

Notice of Investment Returns & Fee Comparison

505131-01 Kendra Scott 401(k) Plan
empowermyretirement.com

Your employer-sponsored retirement savings plan allows eligible employees to invest for their retirement. These plans can be valuable in helping participants reach their retirement savings goals. The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes information to help you understand plan costs and compare your retirement plan's investment options. It was designed to meet the participant fee disclosure regulations of the United States Department of Labor (DOL).

For more information on the plan's investment options including investment objectives or goals, principal strategies and risks, portfolio turnover rate, current returns and expenses, please visit the participant website listed above. This website also includes educational information and tools designed to help you with making investment decisions.

Additional information on the plan's investment options is also available on the participant website which may include prospectuses or similar documents, fund reports to the extent applicable, and fund share/unit valuations.

Paper copies of the investment related information available on the participant website can be obtained at no cost by contacting Empower at:

Empower
P.O. Box 173764 Denver, CO 80217-3764
Participant Call Center: 1-800-338-4015

SECTION	Document Summary
1	Investment Rate of Return and Expense Information - Shows investment return information for your plan's investment options. It shows past performance, investment management expenses and General Administrative Services Expenses. The General Administrative Services Expenses table shows non-investment expenses that pay for operating your Plan.
2	Other Investment-Related Fees, Expense Information and Transfer Restrictions - Shows any fees and expenses that are in addition to the investment management expenses in Section 1. This section also shows any investment restrictions.
3	Plan-Related Information - Shows your Plan Related information and Participant Elected Services Expenses tables. The Participant Elected Services Expenses table shows expenses for optional services available through your Plan that may be charged to your individual account for the services you use.

1 – Investment Rate of Return and Expense Information

Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an investment option's principal risks is available on the Web site listed above.

Variable Return Investments									
Averaged Annualized Total Return [‡] as of 08/31/2024									
Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Asset Allocation									
American Funds 2010 Trgt Date Retire R6 ²	RFTTX	5.85%	8.56%	13.88%	3.01%	5.97%	5.29%	07/13/2009	0.29%/0.29%
							\$52.90 per \$1,000		\$2.90 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
S&P Target Date 2010 TR USD**		4.72%	7.34%	12.24%	1.97%	5.11%	4.73%	07/13/2009	
							\$47.30 per \$1,000		
American Funds 2015 Trgt Date Retire R6 ²	RFJTX	5.79%	8.81%	14.37%	2.97%	6.35%	5.63%	07/13/2009	0.30%/0.30%
							\$56.30 per \$1,000		\$3.00 per \$1,000 Gross
S&P Target Date 2015 TR USD**		4.80%	7.71%	12.78%	2.10%	5.58%	5.16%	07/13/2009	
							\$51.60 per \$1,000		
American Funds 2020 Trgt Date Retire R6 ²	RRCTX	5.95%	9.29%	15.16%	3.11%	6.75%	6.05%	07/13/2009	0.31%/0.31%
							\$60.50 per \$1,000		\$3.10 per \$1,000 Gross
S&P Target Date 2020 TR USD**		4.96%	8.44%	13.74%	2.42%	6.01%	5.54%	07/13/2009	
							\$55.40 per \$1,000		
American Funds 2025 Trgt Date Retire R6 ²	RFDTX	5.87%	9.62%	15.63%	3.01%	7.59%	6.70%	07/13/2009	0.32%/0.32%
							\$67.00 per \$1,000		\$3.20 per \$1,000 Gross
S&P Target Date 2025 TR USD**		5.07%	8.84%	14.30%	2.69%	6.91%	6.14%	07/13/2009	
							\$61.40 per \$1,000		
American Funds 2030 Trgt Date Retire R6 ²	RFETX	5.90%	10.67%	17.25%	3.45%	8.66%	7.61%	07/13/2009	0.33%/0.33%
							\$76.10 per \$1,000		\$3.30 per \$1,000 Gross
S&P Target Date 2030 TR USD**		5.43%	10.13%	16.06%	3.39%	8.03%	6.83%	07/13/2009	
							\$68.30 per \$1,000		
American Funds 2035 Trgt Date Retire R6 ²	RFFTX	6.06%	12.12%	19.19%	3.98%	10.18%	8.65%	07/13/2009	0.35%/0.35%
							\$86.50 per \$1,000		\$3.50 per \$1,000 Gross
S&P Target Date 2035 TR USD**		5.64%	11.50%	17.85%	4.07%	9.22%	7.55%	07/13/2009	
							\$75.50 per \$1,000		
American Funds 2040 Trgt Date Retire R6 ²	RFGTX	6.24%	13.56%	21.14%	4.61%	11.15%	9.22%	07/27/2009	0.37%/0.37%
							\$92.20 per \$1,000		\$3.70 per \$1,000 Gross
S&P Target Date 2040 TR USD**		5.89%	12.72%	19.44%	4.75%	10.17%	8.10%	07/27/2009	
							\$81.00 per \$1,000		
American Funds 2045 Trgt Date Retire R6 ²	RFHTX	6.31%	13.95%	21.69%	4.67%	11.40%	9.40%	07/13/2009	0.37%/0.37%
							\$94.00 per \$1,000		\$3.70 per \$1,000 Gross
S&P Target Date 2045 TR USD**		5.97%	13.46%	20.39%	5.20%	10.75%	8.44%	07/13/2009	
							\$84.40 per \$1,000		
American Funds 2050 Trgt Date Retire R6 ²	RFITX	6.31%	14.08%	21.93%	4.53%	11.44%	9.46%	07/13/2009	0.38%/0.38%
							\$94.60 per \$1,000		\$3.80 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
S&P Target Date 2050 TR USD**		6.09%	13.91%	20.97%	5.43%	11.06%	8.64%	07/13/2009	
							\$86.40 per \$1,000		
American Funds 2055 Trgt Date Retire R6 ²	RFKTX	6.13%	14.12%	22.05%	4.41%	11.39%	9.43%	02/01/2010	0.38%/0.38%
							\$94.30 per \$1,000		\$3.80 per \$1,000 Gross
S&P Target Date 2055 TR USD**		6.13%	13.98%	21.05%	5.47%	11.14%	8.71%	02/01/2010	
							\$87.10 per \$1,000		
American Funds 2060 Trgt Date Retire R6 ²	RFUTX	6.16%	14.11%	22.11%	4.37%	11.36%	9.75%	03/27/2015	0.39%/0.39%
							\$97.50 per \$1,000		\$3.90 per \$1,000 Gross
S&P Target Date Through 2055 TR**		6.26%	14.53%	21.71%	5.87%	11.58%	9.29%	03/27/2015	
							\$92.90 per \$1,000		
American Funds 2065 Trgt Date Retire R6 ²	RFVTX	6.16%	14.16%	22.09%	4.39%	N/A	15.92%	03/27/2020	0.39%/0.39%
							\$159.20 per \$1,000		\$3.90 per \$1,000 Gross
S&P Target Date 2060 TR USD**		6.16%	14.01%	21.09%	5.49%	N/A	16.59%	03/27/2020	
							\$165.90 per \$1,000		
International Funds									
American Funds EuroPacific Gr R6 ²	RERGX	3.40%	11.81%	17.07%	-1.67%	7.68%	5.84%	05/01/2009	0.47%/0.47%
							\$58.40 per \$1,000		\$4.70 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		5.10%	11.21%	18.32%	2.41%	8.22%	5.38%	05/01/2009	
							\$53.80 per \$1,000		
American Funds New World R6 ²	RNWGX	3.48%	9.79%	14.61%	-1.47%	7.84%	6.06%	05/01/2009	0.57%/0.57%
							\$60.60 per \$1,000		\$5.70 per \$1,000 Gross
Morningstar Emerging Markets GR USD**		5.72%	9.69%	15.75%	-1.15%	6.42%	3.75%	05/01/2009	
							\$37.50 per \$1,000		
Fidelity Total International Index ²	FTIHX	4.52%	10.87%	17.80%	1.82%	7.65%	6.83%	06/07/2016	0.06%/0.06%
							\$68.30 per \$1,000		\$.60 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		5.10%	11.21%	18.32%	2.41%	8.22%	7.53%	06/07/2016	
							\$75.30 per \$1,000		
Specialty									
Nuveen Real Estate Securities Select R6 ^{1,2}	TIREX	16.26%	10.19%	20.59%	-1.21%	4.88%	7.57%	10/01/2002	0.50%/0.50%
							\$75.70 per \$1,000		\$5.00 per \$1,000 Gross
Morningstar US Real Estate PR USD**		14.40%	8.11%	16.31%	-3.66%	0.97%	2.32%	10/01/2002	
							\$23.20 per \$1,000		
Vanguard Health Care Index Adm ^{1,2}	VHCIX	10.31%	15.70%	19.55%	4.60%	12.69%	11.02%	02/05/2004	0.10%/0.10%
							\$110.20 per \$1,000		\$1.00 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Morningstar US Healthcare TR USD**		10.33%	15.86%	19.56%	4.78%	12.69%	10.93%	02/05/2004	
							\$109.30 per \$1,000		
Putnam Global Technology R6 ²	PTTEX	6.63%	23.50%	36.28%	7.67%	22.55%	20.33%	05/22/2018	0.73%/0.73%
							\$203.30 per \$1,000		\$7.30 per \$1,000 Gross
Morningstar US Technology TR USD**		8.83%	25.86%	37.79%	14.48%	25.91%	20.80%	05/22/2018	
							\$208.00 per \$1,000		
Small Cap Funds									
DFA US Small Cap Growth Instl ²	DSCGX	4.75%	12.12%	18.30%	5.52%	13.07%	10.01%	12/20/2012	0.32%/0.32%
							\$100.10 per \$1,000		\$3.20 per \$1,000 Gross
Morningstar US Small Growth TR USD**		6.65%	8.64%	15.57%	-4.51%	6.62%	8.03%	12/20/2012	
							\$80.30 per \$1,000		
Fidelity Small Cap Index ²	FSSNX	7.53%	10.45%	18.55%	0.72%	9.78%	8.18%	09/08/2011	0.03%/0.03%
							\$81.80 per \$1,000		\$0.25 per \$1,000 Gross
Morningstar US Small Cap TR USD**		5.54%	8.64%	16.83%	2.36%	9.81%	7.95%	09/08/2011	
							\$79.50 per \$1,000		
JPMorgan Small Cap Growth R6 ^{1,2}	JGSMX	6.07%	11.35%	13.57%	-6.24%	7.86%	10.54%	11/30/2010	0.76%/0.74%
							\$105.40 per \$1,000		\$7.60 per \$1,000 Gross
Morningstar US Small Growth TR USD**		6.65%	8.64%	15.57%	-4.51%	6.62%	8.03%	11/30/2010	
							\$80.30 per \$1,000		
Allspring Special Small Cap Value R6 ^{1,2}	ESPRX	3.21%	8.21%	16.43%	5.01%	10.50%	8.69%	10/31/2014	0.92%/0.92%
							\$86.90 per \$1,000		\$9.20 per \$1,000 Gross
Morningstar US Small Value TR USD**		5.21%	7.41%	17.48%	6.01%	11.77%	7.13%	10/31/2014	
							\$71.30 per \$1,000		
Mid Cap Funds									
Fidelity Mid Cap Index ²	FSMDX	6.14%	12.16%	20.15%	3.53%	11.24%	9.58%	09/08/2011	0.03%/0.03%
							\$95.80 per \$1,000		\$0.25 per \$1,000 Gross
Morningstar US Mid Cap TR USD**		5.85%	12.01%	20.12%	4.10%	11.79%	10.18%	09/08/2011	
							\$101.80 per \$1,000		
Empower T. Rowe Price Mid Cap Gr Inst ^{1,2}	MXYKX	4.59%	8.36%	15.14%	0.53%	9.11%	10.80%	05/01/2015	0.66%/0.66%
							\$108.00 per \$1,000		\$6.60 per \$1,000 Gross
Morningstar US Mid Core TR USD**		5.89%	12.79%	17.47%	5.01%	11.75%	9.86%	05/01/2015	
							\$98.60 per \$1,000		
Principal MidCap Value I R6 ^{1,2}	PCMSX	5.98%	13.61%	20.02%	7.21%	12.77%	8.92%	04/02/2019	0.64%/0.62%
							\$89.20 per \$1,000		\$6.40 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Morningstar US Mid Value TR USD**		6.42%	13.78%	25.04%	8.90%	11.26%	9.00% \$90.00 per \$1,000	04/02/2019	
Large Cap Funds									
American Funds Washington Mutual R6 ²	RWMGX	8.30%	17.45%	26.13%	10.96%	14.11%	11.80% \$118.00 per \$1,000	05/01/2009	0.26%/0.26% \$2.60 per \$1,000 Gross
Morningstar US Large Cap TR USD**		7.77%	21.33%	29.30%	9.63%	16.68%	13.50% \$135.00 per \$1,000	05/01/2009	
Fidelity 500 Index ²	FXAIX	7.39%	19.51%	27.12%	9.37%	15.90%	12.97% \$129.70 per \$1,000	05/04/2011	0.02%/0.02% \$.15 per \$1,000 Gross
Morningstar US Large Cap TR USD**		7.77%	21.33%	29.30%	9.63%	16.68%	13.50% \$135.00 per \$1,000	05/04/2011	
JPMorgan Large Cap Growth R6 ^{1,2}	JLGMX	6.83%	24.62%	33.00%	8.70%	19.86%	17.36% \$173.60 per \$1,000	11/30/2010	0.52%/0.44% \$5.20 per \$1,000 Gross
Morningstar US Large Growth TR USD**		6.19%	14.04%	24.45%	-0.68%	12.99%	13.13% \$131.30 per \$1,000	11/30/2010	
Putnam Large Cap Value Trust I ²	N/A	6.41%	21.40%	29.82%	12.36%	15.80%	13.71% \$137.10 per \$1,000	07/03/2018	0.38%/0.38% \$3.80 per \$1,000 Gross
Morningstar US Large Value TR USD**		8.16%	17.23%	22.99%	10.99%	12.21%	11.26% \$112.60 per \$1,000	07/03/2018	
Large Cap Growth / JP Morgan Invst Mgmt ³	N/A	6.92%	24.95%	33.34%	8.83%	19.85%	17.47% \$174.70 per \$1,000	05/31/1998	0.36%/0.36% \$3.62 per \$1,000 Gross
Morningstar US Large Growth TR USD**		6.19%	14.04%	24.45%	-0.68%	12.99%	13.13% \$131.30 per \$1,000	05/31/1998	
Bond Funds									
Federated Hermes Total Return Bond R6 ²	FTRLX	4.85%	3.42%	7.54%	-1.79%	1.00%	2.25% \$22.50 per \$1,000	04/17/2015	0.40%/0.38% \$4.00 per \$1,000 Gross
Bloomberg US Universal TR USD**		4.72%	3.49%	7.92%	-1.78%	0.34%	1.93% \$19.30 per \$1,000	04/17/2015	
PIMCO Income Instl ²	PIMIX	3.60%	5.03%	9.67%	1.97%	3.48%	4.17% \$41.70 per \$1,000	03/30/2007	0.83%/0.83% \$8.30 per \$1,000 Gross
Bloomberg US Universal TR USD**		4.72%	3.49%	7.92%	-1.78%	0.34%	1.93% \$19.30 per \$1,000	03/30/2007	

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Stable Value Fund									
INVESCO Stable Value Fund ²	N/A	0.71%	1.89%	2.83%	2.18%	2.06%	2.00%	02/01/2005	0.48%/0.48%
							\$20.00 per \$1,000		\$4.80 per \$1,000 Gross
USTREAS Treasury Bill Constant Maturity **		3.59%	3.53%	6.66%	0.20%	0.94%	1.11%	02/01/2005	
							\$11.10 per \$1,000		

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

1 Additional information on this Investment Option can be found in Section 2.

2 Investment Funds. The start date may be that of the fund's original share class. If your Plan offers a different share class of the fund with a more current start date, the performance returns have been adjusted to reflect the fees and charges associated with the actual share class.

3 Offered through a group fixed and variable deferred annuity issued by the applicable insurance company. Returns prior to the inception date of the separate account are hypothetical and are based on the inception date of the underlying investment option, adjusted to reflect the deduction of fees and charges associated with the annuity contract.

* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

‡ Performance calculations for each of the plan's designated investment options are net of applicable investment contract fees, reducing the investment option's performance by the effect of such fees, including, for example, any applicable annuity separate account/program fees and other investment-level fees related to plan account maintenance and servicing.

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers and, under an agreement with the applicable plan fiduciaries, may be used to help pay for plan administration and/or recordkeeping fees. The plan's fiduciaries may make changes to the plan's investments at any time subject to applicable notice requirements. Please see the participant website for more information.

** A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

General Administrative Services Expenses Table

This table shows expenses that pay for operating the Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to the Plan. These fees and expenses may be charged to your individual account to the extent not paid by the Plan Sponsor, deducted from other Plan assets (such as the Plan's forfeiture account) and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as a percentage amount spread across the account balances, as determined by the Plan Sponsor or other responsible Plan Fiduciary. The amount of any general plan administrative expenses actually deducted from your account will be reflected on your account statement.

Missing Participant Administrative Services. Upon request by the Plan Sponsor, Empower may perform certain administrative services that attempt to identify and locate missing and unresponsive participants. The administrative services may include, for example, performing Participant address searches using a commercial locator service, updating Participant address records and attempting to contact Participants using certified U.S. mail. If the plan incurs any administrative fees for these services, such expenses will be paid from the plan's assets and deducted from the applicable missing or unresponsive participant's account balance or from the proceeds of any uncashed benefit payment made by the plan to such participant. The missing participant administrative fees are estimated to range from \$10 up to \$75 per participant per year depending on the services elected by the Plan Sponsor.

**General Administrative Services Expenses
as of 09/26/2024**

Fee Type	Annual Amount	Quarterly Amount	Frequency	Description
Plan Administration Asset Based Fee	0.54%	0.135%	Quarterly	This fee is for administrative costs associated with the plan and is deducted from your account balance. This fee may not apply to all investments offered under your plan; please see your plan administrator for additional information.
	\$5.40 per \$1,000	\$1.35 per \$1,000		
Variable Asset Charge	0.35%	0.0875%	Built into the price	The Variable Asset Charge pays for administrative costs of the plan. It is assessed on a daily basis and will equal the annual amount if you are in the plan from January 1 through December 31. This percentage is divided by the number of days the market is open and applied to the daily unit value for all variable funds. Investment Options affected: Large Cap Growth / JP Morgan Invst Mgmt
	\$3.50 per \$1,000	\$.88 per \$1,000		

Variable Asset Charge, if applicable, is a fund service fee for administering certain plan investment options, such as insurance company separate accounts, which may include maintaining net unit values, as applicable. Fund service fees may be stated as investment management fees, mortality & expense fees, or administrative fees reflected in the unit price and included in the Gross Expense Ratio. Certain investments may also include recordkeeping revenue which may be made available to offset recordkeeping fees.

2 – Other Investment-Related Fees, Expense Information and Transfer Restrictions

Other Investment-Related Fees, Expense Information and Restrictions

This table looks at fees, expenses and transfer restrictions that are in addition to the Investment Expenses in Section 1. Fees and expenses are only one of many things to think about when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

**Other Investment-Related Fees and Restrictions
as of 09/26/2024**

Investment Option	Transfer Rule	Shareholder Type Fees [^]
Nuveen Real Estate Securities Select R6	4	
Vanguard Health Care Index Adm	1	
JPMorgan Small Cap Growth R6	1	
Allspring Special Small Cap Value R6	2	
Empower T. Rowe Price Mid Cap Gr Inst	3	
Principal MidCap Value I R6	3	
JPMorgan Large Cap Growth R6	1	

Rule #1 - Fund company restriction: A transfer into this fund will not be permitted if a prior transfer was made out of this fund in the last 30 days.

Rule #2 - Fund company restriction: A transfer of \$20000 or more into this fund will not be permitted if a prior transfer of \$20000 or more was made out of this fund in the last 30 days.

Rule #3 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 30 days.

Rule #4 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 60 days.

[^] Shareholder/Shareholder-Type Fees are fees paid directly from your investment in this option (e.g., sales loads, sales charges, deferred sales charges, redemption fees, exchange fees, account fees, purchase fees, transfer or withdrawal fees).

Revenue Credit

For certain investment options, revenue credits are paid by your retirement plan recordkeeper to the Plan and allocated to participants who are investing in the specific investment options.

Revenue credits are allocated to your account at a frequency (i.e. monthly, quarterly, etc.) determined by your plan sponsor.

NOTE: More current information about the Plan's investment options, including fees, expenses and performance updates, may be available at your plan's website.

Contract Discontinuance and Termination Services

If, at some point in the future, the Plan discontinues, in whole or in part, any investment/platform provider relationship with Empower, either by transitioning the Plan to a new recordkeeper or because of the termination of the Plan, additional fees may be charged to your Plan account. The type and amount of any such fees will depend on the terms of the Plan's investment/contract agreement with Empower (or with respect to the terms of any investment contract/agreement issued by another provider that is administered by Empower) that is in effect at that time and/or may be assessed in connection with any services performed by Empower in conjunction with such discontinuance event.

When investment contracts are discontinued, participants' accounts could be assessed contract surrender charges, termination asset charges and/or market value adjustments. Your Plan's specific investment contract/agreement will identify which of these discontinuance fees and/or adjustments will apply. The discontinuance fees and/or adjustments may also be dependent upon the conditions of the market at the point in time the investment contract/agreement is discontinued.

3 – Plan-Related Information

Plan-Related Information is an explanation of general plan information. It includes a description of non-investment management fees and expenses that may be charged to your account. This section also includes a list of the Participant Elected Services Expenses.

General Information

Non-Investment Management Fees and Expenses: Includes recordkeeping, accounting, legal, consulting or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Voice Response System or your Plan Administrator.

Investment Instructions: Your plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the plan's Web site or by calling the Voice Response System.

Limitations on Investments: Limits on making changes to your investment choices may be imposed by the Plan Administrator or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent "market timing" (i.e., rapid trading in and out of a fund). If these restrictions apply then they will be listed in Section 2. In addition to the limits and restrictions described in the prospectus, the Plan Administrator may have other restrictions on making changes to your investment choices. If the Plan Administrator has additional limits, they will be described in a separate document that will be provided to you by your Plan Administrator.

Voting, Tender, and Similar Rights: The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

Participant Elected Services Expenses Table

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

Participant Elected Services Expenses as of 09/26/2024			
Service	Fee Amount	Frequency	Description
Age 59 1/2 Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
Death Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
Mandatory Force Out Disbursement Fee	\$65.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.

Service	Fee Amount	Frequency	Description
Disability Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
Other Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account.
Other Disbursement Fee	\$25.00	Per Distribution	This fee is for the processing of a distribution from your account.
Hardship Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
In Service Disability Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
QDRO Disbursement Fee	\$40.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
Qualified Domestic Relations Order Processing Services	\$400.00	Per Occurrence	Per QDRO fee for processing. This includes QDRO reviews, calculations, and distributions.
Retirement Disbursement Fee	\$65.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
Separation from Service Disbursement Fee	\$65.00	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the plan.
TPA Disbursement Fee	\$25.00	Per Transaction	Employee Locator Fee
TPA Disbursement Fee	\$250.00	Per Transaction	Qualified Domestic Relations Order (QDRO)
ACH Special Handling Charge	\$15.00	Per Distribution	Automated Clearing House. This fee is for transferring your distribution directly into your bank account.
Empower Advisory Services My Total Retirement	Up to \$100K = 0.162500% Next \$150K = 0.137500% Next \$150K = 0.112500% Over \$400K = 0.087500%	Quarterly	This fee applies if you are enrolled in the service and is deducted from the assets within the service.
Approval Fee	\$75.00	Per Distribution	Fee for requesting approval services against your plan balance. This fee is deducted from the withdrawal proceeds. If you initiate more than one approval you will be assessed the fee for each new approval.
EXPRESS Special Handling Charge	\$40.00	Per Distribution	This fee is for sending your distribution via 1- to 2-day express delivery.
WIRE Special Handling Charge	\$40.00	Per Distribution	This fee is for sending your distribution to your bank account via electronic wire.
TPA Miscellaneous Fee	\$125.00	Per Transaction	Required Minimum Distribution

For further information regarding these potential fees, please contact the Participant Call Center at the number listed on the first page of this document.

Fees and expenses do add up and can have a big impact on your retirement savings. Fees and expenses are only two of many other factors to think about when you make investment decisions.

You can visit the Department of Labor website for an example showing the long-term effect of fees and expenses - <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Visit your plan's website listed in the title for a glossary of investment terms relevant to the investment options under this plan.

If applicable to your plan:

Source: Bloomberg Index Services Limited. BLOOMBERG® is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively "Bloomberg"). BARCLAYS® is a trademark and service mark of Barclays Bank Plc (collectively with its affiliates, "Barclays"), used under license. Bloomberg or Bloomberg's licensors, including Barclays, own all proprietary rights in the Bloomberg Barclays Indices. Neither Bloomberg nor Barclays approves or endorses this material, or guarantees that accuracy or completeness of any information herein, or makes any warranty, express or implied, as to the results to be obtained therefrom and, to the maximum extent allowed by law, neither shall have any liability or responsibility for injury or damages arising in connection therewith.