financial advisors, and other retirement plan services that would otherwise be charged separately. A negative CAC represents a credit to the assets under the Contract. The actual dollar amounts are reported on your quarterly participant statement.</p> <p style="text-align: center;">Refer to Exhibit A to see a description of the Asset-Based Fees applicable to your Plan.</p>
Investment Information	
<p>The information below is provided to help you compare the Investment Choices under your Plan. If you want additional information about your Investment Choices, including principal risks, current investment performance and a glossary of terms, Transamerica participants may go to: transamerica.com/portal or call 1-800-401-8726. Total Annual Operating Expenses reduce the rate of return of each Investment Choice.</p> <p>Table 1 below focuses on Investment Choices that do not have a fixed or stated rate of return, and shows fee and expense information, as well as investment performance for each choice and an appropriate benchmark performance (shown in <i>italics</i>). Past performance does not guarantee how the Investment Choice will perform in the future. Your investment in these choices could lose money.</p> <p>The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing</p>	

the long-term effect of fees and expenses at [A Look at 401\(k\) Plan Fees \(dol.gov\)](#).

Fees and expenses are only one of many factors to consider when you decide to invest. You may also want to think about whether investing in a particular Investment Choice will help you achieve your financial goals.

Comparative Chart - Table 1 - Variable Choices								
Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 09-30-2023			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
Transamerica Bond Ret Opt <i>Bloomberg US Universal</i>	Interm./Long- Term Bond	Intermediate- Term Bonds	0.45%	\$4.50	1.64% 1.61%	0.27% 0.34%	1.79% 1.43%	N/A
Transamerica Core Bond Ret Opt <i>Bloomberg US Aggregate Bond</i>	Interm./Long- Term Bond	Intermediate- Term Bonds	0.42%	\$4.20	0.82% 0.64%	0.21% 0.10%	1.32% 1.13%	N/A
American Century Inflation-Adjusted Bond Ret Opt <i>Bloomberg US Treasury US TIPS</i>	Interm./Long- Term Bond	Government Bonds	0.26%	\$2.60	0.64% 1.25%	1.80% 2.12%	1.38% 1.74%	N/A
Transamerica High Yield Bond Ret Opt <i>Bloomberg US High Yield 2% Issuer Cap</i>	Aggressive Bonds	High Yield Bonds	0.60%	\$6.00	8.21% 10.28%	2.12% 2.95%	3.51% 4.24%	N/A
T. Rowe Price Global Multi-Sector Bond Ret Opt (03/2016) <i>Bloomberg Global Aggregate</i>	Aggressive Bonds	World/Foreign Bonds	0.49%	\$4.90	1.11% 2.10%	-2.72% 0.57%	-1.73%	See Type C note below for transfer restrictions
American Funds American Mutual Ret Opt <i>S&P 500</i>	Large-Cap Stocks	Large-Cap Value Stocks	0.27%	\$2.70	11.62% 21.62%	7.31% 9.92%	9.42% 11.91%	N/A
Hartford Dividend and Growth Ret Opt <i>S&P 500</i>	Large-Cap Stocks	Large-Cap Value Stocks	0.63%	\$6.30	15.44% 21.62%	8.85% 9.92%	10.49% 11.91%	N/A
State Street Russell Large Cap Value Index Ret Opt <i>Russell 1000 Value</i>	Large-Cap Stocks	Large-Cap Value Stocks	0.04%	\$0.38	14.42% 14.44%	6.25% 6.23%	8.52% 8.45%	N/A
JPMorgan U.S. Equity Ret Opt <i>S&P 500</i>	Large-Cap Stocks	Large-Cap Blend Stocks	0.44%	\$4.40	20.65% 21.62%	11.05% 9.92%	12.45% 11.91%	See Type C note below for transfer restrictions
Transamerica Partners Stock Index Ret Opt <i>Russell 1000</i>	Large-Cap Stocks	Large-Cap Blend Stocks	0.07%	\$0.70	21.54% 21.19%	9.88% 9.63%	11.92% 11.63%	N/A
JPMorgan Large Cap Growth Ret Opt <i>Russell 1000 Growth</i>	Large-Cap Stocks	Large-Cap Growth Stocks	0.44%	\$4.40	23.20% 27.72%	13.38% 12.42%	15.32% 14.48%	See Type C note below for transfer restrictions

Comparative Chart - Table 1 - Variable Choices								
Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 09-30-2023			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
MFS Massachusetts Investors Growth Stock Ret Opt <i>Russell 1000 Growth</i>	Large-Cap Stocks	Large-Cap Growth Stocks	0.37%	\$3.70	21.62% 27.72%	11.64% 12.42%	12.90% 14.48%	N/A
State Street Russell Large Cap Growth Index Ret Opt <i>Russell 1000 Growth</i>	Large-Cap Stocks	Large-Cap Growth Stocks	0.04%	\$0.38	27.65% 27.72%	12.36% 12.42%	14.49% 14.48%	N/A
JPMorgan Mid Cap Value Ret Opt <i>Russell Mid Cap Value</i>	Small/Mid-Cap Stocks	Mid-Cap Value Stocks	0.65%	\$6.50	9.47% 11.05%	5.19% 5.18%	7.83% 7.92%	See Type C note below for transfer restrictions
JPMorgan SMID Cap Equity Ret Opt <i>Russell 2500</i>	Small/Mid-Cap Stocks	Mid-Cap Blend Stocks	0.59%	\$5.90	10.48% 11.28%	3.84% 4.55%	7.26% 7.90%	See Type C note below for transfer restrictions
State Street S&P Mid Cap Index Ret Opt <i>S&P Midcap 400</i>	Small/Mid-Cap Stocks	Mid-Cap Blend Stocks	0.04%	\$0.38	15.44% 15.51%	6.00% 6.06%	8.94% 8.94%	N/A
BlackRock Mid-Cap Growth Equity Ret Opt <i>Russell Mid Cap Growth</i>	Small/Mid-Cap Stocks	Mid-Cap Growth Stocks	0.71%	\$7.10	16.40% 17.47%	5.89% 6.97%	11.13% 9.94%	N/A
DFA U.S. Targeted Value Portfolio Ret Opt <i>Russell 2000 Value</i>	Small/Mid-Cap Stocks	Small-Cap Value Stocks	0.29%	\$2.90	17.47% 7.84%	6.84% 2.59%	8.31% 6.19%	N/A
State Street Russell Small Cap Value Index Ret Opt <i>Russell 2000 Value</i>	Small/Mid-Cap Stocks	Small-Cap Value Stocks	0.05%	\$0.52	7.78% 7.84%	2.60% 2.59%	6.22% 6.19%	N/A
BlackRock Advantage Small Cap Core Ret Opt (03/2016) <i>Russell 2000</i>	Small/Mid-Cap Stocks	Small-Cap Blend Stocks	0.45%	\$4.50	9.32% 8.93%	3.54% 2.40%	9.27%	N/A
State Street Russell Small Cap Index Ret Opt <i>Russell 2000</i>	Small/Mid-Cap Stocks	Small-Cap Blend Stocks	0.05%	\$0.48	9.03% 8.93%	2.45% 2.40%	6.81% 6.65%	N/A
ClearBridge Small Cap Growth Ret Opt <i>Russell 2000 Growth</i>	Small/Mid-Cap Stocks	Small-Cap Growth Stocks	0.78%	\$7.80	4.58% 9.59%	2.57% 1.55%	7.70% 6.72%	N/A
State Street Russell Small Cap Growth Index Ret Opt <i>Russell 2000 Growth</i>	Small/Mid-Cap Stocks	Small-Cap Growth Stocks	0.05%	\$0.52	9.49% 9.59%	1.38% 1.55%	6.63% 6.72%	N/A
Franklin Real Estate Securities Ret Opt <i>S&P United States REIT</i>	Small/Mid-Cap Stocks	Real Estate	0.57%	\$5.70	-4.13% 3.21%	-4.85% 2.77%	-0.44% 5.84%	N/A
PGIM Global Real Estate Ret Opt <i>FTSE EPRA Nareit Developed</i>	Small/Mid-Cap Stocks	Real Estate	0.79%	\$7.90	4.79% 1.64%	0.75% -1.24%	3.08% 2.04%	N/A

Comparative Chart - Table 1 - Variable Choices								
Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 09-30-2023			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
Transamerica International Equity Ret Opt <i>MSCI EAFE</i>	International Stocks	World/Foreign Stocks	0.75%	\$7.50	26.32% 26.31%	2.66% 3.74%	3.62% 4.32%	N/A
American Funds New World Ret Opt <i>MSCI ACWI</i>	International Stocks	Emerging Market Stocks	0.57%	\$5.70	17.35% 20.80%	5.29% 6.46%	5.07% 7.56%	N/A
State Street Emerging Markets Index Ret Opt <i>MSCI EM</i>	International Stocks	Emerging Market Stocks	0.10%	\$1.00	11.90% 11.70%	0.36% 0.55%	1.93% 2.07%	N/A
American Funds Balanced Ret Opt <i>Bloomberg US Aggregate Bond</i>	Multi- Asset/Other	Balanced	0.25%	\$2.50	12.47% 0.64%	5.76% 0.10%	7.62% 1.13%	N/A
Transamerica LifeGoal Retirement with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate Income</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	7.24% 7.83%	4.28% 3.08%	4.79% 3.68%	N/A
Transamerica LifeGoal 2025 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2025</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	8.50% 9.56%	4.59% 3.24%	5.70% 4.99%	N/A
Transamerica LifeGoal 2030 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2030</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	11.13% 10.93%	5.11% 3.57%	6.29% 5.54%	N/A
Transamerica LifeGoal 2035 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2035</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	13.57% 12.85%	5.56% 4.06%	6.85% 6.12%	N/A
Transamerica LifeGoal 2040 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2040</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	15.98% 14.88%	5.97% 4.57%	7.34% 6.57%	N/A
Transamerica LifeGoal 2045 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2045</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	18.05% 16.35%	6.26% 4.91%	7.69% 6.78%	N/A
Transamerica LifeGoal 2050 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2050</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	19.40% 17.03%	6.40% 5.03%	7.86% 6.81%	N/A
Transamerica LifeGoal 2055 with BlackRock Ret Opt <i>Morningstar Lifetime Allocation Moderate 2055</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	19.84% 17.15%	6.45% 5.00%	7.95% 6.74%	N/A

Comparative Chart - Table 1 - Variable Choices								
Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 09-30-2023			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
Transamerica LifeGoal 2060 with BlackRock Ret Opt (02/2016) <i>Morningstar Lifetime Allocation Moderate 2060</i>	Multi- Asset/Other	Target Date Investment Choices	0.07%	\$0.70	19.77% 17.17%	6.43% 4.93%	9.64%	N/A

*This is the cost of each Investment Choice for a 12-month period of time.

Note Type C Transfers into the investment choice are restricted for a rolling 30-day period once a transfer out has been made.

Table 2 below focuses on Investment Choices that have a fixed or stated rate of return, and shows the annual rate of return, the term or length it is earned, and other information relevant to performance. The table below shows no Annual Operating Expenses, as the interest rate is net of any operating expenses.

Comparative Chart - Table 2 – Fixed Choices				
Name of Investment Choice	Return/Credited Rate	Term	Other (Explanation of Term)	Shareholder-Type Fees/Comments
Transamerica Stable Value Ascend Option	1.75%	Semi-Annual	Interest rates are reset semi- annually and apply to all assets.	General account stable value investments may be subject to withdrawal or transfer restrictions at the Plan level under specific circumstances. Fees and charges under the group annuity contract or applicable service agreement may change if the Contractholder/Sponsor directs Transamerica to remove the Stable Value Investment Choice from the available Investment Choices for the Plan. Contact your Transamerica Representative for more information. Hold and withdrawal restrictions do not typically apply to participants.

Exhibit A – Summary of Plan Fees and Transaction Fees

- Generally, transaction fees are paid by participants.
- Plan fees may be paid by your employer or divided up among all participants.
- Under certain circumstances, service fee discounts, recordkeeping fee waivers, or the use of plan forfeitures may cover or reduce the fees stated below.
- TPA Charges are administration fees charged by a Third Party Administrator (TPA), an independent company that your employer has selected to provide these services. The TPA's services may include consulting, compliance, document services, or other plan administration activities.

Type of Service, Feature or Benefit	Transamerica Charges <small>(Expressed in \$)</small>	TPA Charges <small>(Expressed in \$)</small>	Basis
Fees			
<i>The Loan Maintenance Fee, if applicable, is effective November 1, 2021. Loans that were established prior to that date did not change.</i>			
▪ Terminated Participant Fee	\$10	\$0	Per Participant Per Year
▪ Terminations / Lump Sum Distribution**	\$50	\$75	Per distribution
▪ Death Benefits	\$50	\$75	Per distribution
▪ Disability Benefits	\$50	\$75	Per distribution
▪ QDRO Distribution Fee	\$50	\$350	Per distribution
▪ Installments	\$0		Per distribution
▪ Hardship Withdrawal	\$50	\$75	Per distribution
▪ In-Service/Child Birth/Adoption Withdrawal	\$50	\$75	Per distribution
▪ Manual Processing Fee Participants may be charged a transaction fee for transactions in the amount shown for transactions not completed online or over the phone.	\$50		Each occurrence
Plan Fees			
Participant Charges			
▪ 0 - 999999999	\$0		Per Participant
Base Fees			
▪ 0 - 999999999	\$0		Per Year

**May include Required Minimum Distributions

Contract Asset Charges: CACs are calculated based on the total assets in the Plan and the actual amount deducted from, or credited to, a participant's account and is based on the total account balance for the Plan. These charges may be used to subsidize costs for plan-related recordkeeping, administration, payment to financial advisors, and other retirement plan services that would otherwise be charged separately.

The annual CAC percentage is assessed on a monthly basis. As the value of the assets in the Plan change, the CAC may decrease or increase on a monthly basis according to the rate schedule in the Contract anywhere between 0.63% - 1.35%. For specific information, please contact your Plan Administrator.

Surrender Charges: Depending on the specific underwriting of the Contract, upon total or partial discontinuance of the Contract, an asset-based surrender/discontinuance charge may apply for a limited number of deposit years. Please contact the Participant Call Center at 1-800-401-8726 for specific details.

Annual Summary Report

SUMMARY ANNUAL REPORT
for
S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN

This is a summary of the annual report for S.C. SWIDERSKI MANAGEMENT, INC. RETIREMENT PLAN, 47-2837847/001 for 01/01/2023 through 12/31/2023. The annual report has been filed with the Employee Benefits Security Administration, formerly known as the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Plan expenses were \$426,367. These expenses included \$1,277 in administrative expenses, \$423,307 in benefits paid to participants and beneficiaries, and \$0 in other expenses. A total of 156 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan was \$1,781,308 as of 12/31/2023 compared to \$1,594,639 as of 01/01/2023. During the plan year the plan experienced an increase in its net assets of \$186,669. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$613,036, including employer contributions of \$148,212, employee contributions of \$268,413 and earnings from investments of \$196,411.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. insurance information including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of S.C. SWIDERSKI MANAGEMENT, INC., who is Plan Administrator at 401 RANGER STREET, MOSINEE WI 54455, (715) 693-4533. The charge to cover copying cost will be \$5.00 for the full annual report, or \$0.16 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, if any, or a statement of income and expenses of the plan and accompanying notes, if any, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes, if any, will be included as part of that report. The charge to cover copying costs given above does not include a charge for copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 401 RANGER STREET, MOSINEE WI 54455 and at the US Department of Labor in Washington DC, or obtain a copy from the US Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, US Department of Labor, 200 Constitution Avenue, NW, Washington DC 20210.