



401(K) Enrollment & Update Form

First Name	MI	Last Name	Day Phone	Social Security #
Address			Email	
City	State	Zip Code	Date of hire	Date of birth

- Select One (1) Option:**
- Enroll in 401(k) Retirement Plan.
 - Update/ Change my contributions or investment elections.
 - I **DO NOT** want to participate in the 401(k) plan.
 - Transfer funds from prior 401(k) or IRA only.

STEP 1: SALARY DEFERRAL AMOUNT & BONUS PERCENTAGE

Traditional (Pre-Tax): I elect to withhold \$ _____ of compensation per pay period on a Pre-Tax basis;

Bonus Contribution: I also elect to contribute an additional _____ % upon the quarterly bonuses I receive.

Catch Up:

Contributions: *If you will be 50 years old as of the last day of the year, you are entitled to make additional "Catch-Up" Contributions. For 2024 the annual catch-up contribution is \$7,500.*

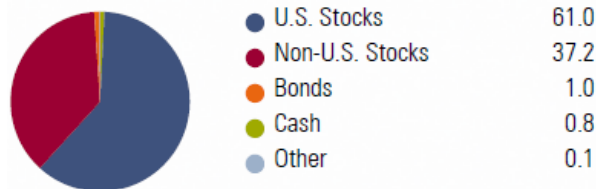
STEP 2: DEFAULT INVESTMENTS

Qualified Default Investments:

You may invest your contributions in several different investment options with various degrees of risk and return. To select options other than the default investment alternative chosen by the "Plan" please refer to the *Voya Enrollment Kit*. If you do not elect different investment options once enrolled into the "Plan" your account will automatically be invested in the default funds below based on your date of birth:

(A): 1/1/1995 and later: F246 MyCompass Ind Moderate 2065 Fd R

Composition as of 03-31-23

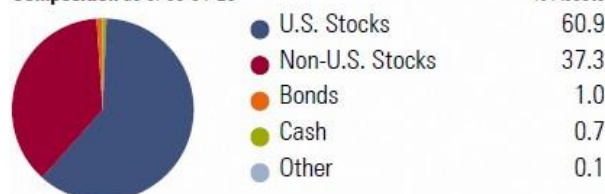


Top 5 Holdings as of 03-31-23

Investment	% Assets
BlackRock Russell 1000® Index F	57.95
BlackRock MSCI ACWI ex-U.S. IMI Idx F	35.56
BlackRock Developed Real Estate Idx F	4.55
Long Term Credit Bond Index Fund F	1.00
BlackRock Russell 2000® Index F	0.98

(B): 1/1/1985 through 12/31/1994: D384 MyCompass Ind Moderate 2055 Fd R

Composition as of 03-31-23

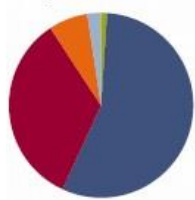


Top 5 Holdings as of 03-31-23

Investment	% Assets
BlackRock Russell 1000® Index F	57.96
BlackRock MSCI ACWI ex-U.S. IMI Idx F	35.54
BlackRock Developed Real Estate Idx F	4.54
BlackRock Russell 2000® Index F	0.97
Long Term Credit Bond Index Fund F	0.84

(C): 1/1/1975 through 12/31/1984: D383 MyCompass Ind Moderate 2045 Fd R

Composition as of 03-31-23



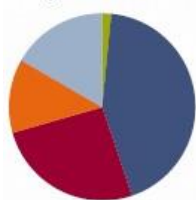
	% Assets
U.S. Stocks	55.8
Non-U.S. Stocks	33.9
Bonds	6.9
Cash	1.1
Other	2.4

Top 5 Holdings as of 03-31-23

	% Assets
BlackRock Russell 1000® Index F	53.05
BlackRock MSCI ACWI ex-U.S. IMI Idx F	32.27
Long Term Credit Bond Index Fund F	4.66
BlackRock Developed Real Estate Idx F	4.15
Voya Custom Gia	2.34

(D): 1/1/1965 through 12/31/1974: D382 MyCompass Ind Moderate 2035 Fd R

Composition as of 03-31-23



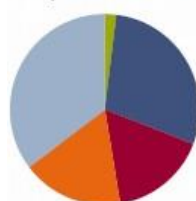
	% Assets
U.S. Stocks	43.3
Non-U.S. Stocks	25.7
Bonds	12.8
Cash	1.6
Other	16.7

Top 5 Holdings as of 03-31-23

	% Assets
BlackRock Russell 1000® Index F	40.21
BlackRock MSCI ACWI ex-U.S. IMI Idx F	24.47
Voya Custom Gia	16.64
Long Term Credit Bond Index Fund F	4.82
Long Term Government Bond Index Fund F	4.22

(E): 1/1/1955 through 12/31/1964: D381 MyCompass Ind Moderate 2025 Fd R

Composition as of 03-31-23



	% Assets
U.S. Stocks	28.9
Non-U.S. Stocks	16.5
Bonds	17.3
Cash	2.0
Other	35.3

Top 5 Holdings as of 03-31-23

	% Assets
Voya Custom Gia	35.28
BlackRock Russell 1000® Index F	25.34
BlackRock MSCI ACWI ex-U.S. IMI Idx F	15.71
Long Term Government Bond Index Fund F	7.52
BlackRock U.S. Trs Infl-Prot Secs F	5.78

STEP 3: SIGN & DATE

As a participant of the "Plan," I hereby authorize payroll deductions from my compensation as indicated in Step 1 to be contributed by my employer to the Plan as a salary deferral contribution for my account. Additionally, I authorize any contributions made on my behalf and those made pursuant to a salary deferral agreement or other sources under the Plan to be invested in the default investment alternative selected by the Plan. I further understand that the portfolios in Step 2 are employer-default funds managed by Voya Financial (Voya) and are subject to change at any time without notice. To select options other than the default investment alternative chosen by the Plan, please refer to the Voya Enrollment Kit. Furthermore, I understand that my election will remain in effect through the end of the benefit year (Dec 31) or until a contribution change form is submitted to Human Resources. I further understand investments are not FDIC insured and may lose value.

Signature

Date